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ACADEMIC EXPERIENCE

- 2004-present **Middle Tennessee State University**, Murfreesboro, Tennessee
Department of Marketing
PROFESSOR
- Develop and revise courses to incorporate emerging topics (GenAI in business communication), resulting in measurable student engagement and assignment completion rates
 - Deliver/Facilitate 3-3 courses per academic year, serving approximately 40 students per section across multiple disciplines
 - Deliver courses using LMS and digital tools (e.g., Teams, Zoom)
 - Incorporate experiential learning activities (projects, GenAI tools) in business communication to improve job readiness in students
 - Collaborate with departmental faculty in development of new major(s) and/or course(s)
 - Serve on 3 to 4 departmental, college, and university committees annually, contributing to governance, curriculum decisions, and strategic initiatives
 - Develop and execute promotional strategies via social media, increasing student inquiries and interest in the marketing major
- 2013-2014 **University of Arkansas**, Little Rock, Arkansas
Management Department
ADJUNCT PROFESSOR
- 1995-2004 **Indiana University of Pennsylvania**, Indiana, Pennsylvania
Technology Support and Training Department
ASSOCIATE PROFESSOR
- 1991-1992 **University of Southern Mississippi**, Hattiesburg, Mississippi
Department of Technology Education
ADJUNCT INSTRUCTOR

EDUCATION

- August 1995 **Ph.D., Adult Education**
University of Southern Mississippi, Hattiesburg, Mississippi
Emphasis: Business Technology Education
Dissertation Title: Effects of Age, Learner Profile, and Keyboarding Skill on Self-Reported Computer Anxiety Among Traditional Versus Nontraditional College Students
- August 1992 **M.Ed., Adult Education**
University of Southern Mississippi, Hattiesburg, Mississippi
Emphasis: Business Technology Education
- May 1991 **B.S., Business Education**
University of Southern Mississippi, Hattiesburg, Mississippi

CERTIFICATIONS

- 2016, July *Certified Hospitality Educator* (CHE). American Hotel & Lodging Educational Institute (AHLEI).

2008 *Certified Online Instructor (COI)*. Falls River, WI: Learning Resources Network (LERN)

PROFESSIONAL DEVELOPMENT

2018, November OLC Accelerate Conference, The Swan and Dolphin, Walt Disney World, Orlando, FL

2018 Fundamentals: ADA and Web Accessibility. Online Learning Consortium (OLC), June 4-10.

2018 Applying Universal Design for Learning (UDL) Principles to Online Courses to Increase Accessibility and Engagement. Online Learning Consortium (OLC), June 11-17.

2018 Strategic Planning for Web Accessibility. Online Learning Consortium (OLC), June 18-24.

PUBLICATIONS AND PRESENTATIONS

BOOKS

2026 Kontny, J. L., Hemby, K. V., and Carioti, K. K. *Business Communication: Authenticity in Action*. **Textbook under contract with Sage Publishing for publication in 2026.**

2023 Hemby, K. V. (2023). *Ensuring Civility Online: Professional Etiquette for the Virtual Workplace*. New York: Business Expert Press. ISBN: 978-1-63742-543-5.

2020 Hemby, K. V. (2020). *Delivering Effective Virtual Presentations*. New York: Business Expert Press. ISBN: 978-1-63157-967-7.

2019 Grubb, R. E., Jr., & Hemby, V. (2019). *Effective Communication in Criminal Justice*. Thousand Oaks, CA: SAGE Publications. ISBN: 978-1-5063-9213-4.

2003 Grubb, R. E., Jr., & Hemby, V. (2003). *Effective Communication for Criminal Justice Professionals*. Belmont, CA: Wadsworth/Thomson Learning. ISBN 0-534-14993-6.

SUPPLEMENTS

2021 Hemby, K. V. (2021). *Delivering Effective Virtual Presentations Mobile Application*. Praxie. Available at <https://boards.praxie.com/homepage>

2014 Hemby, K. V. (2014). *Professionalism in the Digital Age*. Belmont, CA: Cengage. (On-Demand publication)

2004 Grubb, R. E., Jr., & Hemby, V. (2004). Instructor's Manual and Test Bank for *Law Enforcement in the 21st Century* (Grant and Terry). Allyn and Bacon. ISBN: 0-205-41892-9.

BOOK CHAPTERS

2014 Hemby, K. V. (2014). The leader as motivator and communicator. *National Business Education Association (NBEA) Yearbook, No. 52, Approaches to Leadership*, M. Anderson and B. Hagler, Editors. Reston, VA: NBEA.

2011 Hemby, K. V. (2011). Online learners and students' learning styles. *National Business Education Association (NBEA) Yearbook, No. 49, Education, L*. Snyder, Ph.D., Editor. Reston, VA: National Business Education Association.

