

Bret L. Simmons, Ph.D.

Associate Professor of Management, 2006-present
College of Business Administration
University of Nevada, Reno
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EDUCATION

Ph.D. – BUSINESS ADMINISTRATION (MANAGEMENT)
Oklahoma State University, Stillwater, Oklahoma, 2000

MASTERS IN INTERNATIONAL MANAGEMENT
Whitworth College, Spokane, Washington, 1994

BS – MANAGEMENT
Park College, Parkville, Missouri, 1992 (classes taken at Fairchild AFB, Washington)

A.A.S. - LOGISTICS
Community College of the Air Force, 1988

PUBLICATIONS

Simmons, B.L. (2012) New Evidence for Servant Leadership's Efficacy as a Managerial Approach. In Lisa Haneberg (Ed.) ASTD Management Development Handbook: Innovation for Today's Manager, Alexandria, VA, American Society of Training and Development

Nelson, D.L., & Simmons, B.L. Health psychology and eustress. In J.C. Quick and L.E. Tetrick (Eds.) Handbook of Occupational Health Psychology, 2nd ed., Washington, DC, American Psychological Association. 2010.

Simmons, B.L., Gooty, J, Nelson, D.L., & Little, L.M. 2009. Secure attachments: Implications for trust, hope, burnout, and performance. Journal of Organizational Behavior, 30: 233-247.

Westerman, J. & Simmons, B.L. 2007. The effects of work environment on the personality-performance relationship: An exploratory study. Journal of Managerial Issues, 19: 288-305

Little, L.M, Simmons, B.L., and Nelson, D.L. 2007. Health among leaders: positive and negative affect, engagement and burnout, forgiveness and revenge. Journal of Management Studies. Special Issue Managerial Dimensions of Organizational Health: The Healthy Leader At Work. 44: 243-260.

Simmons, B.L. & Nelson, D.L. 2007. Eustress at work: Extending the holistic model of stress. In Nelson, D.L. & Cooper, C.L. Positive Organizational Behavior: Accentuating the Positive at Work, pp. 40-53. Sage Publishing

Nelson, D.L. & Simmons, B.L. 2005. Eustress and hope at work: Accentuating the positive. In A.M. Rossi, P. Perewé, and S. Sauter (Eds.). Stress and Quality of Working Life: Current Perspectives in Occupational Health, Greenwich, CT: Information Age Publishing.

Gooty, J, Nelson, D.L., & Simmons, B.L., In whom we trust: An attachment theory perspective and empirical evidence across two studies. Southern Management Association 2005 Proceedings.

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Muthusamy, S.K., Wheeler, J.V., & Simmons, B.L. 2005. Self-managing work teams: Enhancing organizational innovativeness. Organization Development Journal, 23: 53-66.

Nelson, D.L. & Simmons, B.L. 2005. Eustresse e esperança no trabalho: Mapeando a jornada. In A.M. Rossi, P. Perewee, and S. Sauter (Eds.) Stress E Qualidade: De Vida No Trabalho. Sao Paulo, Brazil: Editora Atlas, pp 125-138.

Nelson, D.L. & Simmons, B.L. 2005. Eustress and attitudes at work: A positive approach. A. Antoniou and C. Cooper (Eds.). Research Companion to Organizational Health Psychology. pp. 102-110. Edward Elgar Publishing Limited, Cheltenham, UK.

Nelson, D.L., & Simmons, B.L. 2004. Eustress: An elusive concept, an engaging pursuit. In P. Perrewe and D. Ganster (Eds.) Research in Occupational Stress and Well-Being: Emotional and Psychological Processes and Positive Intervention Strategies, Volume 3. pp. 265-322. JAI Press/Elsevier, Oxford, UK.

Nelson, D.L., & Simmons, B.L. 2004. Sex differences in the management of work stress: Preventing distress and savoring eustress. C. Cooper (Ed.) Handbook of Stress Medicine and Health, 2nd Ed., Boca Raton, FL: pp. 309-331

Simmons, B.L., Nelson, D.L., & Quick, J.C. 2003. Health for the hopeful: A study of attachment behavior in home healthcare nurses. International Journal of Stress Management, 10(4): 361-375.

