**Francis Xavier Goeddeke, Jr.**

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Troy, MI 48085

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**EDUCATION**

Ph.D. Doctor of Philosophy, Management. December, 2004. Warrington College of Business, University of Florida, Gainesville, FL.

M.B.A. Master of Business Administration, Management concentration. April, 1999. Crummer Graduate School of Business, Rollins College, Winter Park, FL.

M.A.S. Master of Aeronautical Science, Human Factors specialization. August, 1995. Embry-Riddle Aeronautical University, Daytona Beach, FL.

B.S. Bachelor of Science, Professional Aeronautics. Minor in Aviation Business Administration. November, 1994. Embry-Riddle Aeronautical University, Department of Independent Study, Extended Campus. Daytona Beach, FL.

Associate Degree, General Studies. March 1989. Lansing Community College, Lansing, MI.

Certificate of Achievement, Millwright. 1986. Lansing Community College, Lansing, MI.

**PUBLICATIONS**

Masters, M., Goeddeke, F., Gibney, R., & Volz, W. (2022). Balancing rights and responsibilities in remedying union corruption: The case of the United Auto Workers (UAW). Employee Responsibilities and Rights Journal, 34, 385-411.

Goeddeke, F., & Masters, M. (March 2021). The UAW: An iconic union falls into scandal. Routledge: New York, NY.

Goeddeke, F., & Masters, M. (2020). The United Auto Workers: From Walter Reuther to Rory Gamble. Perspectives on Work, 24, 40-44. Labor and Employment Relations Association.

Eberle, P., Bradley, T., Giss, G., & Goeddeke, F. (2020). Exploring Regional Differences in Cultural Values Involved in Creating Vietnam’s Emerging Economy. Empirical Economics Review, 10(2), 111-149.

Goeddeke, F.X., Jr. (2013). Massive Open Online Courses as a Learning and Teaching Tool. English Language Teachers Association of Mongolia (ELTAM), Spring 2013.

Goeddeke, F.X., Jr. and Uyanga, G. (2011). Psychological Collectivism: Replication of a Measurement Validation in a Collectivist Society in Mongolia. Scientific Conference of the Faculty Members, 2, 51-58. Institute of Finance and Economics, Ulaanbaatar, Mongolia.

Goeddeke, F.X., Jr., and Kammeyer-Mueller, J. (2010). Perceived organizational support in a dual organization environment: Union participation in a university setting. Journal of Organizational Behavior, 31(1), 65-83.

Misangyi, V., LePine, J., Algina, J., Goeddeke, F. (2006). The Adequacy of Repeated Measures Regression for Multilevel Research: Comparisons with Repeated Measures ANOVA, Multivariate Repeated Measures ANOVA, and Multilevel Modeling across Various Multilevel Research Designs. Organizational Research Methods, 9(1), 5-28.

Goeddeke, F.X., Jr. (2004). Organizational trust as a mediator of individual union voting intentions in faculty union certification elections. Doctoral dissertation, University of Florida, Gainesville, FL.

Goeddeke, F.X., Jr. (1995). Should colleges and universities develop special alcohol education and rehabilitation programs for flight students? Journal of Aviation/Aerospace Education and Research, 6(1), 35-40.

Goeddeke, F.X., Jr. (1995). Job satisfaction and dissatisfaction factors of airport security screeners: National survey results. Master's thesis, Embry-Riddle Aeronautical University, Daytona Beach, FL.

Gibb, G.D., Baker, J.S., Farmer, C., Goeddeke, F., Buman, B., Bennett, D., Kelly, S.C., Sola, D., Wabiszewski, C. (1995). Airport security screener and checkpoint security supervisor training workshops. Federal Aviation Administration Technical Report. DOT/FAA/AR-95/35.

Gibb, G.D., Goeddeke, F., Baker, J.S., Buman, B., Bennett, D., Farmer, C., Guide, P., Kelly, S., Sola, D., Wabiszewski, C. (1995). Identifying job satisfiers and dissatisfiers of airport passenger baggage screeners; identifying causes of employee turnover. Center for Aviation/Aerospace Research. Technical Report 15334-95-1.

