David S. Fowler, Ph.D.

Assistant Professor of Management
Louisiana State University Shreveport
david.fowler@lsus.edu
(318) 797-5601

EDUCATION

The University of Texas at Tyler; Tyler, TX.
    Doctor of Philosophy – 2018
    Human Resource Development: Organizational Development and Change
    Soules College of Business
    "A Case Study of Congregational and Pastoral Search Committee Desired Leadership Qualities in a Senior Pastor" (Dissertation)
    Dissertation Chair: Jerry W. Gilley, Ed.D.

Mississippi State University; Starkville, MS.
    Master of Business Administration – 2014
    Business Administration
    College of Business
    "Bed & Breakfast Construction, Operational Analysis, and Marketing Study - Ackerman, MS." (Thesis)
    Advisor: Barbara Spencer, Ph.D.

New Mexico State University; Las Cruces, NM.
    Master of Science – 2023 (anticipated graduation)
    Family and Consumer Sciences: Hotel, Restaurant, and Tourism Management
    College of Agricultural, Consumer and Environmental Sciences

The University of Louisiana at Monroe; Monroe, LA.
    Bachelor of Business Administration – 2012
    Business Administration
    College of Business and Social Sciences

Bossier Parish Community College; Bossier City, LA.
    Vocational Certification – 1992
    Culinary Arts
    Division of Economic and Workforce Development

TEACHING EXPERIENCE

Higher Education Instruction

2023– Present: **Louisiana State University Shreveport, Assistant Professor of Management, Shreveport, LA.**

    Graduate Courses

    MBA 705 – Organizational Strategy and Policies

    Undergraduate Courses

    MADM 301 – Principles of Management
    MADM 429 – Training and Development

2021– 2023: **Lander University, Assistant Professor of Management, Greenwood, SC.**

    Graduate Courses

    MGMT 613 – Business Leadership and Contemporary Issues

    Undergraduate Courses

    HOSP 101 – Principles of Hospitality Management
    HOSP 310 – Purchasing and Cost Control
    HOSP 315 – Foodservice Operations Management
    MGMT 201 – Principles of Management
    MGMT 325 – Entrepreneurship and Innovation
    MGMT 330 – Operations Management

2020 – Present: **Clemson University, Visiting Professor (Adjunct) of Human Resource**

Development, Clemson, SC.

Graduate Courses

HRD 8820 – Knowledge Management for Improved Performance

2018 – 2021: **Newberry College, Assistant Professor of Management, Newberry, SC.**

BUA 260 – Principles of Management
BUA 361 – Human Resource Management
BUA 362 – Operations and Supply Chain Management
BUA 462 – Organizational Behavior
BUA 495 – Internships in Business I
BUA 496 – Internships in Business II
MIS 210 – Introduction to Information Systems
MIS 310 – Business Analytics and Spreadsheet Analysis
MIS 320 – Electronic Commerce

2018 – 2019: **The Art Institute of Pittsburgh Online Division, Adjunct Faculty of Management and Hospitality, Pittsburgh, PA.**

CUL 327 – Hospitality Information Systems

Corporate Instruction

2017: **Computer Sciences Corporation**, Two Weeks Analysis, and Classroom Instruction for Travel Coordination for Management Team of 300 Information Technology Service Desk Agents. Coppell, TX.

2016 – 2017 **Computer Sciences Corporation**, Virtual Classroom - Two Weeks Knowledge Transfer to 10 Early Life Support Professionals and Two Months as Virtual Mentor. Fort Worth, TX.

2015 – 2016: **Computer Sciences Corporation**, Five Months Mentoring, and Classroom Instruction – Service Improvement Plan to 60 Information Technology Service Desk Agents. Nashville, TN.

2014 – 2015: **Computer Sciences Corporation**, Four Months Information Systems Transition Assignment, Verizon Technologies SAP Deployment, Classroom Instruction – Service Operations Support with 35 Service Desk Agents. Irving, TX.; Coppell, TX.

2014: **Computer Sciences Corporation,** Five Months Information Systems Transition Assignment, Huntington-Ingalls Shipbuilding, Classroom Instruction – Service Operations Support with 20 Service Desk Agents. Pascagoula, MS.; Coppell, TX.

2013 – 2014: **Computer Sciences Corporation**, Four Months Information Systems Transition Assignment, Covanta Energy, Classroom Instruction – Service Operations Support with 12 Service Desk Agents. Morristown, NJ.; Coppell, TX.

2012: **Computer Sciences Corporation**, Four Months Information Systems Transition Assignment, Abbott Pharmaceutical Laboratories, Classroom, and Virtual Instruction – Service Desk Operations Support with 25 Service Desk Agents. Chicago, IL.; Coppell, TX.

2011 – 2012: **Computer Sciences Corporation**, Three Months Information Systems Deployment Assignment, Raytheon Defense Systems Hypercare Desk, Classroom Instruction – Service Desk Operations Support with 15 Service Desk Agents. Coppell, TX.

2010 – 2011: **Computer Sciences Corporation**, Four Months Information Systems Deployment Assignment, Textron USA – AAI Defense Systems, Classroom Instruction – Service Desk Operations Support with 40 Service Desk Agents. Hunt Valley, MD.; Coppell, TX.

QUALIFICATIONS AND RESEARCH INTERESTS

Effective traditional and online classroom instructor, scholarly research practitioner, and faculty administrator facilitating knowledge delivery to academic and corporate audiences. Credentialed and experienced teaching courses in Business Management Disciplines, Organizational Behavior/Development/Change, Human Resource Development and Management, and Business and Hospitality Operations.

Over twenty-five years of private and public sector business management and administration experience in higher education, customer service, information technology, emergency communications, and hospitality industries. Domestic and global management of teams with members numbering five to over one hundred professionals in traditional and virtual environments.

Experienced business operations and change management professional within a global corporate environment. Frequent engagement with multi-national teams across numerous project platforms.

Project management practitioner with extensive experience in information technology support operations deployments and transitions, organizational change management, and knowledge transfer including classroom instruction.

Active research agenda deployment utilizing qualitative and quantitative methods. Qualitative focus group, personal interview sessions, and metadata research execution with expert acumen of MAXQDA analysis software. Quantitative research facilitation through creation, deployment,

and data mining through a Qualtrics interface. Utilization of Excel, R, SPSS, and AMOS quantitative software suites for data analysis.

