



THE UNIVERSITY OF TENNESSEE
BOARD OF TRUSTEES

EXECUTIVE COMMITTEE	
Friday, May 5, 2022	
9:00 a.m. (EDT)/8:00 a.m. (CDT)	Virtual/Knoxville, TN

AGENDA

- I. Call to Order and Roll Call
- II. Remarks of the Chair
- III. Update from the President – Information
- IV. [Appointment of the Student Member of the Board](#) – Action/Roll-Call Vote Tab 1
- V. [Appointment of a Faculty Member to the Education, Research, and Service Committee](#) – Action/Roll-Call Vote Tab 2
- VI. Planning for Annual Meeting - Discussion
- VII. [Consent Agenda](#) – Action/Roll Call Vote Tab 3
 - A. [Minutes of the Last Meeting](#) Tab 3.1
 - B. [Resolution Appointing a Managerial Group for U.S. Government Contracts](#) Tab 3.2
- VIII. Other Business

[Note: Under the Bylaws of the Board, items not appearing on the agenda may be considered only upon an affirmative roll-call vote of a majority of the total voting membership of the Committee. Other business necessary to come before the Executive Committee at this meeting should be brought to the Chair or Board Secretary’s attention before the meeting.]
- IX. Closing Remarks
- X. Adjournment



THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

AGENDA ITEM SUMMARY

Meeting Date: May 5, 2023

Committee: Executive

Item: **Appointment of the Student Member of the Board of Trustees**

Type: Action

Presenter: John C. Compton, Chair of the Board and Committee Chair

Background Information

Pursuant to state law, a non-voting student member shall be appointed to the Board of Trustees. The student member shall: (i) be selected and appointed no later than May 31 of each year; (ii) rotate among the institutions of the University; and (iii) serve a one-year term, beginning July 1 of the year of appointment. The student member of the Board also serves as a voting member of the Education, Research, and Service Committee.

The non-voting student seat on the Board of Trustees rotates to UT Health Science Center for FY 2023-2024. Chancellor Peter Buckley has recommended the appointment of Ms. Woodi H. Woodland, a student in the College of Medicine. A copy of the recommendation letter and supporting materials follow this memorandum.

Committee Action

The Committee Chair will call for a motion to adopt the following Resolution:

Resolved:

The Executive Committee, acting on behalf of the Board of Trustees, hereby appoints Ms. Woodi H. Woodland as the non-voting, student member of the Board of Trustees for a term beginning July 1, 2023 and ending June 30, 2024.



Office of the Chancellor
875 Monroe Avenue, Suite 300
Memphis, TN 38163
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Memphis
Knoxville
Chattanooga
Nashville

John Compton
Chair, University of Tennessee Board of Trustees
Via Cynthia Moore
Secretary and Special Counsel to the Board of Trustees

March 27, 2023

Dear Chair Compton,

It is my distinct pleasure to nominate Ms. Woodi Woodland for the prestigious position of student member of the University of Tennessee Board of Trustees for the July 1, 2023 through June 30, 2024 term of appointment. As a result of her undergraduate experiences at the University of Tennessee Knoxville and her professional graduate experiences at the University of Tennessee Health Science Center (UTHSC), Ms. Woodland is uniquely qualified to serve as the student trustee of the Board.

Ms. Woodland’s recommendation letter from Executive Dean Strome, along with her letter of interest and resume highlight her dedication to her professional excellence in all areas of her student, professional, and personal life. She is an exemplar for student engagement across the curriculum as she personally excels in classroom, leadership, research, and community service. Excelling in her studies, as a rising 4th year medical student, Ms. Woodland has also exhibited remarkable leadership qualities in her work as a student representative on the College of Medicine’s Liaison Committee on Medical Education action plan board, as a tutor for medical and dental students in the anatomy course, and as a peer mentor providing one-on-one mentorship for 1st and 2nd year medical students. She has consistently increased her contributions to community service and makes time to serve as a regular volunteer at Memphis Street Health and Clinica Esperanza.

After having spoken personally with Ms. Woodland, I am convinced that she has the passion, leadership experience, and communication skills to be an outstanding student member for our Board of Trustees. In consultation with UTHSC’s Chief Academic Officer, Dr. Cindy Russell, I have verified that Ms. Woodland meets all eligibility requirements for this appointment.

Thank you for your consideration of this nomination. Please let me know if you have questions or concerns.

Sincerely,

Peter Buckley, MD
Chancellor
University of Tennessee Health Science Center

Attachments:

Letter of recommendation from Executive Dean of Medicine, Dr. Scott Strome
Completed Student Trustee Application Form
Letter of interest from Ms. Woodi Woodland
Resume of Ms. Woodi Woodland

cc: Scott Strome, MD, Executive Dean of Medicine
Mike Whitt, PhD, Associate Dean and Department Chair of Medical Education
Catherine Womack, MD, Associate Dean of Student Affairs and Admissions, Medicine
Charles Snyder, PhD, Associate Vice Chancellor of Student Success
Cindy Russell, PhD, RN, Vice Chancellor of Academic, Faculty, and Student Affairs

March 5, 2023

RE: Nomination of Woodi Woodland for UTHSC Student Trustee

Dear Peter,

It is with great enthusiasm that I nominate Woodi H. Woodland to serve as the Student Trustee for the UT Board of Trustees. Ms. Woodland is an outstanding 3rd year (rising 4th year) student in the MD program who has a cumulative GPA of 4.0. Ms. Woodland has demonstrated all the characteristics that I believe would make her an ideal candidate to represent UTHSC and the UT system as the student representative to the Board of Trustees.

In addition to her outstanding academic record, Ms. Woodland has served in multiple leadership and service roles while a student at UTHSC. She has served as a tutor for the MD Anatomy course (Structural Basis of Normal Body Function) after receiving one of the top grades in the course, and she has continued in that role to help our incoming student navigate the challenges that many of our students face with taking anatomy for the first time. Her support for fellow students includes; serving as a peer mentor in which she provides one-on-one mentorship for our 1st and 2nd year students and was also a key member of a Student Ambassador for the COM Office of Admissions. Student ambassadors meet with potential students during interview visits, give campus tours and serve as an additional point-of-contact ensuring that students who apply to the COM feel welcome during the interview season. In addition, she serves as the Director of Communications for the Global Surgery Institute and is the Secretary of the Student Orthopedic Association.

Ms. Woodland has been active not only on campus, but in the community as well. She is a regular volunteer at Memphis Street Health and Clinica Esperanza. She is a member of the Student National Medical Association (SNMA) and has taken advantage of other volunteer activities to support the Memphis community, and in particular the youth of Memphis.

Lastly, Ms. Woodland has been one of the strongest proponents of the college and did an outstanding job serving as one of the student members of the LCME Action Plan committee. One of her strengths is her communication skills. She provided important perspectives of the student body to us as we developed the action plan addressing student satisfaction concerns, and on multiple occasions did a remarkable job in explaining to students all the things that the COM has done to improve the educational environment within the COM with a focus on improving student satisfaction. Her calm yet strong demeanor has helped us move the bar on several student issues and I believe her skill in communicating important issues would serve her well as Student Trustee.

In summary, Ms. Woodland is one of our star students in the MD program. She has the leadership experience and communication skills needed to represent the student perspective to the Board of Trustees and I endorse her nomination without reservation.

Sincerely,

Scott



THE UNIVERSITY OF TENNESSEE
BOARD OF TRUSTEES

STUDENT TRUSTEE APPLICATION FORM

Full Name: Woodi Woodland

E-mail address: Redacted

Telephone Number: Redacted

Permanent address: Redacted

Local address: Redacted

UT Campus: UT Chattanooga
 UT Health Science Center
 UT Knoxville
 UT Martin
 UT Southern

Campus Start Date: 08/2020

Anticipated Graduation Date: 05/2024

College/School: College of Medicine

Major(s): Doctor of Medicine

Current GPA: 4.0

Representations, Authorizations, and Signature:

- *I affirm that I am currently enrolled as a full-time student, have been enrolled at the campus listed above for at least one year, and intend to fulfil the term of service (July 1 – June 30) if selected.*
- *I am in good academic and disciplinary standing with the University, with no pending disciplinary matters or sanctions and no prior disciplinary history.*
- *I authorize the Chancellor or his/her designee to verify that I meet all eligibility requirements applicable to the Student Trustee position, and I agree that the University may disclose information from my education records, including my application, letter of interest, and resume, to the public for the purpose of considering my application during a public meeting of the University's Board of Trustees or its Executive Committee.*

Woodi Hazel Woodland
Signature

03/03/23
Date

Woodi Hazel Woodland

Dear Chancellor Buckley:

Please accept this letter as an expression of my interest to serve as the Student Trustee member on the University of Tennessee (UT) Board of Trustees. As a highly motivated student with a formidable work ethic, I am positive that I will be a valuable contributor. I have highlighted below a few examples of why I believe I am a great candidate for this position.

- I have previously served as an advocate for the student body as a student representative on the Liaison Committee on Medical Education (LCME) action plan board. In this role I shared feedback from a student perspective on ways to address action points provided by the accreditation board.
- Through my experience working closely with academic services as a Gross Anatomy Laboratory tutor, I am familiar with resources that are available to students and what has contributed to student success. I have direct contact with first year students and have offered feedback to administration based on their firsthand experiences.
- I exemplify extraordinary leadership through having served as the Director of Communications for the Global Surgical Institute and as the current Secretary for the Student Orthopedic Association, where I collaborate with other executive board members, facilitate communication between the organization and other students, and implement the organization's immediate needs.
- Peer-to-peer mentorship, both formally through MPOWER and informally, has allowed me to garner multiple perspectives on what is currently being done well and what could stand to be improved regarding the educational experience at UTHSC.
- As a former Ambassador at the University of Tennessee, Knoxville (UTK) and Admissions Ambassador at the University of Tennessee Health Science Center (UTHSC), I can provide valuable commentary on areas of the UT system that attract prospective students as well as comment on areas that students typically find lacking.

I believe these examples highlight well my dedication to student advocacy, leadership, and education, and these experiences will serve me well as a student member of the UT Board of Trustees. If appointed to the position, it would grant me the opportunity to further my pursuit of embodying these ideals. As someone who has completed all levels of secondary education on multiple campuses within the UT system, I am able to comment on what aspects of those campuses attracted me to stay, and what I have observed may need improvement. In my pursuit of a career in academia, I feel it is important that I find pride within my home institution and its ability to continue to produce future leaders in all career fields. As such, I feel it is my responsibility to serve as a voice for current students and provide feedback on what works well and what may need to change to continue to safeguard the success of students. I am thankful for the education and experience I have received thus far in the UT system, and I want to do everything in my power to ensure that past, current, and future students feel the same.

If chosen, I commit to remain enrolled as a full-time student and to fulfill the term of appointment (July 1, 2023 - June 30, 2024).

For additional insight into my dedication to student advocacy, leadership, and education, please review my attached curriculum vitae. I would eagerly welcome the opportunity to further discuss my candidacy.