**RESEARCH IN PROGRESS**

Masters, M., Gibney, R., Goeddeke, F., & Volz, W. Business ethics applied to labor unions: A case study on how to remedy corruption. Business Ethics Quarterly. Currently under review, submitted January, 2022.

Masters, M., Goeddeke, F., Gibney, R., & Volz, W. The Role of Ethics in Union Governance, Democracy, and Administration: Lessons Learned from the IBT and UAW. Journal of Business Ethics. Currently under review, submitted October 2022.

**PRESENTATIONS**

Goeddeke, F. (January 17, 2023). Mentoring for Organizational Change. Keynote speech for about 100 participants at the “Empowering and Strengthening English Teaching Mentors’ network through Re-training and PD project” conference sponsored by the U.S. Embassy in Ulaanbaatar, Mongolia.

Bekdache, B., Goeddeke, F., Schmitt-Sands, C., & Winkler, N. (December 2, 2022). Presented a brown bag seminar about QM Rubric for Wayne State University business school faculty to improve online teaching.

Goeddeke, F. (April 28, 2022). Online Teaching Best Practices. Invited panelist. Sponsored by ReBUILD Detroit Online Learning Community.

Pineros, R., Dharmasasmita, A., & Goeddeke, F. (March 8, 2021). Responsible Leadership & Competencies. Presented at the AACSB Innovative Curriculum Conference. AACSB Responsible Management Education Affinity Group.

Bekdache, B., Goeddeke, F., Schmitt-Sands, C., & Winkler, N. (2020-2021). Presented 6 brown bag seminars for Wayne State University business school faculty to improve online teaching.

Goeddeke, F.X. (August 6, 2019). Teaching Methodologies. Presented a 2-hour professional development seminar for approximately 50 faculty members at Wayman Aviation Academy, Hollywood, FL.

Goeddeke, F.X. (May 31, 2018). Be a Step Ahead of Your Airplane. FAA WINGS pilot proficiency seminar. Broward College, Pembroke Pines, FL.

Goeddeke, F.X. (April 21, 2018). Emergency Procedures. FAA WINGS pilot proficiency seminar. SAFEE Flight 7th Annual South Florida Air Expo, Opa-Locka, FL.

Goeddeke, F.X. (January 31, 2018). Everything you always wanted to know about the E6-B flight computer\* \*But were afraid to ask. FAA WINGS pilot proficiency seminar. Wayman Aviation, Opa-Locka (KOPF), FL.

Goeddeke, F.X. (October 24, 2015). Everything you always wanted to know about the E6-B flight computer\* \*But were afraid to ask. FAA WINGS pilot proficiency seminar. Wayman Aviation, Opa-Locka (KOPF), FL.

Goeddeke, F.X. (August 21, 2015). Transitioning to other aircraft. FAA WINGS pilot proficiency seminar. Wayman Aviation, Opa-Locka (KOPF), FL.

Goeddeke, F.X. (July 17, 2015). The Right Attitude. Pilot decision making. FAA WINGS pilot proficiency seminar. Wayman Aviation, Opa-Locka (KOPF), FL.

Sugarmaa M., Burnette D., Goeddeke F. (June 26-27, 2015). Validation of Lubben Social Network Scales among older adults in Mongolia. 56th Congress of the Japanese Society of Psychosomatic Medicine, Tokyo, Japan.

Goeddeke, F.X. (November 3, 2014). Integrating MOOCs into university curriculum. Invited presentation at Citi Institute, Ulaanbaatar, Mongolia.

Goeddeke, F.X., Jr., and Bradley, T. (May 7, 2014). Mongolia and Hofstede's Cultural Dimensions: Implications for doing business in Mongolia. International conference on the Present Socio- Economic Condition of Mongolia, and its Emerging Issues. Ulaanbaatar, Mongolia.

Goeddeke, F.X., Jr. (May 1, 2014). Research Methods. Invited presentation for marketing students and faculty at Mongolian National University, Ulaanbaatar, Mongolia.