Nelson, D.L., & Simmons, B.L. 2003. Health psychology and work stress: A more positive approach. In J.C. Quick and L.E. Tetrick (Eds.) Handbook of Occupational Health Psychology, 97-119. Washington, DC, American Psychological Association.

Joseph, J, Simmons, B.L., & Abramowicz, K. 2002. Career plateauism: End of the road or just another fork? Journal of the Australian and New Zealand Academy of Management, 8 (2): 14-21

Simmons, B.L. 2002. Positive psychology at work: Savoring challenge and engagement. In R. Burke & D.L. Nelson (Eds.) Advancing Women's Careers: Research and Practice, 273-286. Oxford: Blackwell.

Simmons, B.L., & Nelson, D.L. 2001. Eustress at work: The relationship between hope and health in hospital nurses. Health Care Management Review, 26 (4): 7-18.

Simmons, B.L., Nelson, D.L., & Neal, L.J. 2001. A comparison of the positive and negative work attitudes of home healthcare and hospital nurses. Health Care Management Review, 26 (3): 63-74.

Quick, J.C., Simmons, B.L., & Nelson, D.L. 2000. Work conditions. In A.E. Kazdin (Ed.). Encyclopedia of Psychology, 8: 269-274. Washington, D.C.: APA; New York: Oxford.

Nelson, D.L., Quick, J.C., & Simmons, B.L. 2000. Preventive management of work stress: Current themes and future challenges. In A. Baum, T. Revenson, & J. Singer, (eds.), Handbook of Health Psychology, 349-363. Lawrence Erlbaum Associates.

Simmons, B.L. & White, M.A. 1999. The relationship between ISO 9000 and business performance: Does registration really matter? Journal of Managerial Issues, 11: 330-343.

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Hurrell, J.J., Jr., Nelson, D.L. & Simmons, B.L. 1998. Measuring job stressors & strains: Where we have been, where we are, and where we need to go. Journal of Occupational Health Psychology, 3: 368-389.

ACADEMIC PRESENTATIONS

McKee-Ryan, F.M. & Simmons, B.L. Overqualified employee's retention: The role of core self-evaluations and engagement. Presented at the 2013 annual meeting of the Society for Industrial and Organizational Psychology in San Diego, Ca.

Week, J.L., Mcleod, A., Simkin, M.G., Simmons, B.L. Toward a Commitment Continuum. Presented at the 2010 Americas Conference On Information Systems in Lima, Peru. Also published in the conference proceedings.

Simmons, B.L. (symposium chair) Employee engagement: the links to performance across cultures and generations. Presenters Cary L. Cooper, Arnold Bakker, Jim Westerman, John Gibbons, and Despoina Xanthopoulou. Presented at the 2008 meeting of the British Academy of Management in Harrogate, UK.

Simmons, B.L. Engagement as an indicator of eustress. A presentation for the symposium "Aspects of Positive and Health Psychology." Presented at the 2008 meeting of the American Psychological Society in Chicago, Ill.

Simmons, B.L., Westerman, J., Little, L., & Nelson, D.L. Employee satisfaction with benefits: An unexplored path to performance. Presented at the 2008 meeting of the Society for Industrial and Organizational Psychology in San Francisco, CA.

Simmons, B.L (symposium chair). Positive emerging trends in organizations. Presenters Tom Wright, Chris Peterson, Paul Lloyd, Jim Quick, Debra Nelson, and Marilyn Macik-Frey. Presented at the 2007 meeting of the American Psychological Association in San Francisco, California.

Nelson, D.L., & Simmons, B.L. The holistic stress model: balance in the effects of work stress. A presentation for the symposium "Positive Psychology and Organizational Stress: Theoretical and Empirical Connections." Presented at the 2007 meeting of the Society for Industrial and Organizational Psychology in New York City, New York.