Research interests include Organizational Leadership and Behavior, Organizational Climate and Culture, Organizational Development and Change, Operational Transition and Deployment, Human Resource Development and Management, Operations Management, Management Pedagogy, Business Ethics, Hospitality

MANUSCRIPTS IN PUBLICATION

Fowler, David. (2024). Experiential Learning, Graduation, and Job Placement: Perspectives of Culinary Arts Education Programs Using Dining Room Service Curriculum in the United States of America. *Journal of Hospitality Application and Research*, 19(1). In production.

Fowler, David. (2023). Sysco Foodservice Distribution Company: An Analysis of Supply Chain Operational Competitive Advantage. *Journal of Supply Chain Management Systems*, 12(3). In production.

Fowler, D. S. (2023). Ethical Implications of Deceptive Earnings Management Practices. *Business Ethics and Leadership*, 7(3), 83–95. https://doi.org/http://doi.org/10.21272/bel.7(3).83-95.2023

Fowler, David. (2023). A Dialogue Concerning the Importance of Service Recovery in Customer Satisfaction and Loyalty in the Hospitality Industry: Utilizing Technology for Improvement. *International Journal of Financial Studies, Economics and Management,* 2(3), 17-24. https://doi.org/10.2022/ijfsem.v2i3.125

Fowler, David (2023). Impact of Poor Service on Hospitality Industry Organizations: A Viewpoint. *Tourism and Hospitality International Journal*, 20(1), 95-102. https://doi.org/10.57883/thij20(1)2023.31341

Fowler, David, Faezeh Cheraghi, and Bryahana Valverde. (2022). Ethical Leadership Concerning the Establishment and Promotion of Sustainable Tourism in the Hospitality Industry: A Review of Literature and Qualitative Analysis. *Hotel and Tourism Management*, 10(2), 121-136. https://doi.org/10.5937/menhottur2202121F

Fowler, David. (2022). Impact of COVID-19 on the Global Hospitality Industry: A Brief Review of Current Academic Literature and Meta-Analysis to Determine Congruent Primary Qualitative Themes. *Research in Hospitality Management*, 12(1), 29-34. https://doi.org/10.1080/22243534.2022.2080948

Fowler, David, and Jon Musgrave. (2021). Revisiting Carr's Business Bluff: Opinions on the Ethics of Playing the Game. *Journal for Markets and Ethics*, 8(2), 1-3. https://doi.org/10.2478/jome-2020-0004

Fowler, David S. (2021). Square Peg in a Round Hole: Are Small Liberal Arts Higher Education Institutions Prepared to Implement Lean Operational and Organizational Methodologies to Survive? *Perspectives: Policy and Practice in Higher Education,* 25(4), 8-10. https://doi.org/10.1080/13603108.2021.1944391

Fowler, David. (2021). Immorally and Unethically Facilitating the Divine: Medical Assisted Suicide, Dr. Death, and Playing God. *International Journal of Advanced Research,* 9(5), 960-962. http://dx.doi.org/10.21474/IJAR01/12930

Fowler, David. (2020). A Case Study of Organizational Performance and Improvement Suggestions Within the Non-Profit Religious Services Sector: A Human Resource Development Approach. *Performance Improvement,* 59(8), 6-11. https://doi.org/10.1002/pfi.21932

Fowler, David, Jon Musgrave, and Jill Musgrave. (2020). "A Traditional Protestant Church Experiencing Substantial Membership Decline: An Organizational Strength Analysis and Observations to Attend or Leave the Institution. *International Journal of Organization Theory & Behavior,* 23(3), 207-223. https://doi.org/10.1108/IJOTB-02-2019-0012

Fowler, David, Randy Stevenson, and Ashlea Wilson. (2019). Customer Service Training and its Effect on Employee-to-Employee Relationships and Work Climate: A Case Study. *Journal of Management and Marketing Research,* 2019(23), 1-12. http://aabri.com/manuscripts/193037.pdf

Fowler, David. (2018). The Search for Effective Church Senior Leadership During Organizational Transition: Parishioner Perceived Qualifiers for an Effective Senior Pastor. *Theology of Leadership*, 1(2), 76-95. https://www.researchgate.net/publication/330508051

Fowler, David, "A Case Study of Congregational and Search Committee Desired Leadership Qualities in a Senior Pastor " (2018). *The University of Texas at Tyler: Human Resource Development Theses and Dissertations,* Paper 27. https://scholarworks.uttyler.edu/hrd_grad/27/ http://doi.org/10.13140/RG.2.2.36037.40166

MANUSCRIPTS IN PROGRESS AND REVIEW

Fowler, David, "Macaroni and Management: Producing and Implementing Culinary Demonstrations to Teach the Four Functions of Management – Planning, Organizing, Leading, and Controlling" (2023). *International Journal of Experiential Learning & Case Studies*, In review.

Musgrave, Jon, David Fowler, and Jill Musgrave, "A Conceptual Model for Aligning Training Needs to Organizational Objectives" (2023). *Development and Learning in Organizations,* In review.

Fowler, David, David Zinn, and Jon Musgrave, "Knowledge Management's Impact on Customer Experience and Consumer Satisfaction in the Hospitality Sector: A Literature Meta-Analysis to Identify Common Qualitative Themes" (2023). *International Journal of Hospitality and Tourism Systems*, In review.

Zinn, David, and David Fowler. "The Air Up There: Stadium Elevation and Home Field Advantage in FBS College Football" (2023). *Journal of Sport and Tourism,* In review.

Fowler, David. "Teaching Touchdowns, Trick Plays, Time Outs, and Triple Crowns: Usage of Sports Metaphors in the Management Classroom Facilitating Academic Performance Improvement of Student Athletes" In Progress

Fowler, David. "Setting Aside Personal Agendas: An Elected Committee's Efficacious Representation of an Organization's Population, A Case Study" In Progress

Fowler, David. "Information Systems and Education: Ethicality of Utilizing Customer Relationship Management Systems and Private Consumer Data According to Undergraduate Management Students" In Progress

PRESENTATIONS

Fowler, David, Jon Musgrave, and Jill Musgrave. (2023). "Current Labor Challenges in the Hospitality Industry: A Systematic Literature Review with Meta-Analysis to Discover Common Qualitative Themes." *Southeastern Chapter of the Institute for Operations Research and the Management Sciences Annual Conference,* Myrtle Beach, SC. Oct. 4-6, 2023.

Musgrave, Jon, Jill Musgrave, and David Fowler. (2023). "A Qualitative Phenomenological Study Exploring Employee Perspectives on Mentorship, Advising, Coaching and The Role of Formal Leadership in the Workplace." *Southeastern Chapter of the Institute for Operations Research and the Management Sciences Annual Conference,* Myrtle Beach, SC. Oct. 4-6, 2023.

