

Curriculum Vitae

Charles Ramser

Dillard College of Business

- Management

Date of Hire: 1969

2413 Martin

Wichita Falls, Texas 76308

charles.ramser@msutexas.edu

Professional Interests

Academic Background

Ph.D. University of North Texas.

M.B.A. University of Texas at Austin.

B.B.A. University of Texas at Arlington.

Memberships

Academy of Management/Southwest Academy of Management

American Society for Personnel Administration

Association for Business Communication--Southwest

Association of Business Simulation and Experiential Learning

Association of Human Resources Management and Organizational Behavior

Society for the Advancement of Management

Southwestern Small Business Institute Association

Wichita Falls Human Resources Management Association

Work Experience

Academic Experience

Professor of Management, Midwestern State University (1990 - Present), Wichita Falls, Texas.

Adjunct Faculty, Tech de Monterrey (1992 - 2004), Monterrey, Mexico. Chihuahua Campus

Adjunct Faculty, University of Southern Mississippi (1994 - 2003), Hattiesburg, Mississippi.

Chair of Management and Marketing, Midwestern State University (1999 - 2002), Wichita Falls, Texas.

Coordinator of Management, Midwestern State University (1969 - 1998), Wichita Falls, Texas.

Associate Professor of Management, Midwestern State University (1969 - 1990), Wichita Falls, Texas.

Assistant Professor of Management, Midwestern State University (1969 - 1975), Wichita Falls, Texas.

Assistant Personnel Manager, Denton State School (1968 - 1969), Denton, Texas.

Doctoral Teaching Fellow and Research Fellow, University of North Texas (1965 - 1968), Denton , Texas.

Consulting

2009-2010: Lennox, Managerial approach, Consultation presentation and discussion

2008-2009: Magic Aire subsidiary of Carrier Air Conditioning, Plant Manager leadership styles consultation, Consultation on leadership and Management issues

2008-2009: Lennox in Dallas, TX, Team Development Consultation, Consultation on team effectiveness and communications

2008-2009: Habitat for Humanity, General consultation on operations, General perspective on operations issues

2008-2009: Stivers Consulting of Graham, TX, Strategy of operations consultation, Strategic Consultation on business operations in changing economy
2007-2008: Lighthouse Computer Consulting, Human Element in Systems, Consulting with CEO on human dimensions of information systems and managerial issues
2007-2008: Stivers Consulting, Strategic Planning, Structure, Staffing, Decision Making
2006-2007: Stivers Consulting
2003-2004: Stivers Consulting
2003-2004: Hospice of Wichita Falls
2002-2003: Stivers Consulting
2002-2003: Owens Brumley, Inc.
2001-2002: Owens Brumley, Inc.
2000-2001: Owens Brumley, Inc.
2000-2001: Northwest Texas Council of Boy Scouts of America
1999-2000: Northwest Texas Council of Boy Scouts of America
1999-2000: Hospice of Wichita Falls
1998-1999: Hospice of Wichita Falls
1996-1997 – 1997-1998: Columbia Southwestern Medical Center, Lawton, Oklahoma
1993-1994 – 1995-1996: Magic Aire -- United Electric, United Electric
1993-1994 – 1994-1995: Epic Healthcare Group, Dallas, Texas
1992-1993 – 1993-1994: Vista Cablevision
1990-1991: Natco, Electra, Texas

Courses Taught

Courses from the Teaching Schedule: EMPLOYMENT RELATIONS, HUMAN RESOURCE MGMT, HUMAN RESOURCE PERSPECTIVES, INDEPENDENT STUDY IN MANAGEMENT, INDEPENDENT STUDY IN MANAGEMENT, INTERNSHIP IN FINANCE, INTERNSHIP IN MANAGEMENT, INTRODUCTION TO BUSINESS, Ind Study in Management, Independent Graduate Study in Management, Internship in Business Administration, ORGANIZATIONAL BEHAVIOR IN BUSINESS, PERSPECTIVES OF HUMAN RESOURCE MANAGEMENT, PROBLEMS IN ECONOMICS AND BUSINESS, RESEARCH IN BUSINESS TOPICS, SUPERVISORY MANAGEMENT, Speccial Topics in Management

Other courses taught:

BUSINESS STRATEGY AND POLICIES, MANAGEMENT OF SMALL ENTERPRISES, ENTREPRENEURSHIP, SEMINAR IN ORGANIZATIONAL BEHAVIOR, CURRENT ISSUES IN HUMAN RESOURCES, BUSINESS ETHICS, ORGANIZATION THEORY, INTERNATIONAL MANAGEMENT/MARKETING

Other Teaching Activities

Continued development of knowledge

2005-2006 - Continued development of knowledge.