Gooty, J., Simmons, B.L., & Nelson, D.L. The biasing effect of positive and negative affect in self-reports: Should we care or is it an urban legend? Co-chair with Debra Nelson. Presented at the 2006 meeting of the British Academy of Management in Belfast, Northern Ireland.

Gooty, J, Nelson, D.L., & Simmons, B.L., In whom we trust: An attachment theory perspective and empirical evidence across two studies. Presented at the 2005 meeting of the Southern Management Association in Charleston, South Carolina.

Simmons, B.L., and Nelson, D.L. The equivocal relationship between hope and performance. A presentation for the symposium "Positive strengths to meet the challenges: Hope, vigor, and self-reliance." Presented at the 2005 meeting of the British Academy of Management in Oxford, England.

Simmons, B.L. and Nelson, D.L. Extending the Case for Hope at Work as the Most Unique Positive Organizational Capacity. A presentation for the showcase symposium "Accentuating the Positive at

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Work: Linking Positive Psychological Capabilities with Valued Outcomes.” Presented at the 2005 meeting of the National Academy of Management in Honolulu, Hawaii.

Simmons, B.L. and Nelson, D.L. Eustress and hope at work. A presentation for the symposium “Thriving at Work under Stress: A Positive Psychology Approach”. Presented at the 2005 meeting of the American Psychological Association in Washington, DC.

Little, L.M., Simmons, B.L., and Nelson, D.L. Does burnout affect performance? An unanswered question. Presented at the 2005 meeting of the Western Academy of Management in Las Vegas, Nevada.

Simmons, B.L., Nelson, D.L., & Phillips, M. Hope at work: Evidence from four studies. Presented at the 2004 Annual Meeting of the British Academy of Management in St. Andrews, Scotland.

Simmons, B.L., Joseph, J., & Nelson, D.L. What keeps plateaued workers hopeful? Presented at the 2004 Annual Meeting of the American Psychological Association in Honolulu, Hawaii.

Simmons, B.L., Nelson, D.L., & Quick, J.C. When trust matters: The relationship between attachment styles and hope. Presented at the 2004 meeting of the Western Academy of Management in Anchorage, Alaska.

Simmons, B.L., & Nelson, D.L. Health for the hopeful: A study of attachment behavior in home healthcare nurses. Paper presented at the 2001 Annual Meetings of the American Psychological Association in San Francisco.

Simmons, B.L. & Nelson, D.L. Eustress: The positive stress response in two samples of nurses. Paper presented at the 2001 Enhancing Outcomes in Women’s Health: Translating Psychological and Behavioral Research into Primary Care, Community Interventions, and Health Policy Conference sponsored by the American Psychological Association in Washington, D.C.

Simmons, B.L., & Nelson, D.L. Eustress at work: The relationship between hope and health in hospital nurses. Paper presented at the 2000 Western Academy of Management Meetings in Waikoloa, Hawaii.

Hurrell, J.J., Jr., Nelson, D.L., & Simmons, B.L. Measuring stressors and strains. Paper presented at Work, Stress, and Health '99: Organization of Work in a Global Economy, American Psychological Association/National Institute for Occupational Safety and Health, 1999 in Baltimore, MD.

Nelson, D.L. & Simmons, B.L. (co-chairs). Measurement challenges for job stress researchers. All-Academy Symposium, sponsored by the Organizational Behavior and Research Methods Divisions at the 1998 National Academy of Management Meetings in San Diego, CA.

Simmons, B.L. & White, M.A. The non-impact of ISO 9000 registration in two industries. Paper presented at 1998 Western Academy of Management Meetings in Portland, OR.

Simmons, B.L. Plectics and profound knowledge: complementary perspectives on the transformation of process. Paper presented at the 1998 Conference on Quality and Management, Tempe, AZ.

Simmons, B.L. & Nelson, D.L. The diversity advantage? Paper presented at the 1997 National Academy of Management Meetings in Boston, MA.