Fowler, David. (2023). "Macaroni and Management: Producing and Implementing Culinary Demonstrations to Teach the Four Functions of Management – Planning, Organizing, Leading, and Controlling." *Southeast Decision Sciences Institute Annual Conference,* Wilmington, NC. Feb. 15-17, 2023.

Fowler, David, Jon Musgrave, and Jill Musgrave. (2022). "The Value of Implementing Proven Business Organizational and Operational Strategies in Higher Education Institutions: A

Comparative Study." *Southeastern Chapter of the Institute for Operations Research and the Management Sciences Annual Conference,* Myrtle Beach, SC. Oct. 5-7, 2022.

Musgrave, Jon, David Fowler, and Jill Musgrave. (2022). "Managerial Attributes of Successful Leaders in Strategically Managed Organizations." *Southeastern Chapter of the Institute for Operations Research and the Management Sciences Annual Conference,* Myrtle Beach, SC. Oct. 5-7, 2022.

Musgrave, Jill, Jon Musgrave, and David Fowler. (2022). "Understanding Cumulative Victimization and Trauma-Informed Pedagogy." *Southeastern Chapter of the Institute for Operations Research and the Management Sciences Annual Conference,* Myrtle Beach, SC. Oct. 5-7, 2022.

Musgrave, Jill, Jon Musgrave, and David Fowler. (2022). "Using the Multicultural Curriculum Model to Assess Curriculum." *The College of Charleston Teaching Learning and Technology Conference,* Charleston, SC. May 17-18, 2022.

Musgrave, Cody, Jon Musgrave, and David Fowler. (2022). "An Examination of Business Students and Business Professors Perspectives on Responsiveness, and Assignment Feedback Timeliness." *Academy of Human Resource Development 2022 Annual Conference in the Americas,* Arlington, VA. April 19-21, 2022.

Fowler, David and Jon Musgrave. (2022). "Experiential Learning, Retention, Graduation, and Job Placement: Observations and Perspectives of Culinary Arts Education Programs in the United States of America." *Southeast Decision Sciences Institute Annual Conference,* Jacksonville, FL. Feb. 16-18, 2022. http://dx.doi.org/10.13140/RG.2.2.12858.93127

Fowler, David and Jon Musgrave. (2021). "Using *Remember the Titans* as a Tool to Teach Bruce Tuckman's Five Stages of Group Development to Management Students." *Southeastern Chapter of the Institute for Operations Research and the Management Sciences Annual Conference,* Myrtle Beach, SC. Sept. 30-Oct. 1, 2021. http://dx.doi.org/10.13140/RG.2.2.25806.79685

Fowler, David. (2020). "Education Leaders Experience of South Carolina Delta Class: Shadowing the City of Newberry Mayor's Office, A Leadership Recipe." *Colonial Life South Carolina Education Leaders Experience,* Columbia, SC. May 19, 2020. http://dx.doi.org/10.13140/RG.2.2.32934.04164

Fowler, David. (2020). "How to Procure a Faculty Position in Higher Education: Lunch and Learn Panel." *The University of Texas at Tyler Human Resource Development Ph.D. Cohort,* Tyler, TX. April 25, 2020.

Musgrave, Jon and David Fowler. (2020). "Perceptions of Curriculum Redesign: Using the

Whole-Part-Whole Model to Teach Business Writing Courses for the Workplace." *Academy of Human Resource Development 2020 International Research Conference in the Americas,* Atlanta, GA. Feb 26-29, 2020. http://dx.doi.org/10.13140/RG.2.2.34611.76323

Fowler, David, Jon Musgrave, and Jill Musgrave. (2019). "Improving Organizational Performance in a Religious Service Institution Through Leadership Selection Facilitated by Congregational Focus Group Participation." *International Society for Performance Improvement Fall Innovation Symposium 2019,* University of North Carolina at Charlotte, Charlotte, NC. Oct 10-12, 2019. http://dx.doi.org/10.13140/RG.2.2.14479.10406

Musgrave, Jill, Jon Musgrave, and David Fowler. (2019). "A Phenomenological Look at Ethics Associated with Gifts to Public Safety Officers and the Effect They Have on Officer Response Decision-Making." *Midwestern Criminal Justice Association Annual Meeting,* Chicago, IL. Sep 26-27, 2019.

Musgrave, Jill, Jon Musgrave, and David Fowler. (2019). "Barriers to Achieving Cross-Cultural Understanding Among Public Safety Personnel in the Post-secondary Classroom." *Midwestern Criminal Justice Association Annual Meeting,* Chicago, IL. Sep 26-27, 2019.

Musgrave, Jon, Jill Musgrave, and David Fowler. (2019). "An Exploration of The Dunning-Kruger Effect in Public Safety Organizations and the Impact it has on Managements' Performance Improvement Objectives." *Midwestern Criminal Justice Association Annual Meeting,* Chicago, IL. Sep 26-27, 2019.

Fowler, David, Jon Musgrave, and Jill Musgrave. (2019). "Information Systems and Education: Ethicality of Utilizing Private Customer Information Through Customer Relationship Management Systems, Social Media, and Business Point of Sale Systems, According to Undergraduate Management Students." *Newberry College Business Student Research Annual Symposium,* Newberry, SC. April 17, 2019. http://dx.doi.org/10.13140/RG.2.2.24545.43360

Fowler, David. (2019). "Customer Service Training and its Effect on Employee to Employee Relationships and Work Climate: A Case Study." *Academic and Business Research Institute Spring Conference,* Savannah, GA. April 1-3, 2019. http://dx.doi.org/10.13140/RG.2.2.35450.62407

Fowler, David. 2018. "Elected Committee Correlation with Electors of General Population." *Pastoral Search Committee Symposium,* Glenview Baptist Church, Fort Worth, TX. May 7, 2018. http://dx.doi.org/10.13140/RG.2.2.15737.39524

Fowler, David. 2018. "Team Building and Launching Organizational Change." *Business Administration Faculty,* Newberry College, Newberry, SC. May 3, 2018.

Fowler, David. 2018. "Phases of Launching Organizational Change." *Sidhu School of Business and Leadership,* Wilkes University, Wilkes-Barre, PA. April 30, 2018.

Fowler, David. 2018. "Elected Committee Authentic Representation of General Population." *College of Business Faculty,* Tabor College, Hillsboro, KS. April 26, 2018.

