

RESUME

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EDUCATION

Doctor of Philosophy in Business Administration, University of Colorado, 1969
Fields: Marketing, Administrative Policy, Personnel Management,
Support areas: Economics and Statistics

Master of Business Administration, 1965 and Bachelor of Business Administration,
Eastern New Mexico University, 1964.

POSITIONS

Professor of Marketing and Logistics, University of North Texas, 1992 - Present

Founding Director Texas Logistics Education and Research Center for Logistics
Education and Research 2000 – 2003

Professor of Marketing and Logistics and Department Chairman, University of North
Texas 1992-2000

Ellis and Susan Mayfield Professor of Business Administration and Professor of
Marketing, The University of Texas at El Paso, 1990 – 1992 and Dean, College
of Business Administration, 1983 -1990

Professor (1977) of Marketing, Associate (1971), and Assistant (1967), and Chairman of
the Department of Marketing 1979 1983 Colorado State University

Visiting Professor, University of Pittsburgh, Semester at Sea Program, Spring 1982

Visiting Associate Professor, Faculty of Administrative Sciences, Department of
Management, Middle East Technical University, Ankara, Turkey and Technical
Assistance Consultant Organization for Economic Cooperation and
Development,
Paris, France, 1974-1975 academic years.

RECENT AWARDS

**2004 President's Special Recognition Award for Outstanding Long Term Service
to UNT**

Fall 2004 Award Faculty Research Development Leave

SELECTED PUBLICATIONS

REFEREED ARTICLES, PUBLISHED PROCEEDINGS, EXTERNAL FUNDED

RESEARCH REPORTS AND TEXTBOOKS:

"Using Cash-To-Cash to Benchmark Service Industry Performance," *Journal of Applied Business Research* Volume 21, Number 2, Spring 2005 Ted Farris, Paul Hutchinson, Ron Hasty

"Aftermarket Support and the Supply Chain: Exemplars and Implications from the Aerospace Industry." *The International Journal of Physical Distribution and Logistics Management* April 2005. Ted Farris, Mike Wittmann, Ron Hasty

"Collaboration, Connective Technology and RFID in the Marketing Value and Supply Chain," Presentation and proceedings publication, March 25, 2005 *Association for Marketing Theory and Practice Annual Meeting*, Ron Hasty, Hanns-Christian L. Hanebeck and Concha Neeley

"Factors Influencing The Adoption And Implementation Of Supply Chain Connective Technology By Retailers And Their Suppliers: A Research Framework View" Presentation and Proceedings CD publication, January 16, 2005 for the *American Collegiate Retailing Association* in 2005 with Concha Neeley

"The Key Retail Operations and Supply Chain Performance Metric: Cash To Cash," With Ted Farris. *7th Etienne THIL Conference Retailing and Commercial Distribution Conference*, La Rochelle, France, presentation and publication, September 23 - 24, 2004. With Ted Farris

"Student Attitudes, Behaviors and Course Structure: Antecedents to Preferences for Web-Based Courses". With Ted Farris and Concha Neeley, under review at *Decision Sciences Journal of Innovative Education*,

Retail Management Basics, 2nd Edition 2004, 456 Pages FountainHead Press, Ron Hasty and Concha Neeley

Retail Management Basics, FountainHead Press, 592 pages 2003. Ron Hasty

"Search Quality in the Financial Services Industry: A contingency Perspective" *Journal of Services Marketing*. Vol. 18 No.5, 2004, With Audesh Paswan, Nancy Spears, Gopala Ganesh

"Connective Technology as A Strategic Weapon" *Proceeding: 2002 Annual Conference of the Council of Logistics Management*. San Francisco. CA September 2002. Published on CD Rom. With Hanns-Christian L. Hanebeck

"Supervising Unethical Sales Force Behavior: Do Men and Women Managers Discipline Men and Women Subordinates Uniformly?" *Journal of Business Ethics* 40: 155-166 2002. with Joe Bellizzi

"The Effects Of Stated Organizational Policy On Inconsistent Disciplinary Action Based On Salesperson Gender And Weight, *Journal Of Personal Selling And Sales Management*, Volume XXI, Number 3. 2001. pp 189-199. With Joseph Bellizzi.

"The Effects of Hiring Decisions on the Level of Discipline Used in Response to Poor Performance" *Management Decision*, pp. 154-158 Volume 38, Number 3, 2000 with Joe

Bellizzi.