Basu, R., Simmons, B.L. & Kumar, M.S. Performance, satisfaction, absenteeism, and turnover in self-led work teams. Paper presented at the 1997 National Academy of Management Meetings in Boston, MA.

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Basu, R., Kumar, M.S. & Simmons, B.L. An empirical examination of self-leadership and innovative behaviors in autonomous work teams. Paper presented at the 1997 National Academy of Management Meetings in Boston, MA.

Simmons, B.L. & White, M.A. Organizational intelligence: Moving from logic to wisdom. Paper presented at the 1996 National Academy of Management Meetings in Cincinnati, OH.

MEDIA COVERAGE

- “High pressure jobs not always the worst,” by Marilyn Elias. USA Today, August 18, 2005.
- “Finding happiness at work,” by Betsy Querna. US News and World Report, August 26, 2005.

ACADEMIC APPOINTMENTS

- July 2006 – present, Assistant Professor of Management, University of Nevada Reno
- August 2003 – June 2006, Assistant Professor of Management, North Dakota State University
- July 2003, Visiting Summer Sessional Instructor, University of Manitoba
- August 1999 – May 2003, Assistant Professor of Business Administration, University of Alaska Fairbanks
- August 1995 – June 1999, Graduate Teaching Assistant, Oklahoma State University

TEACHING EXPERIENCE

Summer 2006 – present, University of Nevada Reno:

- **Organizational Behavior:** Undergraduate level. Topics include individual differences, attitudes, attribution, values, ethics, performance management, stress, communication, groups and teams, leadership, power and politics, culture, conflict, and trust.
- **Advanced Organizational Behavior:** Undergraduate level. An in depth study of followership and leadership.
- **Management and Organization Science:** Graduate Level. Use of case analysis and experiential learning to consider the essentials of managing organizational behavior.
- **Seminar in Quantitative Methods:** Undergraduate Level. Selected topics, readings, and discussion of current issues in the use of quantitative systems and techniques for making management decisions.
- **International Management:** Undergraduate level. A comprehensive view of the principles, practices, and challenges of managing in the global environment.
- **Social Business and Personal Branding:** Undergraduate and graduate level. Focus on the use of personal branding to enhance career or entrepreneurial success.

Fall 2003 – Summer 2006 , North Dakota State University:

- **Organizational Behavior:** Undergraduate level. See the description above
- **Advanced Organizational Behavior:** Graduate level. Use of case analysis and experiential learning to consider the essentials of managing organizational behavior.

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- **Leadership in Organizations:** Undergraduate level. A comprehensive view of the principles, practices, and challenges of contemporary leadership and followership
- **Understanding and Managing Diversity in Organizations:** Undergraduate level. Use of case analysis and experiential learning to consider both the theoretical perspectives and the practical implications of different forms of diversity at three management levels: personal values, beliefs, and actions; group dynamics; institutional policies, practices, and norms.
- **Study Abroad in South Korea:** Undergraduate and graduate level. An in-country experience of Korean culture, customs, and commerce conducted during spring break.

Summer 2003, University of Manitoba:

- **Operations Management:** Undergraduate level. Topics include total quality management, statistical process control, operations strategy, decision making, workforce management, learning curves, project management, linear programming, location, inventory, supply-chain management, MRP, and JIT.
- **Leadership in Organizations:** Undergraduate level. See the description above.

Fall 1999 – Spring 2003, University of Alaska Fairbanks:

- **Organizational Behavior:** Undergraduate level. See the description above.
- **Operations Management:** Undergraduate and graduate level. See the description above.
- **Seminar in Operations Management:** Graduate level. Explores the principles and practices of quality management and systems thinking. Delivered entirely online spring 2002.
- **Cases in Health Care Management:** Graduate level. Compilation of contemporary cases highlighting operations, general management, and organizational behavior in health care organizations. Delivered entirely online spring 2003.
- **Human Resource Management:** Graduate level. A study of the effective management of human resources in organizations using cases and exercises.
- **Compensation Management:** Undergraduate Level. Theory and practice of wage and salary, benefits and risk management.
- **Introduction to Business:** Undergraduate level. The foundation course that focuses on business organization, and the nature of business functions such as management, marketing, and entrepreneurship.

