

# ERICH BLAISE BERGIEL

Department of Management  
Richards College of Business  
University of West Georgia  
Carrollton, GA 30118  
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## EDUCATION

*Doctor of Philosophy in Business Administration (Management)*

**Mississippi State University**, Starkville, MS (2006)

Major: Organizational Behavior

Dissertation Title: Shared Mental Models and Team Performance: Clarifying the Group Process Mediator of Cohesion

*Master of Business Administration*

**California State University**, Bakersfield, CA (2000)

*Bachelor of Science in Marketing*

**Mississippi State University**, Starkville, MS (1995)

## ACADEMIC EXPERIENCE

*Full Professor*, **University of West Georgia**, 2018 – Present.

*Associate Professor*, **University of West Georgia**, 2010 – 2018.

*Assistant Professor*, **University of West Georgia**, 2006 – 2010.

*Instructor*, **Mississippi State University**, 2002 – 2006.

*Research Assistant*, **Mississippi State University**, 2002 – 2006.

## PROFESSIONAL EXPERIENCE

*Deputy Commander, Combat Logistics Regiment - 45, Colonel, United States Marine Corps Reserve*, 2015 – 2017. Part of the command team of an organization with over 3,000 Marines and Sailors supporting numerous CONUS and OCONUS operations and missions.

*Executive Officer, Special Purpose Marine Air-Ground Task Force - 18, Lieutenant Colonel, United States Marine Corps Reserve*, 2017 – 2019. Part of the command team of an organization with over 300 Marines and Sailors deployed to Central America to counter threat networks, provide disaster response and build partner nation capacity.

*Executive Officer, Combat Logistics Regiment - 45, Lieutenant Colonel, United States Marine Corps Reserve*, 2015 – 2017. Part of the command team of an organization with over 3,000 Marines and Sailors supporting numerous CONUS and OCONUS operations and missions.

*Emergency Planning and Liaison Officer (EPLO), Lieutenant Colonel, United States Marine Corps Reserve*, 2011 – 2015. Coordinate the Marine Corps Response to Defense Support of Civil Authorities.

*Socio-Economic Development Officer, Major, United States Marine Corps Reserve*, 2010 – 2011. Furthered development throughout Helmand Province, Afghanistan, by coordinating efforts of numerous relief, recovery and diplomatic agencies to enhance economic value chains. Was the Project Manager on three critical infrastructure projects that totaled more than 5 million dollars. Also assisted in establishing business associations and establishing linkages between Afghan business as well as potential international investors and donors.

*Combat Engineer Officer, Captain, United States Marine Corps*, 1995 – 2002. Supervised units that ranged in size from 30 personnel to 120. Responsible for the training and accountability of these personnel as well as the multi-million dollar equipment allowance associated with these units. Held various staff officer billets where responsibilities included the planning for potential deployments of units with over 1,000 personnel.

## PUBLICATIONS

Nguyen, Vinh; Taylor, Steven & Bergiel, Erich B. (2017). Organizational Antecedents of Job Embeddedness. *Management Research News*, 40(11), 1216-1235

Bergiel, Erich B., Gainey, Thomas W., & Bergiel, Blaise B. (2015). Understanding the Relationship Between Mental Models, Conflict and Conflict Asymmetry. *Team Performance Management: An International Journal*, 21(7/8), 320-338.

Marrett, Kent, Pearons, Allison W., Pearson, Rodney A., & Bergiel, Erich B., (2015). Using Mobile Devices in a High Risk Context: The Role of Risk and Trust in an Exploratory Study in Afghanistan. *Technology in Society*, 41, 54-64.

Bergiel, Blaise, Bergiel Bridget, & Bergiel, Erich (2014). Are you listening to the people that count? *Competition Forum*, 12(2), 29-33

Pearson, Allison W., Bergiel Erich B., & Barnett Tim (2014). Expanding the Study of Organizational Behavior in Family Business: Adapting Team Theory to Explore Family Firms. *European Journal of Work & Organizational Psychology*, 23(5), 657-664.