"Does Relevant and Successful Work Experience Mitigate Weight and Gender Based Employment Discrimination in Face to Face Industrial Selling" *Journal of Business and Industrial Marketing*, pp. 384-395 Volume 15 Numbers 6&7 | 2000 With Joe Bellizzi

"Direct Response Television Shopping Behavior: The Effects of Perceived Risk and Transaction Costs," *Direct Marketing Educational Foundation Educators Conference*. Toronto Canada October 1999 with Denney E. McCorkle and Jim Reardon Abstracted

"Building Blocks for Developing and Industry Driven Logistic Program," Council of Logistics Management Educators Conference. Toronto, Canada October 1999 with Ted Farris

"A Game Theoretic Approach to International Retailer-Vendor Relations, *The International Journal of Business Disciplines*, Volume 8, Number 2, Winter, 1998. With Jim Reardon

"Territory Assignment Decisions and Supervising Unethical Selling Behavior: The Effects of Obesity and Gender as Moderated by Job Related Factors." *Journal of Personal Selling and Sales Management*. Spring 1998, Volume XIII, Number 2, pp. 35-49. With Joe Bellizzi

"Supervising Unethical Selling Behavior: a Meta-Analysis of the way Men and Women are disciplined." *Proceedings of the American Marketing Association Winter Marketing Educators conference*. pp. 114-115. February 1998. With Joe Bellizzi.

"An Examination of the Antecedents of Retail Salesperson Productivity," Proceedings for *Retailing: End of a Century and a Look to the Future* (Fifth Triennial AMS/ACRA Retailing Conference), Oct. 31st-Nov. 3rd. 1997 with Allen, Charlotte, and James Reardon,

Retail Management, McGraw-Hill, New York, N.Y., Hasty and Reardon, 1997.

Translation: Retail Management, McGraw-Hill Interamericana, Santafe de Bogota. D.C. Colombia. Published November 1998.

"A Cross-Cultural Study of Ethical Perceptions of Whites and Hispanics, *Journal of Marketing Theory and Practice*, winter, 1997, pp. 1-8 with Joe Bellizzi

"A Value Systems and Acculturation: Differences in Hispanics Values, *Journal of Retailing and Consumer Services*, winter, Vol.4, Issue 3, July 1997 pp. 153-158 with Jim Reardon and Barbara McGowen.

"The Effect of Information Technology on Productivity in Retailing," *Journal of Retailing*, Vol. 72,4, (winter), 1996, With Jim Reardon, and Barbara Coe.

"Strategic Difference Between Product and Service Retailers: An Alternative Perspective." *Journal of Marketing Theory and Practice*, Fall 1996, pp. 1-11, Jim Reardon, Joe Miller and Waguespack.

"International Vendor Relations: A Perspective Using Game Theory," *The International*

Journal of Retail and Distribution Management, with James Reardon Volume 24(I), 15-23, 1996.

"*The Effects of Consumer Labor Shifts on Retail Productivity Advances in Marketing*," Proceedings 1996 Southwest Marketing Association with Jim Reardon, Miller, and Waguespack.

"Prisoners Dilemma: Improving Retailer-International Vendor Relations," *Proceedings of the 1994 Academy of Marketing Science/American Collegiate Retailing Association National Retailing Conference*, Richmond, VA. With Jim Reardon

"Ethical Perceptions of Whites and Hispanics toward Questionable Retail Practices," abstracted in *Enhancing Knowledge Development in Marketing* 1994 AMA Educators Proceedings, with Joe Bellizzi.

"Using Cross-National Rates of Diffusion for Segmentation of Countries, in *World Business Trends*. Proceedings of the 1994 International Conference, Academy of Business Administration, London, 1994, with Jim Reardon, and Mehta Srivastava

"Litigation Work for Accountants," The CPA Journal, August 1990, p. 68, with Karl Putnam and D.M. Studler.

"Microcomputer Software Evaluation and Selection Strategies," *Journal of Microcomputer Systems Management*, Spring 1989, pp. 8-19, with Mo Adam Mahmood and Anthony F. Herbst.

"Student Perceptions of Questionable Personal Selling Practices," *Journal of the Academy of Marketing Science*, Spring 1984, pp. 218-226, with Joe Bellizzi.

Retailing, 3rd Edition, Harper & Row, 1983.

"The Effects of Color in Store Design," *Journal of Retailing*, Spring 1983, pp. 21-45, with Ayn Crowley and Joe Bellizzi.