2007 Hemby, K. V. (2007). Traumatic brain injury and its challenges for a college professor. *Disabled Faculty and Staff in a Disabling Society: Multiple Identities in Higher Education*, M. L. Vance, Editor (pp. 75-85). Huntersville, NC: The Association on Higher Education and Disability (AHEAD).

2006 Grubb, R. E., Jr., & Hemby, V. (2006). Think before you speak: The verbal component. *Writing for Criminal Justice*. Belmont, CA: Wadsworth/Thomson Higher Education. ISBN: 0495000418.

- 2006 Grubb, R. E., Jr., & Hemby, V. (2006). Grammar: A lesson in the basics. Writing for Criminal Justice. Belmont, CA: Wadsworth/Thomson Higher Education. ISBN: 0495000418.
- 2001 Hemby, K. V., & McPherson, B. (2001). Creating a student-centered environment: Using personality type and learning style in business communication courses. *Sound Instruction: Ready to Use Classroom Practice*, L. S. Hagedorn, Ph.D., Chief Editor (pp. 291-297). Chattanooga, TN: Rapid Intellect Group.

REFEREED ENCYCLOPEDIA ENTRY

- 2006 Hemby, K. V. (2006, October). Document processing. *Encyclopedia of Business and Finance* (2d ed.), B. Kaliski, Editor. Macmillan Reference USA/Thomson Gale. ISBN: 0-02-866-61-7.

JOURNAL ARTICLES

- 2025 Hemby, V., Luck, S., and Schanne, S. (2025, August 5 Online First). Terms of Endearment and Their Impact on the Workplace: How Personal Should Interpersonal Communication Be? *Business and Professional Communication Quarterly*, SAGE Publications, Inc. doi: 10.1177/23294906251352796 (*Impact Factor 2.1; 5-year Impact Factor 1.9*)
- 2024 Lookadoo, K., Moore, S., Wright, C., Hemby, V., and McCool, L.B. (2025, January 23 Online First). AI-Based Writing Assistants in Business Education: A Cross-Institutional Study on Student Perspectives. *Business and Professional Communication Quarterly*, SAGE Publications Inc. doi: 10.1177/23294906241310415. (*Impact Factor 1.4; 5-year Impact Factor 1.8*)
- 2023 Hemby, K. V. (2023). Dr. Seuss: The Zax and Conflict Resolution. In My Favorite Assignment: *Selections from the ABC 2022 Annual International Conference, Tampa, Florida: A Sunrise of Classroom-Tested Pedagogy* (Whalen & Drehmer, Eds.). *Business and Professional Communication Quarterly*, 86(2), 187-206. <https://doi.org/10.1177/23294906231165570>.
- 2022 Wright, C., and Hemby, K. V. (2022, Fall). Using Grammarly: Professionals' Perceptions of Effectiveness. *Mountain-Plains Business Education Association Journal*, X(1), 44-49.
- 2021 Hemby, K. V. (2021). Research Review: Business Education Research Conference Award-Winning Papers. *Business Education Forum*, 75(4), 34-38.
- 2020 Hemby, K. V. (2020). Research Review: Teaching Presence in Online Courses. *Business Education Forum*, 74(4), 46-49.
- 2020 Hemby, K. V. (2020). Instruction for Creating and Delivering Virtual Presentations. *Business Education Forum*, 74(3), 16-18.
- 2019 Hemby, K. V. (2019). Research Review: Factors Contributing to Stress of Business/Marketing Educators. *Business Education Forum*, 73(4), 8-10.
- 2018 Hemby, K. V. (2018). Research Review. *Business Education Forum*, 72(4), 19-21.
- 2017 Hemby, K. V. (2017). Research Review. *Business Education Forum*, 71(4), 18-20.
- 2015 Hemby, K. V. (2015). Impact of self-reported listening preferences of business communication students on choice of college major. *Journal of Organizational Culture, Communications, and Conflict*, 19(3), 1-18. Print ISSN: 1544-0508; Online ISSN: 1939-4691
- 2015 Hemby, K. V., & Lewis, S.D. (2015). *Business Education Forum: A historical review*. *Business Education Forum*, 70(2), 45-49.
- 2010 Hemby, K. V. (2010). Ain't miscommunicating: Business communication at a distance. *Business Communication Quarterly*, 73(1), 106-126.

