**CURRICULUM VITAE**

**DR. JIMMIE S. WARREN, Sr.**

**201 Racquet Club Rd**

**Leland, MS 38756**

**(Home): (662) 686-0053**

**(Mobile): (662) 616-8130**

**warrenjs@bellsouth.net**

**www.linkedin.com/pub/dr-jimmie-s-warren/1b/490/493/**

**EDUCATION**

**2012 Doctor of Management (DM)**

**Concentration: Organizational Leadership**

University of Phoenix

School of Advance Studies

Phoenix, AZ 85040

**2005 Master of Business Administration (MBA)**

**Concentration: Global Management**

#### University of Phoenix

Phoenix, AZ 85040

**2002 Leadership Certification**

USDA Graduate School

Leadership Development Academy

Washington, D.C.

**1995 Bachelor of Arts: Astronomy**

**Minor: (Physics/Math)**

University of Arizona

Tucson, AZ 85721

## Relevant Work Experience

**Associate Professor of Management (August 10, 2012-present), Department of Business, Mississippi Valley State University (MVSU), Itta Bena, MS. Contact: Dr. Farhad Chowdhury, Department Chair, 662-254-3609. This is a “salaried” position. Standard hours of 40hrs/week.**

In my current position as an associate professor of management and organizational leadership for almost 11 years in the MVSU Department of Business Administration and Accounting, I am responsible for organizing 16 to 17 week graduate level business courses (including the graduate level capstone business course) and junior and senior level undergraduate business courses (including the undergraduate senior level capstone business course). Over the course of an academic year, this organizational duty includes the supervision of 65 undergraduate junior and senior business majors and the supervision of 25 graduate business majors, the creation and design of unique and proprietary specific business level course content to address primary and secondary stakeholder concerns, developing unique instructional styles or pedagogy (teaching and instruction) for course content delivery at the undergraduate senior level and graduate level), breaking or dividing courses into daily and weekly modules per semester (face-to-face and online delivery), setting internal deadlines and determining learning objectives, developing assessment artifacts to assess, (in addition to undergraduate senior level and graduate level management, organizational, and leadership concepts), such skills and competencies as critical thinking, communications (written and oral), and professional use of technology (software, some hardware, and some social media venues), and providing primary and secondary sources as supplemental resources.

I am responsible for synthesizing complex information and concepts for presentation to general and to specific stakeholders, providing critical assessment and critical feedback (written and oral) on more than 80 undergraduate and graduate level business papers and assignments, facilitating hours of small group discussions (face-to-face and online), and creating and presenting 80 plus 1-1.5 hour multimedia presentations, and communicating with and interacting with publishers (vendors) concerning the identification of training or course material and additional resources for senior undergraduate and graduate level trainings and courses. In my current position as associate professor of management and organizational leadership, my duties, also, include departmental and university critical data collection for university assessment reports that are used to address questions and concerns of governing accreditation and oversight entities such as the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), the Accreditation Council for Business Schools and Programs (ACBSP), and the Board of Trustees of Mississippi State Institutions of Higher Learning (IHL). These measures are used as a means for evaluating the effectiveness of the business academic undergraduate and graduate programs offered by the university. In addition, the data collection involves the analysis of academic course and program offerings and the analysis of recommendations and opportunities (SWOT) for improvement.

In addition to my current position as an associate professor of management and organizational leadership for almost 11 years, as a researcher, I have participated and currently participate in departmental and university wide organizational effectiveness assessments. I have participated and currently participate in public speaking for diverse groups. In addition, I have conducted qualitative and quantitative research analysis for summarizing complicated information into succinct summaries, conducted best practice studies and literature reviews, and I have engaged in primary and secondary research (EBSCOHOST, ProQuest, University libraries). I am a published (primary and secondary) author with several publications in multiple disciplines in peer reviewed journals that are cited in other published peer reviewed articles, and I have presented original research at professional venues or conferences. Also, other original research has been presented at professional and scientific venues or conferences to which I have significantly contributed and of which I am a second or third author.