Fowler, David. 2018. "Phases of Launching Organizational Change." *Management and Marketing Faculty,* Carthage College, Kenosha, WI. April 20, 2018.

Fowler, David. (2018). "A Case Study of Congregational and Pastoral Search Committee Desired Leadership Qualities in a Senior Pastor." *Soules College of Business,* The University of Texas at Tyler, Tyler, TX. April 12, 2018. http://dx.doi.org/10.13140/RG.2.2.25803.72487
Fowler, David. (2017). "Congregational Focus Groups: Perceived Leadership Qualities in a Senior Pastor." *Pastoral Search Committee Symposium,* Glenview Baptist Church, Fort Worth, TX. October 9, 2017.

Fowler, David, and Randy Stevenson. (2016). "Improving Your Life Through Education as an Adult." *The Financial Roundtable*, KTBB Radio, Tyler, TX. December 3, 2016.

Fowler, David, Victoria Fowler, and Randy Stevenson. (2016). "Facilitating Educational Finances as a Non-Traditional Student." *The Financial Roundtable,* KTBB Radio, Tyler, TX. July 30, 2016.

SERVICE, SCHOLARSHIP, MENTORING, & CONSULTING

Manuscript Review, "Budding with ERP: Information and Operations Management Challenges in a Nascent Industry", *INFORMS Transactions on Education,* The Institute for Operations Research and the Management Sciences, Catonsville, MD. (2023).

Manuscript Review, "Conflict Costs in national and international business: A comparative analysis", *Foundations of Management,* The Journal of Warsaw University of Technology, Warsaw, Poland. (2023).

Manuscript Review, "Exploring Organic Food Purchase Behaviors of Gen Z: An Application of TPB and MOA Model in a Transition Country", *Foundations of Management,* The Journal of Warsaw University of Technology, Warsaw, Poland. (2022).

Manuscript Review, "Human Capital and Transitions out of Entrepreneurships by Scientists and Engineers", *Southeastern Chapter of the Institute for Operations Research and the Management Sciences*, Annual Conference, Myrtle Beach, SC. (2022).

Manuscript Review, "Revisiting Cosmology Episodes: Towards a Conceptual Framework within

Crisis Management Theory", *Southeastern Chapter of the Institute for Operations Research and the Management Sciences*, Annual Conference, Myrtle Beach, SC. (2022).

Manuscript Review, "Mindfulness and Motivation: A study of Academic Coach in an Online Course Using Self-Determination Theory", *Southeastern Chapter of the Institute for Operations Research and the Management Sciences*, Annual Conference, Myrtle Beach, SC. (2022).

Manuscript Review, "Five Pitfalls and Solutions of Performance Management in a Selected South African University during Covid 19", *Foundations of Management,* The Journal of Warsaw University of Technology, Warsaw, Poland. (2022).

Manuscript Review, "Lean Engineering in Higher Education: a case study at the University of the Witwatersrand, Johannesburg.", *Perspectives: Policy and Practice in   Higher Education,* Taylor and Francis Publishing, Abington, UK. (2022).

Manuscript Review, "I can't yell at my boss: The spillover effect of supervisor incivility on work and family domains", *International Journal of Organization Theory and Behavior*, Emerald Publishing, Bingley, UK. (2022).

Manuscript Review, "The role of 'knowledgeable others' in supporting and facilitating academics' professional learning: implications for the practice of academic developers", *Perspectives: Policy and Practice in Higher Education,* Taylor and Francis Publishing, Abington, UK. (2022).

Manuscript Review, "Collective Achievement, Cohesive Support, Complementary Expertise: 3Cs Emergent Model for Shared Leadership", *Human Resource Development International*, Taylor and Francis, Abington, UK. (2022).

Manuscript Review, "China's Small and Medium-Sized Enterprises in Supply Chain Management", *Southeast Business Research Association Journal*, South Carolina, US. (2022).

Committee Member, "College of Business CAMI - Curriculum Assessment, Management and Improvement Committee", *Lander University,* Greenwood, SC. (2021 – Present).

Committee Chair, "College of Business Faculty Scholarship Committee", *Lander University,* Greenwood, SC. (2021 – Present).

Manuscript Review, "An examination of the relationship between Organizational Memory and Absorptive Capacity", *Academy of Management*, 82nd Annual Meeting and Conference, Seattle, WA. (2022).

Manuscript Review, "Still Challenging Resistance to Change", *Academy of Management*, 82nd Annual Meeting and Conference, Seattle, WA. (2022).

Manuscript Review, "Amplifying Voices: Four Counternarrative Approaches To Explore The Black Experience In The Workplace", *Academy of Management*, 82nd Annual Meeting and Conference, Seattle, WA. (2022).

Manuscript Review, "Advances in Personality-Based Leadership Research", *Academy of Management*, 82nd Annual Meeting and Conference, Seattle, WA. (2022).

Manuscript Review, "The interactive effects of job demands and present temporal focus for time pressure and strain", *Academy of Management*, 82nd Annual Meeting and Conference, Seattle, WA. (2022).

Manuscript Review, "A Deep Dive Into CEO Personality Literature: A Narrative Review", *Academy of Management*, 82nd Annual Meeting and Conference, Seattle, WA. (2022).

Manuscript Review, "Coming Together or Falling Apart? Organizational Identity and Temporal Structuring in Hybrid Organizations", *International Journal of Organizational Analysis*, Emerald Publishing, Bingley, UK. (2022).

Manuscript Review, "Collective Achievement, Cohesive Support, Complementary Expertise: 3Cs Emergent Model for Shared Leadership ", *Human Resource Development International*, Taylor and Francis, Abington, UK. (2021).

Manuscript Review, "Reframing positive leadership within the context of Australian not-for-profit organisations", *International Journal of Organizational Analysis*, Emerald Publishing, Bingley, UK. (2021).

Manuscript Review, " An organizational analysis of how managers must understand the mental health impact of teleworking during COVID-19 on employees", *International Journal of Organizational Analysis*, Emerald Publishing, Bingley, UK. (2021).

Manuscript Review, "Higher Education According to The Educational Organizations Management System ISO 21000:2018", *Perspectives: Policy and Practice in Higher Education,* Taylor and Francis Publishing, Abington, UK. (2021).

Manuscript Review, "Organization cross domain interventions managing strategies and employee outcomes: A role of work-family balance", *International Journal of Organizational Analysis*, Emerald Publishing, Bingley, UK. (2021).

Manuscript Review, "Developing Pastoral Virtues", *Theology of Leadership*, Toccoa Christian College, Toccoa, GA. (2021).