- 2009 Crews, M., & Hemby, K. V. (2009). Integrating business communication instruction and career services: Activities and assessments. *Journal of Applied Research in Business Instruction*, 7(4), 1-6.
- 2009 Hemby, K. V., & Spray, J. (2009). Teaching business message design and format to business communication students using screen capture tools to enhance learning. *Georgia Business Education Association Journal*, 27(1), 5-9.
- 2008 Crews, T. B., Wilkinson, K. L., Hemby, K. V., McCannon, M., & Wiedmaier, C. (2008, Fall). Workload management strategies for online educators. *Delta Pi Epsilon Journal*, L(3), 132-149.
- 2006 Hemby, K. V., & Smith, V. (2006). Problems in office management: Cases in practice. *Delta Pi Epsilon Journal*, XLVIII(3), 153-167.
- 2006 Hemby, K. V., Wilkinson, K., & Crews, T. B. (2006, December). Converting assessment of traditional classroom assignments to the e-learning environment. *Online Journal for Workforce Education and Development*, II(2). Available at <http://wed.siu.edu/Journal/VolIInum2/volIInum5.php>.
- 2005 Hemby, K. V. (2005). A contextual approach to teaching the methods behind training: Using technology in business communication classes. *Journal of Business and Training Education*, 14, 39-44.
- 2005 Wilkinson, K., Crews, T. B., & Hemby, K. V. (2005). Assessment tools for e-instructors. *Journal of Applied Research in Business Instruction*, 3(2), 1-4.
- 2005 Hemby, K. V. (2005). Preparing prospective Business Education teachers for the classroom: Using active teachers as mentors through an on-line environment. *Business Education Forum*, 60(2), 45-46, 59.
- 2005 Hemby, K. V., & Crews, M. (2005). Integrating university and college career services programs into the Business Communication curriculum. *Journal of Applied Research in Business Instruction*, 3(1), 1-6.
- 2004 Hemby, V., McPherson, B., Moore, W., Szul, L., Woodland, D., & Wilkinson, K. (2004, Summer). A meeting planning project: A major component in developing teamwork and collaborative writing skills. *Journal of Organizational Culture, Communications, and Conflict*, 8(2), 27-45.
- 2004 Hemby, V., Szul, L., Woodland, D., & Shi, Y. (2004). A pilot study identifying career fair recruiters' perceptions of corporate culture in tradition-based versus technology-oriented industries. *Business Education Digest*, XIII, 13-24.
- 2001 Hemby, V., & Wilkinson, K. (2001). The virtual conference component of business education: Are business educators willing to practice what they preach? *Business Education Digest*, XI, 21-38.
- 2001 Wilkinson, K., & Hemby, K. (2001, Spring). Career fair recruiters' preferences for resume content and design. *Wisconsin Business Education Journal*, 49(2), 21-24.
- 2000 Hemby, K. V., & Wilkinson, K. L. (2000). Developing winning resumes: A regional view of career fair recruiters' preferences. *Academy of Managerial Communication Journal*, 4, 62-75.
- 2000 Wilkinson, K. L., & Hemby, K. V. (2000). An examination of the perceptions of the use of virtual conferences in organizations: The Office Systems Research Association (OSRA) and the Association for Business Communication (ABC) members speak out. *Information Technology, Learning, and Performance Journal*, 18(2), 13-23.
- 1999 Hemby, K. V. (1999, December). Designing programs for computer-anxious adults: The trainer's dilemma. *TechTrends*, 43(6), 32-34.

- 1999 McPherson, B., & Hemby, K. V. (1999). An analysis of students' knowledge of business message design: Implications for business communication curricula. *NABTE Review*, 26, 51-57.
- 1999 Hemby, K. V. (1999, Spring). The impact of keyboarding skill on computer anxiety in end users. *Office Systems Research Journal*, 17(1), 9-18. (*Office Systems Research Journal* is now *Information Technology, Learning, and Performance Journal*.)
- 1998 McPherson, B., Szul, L., Woodland, D., & Hemby, V. (1998). A teaching strategy to convey the importance of teamwork. *Delaware Business Journal*, XIV, 47-64.
- 1998 Hemby, K. V. (1998). Self-directedness and computer anxiety: A behavioral construct? *Computers in Human Behavior*, 14(2), 302-320.
- 1998 Grubb, R. E., Jr., Hemby, K. V., & Conerly-Stewart, D. (1998). Adult education and human resource development: A symbiotic relationship. *PAACE Journal of Lifelong Learning*, 7, 57-66.
- 1997 McPherson, B., Hemby, V., Szul, L., & Woodland, D. (1997, Winter). A teaching strategy: Tinkertoys and teamwork. *Academic Exchange Quarterly*, 1(2), 31-45.
- 1997 Hemby, K. V. (1997). Teaching adults in the business education classroom: Computer anxiety and its impact on instructional methods. *National Business Education Forum*, 52(1), 36-38.
- 1997 Hemby, K. V. (1997, Winter). Effects of keyboarding skill on self-reported computer anxiety among traditional versus nontraditional college students. *Delta Pi Epsilon*, 39(1), 24-38.
- 1997 Grubb, R. E., Jr., Hemby, K. V., Walker, J. V., & Pierce, W. L. (1997). Mississippi Assessment Technique for Identifying Learning Disabilities in Adults (MATILDA): Development of a learning disabilities screen for adult basic educators. *Adult Basic Education*, 7(1), 23-38.
- 1997 Hemby, V. (1997). Using the world wide web to teach employment communication. *Business Communication Quarterly* (Focus on Teaching), 60(1), 161-162.
- 1996 Rachal, J. R., Hemby, K. V., & Grubb, R. E., Jr. (1996). Institutional publication productivity in selected gerontology journals, 1984-1993. *Educational Gerontology*, 22, 281-291.
- 1995 Hemby, V. (1995). Internationalizing business education: What in the world are we doing? *Mississippi Business Education Association Journal*, 21, 18-30.

