

Graduate Council

Agenda

October 18, 2016

Review of minutes

Old Business: None

New Business:

Campbell School of Business

MBA program proposed graduate catalog changes

CV's submitted for approval to graduate faculty:

Joyce Heames

Lauren Heller

Hyunsung D. Kang

Charter School of Education and Human Sciences

Georgia Professional Standards Commission (GaPSC)

EDU670

EDU672

EDU772

***Next Meeting: Tuesday, November 15, 2016
11 a.m. – Hermann Hall Boardroom***

**Graduate Council
Minutes of April 19, 2016**

Dr. Richardson called the meeting to order at 11:00 a.m. In attendance were Jill Cochran, Duane Inman, Leslie Marlow-Inman, Eliana Hirano, Andrew Bressette, Bryce Durbin, John Grout, Sherre Harrington, Brett Kennedy, Jacqueline McDowell, Nancy Mercer, Elise Masciantonio (EDU Grad. Student)

The minutes of December 10 were approved by voice vote.

Old Business

Non-degree Graduate Catalog policy proposal

Dr. Richardson reintroduced the proposed revisions to catalog policy relating to non-degree graduate students. The changes would increase flexibility for students to take courses as non-degree students beyond the 9-hours previously indicated, by permission.

Discussion: Dean McDowell commented about the “conversion” class for students who previously had coursework at another institution. It is a one-hour course. Dr. Richardson requested that the change be approved effective in the 2016-17 catalog.

Proposal *approved by voice vote*.

New Business:

Graduate Catalog Update

Dean McDowell brought a graduate catalog change proposal for consideration. Dr. Richardson recommended that first reading be waived.

First reading requirement was *waived by voice vote*.

Dean McDowell commented that the proposal submits new language for the acceptable number of hours allowed for transfer work into the Graduate Education programs. See attached proposal for details. Dr. Bressette indicated that this language would correct inconsistencies within the transfer policy in preparation for SACS. It outlines the process behind how transfer credit is awarded within the graduate programs.

Proposal *approval by voice vote*. To be included in the 2016-17 Graduate Catalog.

Graduate Commencement reminder

Dr. Richardson reminded the Council of the upcoming Graduate student commencement ceremony in the College Chapel on the evening of May 6. Graduation practice will be at 6 PM (students report at 5:45) and the ceremony will be at 7 PM.

Chair: Kathy Brittain Richardson

Secretary: Bryce E. Durbin

Graduate Education proposed catalog language change – Transfer Credit

General Admission Section - Current Transfer Credit Catalog Language

Transfer credit is not awarded for prior experiential learning, nor is credit awarded for graduate work that is not applicable to the degree program. For graduate education a maximum of three courses (two courses for M.B.A.) or nine semester hours (six hours for M.B.A.) of graduate transfer credit for which the student has earned a grade of "B" or better may be applied to the appropriate graduate program. Transcripts received by the admissions office will be forwarded to the appropriate graduate office for evaluation before the student is admitted. Decisions regarding transfer credit awarded are made within each graduate program according to the policies approved by their graduate faculty. The registrar will be notified of all transfer credit approved by the graduate program

Graduate Education Programs section

Transfer Candidates

Candidates transferring to the Berry College graduate programs in education must submit a transfer-student recommendation form that has been completed by the program director or appropriate dean of the previous institution. The form must be submitted as a confidential form in a sealed envelope with the recommender's signature across the seal. The recommendation forms are available in the Office of Graduate Studies in Education.

□□ Three hours of graduate-education elective credit may be earned by a student providing an American Council on Education transcript demonstrating the student has attempted or completed the National Board for Professional Teaching Standards. All other conditions for acceptance of transfer credit and the procedures for transferring credit are explained on page 15.

Proposed Catalog Language Specific to Graduate Education Programs:

Candidates transferring credit to the Berry College graduate programs in education must submit a transfer-student recommendation form. The graduate education curriculum committee may grant transfer credit for appropriate graduate-level course work completed at other accredited institutions. Berry College will allow a maximum of three 3-semester-hour courses, for a total of 9 semester hours (typically three 3-semester-hour courses) in the M.Ed., M.A.T. and Ed.S Curriculum and Instruction programs. Transfer credit is not granted for the following courses:

M.Ed./M.A.T

EDU 602 Action Research I

EDU 626 Action Research II

Ed.S. Curriculum and Instruction

EDU 705 Applied Action Research I

EDU 715 Applied Action Research II

EDU 717 Applied Action Research III

The graduate education committee may grant transfer credit for appropriate graduate-level course work completed at other accredited institutions to a maximum of one 3-semester-hour course, for a total of 3 semester hours in the M.Ed. and Ed.S. Educational Leadership programs. Transfer credit is not granted for the following courses:

M.Ed. Educational Leadership

EDU 686 Residency I

EDU 689 Residency II

Ed.S. Educational Leadership

EDU 741 Supervised Residency I

EDU 742 Supervised Residency II

EDU 743 Supervised Residency III

EDU 744- Supervised Residency IV

All other conditions for acceptance of transfer credit and the procedures for transferring credit are explained on page 15.

MBA Program Proposed Graduate Catalog Changes

Current Catalog:

Goals of the M.B.A. Program

The M.B.A. program serves as a source for working professionals and managers in all types of organizations. The goal of the M.B.A. program is to educate the head, heart and hands of our students by enabling them to develop an understanding of and become proficient in the following:

- Analysis and problem solving
- Application of theory
- Management of organizational resources
- Ethics and organizational citizenship
- Technology
- Written and oral communication
- Legal and regulatory environment
- Continuous improvement
- Global and political issues
- Leadership and accountability
- Demographic diversity
- Personal growth and lifelong learning

Proposed:

MBA Student Learning Outcomes

The MBA program serves as a source for working professionals and managers in all types of organizations. The goal of the program is to educate the head, heart and hands of our students by enabling them to develop an understanding of and become proficient in the following:

- **Functional Knowledge:** Students will develop working knowledge and in-depth understanding of core business concepts and principles
- **Ethical Awareness:** Students will develop and understanding of ethical dilemmas involved in business operations and be prepared to make ethical and socially responsible decisions when faced with such dilemmas.
- **Communication Skills:** Students will demonstrate effective writing and public-speaking skills.
- **Analytical and Problem Solving Skills:** Students will demonstrate the ability to identify strategic problems, develop alternative solutions, and select and defend a course of action with a detailed implementation plan.
- **Teamwork and Interpersonal Skills:** Students will demonstrate the ability to work effectively within a team context and be ready to take charge and lead teams.

Current Catalog:

Elective Courses: 9 Hours

- [BUS 669 - International Entrepreneurship](#) 3-0-3 **SU16**
- [BUS 674 - Social Issues in Business](#) 3-0-3 **FA08**
- [BUS 676 - Entrepreneurship and Advanced Business Planning](#) 3-0-3 **FA15**
- [BUS 695 - Special Topics in Business](#) 3-0-3
- [BUS 697 - Independent Study/ Internship](#) 1 to 3
- [FIN 631 - Investments](#) 3-0-3 **SP09**
- [MGT 606 - Process- Improvement Projects](#) 3-0-3 **SU06**
- [MGT 660 - Strategic Human Resource Management](#) 3-0-3 **FA09**
- [MGT 667 - Quality Management](#) 3-0-3 **SP05**
- [MGT 668 - International Management](#) 3-0-3 **SU16**
- [MKT 610 - Strategic Career Management](#) 3-0-3 **FA10**
- [MKT 658 - Social Media and Internet Marketing](#) 3-0-3 **SP11**
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Proposed:

Elective Courses: 9 Hours

- [BUS 669 - International Entrepreneurship](#) 3-0-3
- [BUS 676 - Entrepreneurship and Advanced Business Planning](#) 3-0-3
- [BUS 695 - Special Topics in Business](#) 3-0-3
- [BUS 697 - Independent Study/ Internship](#) 1 to 3
- [MGT 660 - Strategic Human Resource Management](#) 3-0-3
- [MGT 667 - Quality Management](#) 3-0-3
- [MGT 668 - International Management](#) 3-0-3
- [MKT 658 - Social Media and Internet Marketing](#) 3-0-3

Current Catalog:

Students may take either of the courses listed below as part of the Required Courses:

MGT 664 Service Management *OR*
MGT 665 Value Chain Management

Proposed:

Students may take either of the courses listed below as part of the Required Courses:

MGT 664 Service Management *OR*
MGT 665 Value Chain Management

Students who complete both courses will be allowed to count one of the courses as an elective.