Wood Product Flows and Market Structure in the Rocky Mountain States. USDA Forest Service Resource Bulletin RM-6, September 1983, with D. M. Donnelly

Strategic Planning and Personnel Requirements for the Western Athletic Conference, April 1983, Denver, with Douglas Benton and Lee Schmidt.

"Integrating Ethical Considerations into Marketing Courses: The Professor's Role," *Journal of Marketing Education*, November 1980, pp. 15-22, with Joe Bellizzi and Steve Losser.

"Influence of Demographic Factors on Consumer Purchasing Patterns and Preferences for Ground Beef," *Journal of Consumer Studies and Home Economics*, June 1982, pp. 351-360, with B. W. Berry.

Alternative Action Opportunities for the Food Industry to Better Serve the Households of The Aged and Aging. Final Report. Research Investigator. Funded by USDA and Andrus Foundation, 1979.

"Consumer Benefits of Government Regulation of the Ground Beef Industry," *Journal of Food Distribution Research*, February 1978, pp. 93-95 with B.W. Berry.

Center Pivot National Market Analysis and Dealer End User Retrofit Market, The Toro Company, Bloomington, Minnesota, 1978 with Douglas Benton.

Benefits and Costs of Public Regulation of the Production, Processing and Distribution of Ground Beef. Co-principal investigator. NSF Grant ARP 76-18473 - 1977. Final Report. Marketing, Canfield Press/Harper and Row, Inc., San Francisco, California, 1975, with R. Ted Will, with Study Guide and Instructor's Manual.

Evaluation of Selected Product Markets Associated with the Control, measurement, Movement, or Application of Fluids in Medicine. Teledyne Water Pic, Fort Collins, Colorado, 1974.

Elements of Access to Agriculture Sciences Information. 1974, National Agriculture Library. Research Consultant. Grant #1203016171.

Simulated Product Evaluation: Hands Free Loud Speaking Telephone, ITT Telecommunications, Corinth, Mississippi, 1973 with Tom Cannon.

Market Analysis of the Convenience Food Industry, Shortened Division, Hardee Food Corporation, Denver, Colorado, 1968 with R. Ted Will.

"Attitude Measurement Under Conditions of Multiple Stimuli," *Journal of Marketing*, January 1971, pp. 66-70, with R. Ted Will.

Professional programs and presentations:

5th Annual "TLEF CLER Texas Logistics Open" Scholarship Benefit Golf Tournament, Co-Host September 2003. .

7th Annual Executive Logistics and Supply Chain Forum: Achieving Excellence through Collaboration with Partners. Producer, Master of Ceremonies and Speaker October 2003.

1st Annual NAFTA River of Trade B2B Executive Conference: Ten Years Later: Successes, Challenges and Future Opportunities." Co-Producer. October 2003

"Developing Graduate Programs in Supply Chain Management." Presented at Budapest Technical University to the Faculty of Transportation Management October 2003

"Using Technology to Improve Efficiency in the Supply Chain," Presented at Budapest Technical University to the graduate students at the Faculty of Transportation Management October 2003

"Forecast for Changes in the Supply Chain Through Connective Technologies," Presented to the faculty and students at the School of Management, University of

Applied Sciences, Steyr, Austria. November 2003

6th Annual Executive Logistics Forum: "Supply Chain Management: Innovations, Ideas, Solutions." Producer, Master of Ceremonies and Speaker October 2002.

4th Annual "TLEF CLER Texas Logistics Open" Scholarship Benefit Golf Tournament, Co-Host September 2002

"Connective Technologies as a Strategic Weapon," CLM National Conference, October 12, 2002 San Francisco CA. with Chris Hannebeck

"Connective Technologies: Implementation Study" CLM National Conference, October 12, 2002 San Francisco CA. with Chris Hannebeck

3rd Annual "TLEF CLER Texas Logistics Open" Scholarship Benefit Golf Tournament, Co-Host September 2001.

"Changes leading the trend to the Collaborative Business Model" i2, CGEY and E&Y Transportation/Logistics Executive Forum, April 9, 2002 Irving Texas

"Supply Chain and Logistics Trends That Will Change the Real Estate Industry," Counselors of Real Estate luncheon meeting, February 6, 2002 Dallas Country Club

Alliance Breakfast Series – Speaker. "Global Business Supply Chain Considerations" – October 17, 2001 - Speedway Club, Ft. Worth, TX

NAIOP (National Association of Industrial and Office Properties) Trends Conference – Speaker. "Changes in the Supply Chain that will Impact Commercial Real Estate Values" – September 26, 2001 – Dallas, TX

Sorcity.com Seminar - Speaker. "Accelerate Sourcing While Improving the Supply Chain" – September 20, 2001, Dallas, TX

6th Annual Executive Logistics Forum – Speaker. "Network Optimization: Impact of Changes in the Global Supply Chain" – September, 2001, Dallas, TX.