Fall 1995 – summer 1999, Oklahoma State University, taught the following six undergraduate courses (# of sections of each): Principles of Management (8), Organizational Behavior (8), International Management, (3), POM (2), BPS (2).

INDUSTRY EXPERIENCE

FEDERAL SALES MANAGER
Telect, Inc.
Spokane, Washington, 1994-1995

COMMUNICATIONS SYSTEMS PROGRAM MANAGER
United States Air Force
Spokane, Washington, 1989-1994; Kunsan, Republic of South Korea, 1987-1989

MANAGER

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McDonald's Corporation
Tulsa, Oklahoma, 1977-1987

PROFESSIONAL SERVICE

Editorial Board, 2000-present, Journal of Managerial Issues
Ad Hoc reviewer, 2006-present, Journal of Organizational Behavior
Ad Hoc reviewer, 2006-present, Journal of Management
Ad Hoc reviewer, 2005- present, Journal of Management Studies
Ad Hoc reviewer, 2001-present, Health Care Management Review
Ad Hoc reviewer, 1999-present, Journal of Managerial Issues
Ad Hoc reviewer, 2004-present, Human Relations
Ad Hoc reviewer, 2006, Journal of Management, Spirituality, & Religion
Ad Hoc reviewer, 2006, International Journal of Production Economics
Ad Hoc reviewer, 2003, Work and Stress
Ad Hoc reviewer, 1998, Journal of Occupational Health Psychology
Reviewer, 1998-present, Western Academy of Management Meeting
Reviewer, 2003-present, National Academy of Management Meeting
Reviewer, 2003-present, Society for Industrial and Organizational Psychology Annual Meeting
Reviewer, 2002-present, American Psychological Association Books
Reviewer, 1998, National Academy of Management Meeting
Leadership Mentor, LeaderQuest Leadership Development Program, 2005-present
Faculty search committee, North Dakota State College of Business, 2005
Faculty Advisor, UAF Associated Students of Business (ASB), 1999-2002
Curriculum Committee, UAF School of Management, 2000-2003
UAF Resident Advisor Training, Professionalism and Assertive Communication, 2000.
MBA Program Director, UAF School of Management, 2000-2001
Faculty search committee, UAF School of Management, 2001-2002
Faculty senate, University of Alaska Fairbanks, 2002-2003

SERVICE PRESENTATIONS

Social Business, NxLevel, Reno, NV, December 2012

Social Business, Northern Nevada Vet Practice Managers Association, Reno, NV, Nov. 2012

LinkedIn, Nevada SHRM Conference, Reno, NV, October 2012

Lead From Anywhere, Microsoft Licensing, Reno, NV, October 2012

Personal Branding, Council of Residential Specialists, Reno, NV, October 2012

Personal Branding, ISM-NV, Reno, Nevada, September 2012

Inbound Marketing, Ridge Resorts, South Lake Tahoe, NV, June 2012

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Inbound Marketing, Re/Max Realty Affiliates, Reno, NV, May 2012

Personal Branding, ProNet Reno, Reno, NV, May 2012

Inbound Marketing, Wordpress Workshop, Reno, NV, May 2012

Personal Branding, Northern Nevada Software Developers Group, Reno, NV, April 2012

Entrepreneurial Leadership, SBDC Rural Communities, April 2012

Personal Branding, Weddings of the West, Carson City, Nevada, April 2012

Leading Progress, Grace Church, Reno, Nevada, February 2012

Personal Branding, ProNet Reno, Nevada, September 2011

Personal Branding, University of Nevada, Reno, Women's Basketball Team, September 2011

Social Business, B2B Networking Reno, Nevada, September 2011

Social Business, Fernley Nevada Chamber of Commerce, August 2011

Social Business, Reno American Marketing Association, July 2011

Empowering Work Relationships, Arvato Digital Services, Reno, Nevada, June 2011

Social Grace, leadership and staff of Grace Church, Reno, Nevada, April 2011

Social Business, Northern Nevada Chamber of Commerce Bizflash, March 2011

Social Business, Northern Nevada Software Developers Group, February 2011

Social Business, Carson Valley Chamber of Commerce, January 2011

Personal Branding, Institute of Management Accountants, November 2010

Personal Branding, American Marketing Association, November 2010

Social Media @ Reno-Tahoe 2010, Leadership Douglas County Economic Development and Media Day, August 17, 2010.