Current Catalog:

Applicants who have earned a graduate degree from a fully accredited institution of higher education are eligible for admission without submission of GMAT or GRE scores.

Proposed:

Applicants may petition for a GMAT/GRE waiver based upon having met one or more of the following criteria:

- Completion of an advanced degree (i.e. Master's or higher) from a fully accredited institution of higher education.
- Professional business certifications such as CPA, CFA, SHRM, PMP, etc. Other certifications will be considered on a case-by-case basis.
- Progressive work experience of 10 years or more with demonstrated career growth and responsibility.

Approval of a GMAT/GRE waiver does not imply acceptance into the program.

GMAT/GRE waivers are not automatic or guaranteed and are considered on a case-by-case basis and approved by the graduate faculty. Additional assessment and demonstration of quantitative competencies will be required as part of the waiver evaluation process.

Berry College Curriculum Form for Majors/Minors

Instructions: Use this form to add, delete or change a major.

1. Action: D <i>(Add /Change/ Delete)</i>	2. School BUS	3. Major code	4. Major title Master of Business Administration
5. List courses required for major (if major is new). If adding or deleting courses to a major or minor already in the catalog, just list the courses to add or delete. BUS674 Social Issues in Business FIN631 Investments MGT606 Process Improvement Projects MKT610 Strategic Career Management			
6. Hours /number of courses		7. Comments (attach additional documentation if needed) Removing elective courses that have not been taught in several years. No changes to the number of electives required.	
8. Library Resources adequate Approved: _____ — Director, Memorial Library			
9. Submitted by: (please print or type) Name _____ Date _____		10 Approved by: (Dean of School) Name _____ Date _____	
11. Date Submitted to Graduate Council			

Registrar's Use Only

23. Major Department 	24. School 	25. CIP Code 	26. 1st reading date: Approved? Y/N, Date	Effective year/term: Inactive date: _____
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Revised 1/12/12

Joyce Thompson Heames
Abbreviated Curriculum Vitae

Home Address

33 Nicklaus Drive
Rome, GA 30165

Personal Contact

Cell: 205-482-8558
Email: joyceheames@charter.net

Office Address

Berry College
Campbell School of Business
PO Box 495024
Mount Berry, GA 30149
Phone: 706-238-7941
Email: jheames@berry.edu

Education

2006: University of Mississippi, Oxford, MS, Ph.D. in Management
1988: Samford University, Birmingham, AL, MBA
1984: Samford University, Birmingham, AL, B.S. in Management

Academic Administration Experience

2016-Present: Dean & Professor of Management, Campbell School of Business, Berry College
2015 – 2016: Associate Dean for Innovation, Outreach, & Engagement, WVU College of Business
2010-2015: Chair, Department of Management, College of Business, West Virginia University (WVU)
2012-2015: Program Coordinator, Master of Science-Industrial Relations & Human Resources (MSIR)
2011-2012: Coordinator, Management Ph.D. Program, College of Business, West Virginia University
2010-2016: Associate Professor, HRM and OB, College of Business West Virginia University
2006-2010: Assistant Professor, HRM and OB, College of Business, West Virginia University
2003-2006: Instructor, Department of Management, School of Business, University of Mississippi
1994–2003: Director, UG Programs and Instructor, School of Business, Samford University
1991-1994: Director, Administration and UG Programs, School of Business, Samford University
1984-1991: Director of Education and Instructor, National Education Center, Birmingham, AL

Professional Work Experience

1990-2010: Business Owner, Executive Directions - Training and Development
1980-1982: Office Manager, Pelham United Methodist Church
1976-1980: Savings and Loans, AmSouth Bank

Honors and Awards

Chapter President, Beta Gamma Sigma, 2016
Dean's Award of Distinction in Service, WVU, College of Business, 2013
Most Valuable Member, NCWV Professional Chapter of SHRM, 2011
Department Nominee - Outstanding Research, Management and IR Department, 2011
Special Journal Editor, Journal of Management History, 2007 - 2010
AHRD Cutting Edge Award, Academy of Human Resource Development, 2009
Distinguished Paper Award, McGraw-Hill/Irwin – MBAA, 2003
Award Winning Distributor, Inscape Publishing, 2002 and 2003
Community Service Award, Network Birmingham, Inc., 1999 and 2002
Outstanding Woman of the Year, Network Birmingham, 2001
Leadership Birmingham Class, Birmingham, 1999
Top Ten Business Women in Birmingham, Birmingham Business Journal, 1999

Certifications and Professional Memberships

Academy of Management (2003 - Present)

Southern Management Association. (2003 - Present).

Society for Human Resource Management (2005 - Present).

Senior Professional Human Resources (SPHR) Certification, SHRM. (2008 - 2012).

International Association on Workplace Bullying and Harassment. (2008 - 2011).

Academy of Human Resource Development. (2007 - 2010).

Business History Conference. (2007 - 2009).

International Association for Conflict Management. (2005 - 2008).

Past Memberships & Community Associations while in Birmingham, AL:

Network Birmingham, Inc., Board President & Board Treasurer

Sigma Beta Delta – National Honor Society in Business

PATH – Partnership & Assistance for the Homeless, Board Vice President and then President

As President led the organization in a merger with another non-profit and doubled corporate giving.

National Association of Women Business Owners

TEACHING

Graduate - Ph.D.: Human Resources Research Seminar

Graduate - Masters: Human Capital Management; Talent Acquisition; Organizational Change & Renewal; Human Resource Development, Business Acumen & HR Analytics

Undergraduate: Corporate Social Responsibility (Community Based Learning); Human Resource Management Fundamentals; Staffing & Selection, Compensation & Benefits, Training & Development, Hospitality & Tourism Leadership, Organizational Behavior

Innovative Teaching Example: Corporate Social Responsibility Course: I Guide students through the synthesizing of 30-40 packets from non-profit organizations requesting \$150,000- \$200,000, as they decided to whom to award the \$20,000 grant from the Business School Foundation. The students are also required to serve 30 hours of community service while completing several academic components (e.g. research papers and presentations). The class takes a trip to Cleveland to participate in the CSR Workshop hosted by alumnus, Bob Reitman.

Experiential Based Teaching Example: An Interview Competition which is a joint project between the 300 students in a required undergraduate class principles of management class and my graduate talent acquisition class (35-40 students) and monetarily sponsored by a corporation (GE). The graduate students are taught how to prepare for, conduct, and synthesize behavior interviews. The undergraduate students are taught how to prepare for a job interview. Each G student conducts 8-10 interviews and then participates in the applicant vetting process at the regional and corporate level. They narrow the pool down to the top 10% of the undergraduate class. They are also vying for top recruiter status.

Directed Student Learning

Ph.D. - Dissertation Committee Chair, Management, Student: Andrew Carnes

Master's - Thesis Committee Chair, Journalism, Student: Marshal Carper

Undergraduate - Directed over 20 Individual Independent Studies or Internships

Executive Education: The following is a sample list of clients and topics

SHRM Learning System and SHRM HR Essentials: Public workshops offered to professional human resource managers.

Executive courses: Developing and Leading High Performance Teams, Understanding Effective Leadership Styles, Managing across Generations: Maximizing Potential on the Job, Conflict Resolution and Management, Personalities - Good, Bad, and Just Plain Different, Business Etiquette: The Extra Competitive Advantage, Valuing Diversity by Meeting on Common Ground, Time is Money – 101 Ways to Master Yours, Who Moved My Cheese – It is all About Handling Change

The above Executive courses were offered in the following platforms:

Forensic Management Academy: A week long annual academy presented for forensic lab and law enforcement officers from all over the world.