3rd Annual "TLEF CLER Texas Logistics Open" Scholarship Benefit Golf Tournament, Co-Host September 2001.

5th Annual Executive Logistics Forum: "The Executive View of Conquering Risk and Uncertainty." Producer, Master of Ceremonies and Speaker October 2001.

Luncheon Keynote Speaker, Medtronic Transportation Council, "Benefits of Controlling your Supply Chain" Jacksonville, Florida. June 5, 2001

Plenary Session Speaker: Exel Logistics Forum, "Building the Trust Necessary for Collaborative Logistics." Irving, Texas. May 11, 2001

Luncheon speaker: Alliance Distribution Managers Association, "Planning For The Impact of Supply Changes." March 1, 2001, Alliance Airport, TX

Keynote speaker: North Texas Commission breakfast briefing "Barriers to Supply Chain Growth" - January 11, 2001, DFW Airport, TX

Keynote speaker: Materials Handling Equipment Distributors Association: "How Logistics Trends will Impact the Material Handling Equipment Industry" – December 1, 2000, Dallas, Texas

Dinner speaker: National Defense Transportation Association, "The State of Logistics: Are You Ready For The Future?" – November 30, 2000, Dallas, TX.

Conference Speaker: Excite 2000 "Partnering with Your Local University to Solve a Human Resources Dilemma: A Case Study" – November 15-17, 2000, Philadelphia, PA

Program speaker: NT Council of Logistics Management "2000 Ohio State Career Patterns in Logistics Study" – October 12, 2000, Dallas, TX.

Keynote speaker: International Warehousing Logistics Association one-week course "The Changing Nature of Logistics and Warehousing in the Supply Chain" Arlington, Texas, October 22, 2000 .

Conference Speaker: Department of Defense/National Defense Industrial Association Annual Meeting Texas- "Pay Off Horizons for Streamlining the Supply Chain" - Kansas City, MO. April 10, 2000

Academic Papers and Presentations:

"Examining International Retailer-Vendor Relationships," Presented at the NRF/American Retailing Association Conference, January 1998. New York, N.Y.

"Stereotypical Beliefs and Sales Management Discriminatory Effects of Obesity, Presented at the American Marketing Association Winter Educator=s Conference, St. Petersburg, FL, February 1997. Abstracted in the Proceedings.

"The Effects of Intra-Type Competition on Retail Structure, with James Reardon and Chip Miller. Presented at the 1996 Canadian/European Institute of Retailing and Services Studies, Telfs/Buchen, Austria, June, 1996.

"International Retailer-Vendor Relations: Strategies for Success, with James Reardon. Presented at the 1996 Canadian/European Institute of Retailing and Services Studies, Telfs/Buchen, Austria, June, 1996.

Reardon, James, Chip Miller and Ronald Hasty, "The Effects of Consumer Labor Shifts On Retail Productivity, *Advances in Marketing*, Eds., South-Western College Publishing, Southwest Marketing Association Conference, March 1996.

Strategic Differences Between Product and Service Retailers: An Alternative Perspective, *Transforming Marketing: On-line and Integrating*, Eds. Donald Thompson and Cathy Swift, Atlantic Marketing Association: Madison, WI, 1995. Reardon, James, Ronald Hasty, Chip Miller and Blaise Waguespack (1995)

The Prisoner=s Dilemma: Retailer-International Vendor Relationships, presentation at The Fourth Triennial AMS/ACRA National Retailing Conference, Richmond, VA, October

1994, with James Reardon.

"Cross-Cultural Study of Ethical Perceptions of Whites & Hispanics Toward 14 Questionable Retail Practices, 1994 American Marketing Association National Conference, San Francisco, CA, August, 1994, with Joseph A. Bellizzi.

Using Cross-National Rates of Diffusion For Segmentation of Countries, Academy of Business Administration 1994 International Conference, London, England, June 1994, with James Reardon and Sanja Metha.

"Managing Technology for Marketing Education," *1986 Winter Marketing Educators Conference Proceedings*, pp. 109-110.