Goeddeke, F.X., Jr., and Dolgormaa, J. (October 5, 2013). Use of Massive, Open, Online Courses to Teach English. English Language Teachers Association of Mongolia (ELTAM) Annual Conference, Ulaanbaatar, Mongolia.

Goeddeke, F.X., Jr., Dolgormaa.J, Enkhbold.Ch, & Uyanga.G (August 5, 2013). Validation of the Committee Scale Translation Method. 74th Annual Academy of Management Conference, Orlando, Florida.

Goeddeke, F.X., Jr., Dolgormaa.J, Enkhbold.Ch, & Uyanga.G (April 26, 2013). Survey method of internal marketing: Our experience in a Mongolian hospital. Contemporary Issues in Marketing Development in the Public and Business Sectors. International Conference. Ulaanbaatar, Mongolia.

Goeddeke, F.X., Jr., Dolgormaa.J, Enkhbold.Ch, & Uyanga.G (April 11, 2013). Monitoring job attitudes of hospital employees. Academic Conference 55, Health Sciences University, Ulaanbaatar, Mongolia.

Goeddeke, F.X., Jr. (September 20, 2012). IFE Learning Objectives Assessment Review – Stage I. Presentation to Program and Department Chairs, IFE, Ulaanbaatar, Mongolia.

Goeddeke, F.X., Jr. (July 16, 2012). Audience Analysis. Presentation for Newcomm employees. Ulaanbaatar, Mongolia.

Goeddeke, F.X., Jr. (May 24, 2012). Detroit History. Presentation at the American Cultural and Information Center, Ulaanbaatar Central Library, Ulaanbaatar, Mongolia.

Goeddeke, F.X., Jr. (May 7, 2012). Introduction to Organizational Behavior. Invited presentation for students and faculty at Watkins Institute of Business and Entrepreneurship, Ulaanbaatar, Mongolia.

Goeddeke, F.X., Jr. (April 25, 2012). Leadership. Presentation for university and trade school administrators. Institute of Finance and Economics, Ulaanbaatar, Mongolia.

Goeddeke, F.X., Jr. (November 18, 2011). Human Resource Management. Presentation for entrepreneurs. Khan Bank, Ulaanbaatar, Mongolia.

Goeddeke, F.X., Jr. (September 30, 2011). English A Exam: A Comparison of Classical Test Theory and Item Response Theory, and Recommendations for Test Improvement. Presentation to the Education Ministry of Mongolia.

Goeddeke, F.X., Jr. (March 17, 2011). Organizational Behavior and Human Resource Management for Nomin Executives. Nomin Corporation, Ulaanbaatar, Mongolia.

Goeddeke, F.X., Jr., Johnson, K., G. Bolortsetseg, J. Janargule (August 2010). Speaking English in the classroom. Peace Corps Mongolia TEFL Teacher Training Seminar, Nalaikh, Mongolia.

Goeddeke, F.X., Jr. (February 2009). Setting and achieving your goals. Upward Bound college prep program, Oakland University, Rochester, MI.

Goeddeke, F.X., Jr. (January 2008). Human Factors at Work. Society for Human Resource Management, Oakland University Chapter, Oakland University, Rochester, MI.

Goeddeke, F.X., Jr. (October 2007). What to do with a Human Resource Management degree. Career Services Center, Oakland University, Rochester, MI.

Goeddeke, F.X., Jr. (May, 2005). Seating Council Report, Robert Bosch Council Report, Dana Council Report. UAW Independent Parts and Supplier/Competitive Shops Conference. Toledo, OH.

Goeddeke, F.X., Jr. (April, 2003). Health and Safety Issues for Graduate Assistant Contracts. Alliance of Graduate Employee Locals, Atlanta, GA.

Goeddeke, F.X., Jr. (April, 2003). Graduate Assistants, a New Force in the Union Movement. The 30th Annual National Conference on Collective Bargaining, National Center for Collective Bargaining, April 1, 2003, New York, NY.

Goeddeke, F.X., Jr. (April, 2002). Business Strategy for Union Leaders. Alliance of Graduate Employee Locals, College Park, MD.