Forensic Leadership Institute: A series of workshops held for individual state or municipal agencies (e.g. United States Army Criminal Investigation Laboratory; New York Division of Criminal Justice; Texas Forensic Science Commission – Houston, Fort Worth, and Austin; Allegheny County Medical Examiner's Office; Michigan State Forensic Labs; Arkansas Forensic State Lab; Washington DC Department of Forensic Sciences)

Leadership Institute: A series of customized workshops (e.g. Mylan Pharmaceuticals, Clear Mountain Bank, WV Department of Environmental Protection, WVU Foundation)

Academic Healthcare Administration Certificate Program: A 6 course program specifically designed for the medical personnel of the WVU Health Care System

SERVICE

WVU, College of Business, Management Department, Service on Committees and Initiatives

Ph.D. and MSIR Admissions Committee,
Hospitality Program Lead and Advisory council,
Beta Gamma Sigma Faculty Representative,
Journal Ranking Task Force
Numerous Faculty Search Committees
AACSB Management Curriculum and Assurance of Learning Reviews

WVU, College of Business and Economics, Service on Committees and Initiatives

Committees:

AACSB Accreditation Task Force
Peer Evaluation Task Force
Academic Policies & Procedure
Academic Program Council
Faculty Policy
Strategic Planning
Workload Policy - Sub Committee
Building Emergency Plan

Development Efforts, Calling Donors and Corporate Partners

Faculty Advisor: UG Student SHRM Chapter, Graduate IRSA Chapter,

College Faculty Marshall - WVU Graduation Convocation

Search Committees

WVU - University Service

Guest Speaker, STEM Academy

University's Healthy Community Committee – Charge to establish policies for workplace bullying

Chair's Forums

Professional Service

Southern Management Association (SMA) Officer, Secretary/ Membership Chair. (November 2013 - Present).

Reviewer for Journals: *Management Decision*, *Journal of Applied Social Psychology*, *Journal of Management History*, *HRMagazine*, *Human Resource Development Quarterly*, *International Journal of Conflict Management*, *Family Relations*

Reviewer for Conferences: Academy of Management (AOM) and SMA

Track Organizer: SMA

Presenter: SMA 2012, Early Stage Doctoral Student Consortium and Pre-Doctoral Student Consortium, SMA 2011 Doctoral Student Consortia.

Session Chair or Discussant for SMA and AOM (over 40 times over past 10 years)

Assistant Placement Director, AOM. (August 2008 - August 2010).

Member, Special Task Force, Society of Human Resource Management. (July 2010 - October 2010).

Reviewer, Conference Paper, AOM- Ralph Alexander Dissertation Award. (2009).

University of Mississippi - Service

Search Committee for Dean, School of Business Administration, 2004-2005 (while an Instructor and Ph.D. student)

Samford University - Service: The following list represents just a few of the numerous committees or task force memberships during my 12-year tenure in the School of Business at Samford University.

Business School AACSB Accreditation Committee, achieved the inaugural accreditation in fall of 1999

Task Force on Adult Education

Search Committee – University Registrar

Lead the Development of a Transfer Guide for Alabama Community Colleges. I traveled to every community college in the state of Alabama to negotiate the transfer guide

Honors Court

Public Service & Guest Speaker Engagements:

Tri-State Society for Human Resource Management, 2012

Keynote Address, Walmart Women Leadership Council, 2011

WV SCHA Annual Conference, 2010

Deem HR Annual Conference, 2010

Generation WV, 2010

NCWV SHRM Professional Chapter, 2010

Mylan Pharmaceuticals, Morgantown, WV, 2010

WV Human Resources Summit and Governor's Safety Conference, 2008

WV Young Entrepreneurs Support Network, 2008

Davis Memorial Davis Hospital Leadership Retreat, 2008

Delta Sigma Pi Fraternity Monthly Meeting, WVU, 2008

The Fifth Innovative Teaching in HRIR Conference, 2008

WV Municipal HR Assoc. and Government Finance Officers Assoc. 2008

Management, Steptoe and Johnson Firm Annual Retreat, 2008

Management, North Central WV Chapter of SHRM, 2007

Management, Steptoe and Johnson Firm Annual Retreat, 2007

Management, Davis Memorial Davis Hospital Leadership Retreat, 2007

Academic, Faculty Colloquium - WVU CBE, 2007

North Central WV Chapter of SHRM, 2007

Management, WVU School of Medicine Leadership Retreat, 2006

Relevant Professional and Academic Development Activities Attended

Immigration Based Search Training, Office of Social Justice and Immigration Services, 2012
Managing HR Issues Involving Classified Employees, WVU Provost Office, 2012
Digital Measures Workshop (a performance based platform for faculty), WVU CBE, 2011
Chair's Symposium: Transforming the Culture, WVU Provost Office, 2011
Support Activities from the Office of Graduate Education and Life, WVU Provost Office, 2011
Faculty Evaluation, Promotion, and Tenure for All Faculty, Academic Affairs and Research, 2008
Write Winning Grants, WVU Research, 2008
CARMA - Qualitative and Mixed Methods Institute, Virginia Commonwealth University, 2005
Certified Instructor - Dale Carnegie & Associates, Inc.: Leadership Training for Managers, 2003
Certified Instructor – Who Moved My Cheese®: Change Program by Spencer Johnson, 2001
Certified Instructor - Protocol School of Washington: Business Etiquette & Int'l Protocol, 2000
Instructor Certification - NxLevel®: Entrepreneurial Programs, 2000
Distributor & Instructor Certification - Inscape Publishing: DiSC, 1996
Personnel Law Update Seminar, 1995
Facilitator Certification - Myers-Briggs Personality Profiles, 1994

RESEARCH

Published Intellectual Contributions: Book Chapters

Tomlinson, E., Heames, J., Bockanic, W.N. (2013). In L. Crothers & J. Lipinski (Ed.), *Workplace bullying: Remedies for victims* (pp. 291-304). New York: Bullying in the workplace: Causes, symptoms, and remedies/Routledge.
Morris, M.L., Heames, J., Ray, J. (2012). In M. Pauldi (Ed.), *Productive Revenge: The Light Side of Revenge*. Praeger Publishing.
Heames, J., Harvey, M. (2007). In S. Seshagiri & J.R. Gajendra (Ed.), *Effective Leadership: Lessons in a Cross Cultural Context, Chapter 11: The evolution of the concept of the 'Executive' from the 20th Century Manager to the 21st Century Global Leader* (pp. 185-208). ICFAI University Press.
Heames, J. (2006). *Training and Development*. Thousand Oaks, CA: J.H. Greenhaus & G.A. Callahan, Encyclopedia of Career Development, SAGE Publications.

Published Intellectual Contributions - Refereed Journals

McMillan, H., Gilley, A., Caldwell, J., Heames, J., & Gilley, J. W., (2015). Exploring the antecedents of perceived managerial ethicality: A multi-dimensional / multi-level approach. **Journal of Leadership, Accountability, and Ethics**, 12(2).
Gilley, A., Heames, J., Gilley, J. (2012). "Leaders and Change: Make It Personal," **Journal of Applied Management and Entrepreneurship**, 17(1), 69-83.
Morris, M.L., Heames, J., McMillan, H. (2011). "Human Resource Executive's Perceptions and Measurement of the Strategic Impact of Work/Life Initiatives," **Human Resource Development Quarterly**, 22(3), 265-295.
Heames, J., Heames, T. (2011). "Forensic Science Staffing: Creating a Working Formula," **Forensic Science Policy & Management: An International Journal**, 2(1), 5-10.
Heames, J., Breland, J. (2010). "Management Pioneers: 30 Year Review," **Journal of Management History**, 16(4), 427-436.
Insch, G., Heames, J., McIntyre, N. (2010). "The Appropriateness of Parental Involvement in the Job Search Process," **Journal of Diversity Management**, 5(2), 49-57.
Harvey, M., Treadway, D., Heames, J., Duke, A. (2009). "Bullying in the 21st Century Global Organization: An Ethical Perspective," **Journal of Business Ethics**, 85(1), 27-40.
Harvey, M., McIntyre, N., Heames, J., Moeller, M. (2009). "Mentoring Global Female Managers in the Global Marketplace: Traditional, Reverse, and Reciprocal Mentoring," **International Journal of Human Resource Management**, 20(6), 1341-1358.