"Price-Convenience Trade-offs and the Cosmopolitan Consumer," *Proceedings: Southwestern Marketing Association*, 1984, pp. 96-100, with Ellen R. Sheeley and Joe Bellizzi.

"Packaging and Product Usage Behavior of Elderly Consumers: A Study Using Survey and Observational Designs," *Proceedings: Southwestern Marketing Association*, 1983, pp. 23-25, with Joe Bellizzi.

"Business and Non-Business Student Perceptions of Questionable Advertising Practices," *Developments in Marketing Science*, 1982, pp. 241-244, Academy of Marketing Science, with Joe Bellizzi.

"Physical Distribution Visualized," Midwest Marketing Association Meeting, Chicago, Illinois, April, 1981, with R. Voorhees and Barbara McCuen. Award for Best Education Paper.

"The Visualized Approach to Improving the Pedagogy in Mass Sections of Introductory Marketing," *Marketing in the 80's--Changes and Challenges*, Richard P. Bagozzi, ed., Chicago, AMA, 1980, p. 56-58.

"Consumer's Attitude, Awareness and Behavior with Regard to Owner Registration Warranty' Cards." *Proceedings: Southwestern Marketing Association Conference*. March 1980, pp. 9-30, with Barry Hages.

"Curriculum Choice and Student Evaluation of Business Ethics," *1979 Proceedings; Southwestern Marketing Association Conference*, Robert C. Haring et al; Eds., p. 33, with Steve Losser.

"Consumer Perceptions of Government Regulation Benefits: A Case Study," *Developments in Marketing Science*, Vol. 1, 1978, p. 254.

"Identifying and Defining Consumer Needs Using Human Factors and Market Research Techniques," in *Advances in Consumer Research*, Vol. V, edited by Keith Hunt (Ann Arbor: Association for Consumer Research, 1978), pp. 494-498 with Tom Cannon.

"Consumer Opinions of the Public Regulation of Ground Beef," in *Proceedings of the 69th Conference of the Society of Animal Science*, pp. 21-23, July 1977, with B. W. Berry.

"Methodology for Measuring Government Regulation of Consumer Benefits," Presented at NSF-RANN Research Conference, March 1977.

"Managing for New Products--The Additional Dimension of Human Factors Research," *Proceedings of the 1976 AMA Conference*, pp. 103-197 with Thomas G. Cannon.

"The Neglected Alliance: Human Factors and Marketing Research," *Proceedings of the 6th Congress of the International Ergonomics Association*, pp. 201-203, 1976, with Tom Cannon.

Management Education in Turkey, Organization for Economic Cooperation and Development, Paris, July 1975.

User Attitudes Toward Selected Services of CSU Libraries. University of Illinois Graduate School of Library Science. Research Papers Series No. 121, Nov. 1975, with Robert Burns.

TEACHING EFFECTIVENESS

Successful and innovative teacher both at undergraduate and graduate levels with student evaluations consistently outstanding.

Developed and teaching two highly successful 100% on-line courses: *MKTG 4600 Retailing*, and *MKGT 4630 Electronic Retailing* 2002 -2004

I currently have *BUSI 1340 Global Business* under development as an on-line course at UNT. In 1991, I developed and begin teaching a freshman Introduction to Business course for the University Honors Program after developing and teaching the course as a mass section.

While Director of the Logistics Center, I Developed and taught a new course, in load, for the 2003 *UNT EMBA course: Designing, Creating and Managing the Delivery Systems*. In addition, I managed the required Logistics Internship program and taught Retailing.

In 1996 my students in the General Motors Marketing Internship program received one of the ten top places in the national competition. They received the national award for Best Philanthropic Project. As a result of their project they awarded over \$1000 to four Denton Charitable Organizations. In addition they received an award of \$1500 which was donated to Big Brothers and Sisters of Denton County, Inc.

I was selected as a Ronald E. McNair Post Baccalaureate Achievement Program mentor, 1995 and 1996.

Received A **Top Prof** teaching award Spring 1995.

In 1993 my MBA students won the Johnson and Murphy National Challenge first place award.

Faculty supervisor and instructor for student projects which won 7 additional awards in national competitions. Awards included 2 First Place National Award Winners, three

First Place Regional Winners, and an Award of Merit for Excellence in Research.
Assisted in developing a 1200 item Video Resource Library as a vehicle to teach very large as well as small sections of junior level marketing course.