Manuscript Review, "Promoting Diversity in University Leadership: The argument for LGBTQ+ Specific Leadership Programmes in Higher Education", *Perspectives: Policy and Practice in Higher Education*, Taylor and Francis Publishing, Abington, UK. (2021).

Manuscript Review, "Overconfidence and Credit Risk Taking in Microfinance Institutions: A Cross Section Analysis", *International Journal of Organizational Analysis*, Emerald Publishing, Bingley, UK. (2020).

Manuscript Review, "Capacity Development (CD) and Human Resource Development (HRD) perspective: A systematic review of the literature", *Human Resource Development International*, Taylor and Francis, Abington, UK. (2020).

Manuscript Review, "The Influential Synergy of Social Network Architectural Components on Employees Positivity: A Conceptual Discourse and Implications for Organizational Change", *International Journal of Organization Theory and Behavior*, Emerald Publishing, Bingley, UK. (2020).

Manuscript Review, "Memetic Mapping and Genealogy of Google's Organizational Culture", *International Journal of Organizational Analysis*, Emerald Publishing, Bingley, UK. (2020).

Manuscript Review, "Perceived Organizational Support and Turnover Intention: The Mediating Role of Work-Family Facilitation and Work-Family Conflict", *International Journal of Organization Theory and Behavior*, Emerald Publishing, Bingley, UK. (2020).

Manuscript Review, "Reciprocity norm in China state-owned enterprises: Social support, HRM practices and employee attitude toward organizational change", *International Journal of Organization Theory and Behavior*, Emerald Publishing, Bingley, UK. (2020).

Selection Committee, "Associate Dean of Online and Adult Education", *Newberry College*, Newberry, SC (2020 – 2021).

Committee Member, "Newberry College Career Services Advisory Board", *Newberry College*, Newberry, SC. (2020 – 2021).

Manuscript Review, "I Hear What You're Saying: Relational Humility as an Antecedent Of High Quality Relationships, Voice, and Job Stress", *Southern Management Association*, Annual Meeting and Conference, St. Petersburg, FL. (2020).

Manuscript Review, "Social Projection or Perception? How Political Skill Affects Ratings of Transformational Leadership", *Southern Management Association*,

Annual Meeting and Conference, St. Petersburg, FL. (2020).

Manuscript Review, "Don't Chase the Carrot: Untying positive affect from goal pursuit", *Southern Management Association*, Annual Meeting and Conference, St. Petersburg, FL. (2020).

Discussion Panel Member, "How to Procure a Faculty Position in Higher Education: Lunch and Learn Discussion Panel. *"The University of Texas at Tyler Human Resource Development PhD Cohort,* Tyler, TX. (April 25, 2020)

Event Volunteer, "Virtual Wolf Pack Welcome Student Advisement", *Newberry College,* Newberry, SC. (April 17, 2020)

Selection Committee, "2021 South Carolina Conference on Innovative Teaching and Learning (SCCITL) in Higher Education Host Selection", *Medical University of South Carolina*, Charleston, SC. (2020)

Chair, Economics and Finance Faculty Search Committee, *Department of Business Administration – Newberry College*, Newberry, SC. (2020)

Manuscript Review, "Understanding Employee Openness to Organizational Change: Stress, Turnover Intentions, and the Moderating Role of Psychological Ownership", *International Journal of Organization Theory and Behavior*, Emerald Publishing, Bingley, UK. (2020)

Guest Performance, "The Star-Spangled Banner", *City of Newberry South Carolina – City Council Meeting,* Newberry College, Newberry, SC. (Feb. 11, 2020).

Manuscript Review, "The Influential Synergy of Social Network Architectural Components on Employees Positivity: A Conceptual Discourse and Implications for Organizational Change", *International Journal of Organization Theory and Behavior*, Emerald Publishing, Bingley, UK. (2020)

Manuscript Review, "Emirati women's professional legitimacy: Synergy of the political and the personal amid constraint and self-determination", *International Journal of Organizational Analysis*, Emerald Publishing, Bingley, UK. (2019).

Manuscript Review, "Factors that Influence the Leadership Skills of the Managers in Dealing with the Multicultural Workforce", *International Journal of Organizational Analysis*, Emerald Publishing, Bingley, UK. (2019).

Manuscript Review, "A New Lens: Psychological Ownership as an Element to Promoting Organizational Change", *International Journal of Organization Theory and Behavior*, Emerald Publishing, Bingley, UK. (2019)

Manuscript Review, "Perceptions of Organization Development in South Korea: The Use of a Sensemaking Approach", *Human Resource Development International*, Taylor and Francis, Abington, UK. (2019).

Manuscript Review, "Advancing the Transformational-Transactional Model of Effective Leadership: Integrating Two Classic Leadership Models with a Videobased Method", *Journal of Leadership Studies*, University of Phoenix, Phoenix, AZ. (2019).

Manuscript Review, "How to Strengthen Organizational Identification to Reduce Employee Turnover: The Joint Effect of Workplace Empowerment and Organizational Justice", *Southern Management Association*, Annual Meeting and Conference, Norfolk, VA. (2019).

Event Volunteer, "Open House Academic Fair", *Newberry College,* Newberry, SC. (October 5, 2019)

Manuscript Review, "Outcomes of Organizational and Community Embeddedness: A Conservation of Resources Perspective", *Southern Management Association*, Annual Meeting and Conference, Norfolk, VA. (2019).

Manuscript Review, "The Last to Know: Hierarchical Mum Effect in Organizations", *Southern Management Association*, Annual Meeting and Conference, Norfolk, VA. (2019).

Committee Member, "Connect, Go, and Grow Strategic Planning Committee," Spring Valley Baptist Church, Columbia, SC. (2019- Present).

Chair, Accounting Faculty Search Committee, Department of Business Administration – Newberry College, Newberry, SC. (2019)

Co-Chair, Experiential Learning Module – Moving the Needle Organizational Development with Credo – Newberry College, Newberry, SC. (2019).

Guest Performance, "The Star-Spangled Banner", *Columbia Fireflies Minor League Baseball,* Segra Park, Columbia, SC. (May 22, 2019).

Thesis Portfolio Committee Member, "Magnolia House Bed and Breakfast," Culinary, Hotel, and Restaurant Management, The Art Institute of Pittsburgh Online Division, Pittsburgh, PA. (March 5, 2019).

Thesis Portfolio Committee Member, "Momma Jo's Bakery," Culinary, Hotel, and Restaurant Management, The Art Institute of Pittsburgh Online Division, Pittsburgh, PA. (February 27, 2019).