- Guidice, R., Heames, J., Wang, S. (2009). "The Indirect Relationship between Organizational-Level Knowledge Worker Turnover and Innovation: An Integrated Application of Related Literature," **The Learning Organization Journal**, 16(2), 143-167.
- Kiessling, T., Harvey, M., Heames, J. (2008). "Acquisition Issues: Operational Changes to the Acquired Firm's Top Management Team and Subsequent Organizational Performance," **Journal of Leadership and Organizational Studies**, 14(4), 287-302.
- Harvey, M., Buckley, M., Heames, J., Ferris, G., Zinko, R. (2007). "A Bully as an Archetypal Destructive Leader," **Journal of Leadership and Organizational Studies**, 14, 117-129.
- Harvey, M., Treadway, D., Heames, J. (2007). "Bullying and the Occurrence of Social/Emotional Contagion to Occur in Global Organizations," **Journal of Applied Social Psychology**, 37(11), 2576-2599.
- Harvey, M., Treadway, D., Heames, J. (2006). "Bullying in Global Organizations: A Reference Point Perspective," **Journal of World Business**, 41, 190-202.
- Harvey, M., Heames, J., Richey, G., Leonard, N. (2006). "Bullying: From the Playground to the Boardroom," **Journal of Leadership and Organizational Studies**, 12(4), 1-11.
- Heames, J., Harvey, M., Treadway, D. (2006). "Status Inconsistency: An Antecedent to Bullying in Groups," **International Journal of Human Resource Management**, 17(2), 348-361.
- Heames, J., Harvey, M. (2006). "The Evolution of the Concept of the 'Executive' from the 20th Century Manager to the 21st Century Global Leader," **Journal of Leadership and Organizational Studies**, 13(2), 29-41.
- Heames, J., Harvey, M. (2006). "Workplace Bullying: A Cross Level Assessment," **Management Decision**, 44(9), 1214-1230.
- Service, R.W., Smith, D., Heames, J. (2005). "Management of Information Systems and Related Information Technology," **Journal of Business and Information Technology**, 5, 1-14.
- Harvey, M., Fung, H., Novicevic, M., Heames, J. (2004). Identification of Potential Entrepreneurs and Intrapreneurs: A Cognitive Framework. **Review of Business Research**, 2, 78-86.
- Heames, J. (2003). "Dichotomies in Teachings: Applications & Ethics," **Journal of Business Education**, 79, 118-122.
- Heames, J. (2000). "When a Customer Goes Too Far." **Annual Advances in Business Cases**, 329-339.

Other Publications, Conference Proceedings, and Presented Papers

- Pozzuto, A., Heames, J., Sproul, C., (2013). *Corporate Social Responsibility: Exploring the Gaps*. Southern Management Association Annual Conference.
- Munyon, T., Dawley, D., Heames, J., (2012). *Embedded and Free to Act*. Southern Management Association Annual Conference.
- Carnes, A., Heames, J., (2012). *The rich get richer: The impact of socio-economic status on job acquisition success*. Southern Management Association Annual Conference.
- Dawley, D., Munyon, T., Heames, J., (2012). *Embedded and Free to Act: How Job Embeddedness and Autonomy Enable Employee Helping Behavior*. Southern Management Association Annual Conference.
- Neidermeyer, P., Heames, J., Neidermeyer, A., (2011). *Judging the Performance of a Not for Profit Entity*. International Applied Business Research Conference, Clute Institute.
- Gilley, A., Gilley, J.W., Heames, J., (2011). *Managerial Malpractice*. Academy of Human Resource Development Annual Conference.
- Insch, G., Heames, J., McIntyre, N., (2009). *The Appropriateness of Parental Involvement in the Job Search Process*. International Industrial Relations and Human Resources Conference.
- Morris, M.L., McMillan, H.S., Heames, J., (2009). *Examining the Strategic Impact of Work/Life Initiatives on Individual and Organizational Performance*. Academy of Human Resource Development Conference.

- Houghton, J., Heames, J., Carbo, J., (2008). *Perceived Leadership Style: A Moderator of Workplace Bullying Behavior*. Proceedings of the Sixteenth Annual International Conference of the Association on Employment Practices and Principles (AEPP).
- Heames, J. (2008). *A Historiography of Training and Development: A Century of Change*. Midwest Academy of Management Annual Meeting.
- Morris, M.L., McMillan, H., Heames, J., (2008). *The Strategic Human Resource Impact of Work/Life Initiatives*. Southern Management Association Annual Conference
- Cohen, D., Heames, J., Morris, M.L., (2008). *Academic & Corporate Perspectives on HRIR Curriculums: Strengths, Weaknesses, Directions, & Standards*. The Fifth Innovative Teaching in HRIR Conference.
- Cohen, D., Heames, J., Morris, M.L., (2007). *HR Teaching and Curriculum: Future Focus*. Southern Management Association Annual Conference,
- Heames, J., (2007), *Workplace Bullying: Assessment of Bystander Intervention Capabilities*. Southern Management Association Annual Conference.
- Heames, J., Breland, J.W., (2007). *30 Year Update: Management Pioneer Contributors*. Academy of Management Annual International Conference.
- Heames, J., Harvey, M., (2006). *Workplace Bullying: A Cross Level Assessment*. International Business and Economic Research Conference.
- Heames, J., Harvey, M. (2005). *From Barnard's Executive to the 21st Century Global Executive: A Transition in the Management Environment*. Southern Management Association Annual Conference.
- Heames, J., (2005). *Intra-Organizational Survey Response Rates: An Employee Trust Issue*. Southern Management Association Annual Conference.
- Heames, J., Guidice, R., (2005). *Organizational Learning & Employee Turnover: A Curvilinear Relationship*. Academy of Management Annual International Conference.
- Heames, J., Harvey, M., (2004). *Status Inconsistency: An Antecedent to Bullying*. Southern Management Association Annual Conference.
- Harvey, M., Fung, H., Novicevic, M., Heames, J., (2004). *Identification of Potential Entrepreneurs and Intrapreneurs: A Cognitive Framework*. International Academy of Business and Economics
- Heames, J., (2004) *100 Years of Change: How has the Training Function Responded?* Academy of Management Annual Conference.
- Service, R.W., Heames, J., (2004). *Leveraging Leadership: Top 10 Principles for Application*. UNL Gallup Leadership Institute Summit
- Service, R.W., Heames, J., (2004). *Putting Management Back in the Managerial Information System Course*. International Academy of Business & Public Administration Disciplines.
- Heames, R.W., Heames, J., (2003). *Managerial Applications and Teaching Dichotomies*". MBAA Annual Conference.

Non-Academic Articles, Cases, and Notes

- Heames, J.T. (2001). Generational diversity. *Jefferson County Investor's Relations Newsletter*, June, III (4): 8-10.
- Heames, J.T. (2001). Alabama needs a centralized business certification process. *Jefferson County Investor's Relations Newsletter*, III.
- Heames, J.T. (2001). When a boss goes too far. Community Banking School, Samford University. Case reviews the regulatory issues surrounding sexual harassment issues between employees and supervisors.
- Heames, J.T. (2000). Diversity in Jefferson County. *Jefferson County Investor's Relations Newsletter*, December, II (2): 7-8. Reprinted: (2002) *Asset Management – QC News*, May, x(x): x-x.
- Heames, J.T. (2000). Women entrepreneurs: Facts, figures & the future. *Jefferson County Investor's Relations Newsletter*, September, II (5): 10-12.
- Heames, J.T. (2000). When a customer who goes too far. Community Banking School, Samford University. Case reviews the regulatory issues surrounding sexual harassment issues from external offenders and the responsibility held by the employer and managers.