Remarkably Social, CDBG Annual Forum with Nevada League of Cities and Municipalities Annual Conference, Reno, August 11, 2010

Leadership 2.0, Fox Broadcasting Company Affiliates National Convention, Las Vegas, NV, July 28, 2010

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Inbound Marketing, Social Media Panel Discussion, UNR Campus, May 13, 2010

Leadership 2.0, Soroptimist International of Reno, May 12, 2010

Content and Inbound Marketing. Carson Valley Chamber of Commerce, April 22, 2010

Content and Inbound Marketing. Sparks Chamber of Commerce Luncheon, April 7, 2010

Personal Branding. UNR American Marketing Association. April 6, 2010.

Courageous Followership. Northern Nevada Software Developers, March 24, 2010

The Online Labyrinth. Social Media Panel Discussion on the UNR Campus, March 11, 2010.

Personal Branding. Presented to the Sparks Chamber of Commerce “Biz Flash”, March 4, 2010

Personal Branding. Presented to the Reno Century Rotary, February 2010

Social Media Discussion: David LaPlante, UNR Campus, January 5, 2010

Social Media Panel Discussion, UNR Campus, January 4, 2010

Social Media Strategy. Presented to the Sparks Chamber of Commerce Annual Board of Directors Retreat, January 2010.

Personal Branding. Presented to the Reno Central Rotary Club, December 2009

Personal Branding. Presented to Reno Rotaract Club, November 2009

Personal Branding. Presented to the Sparks Chamber of Commerce Annual Business Forum, October 2009

Leadership and Courageous Followership. Presented to the employees of Western Products, March 23, 2006.

How to Improve Your Business with Purpose. Presented at the 13th Annual Franchise Conference for US Seamless, Fargo, North Dakota, February 21, 2006.

Leadership Purpose. Presented to the North Dakota State University Bison Ambassador’s Executive Committee, November 20, 2005

Leadership and Courageous Followership. Presented to the North Dakota State University President’s Student Leadership Conference, November 19, 2005

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Courageous Followership and Servant Leadership. Presented to the Fargo-Moorhead Chamber of Commerce Youth Leadership Program, October 19 & 26, 2005

Leadership Purpose. Presented to the Fargo Rotary International Club, December 16, 2004.

Courageous Followership and Servant Leadership. Presented to the North Dakota State University Future Leaders Conference, November 20, 2004.

Results of Employee Performance and Health Survey: Presented to the employees of Bethany Homes, October 20, 2004.

Results of Employee Performance and Health Survey: Presented to the Board of Directors of Bethany Homes, October 5, 2004.

Servant Leadership, Credibility, and Trust

- Fairbanks International Training and Communications. May 13, 2003
- Geophysical Institute of the University of Alaska Fairbanks. April 18, 2003.
- Associate Students of the University of Alaska Fairbanks leadership training. April 12, 2003.
- Graduate College of the University of Alaska Fairbanks seminar series in leadership. November 14, 2002.

Management Theory. Certified Public Manager (CPM) program of the University of Alaska Fairbanks. February 14, 2003.