Gilson, Lucy J., Maynard, Travis M., & Bergiel, Erich B. (2014). Working in Virtual Teams: An Experiential Activity. *Small Group Research*, 44(4), 412-427.

Bergiel, Erich B., Bergiel, Blaise J., & Upson, John W. (2012). Revisiting Hofstede's Cultural Dimensions: Examining the Cultural Convergence of the United States and Japan. *American Journal of Management*, 12(1), 69-79.

Chua, Jess H., Chrisman, James .J. & Bergiel, Erich B. (2009). An Agency Theoretic Analysis of the Professionalized Family Firm. *Entrepreneurship Theory and Practice*, 33, 355-372.

Bergiel, Erich B., Nguyen, Vinh Q., Clenney, Beth F., & Taylor, Stephen G. (2009). Human Resource Practices, Job Embeddedness, and Intention to Quit. *Management Research News*, 32(3), 205-219.

Gustner, Dennis C., Schmidt, Mark B., & Bergiel, Erich B. (2009). Distributed Clusters and the Effects of Switch Configuration and Line Speed. *Business Research Yearbook*, 16, 139-144.

- Bergiel, Erich B., Clenney, Beth F., & Yoder, Duane (2009). The Influence of Computer Self-Efficacy on Socio-Emotional Processes and Virtual Team Performance. *International Journal of the Academic Business World*, Fall, 21-28.
- Bergiel, Erich B., Anderson, Jon R., & Clenney, Beth F. (2008). The Social Exchange of Sales: Enhancing Salesperson Performance. *Journal of Contemporary Business Issues*, 15, 1-10.
- Bergiel, Blaise J., Bergiel, Erich B., & Ballsmeier, Phillip (2008). Nature of Virtual Teams: A Summary of Their Advantages and Disadvantages, *Management Research News*, 32(2), 99-110.
- Bergiel, Blaise J., Bergiel, Erich B., & Ballsmeier, Phillip (2008). Internet Cross Border Crime: A Growing Problem. *Journal of Website Promotion*, 3, No. 3 & 4.
- Bergiel, Erich B., Clenney, Beth F., & Nguyen, Vinh Q. (2007). Is it Really Fair? The Influence of the Groups on Individual Member's Perceptions of Organizational Justice. *Business Research Yearbook: Global Business Perspectives*, 14, 252-258.
- Nguyen, Vinh Q., Bergiel, Blaise J., & Bergiel, Erich B. (2007). A Global Market Entry Strategy: A Model for Vietnam. *Business Research Yearbook: Global Business Perspectives*, 14, 493-499.
- Bergiel, Blaise J., Bergiel, Erich B., & Ballsmeier, Phillip (2007). I Have a Deal for You: Cross Border Crime, *Competition Forum*, 5, 112-118.
- Bergiel, Blaise J., Bergiel, Erich B., & Ballsmeier, Phillip (2006). The Reality of Virtual Teams. *Competition Forum*, 4, 427-432.
- Bergiel, Erich B., & Bergiel, Blaise J. (2006). What are the Benefits, Challenges, and Motivational Issues of Academic Teams? *Business Research Yearbook: Global Business Perspectives*, 13, 262-267.
- Bergiel, Erich B., Taylor, G. Stephen, & Bergiel, Blaise J. (2005). The Socioemotional Linkages Between Cohesion and Perceived Organizational Support, *Business Research Yearbook: Global Business Perspectives*, 12, 382-386.
- Bergiel, Erich B., & Chang, E. C. (2005). The Family Business Transition to Professional Management: An Agency Theory Perspective, *Business Research Yearbook: Global Business Perspectives*, 12, 387-391.
- Bergiel, Erich B., Bergiel, Blaise J., & Viosca, Charles R. Jr. (2004). Multicultural Teams: A Conceptual Model of Effectiveness, *Journal of Contemporary Business Issues*, 12, 90-96.
- Bergiel, Erich B., William, Roe C. & Bergiel, Blaise J. (2004). A Conceptual Model of Team Cohesion, *Business Research Yearbook: Global Business Perspectives*, 11, 379-383.
- Bergiel, Erich B., & Bergiel, Blaise J. (2003). Family Business Succession: A Radically Different View, *Business Research Yearbook: Global Business Perspectives*, 10, 360-364.