Sincerely,

Woodi Hazel Woodland

Research Experience

- UTHSC Otolaryngology** **01/2023 – Present**
- Study: *Investigating the Effect of Hypoglossal Nerve Stimulation (HNS) on Differing Obstructive Sleep Apnea (OSA) Phenotypes*
 - Research aim: To identify the effectiveness of hypoglossal nerve stimulation (HNS) in patients with varying obstructive sleep apnea phenotypes. Through a retrospective review of patients who underwent (HNS), there is hope to elucidate anatomic, demographic, phenotypic, and physiologic factors that may determine the efficacy of HNS
 - Ongoing
- UTHSC Otolaryngology** **01/2023 – Present**
- Current review: *Ask a doctor: Tongue-tie (ankyloglossia) Signs and Symptoms*
 - Ongoing
- Veterans Affairs Medical Center** **06/2022 - Present**
- Study: *Impact of Stewardship Intervention on Antibiotic Prescribing Prior to Dental Procedures in a Veteran Population*
 - Research aim: Determine the effectiveness of an antibiotic stewardship protocol implemented between 2019-2021 through a retrospective review. Effectiveness will be assessed by analyzing the frequency of prescriptions made before and after the implementation of the protocol. A secondary measure that will be assessed is determining the appropriateness of the antibiotic prescriptions based on the American Dental Association (ADA) and American Academy of Orthopedic Surgeons (AAOS) guidelines.
 - Ongoing
- Campbell Clinic Orthopedics** **04/2021 – Present**
- Current Concept Review: *Assessment and Management of Low Bone Mineral Density in Patients with Cerebral Palsy*
 - Ongoing
 - Hopeful submission to Journal of Pediatric Orthopaedic Society of North America (JPOSNA®)
- UTHSC Sickle Cell Clinic** **06/2021 – 09/2021**
- Study: *The Association of Biomarkers of Endothelial Function with Prospective Changes in Kidney Function in Sickle Cell Anemia*
 - Research aim: To identify relevant biomarkers for the identification of at-risk sickle cell patients with chronic kidney disease (CKD) who may benefit from early treatment intervention. Albuminuria is associated with a decrease in estimated glomerular filtration rate (eGFR), highlighting progression of kidney disease. We hypothesize that urinary rates of albumin excretion are associated with plasma markers of coagulation activation, TAT and D-dimers, and HK in patients with sickle cell disease (SCD) due to its hypercoagulable state.
- UTHSC General Surgery** **10/2022 –Present**
- Case report- *Ostomy Dysfunction Secondary to Scoliosis*
 - Ongoing
- Intern, Institute of Technical Biocatalysis** **05/2018 – 08/2018**
- Awarded internship position through Deutscher Akademischer Austauschdienst - Research Internship in Science and Engineering (DAAD RISE) German Academic Exchange Service
 - 3-month paid internship
 - Worked on production of fatty alcohols from the homogenously chemocatalyzed hydrogenation of fatty esters
 - Analyzed experiments via Gas Chromatography (GC)

Community Service

- Memphis Street Health** **2021– Present**
- Volunteered at Room in the Inn (RITI) Family Inn
 - Provided childcare, hosted arts and crafts and baking activities with resident children
- Clinica Esperanza** **2020- Present**
- Assisted in providing medical care to underserved community in Memphis
 - Interviewed, examined, presented, and drafted tentative care plans for patients
- Student National Medical Association (SNMA)** **01/2023**
- Volunteered for Martin Luther King Jr. Day of service
 - Helped decorate the rooms of current residents of Crossroad’s Hospice and Palliative Care locally in Memphis
- Dixon Gallery and Gardens** **10/2022**
- Volunteered at community event for support of Dixon’s education and art therapy programs
 - Served and tended to guests throughout evening
- Health Students Teach Memphis Youth** **2020 – 2021**
- Volunteered with the Boys and Girls club of Memphis
 - Able to provide social support to youth in the community
- Certificate in Social Determinants of Health** **10/2022 - Present**
- Enrolled in co-curriculum certificate in social determinants of health
 - Educated on the conditions in which people live, work, and play impact health outcomes
- Volunteer, Fort Sanders Regional Medical Center** **08/2019 - 05/2020**
- Administrative assistant in medical settings
- Volunteer, Avalon Hospice** **08/2019 – 05/2020**
- Visited Families and provided comfort for the elderly

Scholarships and Awards

- Albright-Armstrong-Rice Merit Scholarship
- Clarence Thomas Hill Jr. M.D. Scholarship
- Dr. Valesia Phillips Scholarship
- E. Nelson Strother Scholarship
- Lawrence Gamble Scholarship
- Billy and Sally Gore Memorial Fund Scholarship
- Extraordinary Professional Promise (UTK), 2020
- American Chemical Society Outstanding Senior (UTK), 2020

Hobbies and Interests

- Mastering the art of the power clean and snatch while Crossfitting
- Roller skating on a sunny day
- Perfecting the cat eye while honing my makeup skills
- Reading books that allow me to escape to the realm of the mystical

Language Skills

- Professional working proficiency in German



THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

AGENDA ITEM SUMMARY

Meeting Date: May 5, 2023

Committee: Executive

Item: **Appointment of a Faculty Member to the Education, Research, and Service Committee**

Type: Action

Presenter: John C. Compton, Chair of the Board and Committee Chair

Background Information

Pursuant to state law and the Bylaws, the Education, Research, and Service Committee of the Board of Trustees shall include a full-time faculty member, who shall serve as a voting member of such committee. The faculty member shall: (i) be selected and appointed no later than May 31 of each year; (ii) rotate among the institutions of the University; and (iii) serve a one-year term, beginning July 1 of the year of appointment.

The faculty seat rotates to the University of Tennessee at Martin for FY 2023-2024. Dr. Philip Acree Cavalier, Interim Chancellor, has recommended the appointment of Dr. Sean Walker, a full-time, tenured Professor of Behavioral Management and Interim Chair of the Department of Management, Marketing, and Information Systems in the College of Business and Global Affairs. A copy of the recommendation letter and supporting materials follow this memorandum.

Committee Action

The Committee Chair will call for a motion to adopt the following Resolution:

Resolved:

The Executive Committee, acting on behalf of the Board of Trustees, hereby appoints Dr. Sean Walker as a voting member of the Education, Research, and Service Committee for a term beginning July 1, 2023 and ending June 30, 2024.



Office of the Chancellor
325 Administration Building
554 University Street
Martin, TN 38238
office: (731) 881-7500
fax: (731) 881-7019

March 28, 2023

Mr. John Compton
1305 Legacy Cove Way
Knoxville, TN 37917

Dear Chairman Compton:

I write to recommend Dr. Sean Walker, professor of behavioral management, to serve as the faculty representative to the Education, Research, and Service (ERS) committee of the University of Tennessee Board of Trustees. Dr. Walker has met the eligibility requirements for this position.

Dr. Walker has been a faculty leader on campus and in the UT system. He served as the faculty senate president at UTM for one year, and for the past two years has chaired the University Faculty Council. While faculty senate president, Dr. Walker participated in all Chancellor’s Cabinet meetings. He demonstrated a strong understanding of the needs of the faculty and the university and was a valued member of the group that year. He has earned the respect of his colleagues because of his effective advocacy for the faculty and students.

Dr. Walker will be a valuable representative of the faculty on the ERS committee. I feel confident that he will contribute constructively and positively to the committee’s conversations.

Sincerely,

Phil Cavalier
Interim Chancellor

js

Attachments



COLLEGE of BUSINESS & GLOBAL AFFAIRS

111 Business Administration Building
Martin, Tennessee 38238
Office: 731.881.7226
Fax: 731.881.7241

March 16, 2023

Dr. Philip Acree Cavalier
Interim Chancellor
University of Tennessee at Martin

Dear Dr. Cavalier:

I am proud and privileged to nominate Dr. Sean Walker for appointment on the Education, Research, and Service (ERS) committee of the Board of Trustees as the faculty representative of the University of Tennessee.

I first met Dr. Walker about three years ago when I started my service as Dean of the College of Business and Global Affairs, and immediately recognized his caring attention and dedication to the overall well-being of the faculty, staff, and students within the UT System.

I believe that Dr. Walker's knowledge of the UT and his past experiences will make him a highly qualified candidate for service on the ERSC. Since 2017 he has served on the UT Martin Faculty Senate, as Chair of Personnel Policies Committee, as Faculty Senate President, on the University Faculty Council – as the Faculty Senate President Representative, as Campus Representative on the University Faculty Council, as Chair of the University Faculty Council, and as the Faculty Representative to the UT System President's Award Selection Committee.

Dr. Walker's representation on the aforementioned committees and councils is a true reflection of his commitment to the shared governance and an honest representation of the faculty voice at the UT System. While representing the faculty voice, he understands the importance of development of constructive and positive relationships between the Board of Trustees and the faculty across the UT System. To this end, Dr. Walker has always attempted to express the perspectives of not only the faculty of his own institution (UTM), but the entire faculty body of UT.

In conclusion, I strongly recommend Dr. Walker for appointment on the Education, Research, and Service (ERS) committee of the Board of Trustees as the faculty representative, not only because of his knowledge and past experience, but also for his commitment to ethics, honesty, and integrity.

Thank you for considering my nomination of Dr. Walker for this important appointment, and for additional information, please contact me via phone: 731-881-7227, or email: totoonchi@utm.edu.

Sincerely,

Ahmad Tootoonchi, Ph.D.
Dean, College of Business and Global Affairs



MARTIN

COLLEGE of BUSINESS & GLOBAL AFFAIRS

**Department of Management,
Marketing, & Information Systems**
113 Business Administration Building
Martin, Tennessee 38238
Office: 731.881.7238
Fax: 731.881.7231

March 16, 2023

Dr. Philip Acree Cavalier
Interim Chancellor
University of Tennessee

Chancellor Acree Cavalier:

I am writing to detail why I believe I would be a good fit for the faculty representative on the Education, Research, and Service (ERS) committee of the Board of Trustees for the University of Tennessee.

I want to serve on this committee because I want to continue the tradition faculty have in the UT System of shared governance and faculty voice. More importantly, I want to serve in this role because I want to be a voice for *all* faculty. Furthermore, I want to help grow the relationship between the Board of Trustees and the faculty across all the campuses through respectful and intelligent dialog.

The role of faculty on this committee is to be a voice to express common issues and concerns across the UT System. The faculty member is meant to provide open, honest, and respectful input to the Board of Trustees to help the Board better understand the issues that faculty face. The faculty member is meant to assist the Board in finding information that may help the Board make decisions that impact university faculty. Most importantly, the faculty member is meant to be an advocate for not just the faculty to the Board but the Board to the faculty.

I intend to remain an employed, full-time, tenured Professor at UT Martin during the term of the committee membership.

I appreciate your consideration of my nomination for this important role on the ERS committee. If you have any questions, please contact me at swalke47@utm.edu or 731-332-2355.

Sincerely,

Sean Walker PhD, MBA
Interim Chair, MMIS
Professor of Behavioral Management
Chair, University Faculty Council (2021-2023 AY)
Faculty Senate President (2020-2021 AY)



COLLEGE of BUSINESS & GLOBAL AFFAIRS

**Department of Management,
Marketing, & Information Systems**
113 Business Administration Building
Martin, Tennessee 38238
Office: 731.881.7238
Fax: 731.881.7231

University of Tennessee at Martin
College of Business and Global Affairs
Non-Attorney Mediator
UPCI Licensed Minister

UNIVERSITY OF TENNESSEE AT MARTIN
UNIVERSITY FACULTY RESUME
August 1, 2011 – December 31, 2023

I. Personal Information

Sean C Walker
Full Professor, Tenured
Business Administration, 9

II. Educational Credentials

A. Degrees

Southern Illinois University Carbondale
PhD, 2012

Southern Illinois University Carbondale
MBA, 2007

Three Rivers Community College
AAS, Business Management, 2006
Major field: Business Management

Northwest Missouri State University
BS, 2006

B. Licensures and Certifications

Rule 31 General Civil Mediator, State of Tennessee Supreme Court. (September 2015 - December 2099).

III. Employment History and Teaching/Advising

A. Employment History

Assistant Professor, The University of Tennessee at Martin. (August 2012 - Present).

Lecturer, The University of Tennessee at Martin. (August 2011 - August 2012).

Research and Teaching Assistant, Southern Illinois Univeristy. (August 2008 - August 2011).

B. Scheduled Teaching

Fall 2022 BADM 480 Internship in Bus Admin.

Fall 2022 GENS 101 Freshman Studies.

Fall 2022 MGT 300 Management and Behavior.

Fall 2022 MGT 350 Human Resource Mgt.

Fall 2022 MGT 350 Human Resource Mgt.

Fall 2022 MGT 350 Human Resource Mgt.

Fall 2022 MGT 754 Seminar in Human Resources.

Summer 2022 MGT 300 Management and Behavior.

Summer 2022 MGT 480 Internship In Mgt.

Summer 2022 MGT 751 Employee Relations.

Summer 2022 MGT 754 Seminar in Human Resources.

Summer 2022 MGT 754 Seminar in Human Resources.

Spring 2022 MGT 300 Management and Behavior.

Spring 2022 MGT 300 Management and Behavior.

Spring 2022 MGT 340 Labor Relations Mgmt.

Spring 2022 MGT 480 Internship In Mgt.

Spring 2022 MGT 751 Employee Relations.

Spring 2022 MGT 751 Employee Relations.

Fall 2021 GENS 101 Freshman Studies.