2005-2006 - Continued development of knowledge.

Course Redesign

2008-2009 - Course Redesign.

2007-2008 - Course Redesign.

Program Assessment Projects

2005-2006 - Program Assessment Projects.

Student Assign-Clinical/Practicum/Internship

2009-2010 - 2 students. Student Assign-Clinical/Practicum/Internship.

2006-2007 - 3 students. Student Assign-Clinical/Practicum/Internship.

2005-2006 - Student Assign-Clinical/Practicum/Internship.

Student Assign-Supervised Research (GRAD)

2009-2010 - 3 students. Student Assign-Supervised Research (GRAD).
2008-2009 - 5 students. Student Assign-Supervised Research (GRAD).
2007-2008 - 9 students. Student Assign-Supervised Research (GRAD).
2006-2007 - 1 student. Student Assign-Supervised Research (GRAD).
2005-2006 - Student Assign-Supervised Research (GRAD).

Thesis / Dissertation Committee - Member

2008-2009 - Thesis / Dissertation Committee - Member.
2007-2008 - Thesis / Dissertation Committee - Member.

Innovations in Course Content / Presentation

2009-2010 - Innovations in Course Content / Presentation.
2006-2007 - Innovations in Course Content / Presentation.
2006-2007 - Innovations in Course Content / Presentation.

Intellectual Contributions:

Refereed Articles

Chou, S., Ramser, C., Luo, J., & Bhattarai, A. (in press, 2023). Consumer Sentiments in Automotive Purchases Before and After COVID-19: A Text-Mining Study. *International Journal of Business Environment*.

Bultena, C., Tilker, K., & Ramser, C. (2023). Mediation Metrics III: Deploying Essential Zoom Styles In Virtual Mediation. *Southern Journal of Business and Ethics*.

Chou, S. Y., Ramser, C., & Barron, K. (2023). When silence is golden? Virtuous silence in the organisation: Its conceptualisation, key characteristics, and values. *International Journal of Business Governance and Ethics*, 17 (2), 182-195.

Chou, S. Y., Luo, J., & Ramser, C. (2023). Influence of COVID-19 on student campus ratings: A sentiment analysis. *Journal of Applied Research in Higher Education*, 15 (3), 776-765.

Chou, S. Y., Katelin, B., & Ramser, C. (in press, 2023). Leader favoritism in the organization: A process view and managerial recommendations. *International Journal of Management Concepts and Philosophy*.

Chou, S. Y., Barron, K., & Ramser, C. (in press, 2022). Categorizing you and me: Toward a typology of prejudice and justice in the organization. *International Journal of Organization Theory and Behavior*.

Chou, S. Y., Han, B., & Ramser, C. (in press, 2022). Impact of boredom on perceived inequity and discretionary behaviors: A latent growth curve approach. *Evidence-based HRM*.

Bultena, C., Ramser, C., & Tilker, K. (2022). Mediation Metrics II: Dealing with Errant Zoom Styles in Virtual Mediation. *Southern Journal of Business and Ethics*.

Chou, S. Y., Barron, K., & Ramser, C. (2022). Helicopter helping in the organization: Its conceptualization, key characteristics, and possible antecedents and consequences. *International Journal of Organization Theory and Behavior*, 25 (1/2), 1-21.

Ramser, C. (in press, 2022). Feeling being helped today, but not tomorrow? Receipt of help conceptualization, scale development, and nomological validation. *Employee Responsibilities and Rights Journal*.

Chou, S. Y., & Ramser, C. (in press, 2022). Narcissists going above and beyond? The role of perceived negative inequity and self-enhancement motivation. *Personnel Review*.