***Master of Business Administration (MBA) Coordinator, Mississippi Valley State* *University (MVSU) (July 18, 2018-present)*. This is a “salaried position” and is considered part time. The standard hours per week: 10-15hrs/week.**

In addition to my duties as an associate professor of management and organizational leadership with MVSU, I serve as the coordinator of the Master of Business Administration (MBA) program for the MVSU Department of Business Administration and Accounting on a part-time basis. In the position of MBA Coordinator, I am responsible for the complete and overall management and oversight of this professional graduate business and academic program. The MVSU MBA program is a 100% online graduate degree program and at any point and time in the program, there are between 40-55 graduate MBA students who are a mixture of traditional and non-traditional (adult learners) graduate MBA students. I am the supervision and I am the advisor to all MVSU MBA graduate students. I am responsible for keeping the MBA program compliant with internal university governing bodies (Office of Academic Affairs and Office of Institutional Effectiveness) and with other external governing regulatory bodies (SACSCOC, ACBSP, and IHL) policies.

Working with the MVSU Marketing and Communications team, I have, also, created, developed, and implemented communications strategies and I have synthesized technical information and program guidance through the design and creation of a functional website for the MBA program. I have written MBA program procedures (from onboarding, to while graduate students are currently in the MBA program, and through graduation from the MBA program) and I have written additional MBA program and University policies, that are, also, compliant with University and SACSCOC, ACBSP, IHL regulatory policies. In addition, I serve as the principal advisor to the senior leadership (department chair) in analyzing and developing program policies, program improvements, and short term and long term plans for the MBA program overall program effectiveness.

My duties as the MBA Coordinator, also, include management, oversight, and evaluation of the application and onboarding process for the MBA program. The application process involves potential domestic and international (foreign) applicants applying to the MBA program where I am responsible for the review and the evaluation (department or internal review) of graduate admissions application packets that include a review of the completeness of the graduate admissions application, adherence to academic admissions criteria, and a professional cover letter that is compliant with the level of professionalism expected of professional graduate students, and a review of additional required supplemental documentation. In addition, I am knowledgeable of the federal laws instituted by the Department of Homeland Security concerning the policies and additional required documentation that govern the application process for international (foreign) applicants. After review of the applicants’ graduate application packets, I have the authority and responsibility for the decision to “Accept” or to “Reject” the applications for admission into the MBA program with written justifications for the acceptance or rejection rendering. Once an applicant has been accepted into the MBA program, as their graduate advisor and supervisor, I am responsible for their onboarding which includes their orientation to the MBA program (which is conducted online via the online learning management system (LMS), Canvas), advising and aiding them with graduate course assignments, and advisement throughout their tenure in the MBA program up to their eventual graduation.

In collaboration with the chair of the MVSU Department of Business Administration, I am responsible for MBA program data collection and writing of yearly program assessment reports for the University (Office of Academic Affairs and Office of Institutional Effectiveness) and for SACSCOC, ACBSP, IHL regulatory agencies. The data collection involves the analysis of academic course and program offerings and the analysis of recommendations and opportunities (SWOT) for improvement. I serve as the principal advisor to the senior leadership (department chair) in analyzing and developing program policies, program improvements, and short- and long- range plans for the MBA program.

In collaboration with the MVSU business department chair and MBA graduate faculty, I am responsible for the creation of the MBA graduate course schedule each semester. In collaboration with the MVSU Marketing and Commutations team, I am also responsible for the creation, implementation, and evaluation of recruitment, retention, and other outreach efforts for the sustainability of the MBA graduate program.

***Mississippi Valley State University (MVSU) School of Graduate Studies, Graduate Council Chair (October 16, 2022-present)****.* ***This position is part of the duties as the MBA Graduate Coordinator***.