Fall 2021 MGT 300 Management and Behavior.

Fall 2021 MGT 350 Human Resource Mgt.

Fall 2021 MGT 470 Training & Development.

Fall 2021 MGT 491 Curr Issues Hum Res Mgt.

Fall 2021 MGT 491 Curr Issues Hum Res Mgt.

Fall 2021 MGT 491 Curr Issues Hum Res Mgt.

Fall 2021 MGT 491 Curr Issues Hum Res Mgt.

Spring 2021 MGT 300 Management and Behavior.

Spring 2021 MGT 440 Staffing & Perform Appraisal.

Spring 2021 MGT 479 Topics In Mgt.

Spring 2021 MGT 480 Internship In Mgt.

Spring 2021 MGT 481 Independent Study.

Spring 2021 MGT 491 Curr Issues Hum Res Mgt.

Fall 2020 BADM 480 Internship in Bus Admin.

Fall 2020 GENS 101 Freshman Studies.

Fall 2020 MGT 300 Management and Behavior.

Fall 2020 MGT 340 Labor Relations Mgmt.

Fall 2020 MGT 480 Internship In Mgt.

Summer 2020 MGT 300 Management and Behavior.

Summer 2020 MGT 350 Human Resource Mgt.

Summer 2020 MGT 350 Human Resource Mgt.

Spring 2020 MGT 300 Management and Behavior.

Spring 2020 MGT 303 Organization Behavior & Theory.

Spring 2020 MGT 470 Training & Development.

Spring 2020 MGT 480 Internship In Mgt.

Spring 2020 MGT 491 Curr Issues Hum Res Mgt.

Fall 2019 GENS 101 Freshman Studies.

Fall 2019 MGT 300 Management and Behavior.
Fall 2019 MGT 350 Human Resource Mgt.
Fall 2019 MGT 440 Staffing & Perform Appraisal.
Fall 2019 MGT 440 Staffing & Perform Appraisal.
Fall 2019 MGT 480 Internship In Mgt.
Fall 2019 MGT 480 Internship In Mgt.
Summer 2019 BADM 480 Internship in Bus Admin.
Summer 2019 MGT 300 Management and Behavior.
Summer 2019 MGT 350 Human Resource Mgt.
Spring 2019 MGT 300 Management and Behavior.
Spring 2019 MGT 300 Management and Behavior.
Spring 2019 MGT 479 Topics In Mgt.
Spring 2019 MGT 491 Curr Issues Hum Res Mgt.
Fall 2018 BADM 480 Internship in Bus Admin.
Fall 2018 MGT 300 Management and Behavior.

Fall 2018 MGT 300 Management and Behavior.
Fall 2018 MGT 350 Human Resource Mgt.
Fall 2018 MGT 470 Training & Development.
Summer 2018 BADM 480 Internship in Bus Admin.
Summer 2018 BADM 480 Internship in Bus Admin.
Summer 2018 MGT 300 Management and Behavior.
Summer 2018 MGT 350 Human Resource Mgt.
Summer 2018 MGT 350 Human Resource Mgt.
Summer 2018 MGT 480 Internship In Mgt.
Spring 2018 BADM 480 Internship in Bus Admin.
Spring 2018 MGT 300 Management and Behavior.
Spring 2018 MGT 300 Management and Behavior.
Spring 2018 MGT 340 Labor Relations Mgmt.
Spring 2018 MGT 491 Curr Issues Hum Res Mgt.
Fall 2017 BADM 480 Internship in Bus Admin.

Fall 2017 BADM 480 Internship in Bus Admin.

Fall 2017 MGT 300 Management and Behavior.

Fall 2017 MGT 303 Organization Behavior & Theory.

Fall 2017 MGT 350 Human Resource Mgt.

Fall 2017 MGT 470 Training & Development.

Fall 2017 MGT 480 Internship In Mgt.

Fall 2017 MGT 480 Internship In Mgt.

Summer 2017 MGT 300 Management and Behavior.

Summer 2017 MGT 300 Management and Behavior.

Summer 2017 MGT 350 Human Resource Mgt.

Summer 2017 MGT 480 Internship In Mgt.

Summer 2017 MGT 480 Internship In Mgt.

Summer 2017 MGT 481 Independent Study.

Spring 2017 MGT 300 Management and Behavior.

Spring 2017 MGT 340 Labor Relations Mgmt.

Spring 2017 MGT 350 Human Resource Mgt.

Spring 2017 MGT 480 Internship In Mgt.

Spring 2017 MGT 491 Curr Issues Hum Res Mgt.
Fall 2016 MGT 300 Management and Behavior.
Fall 2016 MGT 300 Management and Behavior.
Fall 2016 MGT 350 Human Resource Mgt.
Summer 2016 MGT 300 Management and Behavior.
Summer 2016 MGT 350 Human Resource Mgt.
Summer 2016 MGT 350 Human Resource Mgt.
Summer 2016 MGT 480 Internship In Mgt.
Spring 2016 MGT 300 Management and Behavior.
Spring 2016 MGT 470 Training & Development.
Spring 2016 MGT 491 Curr Issues Hum Res Mgt.
Fall 2015 MGT 300 Management and Behavior.
Fall 2015 MGT 300 Management and Behavior.
Fall 2015 MGT 340 Labor Relations Mgmt.
Summer 2015 MGT 300 Management and Behavior.
Summer 2015 MGT 350 Human Resource Mgt.
Summer 2015 MGT 350 Human Resource Mgt.
Summer 2015 MGT 350 Human Resource Mgt.
Spring 2015 MGT 300 Management and Behavior.
Spring 2015 MGT 303 Organization Behavior & Theory.
Spring 2015 MGT 480 Internship In Mgt.
Spring 2015 MGT 491 Curr Issues Hum Res Mgt.
Fall 2014 MGT 300 Management and Behavior.
Fall 2014 MGT 300 Management and Behavior.

Fall 2014 MGT 303 Organ Behavior&Theor.

Fall 2014 MGT 303 Organization Behavior & Theory.

Fall 2014 MGT 340 Labor-Relations Mgt.

Fall 2014 MGT 340 Labor Relations Mgmt.

Fall 2014 MGT 480 Internship In Mgt.

Summer 2014 MGT 300 Management and Behavior.

Summer 2014 MGT 300 Management and Behavior.

Summer 2014 MGT 300 Management and Behavior.

Summer 2014 MGT 350 Human Resource Mgt.

Summer 2014 MGT 350 Human Resource Mgt.

Spring 2014 MGT 300 Management and Behavior.

Spring 2014 MGT 303 Organ Behavior&Theor.

Spring 2014 MGT 303 Organization Behavior & Theory.

Spring 2014 MGT 481 Independent Study.

Spring 2014 MGT 481 Independent Study.

Fall 2013 MGT 300 Management and Behavior.

Fall 2013 MGT 303 Organ Behavior&Theor.

Fall 2013 MGT 303 Organization Behavior & Theory.

Summer 2013 MGT 300 Management and Behavior.

Summer 2013 MGT 350 Human Resource Mgt.

Summer 2013 MGT 350 Human Resource Mgt.

Summer 2013 MGT 480 Internship In Mgt.

Summer 2013 MGT 480 Internship In Mgt.

Spring 2013 MGT 300 Management and Behavior.

Spring 2013 MGT 303 Organ Behavior&Theor.

Spring 2013 MGT 340 Labor-Relations Mgt.

Spring 2013 MGT 480 Internship In Mgt.

Spring 2013 MGT 480 Internship In Mgt.

Fall 2012 MGT 300 Management and Behavior.

Fall 2012 MGT 300 Management and Behavior.

Fall 2012 MGT 303 Organ Behavior&Theor.

Fall 2012 MGT 481 Independent Study.

Summer 2012 MGT 300 Management and Behavior.

Summer 2012 MGT 350 Human Resource Mgt.

Spring 2012 MGT 300 Management and Behavior.

Spring 2012 MGT 300 Management and Behavior.

Spring 2012 MGT 300 Management and Behavior.

Spring 2012 MGT 350 Human Resource Mgt.

Fall 2011 MGT 300 Management and Behavior.

Fall 2011 MGT 300 Management and Behavior.

Fall 2011 MGT 350 Human Resource Mgt.

C. Advising/Student Support

2015-2016

Number of Undergraduate Students Advised: 70

Number of Graduate Students Advised: 0

D. Non-Credit Instruction Taught

Guest Lecture, Income Inequality in the Workplace, Women and Gender Studies. (March 16, 2023).

Guest Lecture, Computer Science, CSCI class, 10 participant(s). (September 6, 2022).

Guest Lecture, TQM, FSMG 410, 4 participant(s). (April 28, 2022).

Guest Lecture, Negotiating Pay, INFS 330, 10 participant(s). (April 26, 2022).

Guest Lecture, Gender and Sexuality HR Policies, WMST 201, 15 participant(s). (March 17, 2022).

Guest Lecture, FSMG 410 Class, FCS, 12 participant(s). (April 22, 2021).

Guest Lecture, Human Resource Policies: Gender and Sexuality Discrimination in the workplace, Women's Studies, 17 participant(s). (March 19, 2021).

Guest Lecture, FSMG 410 - TQM Presentation, FCS Department, 12 participant(s). (March 20, 2020).

Guest Lecture, MBA class BLAW 711, 18 participant(s). (July 15, 2017).

Internal Accreditation for Family and Consumer Science, Family and Consumer Science Class, 10 participant(s). (April 20, 2017).

IV. Scholarly Activity

A. Intellectual Contributions

Conference Proceedings

Kang, T., Taylor, M. C., Walker, S. C. (2020). *How does resource slack affect HRM and a firm's strategic resources?* International Academy of Business & Public Administration Disciplines (IABPAD).

- Walker, S. C. (2018). *"Building Blocks of a Successful Class: Does the Format of Management Classes Impact Student Success (GPA) and Perceptions of a Successful Class (Student Evaluations)?"*. Academy of Business Research Conference.
- Walker, S. C. (2018). *Others First: A New Way of Managerial Thought*. Academy of Business Research Conference.
- Walker, S. C. (2017). *The Biblical Manager: Insights from the Bible on what makes an effective Manager*. Academy of Business Research Conference.
- Walker, S. C. (2017). *The Justification of One's Preconceived Notions: How the Psychological Distancing Effect Explains Subordinates Defense of Defunct Leaders/Managers*. Academy of Business Research Conference.
- Walker, S. C. (2017). *Psychological Distancing Effect: The Moderating Effect of Social Identity Theory on Perceptions of "Others"*. Academy of Business Research.
- Walker, S. C. (2017). *Reasonable Accommodation: How do LGBTQ and Religious Rights coincide*.
- Walker, S. C. (2016). *Psychological Distancing Effect: The Donald Trump effect on Managers and Employees and the Decisions They Make*.
- Walker, S. C. (2016). *The Impact of Misinformation and Misunderstanding on the Prevalence of Workplace Bullying*.
- Walker, S. C. (2016). *The Impact of Workplace Rhetoric on the Prevalence of Workplace Bullying*. New Orleans, LA: Academy of Business Research.
- Walker, S. C. (2016). *The Low (Wo)Man on the Totem Pole... The Importance of Organizational Members Involvement on the Subsistence of Workplace Bullying*. New Orleans, LA: Academy of Business Research.
- Walker, S. C. (2015). *The What, Who, When, Where, Why, and How of Workplace Bullying*. Indianapolis, IN: Academy of Business Research.
- Walker, S. C. (2015). *Workplace Bullying: Talk is more than just Talk*. Indianapolis, IN: Academy of Business Research.
- Walker, S. C. (2015). *Expectancy Effect: How the Expectation of One's Performance Can Outweigh Actual Performance*. New Orleans, LA: Academy of Business Research.

Walker, S. C. (2015). *The Impact of Managerial Narrative on Perceptions of Downsizing: The Impact of Psychological Distance*. New Orleans, LA: Academy of Business Research.

Walker, S. C. (2014). *The Great Expectation: How Preconceived Notions Can Outweigh Actual Performance*. Las Vegas, NV: Academy of Business Research.

Walker, S. C. (2014). *The Impact of Managerial Narrative on Perceptions of Termination Interviews*. Las Vegas, NV: Academy of Business Research.

Walker, S. C. (2012). *Priming Power to Influence Perceptions of Ethics*. Atlantic City, NJ: Academy of Business Research.