Chou, S. Y., Bove, F., & Ramser, C. (2021). I resent that I have helped you! A qualitative study of sources and consequences of resentment of helping. *Employee Responsibilities and Rights Journal*, 33 (3), 213-232.

Chou, S. Y., Barron, K., Ramser, C., & Smalley, J. A. (2021). Incorporating organizational citizenship behavior into business process reengineering: A theoretical model. *International Journal of Business Excellence*, 25 (1), 21-35.

Chou, S. Y., Bove, F., Ramser, C., & Han, B. (2021). Millennials as organizational citizens: Conceptualization and measurement development. *Journal of Social Psychology*, 161 (5), 632-651.

Chou, S. Y., & Ramser, C. (in press, 2021). Feeling being helped today, but not tomorrow? Receipt of help conceptualization, scale development, and nomological validation. *Employee Responsibilities and Rights Journal*.

- Chou, S. Y., Barron, K., & Ramser, C. (2021). Helping coworkers only when I have more? Integrating social comparison, attribution and conservation of resources theories. *Management Research Review*, 44 (7), 1012-1208.
- Chou, S. Y., Luo, J., & Ramser, C. (2021). High-quality vs. low-quality teaching: A text-mining study to understand student sentiments in public online teaching reviews. *Journal of International Education in Business*, 14 (1), 93-108.
- Chou, S. Y., & Ramser, C. (in press, 2021). Understanding the Costs of Interpersonal Helping and Governing Mechanisms: An Application of Transaction Cost Economics Theory. *Journal of Economic and Administrative Sciences*.
- Chou, S. Y., Ramser, C., Chang, T., & Han, B. (2020). Emergence of interpersonal helping in times of crises: A cross-level, theoretical model of prosperity and eradication of interpersonal helping in the organization. *Management Decision*, 58 (10), 2257-2273.
- Ramser, C. (2020). Mediation Metrics: Reclaiming the Power of Shrinking Joint Sessions. *Southern Journal of Business and Ethics*.
- Ramser, C. (in press, 2019). Mediation Madness V: Misfit Mediators. *Southern Journal of Business and Ethics*.
- Bultena, C., Ramser, C., & Tilker, K. (2019). Mediation Madness V: Misfit Mediators. *Southern Journal of Business and Ethics*.
- Chou, S. Y., & Ramser, C. (2019). A multilevel model of organizational learning: Incorporating employee spontaneous workplace behaviors, leadership capital, and knowledge leadership. *The Learning Organization*, 26 (2), 132-145.
- Chou, S. Y., Ramser, C., & Chang, T. (2019). When is helping considered helping? The recipient's view of helping during the stages of receiving help. *International Journal of Organization Theory and Behavior*, 22 (1), 79-95.
- Chou, S. Y., & Ramser, C. (2019). Becoming motivated to be a good actor in a student project team: A theoretical investigation of student citizenship behavior and the use of peer evaluations. *Journal of International Education in Business*, 12 (1), 65-79.
- Bultena, C., Ramser, C., & Tilker, K. (2018). Mediation Madness IV: Truth, Lies, and Mediation. *Southern Journal of Business and Ethics*.
- Bultena, C., Tilker, K., & Ramser, C. (2018). Mediation Madness III: Managing Microwave Mediation. *Southern Journal of Business and Ethics*.
- Bultena, C., Ramser, C., & Tilker, K. (2016). Mediation Madness II: Dealing With Destructive Emotions. *Southern Journal of Business and Ethics*.
- Tilker, K., Bultena, C., & Ramser, C. (2016). Mediation Madness II: Dealing with Destructive Emotions. *Southern Journal of Business and Ethics*.
- Tilker, K., Bultena, C., & Ramser, C. (2015). Mediation Madness: Dealing with Bullies in Mediation. *Southern Journal of Business and Ethics*, 7, 50.
- Bultena, C., Ramser, C., & Tilker, K. (2015). Mediation Madness: Dealing With Bullies in Mediation. *Southern Journal of Business and Ethics*.
- Ramser, C., Bultena, C., & Tilker, K. (2014). Fighting Futility V: Use and Misuse of Influence in Mediation. *Southern Journal of Business and Ethics*.
- Bultena, C., Ramser, C., & Tilker, K. (2013). Fighting Futility IV: Dealing with Defensiveness in Mediation. *Southern Journal of Business and Ethics*, IV (2013), 19-39.
- Bultena, C., Ramser, C., & Tilker, K. (2013). Fighting Futility IV: Dealing with Defensiveness in Mediation. *Southern Journal of Business and Ethics*.
- Bultena, C., Ramser, C., & Tilker, K. (2012). Fighting Futility III: Dealing with Difficult People in Mediation. *Southern Journal of Business and Ethics*.
- Bultena, C., Ramser, C., & Tilker, K. (2011). Fighting Futility II: More Tools for Mediation Success. *Southern Journal of Business and Ethics*.
- Bultena, C., Ramser, C., & Tilker, K. (2010). Fighting Futility: Tools for Mediation Success. *Southern Journal of Business and Ethics*, 2 (1), 64-73.
- Bultena, C., Ramser, C., & Tilker, K. (2010). Fighting Futility: Tools for Mediation Success. *Southern Journal of Business and Ethics*.
- Ramser, C. D., Wilson, Phil. H., Shao, C. Y., & Sager, J. K. (2008). The Influence of Sales Trainee