Thesis Portfolio Committee Member, "The Seacret Spot," Culinary, Hotel, and Restaurant Management, The Art Institute of Pittsburgh Online Division, Pittsburgh, PA. (January 24, 2019).

Conference Volunteer, Southern Management Association, Annual Meeting and Conference, Lexington, KY. (Nov 6-10, 2018).

Graduate Program Development Director, M.S. Organizational Development and Leadership – Newberry College, Newberry, SC. (2018 - Present).

Student Advising, Department of Business Administration – Newberry College, Newberry, SC. (2018 – Present)

Thesis Portfolio Committee Member, "Lady's House Business Concept," Culinary, Hotel, and Restaurant Management, The Art Institute of Pittsburgh Online Division, Pittsburgh, PA. (October 29, 2018).

Event Volunteer, "Open House Academic Fair", *Newberry College,* Newberry, SC. (September 22, 2018).

Thesis Portfolio Committee Member, "Heaven's Restaurant," Culinary, Hotel, and Restaurant Management, The Art Institute of Pittsburgh Online Division, Pittsburgh, PA. (September 21, 2018).

Thesis Portfolio Committee Member, "Britannia's Bistro," Culinary, Hotel, and Restaurant Management, The Art Institute of Pittsburgh Online Division, Pittsburgh, PA. (August 10, 2018).

Thesis Portfolio Committee Member, "Louigi's Clementine Catering," Culinary, Hotel, and Restaurant Management, The Art Institute of Pittsburgh Online Division, Pittsburgh, PA. (July 2, 2018).

Thesis Portfolio Committee Member, "Smokey Toun's Diner," Culinary, Hotel, and Restaurant Management, The Art Institute of Pittsburgh Online Division, Pittsburgh, PA. (May 30, 2018).

Thesis Portfolio Committee Member, "Landy's Cafe," Culinary, Hotel, and Restaurant Management, The Art Institute of Pittsburgh Online Division, Pittsburgh, PA. (May 23, 2018).

Thesis Portfolio Committee Member, "Brews by The Lake," Culinary, Hotel, and Restaurant Management, The Art Institute of Pittsburgh Online Division, Pittsburgh, PA. (April 16, 2018).

Thesis Portfolio Committee Member, "Simply Eclectic Elegance Restaurant & Bar Business Concept," Culinary, Hotel, and Restaurant Management, The Art Institute of Pittsburgh Online Division, Pittsburgh, PA. (March 15, 2018).

Thesis Portfolio Committee Member, "Five Regions Business Concept," Culinary, Hotel, and Restaurant Management, The Art Institute of Pittsburgh Online Division, Pittsburgh, PA. (March 10, 2018).

Organizational Change Consultant, Researcher, and Mentor, "Building a New Senior Pastoral Profile," Glenview Baptist Church, Fort Worth, TX. (July 2017 – May 2018).

Graduate Student Qualitative and Quantitative Research, Organizational Development and Change – University of Texas at Tyler, Tyler, TX. (August 2015 – May 2018).

Project Management and Organizational Change Practitioner - Information Systems Support Deployment and Transition, Change Management, Computer Sciences Corporation/DXC Technology, Coppell, TX. (December 2009 – September 2017).

PROFESSIONAL DEVELOPMENT

Conference, Southeastern Chapter of the Institute for Operations Research and the Management Sciences, Annual Conference, Myrtle Beach, SC. (Oct. 4-6, 2023)

Conference, Coastal Carolina University, South Carolina Conference on Innovations in Teaching and Learning in Higher Education, Conway, SC. (July 20-21, 2023)

Conference, College of Charleston, The Teaching, Learning, and Technology Conference, Charleston, SC. (May 16-17, 2023)

Conference, Southeast Decision Sciences Institute, Annual Conference, Wilmington, NC. (Feb. 15-17, 2023)

Conference, Southeastern Chapter of the Institute for Operations Research and the Management Sciences, Annual Conference, Myrtle Beach, SC. (Oct. 5-7, 2022)

Conference, College of Charleston, The Teaching, Learning, and Technology Conference, Charleston, SC. (May 16-17, 2022)

Conference, Academy of Human Resource Development, 2022 Annual Conference in the Americas, Arlington, VA. (Feb 23-26, 2022)

Conference, Southeast Decision Sciences Institute, Annual Conference, Jacksonville, FL. (Feb. 16-18, 2022)

Conference, University of Houston Conrad N. Hilton College, 27th Annual Graduate Education and Graduate Student Research Conference in Hospitality and Tourism, Houston, TX. (Jan. 6-8, 2022)

Conference, Southeastern Chapter of the Institute for Operations Research and the Management Sciences, Annual Conference, Myrtle Beach, SC. (Sep. 30-Oct. 1, 2021)

Conference, Loyola University of Chicago, Focus on Teaching and Learning Conference: Taking Lessons Learned onto Campus, Chicago, IL. (August 19, 2021)

Conference, Coastal Carolina University, South Carolina Conference on Innovations in Teaching and Learning in Higher Education, Conway, SC. (July 16, 2021)

Conference, The Management and Organizational Behavior Teaching Society, 2021 Annual Conference, Virtual. (June 16 – June 19, 2021)

Webinar, "Guiding Group and Team Development", Penn State University Organizational Development and Change Ph.D. Program, State College, PA. (May 28, 2021)

Conference, College of Charleston, The Teaching, Learning, and Technology Conference, Charleston, SC. (May 11-13, 2021)

Webinar, "The Importance of Project Management to OD Professionals", Penn State University Organizational Development and Change Ph.D. Program, State College, PA. (April 30, 2021)

Conference, Hacking HR, 2021 Global Online Conference "HR Innovation and Future of Work", Virtual. (March 8-12, 2021)

Conference, Harvard University, 23rd Harvard Business School Africa Business Conference , Cambridge, MA. (Feb 19-20, 2021)

Webinar, "Don't blame the software: Using qualitative software successfully", University of Surrey, Guildford, UK. (February 17, 2021)

Conference, College of Charleston, German American Business Summit 2021, Charleston, SC. (Feb 4, 2021)

Webinar, "SC Launch and Learn: Change Management", South Carolina Research Authority, Columbia, SC. (January 26, 2021)

Webinar, "The Long March to Critical Pedagogy: and why the Journey Matters?", Staffordshire University, Stafford, UK. (January 25, 2021)