CONFERENCE PROCEEDINGS

- 2020 Hemby, K. V. (2020). The college student as bully: Narratives of post-secondary business faculty. *Conference Proceedings of the International Academy of Business and Public Administration Disciplines*, 17(1), 502-512. ISSN 1547-4836
- 2010 Hemby, K. V. (2010, November). The week in review in business communication: A podcasting experiment. *2010 Delta Pi Epsilon National Conference Book of Readings*, Part I, Refereed Research Papers, 41-50.
- 2006 Crews, T. B., Wilkinson, K. L., Wiedmaier, C., Hemby, K. V., & McCannon, M. (2006, November). Effective workload management strategies for teaching online. *2006 Delta Pi Epsilon National Conference Book of Readings*, Part IV, Research in Progress, 147-150.
- 2005 Crews, T. B., Wilkinson, K. L., Wiedmaier, C., Hemby, K. V., & McCannon, M. (2005, November). Effective workload management strategies for the e-instructor: A product in progress. *2005 Delta Pi Epsilon National Conference Book of Readings*, Part IV, Research in Progress, 227-228.
- 2004 Wilkinson, K. L., & Hemby, K. V. (2004, November). Beyond extraneous variables: Revisiting the Student Satisfaction Survey and analyzing additional

data in summative student evaluations. *2004 Delta Pi Epsilon National Conference Book of Readings*, Refereed Research Papers Division, 31-41.

PUBLICATIONS CURRENTLY UNDER REVIEW OR IN PROGRESS

- 2026 Hemby, K. V., and Luck, S. Professional address and perceptions of respect: A cross-professional study on honorifics and courtesy titles (data has been collected and manuscript is in draft stage)
- 2026 Kontny, J. L., Hemby, K. V., and Carioti, K. K. *Business Communication: Authenticity in Action*. **Textbook under contract with Sage Publishing for publication in 2026.**

RESEARCH IN PROGRESS

- 2026-2027 Are you happy with the employees AI provides you? SHRM Members' perceptions of the impact of AI tools on the hiring process (in the development stage)
- 2026-2027 Hemby, V., Luck, S., and Schanne, S. Terms of Endearment in the Workplace: Does Body Language and/or Affect Displays Change the Communication Dynamic and Meaning Behind these Terms? (in the development stage)

CONFERENCE PRESENTATIONS

- October 2026 Association for Business Communication, 91st Annual International Conference, Baltimore, MD
Presentation: An Investigation of the Academic Environment and Sustainability of the Business Communication Profession (with the ABC Academic Environment Committee)
- October 2025 Association for Business Communication, 90th Annual International Conference, Long Beach, CA
Presentation: Untitling and Uncredentialed in Academia: Have you Been Affected? (3-minute Research Pitch)
Presentation: Authentic Interpersonal Communication (with Dr. Kristen Carioti and Dr. Jennifer Kontny) (Group Panel)
- March 2025 Association for Business Communication—Southwestern Region, Tulsa, OK
Presentation: Totally Bad: Tips and Tricks for Eliminating Lousy Student Writing Habits! (Lunch and Learn Panel with C. Wright, K. Sapkota, R. Dolechek, S. Moore, and L. Sigmar)
Presentation: Courtesy Titles, Honorifics, and GenZ: The Power Dynamic
- October 2024 Association for Business Communication, 89th Annual International Conference, Tulsa, OK
Presentation: How Personal Should Interpersonal Communication Be? (w/S. Luck and S. Schanne)
Business Practices Panel: Civility in the Workplace: The Role of Business Communication
Presentation: Interpersonal Communication, Personal Communication Norms, and Incivility: Are Uses of Terms of Endearment in Professional Settings a Hidden Incivility? (w/S. Luck and S. Schanne)
- March 2024 National Business Education Association Conference, Myrtle Beach, SC
Presentation: Using AI to Enhance Teaching and Learning in Business Subjects: Do We Need to Change the Way We Teach Writing?
- October 2023 Association for Business Communication, 88th Annual International Conference, Denver, CO
Virtual Presentation: Business Students' Perceptions and Use of Grammarly.com (w/L. McCool, Drake University; S. Moore, University of Texas-