Goeddeke, F.X., Jr., and Schatz, M. (July 1999). Are M.B.A. programs teaching leadership skills to their students? International Organizational Behavior Teaching Conference, Milan, Italy, July, 1999.

Gibb, G.D., Kelly, S.C., Baker, J.S., Goeddeke, F.X., Sola, D., Wabiszewski, C., Simon, X. (April, 1996). A leadership and communications skills development training program for airport checkpoint security supervisors; development and evaluation. The 1996 Applied Behavioral Sciences Symposium, Colorado Springs, CO.

Gibb, G.D., Baker, J., Bennett, D., Farmer, C., Goeddeke, F., Kelly, S., Sola, D., Wabiszewski, C. (March 1995). Security personnel selection systems. National Meeting of the Institute of Management Sciences and Operations Research. Los Angeles, CA.

**ACADEMIC EXPERIENCE**

August 2019 – present. (January 2022 – present) **Assistant Professor of Teaching.** (August 2019 - January 2022) **Senior Lecturer (full-time).** (February 2018 – May 2019) **Part-Time Faculty.** Mike Ilitch School of Business, Wayne State University, Detroit, MI. Taught multiple sections of MBA Organizational Behavior courses online, MBA Business and Society online, MBA Complex Organizations online, and three-credit upper-level undergraduate Organizational Behavior courses online and face-to-face. Chair of the Faculty Senate Online Teaching Subcommittee and the faculty lead/coordinator for the Management Department Advisory Board. Selected and participating in the Provost’s Academic Leadership Academy program. Established (Fall 2020) and leading the MISB MBA and MBA Alumni Book Club. Participated on the STEAM community engagement committee (2019-2020, Department Budget Committee (2020-present), MISB Teaching Committee (2022 – present), and GEPC committee (2022 – present). Participated in a 21-hour Academics4BlackLives training and 8-hour Climate Literacy Training.

April 2015 – May 2018. **Adjunct Professor.** St. Thomas University. Taught eight five-week sections of EDL 820 Quantitative Research Methods (online), one section of EDL 821 Qualitative Research Methods, and one five-week section of EDL 880A Qualifying Paper (online) for education doctoral students, using the Ember (Canvas) platform. Served on dissertation committee for two student’s dissertations (Erika Arias and Quernande Wells). Served as a faculty advisor for on-campus graduate research club.

January 2015 – May 2015. **Adjunct Faculty.** Barry University, Miami Shores, FL. Taught 2 sections of undergraduate SOC-200, Perspectives on Social Justice.

December 2014 – August 2019. **Adjunct Assistant Professor.** Embry-Riddle Aeronautical University, Worldwide Campus. Daytona Beach, FL. Taught three sections of graduate Research Methods RSCH 670 and two sections of graduate Statistical Analysis RSCH 665 online. Completed training program to teach online using the Canvas platform. Assisted teaching 2 three-week Accident Investigation MOOCs and 2 three week Sustainability in Aviation MOOCs. Completed APA teaching program online.

July 2013 – October 2014. **Associate Dean, Joint MBA Programs.** Institute of Finance and Economics, Ulaanbaatar, Mongolia. Led the effort to revise the English language teaching and curriculum. Created a faculty manual for new part-time faculty. Visited companies in recruiting/exchange efforts. Taught MBA courses, including Human Resource Management and Business English. Coordinated efforts with joint academic partners.

January 2014. **Adjunct Faculty**. Blue Sky University, Ulaanbaatar, Mongolia. Taught a class of MBA students in the preparation of thesis proposals.

August 2010 – July 2013. **Lecturer** (as a US Peace Corps Volunteer). Institute of Finance and Economics, Ulaanbaatar, Mongolia. Advisor the ACBSP initial accreditation committee (with goal of eventual AACSB accreditation). Initiated separate English Clubs for faculty and students. Served as advisor and committee member for several MBA and PhD theses. Advised the Mongolian Education Ministry on the construction of scientifically valid university entrance examinations.