Expectations on Selected Selling Outcomes. *Midwestern Business and Economic Review*.

Ramser, C. (2007). Mediation: Dynamics and Applications. *Conflict Resolutions & Negotiation Journal*, 2007 (1), 36-44.

Ramser, C., & Tilker, K. (2007). Mediation: A Window and a Matrix. *Midwestern Business and Economic Review*.

Ramser, C., & Shao, C. (2005). The Influence of Appropriate Service-Contact-Personnel Dress on the Dimensions of Customer Expectations of Service Quality. *Southwest Business and Economics Journal*, 14, 1-11.

Ramser, C., & Shao, C. (2004). Attitude Toward the Appropriateness of Service-Contact Personnel Dress. *Southwestern Business Administration Journal*, 4 (1), 1-11.

Ramser, C., & Tilker, K. (2004). Mediation: Opening the Window. *Alternative Resolutions: Newsletter of the State Bar of Texas*, 14 (3).

Refereed Proceedings

Full Paper

Ramser, C., & Tilker, K. (in press, 2005). Mediation: A Window and a Matrix. *Southern Academy of Legal Studies in Business*.

Presentation of Refereed Papers

National

Ramser, C., Bultena, C. D., & Tilker, K. (2013-2014, April). Fighting Futility V: Use and Misuse of Influence in Mediation. *Nation-wide Satellite Conference*, Dallas, Texas.

Ramser, C., Tran, E., Shao, C., & Wilson, P. (2006-2007, November). The Influences of Brand Differential on Motivation to Conform to the Norm of Purchasing Manufacturer Brand Products and the Purchase Intent of Store Brand Products. *International Society of Business Disciplines Conference*, Las Vegas, Nevada.

Ramser, C. & Tilker, K. (2006-2007, October). Mediation: Dynamics and Applications. *Minnesota State University/Franklin Publishing/Conflict Resolution and Negotiation Conference*, Arlington, Texas.

Regional

Ramser, C., Bultena, C., & Tilker, K. (2014-2015, March). Mediation Madness: Dealing with Bullies in Mediation. *AACSB Teaching Effectiveness Seminar*, San Antonio, Texas.

Bultena, C., Ramser, C., & Tilker, K. (2012-2013). Fighting Futility IV: Dealing with Defensiveness in Mediation. *Southern Academy of Legal Studies in Business*, San Antonio, Texas.

Ramser, C., Bultena, C. D., & Tilker, K. R. (2011-2012). Fighting Futility III: Dealing with Difficult People in Mediation. *Southern Academy of Legal Studies*, San Antonio, TX, United States of America.

Bultena, C., Ramser, C., & Tilker, K. (2010-2011). Fighting Futility II: More Tools for Mediation Success. *Southern Academy of Legal Studies in Business*, San Antonio, TX, United States of America.