- Dallas; K. Lookadoo, University of Texas-Dallas; and C. Wright, Stephen F. Austin State University)
Panel Presentation: Plain Writing: The Government Thought it Important Enough to Legislate its Use (Business Practices Plain Language Panel)
- October 2022 Association for Business Communication, 87th Annual International Conference, Tampa, FL
Presentation: Courtesy Titles in the Era of Non-Gender-Specific Identities
My Favorite Teaching Assignment Presentation: Dr. Seuss, the Zax, and Conflict Resolution
- March 2022 Association for Business Communication Southwestern U.S. Conference, New Orleans, LA
Presentation: Perceptions of Employers Regarding the Use of Grammarly Premium (w/C. S. Wright)
- October 2021 Association for Business Communication, 86th Annual International Conference (Virtual)
Presentation: Using Grammarly: Perceptions of its Influence on Effective Writing (w/C. S. Wright, Stephen F. Austin State University, Nacogdoches, TX)
Presentation: Employers' Perceptions of the Use of Emojis in Professional Messages as a Means of Personalizing Digital Communication
- March 2021 National Business Education Association Annual Convention, New Orleans, LA
Presentation: Teaching in a Pandemic
- October 2020 Association for Business Communication, 85th Annual International Conference (Virtual via Pathable platform)
Presentation: 21st Century Workplace Attire: Formal or Casual? (with R. White)
- October 2019 Association for Business Communication, 84th Annual International Conference, Detroit, MI
Presentation: The College Student as Bully: Narratives of Post-Secondary Business Faculty
- April 2017 2017 Business Education Research Conference (BERC), National Business Education Association Annual Convention, Chicago, IL
Presentation: Perceptions of College/School of Business Faculty Involving the Content and Scope of a Business Communications Class and Faculty Self-Efficacy to Evaluate Business Communication Skills of Students
- October 2016 Association for Business Communication, 81st Annual International Conference, Albuquerque, NM
Presentation: Teaching Virtual Presentation Skills: A Systematic Literature Review
- July 2016 2016 Texas Career Education Summer Conference, Fort Worth Convention Center, Fort Worth, TX
Presentation: Virtual Presentations, eMeetings, and Webinars: Teaching Technology-Driven Presentation Skills (Virtual Session)
- July 2016 2016 College & Career Roadmap: Developing the Ready Student: Institute for Career and Technical Educators, Music City Center, Nashville, TN
Presentation: Keeping Tennessee Students in Tennessee: Meeting, Event, Exhibition, and Convention (MEEC) Management at Middle Tennessee State University
- October 2015 Association for Business Communication, 80th Annual International Conference, Seattle, WA
Presentation: Unusual Names and the Job Search: Should Business Communication Instructors Encourage Students to Use Initials, Not Names?

KEYNOTE ADDRESSES

- 2012 Hemby, K. V. (2012, April). Job Search Aids for the Digital Age. International Association of Administrative Professionals (IAAP), *Professional Week Seminar*, Murfreesboro, TN.

INVITED LECTURES

- 2017 Hemby, K. V. (2017, November 13). *Professional Conduct*. Video Conference with Social Media Communications Class, Hackett High School, Hackett, AR.
- 2017 Hemby, K. V. (2017, October 9). *Professionalism in the Workplace*. Students in Professional Preparation in Marketing, Middle Tennessee State University, Murfreesboro, TN.
- 2012 Hemby, K. V., & Grubb, R. E., Jr. (2012, June). *Effective Communication Skills*. United States Bureau of Labor, Wage and Hour Division, Nashville District Office, Nashville, TN.