Conference, Loyola University of Chicago, Focus on Teaching and Learning Conference: Developing Pedagogy that Fosters Anti-Racism, Chicago, IL. (January 14, 2021)

Webinar, "SC Launch and Learn: SBIR/STTR Grants, 3Phase Will Get You There", South Carolina Research Authority, Columbia, SC. (January 13, 2021)

Webinar, "The Role of AI in Education and the Way it Can Help Teachers and Learning", Centre for Educational Research: Liverpool John Moores University, Liverpool, UK. (January 13, 2021)

Webinar, "Columbia Regional Business Report: 21st Century Business Forum with Steve Forbes", Charleston Southern University, Charleston, SC. (January 13, 2021)

Conference, The College Football Playoff Foundation and Get Your Teach On, Extra Yard for Teachers Virtual Summit, Miami, FL. (January 9, 2021)

Webinar, "Pathways to Business School Excellence", Suitable, Virtual. (November 12, 2020)

Webinar, "SC Launch and Learn: Blockchain Basics: money, cryptocurrency, and blockchain", South Carolina Research Authority, Columbia, SC. (November 4, 2020)

Conference, Blackboard, BbWorld 2020: Virtual Blackboard World Conference, Washington, D.C. (July 21-22, 2020)

Webinar, "Developing a Nimble and Change-Ready Planning Culture", Society for College and University Planning, Ann Arbor, MI. (July 15, 2020)

Conference, Blackboard, DevCon 2020: Virtual Development Conference, Washington, D.C. (July 6-20, 2020)

Conference, The Management and Organizational Behavior Teaching Society, 2020 Annual Conference, Purdue University Fort Wayne, Fort Wayne, IN. (June 28 – July 2, 2020)

Conference, Afritex, Educational Technology Virtual Summit Nigeria 2020, Abuja, Nigeria. (June 29-30, 2020)

Conference, Collaboris, GlobalCon2: Microsoft 365 Virtual Conference, London, UK. (June 15-19, 2020)

Conference, Khaleej Times, Remote Workforce Summit, Dubai, UAE. (June 3-4, 2020)

Webinar, "Manage your IT infrastructure — From Anywhere with TeamViewer Remote Management", TeamViewer Corporation, Göppingen, Germany. (June 3, 2020)

Webinar, "Configuration Management Database Best Practices from Now on Now Experts", ServiceNow Corporation, Santa Clara, CA. (June 3, 2020)

Webinar, "Distinguished Technology Strategy for Organizational Resilience", Zinnov LLC, Santa Clara, CA. (May 28, 2020)

Webinar, "The Physical-Virtual Nature of Learning Design", Society for College and University Planning, Ann Arbor, MI. (May 27, 2020)

Conference, College of Charleston, The Teaching, Learning, and Technology Conference, Charleston, SC. (May 14-15, 2020)

Webinar, "Artificial Intelligence (AI) for Accessible Education", Re-Work LTD, London, UK. (May 13, 2020)

Webinar, "Maker Movement: Innovation and Entrepreneurship", Society for College and University Planning, Ann Arbor, MI. (May 13, 2020)

Webinar, "SC Launch and Learn: The OTA Playbook Webinar - How You Can Collaborate with the Government", South Carolina Research Authority, Columbia, SC. (May 5, 2020)

Webinar, "SC Launch and Learn: The OTA Playbook Webinar - How You Can Collaborate with the Government", South Carolina Research Authority, Columbia, SC. (May 5, 2020)

Webinar, "Leaders in Turbulent Times", Southern Baptists of Texas Convention, Grapevine, TX. (April 30, 2020)

Webinar, "Speculating Higher Education Priorities & Trends Post Pandemic", Society for College and University Planning, Ann Arbor, MI. (April 29, 2020)

Webinar, "Trauma-Informed Pedagogy: Teaching in Uncertain Times", The Teaching Professor Virtual Conference – Magna Publications, Madison, WI. (April 28, 2020)

Webinar, "Launch & Learn: SBIR/STTR Grants, 3Phase Will Get You There", South Carolina Research Authority, Columbia, SC. (April 28, 2020)

Webinar, "Future of Food - Beyond the Hype: What More do Businesses Need to be Doing to Achieve a Sustainable, Nutritious and Affordable Food System?", Forum for the Future, London, UK. (April 28, 2020)

Workshop, "How to Procure a Faculty Position in Higher Education: Lunch and Learn Discussion Panel ", The University of Texas at Tyler Human Resource Development PhD Cohort, Tyler, TX. (April 25, 2020)

Webinar, "Creative Well-being in the Time of COVID-19", Greenville Society for Human Resource Management, Greenville, SC. (April 14, 2020)

Webinar, "How to Survive Your (Hurried) Switch to Online Delivery Using UDL", Online Learning Consortium, Boston, MA. (March 26, 2020)

Conference, The Academy of Human Resource Development, 2020 International Research Conference in the Americas, Atlanta, GA. (Feb 26-29, 2020)

Conference, College of Charleston, German American Business Summit 2020, Charleston, SC. (Feb 5, 2020)

Workshops, Colonial Life South Carolina Education Leaders Experience (ELE), Delta Class 2019-2020, Center for Educational Partnerships (CEP) University of South Carolina, Columbia, SC. (July 2019 – May 2020)

Conference, The International Society for Performance Improvement, Fall Innovation Symposium 2019, University of North Carolina at Charlotte, Charlotte, NC. (October 10-12, 2019)

Conference, Medical University of South Carolina, South Carolina Conference on Innovations in Teaching and Learning in Higher Education, Charleston, SC. (July 12, 2019)

Conference, South Carolina Research Authority, Launch Summit: Driving Innovation Forward, Columbia, SC. (May 29, 2019)

Conference, College of Charleston, The Teaching, Learning, and Technology Conference, Charleston, SC. (May 16-17, 2019)

Symposium, Newberry College Department of Business Administration, Student Research Symposium, Newberry, SC. (April 17, 2019)

Conference, Academic and Business Research Institute, AABRI Spring Conference, Savannah, GA. (April 1-3, 2019)

Webinar, "Bullet Proof Your Restaurant," Western Foodservice and Hospitality Expo, Los Angeles, CA. (February 5, 2019).

Conference, The Southern Management Association, Annual Meeting and Conference, Lexington, KY. (Nov 6-10, 2018).

Workshop, "Motivating Students in an Online Environment," The Art Institute Spring 2018 Virtual Faculty Conference, Pittsburgh, PA. (May 16, 2018).

Workshop, "Brightspace Student Success System," The Art Institute Spring 2018 Virtual Faculty Conference, Pittsburgh, PA. (May 15, 2018).