Bergiel, Blaise J., Bergiel, Erich B., & Bednarz, Michelle R. (2002). Target Market + Business Environment = Marketing Target, *The Journal of Global Competitiveness*, 10, 181-189.

Bergiel, Blaise J., & Bergiel, Erich B. (2000). Marketing Strategy: Looking at a Neglected Environment, *National Business and Economics Society Journal*, 1, 202-208.

Bergiel, Blaise J., & Bergiel, Erich B. (2000). Global Marketing Strategies: Improve, Adapt and Overcome, *Business Research Yearbook: Global Business Perspectives*, 7, 305-309.

Bergiel, Blaise J., & Bergiel, Erich B. (1999). Country-of-Origin as a Surrogate Indicator: Implications/Strategies, *The Journal of Global Competitiveness*, 7, 187-195.

## PROCEEDINGS AND PRESENTATIONS

Bergiel, Erich B., Prince, Brad, & White, Samantha (2019). Looking for Your Next Employee or Job? Swipe Right. Proceedings for the Academy of Business Research, Spring Conference (International), New Orleans, LA.

Bergiel, Erich B., Gainey, Tom, W., & Bergiel, Blaise J. (2019) Defining and Clarifying the Impact of Toxic Masculinity on the Organizational Environment. Proceedings for the Academy of Business Research, Spring Conference (International), New Orleans, LA

Kellehr, Kristopher K., Bergiel, Erich B., Gainey, Tom W., & Bergiel, Blaise (2017) The Mediating Effects of Conflict and Conflict Asymmetry on Shared Mental Models and Performance Outcomes. Proceedings for the Academy of Business Research, Fall Conference (International), San Antonio, TX. **(Best Paper Award)**.

Gainey, Tom W., Bergiel, Erich B., & Reaves, Philip J. (2017) Meeting Student Demand for On-Line Learning: Examining Long Term Consequences. Proceedings for the Academy of Business Research, Fall Conference (International), San Antonio, TX.

Bergiel, Erich B., & Marabotto, Matias (2014) The Theory and Measurement of Cohesion: Where Are We Now? Paper presented at the International Association of Business and Public Administration Disciplines, Orlando, FL.

Marett, Kent, Pearson, Rodney A., Pearson, Allison W., & Bergiel, Erich B. (2013) Mobile Phone Use Benefits in a High Risk Context: The Role of Risk and Trust in an Exploratory Study in Afghanistan. Paper presented at the Southern Management Association, New Orleans, LA.

Bergiel, Erich B., Bergiel, Blaise J., & Upson, John W. (2012). Revisiting Hofstede's Cultural Dimensions: Examining the Cultural Convergence of the United States and Japan. Paper presented at Southwest Academy of Management, New Orleans, LA.

Bergiel, Erich B., Bergiel, Blaise J., & Sanchez, Marianna. (2012). Building the Modern Silk Road: Observations from Helmand Province, Afghanistan. Paper presented at the International Academy of Business and Public Administration Disciplines (IABPAD), Las Vegas, NV.

Bergiel, Erich B., Dukes, Samantha, & Prince, Brad. (2012). The Impact of Telecommunications on Developing Countries: Opportunities and Challenges Facing Afghanistan. Paper presented at the International Academy of Business and Public Administration Disciplines (IABPAD), Las Vegas, NV.

Bergiel, Erich B., Gainey, Tom W., & Strickland, Brittany (2011). Shared Mental Models and Their Influence on Conflict and Conflict Asymmetry. Paper presented at the Academy of Business Research Conference, Las Vegas, NV.

Bergiel, Erich B., Dukes, Samantha, & Rooks, Jeff (2011). Disconnecting the Taliban: Fighting for Cellular Supremacy in Afghanistan. Paper presented at the Academy of Business Research Conference, Las Vegas, NV.

