

Date: April 24, 2014

Name: Joy M. Pahl

Date of Birth: April 2, 1963

Date of Appointment to St. Norbert College Faculty: Fall 1998

Current Rank and Date Received: Assistant Professor, Fall 1998

Tenure Date: February 9, 2001

Educational Background (include other postgraduate study)

- 1995 Ph.D. in International Business and Strategic Management
 The University of South Carolina, Columbia, South Carolina
- 1988 M.B.A. Minnesota State University-Mankato, Mankato, Minnesota.
- 1984 Bachelor of Science in Business, Summa Cum Laude, Minnesota State University-Mankato.

Teaching Experience (schools and dates of appointments)

- 1998-present Assistant Professor of Business Administration, St. Norbert College
- 1994-1998 Assistant Professor of Management, The University of Wisconsin-La Crosse
- 1993-1994 Teaching Assistant, Department of International Business, University of South Carolina.

Other Employment (including dates)

- May 2000-present Director of the International Business Language and Area Studies, St. Norbert College
- 1991-1994 Research Assistant, Professor Kendall Roth, Department of International Business, University of South Carolina.
- 1989-1991 Research Assistant, Professor Brian Toyne and Professor Saeed Samiee, Department of International Business, University of South Carolina.
- 1985-1989 Corporate Trust Officer, First Trust Company, First Bank System (now USBank), Minneapolis, MN.
- 1984-1985 Management Trainee, First Trust Company, First Bank System, St. Paul, MN.

Publications (all refereed using a double-blind review process)

Agarwal, R., Grassl, W., & Pahl, J. (2012). Meta-SWOT: Introducing a New Strategic Planning Tool. Journal of Business Strategy, Volume 33, Issue 2, 12-21.

Pahl, J., Chung, E., Jenkel, I., & McKay, R. (2007). The College of St. Germain Global Conference in Business and Economics, Part A and B. The CASE Journal, Volume 4, Issue 1.

Pahl, J. (1999). Conflict management styles and conflict in the multinational corporation headquarters-subsidiary relationship. Journal of Business and Behavioral Sciences, Volume 6, Number 2, 157-168.

Pahl, J. M. (1998). Organizational diversity and the ethics of care. Journal of Business and Behavioral Sciences, Volume 4, Number 2, 95-106.

Reis, D., Pahl, J., & Kuffel, T. (January, 1997). Competing on quality: The role of strategic management in TQM. The Quality Observer, 6 (1), 10-13 and 24.

Pahl, J. M., & Roth, K. (1993). Managing the headquarters-foreign subsidiary relationship: The roles of strategy, conflict, and integration. The International Journal of Conflict Management, 4 (2), 139-165.

Publications (invited papers)

Pahl, J. (2007). "Why Simulate When You Can Create?" The Oyster: World Business News & Views. Spring 2007, Volume 3, No. 1.

Pahl, J.M. (2002). Engagement, Expectations, and Enthusiasm. The Beacon, St. Norbert College, December, 2002.

Pahl, J.M. (2001). Delightful Dynamics of Discipline Collaborations. The Beacon, St. Norbert College.

Published Proceedings

Chung, E., Pahl, J.M., & Chung, N. (2014). "Lessons In Mergers & Acquisitions From Charlemagne." Conference Proceedings of the 2014 Annual Meeting of the Northeast Decision Sciences Institute, in Philadelphia, PA .

Pahl, J.M. (2013). "Wolf Ridge Nail & Wire: A Case Study." Conference Proceedings of the 2013 Annual Meeting of the Northeast Decision Sciences Institute, New York, NY.

Agarwal, R., Grassl, W., & Pahl, J. (2011). "Beyond SWOT: Introducing a New Strategic Planning Tool." Conference Proceedings of the 2011 MBAA Conference, Chicago, Illinois.

Grassl, W., & Pahl, J. (2010). "Resuscitating SWOT Analysis: A Heuristic Tool for Strategic Decision Making." Conference Proceedings of the 2010 North American Management Society Conference, Chicago, Illinois.

Pahl, J. (2004). "Discoveries International, Inc.: Experiential Learning and Service Learning." Conference Proceedings of the 2004 Association for Global Business Conference, Cancun, Mexico.

Spielbauer, A., & Pahl, J. (2001). “ ‘Cooperation Inflation’: How Cooperative Learning Contributes to Grade Inflation.” Conference Proceedings of the 2001 Institute for Behavioral and Applied Management Conference, Charleston, South Carolina.