The MVSU Graduate Council is a university council created to serve in an advisory capacity to the Office of the Chief Academic Officer (Office of Academic Affairs). The MVSU Graduate Council is comprised of the graduate coordinators from each of the nine graduate programs currently offered by the University. In my current position as the chair of the Graduate Council, I represent the council and all nine of the graduate coordinators (council members) to the senior university academic officers within the Office of Academic Affairs on all aspects of the MVSU School of Graduate Studies. These various facets include the graduate council’s writing of new policies and procedures or amending current and existing policies and procedures for enhancing the effectiveness and competitiveness of MVSU graduate programs, reviewing, evaluating, and ensuring that new, current, and existing policies and procedures that govern the many facets of MVSU graduate studies are up-to-date and compliant with the regulatory policies and procedures of internal and external bodies (MVSU Office of Academic Affairs, the MVSU Office of Institutional Effectiveness, SACSCOC, and IHL). This, also, includes recruitment, review and evaluation of applicants applying to respective graduate programs, the onboarding process, advisement of respective graduate students, to graduate students’ eventual completion of their respective graduate program.

In addition, in my capacity as the chair of the MVSU Graduate Council, I am the point of contact for any and all communications and correspondences with the MVSU Office of the Chief Academic Officer (Office of Academic Affairs). I am responsible for synthesizing and summarizing technical, procedural, and policy driven graduate council decisions in written reports (formal letters or via email) to the Office of Academic Affairs for final review. I am responsible for holding and conducting monthly meetings with Graduate Council members and addressing any and all graduate studies concerns that are presented by graduate council members or mandates from the Office of Academic Affairs. I am currently spearheading, as part of recruitment and marketing initiative and efforts for the MVSU School of Graduate Studies, a complete and total over hall and upgrade of all MVSU graduate program websites. This is an effort to address the issue of overall university wide recruitment and retention efforts as mandated by the Office of Academic Affairs and by the Office of the President for the University.

**Additional Work & Research Experience**

**Management Research Study with the South East Area (formally Mid-South Area), Agricultural Research Service, United States Department of Agriculture (May 1, 2012 to July 15, 2012). Non-Paid activity. Contact: Area Director: Archie Tucker. (662) 686-5266.**

As business environments become more crowded, organizations are realizing the loss of competitive advantage. The current literature has indicated that as an alternative to the traditional concrete and easily quantifiable controls of organizational effectiveness (OE), an emphasis on soft or behavioral intangible controls of OE is emerging. Trust is considered to be a soft or behavioral control. The study analyzed the predictive nature or strength of trust in immediate supervisor, trust in top management, and organizational trust precursors, in the aggregate, for predicting OE that could also lead to becoming a sustainable competitive advantage. The study was conducted on employees (N=205) at a research division of a federal government agency via electronic survey format. The study revealed that in addition to significant and positive correlations among the trust and OE variables, the results of a multiple regression analysis showed that 66.3% of the variation in the dependent variable, OE, was explained by the independent trust variables, in the aggregate, tested in this study. All three levels of trust (tested in this study) experienced by subordinate employees who participated in this study were positive and significant predictors of OE. Hierarchical multiple regression also showed that organizational trust precursors, and not trust in top management or trust in immediate supervisor, was a stronger positive predictor of OE. Understanding the importance of the different levels of trust within organizations aids managers, supervisors, and upper leadership. Managers and supervisors will be able to gain practical knowledge that will aid in positive and productive interactions with subordinate employees within organizations.