Walker, S. C. (2012). *The Automatic Activation of Sexually Harassing Beliefs: Past Experiences and Traits of Power*. Atlantic City, NJ: Academy of Business Research.

Journal Articles

Walker, S. C. R.E.S.P.E.C.T.: A New Model for Managing Discrimination in the Workplace. *Journal of Social Sciences Research*.

Bishop, W. P., Walker, S. C. Intersection of Human Resources/Business Communication Article.

Other

Walker, S. C. (2012). *The nonconscious antecedents of group processes: an experimental analysis of the priming of group beliefs* (pp. 1-97).

Refereed Journal Articles

Walker, S. C., Davis, L. (2023). How Does a Class Stack Up? The Influence of Structural Variables on Student Perceptions of Course Characteristics. *Journal of Advancing Business Education*, 4(2), 82-116.

Walker, S. C. (2022). The Biblical Manager: Insights from the Bible on what makes an Effective Manager. *Academy of Business Research Journal*, 3, 52-65.
<http://ssrn.com/abstract=4079005>

Walker, S. C. (2021). The Importance of the 2nd Dominant Trait of One's Personality on Behavioral Expectations During Workplace Bullying Events: A Second Look at PDI. *Academy of Business Research Journal*, 2, 73-81.

Walker, S. C., Davis, V. L. (2021). Building a Better Management Class Article II: An Analysis of Class Format Based on Students' Perceptions of Faculty's

- Organized, Flexible Teaching Style and Class Expectations. *Journal for Advancing Business Education*, 3(1), 84-118.
- Walker, S. C. (2021). Workplace Bullying: A Qualitative Analysis of Organizational Hierarchy and Conflict-Oriented Rhetoric. *Journal of Social Sciences Research*, 1, 4-15.
- Kang, T., Taylor, M. C., Chen, H. C., Walker, S. C. (2020). The effect of Slack Resources on the relationship between Human Resource Management and differences in Strategic Focus. *International Journal of Management Sciences and Business Research*, 9(12), 149-155. <http://www.ijmsbr.com/>
- Walker, S. C., Davis, V. L. (2020). Building a Better Management Class: An Analysis of Class Format and Interest in Students' Grades Earned and Students' Perceptions of Rapport. *Journal for Advancing Business Education*, 2(1), 46-73.
- Walker, S. C. (2019). Workplace Bullying: An Individual Differences Perspective on "Diagnosing" Important Organizational Members. *Academy of Business Research Journal*, 1, 40-54.
- Kang, T., Walker, S. C., Chen, H. C. (2018). Achieving Student Learning Objectives: Evidence for Assessment Approaches. *e Journal of Business Education and Scholarship of Teaching*, 12(3), 118-126.
- Walker, S. C. (2018). The Non-Bully Perpetrator: The Identification of an Integral Group Involved in Workplace Bullying. *Academy of Business Research Journal*, 3, 7-18.
- Walker, S. C. (2018). Parties to the Crime: Locus of Control as a Catalyst to Sexually Harassing Behaviors. *Academy of Business Journal*, 1(1), 41-52.
- Walker, S. C. (2017). The Volatile Human: Moderating Effects on Job Satisfaction after Job Redesign. *Academy of Business Research Journal*, III, 28-43.
- Walker, S. C. (2017). Workplace Bullying: A Review of Researchers' Findings and a Forward-Thinking Approach for Practitioners. *Academy of Business Research Journal*, 1, 43-57.
- Walker, S. C. (2017). Workplace Bullying: A Review of Researchers' Findings and a Forward-Thinking Approach for Practitioners. *Academy of Business Research Journal*, 1, 105-113.
- Walker, S. C. (2016). Expectations versus Performance: Which one impacts perceptions of job satisfaction? *Academy of Business Journal*, II, 44-58.
- Walker, S. C. (2016). Psychological distancing effect: A theoretical explanation for

- understanding one's perceptions and evaluations of organizational phenomena. *Journal of Social Sciences Research*, 2, 42-54.
- Walker, S. C., Karau, S. J. (2016). The Influence of Nonconscious Processes on Perceptions of Downsizing and Terminations. *Journal of Social Psychology*, 156(4), 397-412.
- Walker, S. C. (2015). Psychological disconnect: The impact of managerial narrative on perceptions of the cessation of the employee-employer relationship. *Academy of Business Research Journal*, 4, 60-75.
- Walker, S. C. (2014). Priming power to influence perceptions of ethics. *Journal of Business and Economic Perspectives*, 100-110.
- Walker, S. C. (2014). The Automatic Activation of Sexually Harassing Beliefs: Past Experiences and Traits of Power. *Academy of Business Research Journal*, 1, 90-104.
- Walker, S. C. (2014). The nonconscious influence of managerial narrative on perceptions of job satisfaction. *Journal of Marketing Perspectives*, 1, 6-27.
- Walker, S. C. (2014). The nonconscious influence of organizational perceptions through interpersonal distance: An experimental study of self versus others. *Journal of Marketing Perspectives*, 1, 72-89.
- Walker, S. C. (2014). The automatic activation of sexually harassing beliefs: past experiences and traits of power. *Academy of Business Journal*, 90-104.
- Walker, S. C. (2012). A target's reaction to sexual harassment: An empirical assessment of locus of control, gender, and type of sexual harassment. *The international Journal of Management*, 1, 27-45.
- Walker, S. C., Pearson, J. (2012). Intent to use technology: Facilitation effect of group presence. *International Journal of Business and Information Technology*, 1, 1-15.
- Walker, S. C., Sheridan, M. (2012). Under my (green) thumb: The influence of green ideology and automatic value activation upon pro-environmental attitudes and behavior. *The international Journal of Management*, 3, 1-24.
- Walker, S. C. (2011). Affect: How does it influence one's entrepreneurial cognitions? *Journal of Enterprising Culture*, 19, 125-146.

B. Presentations

Lecture

Walker, S. C., Academy of Business Research Spring Online Conference, "I have an I.D.E.A. on how to Fight Discrimination in the Workplace," Academy of Business Research, Online. (March 25, 2021).

Oral Presentation

Walker, S. C., Academy of Business Research Fall 2021 Conference, "What to expect when you are expecting: An overview of issues facing managers today," Academy of Business Research, Virtual. (August 5, 2021).

Kang, T., Taylor, M. C., Walker, S. C., International Academy of Business & Public Administration Disciplines (IABPAD), "How does resource slack affect HRM and a firm's strategic resources?," Dallas (Internet), TX, United States. (April 24, 2020).

Davis, V. L. (Co-presenter), Walker, S. C. (Lead presenter), "That Names Rings a Bell: How Prospective Job Applicants' Names Bias Reviewers," Academy of Business Research, Niagara Falls, Canada. (August 1, 2019).

Walker, S. C., Academy of Business Research Conference, "Building Blocks of a Successful Class: Does the Format of Management Classes Impact Student Success (GPA) and Perceptions of a Successful Class (Student Evaluations)?," Academy of Business Research, New. (March 22, 2018).

Walker, S. C., Academy of Business Research Conference, "Others First: A New Way of Managerial Thought," Academy of Business Research, New Orleans. (March 22, 2018).

Paper

Walker, S. C., Academy of Business Research Virtual Conference, "The Changing Classroom: How a Pandemic Changed Academia... Forever," Academy of Business Research, Virtual. (August 3, 2022).

Walker, S. C., Academy of Business Research Virtual Conference, "The Exodus: How Covid changed the Workplace forever," Academy of Business Research, Virtual. (August 3, 2022).

Walker, S. C., Academy of Business Research Virtual Conference - Fall 2020, "A psychological approach to W.F.H.: How to get psyched," Academy of Business Research. (August 4, 2020).

Walker, S. C., Academy of Business Research Virtual Conference - Fall 2020, "Appraising the Current Performance Appraisal Methods: Why Covid-19 Suggests a New Way of Doing Things," Academy of Business Research. (August

- 4, 2020).
- Walker, S. C., Academy of Business Research Virtual Conference - Fall 2020, "Human Resource options to sustain organizations during current and future pandemics," Academy of Business Research. (August 4, 2020).
- Walker, S. C., Davis, V. L., Academy of Business Research Conference, "Out of Sight, Out of Mind: Psychological Processes Impacting Evaluations of Prospective Job Applicants?," Academy of Business Research, New Orleans, LA. (March 25, 2020).
- Walker, S. C., Academy of Business Research Conference, "R.E.S.P.E.C.T.: find out what means to me... How to "manage" discrimination in the workplace," Academy of Business Research, New Orleans, LA, United States. (March 29, 2019).
- Walker, S. C., Academy of Business Research Conference, "The parallels between "teaching" faculty and "teaching" students: An alternative perspective on "managing" two integral groups at a university.," Academy of Business Research, New Orleans, LA, United States. (March 29, 2019).
- Walker, S. C., Academy of Business Research Conference, "Psychological Distancing Effect: The Great Hypocrisy Syndrome," Academy of Business Research, Boca Raton, FL, United States. (November 16, 2018).
- Walker, S. C., Academy of Business Research Conference, "'It's a "No Problem" World: The," Academy of Business Research, Boca Raton, FL, United States. (November 16, 2018).
- Kang, T. (Author & Presenter), Walker, S. C. (Author), Chen, H. C. (Author), International Academy of Business and Public Administration Disciplines Conference in Dallas, "Assessing Student Learning Outcomes to Achieve Assurance of Learning Standards in an AACSB-accredited Business School," International Academy of Business and Public Administration Disciplines (IABPAD), Dalls, TX. (April 20, 2018).
- Walker, S. C., Academy of Business Research Conference, "The Biblical Manager: Insights from the Bible on what makes an effective Manager," Academy of Business Research, Atlantic City, NJ. (September 19, 2017).
- Walker, S. C., Academy of Business Research Conference, "The Justification of One's Preconceived Notions: How the Psychological Distancing Effect Explains Subordinates Defense of Defunct Leaders/Managers," Academy of Business Research, Atlantic City, NJ. (September 19, 2017).
- Walker, S. C., Academy of Business Research Conference, "Psychological

- Distancing Effect: The Moderating Effect of Social Identity Theory on Perceptions of “Others,” Academy of Business Research, New Orleans. (March 23, 2017).
- Walker, S. C., Academy of Business Research Conference, "Reasonable Accommodation: How do LGBTQ and Religious Rights Coincide?," Academy of Business Research, New Orleans. (March 23, 2017).
- Walker, S. C., Academy of Business Research Conference, "Psychological Distancing Effect: The Donald Trump effect on Managers and Employees and the Decisions They Make," Academy of Business Research, Biloxi, MS. (October 20, 2016).
- Walker, S. C., Academy of Business Research Conference, "The Impact of Misinformation and Misunderstanding on the Prevalence of Workplace Bullying," Academy of Business Research, Biloxi, MS. (October 20, 2016).
- Walker, S. C., Academy of Business Research Conference, "The Impact of “Israelites” on the Perpetuation of Workplace Bullying of Moses: A Case Study Analysis of Workplace Bullying in Academia," Academy of Business Research, Biloxi, MS. (October 20, 2016).
- Walker, S. C., Academy of Business Research Conference, "The Impact of Workplace Rhetoric on the Prevalence of Workplace Bullying," Academy of Business Research, New Orleans. (March 24, 2016).
- Walker, S. C., Academy of Business Research Conference, "The Low (Wo)Man on the Totem Pole... The Importance of Organizational Members Involvement on the Subsistence of Workplace Bullying.," Academy of Business Research, New Orleans. (March 24, 2016).
- Walker, S. C., Academy of Business Research Conference, "Expectancy Effect: How the Expectation of One's Performance Can Outweigh Actual Performance," Academy of Business Research Conference, New Orleans, LA. (2015).
- Walker, S. C., Academy of Business Research Conference, "The Impact of Managerial Narrative on Perceptions of Downsizing: The Impact of Psychological Distance," Academy of Business Research Conference, New Orleans, LA. (2015).
- Walker, S. C., Academy of Business Research Conference, Indianapolis, IN, "The what, who, when, where, why, and how of workplace bullying," Academy of Business Research, Indianapolis, IN. (September 2015).
- Walker, S. C., Academy of Business Research Conference, Indianapolis, IN, "Workplace bullying: Talk is more than just talk.," Academy of Business Research, Indianapolis, IN. (September 2015).