Courses Taught Level

Research Methods MBA & PhD

Academic Writing PhD

Organizational Behavior MBA & PhD

Human Resource Management MBA

Strategic Management MBA

Business Communication MBA

Business English MBA

May 2007 – April 2010. **Lecturer** and **Special Lecturer.** Management/Marketing Department, School of Business Administration, Oakland University. Instructor ratings range from 4.00 to 4.86 on a 1-5 scale, overall average 4.439.

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| Course | Semester |
| ORG 433 Labor/Management Relations | Fall 2009, Winter 2009, Fall 2008, Summer 2008, Fall 2007 |
| ORG 331 Human Resources Management | Winter 2009 (x2), Winter 2010 (x2) |
| ORG 460 Compensation & Benefits | Fall 2008 |
| ORG 330 Organizational Behavior | Winter 2008 Spring 2007 |

August 1999 - August 2003. **Graduate Teaching Assistant**. Department of Management, Warrington College of Business, University of Florida. Graded papers and cases for several graduate MBA courses. Proctored exams for undergraduate Introduction to Management course.

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| Course | Semester | Professor |
| MAN 6721 Business Policy (MBA) | Spring 2003 | Rodney Lacey |
| MAN 6537 Management of Technology (MBA) | Fall 2002 | Rodney Lacey |
| MAN 5246 Organizational Behavior (MBA) | Spring 2002 | Amir Erez |
| MAN 6721 Business Policy (MBA) | Spring 2001 | Heather Elms |
| MAN 6724 Strategic Management (MBA) | Spring 2000 | Heather Elms |
| MAN 6366 Organizational Staffing (MBA) | Fall 1999 | Amir Erez |

Summer 2002, Fall 2001. **Graduate Teaching Assistant** – Instructor of record. Department of Management, Warrington College of Business, University of Florida.

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| Course | Semester |
| MAN 4723 Strategic Management | Summer 2002 |
| MAN 3240 Organizational Behavior | Fall 2001 |

November 2003 – March 2004. August 1998 - August 1999. **Adjunct Faculty**. University of Phoenix, Orlando FL Campus.

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| Course | Sections Taught | Year |
| QNT 530 MBA Statistics & Research Methods | 1 | 2003-2004 |
| RES 342/QNT 322 Research & Evaluation II | 3 | 1999, 2004 |
| RES 341/QNT 321 Research & Evaluation I | 3 | 1999, 2004 |
| MTH 208 College Algebra | 1 | 1999 |
| MTH 101 Basic Mathematics | 1 | 1999 |

Summer, 1998. **Undergraduate Tutor**. Valencia Community College, East Campus, Orlando, FL. Tutored undergraduate students in mathematics from beginning math through Calculus I and Statistics.

January 1995 - August 1995. **Research Assistant**. Embry-Riddle Aeronautical University, Daytona Beach, FL. Led a group of six research assistants in the data analysis and publication of national job satisfaction survey. Also helped prepare and present a communications/teamwork training program for airport baggage security screeners and supervisors.

**JOURNAL REVIEW**

International Journal of Aviation, Aerospace, and Aeronautics – reviewer

Industrial & Labor Relations Review – Ad hoc reviewer

Labor Studies Journal – Ad hoc reviewer

**NON-ACADEMIC EXPERIENCE**

January, 2015 – August, 2019. **Chief Ground Instructor, Accreditation Manager, Safety Manager, Assistant Chief Flight Instructor, Flight Instructor.** Wayman Aviation, Hollywood, Florida. Responsible for ACCET accreditation project from conception through initial grant of accreditation. Approximately 1,200 flight hours of flight instruction given. Supervised team of ground instructors. Led weekly flight instructor meetings. Taught multiple flight instructor ground school courses, private pilot ground school courses, commercial pilot ground school courses, and instrument pilot ground school courses. Advanced the development of training content, materials, methods, and standards. Presented several FAA WINGS safety seminars. Appointed as an FAA FAASTeam Representative. Achieved “Master Ground Instructor” and “Master Flight Instructor” designations by the National Association of Flight Instructors. Assisted with the development of flight standardization manual and training course outlines. Responsible for Safety Management System.