Upton, John W., & Bergiel, Erich B. (2009). Trust, Behavior, and Firm Performance in Supply Chains. Paper presented at the Southern Academy of Management, Ashville, NC.

Gustner, Dennis C., Schmidt, Mark B., & Bergiel, Erich B. (2009). Distributed Clusters and the Effects of Switch Configuration and Line Speed. Paper presented and published in the proceedings of the International Academy of Business Disciplines Conference, St. Louis, MO.

Anderson, Jonathan R., Bergiel, Erich B., & Upton, Jonathan W. (2009) Advice Seeking and Small Firm Strategy. Paper presented and published in the proceedings of the Academic Business World International Conference, Nashville, TN. **(Best Paper Award; Presentation Excellence Award).**

Obedkova, Anna, Clenney, Beth F., & Bergiel, Erich B. (2008). The Influence of Socio-Emotional Processes on Virtual Teams. Paper submitted to the International Academy of Business Disciplines Conference, San Antonio, TX.

Bergiel, Blaise J., Bergiel, Erich B., Field, J & Inness, Ashley (2008). Crowdsourcing: Business Version of an Open Call. Paper presented and published in the proceeding of The International Academy of Business and Public Administration Disciplines Conference Proceedings, Memphis, TN.

Bergiel, Blaise J., Bergiel, Erich B., & Field J (2008). Sales Teams: A Conceptual Model of Effectiveness. Paper presented at the International Academy of Business Disciplines Conference, Houston, TX.

Bergiel, Erich, B., Anderson, Jon R., Clenney, Beth F., & Yoder, Duane (2008). The Influence of Computer Self-Efficacy on Socio-Emotional Processes and Virtual Team Performance. Paper presented at the International Academy of Business and Public Administration Disciplines Conference, Dallas, TX.

Bergiel, Blaise J., Clenney, Beth F., & Bergiel, Erich B. (2007). E-Teams: A Qualitative Study of Virtual Team Development. Proceedings of the International Academy of Business and Public Administration Disciplines, New Orleans, LA.

Bergiel, Erich B., Bergiel, Blaise J., & Songy, Jada B. (2007). Market Demand and Offshore Trends in the United States Healthcare Industry. Paper presented at the International Academy of Business and Public Administration Disciplines Conference, Dallas, TX.

Bergiel, Erich B., Anderson, Jon R., & Clenney Beth F. (2007). The Social Exchange of Sales: Assessing antecedents of Technical Work Compliance and Customer Service Performance. Paper presented at the Academic Business World International Conference, Nashville, TN.

Bergiel, Erich B., Nguyen, Vinh Q., Taylor, Stephen G., & Clenney Beth F. (2007). Human Resource Practices, Job Embeddedness, and Voluntary Turnover. Paper presented at the Academic Business World International Conference, Nashville, TN.

Bergiel, Blaise J. & Bergiel, Erich B. (2007). Classroom Team Projects: What Marketing can Learn from Management. Paper presented at the Association of Collegiate Marketing Educators Conference, San Diego, CA.

Bergiel, Erich B., Taylor, Stephen G. & Bergiel, Blaise J. (2007). Perceptions of Justice: The Influence of Shared Mental Models on Organizational Justice and Perceived Organizational Support. Paper presented at the Southern Academy of Management Conference, San Diego, CA.

Bergiel, Erich B., & Pearson, Allison (2006). Shared Mental Models and Team Performance: Clarifying the Group Process Mediator of Cohesion. Paper presented at the Southern Academy of Management Conference, Clearwater, FL.

Bergiel, Blaise J., Bergiel, Erich B., & Ballsmeier, Phillip (2006). The Reality of Virtual Teams. Paper presented at the American Society for Competitiveness Conference, Fairfax, VA.

Bergiel, Erich B., & Bergiel, Blaise J. (2006). What are the Benefits, Challenges, and Motivational Issues of Academic Teams? Paper presented at the International Academy of Business Disciplines Conference, San Diego, CA.