Walker, S. C., Davis, D., Kilburn, A. J., Williams, D. P., Academic Business World International Conference, "Standardizing internship processes: Things we learned and things we want to learn," Academic Business World International Conference. (2014).

Walker, S. C., Academy of Business Research Conference, "The Great Expectation: How Preconceived Notions Can Outweigh Actual Performance," Academy of Business Research Conference, Las Vegas, NV. (2014).

Walker, S. C., Academy of Business Research Conference, "The Impact of Managerial Narrative on Perceptions of Termination Interviews," Academy of Business Research Conference, Las Vegas, NV. (2014).

Walker, S. C., Karau, S.J., Academy of Management Conference, "The Nonconscious antecedants of group processes: An experimental analysis of the priming of group beliefs," Academy of Management, Orlando, FL. (2013).

Walker, S. C., Academy of Management Conference, "Intent to use technology: Facilitation effect of group presence," Academy of Management Conference, Boston, MA. (2012).

Walker, S. C., Academy of Business Research Conference, "Priming Power to Influence Perceptions of Ethics," Academy of Business Research, Atlantic City, NJ. (2012).

Walker, S. C., Academy of Business Research Conference, "The Automatic Activation of Sexually Harassing Beliefs: Past Experiences and Traits of Power," Academy of Business Research Conference, Atlantic City, NJ. (2012).

Walker, S. C., Sheridan, M., Academy of Management Annual Conference, "The Automatic Activation of Green Ideologies," Academy of Management Annual Conference, San Antonio, TX. (2011).

Walker, S. C., Academy of Management Annual Conference, "The Automatic Activation of Job Satisfaction: An experimental Analysis of the Influence of Managerial Narrative," Academy of Management Annual Conference, San Antonio, TX. (2011).

Other

Walker, S. C., Joe and Pat Johnson Nutrition Symposium, "Workplace Bullying: An individual differences perspective on “diagnosing” important organizational members," UTM, UTM. (March 18, 2016).

C. Research Activity

"Automaticity of Workplace Behaviors: The influence of Nonconscious Processes on Perceptions on Terminations and Downsizing" (On-Going).

"Employee Reactions to Termination Interviews: Effects of Landmine Phrases and Mentioning Positives" (On-Going).

"General Downsizing Attitudes: Scale Development and Empirical Assessment" (On-Going).

"Nonconscious processing in the management literature: A call to arms for future research" (On-Going).

"The nonconscious antecedents of group processes: An experimental analysis of the priming of group beliefs" (On-Going).

"CBGA Research Cohort". (March 2, 2021 - Present).

V. Faculty/Teaching Development Activities

A. Faculty Development Activities Attended

Workshop – Faculty Evaluation Workshop – UTM – September 23, 2017 - Present

Workshop – Executive Presentation to Chancellor, Vice Chancellors, Faculty Senate

Leaders, and Personnel Policies Committee – UTM – September 22, 2017 - Present

Workshop – Teaching Squares – RCOP and ITS – January 5, 2023 - March 31, 2023

Tutorial – Title IX Training – UT Martin Office of Equity and Diversity – October 17, 2022

Webinar – Transfer Evaluation System – UT Martin – October 5, 2022

Workshop – Fall Faculty Workshop – UT Martin – August 15, 2022

Tutorial – Sharepoint Session – ITS – June 29, 2022

Tutorial – Title VI Training – UT System – May 27, 2022

Workshop – Depression Training – UT Martin HR – May 27, 2022

Summit – UTM Regional Retention Summit – UT Martin – May 25, 2022

Webinar – Integrating High Impact Practices into Virtual and Hybrid Courses – UT – October 25, 2021

– Fundraising 101 – UT Foundation – May 13, 2021

Conference Attendance – 18th annual meeting of COIA – Coalition on Intercollegiate Athletics – February 19, 2021 - February 20, 2021

Tutorial – One Size Does not Fit All: Supporting College Students on the Autism Spectrum During Covid-19 – UT Martin Care Team – February 5, 2021

Tutorial – Travel Card Training and Questionnaire – UT System – January 24, 2021

Training via Zoom – Concur Training – UT Martin – January 15, 2021

Conference Attendance – SACSCOC Reaffirmation – SACSCOC – December 4, 2020 - December 9, 2020

Workshop – Safe Zone Training – UT Martin Women's and Gender Equality Center – October 28, 2020

Tutorial – Bridging the Diversity Gap – UT – September 25, 2020

Tutorial – Overcoming Unconscious Bias in the Workplace – UT – September 25, 2020
 Tutorial – Overcoming Your Own Unconscious Biases – UT – September 25, 2020
 Tutorial – Understanding Unconscious Bias – UT – September 25, 2020
 Tutorial – Your Role in Workplace Diversity – UT – September 25, 2020
 Tutorial – Advanced Zoom – ITC – September 17, 2020
 Tabletop Training – TEMA TableTop training for Handling Covid-19 – TEMA, THEC, TDOH, and UTM – August 3, 2020
 Workshop – Focus on UT Martin Mission Statement – UT Martin – January 8, 2020
 Workshop – APPR and Tenure/Promotion Review with UT System VP of AASS – UT System – November 15, 2019
 Workshop – Online Course Development Workshop – UT Martin – June 17, 2019 - June 21, 2019
 Workshop – Skyhawk Regional Retention Summit – UT Martin – May 8, 2019
 Tutorial – Training Session with Pearson Publisher – Pearson/UTM MGT Faculty – October 9, 2018
 Workshop – Fall Faculty Teaching Effectiveness Workshop – August 16, 2018
 Workshop – Military Experiences for Academic Credit – THEC and UTM Veteran Reconnect Grant – August 9, 2018
 Tutorial – Mandatory Online Sexual Misconduct Training – UTM - Title IX – October 3, 2017
 Workshop – Degree Works Training – CBGA – September 8, 2017
 Workshop – SANS – UTM – August 2, 2017
 Workshop – Online Course Delivery Workshop – UTM - ITC – July 10, 2017 - July 14, 2017
 Workshop – Assessment Workshop – UTM – January 9, 2017

VI. Public Service/University Service/Consulting Activity

A. Service to the Profession

Interviewed based on HR experience – WalletHub – January 2022 - Present
 Editor, Associate Editor – Academy of Business Research Journal – August 1, 2019 - Present
 Reviewer, Journal Article – International Journal of Entrepreneurial Behaviour and Research – April 4, 2018 - Present
 Litigation – Private citizen – April 2018 - Present
 REED Center – REED Center – June 22, 2017 - Present
 REED Center – REED Center – June 15, 2017 - Present
 For Profit Organization – Off the Market Bridal and Formalwear – May 2017 - Present
 Consultant – Local Business – September 1, 2016 - Present
 Reviewer, Journal Article – Academy of Business Research Journal – October 2015 - Present
 Non-Attorney Mediator – Rule 31 General Civil Mediator – September 2015 - Present – SHRM – May 2015 - Present
 Consultant on HR issues – Local Church – November 2014 - Present
 Local Church – 1st United Pentecostal Church – October 2014 - Present
 Reviewer, Journal Article – International Journal of Entrepreneurial Behaviour and

Research – March 2014 - Present
 Reviewer, Journal Article – Journal of Business and Economic Perspectives – March 2014 - Present
 – Academy of Management Conference – August 2013 - Present
 Reviewer, Journal Article – International Journal of Management – March 2012 - Present
 Reviewer, Conference Paper – Academy of Management Conference – August 2009 - Present
 Interviewed based on HR expertise – WalletHub – March 2023
 External Reviewer for Promotion and Tenure – University of Alaska - Anchorage – May 2022 - June 2022
 Reviewer, Journal Article – Journal of Management Inquiry – January 13, 2021 - February 13, 2021
 Reviewer, Journal Article – Journal of Management Inquiry – January 17, 2021 - January 31, 2021
 Keynote Speaker – Experiential Learning and Leadership Conference – March 26, 2020
 Consultant – Private Organization – July 15, 2019 - July 26, 2019
 For Profit Organization – ICI – March 16, 2018 - May 2, 2018
 – Clements High School Band – November 26, 2017 - April 3, 2018
 Academic – REED Center – November 7, 2017
 REED Center – REED Center – March 7, 2017
 I write letters to potential employers and graduate schools – Letters of Recommendations – January 2016 - December 2016
 I review resumes for students who are applying for gainful employment – Resume Review – August 2011 - August 2016
 I write letters to potential employers – Letters of Recommendations – January 2015 - December 2015
 Not-for-profit Church – First United Pentecostal Church in Union City – November 15, 2015
 I write letters to potential employers – Letters of Recommendations – January 2014 - December 2014
 – Academy of Business Research Conference – October 2014
 I write letters to potential employers – Letters of Recommendations – January 2013 - December 2013
 I write letters to potential employers – Letters of Recommendations – January 2012 - December 2012

B. Service to The University of Tennessee

Interim Chair – MMIS – August 1, 2022 - Present
 Committee Member – UTM - Blue Oval City Task Force – June 1, 2022 - Present
 Member – UT System Selection Committee for President's Awards 2022 – March 16, 2022 - Present
 Chair – CBGA - Certifications – November 1, 2021 - Present
 Chair – CBGA - Ford Task Force – November 1, 2021 - Present
 Committee Member – UT Martin – November 1, 2021 - Present
 Faculty Member – Foundations of Excellence – October 14, 2021 - Present
 Member – FYI: Steering Committee – August 17, 2021 - Present

Committee Member – Textbook Affordability Leadership Team – August 1, 2021 - Present
 Committee Members – EPS Space Committee – June 17, 2021 - Present
 committee member – search committee – May 21, 2021 - Present
 Ex Officio – CBGA Diversity and Inclusion Ad Hoc Committee – December 2020 - Present
 Member – UT Martin Ad Hoc Committee on Retention – November 9, 2020 - Present
 – University Council – July 1, 2020 - Present
 AACSB Tables "Guy" – CBGA – February 2020 - Present
 Committee Chair – SACSCOC Compliance Report Team – February 2020 - Present
 Committee Chair – Administration and Organization section of SACSCOC Report – January 14, 2020 - Present
 Advisor – Phi Chi Theta – November 13, 2019 - Present
 Ex-Officio – Non-Tenure Track Committee – September 15, 2019 - Present
 Faculty Representative – UTM - OEO – August 1, 2019 - Present
 Faculty advisor – SAE Fraternity – April 14, 2019 - Present
 Committee member – Bookstore Innovation Group – March 17, 2019 - Present
 Committee member – Veterans Service Committee – September 24, 2018 - Present
 Committee Member – CBGA College Bylaws Ad Hoc Committee – September 1, 2018 - Present
 Subcommittee Member – Campus-wide faculty evaluation subcommittee – September 1, 2018 - Present
 Faculty Advisor – UTM Veteran Reconnect – August 6, 2018 - Present
 Committee Members – Equity and Diversity Advisory Council – August 1, 2018 - Present
 Committee Chair – MMIS Bylaws committee – May 3, 2018 - Present
 Committee Member – Digital Measures Subcommittee – March 21, 2018 - Present
 Committee Chair – External Review Subcommittee - PPC – February 1, 2018 - Present
 Committee Member – Human Resources Policies Advisory Group for UT System – February 2018 - Present
 Committee Member – Committee for selecting Faculty Teaching Evaluation Instrument – January 2018 - Present
 Faculty Advisor – – November 11, 2017 - Present
 Attendee, Meeting – Preview Day – October 28, 2017 - Present
 Faculty Advisor – – October 28, 2017 - Present
 Committee Member – Campus-wide – October 2017 - Present
 Committee Chair – Ad Hoc Committee on Teaching Load Policy – September 25, 2017 - Present
 Basically the chair – MMIS Faculty Evaluation Committee – September 22, 2017 - Present
 Basically the chair – CBGA Faculty Evaluation System – September 2017 - Present
 Attendee, Graduation – – December 2016 - Present
 Guest Speaker – Student Faculty – November 2016 - Present
 I represented MMIS – SACS Review Team – September 2016 - Present
 Faculty Advisor – God First – August 2016 - Present
 Attendee, Graduation – – December 2015 - Present