Professional Presentations (all referred using a double-blind review process)

Chung, E., Pahl, J.M., & Chung, N. (2014). “Lessons In Mergers & Acquisitions From Charlemagne.” Presented at the 2014 Annual Meeting of the Northeast Decision Sciences Institute, in Philadelphia, PA, March 27-29, 2014 .

Pahl, J.M. (2013). “Wolf Ridge Nail & Wire: A Case Study.” Presented at the 2013 Annual Meeting of the Northeast Decision Sciences Institute, in New York, NY, April 5-7, 2013 .

Pahl, J. (2012). “The Sustainability Imperative for Catholic Colleges and Universities.” Presented at the Renewing Mission and Identity in Catholic Business Education Conference, at the University of Dayton, Dayton, OH, June 18-20, 2012.

Agarwal, R., Bursik, P., Grassl, W. & Pahl, J. (2012). “MetaSWOT: A Strategic Planning Tool for Sports Teams.” Presented at: A Mirror of Our Culture: Sport and Society in America Conference, De Pere, WI, May 22-24, 2012.

Agarwal, R., Grassl, W., & Pahl, J.M. (2011). “Beyond SWOT: Introducing a New Strategic Planning Tool.” Presented at the 2011 MBAA Conference, Chicago, Illinois, March 24, 2011.

Grassl, W., & Pahl, J. (2010). “Resuscitating SWOT Analysis: A Heuristic Tool for Strategic Decision Making.” Presented at the 2010 North American Management Society – MBAA Conference, Chicago, Illinois. 2010 *Distinguished Paper Award in Management* received.

Chung, E., Ngo, P., & Pahl, J. (2008). “The company one keeps—an exploration of social ties' impact on felt ethnicity.” Presented at the 78th Annual Meeting of the Eastern Sociological Society, New York, NY, February 21-24, 2008.

Whalen, K., Pahl, J., Jenkel, I.(2006). “Brad Pitt and Peyton Manning: Is Generation Y “buying” what they are selling?” Presented at the Atlantic Marketing Association Conference, Charleston, SC.

Chung, E., Jenkel, I., McKay, R., and Pahl, J. (2005). “Differentiating an Academic Conference: The College of St. Germain.” Presented at the 2005 Society for Marketing Advance Conference, San Antonio, TX.

Pahl, J. (2004). “Discoveries International, Inc.: Experiential Learning and Service Learning.” Presented at the 2004 Association for Global Business Conference, Cancun, Mexico, November 17-21, 2004. Session’s *Best Paper Award* received.

Spielbauer, A., & Pahl, J. (2001). “ ‘Cooperation Inflation’: How Cooperative Learning Contributes to Grade Inflation.” Presented at the 2001 Institute for Behavioral and Applied Management Conference, Charleston, South Carolina, November 7-10, 2001.

Pahl, J.M., & Spielbauer, A. (2000). "Accounting for the intangible: Ideas for teaching undergraduates." Presented at the American Society of Business and Behavioral Sciences 7th Annual Meeting, February 19, 2000.

Pahl, J.M., & Bast, K. (1999). "Could IT be the Solution to Creating a 'Learning Organization?' **Changing the Corporate Culture is the Key—and IT may be Holding it.**" Presented at the **1999 Midwest Business Administration Association Meeting, March 19, 1999.**

Pahl, J.M., & Bast, K. (1998). "Increasing the role of information systems in corporate strategy: A possible source of competitive advantage?" Presented at the 1998 Midwest Business Administration Association Meeting, March 25, 1998.

Bast, K., Bandyonpadhyay, K., & Pahl, J.M. (1998). "Developing a proactive plan for business continuity in the Year 2000." Presented at the 1998 Midwest Business Administration Association Meeting, March 27, 1998.

Pahl, J. M. (1998). "Conflict management styles, conflict, and commitment in the multinational corporation headquarters-foreign subsidiary relationship." Presented at the American Society of Business and Behavioral Sciences 5th Annual Meeting, February 25, 1998.

Pahl, J. M. (1998). "Organizational diversity and the ethics of care." Presented at the American Society of Business and Behavioral Sciences 5th Annual Meeting, February 23, 1998.

Betton, J. and Pahl, J. (1997). "The learning organization: The new theology of management?" Presented at the Fourth Annual International Conference of Advances in Management in Toronto, Ontario, July 9-12, 1997.

Reis, D., & Pahl, J. (1996). "Learning how to compete on quality." Presented at the INFORMS national annual meeting in Washington, D.C., May 4-6, 1996.