Bergiel, Erich B., & Spencer, Barbara (2005). Exploring Dysfunctional Work Teams: Lessons From Family and Marital Systems Theory. International Academy of Business and Public Administration Disciplines Conference, New Orleans LA.

Tabor, Ali, Bergiel, Blaise J., & Bergiel, Erich B. (2005). Do Work Teams Plus Technology Equal Virtual Teams? International Academy of Business and Public Administration Disciplines Conference Proceedings. New Orleans, LA (**Best Paper in Track Award**).

Bergiel, Erich B. (2005). Reevaluating the Group Cohesion Construct: Definition, Dimensionality, and Measurement. Paper presented at the Southern Management Association Conference, Charleston, SC.

Bergiel, Erich B., & Horack, Royce R. (2005). The Influence of Work and Family Roles on Organizational Commitment. Paper presented at the Institute of Behavior and Applied Management Conference, Scottsdale, AZ.

Bergiel, Erich B., Taylor, G. Stephen, & Bergiel, Blaise J. (2005). The Socioemotional Linkages Between Cohesion and Perceived Organizational Support. Paper presented at the International Academy of Business Disciplines Conference, Pittsburgh, PA.

Bergiel, Erich B., & Chang, E. C. (2005). The Family Business Transition to Professional Management: An Agency Theory Perspective. Paper presented at the International Academy of Business Disciplines Conference, Pittsburgh, PA.

Adams, Howard, Bergiel, Erich, & Hardin, LaTonya (2005). Creating Institutional Environments for Minority Graduate Student Success. Presented at the Conference of Southern Graduate Schools, Biloxi, MS.

Tabor, Ali, Bergiel, Blaise J., & Bergiel, Erich B. (2005). Do Work Teams Plus Technology Equal Virtual Teams? Paper presented at the International Academy of Business and Public Administration Conference, New Orleans, LA.

Bergiel, Erich B., Chrisman, James J., & Chua, Jess (2004). Transition to Professional Management: An Agency Theoretic Comparison of Decentralization in Family and Non-Family Firms. Paper presented at the United States Association for Small Business and Entrepreneurship Conference, Dallas, TX.

Bergiel, Erich B., Bergiel, Blaise J., & Viosca, Charles R. Jr. (2004). Multicultural Teams: A Conceptual Model of Effectiveness. Paper presented at Emerging Issues in Business & Technology Conference, Myrtle Beach, SC.

Bergiel, Erich B., William, Roe C., & Bergiel, Blaise J. (2004). A Conceptual Model of Team Cohesion. Paper presented at the International Academy of Business Disciplines Conference, San Antonio, TX.

Bergiel, Erich B., & Bergiel, Blaise J. (2003). Family Business Succession: A Radically Different View. Paper presented at the International Academy of Business Disciplines Conference, Orlando, FL.

Bergiel, Erich (2003). National Household Travel Study. Presented for the Statistical Data Center, Mississippi State University.

## **SUBMISSIONS AND WORK IN PROGRESS**

Gainey, Tom W. & Bergiel, Erich B., Exploring the Impersonal Nature of Recruiting: Becoming an HR Ghostbuster (preparing for submission to the *Academy of Business Research*).

## **RESEARCH GRANTS**

Bergiel, Erich B. and Upson, John (2010-2011). *Student Research Assistant Program*, \$2,100. Received from the student work advisory program for hiring student research assistant.

Bergiel, Erich B. and Prince, Brad (2008-2009). *Robert J. Stone Endowment for Entrepreneurial Studies*, \$2,000.

Clenney, Beth F. and Bergiel, Erich B. (2007-2008). *Student Research Assistant Program*, \$2,100. Received from the student work advisory program for hiring student research assistant.