Guest Speaker – Student Faculty – November 2015 - Present
 Committee Member – Critical Thinking Graduate Subcommittee – August 2015 - Present
 Attendee, Graduation – December 2014 - Present
 Attendee, Graduation – May 2014 - Present
 Guest Speaker – Student Faculty – March 2014 - Present
 Attendee, Graduation – December 2013 - Present
 Chairperson – Undergraduate Committee – August 2013 - Present
 Committee Member – Undergraduate Readmission – August 2013 - Present
 Attendee, Graduation – December 2012 - Present
 MMIS Senator – Faculty Senate – August 1, 2022 - July 2025
 Campus Representative – University Faculty Council – July 1, 2021 - June 30, 2024
 Member – Faculty Relations Committee – August 1, 2021 - July 31, 2023
 Chair – UFC – July 1, 2022 - June 30, 2023
 Member – UT System President's Awards Selection Committee – February 15, 2023 -
 June 1, 2023
 Faculty Representative – UT System – February 3, 2023
 Faculty Representative – UT System – February 2, 2023
 Faculty Representative – UT System – January 31, 2023
 Faculty Representative – UT System – January 25, 2023
 Faculty Representative – UT System – January 23, 2023
 Faculty Representative – UT System – January 20, 2023
 Faculty Representative – UT System – January 19, 2023
 Faculty Representative – UT System – January 16, 2023
 Faculty Representative – UT System – January 9, 2023
 Faculty Representative – UT System – January 6, 2023
 Faculty Representative – UT System – January 3, 2023
 Faculty Advisor – MMIS – August 2022 - December 2022
 Faculty Representative – UT System – December 9, 2022
 Faculty Representative – UT System – December 8, 2022
 Faculty Representative – UT System – December 6, 2022
 Faculty Representative – UT System – November 30, 2022
 Faculty Advisor – UT Martin – November 2022
 Faculty Reviewer – CBGA – November 29, 2022
 Faculty Advisor – UT Martin – October 2022
 Faculty Advisor – SOAR – August 5, 2022
 Chair – University Faculty Council – July 1, 2021 - June 30, 2022
 Chair – University Faculty Council – July 1, 2021 - June 30, 2022
 Faculty Advisor – SOAR – June 22, 2022
 Advisor – Admissions – June 15, 2022
 Advisor – MMIS – June 14, 2022
 Advisor – MMIS – June 8, 2022
 Faculty Advisor – SOAR – May 24, 2022
 Faculty Advisor – SOAR – May 23, 2022
 Faculty Advisor – February 25, 2022
 Faculty Advisor – Admissions – February 25, 2022
 Faculty Evaluator – CBGA – November 29, 2021

Panel Member – ENGAGE The Times – November 12, 2021
 Panel Member – ENGAGE The Times – October 22, 2021
 Faculty Advisee – – October 12, 2021
 Panel Member – ENGAGE The Times – September 10, 2021
 Lead Investigator – UT Martin – April 1, 2021 - August 2, 2021
 President – Budget and Economic Concerns Committee – July 1, 2020 - June 30, 2021
 President – Chancellor's Cabinet – July 1, 2020 - June 30, 2021
 President – Committee on Instruction – July 1, 2020 - June 30, 2021
 President – Emergency Management Policy Group – July 1, 2020 - June 30, 2021
 President – Executive Committee – July 1, 2020 - June 30, 2021
 President – Graduate Council – July 1, 2020 - June 30, 2021
 President – IT Governance – July 1, 2020 - June 30, 2021
 President – Library Committee – July 1, 2020 - June 30, 2021
 President – Personnel Policies Committee – July 1, 2020 - June 30, 2021
 President – Tennessee University Faculty Senate Association – July 1, 2020 - June 30, 2021
 President – Undergraduate Council – July 1, 2020 - June 30, 2021
 President – UT Martin Faculty Senate – July 1, 2020 - June 30, 2021
 President – UT System University Faculty Council – July 1, 2020 - June 30, 2021
 Moderator – Diversity and Inclusion Committee – June 22, 2021
 Chair – Program Review Committee of Biology – May 20, 2021 - June 20, 2021
 Faculty Advisor – UT Martin – May 26, 2021
 Faculty Advisor – UT Martin – May 24, 2021
 Moderator – Diversity and Inclusion Committee – April 28, 2021
 Guest Teacher – UT Martin – March 19, 2021
 Advisor – UT Martin - MMIS – January 8, 2021
 Management Representative – GENS 101 – October 19, 2020
 Committee member – UTM - CBGA/MMIS – August 1, 2019 - July 31, 2020
 Ex-Officio as President-Elect of Faculty Senate – Budget and Economic Concerns Committee – August 1, 2019 - July 31, 2020
 Ex-Officio Faculty Representative – Athletics Advisory Board – August 1, 2019 - July 31, 2020
 Ex-Officio Faculty Representative – University Calendar Committee – August 1, 2019 - July 31, 2020
 Ex-Officio Faculty Representative – University Council – August 1, 2019 - July 31, 2020
 Ex-officio President-Elect of Faculty Senate – Academic Council – August 1, 2019 - July 31, 2020
 Ex-officio President-Elect of Faculty Senate – Athletic Affairs – August 1, 2019 - July 31, 2020
 Ex-officio President-Elect of Faculty Senate – Calendar Committee – August 1, 2019 - July 31, 2020
 Ex-Officio President-Elect of Faculty Senate – Campus-wide Faculty Evaluation Committee – August 1, 2019 - July 31, 2020
 Ex-officio President-elect of Faculty Senate – Committee on Instruction – August 1, 2019 - July 31, 2020
 Ex-officio President-Elect of Faculty Senate – Executive Committee – August 1, 2019 -

July 31, 2020
 Ex-officio President-Elect of Faculty Senate – Graduate Council – August 1, 2019 - July 31, 2020
 Ex-officio President-Elect of Faculty Senate – Personnel Policies Committee – August 1, 2019 - July 31, 2020
 Ex-officio President-Elect of Faculty Senate – Undergraduate Council – August 1, 2019 - July 31, 2020
 Ex-officio President-Elect of Faculty Senate – University Council – August 1, 2019 - July 31, 2020
 Committee Member – Faculty Senate – August 1, 2017 - July 31, 2020
 Faculty Advisor – SOAR – July 28, 2020
 Faculty Advisor – UT Martin SOAR – July 10, 2020
 Committee Member – Faculty Senate – July 1, 2017 - July 1, 2020
 Faculty Advisor – MMIS, CBGA, UT Martin – June 24, 2020
 Faculty Advisor – UT Martin - SOAR – June 24, 2020
 Faculty Advisor – MMIS, CBGA, UT Martin – June 22, 2020
 Faculty Advisor – UT Martin - SOAR – June 22, 2020
 – CBGA - Test Flight Preview Day – February 17, 2020
 Faculty advisor-attendee – UTM - Preview Day – November 16, 2019
 Committee member – UTM - CBGA/MMIS – September 19, 2019 - November 7, 2019
 Moderator – CBGA Career Day – November 6, 2019
 Faculty advisor-attendee – UTM - Preview Day – October 19, 2019
 Faculty advisor-attendee – CPAD – September 27, 2019
 Faculty attendee – UT Martin - CPAD – September 25, 2019
 Faculty attendee – ENGAGE program – September 13, 2019
 Faculty Representative – UT Martin - Fine Arts – September 10, 2019
 Faculty attendee – CBGA – September 3, 2019
 Faculty attendee – UTM CBGA – August 30, 2019
 Committee Chair – UT Martin - Veterans Services – July 12, 2019 - August 19, 2019
 Faculty attendee – UT Martin Administrative Retreat – August 12, 2019
 Committee member – UTM Campus Recreation – July 8, 2019 - August 7, 2019
 Committee Chair – PPC – August 1, 2018 - August 1, 2019
 Committee Member – Equity and Diversity Advisory Council – August 1, 2018 - July 31, 2019
 Committee Member – Executive Committee – August 1, 2018 - July 31, 2019
 Faculty advisor-attendee – UTM - End of Summer Bash – July 26, 2019
 Faculty advisor-attendee – UTM - SOAR – July 22, 2019
 Committee Chair – BIS Program Review – June 26, 2019 - July 15, 2019
 Faculty advisor-attendee – UTM - SOAR – June 21, 2019
 Faculty advisor-attendee – UTM - SOAR – June 7, 2019
 Mentor – University Scholars – March 2017 - May 2019
 Faculty advisor-attendee – UTM - SOAR – May 21, 2019
 Faculty advisor-attendee – UTM - SOAR – May 20, 2019
 Faculty attendee – INFS 351 – May 2, 2019
 Presenter – UT Martin Office of Student Life and Multicultural Affairs, Career Planning and Development, and MMIS – April 17, 2019

Faculty Representative – UT Martin - FCS – April 16, 2019
 Faculty advisor-attendee – UT Martin Student Housing – April 10, 2019
 Faculty advisor-attendee – MMIS-CBGA-UT Martin – March 20, 2019
 Faculty Representative – UTM – March 1, 2019
 Faculty attendee – UTM Winter Commencement – December 15, 2018
 Faculty advisor-attendee – MGT 490 presentations – December 3, 2018
 Faculty advisor-attendee – Recruiting Weekend – December 1, 2018
 Faculty advisor-attendee – UTM Football – December 1, 2018
 MMIS Representative – Recruitment of Students – November 20, 2018
 Faculty advisor-attendee – UTM - Preview Day – November 10, 2018
 Guest Speaker – MGT 350 – October 29, 2018
 Faculty advisor-attendee – Preview Day – October 6, 2018
 Faculty advisor-attendee – UTM Preview Day – October 6, 2018
 Faculty advisor-attendee – UTM – September 28, 2018
 Faculty Attendee – End of Summer Bash – July 27, 2018
 Faculty Advisor – – June 19, 2018
 Faculty Advisor – SOAR – June 8, 2018
 Committee Member – Search Committee for Campus Recreation Director – October 2017 - May 2018
 Faculty Advisor – SOAR – May 22, 2018
 Faculty Advisor – SOAR – May 21, 2018
 Committee Chair – History Program Review – April 18, 2018 - May 1, 2018
 Reviewer – Review 490 Presentations – April 16, 2018 - April 27, 2018
 I have been asked to speak with the DPD program's accreditation body – Didactic Program in Dietetics – April 23, 2018
 Committee Chair – History Program Review – April 18, 2018 - April 20, 2018
 Student Recruiter – – April 2, 2018
 Guest Speaker – – March 20, 2018
 Attendee, Graduation – – December 16, 2017
 I reviewed MGT 490 presentations – – November 30, 2017 - December 5, 2017
 Student Recruiter – – December 2, 2017
 Committee Member – Faculty-Student Committee – October 2017 - November 1, 2017
 Committee Member – Faculty-Student Committee – September 2017 - October 2017
 Committee Member – Faculty-Student – October 7, 2017
 Committee Member – Equity and Diversity Council – August 2015 - August 2017
 Guest Speaker – UTM Housing – August 22, 2017
 Representative of CBGA – End of Summer Bash – July 28, 2017
 Faculty participant – 4H Event with students – July 26, 2017
 Committee Chair – MMIS Chair Search Committee – February 21, 2017 - July 1, 2017
 – Soar – June 2, 2017
 – Soar – May 22, 2017
 – Preview Day – May 13, 2017
 Committee Chair – Academic Program Review: Psychology – April 26, 2017 - April 28, 2017
 – Preview Day – March 18, 2017
 Committee Chair – Search Committee - adjunct (2 positions) – November 2016 - January

2017

Committee Chair – Search Committee - Management Lecturer – November 2016 - January 2017
 Committee Chair – Search Committee for Lecturer of Management – November 1, 2016 - December 31, 2016
 Committee Member – Search Committee for BCIS Assistant Professor – April 2016 - December 2016
 Faculty Mentor – Preview Day – September 24, 2016
 Committee Chair – Search Committee for Management Assistant Professor – April 2016 - August 2016
 Committee Chair – Search Committee for Management Lecturer – April 2016 - August 2016
 Committee Chair – Search Committee for Operations Management Lecturer – April 2016 - August 2016
 Chairperson – Faculty Development and Research Committee: Research Subcommittee – August 2015 - August 2016
 Committee Chair – Faculty Development and Research Committee – August 2015 - August 2016
 Committee Chair – Faculty Development and Research Committee – August 2015 - August 2016
 Committee Member – MMIS Curriculum Committee – August 2015 - August 2016
 Committee Member – Academic Program Review – May 30, 2016 - June 2, 2016
 Attendee, Meeting – Faculty Research and Development Committee – August 2014 - August 2015
 Committee Member – Faculty Research and Development Committee – August 2014 - August 2015
 Committee Member – Academic Program Review: Chemistry – June 2015
 Committee Member – Academic Program Review – 2013
 Committee Member – Hybrid Committee – 2013
 Committee Member – Undergraduate Competence in Major Subcommittee – 2013
 Committee Member – Undergraduate Committee – August 2012 - August 2013
 Committee Member – Search Committee for Sport Management – August 2012 - January 2013