**Acting Location Administrative Officer** (**October 1,** **2009-February 15, 2010**), **USDA, ARS, NAA, AFSRC, Beaver, WV 25813-9423. This research unit was closed by the Agricultural Research Service, USDA in 2012. GS 9 Step 3 at standard 40 hrs/wk. The current contact is Archie Tucker, Area Director for South East Area, ARS, USDA. (662) 686-5266.**

As Acting Administrative Officer, I served as a full business partner with the Location Management Team and collaborated with the Research Leader/Location Coordinator in the planning, coordinating, allocation, and management of a $7 million fiscal budget with 60 employees (scientist, technicians, and staff) in support of the business and management activities supporting the research mission for the location. I supervised an administrative staff of six employees in the formulation, analysis, interpretation, execution, and direct management of all business and administrative functions that included analysis of agency policies and procedures, analysis of agency regulations, agency recruitment and diversity initiatives for the research location. The business and administrative functional areas included; (a) Safety and Occupational Health, (b) Ethics policy, (c) Information Technology, (d) Financial/Budget Formulation, (e) Facilities and Maintenance/Repair Services, (f) Purchasing and Procurement, (g) Contracting, (h) Human Resources/Personnel Issues. I was also managed the relationships with external business services, business partners, and the area office or senior personnel within the North Atlantic Area, ARS, USDA. I was the liaison and I represented the research location and the research leader on all matters of administrative, business/financial and personnel issues in meetings/requests with/from senior officials at the NAA area level. Key accomplishments include the following:

* Mitigated an ongoing personnel issue that had disrupted and had been negatively affecting the research location’s employee and organizational morale for four years. I was able to accomplish this through a qualitative organizational behavioral relationship study.
* Mitigated an ongoing ethics violation by a senior staff scientist. Through an analysis and interpretation of agency ethics policies and consultation with ARS agency senior ethics officials, a best course of action was able to be developed that was in the best interest of the agency.

I improved location relationships with the area office senior personnel, significantly reducing response times for information requests in all administrative and functional areas.

**Laboratory Research Science Technician/Assistant Project** **Manager** **(August 15, 1999 to August 2, 2012), USDA, ARS, Mid-South Area, Catfish Genetics Research Unit, Thad Cochran National Warm Water Aquaculture Center, Stoneville, MS 38776. GS-7 Step 7 at standard 40 hrs/wk. Supervisor has since retired. The current contact is Archie Tucker, Area Director for South East Area, ARS, USDA. (662) 686-5266.**

With almost 14 years of biological research experience, my areas of concentration were (1) fish physiology and experimental design, (2) fish hatchery management culture, (3) molecular/genetic laboratory techniques and (4) statistical and data analysis. My duties included providing technical support for research, which included work in the care taking of fish, laboratory work, data collection, data processing, data and statistical analysis. I worked collaboratively with unit scientists and visiting scientists (federal and non-federal) where I provided assistance in areas where I had expert knowledge. I was responsible for resource management and the maintenance of lab instrumentation. Key accomplishments included the following;

* Developed a system where catfish fry were collected during the summers from various strains and were kept separate from the rest of the hatchery fish. I was able to have fish of various sizes throughout the year that aided in satisfying the creativity of staff scientists and not limiting scientific creativity to certain times of the year. Critical growth studies, disease studies, and critical molecular studies that involved smaller fish were able to be conducted year round.
* I independently operated and administered through a brain injection technique that I had perfected several years ago, growth hormones into certain parts of the catfish brain. This was a collaborative project with an ARS staff scientist who had enlisted my help to determine how to administer this hormone. The research study looked at a second channel catfish growth-hormone releasing hormone-likepeptide and its effect on secretagogue activity. This study resulted in my being named as the second author on the published abstract and resulted in the research being presented at the Aquaculture America conference meeting in New Orleans, LA (2011).
* Co-managed a novel catfish breeding technique program in conjunction with current and former ARS scientists that involved testicular germ cell transplantation for the possible commercial production of hybrid catfish; a cross between channel catfish (*Ictalurus punctatus*) and blue catfish (*Ictalurus furcatus*). This novel research culminated into a published abstract that was presented at the 16th International Congress of Comparative Endocrinology (Abstract), 128, The University of Hong Kong, Hong Kong S.A.R., China (2009).