June, 2010 – July 2013. **US Peace Corps Volunteer**, Ulaanbaatar, Mongolia. In addition to academic duties listed above, initiated a monthly English Book Club at a local library. Head judge and trained judges for inter-university English competition. Helped establish the first and second Toastmasters Clubs in Mongolia. Served as judge for several entrepreneurial business plan competitions. Advised a local hospital about a job satisfaction survey for doctors and nurses, developed and delivered training program for administrators. Led a study group for a business strategy and a basic writing massive open online course.

March – April 2007. **Union Organizer**, UAW. Assisted in the UAW’s organizing drive of Graduate Assistants at New York University. Primary responsibility was to help develop leadership potential of rank and file union members.

August 2004 – July 2006. **Researcher**. United Auto Workers, National Organizing Department. Analyzed domestic and transplant auto supplier companies to determine strategic union organizing targets and develop organizing strategies. This analysis involved industry, financial, governance, health and safety violations, public subsidies, legal, and facility lists. Prepared presentations for international, regional, and local union leaders. Assisted in contract negotiations.

May, 2001 – April 2004. **Co-President**, and **Chief Negotiator**, Graduate Assistants United, UFF/NEA/AFT/AFL-CIO. Co-President of the union that represents the University of Florida’s 4,200 graduate assistants. Chief negotiator for labor contract, worth approximately $75 million per year. Represented GAU with the media, University Board of Trustees, Graduate Council, Graduate Student Council, Graduate Student Orientation, and United Faculty of Florida meetings. Delegate to AFL-CIO Central Labor Council. Supervised release-time employees. Participated in re-authorization card organizing drive. Won three major initiatives – health benefits, elimination of international student fee, and reauthorization via card check.

August 1995 - August, 1997. May 1992 - August, 1994. **Flight instructor**. AeroGenesis Aviation, Mason, MI. Approximately 700 hours of safe flight time as a flight instructor in single- and multi-engine airplanes. Prepared 19 pilot candidates for solo flight and/or FAA pilot certificates. Appointed by the FAA as a volunteer Aviation Safety Counselor.

March, 1979 – May, 2008. General Motors Corporation - Lansing, MI, and Milford, MI. Hourly employee. Performed numerous skilled and unskilled jobs, including quality control, experimental auto assembly, machine repair, and assembly line.

**CONSULTING PROJECTS**

2020. Updated the Instructor’s Manual for the 15th Edition of *Essentials of Organizational Behavior* by Robbins and Judge. Edited each chapter to include updated text content, and added additional section for online teaching, and additional teaching resources in each chapter.

2013-2014. Advised the Mongolian Education Ministry about evaluating and improving the validity of the country-wide university entrance exams (performed while serving as a US Peace Corps Volunteer).

**CONFERENCES ATTENDED**

Academy of Management. July 29 – August 1, 2021, virtual; August 7-11, 2020, virtual; August 9-13, 2019, Boston, MA; August 1-5, 2014, Philadelphia, PA; August 1-5, 2013, Orlando, FL; August 8-13, 2008, Anaheim CA; August 3-8, 2001, Washington, DC; August 9-14, 2002, Denver, CO.

Redbird Migration Flight Training Conference, October 16-17, 2017, EAA Aviation Museum, Oshkosh, WI.

Experimental Aircraft Association. 1988 - 1994, 2002, 2017. Oshkosh, WI.

International conference on the Present Socio-Economic Condition of Mongolia, and its Emerging Issues. May 6-7, 2014. Ulaanbaatar, Mongolia.

English Language Teachers Association of Mongolia. October 4-6, 2013, Ulaanbaatar, Mongolia.

JP Morgan/Harbour Automotive Conference. August, 2005. Dearborn, MI.

UAW Independent Parts and Supplier/Competitive Shops Conference. May, 2005. Toledo, OH.

30th Annual Conference, National Center for Collective Bargaining. April 15 - 17, 2007, New York, NY; March 30 - April 1, 2003, New York, NY.

Alliance of Graduate Employee Locals. April 5-7, 2002, College Park, MD; April 10-11, 2003, Atlanta, GA.