C. Service to the Public Involving Professional Skills

-- February 21, 2019 - Present
 Guest Speaker – Discovery Park of America – February 13, 2023
 Guest Speaker – LI Smith Company – November 2, 2022
 Guest Speaker – CPAD – September 22, 2022
 Guest Speaker – CPAD – September 8, 2022
 Program Session Chair – Academy of Business Research – August 3, 2022
 Guest Speaker – Obion River Regional Libraries – May 9, 2022
 Guest Speaker – REED Center – September 29, 2021
 Guest Speaker – REED Center – September 28, 2021
 Guest Speaker – REED Center – September 24, 2021
 Program Session Chair – Academy of Business Research – August 4, 2021

Guest Speaker – REED Center – April 26, 2021
 Program Session Chair – Academy of Business Research – March 24, 2021
 Guest Speaker – UT System – October 28, 2020
 Guest Speaker – Central Christian Academy – August 13, 2020
 Program Session Chair – Academy of Business Research – August 4, 2020
 Program Session Chair – Academy of Business Research Virtual Conference - Fall 2020
 – August 4, 2020
 Guest Speaker – Enrollment Services and Student Engagement – April 1, 2020
 Program Session Chair – Academy of Business Research – March 26, 2020
 Guest Speaker – West TN Healthcare – February 20, 2020
 Guest Speaker – REED Center – November 5, 2019
 Panel member – UT Martin Civic Engagement – September 13, 2019
 Guest Speaker – REED Center – February 12, 2019
 Guest Speaker – UTM Women's Center – February 12, 2019
 Guest Speaker – REED Center – May 15, 2018
 Grant Proposal Reviewer, External – Clements Band – November 2017 - April 3, 2018
 Guest Speaker – REED Center – November 7, 2017
 Invited to Give an Interview – Paducah Sun – October 19, 2017 - October 22, 2017
 Guest Speaker – SHRM – September 15, 2017
 Guest Speaker – Thunderbolt Broadcasting – June 22, 2017 - June 24, 2017
 Guest Speaker – REED Center – June 22, 2017
 Guest Speaker – REED Center – June 15, 2017
 Guest Speaker – REED Center – March 2017
 Program Session Chair – Academy of Business Research Conference – October 19, 2016
 - October 21, 2016
 Program Session Chair – Academy of Business Research – March 24, 2016
 Program Session Chair – Academy of Business Research Conference – October 2013
 Program Session Chair – Academy of Management Conference – August 2013

VII. Professional Societies and Other Relevant Activities

A. Professional Memberships

Member, Society for Human Resource Management – May 2015 - Present
 Member, American Mensa – January 2000 - Present

B. Awards and Honors

Faculty Spotlight Receptient, RCOP. (June 2022).
 Impact Leader Award, National Society of Leadership and Success. (April 29, 2022).
 Best Paper Award, Academy of Business Research. (August 17, 2020).
 Nominated for: UTAA Distinguished Service Professor, UTAA. (August 7, 2020).
 Best Paper Award, Academy of Business Research Conference. (March 26, 2020).
 Faculty Honoree, Women's Basketball. (February 6, 2020).
 Nominated for: UT Alumni Association Outstanding Teacher Award, UTM Alumni
 Association. (November 30, 2018).
 2018 Faculty Star Award, REED Center. (June 5, 2018).
 Excellence in Undergraduate Teaching, CBGA. (April 3, 2018).

Coffey Outstanding Teaching Award Nominee, CBGA Nominee. (April 1, 2018).
Best Paper, Academy of Business Research Conference in New Orleans - Spring 2018.
(March 22, 2018).
Student-Athlete Faculty "Honoree", UTM Athletics. (April 17, 2017).
Excellence in Research, CBGA. (April 11, 2017).
Best paper award, Academy of Business Research - Biloxi Conference. (October 21,
2016).
Best paper award, Academy of Business Research - Biloxi Conference. (October 21,
2016).
Outstanding Undergraduate Teaching Award, CBGA. (April 2016).
Best Paper, Academy of Business Research Conference in Indianapolis - Fall 2015.
(September 2015).
Best Paper, Academy of Business Research Conference in New Orleans - Spring 2015.
(March 2015).
Best Paper, Academy of Business Research Conference. (October 2014).
Outstanding Undergraduate Teacher of the Year, University of Tennessee at Martin.
(April 2013).

C. Media Appearances and Interviews

"States where Unemployment Rates are High," WalletHub. (August 2022).
"Best States for Working from Home," Wallethub. (April 2022).
"2022's Job Resignation Rates," WalletHub. (January 21, 2022).
"Campus Connection with Faculty Senate President," University Relations. (January 2,
2021).



THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

AGENDA ITEM SUMMARY

Meeting Date: May 5, 2023
Committee: Executive
Item: **Consent Agenda**
Type: Action
Presenter: John C. Compton, Chair of the Board and Committee Chair

Background Information

Items on the Consent Agenda are not presented or discussed in the Committee unless a Committee member requests that an item be removed from the Consent Agenda. In accordance with the Bylaws, before calling for a motion to approve the Consent Agenda, the Chair will ask if any member of the Committee requests that an item be removed from the Consent Agenda. The Bylaws provide that an item will not be removed from the Consent Agenda solely for the purpose of asking questions for clarification. Those questions should be presented to the Secretary before the meeting.

Committee Action

If there are no requests to remove items on the Consent Agenda, the Chair will call for a motion to omit the reading of the minutes of the prior meeting and to approve the items on the Consent Agenda.



THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

3.1

MINUTES OF THE EXECUTIVE COMMITTEE January 20, 2023

The Executive Committee of The University of Tennessee Board of Trustees met at 9:00 a.m. (EST) on Friday, January 20, 2023. The meeting was held virtually with all Committee members participating electronically or by telephone. The meeting was hosted from the University of Tennessee, Knoxville campus.

Committee Members Present: John C. Compton, Board Chair; Decosta E. Jenkins; William (Bill) C. Rhodes III; Donald J. Smith; and Jamie R. Woodson.

Others in Attendance:

Trustees: Christopher L. Patterson. Also in attendance was T. Lang Wiseman, who has been appointed to the Board by Governor Lee and whose confirmation is pending before the Tennessee General Assembly.

University Officers: President Randy Boyd; Brian Daniels, Chief Audit and Compliance Officer; David Miller, Senior Vice President and Chief Financial Officer; Cynthia C. Moore, Secretary and Special Counsel; Chancellors Steve Angle (UTC), Peter Buckley (UTHSC), Keith Carver (UTM), Linda Martin (UTS), and Donde Plowman (UTK); and other members of the senior leadership team.

Ms. Moore announced the presence of a quorum. The meeting was webcast for the convenience of the University community, the general public, and the media.

Remarks of the Committee Chair

Board Chair John C. Compton, who also serves as Chair of the Executive Committee, opened the meeting and provided an overview of the meeting agenda.

President's Update

Review of 2022 Objectives and Results

President Boyd's update highlighted key accomplishments of the prior calendar year as measured against the objectives set for 2022. His report was organized under the five pillars of the UT System Strategic Plan: Enhancing Educational Excellence; Expanding Research Capabilities; Fostering Outreach and Engagement; Ensuring Workforce and Administrative Excellence; and Advocating for UT. A copy of the written year-end report (*2022 Objectives and Results*) was included in the meeting materials under Tab 1 and is filed with these minutes.

Enhancing Educational Excellence. Many higher education institutions across the country are reporting enrollment decreases in 2022; however, the UT System saw enrollment continue to rise. Based on the most recent data available, President Boyd expects that admissions in 2023 will break the record set in 2022. He noted that housing constraints continue to be a concern for the UT Knoxville campus, but the other campuses have capacity to grow enrollment. President Boyd attributed the increase in enrollment to a number of factors, including:

- *UT Promise.* Since inception, more than 1,000 students have taken advantage of the UT Promise to enroll at the University. In 2022, the household income threshold was raised from \$50,000 to \$60,000, which has further expanded the potential number of prospective, qualified students that may be eligible to attend the University free of tuition and fees.
- *Value.* While the national narrative focuses on the cost of higher education and the levels of student debt, such is not the case at the University of Tennessee. Approximately 50% of students across the UT System graduate with zero debt.
- *Tuition.* Over the past several years, the University and its campuses have worked to avoid tuition increases. UT Knoxville and the UT Health Science Center have not increased tuition in four years. The other campuses have followed that same trend, with only two campuses having imposed very small increases.

The University is also working to increase enrollment by expanding its online presence to assist working adults and those who may not otherwise have convenient access to a University campus. UT Martin continues to receive accolades for its online MBA program, and UT Knoxville is in discussions with Arizona State University regarding a potential affiliation that may further expand UT Knoxville's online offerings.

Expanding Research Capabilities. In 2022, research expenditures reached \$437 million, setting a new record for the University. The University also worked to advance a statewide collaboration (TN GO - Transportation Network Growth and Opportunity) focused on strategically growing and sustaining Tennessee's future mobility innovation economy to make Tennessee a national leader in research and manufacturing of electric vehicles.

Fostering Outreach and Engagement. President Boyd reminded the Executive Committee members that as a land grant institution, it is the University's mission to serve the citizens of the State of Tennessee. In that regard, the University works with state officials to identify opportunities to improve the lives of the residents of Tennessee. A few of the key programs and initiatives from the past year included:

- *Healthy Smiles Initiative.* Funding (\$50 million) will be used to increase the number of dental students and to open six new clinics across the state.
- *Grow Your Own.* The Tennessee Department of Education selected the University as its partner in the federally funded initiative. This \$20 million investment will create an apprenticeship program to address the shortage of teachers in the state.

- *Economic Impact.* As just one example of the University's many contributions to the State, the Institute of Public Service's Center for Industrial Studies facilitated more than \$960 million in economic impact through its work assisting Tennessee businesses.

Ensuring Workforce and Administrative Excellence. During the past year, the University made strides in its work to ensure workforce and administrative excellence, including building the foundation to implement a new enterprise resource planning system (ERP). The new system, known as DASH (Dynamic Administrative Systems for Higher Ed), is on track to go live in July 2024. This past year, the University also participated in the Great Places to Work® employee survey and earned recognition as a "2022 Great Place to Work." The survey also provided the University with additional insight on how to continue to improve employee satisfaction.

Advocating for UT. President Boyd observed that advocating for UT takes many forms. A few examples include the "Everywhere You Look, UT" murals across Tennessee and the statewide tour to promote the UT Promise. He indicated that one of the best measurements of the strength of an institutional brand is the support received from stakeholders. Last year, the University set a record for the number of donors investing in the University and its programs, making it the second highest year in fundraising dollars (\$248.8 million). In addition, the University received record-setting, financial support from the State of Tennessee, which included: \$27.7 million in formula funding; 4.6% in funding for salary pool; \$156.9 million for capital needs; \$50 million for the ERP/DASH system; \$72 million for the UT-Oak Ridge Innovation Institute; and \$4 million in recurring funding for Institute of American Civics, with an additional \$2 million in nonrecurring funds. This extraordinary funding underscores the level of trust and enthusiasm that elected officials have in the University.

In concluding his remarks regarding the year's accomplishments, President Boyd recognized and thanked the faculty and staff from across the entire UT System for their many contributions that contributed to the University's success in 2022.

Leadership Updates

President Boyd provided an update on a number of senior leadership positions.