- Heames, J.T. (1995). Community bank alliances. Community Banking School, Samford University. Note reviews the various alliances developed by community banks to broaden bank services and expand customer base.
- Service, R.W., Heames, J.T. (1995). Promotion practices at Davenport. Community Banking School, Samford University. Case considers the human resource management staffing and promotion practices at a small community bank. Charges of discrimination have been raised through a complaint filed with the Equal Employment Opportunity Commission.
- Guess, K., Heames, J.T. (1995). Fulton State Bank. Community Banking School, Samford University. Case outlines the strategic options facing an Alabama-based community bank, faced with significant competition from a branch of a large regional bank.
- Heames, J. T. (1994). Is the cost of service too high? Community Banking School, Samford University. Note examines the benefits and costs of services provided by a community bank in relation to the needs of its changing customer base.
- Heames, J.T. (1994). First National Bank of Jordan. Community Banking School, Samford University. Case considers potential changes in product and customer service policies at a small community bank in light of immediate and aggressive competition.
- Heames, J.T. (1993). Dixie Bank of the South. Community Banking School, School of Business, Samford University. Case compares the management philosophies, leadership styles, and corporate culture of two community banks and how these are reflected in the strategies followed by the two banks.
- Heames, J.T. (1992). Then came Debbie. Annual Pre-Licensure Course for Health Care Administrators. Case considers the chain of command and other relevant human resource management issues revolving around the management of a troublesome employee.

Research Ideas in Progress

- "Creating a Legacy: Operationalizing Retirement". With retirement at an all-time high, it is important for organizations and individuals to consider how they will face the departure of such a high percentage of the workforce. This study will look at a multilevel analysis of procedures and processes used to operationalize the exit of retirement age employees.
- "Productive Revenge: The Fork in the Road." People handle the stress of negative situations in different ways. What cognitive drivers allow one person to turn a personal slight in to a productive outcome versus a negative revengeful act?
- "Stakeholders' Theory Enhanced by Identifying Management Fraud Risk Factors." Stakeholder theory is enhanced by using the fraud triangle in examining the effects of employee fraud that includes organizational culture, personality traits, and social contagion. We present and test a Throughput Model of employee theft that incorporates elements of the fraud triangle with personality traits and situational variables (culture, group contagion, personal motives, and moral development) and melds independent, but related, research streams and models of counterproductive behavior"
- "The Richer Get Richer: The Impact of Socio-Economic Status on Job Acquisition Success." This study explored the relationship between an individual's socio-economic status and his or her success in the hiring process. We found that there is a positive relationship between socio-economic status when controlling for gender, race, marital status, interview experience, job experience, intelligence and core self-evaluations. We discuss the practical importance of this finding and areas for future research.

Contracts, Grants and Sponsored Research – Over the years I have received over \$50,000 in faculty development and research grants

Lauren Raymer Heller, Ph.D.

CONTACT INFORMATION

Department of Economics
Berry College
P.O. Box 495024
Mount Berry, GA 30149-5024

Phone: (706) 290-2688
Fax: (706) 238-7854
Email: lheller@berry.edu

CONCENTRATION

International Health Economics, Applied Microeconometrics

EDUCATION

University of North Carolina, Chapel Hill, North Carolina

- Ph.D., Economics; May, 2010

Capital University, Columbus, Ohio

- B.A., Economics, Summa Cum Laude; May, 2005
- Minors in Mathematics, Spanish, and History

CURRENT POSITION

Berry College, Mount Berry, Georgia

Associate Professor of Economics, Campbell School of Business

Fall 2016 - Present

Assistant Professor of Economics, Campbell School of Business

Fall 2010 - Fall 2016

- Areas of teaching specialty include introductory economics courses (both honors and regular sections) as well as upper-level courses in microeconomic theory, health economics, economic development, and the history of economic thought.

PUBLICATIONS

Refereed Journal Articles and Book Chapters

"Is Human Trafficking the Dark Side of Economic Freedom?" (with Robert A. Lawson and Ryan H. Murphy, Southern Methodist University and Claudia R. Williamson, Mississippi State University). *Defence and Peace Economics*, Forthcoming.

"Fracking and Labor Market Conditions: A Comparison of Pennsylvania and New York Border Counties" (with Kelly Hastings and E. Frank Stephenson – Berry College). *Eastern Economic Journal*, Forthcoming.

"A Classroom Property Title Experiment," with E. Frank Stephenson. *Journal of Economics and Finance Education* 15(1), 2016.

"Development and Income Inequality: A New Specification of the Kuznets Hypothesis," with Katherine Theyson. *Journal of Developing Areas*, 49(3), 2015.

"Economic Freedom, Homeownership, and State Labor Market Conditions," with E. Frank Stephenson. *Journal of Entrepreneurship and Public Policy* 4(2), 2015.

"The Influence of Physical Activity on Cigarette Smoking Among Adolescents: Evidence From Add Health," with Mir M. Ali and Aliaksandr Amialchuk. *Nicotine & Tobacco Research* 17(5), 2015.

"Primary Voting Systems and Economic Freedom: An Analysis of U.S. States," with Peter T. Calcagno. *Journal of Public Finance and Public Choice*, XXXII(1-3), 2014.

"Paging Dr. Hibbert: What *The Simpsons* Can Teach Us About Health Economics." In *Homer Economicus: The Simpsons and Economics*. Edited by Joshua Hall. Stanford University Press. May, 2014.

**PUBLICATIONS
(CONTINUED)**

"Economic Freedom and Labor Market Conditions: Evidence from The States," with E. Frank Stephenson. *Contemporary Economic Policy*, 32(1), 2014.

Shortened synopsis of article also appearing in *Regulation* 36(3): Fall, 2013.

"Do Slums Matter? Location and Early Childhood Preventive Care Choices Among Urban Residents of Bangladesh." *Social Science & Medicine* 94, pp. 43-55, 2013.

"For Compassion or Money? The Factors Influencing the Funding of Micro Loans," with Kayla Badding. *Journal of Socio-Economics*: 41(6), 2012.

"Using India and China to Interest American Students in Economics," with Nimish Adhia. *Education About Asia*: 17(3), 2012.

"Social Cohesion and Its Relationship to Endogenous Institutional Formation and Economic Growth." *Journal of Private Enterprise*: 25(1), 2009.

Also appearing in *Economic Freedom: Causes and Consequences*, Joshua Hall and Robert Lawson (eds.). New York: Nova Science, 2011.

"Do Gas Stations Raise the Price of Gasoline on the Weekend or Holidays?" with Robert Lawson and Joshua Hall. *Atlantic Economic Journal* (Anthology Section): 35(1), March 2007.

"Testing the Alchian-Allen Theorem: A Study of Consumer Behavior in the Gasoline Market," with Robert Lawson. *Economics Bulletin*: 35(4), 2006.

Published Reports

Contributing staff, *2006 Bangladesh Urban Health Survey*. National Institute of Population Research and Training (NIPORT), MEASURE Evaluation, International Centre for Diarrhoeal Disease Research, Bangladesh (ICDDR,B), and Associates for Community and Population Research (ACPR). Dhaka, Bangladesh and Chapel Hill, NC, USA: 2008.

**WORKING PAPERS
AND ARTICLES
UNDER REVIEW**

"Unconventional Wisdom: Estimating the Economic Impact of the Republican and Democratic National Political Conventions." (with Victor Matheson, College of the Holy Cross and Frank Stephenson, Berry College). Under review at *Papers in Regional Science*.

"Free to Publish? The Relationship between Tenure and Academic Freedom."

"Voter ID Laws and Voter Turnout: An Analysis of U.S. States" (with Jocelyne Miller and Frank Stephenson, Berry College).