Coalition of Graduate Employee Locals, July 12-14, 2002, Toronto, ON.

National Safety Council. September 24-28, 2001. Atlanta, GA.

American Society of Safety Engineers, Behavioral Safety Symposium. February 15-16, 2001. Orlando, FL.

6th International Organizational Behavior Teaching Conference. July 14-17, 1999. Milan, Italy.

Ergocon '97. Ergonomics conference. May 4-7, 1997. Palo Alto, CA.

40th Annual Meeting, Human Factors and Ergonomics Society. September 2-6, 1996. Philadelphia, PA.

Ninth Biennial International Symposium on Aviation Psychology. April, 1997. Columbus, OH.

American Society for Quality Control. March, 1994. Chicago, IL.

Aircraft Owners and Pilots Association. October, 1988. Orlando, FL.

**ACCREDITATION TRAINING/CERTIFICATION**

Accrediting Council for Continuing Education and Training, ACCET Volunteer Peer Reviewer Training, August 23, 2020. Las Vegas, NV.

Quality Matters PR Peer Reviewer Course, 5-week higher education online course peer reviewer training. July 25, 2020.

Quality Matters APPQMR Applying the QM Rubric course, 2-week online course. June 11, 2020.

Accrediting Council for Continuing Education and Training, ACCET Accreditation Workshop, July 10-11, 2017.

Accreditation Council for Business Schools and Programs, ACBSP, Region 8 Accreditation Seminar, March 13-14, 2014.

**INSTRUCTIONAL TRAINING**

July, 2021. Completed the 7-week Online Teaching Certification training by Quality Matters.

February 2021. Completed the 2-week Improve Your Online Course training by Quality Matters.

2019-2021 Academic year. Completed 10 training seminars totaling 12 clock hours to improve online teaching. Wayne State University Office of Teaching and Learning.

January, 2016. Completed an online course with Embry-Riddle to publish and teach using APA format.

February, 2015. Completed a 4 week online course to teach online course using the Canvas platform at Embry-Riddle Aeronautical University.

February, 2015. Completed a 4 week online course to teach at Embry-Riddle Aeronautical University.

August, 2010. Completed an 11-week training program to teach English in the US Peace Corps in Mongolia.

May, 2010. Completed 200-hour RYT yoga teacher course with Clearlight Yoga.

September, 2009. Completed a 13-hour English as a Second Language Tutor training program with the Oakland Literacy Council.

Fall, 1999. Completed an optional 10-week Graduate Teaching Assistant Development Program with the Office of Instructional Resources, University of Florida.

Fall, 1999. Attended a one-day “The Teacher as an Actor” workshop, University of Florida.

Fall, 1998. Completed a five-week training program to teach classes entirely via the internet with the University of Phoenix.

Summer, 1998; Fall 2003. Completed a 20-hour training program for new faculty at the University of Phoenix, Orlando Campus.

May, 1992. Completed FAR Part 61 Fundamentals of Instruction training program, passing a written, oral, and performance evaluation with an FAA examiner. Prerequisite for certification as a flight instructor.

**AWARDS**

Grant to fund participation in two courses leading to QM Peer Reviewer certification. Wayne State University Office of Teaching and Learning. April 22, 2020.

Master Flight Instructor accreditation, National Association of Flight Instructors, February 2017 – February 2019.

Master Ground Instructor accreditation, National Association of Flight Instructors, November 2016 – November 2018.

“Leader Who Lead [sic] By Example” Award, UB Toastmasters, November 2014.

Distinguished Toastmaster Award, Toastmasters International, January 2014.

President’s Award, Institute of Finance and Economics, February 2013.

Value Added Award, GM Technical Education Program, September 2007

Beta Gamma Sigma, 2005

First Place in Division - Graduate Student Research Forum, University of Florida, 2002

Dean’s List. Crummer Graduate School of Business, Rollins College. Fall 1998.

Dean’s List. Crummer Graduate School of Business, Rollins College. Spring 1998

Academic Achievement Award – GM Technical Education Program, May 1997

Academic Achievement Award – GM Technical Education Program, May 1994

**PROFESSIONAL CERTIFICATIONS**

En-ROADS Climate Interactive Climate Ambassador, April 2022.