## PROFESSIONAL ACTIVITIES

Attended Leadership in the Wake of COVID-19: What Enterprise Leaders Will Need to Survive and Prosper in the Years Ahead. Wharton Leadership Conference. (2020)  
Attended AACSB Leadership Development Curriculum Seminar (2015)  
Participant in the Southern Management Association Collaboration Luncheon (2013, The Role of Mentoring in Today's Organization)  
Track Chair for the International Association of Business Disciplines (2006 – 2010, Global Environment and Trends Track)  
Discussant for the Southern Academy of Management (2007, Strategic Management Track).  
Session Chair for the Southwest Academy of Management (2007, Organizational Behavior Track).  
Discussant for the Southwest Academy of Management (2007, Organizational Behavior Track)  
Reviewer for *B>Quest* (2006)  
Reviewer for the *Journal of Contemporary Business Issues* (2005 – Present)  
Reviewer for *Small Group Research* (2005 – Present)  
Discussant for the International Association of Business and Public Disciplines (2005, Management/Organizational Behavior Session)  
Reviewer for United States Association of Small Business and Entrepreneurship (2004, Family Business Track)  
Reviewer for United States Association of Small Business and Entrepreneurship (2003, Family Business Track)  
Session Chair for United States Association of Small Business and Entrepreneurship (2004, Individual Entrepreneurship Division Workshop)  
Session Chair for United States Association of Small Business and Entrepreneurship (2004, International Entrepreneurship Division Workshop)  
Reviewer, International Association of Business Disciplines (2003, Organizational Behavior Track)

## PROFESSIONAL AFFILIATIONS

Editorial Board for *Small Group Research* (2013 – Present)  
Editorial Board for *Journal of Contemporary Business Issues* (2005 – Present)  
Editorial Board for *B>Quest* (2006 – Present)  
Member Academy of Management (2004 – Present)  
Member International Academy of Business & Public Administration Disciplines (2004 – Present)  
Member Emerging Issues in Business & Technology (2004 – Present)  
Member International Academy of Business Disciplines (2003 – Present).  
Member United States Association of Small Business and Entrepreneurship (2003 – Present)  
Member Southern Management Association (2002 – 2012)

## UNIVERSITY SERVICE

Faculty Advisor for the Southwire Business Leadership Program (2019 – Present)  
Search Committee Member for Department of Management Faculty (2019)  
Committee Chair for Department Promotion and Tenure Committee (2017)  
Department representative for UWG Study Abroad Fair (2017)  
Department representative for UWG Preview Day (2017)  
Department representative for UWG Preview Day (2016)  
Department representative for UWG Preview Day (2015)  
Assigned as Title IV Investigator (2014)



Richards College of Business Post Tenure Committee (2013)  
Richards College of Business Promotion and Tenure Committee (2012)  
Department of Management Promotion and Tenure Committee (2012)  
Search Committee Member for Assistant Director of Career Services (2012)  
Faculty Advisor for Sigma Chi Fraternity (2012 – 2013)  
Department Representative for the Undergraduate Programs Committee (2010 – Present)  
Search Committee Member for Campus Center Director (2010)  
Search Committee Member for Assistant Director of Career Services (2009)  
Faculty Advisor for Alpha Kappa Psi Business Fraternity (2008 – 2010)  
Department Representative for Athletic Recruiting (2008 – Present)  
Campus Center Advisory Board (2007 – 2010)  
Department of Management Promotion and Tenure Committee Member (2007)  
Search Committee Chair for New Management Faculty (2007)  
Department of Management Merit Pay Committee Secretary (2007)  
MBA Comprehensive Exam Review Committee (2006)  
Transportation Fee Committee (2006)  
University representative for Carroll County Interview Days for local high schools (2007)  
Department representative for UWG Mardi Gras of Majors (Spring 2006)  
Department representative for UWG Preview Day (November 2006)  
Faculty Advisor to UWG Management Club (2006- 2009)

## **GRADUATE AND UNDERGRADUATE COURSES TAUGHT**

Leadership  
Principles of Management  
Organizational Behavior  
Operations Management  
International Management  
Entrepreneurship and Small Business  
International Business Study Abroad