Bultena, C., Ramser, C., & Tilker, K. (2009-2010). Business Mediation-Conflict Resolution or Exercise in Futility. *Southern Academy of Legal Studies*, San Antonio, Texas.

Ramser, C. & Tilker, K. (2004-2005, March). Mediation: A Window and a Matrix. *Southern Academy of Legal Studies in Business*, San Antonio, Texas.

Presentation of Non-Refereed Papers

Regional

Ramser, C. & Tilker, K. (2004-2005, April). Mediation: Dynamics and Applications. *Southwest Business Symposium*, Edmund, Oklahoma.

Papers Under Review

Bultena, C., Ramser, C., & Tilker, K. (2010). "Fighting Futility: Tools for Mediation Success," Initial submission to *Southern Journal of Business and Ethics*.

Ramser, C. (2009). "Mediation Dynamics," Initial submission to *Journal Of Conflict Resolution*.

Working Papers

Ramser, C. (2010). "Mediation Success and Dale Carnegie," targeted for Franklin Business and Law Review Quarterly Journal.

Wilson, P. (2007). "Service Failure and Recovery by a Utility Company," targeted for The CASE Journal.

Ramser, C. & Shao, C. (2006). "The Styles of Crisis Management: A Cross Cultural Analysis of Individualism versus Collectivism," targeted for Journal Of Retailing And Consumer Services.

Other Research Activities

Applied or Integrative/application Scholarship

2005-2006: , , . Unpaid Consultancy for Stivers Consulting in Graham, Texas on Organizational and Human Resource Issues

Service:

Service to the University

Department Assignments

Faculty Advisor:

2005-2006: Academic Advising

Department Assignments

Member:

2008-2009: Management Department

2005-2006 – 2008-2009: Management & Marketing Department

Department Assignments

Member:

2009-2010: Management Department Search Committee

College Assignments

Chair:

2011-2012 – 2023-2024: Task Force - DCOBA History

2005-2006: DCOBA Tenure and Promotion Committee

College Assignments

Faculty Mentor:

2009-2010: Beta Gamma Sigma

2009-2010: Delta Sigma Pi

College Assignments

Member:

2017-2018 – 2023-2024: Marketing and Management Department

2010-2011 – 2023-2024: Dillard College Faculty Meeting

2014-2015 – 2019-2020: Graduate Program Committee

2013-2014 – 2016-2017: Marketing Management and Legal Studies Department

2011-2012 – 2012-2013: Marketing Management Department

2009-2010 – 2012-2013: Task Force - Annual Report

2010-2011 – 2011-2012: Tenure and Promotion Committee

2010-2011 – 2011-2012: Society for Human Resource Management (SHRM) Faculty Sponsor

2010-2011 – 2011-2012: Assessment Committee
2010-2011: Management Department
2010-2011: Task Force - Professional Development Course
2009-2010: Tenure and Promotion Committee
2009-2010: Faculty Development Committee
2005-2006 – 2009-2010: Dillard College Faculty Meetings
2008-2009: DCOBA Tenure and Promotion Committee
2008-2009: Research Committee
2007-2008 – 2008-2009: DCOBA Graduate Faculty
2007-2008: Assessment Council
2006-2007: College Oversight Committee
2006-2007: Assessment Council

College Assignments

Mentoring Activities:

2006-2007: Mentor Training

Other Institutional Service Activities:

2009-2010: DCOBA Alumni Survey
2009-2010: Streich Family Lecture
2008-2009: Strreich Family Lecture Series on Free Enterprise
2008-2009: Delta Sigma Pi
2008-2009: Recruitment of Students

Writing Student Recommendations:

2005-2006: Reference Letters for Students

Member:

2009-2010: DCOBA Graduate Faculty
2003-2004: Dillard College of Business Administration
2003-2004: Dillard College of Business Administration
2001-2002: Dillard College of Business Administration
2000-2001 – 2001-2002: Dillard College of Business Administration
2000-2001: Dillard College of Business Administration
1999-2000 – 2000-2001: Dillard College of Business Administration
1992-1993 – 1996-1997: Dillard College of Business Administration