INVITED PRESENTATIONS

- 2018 Hemby, V. (2018, June 15). *Strategies to Improve Email, Telephone, and Face-to-Face Communication*. MTSU Student Affairs Professional Development, Murfreesboro, TN.
- 2017 Hemby, V. (2017, November 14). *Raiders' Closet: A Project to Assist Students with their Professional Image*. Rutherford County Retired Teachers Association Meeting, Murfreesboro, TN.
- 2017 Hemby, V. (2017, October 28). *Create a Brighter Outlook while Managing those Pesky Office Apps: Processes for Making Office "Work" for You*. Office Professionals of Tennessee Educational Seminar, Murfreesboro, TN.
- 2017 Hemby, V. (2017, September 21). *Professional, Business Casual, and Unacceptable: What Professional Dress Means*. ASCE Professional Development Workshop, Middle Tennessee State University, Murfreesboro, TN.
- 2016 Hemby, V. (2016, April 23). *Ergonomics in the Workplace: You and the Job You Perform*. Office Professionals of Tennessee Educational Seminar, Murfreesboro, TN.
- 2015 Hemby, V. (2015, May 21). Workplace Etiquette and Protocol. *Edwards Jones Regional Meeting*, Murfreesboro, TN.
- 2014 Hemby-Grubb, V. (2014, August 14). Traumatic Brain Injury: Prevention is the Key. *Exchange Club Noon Chapter*, Murfreesboro, TN.
- 2013 Hemby, K. V. (2013, September 9). Presentation Skills for the 21st Century: More than Traditional Face-to-Face Speeches. *IAAP Meeting, Murfreesboro Chapter*.
- 2013 Hemby, K. V. (May 14, 2013). Ergonomics in the Workplace: You and the Job You Perform. *ASCE Professional Development Workshop*, Middle Tennessee State University.
- 2011 Hemby, K. V. (2011, May 12). Customer Service and Communication: Tips to Achieve Satisfaction and Success. *VISN 9 Network Contract Activity (NCA) Workshop*, Murfreesboro, TN.
- 2011 Hemby, V. (2011, March 30). Business Writing. *ASCE Professional Development Day*, Middle Tennessee State University.
- 2011 Hemby, V. (2011, March 30). Records/File Management. *ASCE Professional Development Day*, Middle Tennessee State University.

DISCUSSANT/PANELIST

- 2017 Hemby, K. V. (2017, October 17). *Movin' On Up!* Colleague to Colleague Column, *Business Education Forum* (February 2018).
- 2017 Hemby, K. V. (2017, October 31). *MT Engage Faculty Showcase: High Impact Practices* (with Dr. Stephanie Dean, Dr. Mary Evins, Ms. Natonya Listach, and Ms. Kristi Shamburger)
- 2016 Hemby, K. V. (2017, November 16). Encouraging Seamless Pathways for Students in Hospitality and Tourism. Tennessee Department of Education, Division of College, Career, and Technical Education. Professional Development, Hospitality and Tourism Collaborative.
- 2012 Hemby, K. V., & Grubb, R. E., Jr. (2012, October 11). Cloud Computing: Why? Why Not? National Business Education Association, NBEA Fall Webinar.
- 2012 Hemby, K. V. (2012, August 1). Will Tablets Be a Game-Changer in Education? National Business Education Association, Panel Discussion for NBEA Forum Feature (December 2012).
- 2011 Hemby, K. V. (2011). Implementation of Mobile Devices in Teaching Environments. LT&ITC Panel Discussion (with Henderson, Blackman, Donnell, Draude, Calahan).

MIDDLE TENNESSEE STATE UNIVERSITY PRESENTATIONS

- 2020 Hemby, V. (2020, September 24). *Virtual Etiquette and Protocol: Is Clothing Optional? MT Engage Sponsored Workshop* (proposal submission and review required for MT Engage sponsorship).
- 2019 Buckner, L. and Hemby, K. V. (2019, September 25). *Developing a Personal Brand in a Professional World. MT ENGAGE Sponsored Workshop* (proposal submission and review required for MT Engage sponsorship).
- 2018 Hemby, K. V. and Buckner, L. (2018, September 27). *Tell Me a Little About Yourself. MT ENGAGE Sponsored Workshop* (proposal submission and review required for MT Engage sponsorship).

JONES COLLEGE OF BUSINESS PRESENTATIONS

- 2020 Balachandran, M., and Hemby, K. V. (2020, February 5). *Here a Hyphen, there an En Dash, Everywhere an Em Dash . . . Punctuation, you are My Nemesis! IGNITE* (Professional development program for MTSU students).
- 2020 Balachandran, M., and Hemby, K. V. (2020, February 26). *Abused and Misused Words that Educated People Need to Recognize and Remember. IGNITE* (Professional development program for MTSU students).
- 2019 Buckner, L., and Hemby, K. V. (2019, October 23). *You Went for the Interview . . . Now What? IGNITE* (Professional development program for MTSU students)
- 2019 Hemby, K. V. (2019, October 2). *You Cannot NOT Communicate! The Role of Nonverbal Communication in our Lives. IGNITE* (Professional development program for MTSU students)
- 2019 Buckner, L., and Hemby, K. V. (2019, April 10). *Come on Down! You're the Next Contestant on That Answer is Right! IGNITE* (Professional development program for MTSU students)
- 2018 Hemby, K. V. (2018, April 17). *Professional Job Search Communication: Resumes, Interviews, and Dressing for Success.* MTSU Beta Alpha Psi Chapter.
- 2018 Hemby, K. V. (2018, February 13). *Constructing a Personal Mission Statement. IGNITE* (Professional development program for MTSU students)
- 2018 Hemby, K. V. (2018, January 25). *Keep Calm and Step Outside Your Comfort Zone. IGNITE* (Professional development program for MTSU students)