**Quality Control Technician** (**1994-1998), Wolverine Tube, Inc., Greenville Operations, P.O. Box 5126 (997 N. Beauchamp), Greenville, MS 38704, Plant facility closed on 9/22/98. Work week was 40+hrs/wk.**

As the Quality Control Technician for international aluminum and copper tubing company, Wolverine Tube, Inc., my area of concentration was assuring the quality of copper and aluminum products adhering to customer specifications and the management of quality control processes for three work shifts. My duties included gathering and preparing copper and aluminum tube samples for testing to meet customer specifications. I also prepared samples for testing by outside independent facilities. I was responsible for certifying the chemical composition of stock tubing coming from suppliers, handling of various chemicals and solutions, filing all supplier and customer certifications under lock and key, writing reports, keeping a running and updated log of all test data performed in the facility. I was responsible for training of production floor operators on issues concerning material quality and test procedures, and other quality related issues. I also performed training for safety and occupational health issues. Key accomplishments include the following:

* Within one year of my being promoted to this position, I was able to bring the testing lab into compliance and I was able to reduce customer order complaints. I was also able to reduce the number of rejects by creating more of an awareness concerning the quality of products coming off the assembly lines. I was able to significantly improve company relations with the floor and senior personnel as well as floor and shop managers and supervisors, creating high employee morale.
* I was able to aid in the reduction of personnel/employee expenses by taking on the duties of Quality Control Technician for three shifts at the facility. With the additional shift duties, I was able to keep the testing lab in compliance and was able to keep a reduction in the number of product rejects. I was able to continue creating an awareness concerning the quality of products coming off of the assembly lines. I was able to establish a working camaraderie between all three shifts.

**Electronics Technician in Astronomical Instrumentation for Steward Observatory at the University of Arizona**, ***(*August 15, 1986 to December 15, 1992), Steward Observatory, The University of Arizona, Tucson, AZ 85721. Contact: Supervisor has since retired and has passed away. This was a part time position (30 hours/week). Contact: (520) 621-2288**

While an astronomy major/student at the university, I worked as an Electronics Technician in Astronomical Instrumentation at Steward Observatory’s Electronics Engineering Department. My work area of concentration was working directly with design engineers and with little supervision, I did circuit board layouts, circuit board manufacturing, ordering electronic parts, parts installation and soldering or wire wrapping of circuit boards, wiring chassis, assembling cables of all types, military crimp style and mass terminate connectors. The Steward Observatory Mirror Lab, under the direction of world renowned astronomer and inventor Dr. Roger Angle, is known as the developer and builder of the world’s first spinning “oven” which is capable of making the largest mirrors for 3 telescopes that were under construction in early 1990’s. I assisted with the building of the power control chassis, temperature control, rotation control chassis, and installation of miles of various cables with thousands of connectors. These telescopes dwarfed the Hale 200” and Russian 250” telescopes which were, at that time, the largest telescopes in the world. The Mirror Lab is currently housed at Steward Observatory located on the University of Arizona’s campus. The Mirror Lab continues to design and construct telescope mirrors for observatories around the world. Key accomplishments include the following:

* Moisture and warm temperatures distort the light that is gathered by telescope mirrors. The higher the altitude, the less moisture and colder temperatures exist. From design schematics, I constructed Micro-Thermal Amplifiers that were used to measure temperature gradients at high altitudes to determine the amount of moisture in the atmosphere. These amplifiers were directly used in determining the best high altitude sites for construction of the several telescopes during the late 1980’s and the early 1990’s in the state of Arizona.
* From design schematics, I constructed Motor Drive Amplifiers that supplied power to the motor cells for the polishing disk that was designed and constructed as part of the Mirror Lab technology to polish the telescope mirrors once they were cooled after being melted in the spinning oven. The polishing disk is controlled via computer programs that polished to exact mirror dimensions.

From design schematics, I constructed the Power Distribution Boxes that supplies power to the load cells or micrometers. These micrometers (actuators) are used to compensate for atmospheric perturbations that tend to distort images being viewed through the telescopes.