University Assignments

Committee Member:

2007-2008: Ad Hoc Program Dismissal Appeal Committee
2005-2006: BAAS Review Committee
2004-2005 – 2005-2006: Midwestern State University
2004-2005: Midwestern State University
2004-2005: Midwestern State University
2003-2004 – 2004-2005: Midwestern State University
2003-2004: Midwestern State University
2003-2004: Midwestern State University
2002-2003 – 2003-2004: Midwestern State University
2002-2003 – 2003-2004: Midwestern State University

1997-1998 – 2002-2003: Midwestern State University
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1993-1994: Midwestern State University
1991-1992 – 1993-1994: Midwestern State University

Faculty Advisor:

2009-2010: Alpha Chi Sponsor
2007-2008: Kappa Alpha Order

Faculty Sponsor:

2006-2007 – 2007-2008: Alpha Chi
2005-2006: Faculty Sponsor for Alpha Chi and Kappa Alpha

Other Institutional Service Activities:

2008-2009: Formal Induction Ceremony
2007-2008: College Bowl
2006-2007: Annual College Events Attendance
2004-2005 – 2006-2007: Midwestern State University
2005-2006: Reviewer of Papers for Midwestern Business and Economic Review
2004-2005: Midwestern State University
2004-2005: Midwestern State University
2004-2005: Midwestern State University
2003-2004 – 2004-2005: Midwestern State University
2003-2004: Midwestern State University
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1990-1991: Midwestern State University

Service to the Profession

Academic Conference: Discussant

2007-2008: North Central Texas Human Resources Association (Regional). Background Checks Discussant
1995-1996: Nicholls State University (Regional). f±EEOC Guidelines on the Americans with Disabilities Act: A System for Evaluation Pre-Employment Inquiries,i” by Elaine Fry

Advisor

2011-2012: North Central Texas Human Resources Association, Wichita Falls, Texas (Regional).

Chair: Conference / Track / Program

1996-1997: Southwestern Small Business Institute Association Section of Southwest Federation of Administrative (Regional). Track Chair in Human Resource Management

Reviewer - Book / Textbook

1993-1994: Small Business Finance (National). Practice and Remedies Code, by Osteryoung, Newman, and Davis, Dryden Press (Book Review)

Other Professional Service Activities

2000-2001 – 2006-2007: Alpha Chi (National). Participant Scholarship Committee Session Chair
2002-2003: North Central Texas Human Resources Association (Regional).
1972-1973 – 2001-2002: Southwest Federation of Administrative Disciplines (Regional).
1971-1972 – 2001-2002: Academy of Management (National).
2000-2001: North Central Texas Human Resources Association (Regional).
1999-2000: Conflict Resolution Training Institute, South Plains Dispute Resolution Center (Regional). Received Designation as a Third Party Mediator with the Texas Civil
1999-2000: North Texas Center for Non-Profit Management (Regional). Conflict Management
1998-1999: Alpha Chi (Regional). Regional Conventions
1997-1998: Distance Learning Conference (Regional). Teaching at a Distance, Las Cruces, New Mexico
1981-1982 – 1997-1998: Southwestern Small Business Institute Annual Conference (Regional).
1986-1987 – 1996-1997: Southwestern Small Business Institute Association (Regional). Meetings
1995-1996: Interfaith Ministries (Local). Customer Service at Interfaith-Workshop
1993-1994 – 1995-1996: Associated General Contractors of America (Local). Partnering Seminar
1991-1992 – 1995-1996: Wichita Falls General Manufacturer's Certificate (Local). Interpersonal Skills (28 Sessions)
1994-1995: North Texas Center for Non-Profit Management (Regional). Serving the Non-Profit Customer
1993-1994: AVSA Horticultural Society National Headquarters (Regional). Policies, Goals, Employee Volunteer Relations Conference

Presentation

1994-1995 – 1995-1996: North Texas Center for Non-Profit Management (Regional). Serving the Non-Profit Customer

Service to the Community

Member of a Committee

2008-2009: Dillard College Academic Internship Reception, Served as Internship Faculty Sponsor