- 2017 Hemby, K. V. (2017, February 22). *Constructing a Personal Mission Statement*. **IGNITE** (Professional development program for MTSU students)
- 2016 Buckner, L., Wilson, J., & Hemby, K. V. (2016, November 3). *Bringing Your Personal Brand to Life*. **IGNITE** (Professional development program for MTSU students)
- 2016 Hemby, K. V. (2016, October). *Why Should I Major in Marketing/Business Education?* Presentation to BUS 1000 (first-semester Freshmen, undeclared majors)

EDITOR/REVIEWER

- 2026 Reviewer, Association for Business Communication International Conference Proposals
- 2025 Reviewer, Association for Business Communication International Conference Proposals
- 2024, Fall Reviewer, **My Favorite Assignment**, *Business and Professional Communication Quarterly* (Drs. Joel Whalen and Andy Cavanaugh, Program Chairs/Editors)
- 2023, Fall Reviewer, **My Favorite Assignment**, *Business and Professional Communication Quarterly* (Drs. Joel Whalen and Andy Cavanaugh, Program Chairs/Editors)
- 2022 Reviewer, *Effective Methods for Teaching Business-Related Topics During and Post Crisis*, National Business Education Association (Drs. James Blair and Marcel Robles, Editors)
- 2020-present Editorial Board, *Journal of Education for Business*
- 2016-2018 Reviewer, *National Business Education Association 2017 Yearbook* [Margaret Erthal and Cheryl Wiedmaier, Editors]
- 2015-2020 Reviewer, *Online Journal for Workforce Education and Development (OLJWED)*
- 2015-2016 Reviewer, *National Business Education Association 2016 Yearbook* [Diane Fisher, Editor]
- 2015, 2019 Reviewer, *International Journal for Business Education*
- 2014-2019 Reviewer, *Journal for Applied Research in Business Instruction (JARBI)*
- 2013-2015 Co-Editor, *National Business Education Association 2015 Yearbook, Recent and Projected Technology Trends Affecting Business Education*
- 2013-2015 Editor, *Business Education Forum*, Communications Section
- 2012-2014 Reviewer, *Delta Pi Epsilon Journal*
- 2012-2013 Reviewer, *Business Teacher Education Journal*
- 2011-2013 Reviewer, Association for Business Communication, *Business Communication Quarterly*
- 2011-2012 Reviewer, *National Business Education Association (NBEA) 2013 Yearbook* [Beryl McEwen, Editor]

GRANTS

- 2019, September Experiential Learning Scholars Program Faculty/EXL Instructor Grant, Middle Tennessee State University, Murfreesboro, TN
Proposal Title: Warm Bodies, Full Bellies: Helping the Homeless One Giving Act at a Time
Amount: \$430.49
Purpose: To assist students in my BCED 4300 Professional Meeting, Event, Exhibition, and Convention (MEEC) Management course with the costs associated with their required project named in the proposal title; the costs would include food and beverage items and prizes/promotional materials

- 2006, September Delta Pi Epsilon Research Foundation, Inc., Little Rock, AR
Proposal Title: Workload Management Strategies for the e-Instructor
Amount: \$4,065
Purpose: To conduct research to support existing workload management strategies and to identify new workload management strategies for use by e-instructors in the development and delivery of online courses
Grantees: Dr. Tena Crews (University of South Carolina), Dr. Kelly Wilkinson (Indiana State University), Dr. K. Virginia Hemby (Middle Tennessee State University), Dr. Cheryl Wiedmaier (University of Central Arkansas), and Dr. Melinda McCannon (Georgia Northwestern Technical College)
- 1997, September Departmental Teaching Circle (with W. Moore, L. Szul, D. Woodland, B. McPherson)
 Indiana University of Pennsylvania, Center for Teaching Excellence
Purpose: To develop a departmental teaching circle.
 New Faculty Development Grant (with D. Woodland)
- 1996, September Indiana University of Pennsylvania, Center for Teaching Excellence
Purpose: To develop a group project for Business and Interpersonal Communication titled *Tinkertoys, Teamwork, and Teaching Strategies*.