**FELLOWSHIPS
AND AWARDS**

Faculty "First Year Advocate" Award , Berry College	2015
Eleana M. Garrett Award for Meritorious Advising and Caring , Berry College	2013
Student Government Association Faculty Member of the Year , Berry College	2013
Faculty Summer Research Grant , Berry College	2012
Humane Studies Fellowship , Institute for Humane Studies	2007 - 2010
Predoctoral Traineeship , Carolina Population Center	2008 - 2009
Future Faculty Fellowship , UNC Chapel Hill	Summer 2007
Collegiate Fellowship , Capital University	2001 - 2005

**PREVIOUS
ACADEMIC
EXPERIENCE**

University of North Carolina, Chapel Hill, North Carolina
Research Assistant - MEASURE Evaluation, Carolina Population Center

- Dr. Peter Lance and Dr. Gustavo Angeles

*Spring 2008 -
Spring 2010*

Instructor

- Taught independent courses in Intermediate Microeconomic Theory and Financial Markets for the department of economics.

*Summer 2009,
Fall 2007*

Research Assistant

- Dr. John Akin, Dr. Helen Tauchen, and Dr. Alfred Field

*Summer 2009,
Fall 2005 -*

Teaching Assistant - Introductory Economics

- Dr. Michael Salemi and Dr. Rita Balaban

Spring 2006

Fall 2006 -

Spring 2007

Capital University, Columbus, Ohio

Research Assistant

- Dr. Robert Lawson

Fall 2002 -

Spring 2005

**RECENT
CONFERENCE
PRESENTATIONS
AND INVITED
LECTURES**

“Free to Publish? The Relationship between Tenure and Academic Freedom.” Presented at the Annual Meetings of the Association of Private Enterprise Education conference. Las Vegas, Nevada. April, 2016.

“Unconventional Wisdom? Estimating the Economic Impacts of National Political Conventions,” with E. Frank Stephenson. Presented at the Annual Meetings of the Southern Economic Association in New Orleans, Louisiana. November, 2015.

“A Classroom Property Title Experiment” with E. Frank Stephenson. Presented at the Annual Meetings of the American Economic Association in Boston, Massachusetts. January, 2015.

“Voter ID Laws and Voter Turnout: Evidence from Georgia” with E. Frank Stephenson. Presented at the Annual Meetings of the Southern Economic Association in Atlanta, Georgia. November, 2014.

The following papers were presented at the Annual Meetings of the Association of Private Enterprise Education. Las Vegas, Nevada. April, 2014.

- “Homeownership, Economic Freedom, and Labor Market Conditions” and “A Classroom Property Rights Exercise,” with E. Frank Stephenson.
- “Economic Freedom and Human Trafficking,” with Robert Lawson, Claudia Williamson, and Ryan Murphy.

“The Effects of the New York Hydrofracking Moratorium on Labor Market Conditions in New York and Pennsylvania Border Counties” with Kelly Hastings and E. Frank Stephenson. Presented at the Annual Meetings of the Southern Economic Association in Tampa, Florida. November, 2013.

“Economic Freedom and Labor Market Conditions: Evidence from the States” with E. Frank Stephenson. Invited lecture at the Manuel H. Johnson Center for Political Economy Faculty Research Workshop. Troy University in Troy, Alabama. September, 2013.

“Development and Income Inequality: A New Specification of the Kuznets Hypothesis,” with Katherine Theyson. Presented at the Annual Meetings of the Southern Economic Association in New Orleans, Louisiana. November, 2012.

“Exercise and Addictive Behavior: Does Exercise Reduce Smoking and Drug Use among Adolescents?” with Mir Ali and Aliaksandr Amialchuk. Presented at the Biennial Conference of the American Society of Health Economists (ASHE), University of Minnesota, June, 2012.

**CONFERENCE
PRESENTATIONS
AND INVITED
LECTURES
(CONTINUED)**

The following three papers were presented at the Annual Meetings of the Association of Private Enterprise Education. Las Vegas, Nevada. April, 2012.

- “Using the India and China Story to Motivate the Study of Economics,” with Nimish Adhia.
- “Government Size and Unemployment Across U.S. States,” with E. Frank Stephenson.
- “Primary Voting Systems and Economic Freedom: An Analysis of U.S. States,” with Peter T. Calcagno.

“For Compassion or Money? The Factors Influencing the Funding of Micro Loans” with Kayla Badding. Presented at the Annual Meetings of the Southern Economic Association in Washington, DC. November, 2011.

“Paging Dr. Hibbert: What ‘The Simpsons’ Can Teach Us About Health Economics.” Presented at the Annual Meetings of the Association of Private Enterprise Education. Nassau, Bahamas. April, 2011.

“The Impact of Facility Placement on Migration, Fertility, and Early Childhood Health Choices in Urban Bangladesh.” Presented at the Annual Meetings of the Eastern Economic Association in New York, New York. February, 2011.

“Location, Fertility, and Early Childhood Health Choices in Urban Bangladesh: Does Facility Placement Matter?” Presented at the Annual Meetings of the Southern Economic Association in Atlanta, Georgia. November, 2010.

“The Relationship between Location and Preventive Care Choice among Urban Residents of Bangladesh”. Presented at the Biennial Conference of the American Society of Health Economists (ASHE), Cornell University, Ithaca, New York. July, 2010.

“Reinterpreting the Relationship between Social Cohesion, Institutions, and Economic Growth”. Presented at the 2009 Annual Meetings of the Midwest Economics Association.

“Social Cohesion, Institutions, and Economic Growth”. Presented at the 2008 Annual Conference of the Association for Private Enterprise Education.

“The Impact of the TRIPS Agreement on the Research and Development Practices of Pharmaceutical Firms in India”. Presented at the 2007 Annual Appalachian Spring Conference in World History and Economics.

**SELECTED
PROFESSIONAL
ACTIVITIES &
SERVICE**

Professional Activities and Service at Berry College

Faculty Assembly Secretary, 2015-2016

Acting Department Chair, Berry College Economics Department, Spring 2015.

Faculty Advisor to Berry College Undergraduate Business and Economic Research (UBER) Journal, 2013 – Present.

Faculty Advisor for Omicron Delta Epsilon Economics Honor Society, Eta Chapter. 2012-Present.

Faculty Liaison for Berry College Women’s Basketball Team, January, 2011 – Present.

Berry College Student Government Advisor (Elected by student representatives from all campus organizations). 2011 – 2012.

Professional Activities and Service to External Organizations

Keynote Speaker for “Good Intentions or Good Results?” seminar on economic development for the Foundation for Economic Education. February, 19, 2016. Georgia State University Perimeter College, Decatur Campus.

Faculty Reviewer for the Institute for Humane Studies PhD Scholarships and Humane Studies Fellowship Programs, 2014-2016.

**SELECTED
PROFESSIONAL
ACTIVITIES &
SERVICE
(CONTINUED)**

Member of U.S. Young Scholars Delegation to Taiwan (Taipei and Tainan, Taiwan), September 2012.

Research advisor, University of North Carolina Summer Pre-Graduate Research Experience (SPGRE) Program, Summer 2008.

Lecturer, quantitative methods. GRE preparatory class for undergraduate interns traditionally underrepresented in the social sciences at the Carolina Population Center, 2008 – 2009.

Referee for *Applied Economics*, *Labour Economics*, *Social Science & Medicine*, the *Journal of Private Enterprise*, *Education About Asia*, the *Journal of Developing Areas*, the *Southern Journal of Entrepreneurship*, the *Journal of Third World Studies*, and the *Review of Behavioral Finance*.

**RESEARCH &
HONORS THESIS
SUPERVISION**

External Dissertation Committee Member

Maria (Sorokina) Tackett, West Virginia University, 2015-2016

Named Berry Research Scholarship Supervision

Jocelyne Miller, Richards Scholar, 2015-2017

Kayli Wilson, Synovus Scholar, 2013-2014

Kayla Badding, Kirbo Scholar, 2010-2011

Honors Thesis Director or Co-Director

Matthew Hinson, "Essays on Market Competition: An Analysis of Atypical Markets" 2016.

Kelly Hastings, "The Effects of the New York Hydrofracking Moratorium on Labor Market Conditions in New York and Pennsylvania Border Counties," 2013.

Honors Thesis Committee Member

Clay Collins, "Analyses of the Impact of Lower Division College Football," 2016.