## **AWARDS AND HONORS**

Beta Gamma Sigma Teacher of the Year (2020)  
Promoted to the rank of Colonel in the United States Marine Corps Reserves (2019)  
Received Meritorious Service Medal for superior leadership and dedication while serving with  
Special Purpose Marine Air-Ground Task Force – 18, Southern Command (2019).  
Graduate of Air War College (2018)  
Graduate of Military Justice Senior Officer Course (2017)  
RCOB Annual Faculty Teaching Award (20016)  
Received Letter of Appreciation for performance at MEFEX while training with the United States  
Marine Corps Reserve (2016)  
Recognized as a UWG EFLEX Instructor (2016)  
Graduate of Joint Maritime Prepositioning Staff Planning Course (2016)  
Graduate of the National Defense University Reserve Component National Security Course  
(2014)  
Graduate of the Marine Corps University Reserve Senior Staff Course (2013)  
Graduate of The DoD Defense Support of Civil Authorities Course (2013)  
Beta Gamma Sigma Teacher of the Year (2013)  
Received Meritorious Service Medal for superior leadership and dedication while serving with II  
Marine Expeditionary Force, Helmand Province, Afghanistan (2011).  
Received Department of Defense Project Management Certification (2010)

Beta Gamma Sigma Teacher of the Year (2009)  
RCOB Annual Faculty Research Award (2009)  
Graduate of the United States Marine Corps Command and Staff College (2009)  
RCOB Annual Faculty Development Award (2008)  
RCOB Annual Faculty Teaching Award (2007)  
New Faculty Consortium Scholarship, Southern Management Association Meeting, Nashville, TN (2007).  
Featured in the Board of Regents University System of Georgia *Georgia View* (2006)  
Doctoral Student Consortium at the Southern Management Association Meeting, San Antonio, TX (2004).  
New Doctoral Student Consortium Scholarship, Academy Management Association Meeting, New Orleans, LA (2004).  
Inducted as a member of Beta Gamma Sigma, Starkville, MS (2002).  
Received Navy Commendation Medal for superior leadership and dedication while serving with 6<sup>th</sup> Engineer Support Battalion, Bakersfield, CA (2002).  
Received Navy Commendation Medal for superior leadership and dedication while serving with 1st Force Service Support Group, Camp Pendleton, CA (1999).

### **ADDITIONAL ACTIVITIES**

Keynote Speaker for Southwire Company, OFFICIUM Inclusive Leadership Seminar (2018)  
Keynote Speaker for Carrollton County Marine Corps League Birthday Ball (2018)  
Keynote Speaker for Carrollton Middle School Veterans Day Ceremony (2018)  
Conducted Team Building Seminar for Greystone Power (2016)  
Presenter at RCOB Brown Bag Luncheon (2015)  
Presenter at “College for a Day” program at the University of West Georgia, Newnan Campus (2015)  
Conducted Team Building Seminar for the Coweta County Clerk of Courts (2015)  
Keynote Speaker for Southern Company Veterans Appreciation Ceremony (2013)  
Committee Member for Tenure Review for Agnes Scott College (2012)  
Speaker for MBA Student Orientation (2011, 2012, 2018)  
Faculty sponsor for student research group for academic symposium (2008, 2010)  
Managerial Consultant for Southwire Company (2009)  
Member of the Carrollton County Aubrey Gilbert Detachment of the Marine Corps League (2008 – Present)  
Attended Board of Regents University System of Georgia Equal Employment Opportunity Training Session (2007)  
Speaker for the Richards College of Business Future Faculty Lunch (2007) Faculty Judge for Mr. and Ms. University of West Georgia (2007)  
President, Graduate Student Association, Mississippi State University (2005-2006).  
Instructor for Ivey Corporation’s Performance Appraisal System (2005).  
Vice-President, Graduate Student Association, Mississippi State University (2004-2005).  
Member of the Southern Ionics’ Corporation Scholarship Selection Committee (2005).  
President, Ph.D Association, Mississippi State University (2003-2004).  
Graduate Representative for the Faculty Development, Awards, & Scholarship Committee (2003-2004).  
Graduate Representative for the College of Business and Industry Building Committee (2003-2005).