**Peer Reviewed Publications**

Warren, T. A. & **Warren, J. S**. (2016). The case for further research into the mental and psychological effects of long-term exposure to traumatic and violent events by law enforcement officers. *American International Journal of Contemporary Research*, *6*(5).

**Warren, J. S.** (2016). The case for trust as a soft or behavioral control for organizational effectiveness (OE). *Academy of Business Research Journal*, *Vol II*. Pp 58-72.

**Warren, J. S.** (2015). Behavioral integrity: Its role in organizational vision, strategy, and innovation. *Leadership & Organizational Management Journal*, *2015*(1), pp. 15-26.

**Warren, J. S.** (2015). Corporate governance plan: Functional department participation plan. *Conflict Resolution & Negotiation Journal*, *2015*(1), pp. 36-47.

**Warren, J. S.** (2012). *Trust in immediate supervisor, trust in top management, organizational trust precursors: Predictors of organizational effectiveness.* (Publication Number: 3583299, University of Phoenix). *ProQuest Dissertations and Theses,* 197. http://pqdtopen.proquest.com/pubnum/3583299.html

**(Acknowledged in nine (9) USDA, Agricultural Research Service Peer Reviewed Scientific Research Publications).**

**Manuscripts in Preparation**

Warren, J. L. & **Warren, J. S**. The case for understanding interdisciplinary relationships in healthcare. (***Received notification on March 7, 2023 that this manuscript was accepted for publication in the medical journal, Ochsner Journal-TOJ-22-0111.R2. It is currently in the “copyedit” stage by the journal editor***).

**Warren, J. S.** Agents of leadership: A grand unification of current leadership theories.

**Warren, J. S.** Management: Thinking intelligently about your circumstances all the time.

**Warren, J. S.** Literature review of trust, trust in immediate supervisor, trust in top management, and organizational trust (with specific precursors) as a soft or behavioral control for organizational effectiveness.

**Warren, J. S.** & Shriner, W. B. Trust in immediate supervisor, trust in top management, organizational trust precursors: Predictors of organizational effectiveness.

**Warren, J. S.** The systems approach: A suggested methodology for leadership evaluation.

**Conference Presentations and Conferences Attended**

Attended the Delta Regional Forum: Population Health, Development, and Entrepreneurial Problem Solving at the Coahoma County Higher Education Center in Clarksdale, Ms (2018).

Attended the National Accreditation Council for Business Schools and Programs (ACBSP) Conference in Anaheim, CA (2017).

**Warren, J. S.** & Shriner, W. B. (2013). Trust in immediate supervisor, trust in top management, organizational trust precursors: Predictors of organizational effectiveness. Fall 2013 Academy of Business Research Conference (Abstract), 271, San Antonio, Texas.

**Warren, J. S.** (2013). Attended and chaired sessions at the 2013 ACBSP (Accreditation Council for Business Schools and Programs) Regional Accreditation Conference in Tunica, MS.

Small B, Quiniou S, **Warren J**, Ott L, Khoo L. (2011). Testicular germ cell transplantation: can it be used for hybrid catfish fry production? Abstract # 10 Aquaculture America, New Orleans, LA.

Small, B. C, **Warren, J. S.,** & Walbieser G. C. (2009). A second channel catfish growth- hormone releasing hormone-likepeptide exhibits unremarkable secretagogue activity in vivo. 16th International Congress of Comparative Endocrinology (Abstract), 128, The University of Hong Kong, Hong Kong S.A.R., China.

**Journal Reviewer Affiliations (2016-present)**

Reviewer for the ***Journal of Leadership Studies*** and ***The Transnational Journal of***  ***Business*** one of several peer reviewed journal publications of the International Leadership Association and the Accreditation Council of Business Schools and Programs (ACBSP), respectively.