Other Community Service Activities

2008-2009: Distinguished Speaker Series, Participated in Business Luncheon for the Munir Lalani Center's Distinguished Speaker Series in Entrepreneurship, Program entitled Zero to Four Billion presented by Mr. Don Stull

2006-2007: Wichita Falls Independent School District Elections, Served as Election Official for school board members and policy decisions

2006-2007: County of Wichita Elections, Served as Election Official

2006-2007: City of Wichita Falls Elections, Elections for Officials, Served as Official Election Worker

2003-2004: Better Business Bureau, Torch Awards

2003-2004: North Central Texas Human Resources Association

1994-1995 – 1996-1997: Barwise Junior High, Vertical Team

1990-1991: Optimist International, Speech Competition Judge

Speech / Presentation at a Community Meeting

1993-1994: American Association of University Women Chapter, British Society, Culture, and the Common Market (Presentation)

1992-1993: Wichita Falls Advertising Federation, World Class Customer Service: The Big Challenge and Why It's Not Likely To Happen (Speech)

1992-1993: Wichita Falls Altrusa Club, The Management Revolution: What It Means (Speech)

Faculty Development

Professional Seminars / Workshops

2014-2015: Southern Academy of Legal Studies in Business. Attended Conference Presentations March 26-27, 2015

2014-2015: State Bar of Texas. Alternative Dispute Resolution Conference 2015. (Kris Tilker did not attend this one.)

Honors-Awards-Grants

Award

2006-2007: , Midwestern State University. Dean's Award for Teaching Excellence, Dillard College of Business Administration

1996-1997: , John G. Tower Memorial . Faculty Award for Excellence in Teaching

1996-1997: , Midwestern State University. Midwestern State University Favorite Business Professor (Reader's Choice - The Wichitan)

1991-1992: , Midwestern State University. The Faculty Award

1990-1991 – 1991-1992: , Midwestern State University. The Minnie Stevens Piper Nominee for Outstanding Teaching

1986-1987: , Midwestern State University - Student Government. Faculty of the Month Award

Honor

1988-1989: , International Biographical Center, England. Man of Achievement - Order of Omega

1982-1983: , Phi Eta Sigma. Honorary Membership

1978-1979: , School of Business. Outstanding Business Teacher

1976-1977: , School of Business. Outstanding Business Teacher

Other Activities

2013-2014 - State Bar of Texas Alternative Dispute Resolution Course : Attended the Course in Dallas, Texas on January 17, 2014. Wide-ranging discussions and presentations on the major ADR approaches in use today and the pitfalls therein. Incorporated both technical/legal aspects and human relations aspects of mediation and arbitration.

2009-2010 - : Dillard College of Business Administration Celebration Banquet honoring first-time Accreditation by AACSB-I, May 1, 2010, presented the subject 'Historical Perspective on Accreditation' to banquet attendees.

2009-2010 - : Professional Meeting--Wichita Falls Human Resources Management Association--attended and participated in meeting programs and brought HR students to session, February, March, April, 2010

2009-2010 - : Attended Midwestern State University, First Annual Scholarship Colloquium, April 9, 2010.

2009-2010 - : Beta Gamma Sigma Chartering and Induction Ceremony, Spring 2010, Participated in Ritual.

2009-2010 - : Faculty Appreciation Celebration, May 6, 2010--attended.

2009-2010 - : Attended 2010 Small Business Person Award Banquet, May 27, 2010

2009-2010 - : Attended AACSB On-Line Reserch Quality Assessment Session, Dillard College, May 12, 2010.

2009-2010 - : Attended Third Annual Dillard College of Business Academic Internship Reception, January 26, 1010, Bryand Edwards Conference Center.

2009-2010 - : Attended I.D.E.A. WF, A celebration of Entrepreneurship, December 9, 2010, Midwestern State University.

2008-2009 - : Honored at TLRC Celebrate Teaching Week, May 7, 2009

2007-2008 - : Dillard College of Business Dean's Award for Teaching Excellence recipient

2005-2006 - : Sound technician, University United Methodist Church

2005-2006 - : Organizational Advisor for AVSA, a National Horticultural Group, on organizational structural issues

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