Rachel Palmer, "The Great Depression in Georgia: The Response of Urban Georgia, Rural Georgia, and the Berry College Community," 2016.

Meagan Endozo, "How Representative is State Environmental Policy of Public Will? A Content Analysis and Comparative Study of Georgia, Florida and Louisiana," 2015.

Amy Funk, "Contextual Memory: As it Relates to Eyewitness Memory," 2014.

Sara Walcott, "Soccer and Economics: The Effects of Attendance and Yellow Cards," 2012.

Jonathan Surls, "PGA Tour Golfers' Labor Supply," 2012.

**COMMITTEE
SERVICE**

College-Wide Committees

Berry College Council on Student Scholarship.

Member, 2012-2016

Chair-Elect, AY 2013-2014

Chair, AY 2014-2015

Academic Council, 2015-Present

Honors Committee, 2013-Present

First Year Experience Advisory Committee, 2014-Present

Ad Hoc Committee on Faculty Evaluations, 2014-2015

Faculty-Staff Campaign Committee, 2013-2014

**COMMITTEE
SERVICE
(CONTINUED)**

Interdisciplinary Studies Committee, 2012-2014
 Berry College Leadership Fellows Selection Committee, 2010-2011
Campbell School of Business Faculty Committees
 Dean Search Committee, AY 2015-2016
 Tenure Track Faculty Search Committees, AY 2013-2014, AY 2014-2015, AY 2015-2016
 Visiting Faculty Search Committees, AY 2011-2012, AY 2012-2013, AY 2013-2014, AY 2014-2015
 Undergraduate Policy Committee, 2010-2013

**RELEVANT
QUALIFICATIONS
& SKILLS**

Proficiency in STATA, LaTeX, Fortran, and all Microsoft Office products. Experience with EViews, Maple, Mathematica, Matlab, and other programs.

**PROFESSIONAL
AFFILIATIONS**

American Economic Association	Southern Economic Association
American Society of Health Economists	Association of Private Enterprise Education

HYUNSUNG D. KANG

Curriculum Vitae

September 2016

ACADEMIC APPOINTMENTS

- | | |
|----------------|--|
| 2016 – Present | Campbell School of Business, Berry College
Assistant Professor of Management |
| 2013 – 2016 | Robert B. Willumstad School of Business, Adelphi University
Assistant Professor of Management |
| 2012 – Present | Scheller College of Business, Georgia Institute of Technology
Visiting Assistant Professor of Strategic Management |

EDUCATION

- Ph.D. Strategic Management, Georgia Institute of Technology, Atlanta, GA, August 2012
Dissertation title: Essays on entrepreneurial finance: The role of corporate venture capital and its performance implications
Dissertation committee: Vikram K. Nanda, Matthew J. Higgins, Jerry G. Thursby, Marco Ceccagnoli, Jeongsik “Jay” Lee
- M.A. Management, University of Alabama, Tuscaloosa, AL, May 2007
- M.B.A. Shipping Management, Korea Maritime University, Pusan, South Korea, February 2000
- B.A. Shipping Management, Korea Maritime University, Pusan, South Korea, February 1998

AREAS OF INTEREST

- Corporate strategy
- Entrepreneurship
- Technology/Innovation/R&D management
- International business

RESEARCH

PUBLICATION:

- [1] Kang, H., Lee, J., 2016. Scientific celebrity, competition, and knowledge creation: The case of stem cell research in South Korea. **Journal of Engineering and Technology Management**. 39: 26-44.
- [2] Kang, H., 2016. Soft information, banks, and small business performance: Evidence from the SBA 7(a) loan guarantee program in the USA. **Journal of US-China Public Administration** – DOI: 10.17265/1548-6591
- [3] Lee, K., Kang, C., Kim, K., Cho, S., Kang, H., 2000. The impact of venture capital assistance on the performance of software venture business. **Asia Pacific Journal of Small Business**, 22(1): 29-61.

PAPERS UNDER REVIEW:

- [1] Ceccagnoli, M., Higgins, M.J., Kang, H., 2015. Corporate venture capital as a real option in the market for technology. (Third revise and resubmit: **Strategic Management Journal**)
- [2] Kang, H., Nanda, V., Higgins, M.J., 2015. Technology spillovers and capital gains in corporate venture capital: Evidence from the biopharmaceutical industry. (Second round review: **Organization Science**)
- [3] Kang, H., 2015. A start-up's technological characteristics and entrepreneurial financing sources: Evidence from the biotechnology industry. (Second round review: **Strategic Entrepreneurship Journal**)
- [4] Kang, H., 2015. A dyadic analysis of technological benefits attributable to corporate venture capital ties: Evidence from the biopharmaceutical industry. (Second round review: **Research Policy**)
- [5] Kang, H., Nanda, V., 2015. Corporate venture capital, knowledge spillovers, and capital gains. (Under review)
- [6] Kang, H., 2015. A start-up's financing choice, market capitalization, and industrial network: Evidence from the biotechnology industry. (Under review)
- [7] Kang, H., Ku, D., 2015. Differential effects on knowledge creation and regional employment from venture capital and NIH funding. (Under review)
- [8] Kang, H., 2015. Strategic interactions between a start-up's original and subsequent alliance partners. (Under review)
- [9] Kang, H., Park, H., 2015. Structural autonomy, technological characteristics, and innovative performance in corporate venture capital. (Under review)

WORKING PAPERS:

- [1] Kang, H., Higgins, M.J., Nanda, V., 2015. Corporate venture capital, competition, and valuation in the acquisition market: Evidence from the biopharmaceutical industry.

WORKS IN PROGRESS:

- [1] Kang, H., 2015. SBA 7(a) loans and small business performance: The impact of repeated loans.

PRESENTATIONS:

- [1] Scientific celebrity, competition, and knowledge creation: The case of stem cell research in South Korea. Seoul International Conference on Social Sciences and Management 2016, Seoul, South Korea
- [2] The direct and indirect effects of venture capital and NIH funding on regional employment, Atlanta Conference on Science and Innovation Policy 2013, Atlanta, GA
- [3] The direct and indirect effects of venture capital and NIH funding on regional employment, Academy of Business Research International Conference 2012, Atlantic City, NJ
- [4] Start-ups' choice between financing from corporate investors and independent venture capitalists and its performance implications, Workshop in Strategic Management at Purdue University 2012, West Lafayette, IN
- [5] Start-ups' choice between financing from corporate investors and independent venture capitalists and its performance implications, Strategy and Innovation Seminars at Boston University 2012, Boston, MA

- [6] Complements or substitutes? Technological and financial returns created by corporate venture capital, Southern Management Association Meeting 2011, Savannah, GA
- [7] Technological spillovers and financial returns in corporate venture capital, Atlanta Competitive Advantage Conference 2011, Atlanta, GA
- [8] Corporate venture capital as an ex-ante evaluation mechanism in the market for technology, Academy of Management Meeting 2010, Montréal, Canada
- [9] The power of venture capital: A strategic contingency perspective, Academy of Management Meeting 2006, Atlanta, GA
- [10] Venture capital in China, Japan, and South Korea: An institutional perspective, Southern Management Association Meeting 2005, Charleston, SC

JOURNAL REVIEWS:

- [1] Organization Science
- [2] Strategic Management Journal
- [3] Strategic Entrepreneurship Journal
- [4] Contemporary Economic Policy Journal

TEACHING

ADELPHI UNIVERSITY:

- [1] BUS 679: Strategic Management
- [2] BUS 468: Business Policy and Strategy
- [3] MGT 262: Principles of Management
- [4] DSC 770: Management of Technology
- [5] DSC 678: Best Practices, Operations and TQM
- [6] DSC 670: Data Analysis and Decision Making
- [7] DSC 373: Management of Productions and Operations
- [8] DSC 274: Data Analysis and Decision Making
- [9] DSC 272: Analytical and Statistical Modeling

GEORGIA TECH:

- [1] MGT 4670: Entrepreneurship
- [2] MGT 4195: Strategic Management
- [3] MGT 3660: International Business
- [4] MGT 2250: Management Statistics