Pahl, J. M. (1992). "Applying organization conflict theories to multinational organizational conflict: Is this appropriate?" Presented at the Academy of Management Annual Meeting, August 1992.

Work in Progress

Pahl, J.M. "Cellcom: A David and Goliath Story" (a case study).

Houdek, A., & Pahl, J. M. "Fox Converting, Inc.: The Internationalization Decision" (a case study).

Pahl, J. "Discoveries International, Inc.: Experiential Learning and Service Learning."

Grant History (including unfunded proposals)

Airens Foundation Grant for the support of the International Visiting Scholars Program: \$5,000 per year for 3 years, beginning in 2009. Initial contact and request, followed by a joint visit to Airens Corporation, Brillion, WI.

SNC Faculty Development Fund Grant 2004-2005, to present the paper, “Brad Pitt and Peyton Manning: Is generation Y “Buying” what they are Selling?” Presented at the Atlantic Marketing Association Conference, Charleston, SC: \$500.00

SNC Faculty Development Fund Grant 2004-2005, to present the paper, “Discoveries International, Inc.: Experiential Learning and Service Learning.” Presented at the 2004 Association for Global Business Conference, Cancun, Mexico, November 17-21, 2004: \$500.00

SNC Faculty Development Fund Grant 2000-2001, to present the paper, “ ‘Cooperation Inflation’: How Cooperative Learning Contributes to Grade Inflation.” To be presented at the 2001 Institute for Behavioral and Applied Management Conference, Charleston, South Carolina, November 7-10, 2001: \$500.00

SNC Faculty Development Fund Grant 1999-2000, to present the paper, “Accounting for the Intangible: Ideas for Teaching Undergraduates,” at the 7th Annual Meeting of the American Society of Business and Behavioral Sciences, Las Vegas, NV, February 17-21, 2000: \$500.00

UW-L Research Grant, Faculty Senate Research & Grants Fund: Unfunded due to grant guideline restrictions

CIBER Grant (Center for International Business, Education, and Research), The University of South Carolina CIBER Center: Funding for study data collection expenses.

Committee Service at St. Norbert College (with years)

St. Norbert College **Associate Dean Search Committee**
2014

St. Norbert College **Director of Financial Aid Search Committee**
2014

St. Norbert College **First Year Common Course Task Force**
2013 – 2014

St. Norbert College **Study Abroad Coordinator Search Committee**
2013 – 2014

St. Norbert College **Hiring with Mission in Mind Task Force**
2013

St. Norbert College **Management Search Committees**
2011 – 2014 (Chair, 2012)

St. Norbert College **Personnel Committee**
2010 - 2012

St. Norbert College **MBA Planning Committee**
2011 - 2014

St. Norbert College **Writing Team for Criterion 1: Mission & Integrity-Accreditation Self-Study**
2010

St. Norbert College **Search Committee for the Computer Science discipline**
2009-2010

St. Norbert College **Communio Revision Working Group**
2009, Summer

St. Norbert College (with UWGB) **International Visiting Scholars Board**
2008 and ongoing

St. Norbert College **Search Committee for the Psychology discipline**
2008, Spring

St. Norbert College **Communio—Member of the course development team and instructor**
2007 and 2008

St. Norbert College **International Education Committee**
1999 and ongoing

St. Norbert College **Search Committee for the Vice President of Student Life**
2006, Fall

St. Norbert College **Curriculum and Education Policy Committee**
2004 - 2006

St. Norbert College **Academic Awards Dinner**
2005 and 2006 (Co-Chair)

St. Norbert College **Student Conference in Business and Economics**
2003-2005 (Co-Chair)

St. Norbert College **Presidential Strategic Planning Task Force**
2003-2004 (Co-Chair)

St. Norbert College **Admissions Committee**
2002 – 2004

St. Norbert College **Student Conference in Business and Economics**
Co-Chair 2003-2004

St. Norbert College **Speakers Committee**
2001-2003 (Committee Chair in 2003)

St. Norbert College **Search Committees for a new Business Administration Faculty Members**
Summer 2000 and ongoing (Committee Chair for 2-year Management faculty member)

St. Norbert College **MBA Exploratory Committee**
2000-2001

St. Norbert College **Search Committee for the new Assistant Director of Leadership Development**