Workshop, "Perceptions of Creative Arts Students to Accelerators and Barriers to Creativity, Innovation, and Their Relationship to Adult Learning," The Art Institute Spring 2018 Virtual Faculty Conference, Pittsburgh, PA. (May 14, 2018).

Webinar, "Applying Your Edible Education to the Food Movement with Michael Pollan and Liz Carlisle," University of California, Berkeley, CA. (April 18, 2018).

Workshop, "Online Meeting Etiquette," Culinary, Hotel, and Restaurant Management, The Art Institute of Pittsburgh Online Division, Pittsburgh, PA. (April 3, 2018).

Webinar, "Social Media Marketing for Today's Restaurants: Proven Best Practices," International Restaurant and Foodservice Show of New York, New York, NY. (March 13, 2018).

Workshop, "Edible Education – Food and Climate," University of California, Berkeley, CA. (March 7, 2018).

EMPLOYMENT HISTORY

2023 – Present	Assistant Professor of Management – Louisiana State University Shreveport, Shreveport, LA.

2021 – 2023	Assistant Professor of Management – Lander University, Greenwood, SC.

2020 – Present	Visiting Professor (Adjunct) of Human Resource Development – Online Master's Program – Clemson University, Clemson, SC.

2018 – 2021	Assistant Professor of Management – Newberry College, Newberry, SC.

2018 – 2021: Program Developer and Director – Online Master of Science in Organizational Development and Leadership

2019 – 2021: Department Chair, Business Administration

2018 – 2019   Adjunct Faculty of Management, Hospitality, and Information Systems – The Art Institute of Pittsburgh Online Division, Pittsburgh, PA.

2009 – 2017   IT Support Operations and Project Management – Organizational Change and Corporate Transitions – Technical Subject Matter Expert – Knowledge Transfer Specialist, DXC Technology/Computer Sciences Corporation, Coppell, TX.

2007 – 2009   Subject Matter Expert and Account Technical Trainer, Textron USA, Computer Sciences Corporation, Coppell, TX.

2005 – 2007   Executive Sous Chef, Parc Place Retirement, Bedford, TX.

2004 – 2005   Emergency Communications Operations, City of Longview, Longview, TX.

2001 – 2004   IT Service Desk Operations Manager and Technical Lead, Centris Information Services, Longview, TX.

1998 – 2000   Information Systems and Computer Technical Consultant, Houston, TX.

1994 – 1997   Executive Chef, Oak Forest Country Club, Longview, TX.

1994   Executive Chef, Holiday Inn Atrium, Monroe, LA.

1993 – 1994   Chef Tournant, Ameristar Casino, Vicksburg, MS.

1992 – 1993   Executive Chef, Wyndham Garden Hotel at Las Colinas, Irving, TX.

PROFESSIONAL AFFILIATIONS

Academy of Human Resource Development
Christian Business Faculty Association
International Society for Performance Improvement
Management and Organizational Behavior Teaching Society
Research Chefs Association
South Carolina Research Authority
Southern Management Association

FELLOWSHIPS, SCHOLARSHIPS, & GRANTS

2022 – 2023   New Mexico State University – Family and Consumer Sciences: Hotel, Restaurant and Tourism Management, $3,000 Scholarship, College of Agricultural, Consumer and Environmental Sciences Online Graduate Programs

2019 – 2020   Colonial Life South Carolina Education Leaders Experience (SCELE) – 100% Tuition Grant, Newberry College

2015 – 2017   University of Texas at Tyler Doctoral Program – 100% Tuition Reimbursement, $15,000 per year, Computer Sciences Corporation

2012 – 2014   Mississippi State University Graduate Program – 100% Tuition Reimbursement, $15,000 per year, Computer Sciences Corporation

2010 – 2012   University of Louisiana at Monroe Undergraduate Program – 100% Tuition Reimbursement, $7,500 per year, Computer Sciences Corporation

1991 – 1992   Bossier Parish Community College Culinary Vocational Education Program – 100% Tuition Scholarship and $50 Weekly Stipend, Louisiana Job Training Partnership Act

1986 – 1988   Kilgore College Performing Arts (Music) Undergraduate Program – $500 per semester scholarship, Kilgore College; Kilgore, TX.

HONORS AND AWARDS

2023 Mick and Jackie Fekula Excellence in Online Teaching Award, Lander University COB
2015 Essential Piece Award, North America Operations, Computer Sciences Corporation
2014 Essential Piece Award, North America Operations, Computer Sciences Corporation
2013 America's Award, United States Operations, Computer Sciences Corporation
2012 Dean's List, University of Louisiana at Monroe
2011 Dean's List, University of Louisiana at Monroe
2010 Customer Service Bronze Award, North America, Computer Sciences Corporation

TRAINING AND CERTIFICATIONS

2022 Social & Behavioral Research Certification – CITI
2020 South Carolina Education Leadership Experience
2018 Lean Six Sigma White Belt Certified – MSI
2018 Project Management Essentials Certified – MSI
2016 Biomedical Research Certification – CITI
2016 Social & Behavioral Research Certification – CITI
2016 PMP Certification PDU's Completed and Accepted for Testing

2016 ITIL V.4 Foundations Training Completed for Testing
2008 Cisco CCNA Training
2008 Microsoft MCSE Training
2004 Homeland Security Training and Certification
2004 NLETS and TLETS Criminal Database Training and Certification

OPERATIONAL TECHNOLOGY

Microsoft Office Suite, Blackboard, Bright Space, Canvas, Moodle, Jenzabar, Microsoft OS Windows 3.1-Windows 10, UNIX, DOS, Mac OS, PeopleSoft, Active Directory, LDAP, BNC Remedy and ServiceNow Incident Management Systems, Internet Explorer, Google Chrome, Opera, Firefox, Netscape, Safari, Silk, Android OS, Linux, MAXQDA, SPSS, R, AMOS, Zoom, Skype, MS Teams, Lotus Notes and Sametime, Skillport, SharePoint, VPN, Oracle, MS Q-Basic, Fortran77, C, SAP, ERP, SQL

LANGUAGES

American English – Native
Spanish – Basic Speaking and Reading

ONLINE PRESENCE

Google Scholar: https://scholar.google.com/citations?user=Sv_47c4AAAAJ
LinkedIn: https://www.linkedin.com/in/chefdoctordave/
ORCID: https://orcid.org/0000-0002-5762-5381
ResearchGate: https://www.researchgate.net/profile/David_Fowler15