**Professional-Academic Activities/Development**

**Professional/Academic Trainings/Seminars/Webinars**

(***Mississippi Valley State University Office of Faculty Development via Magna Online Seminars--Received Certificates of Training and Completion***):

“Fostering a Collegial Environment: Guidelines for the Department Chair” (**10/9/2019**).

“Listen to the Date: Create a Data-Informed Culture” (**11/20/2019**).

“Leading Change: A Framework for Department Chairs” (**12/11/2019**).

“Academic Restructuring: Guidelines for Academic Leaders” (**12/18/2019**).

(***Webinar by Will Lamb, Dean of Graduate and Adult Learner Recruitment for the EAB Organization—Facilitated by MVSU Academic Affairs***):

“Growing Graduate and Online Enrollment during the Pandemic: Insights from EAB’s Adult Learner Survey” (**8/4/2020**).

***Attended MVSU Distance Education Department/Academic Affairs Sponsored Canvas Learning Management System Trainings (2019-2020)****.*

**University Committees Served/University Event Participation**

1. **Member of the MVSU/Toyota (Mississippi) Leadership Academy Committee (2019-present).**
2. **Member of the MVSU Athletics Compliance Committee (2019-present)**
3. **Member of the Mississippi Valley State University, Graduate Council (2018-present).**
4. **Chair of the MVSU Graduate Council Public Relations Subcommittee (2019-present).**
5. **Member of Graduate (MBA) department Curriculum Committee for Mississippi Valley State University’s Business Department (Current).**
6. **MBA Thesis mentor for Mississippi Valley State University’s MBA graduate program (Current).**
7. **Appointed by Mississippi Valley State University president to University Sustainability Task Force (2017-present).**
8. **Appointed by Mississippi Valley State University president to the SACSCOC (Southern Association of Colleges and Schools Commission on Colleges)** **5th Year Interim Review Committee for the 2016-2017 and 2017-2018 academic years.**
9. **Member of Mississippi Valley State University ad hoc Academic Affairs Budget Committee (2016).**
10. **Current Member of Mississippi Valley State University Distance Education Curriculum Committee (2015 to present).**
11. **Current Member of Mississippi Valley State University Faculty Senate (2015-2018).**
12. **Member of Mississippi Valley State University Curriculum Committee (2015-2017).**
13. **Member of Mississippi Valley State University Academic Appeals Committee (2014-2017).**

**Additional University/Community Events Participation**

Attended Mississippi Valley State University Green & White Day at state capital in Jackson, MS (2019).

Co-coordinator of and participated in the MVSU Graduate Expose (2019).

Developed a recruitment initiative involving students transitioning from high school life to college life. The initiative was designed to aid high school students with overcoming “college classroom culture shock”. This was an initiative inspired by 2015-SACSCOC presenter, Dr. Deborah A. Posner. (2015, 2016).

Recruitment representative for MVSU business department at the Gulf Coast Veterans Advocacy Council, Inc.’s Stand Down for military veterans (2015, 2016, 2017, 2018).

Graduate Business department representative at the 2015 and 2018 GAP Fair, MVSU Career Services Center.

Presented data/information from SACSCOC (Southern Association of Colleges and Schools Commission on Colleges) 2014 Nashville, TN conference at the Mississippi Valley State University Spring 2015 Faculty Institute (2015).

Panelist for the 2015 Founder’s Week Observance: Valley Forum Panel Discussion sponsored by the Special Events and Activities department (April 2015).

Business department representative at the 2014 Honorable U.S. Congressman Benny Thompson Annual Career Fair.

Attended the National SACSCOC Conference in Nashville, TN (2014).

Attended the ACBSP (Accreditation Council for Business Schools and Programs) Accreditation Annual Conference in Salt Lake City, Utah (2013).

Presented research at the Academy of Business Research Conference in San Antonio, TX (2013).

Co-sponsor of MVSU business department MBA graduate student trip to visit New York Financial District in downtown Manhattan (2013).