Summer 2000

St. Norbert College **Faculty Secretary**
1999-2000

St. Norbert College **Faculty Advisory Council Secretary**
1999-2000

St. Norbert College **Harassment Resource Committee**
1999-2000 and 2000-2001

St. Norbert College **Academic Honor Court**
1999-2000 and 2000-2001

St. Norbert College **Annual International Business & Economics Conference Committee**
1998-2003
1998-1999 Chair

St. Norbert College **Search Committee for the new Director of the Survey Center**
Fall 1999

St. Norbert College **Division of Social Sciences Advisory Committee**
1999-2001 and 2004-2006

St. Norbert College **“Who’s Who Among College Students” Committee**
1998-1999

St. Norbert College **Nubbie Awards Committee**
1999

St. Norbert College **Marketing Advisory Board for the Outdoor Leadership Center**
1999-2000

Memberships in Professional Associations

Academy of Management
Academy of International Business
Association for Global Business
Institute of Behavioral and Applied Management
Midwest Business Administration Association
American Society of Business and Behavioral Sciences
Sigma Beta Delta, National Honor Society in Business, Management, and Administration

Other Service to the College (administrative, advisor to student organization, etc.)

Discoveries International advisor, 2000 – current
Advisor for The Untouchables, SNC social organization, 2005 – current
FYE Faculty Mentor, 2010
SNC Heritage Tour (Germany, Belgium, France), 2008
Served as Advisor to Ashleigh Smith, a McNair Scholarship Research Fellow (2008)

Authored the Citation for Patricia Brash McKeithan, as recipient of an Honorary Degree, 2008
Served as New Faculty Mentor for Yi-Lan Niu, Jason Senjem, and Matthew Stollak
Winter Wonderland Week, Volunteer for Scholarship Auction
Served as Advisor and Mentor for visiting scholar from the Philippines, Dr. Ben-Paul Guitierrez
Provided article input and photo op for St. Norbert Magazine article on IBLAS (Spring 2003)
Charter member of the SNC Chapter of the Phi Beta Delta Honor Society for International Scholars
President of the St. Norbert College Chapter of the Sigma Beta Delta Honor Society (1999-2003)
Guest speaker to high school international business students at two area high schools (several times)
Member of the SNC Child Center Parent Advisory Council—1999 – 2003
Attended Assessment Workshop, January 11, 2000
Administered the Business Assessment Examination to my BA 485 and BA 469 students
Authored and read the Citation for Donald Long, as recipient of an Honorary Degree, 2000 Commencement
Served as a judge for the 5th and 6th Annual Student Conference in Business and Economics
Served as Student Organizer at the 1999 Commencement Ceremony
Serve as an adhoc advisor for Discoveries International

Professional Service:

Pahl, J. (2008). "Case Studies, Simulations, and Student Organizations as Integrative Learning Vehicles." Presented at the UW-System Faculty Development Conference, University of Wisconsin-Green Bay, on January 17, 2008.

Attended and participated in the *Business Education at Catholic Universities Conference* at Notre Dame University, May 2008.

Paper Discussant, *The Atlantic Marketing Association* annual meeting, November, 2006.

Attended and participated in the WWHEL (Wisconsin Women in Higher Education Leadership) Annual Conference, held at St. Norbert College, October 17 – 19, 2003.

Session Discussant on "Leadership" at the 2001 Institute for Behavioral and Applied Management Conference, Charleston, South Carolina, November 7-10, 2001.

Session Moderator at the 1st, 2nd, and 3rd Annual International Business & Economics Conferences, St. Norbert College, 1998, 1999, and 2000.

Pahl, J.M. (April 26, 1999). "Major in International Business: Authorization to Implement a New Academic Program—An Outside Review." Responded to a request from Dr. Rex Fuller, Dean of the College of Business at the University of Wisconsin-La Crosse, to serve as an outside reviewer for UW-L's proposed international business major. Each new academic program must be reviewed by two qualified "outside" judges. This report was forwarded by Dean Fuller to UW System in Madison for their decision.

Session Chair, *American Society of Business and Behavioral Sciences* annual meeting, 1998.

Reviewer for:

Northeast Decision Sciences Institute (NEDSI) annual conference

The Journal of Business and Behavioral Sciences

Management Decision journal

North American Case Research Association (NACRA) annual meeting

Institute for Behavioral and Applied Management (IBAM) annual conference

The Association for Global Business annual meeting

The Institute of Behavioral and Applied Management annual meeting

The Atlantic Marketing Association annual meeting

The American Society of Business and Behavioral Sciences annual meeting

The 1998 International Association for Conflict Management (IACM) annual meeting

1996 Academy of Management National Meeting: International Management Division.

1995 International Association for Conflict Management Conference

Business and the Contemporary World Journal (now *Global Business*), November, 1994

Professional Activities in the Local Community (with years)

Keynote Speaker for St. Norbert College “Herstory,” March 13, 2013.