HONORS & AWARDS

- [1] Collier Senior Awards Runner Up Winner (Corporate venture capital, knowledge spillovers, and capital gains), Tel Aviv University, Israel, 2014
- [2] Faculty Research Grant, Adelphi University, 2013-2014
- [3] Thank a Teacher Award, Summer 2012 (Center for the Enhancement of Teaching and Learning at Georgia Tech & Georgia Tech Alumni Association)

- [4] Thank a Teacher Award, Spring 2012 (Center for the Enhancement of Teaching and Learning at Georgia Tech & Georgia Tech Alumni Association)
- [5] University Fellowship, Georgia Institute of Technology, 2007-2012
- [6] University Fellowship, University of Alabama, 2005-2007
- [7] University Fellowship, Korea Maritime University, 1998-2000
- [8] The Best Journalist & Employee, 2001, Digital Chosun Ilbo (chosun.com)
- [9] The Best Paper in the National Competition of University Students for Economic Research, 1999, MK Business News

ASSOCIATIONS

Academy of Management (AoM)
American Finance Association (AFA)

NON-ACADEMIC EMPLOYMENT

Founder, Chaewon Internet Enterprise Inc., Vestal, NY, 2003-2004
Associate Writer, K-TV in Government Information Agency, Seoul, South Korea, 2002-2003
Journalist/Manager of Strategic Planning Team (CVC Program), Digital Chosun Ilbo (chosun.com), Seoul, South Korea, 1999-2002

III. SUMMARY OF FINDINGS

BERRY COLLEGE EDUCATOR PREPARATION PROGRAMS

GaPSC First Continuing Approval Review (Group Electronic)
May 15, 2016

GEORGIA STANDARDS FOR THE APPROVAL OF PROFESSIONAL EDUCATION UNITS AND EDUCATOR PREPARATION PROGRAMS (2008)								
	1. Candidate Knowledge, Skills, and Dispositions	2. Assessment System and Unit Evaluation	3. Field Experiences and Clinical Practice	4. Diversity	5. Faculty Qualifications, Performance, and Development	6. Unit Governance and Resources	7. Meets Requirements and Standards Specified in Rule 505-3-.01	8. Meets Appropriate Program Content Standards
Curriculum and Instruction (P-12; Initial; M.Ed.)	M	M	M	M	M	M	N/A	M
Curriculum and Instruction (P-12; Initial; Ed.S.)	M	M	M	M	M	M	N/A	M
Curriculum and Instruction (P-12; Initial; conversion mechanism)	M	M	M	M	M	M	N/A	M

M = Standard Met NM = Standard Not Met M* = Met with Area(s) for Improvement M⁺ = Met with Area(s) of Strength

Berry College Curriculum Amendment Form

1. Action: A (Add/Change/Delete)	2. School EdHS (BUS, EdHS, EHSS, MNS)	3. Course Prefix and Number (if known) EDU 670	4. Course Title (catalog text) Special Topics		
5. Label Title (abbreviated transcript text) (15 characters)	6. Designators (W/H/N/C)	7. Type of Instruction	8. Hours (lecture-lab-credit) 1 - 3 cr. hrs.	9. Range of hours (if variable)	
10. Prerequisites		11. Co-requisites		12. Exclusionary Courses	
13. Catalog Description Special topics of concern to candidates at the advanced level addressing advanced development of concepts, knowledge and skills particular to one's certification area.					
14. Degree Requirement	15. Off-Campus location	16. Comments (attach additional documentation if needed) Reinstate this course. To be used as a generic course for when a special topic needs to be taught			
17. Library Resources adequate Approved: _____ Director, Memorial Library			18. Writing Intensive recommendation _____ Writing Across the Curriculum Committee		
19. Term effective Summer 2017			20. Date Submitted to Academic Council		
21. Submitted by: (please print or type) Karen A. Kurz _____ Name Date			22. Approved by: (Dean of School) _____ Name Date		

Registrar's Use Only

23. Course Division <div style="background-color: #cccccc; height: 20px; width: 100%;"></div>	24. Inst. Division <div style="background-color: #cccccc; height: 20px; width: 100%;"></div>	25. CIP Code <div style="background-color: #cccccc; height: 20px; width: 100%;"></div>	26. Approved? Y/N, Date
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Berry College Curriculum Amendment Form

1. Action: A (Add/Change/Delete)	2. School EdHS (BUS, EdHS, EHSS, MNS)	3. Course Prefix and Number (if known) EDU 672	4. Course Title (catalog text) Informed Educator		
5. Label Title (abbreviated transcript text) (15 characters)	6. Designators (W/H/N/C)	7. Type of Instruction	8. Hours (lecture-lab-credit) 1 - 3 cr. hrs.	9. Range of hours (if variable)	
10. Prerequisites M.Ed. in Curriculum and Instruction		11. Co-requisites		12. Exclusionary Courses	
13. Catalog Description Curriculum and Instruction Master's degree completers demonstrate their understandings of curriculum, instruction, assessment, students and professional practices to implement and evaluate curriculum that lead to student learning in the context of a certificate field. Candidates demonstrate efforts at implementation and evaluation of curriculum and instruction for culturally and linguistically diverse students and the use of research about how students learn in their certificate field.					
14. Degree Requirement	15. Off-Campus location	16. Comments (attach additional documentation if needed) S/U grading scale Conversion Mechanism course for candidates with Curriculum & Instruction M.Ed.			
17. Library Resources adequate Approved: _____ Director, Memorial Library			18. Writing Intensive recommendation _____ Writing Across the Curriculum Committee		
19. Term effective Summer 2017			20. Date Submitted to Academic Council		
21. Submitted by: (please print or type) Karen A. Kurz _____ Name Date			22. Approved by: (Dean of School) _____ Name Date		

Registrar's Use Only

23. Course Division <div style="background-color: #cccccc; height: 20px; width: 100%;"></div>	24. Inst. Division <div style="background-color: #cccccc; height: 20px; width: 100%;"></div>	25. CIP Code <div style="background-color: #cccccc; height: 20px; width: 100%;"></div>	26. Approved? Y/N, Date
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REV 03/00

Berry College Curriculum Amendment Form

1. Action: A (Add/Change/Delete)	2. School EdHS (BUS, EdHS, EHSS, MNS)	3. Course Prefix and Number (if known) EDU 772	4. Course Title (catalog text) Imaginative Leader		
5. Label Title (abbreviated transcript text) (15 characters)	6. Designators (W/H/N/C)	7. Type of Instruction	8. Hours (lecture-lab-credit) 1 - 3 cr. hrs.	9. Range of hours (if variable)	
10. Prerequisites Ed.S., Ed.D. or Ph.D. in Curriculum & Instruction		11. Co-requisites		12. Exclusionary Courses	
13. Catalog Description Curriculum & Instruction degree completers (Ed.S./Ed.D./Ph.D.) demonstrate their understandings that enable them to develop curriculum, design complex learning environments, and assess instructional practices that facilitate student learning in the context of the certification field, and to use fundamental research methods to address educational problems and to ensure leadership roles beyond the classroom.					
14. Degree Requirement	15. Off-Campus location	16. Comments (attach additional documentation if needed) S/U grading scale Conversion Mechanism course for candidates with Curriculum & Instruction Ed.S./Ed.D./Ph.D.			
17. Library Resources adequate Approved: _____ Director, Memorial Library			18. Writing Intensive recommendation _____ Writing Across the Curriculum Committee		
19. Term effective Summer 2017			20. Date Submitted to Academic Council		
21. Submitted by: (please print or type) Karen A. Kurz _____ Name Date			22. Approved by: (Dean of School) _____ Name Date		
Registrar's Use Only					
23. Course Division <div style="background-color: #cccccc; height: 20px; width: 100%;"></div>	24. Inst. Division <div style="background-color: #cccccc; height: 20px; width: 100%;"></div>	25. CIP Code <div style="background-color: #cccccc; height: 20px; width: 100%;"></div>	26. Approved? Y/N, Date		

REV 03/00