Adjunct Professor (2011), Organizational Management Program, Department of Business, Mississippi Valley State University, Itta Bena, Ms. Contact: Mr. Naraseeyappa Rajanikanth, Organizational Management Program Director.

Co-Chair and Career Consultant for the Mississippi Valley State University Career Services Center’s College Youth Motivation Task Force yearly conference (2004, 2005, 2007, 2008, 2009 to present), a partnership with the Mid-South Area, ARS, USDA in Stoneville, MS 38776. Contact: Essie Bryant, MVSU Career Services Center Director, 662-254-3441.

Keynote Speaker for the National Youth Motivation Task Force Conference for Mississippi Valley State University, Itta Bena, MS. Keynote address was titled: “Agents of Leadership” (2010).

Guest Lecturer on topics of Leadership/Management at Mountain State University’s Graduate School of Strategic Leadership. Beckley, WV (2009).

Career Consultant, Co-Chair, and Leadership and Personal Development Lecturer for Mississippi Valley State University Career Services Center’s National Youth Motivation Task Force Conference. Itta Bena, MS (2004-Present).

Judge in International Business for the DECA Mississippi Regional High School Business/Marketing Competition at Mississippi Delta Community College and Holmes Community College (2005-2007).

Guest Lecturer on International/Global Business at the Leland High School Vocational/Technical Center (2005).

Career Counselor and Guest Speaker for Leland High School’s Career Services Center yearly career workshops (2004, 2005).

Motivational and Personal Development Guest Speaker for Greenville-Weston School System (T.L Weston campus) (2005).

Teaching Assistant with the Leland Public School System (Leland, MS) and Greenville Public School System (Greenville, MS) elementary and junior-high (1991-1994).

## Professional/Academic Service Awards/Acknowledgements

Outstanding Faculty Award from MVSU Business Department students (2014)

Outstanding Rating for Performance of Duties, Warm Water Aquaculture Research Center, MSA, ARS, USDA: 2008, 2009.

Superior Rating for Performance of Duties, Warm Water Aquaculture Research Center, MSA, ARS, USDA: 2002, 2003, 2005, 2006, 2008.

Monetary Spot Awards for work performance: 2000, 2002, 2003, 2005, 2006, 2007, 2008, 2009, 2010.

Acknowledgement and Spot Award for Participation in the USDA, ARS, Mid-South Area’s Annual Black History Celebration Mass Choir (2006, 2007).

Leland High School Parent of the Year (2004, 2005) Academic School Year.

Appreciation Award: Guest Lecturer on “International Business and Globalization” at the Leland High School Vocational/Technical Training Center’s Business/Marketing Class (2005).

Cash award for perfecting Brain Injection and X-Ray Techniques for Channel Catfish, Warm Water Aquaculture Research Center, MSA, ARS, USDA (2000).

Certification for Eddy Current Testing through Wolverine Tube, Inc. (1997).

Successfully completed the DISC Personal Profile System for Management/Supervisory Training, Mississippi Delta Community College Career and Workforce Development Program (1996).

Certificate of Recognition for participation in Overtime Focus Group for the Wolverine Tube, Inc. Greenville facility (1996).

Certificate of Appreciation from the Field Crops Mechanization Unit of Mid-South Area, Stoneville, MS (1992).

Dean’s List of Honorable Mention Scholar from the University of Arizona (1992).

Certificate of Achievement for Leadership from University of Arizona’s African American Resource Center (1992).

Certificate of Excellence in Bible Teaching from Beulah Grove Baptist Church (1992).

**Membership/Associations**

**International Leadership Association** (**ILA**) (2013-present).

**Delta Mu Delta**, Iota Kappa Chapter, International Honor Society in Business Administration, Mississippi Valley State University (2013-present).

**Kappa Kappa Psi (KKY)**, Gamma Chi Chapter, National Honorary College Band Fraternity, University of Southern Mississippi (1985-present).

**References Available Upon Requests**