Pahl, J.M. (2012, June). Business Planning Consultant for ‘Nsight (Cellcom). A business plan was prepared and delivered to Cellcom.

Keynote Speaker for St. Norbert College’s Last Lecture Series, “Just Do It,” October 12, 2011.

Keynote Speaker for St. Norbert College’s Women’s Enrichment Series, “Plugging into our Global Economy,” October 28, 2010.

Keynote Speaker at National Honor Society Induction Ceremony, Pulaski High School, November 11, 2008

Guest Speaker at Southwest High School, Green Bay, January 4, 2008.

Pahl, J.M. (2003-2006). Advisory Board member of the International Business Academy of the Green Bay Schools (Southwest High School houses this Academy for the Green Bay School District). Two half-day meetings per semester plus ongoing consulting.

Judge for Wisconsin Academic Decathlon, January 11, 2008 and January 8 and 12, 2007

Pahl, J.M. (2005). Guest lecturer for the Green Bay Retired Men’s Group, March 1, 2005.

Pahl, J.M. (2002). Strategic Planning Facilitator and Reporter for OPASTCO, the Organization for the Promotion and Advancement of Small Telecommunication Organizations—a national trade organization, November 6 – 8, 2002. This strategic planning session was hosted by Rob and Ray Riordan (Cellcom and ‘Nsight) at St. Norbert College. A Strategic Planning Report was prepared and delivered to OPASTCO within a week of the meeting’s completion.

Consulted with the managing partners of Hamilton North & Co.—David W. Cook and Gregory L. Graf—regarding mergers and acquisitions, global sourcing, and leveraged buyouts, Spring 2003.

Attended, participated in, and took students to the *International Trade Conference*, KI Convention Center, Green Bay, Wisconsin (2003, 2004, 2005, 2006, 2007)

Advised Tim Majewski, Preble High School, regarding International Business education, Fall 2002.

Pahl, J.M. (2000). “Europe’s Role in the New Economy and What it Means for Business.” Evening Workshop keynote speaker at the meeting for the National Association of Purchasing Managers-Wisconsin Chapter, on March 14, 2000.

Pahl, J.M. (2000). “The Lexus and the Olive Tree: Understanding Globalization.” Afternoon Workshop keynote speaker at the meeting for the National Association of Purchasing Managers-Wisconsin Chapter, on March 14, 2000.

Pahl, J.M. (2000). “Everything was Different, Before it Changed: Meeting Opportunity at the Intersection of Change.” Luncheon keynote speaker at the Green Bay Chamber of Commerce/Bellin Health Lunch ‘N Learn session, February 16, 2000.

Pahl, J.M. (1999). “The global economy: Much more than just a popular phrase.” Keynote speaker at the meeting for the National Association of Purchasing Managers-Wisconsin Chapter, on February 9, 1999.

Interviewed by Eric A. Johnson, *Marketplace Magazine*, for an article on organizational structures (“To pyramid, or not to”) which appeared in the March 30, 1999, issue.

Interviewed by Arlene Douglas and Mike Dauplaise for a series of articles on “Organizational Change” which was published in the August 2000 of *Bay Business Journal*.

Responded to a request from Ruth Frieburger to offer a Management Continuing Education class on “Managing Change.”

Submitted a “Management Training Proposal for AAL (Aid Association for Lutherans).”

Responded to a request from AAL (Aid Association for Lutherans) in Appleton, WI, for a possible series of employee performance measurement and appraisal training sessions. The opportunity was presented to me through Ruth Frieburger. Ruth and I attended two meetings with representatives at AAL in January 1999.

Consultant and Student Group Advisor for strategic planning projects involving three small businesses: Camp Winnebago, RTG Corporation, and Posi-Ts, Spring 1996.

Strategic Planning Consultant for Dura-Tech Screen Printing, Inc., Fall 1995.

Sabbatical Leaves and Leaves of Absence (Projects and Dates)

None

Participation in the Intellectual Life of the College

(workshops, discussion groups, colloquia, speakers programs, fine arts programs)

Coached Discoveries International team in hosting the first “Discoveries International Benefit Gala,” April 27, 2013.