PROFESSIONAL AFFILIATIONS

Academy of Management
American Psychological Association
American Psychological Society
Society for Industrial and Organizational Psychology
British Academy of Management
Western Academy of Management
Southern Management Association
Institute for Operations Research and the Management Sciences
Academy for Health Services Research and Health Policy
International Stress Management Association – USA Branch

PROFESSIONAL DEVELOPMENT

AFFILIATE SUMMIT. January 2010, Las Vegas, Nevada

FACULTY INTERNATIONAL DEVELOPMENT AWARD (FIDA)
July 2009, \$2000 grant to study Spanish language in Spain from the University Studies Abroad Consortium (USAC)

UNLEARNING RACISM SEMINAR BY LEE MUN WAH
North Dakota State University, October 2005

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LEVEL I ANTI-RACISM TRAINING

North Dakota State University, March 2004

THE ART AND CRAFT OF CASE WRITING

Harvard Business School, Boston, MA, April 5-7, 2002

CERTIFIED ONLINE INSTRUCTOR PROGRAM: HIGHER EDUCATION

Walden Institute, June 2001

THE ART AND CRAFT OF DISCUSSION LEADERSHIP

Harvard Business School, Boston, MA, March 16-17, 2001.

JUNIOR FACULTY CONSORTIUM

Western Academy of Management Meeting, Walikoloa, Hawaii, April, 2000.

OB/OMT/OD DOCTORAL CONSORTIUM

Academy of Management Meetings, San Diego, CA, August 7-9, 1998.

CENTER FOR THE ADVANCEMENT OF RESEARCH METHODS AND ANALYSIS (CARMA).

Summer miniconference. Virginia Commonwealth University School of Business, June 12-14, 1998.

DOCTORAL CONSORTIUM

Western Academy of Management Meeting, Portland, OR, March, 1998.

UNITED STATES AIR FORCE LEADERSHIP SCHOOL, 1991

Distinguished Graduate, Communicative Skills Award

ADVANCED OPERATIONS COURSE, 1984

McDonald's Corporation, Oak Brook, Illinois

GRANTS

Summer Research Grant, UNR College of Business, 2011, \$2500

Instructional Development Grant, 2005, North Dakota State University, \$1250

Wells Fargo Bank, 2004, Support for an Employee Survey at Bethany Homes of Fargo, \$1000

University of Alaska School of Management, 2003, Research Grant, \$1000

University of Alaska Graduate School, 2001, Development of an Online Course in Operations Management, \$6000

University of Alaska Graduate School, 2002, Development of an Online Course in Healthcare Management, \$5000

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CORPORATE TRAINING/CONSULTING

Parkview Health, Fort Wayne, Indiana
The Ridge Resorts, South Lake Tahoe, NV
State of Nevada Department of Child and Family Services
State of Nevada Department of Juvenile Justice
Carson Valley Chamber of Commerce Leadership 2.0
Nevada Small Business Development Center
State of Nevada Department of Health and Human Services
US Bank
Wells Fargo Bank
Chamber of Commerce of Barnesville, Minnesota
Fairbanks Memorial Hospital

HONORS

NDSU College of Business Outstanding Teacher of the Year Award, 2005
Nominated by students for NDSU College of Business Outstanding Teacher of the Year Award, 2004
OSU College of Business Administration Graduate Teaching Associate Award, 1998
Joseph H. and Paula S. Reed Distinguished Graduate Fellowship, 1998
Mr. & Mrs. Paul Phillips Doctoral Fellowship, 1997

COMMUNITY INVOLVEMENT

Member, National Hispanic Professional Organization, 2009 - present
Member, WIN Nevada (Western Industrial Nevada), 2007 - present
Vice-President of Awards, Nevada Quality Alliance, 2008
Board of Directors, Junior Achievement of Northern Nevada, 2007-2008
Board of Directors, Junior Achievement of Fargo-Moorhead, 2005-2006
Chamber of Commerce of Fargo Moorhead, Youth Leadership Committee, 2004 - 2006
Fargo Bethel Evangelical Free Church (non-member), 2003 - 2006
Fairbanks Bethel Baptist Church, Member, 2000-2003
Servant's Touch Ministry, Fairbanks Youth Facility Volunteer, 2000-2003
Love in the Name of Christ (Fairbanks, Alaska), Budget Councilor, 2001