- *UT Southern Chancellor Update.* In light of the many important initiatives underway at UT Southern, including the efforts pertaining to the development of a new strategic plan and a campus master plan, President Boyd has extended Linda Martin's appointment as Interim Chancellor for another year.
- *President of UT Research Foundation (UTRF).* After a nationwide search lasting over four months, Dr. Maha Krishnamurthy was selected to lead UTRF as its next President.
- *Ongoing Searches.* President Boyd advised that searches are still underway for the Vice President of Research and for the Director of the Oak Ridge National Laboratory.

University of Tennessee Institute of Agriculture (UTIA) Progress Report

President Boyd provided a cumulative progress report for UTIA covering the period since the reunification of UT Knoxville and UTIA in 2019.

Rankings. He reminded the members of the Committee of some of the initial goals associated with the reunification, including the anticipated improvement of the Higher Education Research and Development Survey (HERD) rankings of both UT Knoxville and UTIA. In 2017, while HERD ranked UT Knoxville in the top 100 schools (placing at 71st), UTIA was ranked 123rd. Since reunification, UT Knoxville-UTIA has seen a dramatic rise in the HERD ranking, moving up to 54th, raising the profile of UTIA and advancing its ability to recruit exceptional faculty and students and to better compete for external research funding.

Extension Highlights. President Boyd visited every Extension Office in order to gather input from those working directly on agricultural issues in Tennessee. One issue that came up repeatedly was the need for more Extension agents. After working with the Governor's office, the State provided support for 32 new agents in distressed and at-risk counties across Tennessee. The tour also spotlighted the disparities that exist between the Extension Offices. UTIA partners with counties to provide space for the Extension Offices located in their region. However, not all counties can provide the same level of resources to support these offices. The University is working to improve all of the offices. Over the past three years, funding was made available to renovate or replace ten extension offices.

Research Highlights. In 2022, UTIA saw research expenditure rise to \$80 million, representing a 12% increase and one of the largest increases in many years. One of those awards was a five-year, \$30 million grant from the U.S. Department of Agriculture to support Climate-Smart Grasslands. These research dollars build upon the \$50 million grant awarded by the State at the end of 2021 to update and modernize the equipment and infrastructure at UTIA's ten AgResearch and Education Centers across the state.

Herbert College of Agriculture. Since 2019, enrollment at the Herbert College has increased by 8.5%. In addition, UT Knoxville invested over \$31 million to support "cluster hiring" in four major departments: Bioinformatics; Climate-Smart Agriculture and Forestry; Food and Nutrition Security; and Precision Health. This strategic investment will build the strength and reputation of each of those departments. Additionally, elevation of the Department of Forestry, Wildlife and Fisheries to the School of Natural Resources, which was approved by the Board at its 2022 Fall Meeting, will increase the profile of the School and College.

College of Veterinary Medicine. The College of Veterinary Medicine has made great strides over the past three years, attributable to: (i) enrollment growth (from 340 to 480 students, a 41% increase); (ii) increased funding from the State (\$311,900 recurring in 2021, followed by \$2.9 million recurring in 2022); and (iii) a transformational gift that established the Charles and Julia Wharton Large Animal Hospital.

UT Knoxville Support. In addition to the cluster hiring support, UT Knoxville has also invested close to \$12 million to support extension and administrative salaries, infrastructure upgrades, the One Health Initiative, and the opening of the UT Creamery.

Creating the Best Decade in UTIA History. Looking ahead, UTIA will begin working with internal and external stakeholders to develop a new strategic plan. Other stretch goals and big ideas under consideration include:

- Doubling enrollment at the Herbert College of Agriculture;
- Increasing annual research expenditures to over \$150 million;
- Creating the Tennessee Protein Innovation Center;
- Collaborating with local partners to modernize Extension Offices;
- Providing opportunities for young people participating in 4-H to receive college credit;
- Increasing access through online curriculum offerings to traditional and non-traditional students; and
- Establishing a Veterinary Technician Program in the College of Veterinary Medicine.

President Boyd concluded his remarks by noting that he and his team are currently in the process of developing goals and objectives for 2023, using input from stakeholders throughout the UT System. A draft of those goals will be shared with the Board prior to the Winter Meeting in February.

Following President Boyd's report, Chair Compton, on behalf of the Board, expressed gratitude to the Governor and legislature for the generous support of the University and its programs.

Responding to a question raised by the Chair, Chancellor Donde Plowman advised the Committee members on enhancements to UT Knoxville's admissions process, including increased transparency and efforts to coordinate admissions decisions with other UT campuses. Chancellors Angle, Carver, and Martin expressed their support and added that the campuses are also prepared to assist students in transferring to another UT campus later in their studies. Chancellor Peter Buckley shared that Tennessee's "Healthy Smiles" initiative is having a positive impact on the College of Dentistry.

Letters of Notification

Interim Chancellor Linda C. Martin* explained that the Tennessee Higher Education Commission (THEC) made recent revisions to the process for bringing forward new academic programs for approval. THEC now requires that Letters of Notification (LONs) of new programs/majors be approved by the institution's governing board prior to the initial submission to THEC (as further described under Tab 2 of the materials). Dr. Martin stated that given the time sensitivities for initiating the filing and review process, the Administration is seeking approval of three LONs by the Executive Committee, rather than waiting until the February meetings of the Education, Research, and Service (ERS) Committee and the Board of Trustees. She further highlighted that such approval is limited to the advancing the initial filings with THEC and that the actual approvals for moving forward with the proposed programs/majors will be presented to the ERS Committee at a later date.

* *Dr. Savarese, Acting Vice President for Academic Affairs and Student Success, was unable to attend the Executive Committee meeting due to a scheduling conflict and requested that Dr. Martin present this item.*

Upon motion duly made and seconded, the Executive Committee, on behalf of the Board of Trustees, by unanimous roll call vote approved the following Letters of Notification and authorized submission of the same to THEC: (i) Master of Management Program at UT Chattanooga (*Resolution 001-2023*); (ii) Bachelor of Science in Business in Environmental Engineering at UT Knoxville (*Resolution 002-2023*); and (iii) Doctor of Philosophy in Agriculture, Leadership, and Communication at UTK/UTIA (*Resolution 003-2023*). Following approval of the resolutions, President Boyd indicated that the Administration would be reaching out to THEC to revisit the change to the process and the need for this new requirement.

Planning for Winter Board Meeting

Chair Compton reviewed key topics planned for the upcoming meetings of the Board and its Committees, which will be held at UT Chattanooga on February 23 and 24, 2023. Among other things, the agenda for the Board meeting will include an update on the Institute of American Civics.

Dr. Buckley provided a brief update on the efforts that have been taken over the past year to address the issues, which caused the UT Health Science Center College of Medicine (Memphis) to be placed on probationary status. He advised that in October, the Accreditation Council for Graduate Medical Education (ACGME) removed the College of Medicine from probationary status. In addition, the residency program in Chattanooga received commendation for excellence in its residency training from the ACGME during the reaccreditation process. The College of Medicine is now fully accredited across the UT System. In connection with the Winter Meeting, the materials will include detailed information pertaining to the Annual Institutional Review.

Consent Agenda

Chair Compton asked if there were any requests to remove any items from the agenda. There being none, upon motion duly made and seconded, the Board approved: (i) the Resolution to adopt the minutes of the prior meeting of the Board, and (ii) the Resolution adopting the 2023 Board Meeting Calendar Agenda.

Other Business and Closing Remarks

Chair Compton announced that following the conclusion of today's meeting, the Executive Committee would meet in a nonpublic executive session pursuant to Tennessee Code § 4-35-108 to discuss items designated as confidential or privileged and not subject to public inspection under the state law.

Adjournment

With no further business to come before the Committee, the Chair adjourned the meeting.

Respectfully Submitted,

/s/Cynthia Moore

Cynthia C. Moore

Secretary and Special Counsel

Approved Consent Agenda Items

- Minutes of the Prior Meeting (September 9, 2022)
- 2023 Board Meeting Calendar (*Resolution 004-2023*)

Attachments. Copies of the following items are filed with the official minutes of this meeting.

- President's 2022 Objectives and Results
- PowerPoint Presentation - Igniting the Greatest Decade



THE UNIVERSITY OF TENNESSEE BOARD OF TRUSTEES

3.2

AGENDA ITEM SUMMARY

Meeting Date: May 5, 2023

Item: **Resolution Appointing a Managerial Group for U.S. Government Contracts**

Type: Action

Background Information

The Department of Energy, Department of Defense, and other federal agencies with which the University has contracts impacting national security, require the Board to appoint a Managerial Group and delegate to that group responsibility for negotiation, execution, and administration of U.S. government contracts. Only members of the Managerial Group will receive security clearance to access classified information related to these contracts.

A new resolution is required to update the Managerial Group to include an Insider Threat Program Senior Official in accordance with Defense Counterintelligence & Security Agency guidance derived from 32 C.F.R. 117.

[Resolution in the Required Form is attached.]



The University of Tennessee
Board of Trustees

Resolution ___-2023

Appointment of the Managerial Group for Contracts between
The University of Tennessee and the United States Government
Pursuant to the National Industrial Security Program Operating Manual

BE IT RESOLVED BY THE BOARD OF TRUSTEES OF THE UNIVERSITY OF TENNESSEE
THAT:

1. Those persons occupying the following positions at The University of Tennessee shall be known as the Managerial Group, having the authority and responsibility for the negotiation, execution, and administration of U.S. Government contracts as described in the National Industrial Security Program Operating Manual:

President
Chief Financial Officer
General Counsel
Acting Vice President for Academic Affairs, Research, and Student Success
Chancellor, The University of Tennessee, Knoxville
Vice Chancellor for Research, The University of Tennessee, Knoxville
Executive Director, The University of Tennessee Space Institute
Facility Security Officer
Insider Threat Program Senior Official

2. The Chief Executive and the members of the Managerial Group are cleared, or will be processed for clearance, to the level of The University of Tennessee's facility clearance. If uncleared, pending issuance of the requested access authorization, such individual shall be excluded from all access and shall not participate in any decision or other matter pertaining to the protection of classified information and/or special nuclear material.
3. The above-named Managerial Group is hereby delegated all of the Board's duties and responsibilities pertaining to the protection of classified information and/or special nuclear material released to The University of Tennessee.
4. In the future, when any individual is appointed to the Managerial Group as an additional member or replacement member, such individual shall immediately be processed for an access authorization at the same level as The University of Tennessee's facility clearance. Pending issuance of this requested access authorization, such individual shall be excluded from all access and shall not participate in any decision or other matter pertaining to the protection of classified information and/or special nuclear material.

5. The following named officers and members of the Board of Trustees of The University of Tennessee shall not require, shall not have, and can be effectively excluded from access to all classified information and/or special nuclear material released to The University of Tennessee and do not occupy positions that would enable them to affect adversely the policies or practices of The University of Tennessee's performance of classified contracts for the U.S. Government:

Officers

<u>Name</u>	<u>Title</u>
Steven R. Angle	Chancellor, University of Tennessee at Chattanooga
William H. Byrd III	Vice President, Institute for Public Service
Tiffany Carpenter	Vice Chancellor for Communications and Marketing
Keith S. Carver, Jr.	Senior Vice Chancellor/Senior Vice President, University of Tennessee Institute of Agriculture
Philip A. Cavalier	Interim Chancellor, University of Tennessee at Martin
Brian J. Daniels	Chief Audit and Compliance Officer
Luke Lybrand	Treasurer
Linda C. Martin	Interim Chancellor, University of Tennessee Southern
Cynthia C. Moore	Secretary and Special Counsel to the Board of Trustees
Peter F. Buckley, MD	Chancellor, University of Tennessee Health Science Center
Carey Whitworth	Vice President for Government Relations and Advocacy
Kerry W. Witcher	Vice President for Development and Alumni Affairs and Programs

Members of the Board of Trustees

<u>Name</u>	<u>Title</u>
Bradford D. Box	Trustee
John C. Compton	Trustee
Hayden Galloway	Student Trustee
Decosta E. Jenkins	Trustee
Shanea A. McKinney	Trustee
Christopher L. Patterson	Trustee
William C. Rhodes III	Trustee
Donald J. Smith	Trustee
David N. Watson	Trustee
T. Lang Wiseman	Trustee
Jamie R. Woodson	Trustee
Charles Hatcher	Tennessee Commissioner of Agriculture, Ex Officio

Effective this 5th day of May, 2023.