Panelist for “OMG! I’m a Senior!” (2010, 2011, and 2012).

Participated in charity auction for SNC scholarship fund, March, 2007.

Junior Knights and Days, 2004, 2005, and 2006 Classroom Presentations, “The Goldmine of Strategic Management.”

Invited instructor for Foreign Exchange Student recruitment events, January 19, 2007 and February 4, 2006

Invited Guest Speaker at Park View Middle School, Ashwaubenon, June 1, 2006.

Keynote Speaker for the Honors Banquet at Zion Lutheran School, May 31, 2006.

Invited instructor for Chicago recruitment event (December 2, 2005)

Summer Orientation speaker for incoming freshmen, “What Professors Expect,” Summer 2004.

Keynote Speaker at the *2003 St. Norbert College Freshmen Invocation*, August 22, 2003.

“Food for Thought” presenter on March 25, 2003: “Motivating Students: What Works?”

Panelist for the Student Life event: *When a Kiss is not just a Kiss*, February 20, 2003.

Joined Kevin Quinn, David Poister, and Kathryn Muhs in leading the Faculty Development Book Discussion on *Lucky Jim*, by Kingley Amis, on January 24, 2003.

Invited to participate in a round table discussion with the SNC Cabinet of the Strategic Funding Initiative, Spring 2002.

Attended the Benjamin R. Barber presentation and discussion, *Jihad vs. McWorld*, September, 12, 2002.

Participated in the SNC Faculty Book Discussion, Fall 2000, on the book, *Real Boys*.

Conference presenter for the 14th Annual Faculty Development Conference, January 19, 2001, on Creative Teaching Outside the Classroom.

Attended and served as a session moderator at the 1st, 2nd, 3rd, 4th, and 5th Annual International Business and Economics Conferences held at St. Norbert College in 1998, 1999, 2000, 2001, and 2002.

Attended and served as judge for the Annual Student Conference in Economics & Business, April 1999, 2000, 2001, and 2002.

Participated in and helped plan the Chapter Installation and the 1st Annual Induction of Members of the SNC Chapter of the Sigma Beta Delta International Honor Society in Business, Management and Administration

Participated in the Peace and Justice Center’s planning meeting, August 29, 1999.

Participated in the SNC Faculty Book Discussion, Spring 2000, on the book, *Reviving Ophelia*.

Served as a discussion leader for the SNC Faculty Book Discussion, Fall 1999, on the book, *Emotional Intelligence*.

Attended the Elie Wiesel speech and convocation, September 21, 1999.

Participated in a meeting with a visiting scholar from the University of Northern Illinois and several other SNC faculty members regarding a paper by Kevin Quinn, Paul Bursik, and Kimberly Guay.

Attended the “Y2K: Are You Ready?” IT Symposium on April 12, 1999.

Courses Taught on Regular Basis

BUAD 468/469 Senior Seminars in International Business and Language Area Studies
BUAD 485 Seminar in Business Policy and Strategy
BUAD 262 Introduction to IBLAS
BUAD 261 Dimensions of International Business
BUAD 230 Foundations of Management

New Courses Developed

IDIS 145 Communio
BUAD 262 Introduction to IBLAS (Fall 1998)
BUAD 261 Dimensions of International Business (Spring 1999)
BUAD 284 Statistics for Business and Economics (Fall 1998)
BUAD 230 Foundations of Management (Spring 1999, Fall 2009 and 2012)
Business Policy and Strategic Management
International Management (UW-La Crosse-undergraduate)
Seminar in Strategic Management (UW-La Crosse-graduate)

Administrative Activities

IBLAS Director

Other

2005 recipient of the *Order of the Omega Educator of the Year* award.

2002 recipient of the *St. Norbert College Leonard Ledvina Award for Excellence in Teaching*

Nominated as “Educator of the Year” as part of the Nubbie Awards, 2011, 2009, 2008, 2005, 2004, 2002, 2001, 2000, and 1999

Served as Advisor during Summer Orientation (1999, 2000, 2001, 2002, 2004, 2007, 2008, 2010)

Attend the Discoveries International Annual and Semi-Annual Meetings

Attended the Academic Awards Dinners

Attended the Celebrating Collegiality Faculty Development receptions

Participated annually in the Convocation for New Students.

Attended numerous SNC student events (i.e., lectures, plays, music performances, athletic events)

Wrote letters of recommendation for many students

Met with many prospective students and their parents

Faithfully attended and participated in College, Division, and Discipline meetings throughout the year.