Online Teaching Certification, Quality Matters.

Course Peer Reviewer, Quality Matters.

Certified Flight Instructor: Airplane, single- and multi-engine; Instrument airplane. Expires 12/31/2024.

Ground Instructor: Advanced, instrument.

Commercial Pilot: Airplane, single- and multi-engine; Instrument airplane.

Journeyman, Experimental Auto Assembly, United Auto Workers/U.S. Dept of Labor.

Commercial Driver’s License (expired), State of Michigan, Class A with P endorsement.

**PROFESSIONAL AFFILIATIONS**

Academy of Management (AOM)

Social Issues in Management

Critical Studies

Research Methods

**COMMUNITY SERVICE**

Trustee, Executive Board, UAW Local 653, Pontiac, MI. July 2020 – present.

**MOOC COURSES (MASSIVE, OPEN, ONLINE COURSES)**

**AS LOCAL STUDY GROUP FACILITATOR AT LOCAL LIBRARY IN ULAANBAATAR, MONGOLIA**

September, 2014. Principles of Written English I course by Maggie Sokolik at the University of California, Berkeley. EdX. Approximately 130 participants.

April, 2014. Shaping the Way We Teach English, 1: The Landscape of English Language Teaching. Taught by professors from University of Oregon and the US State Department. Coursera. Approximately 30 participants.

March, 2014. Principles of Written English II course by Maggie Sokolik at the University of California, Berkeley. EdX. 94 participants.

April, 2013. Introduction to Business Strategy course by Michael Lenox at University of Virginia. Coursera. 32 participants. [Second time facilitating this course].

May, 2013. Crafting and Effective Writer: Tools of the Trade, course taught by professors from Mt. San Jacinto College. 137 participants. Coursera.

April, 2013. Introduction to Business Strategy course by Michael Lenox at University of Virginia. Coursera. 63 participants.

**MOOC COURSES (MASSIVE, OPEN, ONLINE COURSES)**

**AS STUDENT (DOES NOT INCLUDE COURSES LISTED ABOVE)**

December, 2020. Forensic Accounting and Fraud Examination. Verified Coursera Completion Certificate.

October, 2015. Learning SQL. CodeAcademy.

October, 2015. Programming for Everybody (Getting Started with Python). Taught by Charles Severance of the University of Michigan. Coursera Verified Certificate of Completion.

December, 2015. Python Data Structures. Taught by Charles Severance of the University of Michigan. Coursera Verified Certificate of Completion.

April 2014 – May 2020. Completed the 10 courses for the Data Science specialization certificate with Professors Roger Peng, Jeff Leek, and Brian Caffo at the department of Biostatistics at Johns Hopkins Data University. Coursera.

* Data Science Capstone, verified Course Completion certificate, May 2020.
* Developing Data Products, “Verified Certificate with Distinction”, August, 2014.
* Machine Learning, “Verified Certificate with Distinction”, July 2014.
* Regression Models, “Verified Certificate with Distinction”, July 2014.
* Statistical Inference, “Verified Certificate with Distinction”, May 2014.
* Reproducible Research, “Verified Certificate with Distinction”, May 2014.
* Exploratory Data Analysis, “Verified Certificate with Distinction”, May 2014.
* Getting and Cleaning Data, “Verified Certificate”, April 2014.
* R Programming, “Verified Certificate with Distinction”, April 2014.
* Data Scientist’s Toolbox, “Verified Certificate with Distinction”, April 2014

July, 2014. Python. CodeAcademy.

July, 2014. HTML & CSS. Codeacademy.

April, 2014. New Models of Business in Society. Taught by Edward Freeman at the University of Virginia. Coursera Statement of Accomplishment.

October, 2013. Computing for Data Analysis course by Roger Peng at Johns Hopkins Bloomberg School of Public Health. Coursera Statement of Accomplishment, with Distinction.

March, 2013. Introduction to Database course by Jennifer Widom at Stanford University. Statement of Accomplishment from Professor Widom.

Rev. January 20, 2023