Co-authored correspondence courses for Retailing, Marketing, and Introduction to Business - published by the Division of Continuing Education, Colorado State University.
Authoring or coauthoring seven textbooks and editions

SELECTED EDITORIAL ASSIGNMENTS

Editorial review board - Journal of Marketing Education, 1986 - 1994.
Book review staff - Choice, Association of College and Research Libraries, 1972-1982.
Editorial staff - Marketing Abstracts, Journal of Marketing, 1971-1974.
Manuscript reviewer - Harper & Row Inc., Business Publications Inc.,
Prentice Hall, McGraw Hill, Irwin, Wiley, Allyn and Bacon.

INSTRUCTOR - EXECUTIVE EDUCATION SEMINARS AND WORKSHOPS

Program Director for the *Executive Logistics Forum* – 1996 -2003
Program and administrator and instructor team, Supply Chain Management - Lockheed Martin and JC Penny and others
Impact of logistics Practice on Improving Retail Performance
Executive Development Institute - Marketing Management
Marketing Analysis and Buyer Behavior
Retail Store Management Series
New Product Development and Marketing
Improving the Profitability of the Small Business
State Economic Development
Market Analysis for the Small Business
Effective Advertising for the Small Business
Facing the Ethical Dilemma in Managerial Decisions

PROFESSIONAL DEVELOPMENT SEMINARS AND WORKSHOPS

AACSB Business and Accounting Accreditation Workshops, 1984-1988.
Higher Education International Education Leadership Summit, Jan. 1987.
CASE Fund Raising Workshop, Nov. 1986.
AACSB Seminar on Strategic Planning for External Relations, Jan. 1986.
IBM Executive Program - Computing in the Future, June, 1985.
Economic Development in Northern Mexico, March, 1985.
AACSB Fund Raising Seminar, Nov., 1983.
Everitt Foundation Grant for "Marketing in the Future Workshop," 1980.
VIP Program Specialty Advertising Association International, Feb., 1979.
Guest Professor Program Armstrong Cork Company, Aug., 1977.
AACSB IBM Workshop - Use of Computer in Management Education, 1971.

COMMUNITY INVOLVEMENT - Selected Activities - Various Years

Vice President North Texas Council of Logistics Management Dallas
President - Texas Council of Collegiate Education for Business
Board of Directors - North Fork Land and Cattle Company
Board of Directors - Junior Achievement

- Vice President of Board Development
- Long-Range Planning Committee
- Rotary Club
 - Youth Exchange Committee
 - Program Committee
 - Junior Scholars Committee
- United Way
 - Corporate Planning Task Force
 - Mental Health Agencies Allocations Committee
 - Youth Services Agencies Allocations Committee
- Chamber of Commerce
 - Education Committee
 - Commercial Development Committee
- Texas Technology Venturing Committee

BIOGRAPHICAL LISTINGS, HONORS, AND MEMBERSHIPS

2004 Presidents Special Recognition Award, University of North Texas
 Warehousing Education and Research Council
 National Council Logistics Management American
 Collegiate Retail Association
 Vice President, Council of Logistics Management - North Texas Roundtable
 North Texas Commission Committee on Transportation, Distribution
 and Warehousing
 Honorary Life Member - The Nature Conservancy
 Outstanding Educators of America
 Personalities of the West and Midwest
 Who's Who in Colorado
 Contemporary Authors of American
 First Doctoral Consortium - American Marketing Association
 American Marketing Association
 Sigma Iota Epsilon, Honorary Management Fraternity
 Beta Gamma Sigma, Business Honorary
 Delta Sigma Phi, Business Fraternity
 Southern Marketing Association

COMMITTEE ASSIGNMENTS - VARIOUS YEARS

Chairman and member Promotion and Tenure committee UNT, CSU
 Departmental faculty search committee UNT Department of Marketing and Logistics
 Personnel Affairs Committee
 University Facilities Planning Committee
 University Union Board of Directors,
 Faculty Senate Committee on the Evaluation of Administrators
 COBA Executive Committee
 COBA Accreditation Task Force,
 COBA Diversity Council, UNT
 Deans Council
 Academic and University Council
 Computer Policy Committee,
 Chairman, Admissions and Registration Committee
 University Planning Committee
 Faculty Council, College at large representative
 College Curriculum member and chairman

University Curriculum Committee,
College Administrative Committee
University Athletic Academic Audit Committee, chairman
Graduate Advisory Committee
College Curriculum Committee, chairman
College Computer Committee