CONSULTING

2012-2013

Cengage Business Communication Advisory Board

- 1) Identify emerging trends
- 2) Discuss ongoing challenges and possible solutions
- 3) Review products in the development process

EXTERNAL REVIEWER/EVALUATOR

2022, July

University of Idaho, Department of Curriculum and Instruction, Moscow, ID
 External Evaluation of scholarly and creative activity of Dr. Allen Kitchel

- Conducted unbiased evaluation of the candidate's scholarly and creative activity based on his position and unit/college criteria for promotion to the rank of Full Professor
- Prepared letter assessing the candidate's scholarly and creative activities

2019, October

Howard University, Department of Marketing, Washington, DC

External Evaluation of scholarly accomplishments of Dr. Ephraim Okoro

- Conducted an unbiased evaluation of the candidate's scholarship
- Prepared letter assessing the quality of the candidate's scholarly accomplishments

2019, August

Miami University Regionals, Department of Commerce, Hamilton, OH

External Review of Scholarly Work of Dr. Mary Kovach

- Conducted an unbiased evaluation of the candidate's scholarship
- Prepared letter assessing the quality of the candidate's scholarly work

2017, August

Miami University Regionals, Department of Commerce, Hamilton, OH

External Review of Scholarly Work of Dr. Thomas Mays

- Conducted an unbiased evaluation of the candidate's scholarship
- Prepared letter assessing the quality of the candidate's scholarly work

2016, October

Southern Illinois University, Department of Workforce Education and Development, Carbondale, IL

External Review of Professor Barbara Hagler

- Conducted an unbiased evaluation of the candidate's service activities
- Prepared a letter assessing the quality of the candidate's service

SERVICE TO UNIVERSITY AND COMMUNITY**Department of Marketing (MTSU)**

2025-present	<p>Publicity/Newsletter/Social Media Committee Chair, 2025-present Promote the department in all forms of media and keep those media current (e.g., LinkedIn, webpage, etc.) Solicit information for the JCB Annual Report Gather information and produce a department newsletter to be distributed electronically and posted to the department website</p>
2022-present	<p>Awards and Scholarships Committee Chair, 2022-present Review essay submissions for awards and scholarships from Marketing majors Work with committee to select recipients of awards and scholarships based on grade point average and student classification (number of hours completed in Marketing major) for those awards and scholarships not requiring essay submissions Compile data from the committee to ensure a fair and equitable review of all candidates' materials Submit final report to Department Chair specifying award and scholarship recipients</p>
2010- present	Promotion and Tenure Committee
2019-2020	Recruitment Committee
2019-2020	Policies Committee
2019-2021	Undergraduate Curriculum Committee
2011-2019	Publicity Committee
2017-ongoing	<p>Business Communication Textbook Adoption Task Force Chair Schedule meetings with Task Force members to review and recommend textbook for BCED3510, Business Communication Create online BCED3510 Business Communication course for faculty using newly selected textbook</p>
2015	<p>Business Communication Task Force Chair 1) Scheduled meetings with representatives from each department within College of Business to ascertain status of Business Communication course topics coverage 2) Created documentation to share with departmental faculty covering results of meetings with departmental representatives 3) Made recommendations with members of Task Force for modifications to existing Business Communication course</p>
2011-2013	<p>Office Management Major Ad Hoc Committee (Chair) 1) Reviewed requirements for Office Management majors 2) Suggested revisions to existing curricula/courses for Office Management 3) Created marketing plan for Office Management major</p>
2004-2013	<p>Undergraduate Curriculum Committee Chair, 2011-2013 1) Reviewed BCEN Minors in Business Communication and Office Management 2) Revised and/or deleted courses 3) Evaluated courses in accordance with State certification standards for teacher education majors in Business Education</p>

- 4) Recommended and developed new courses
 5) Recommended and developed new majors (International Business Communication)
 6) Reviewed technology needs for courses
- 2010-2011 **Course Redesign and Reactivation Committee**
 1) Studied the need for redesigning various BCEN 2000-level courses
 2) Examined the need for reactivating additional BCEN courses
- 2008-2011 **Graduate Curriculum Committee (Chair)**
 2006-2009 **Student Evaluation of Faculty**
 2007-2008 **Office Management Ad Hoc Committee**
 Chair
 1) Researched a more contemporary name for the Office Management major
 2) Reviewed the Office Management curriculum and offered suggestions for consideration by the BCEN Curriculum Committee and subsequently by the full BCEN faculty
- 2007-2008 **Business Communication Ad Hoc Committee**
 1) Recommended a textbook for BCEN 3510 for Fall 2008
 2) Updated course outlines for BCEN 3510, 4510/5510, 4660/5660, and 4670/5670
 3) Reviewed and revised (if necessary) BCEN 3510 transfer examination
- 2005-2006 **Publications Review Committee, Chair**
 1) Scheduled meetings for committee to review departmental publications list
 2) Made suggestions concerning journals to delete from departmental list
 3) Investigated possible additional journals to include on departmental list
 4) Completed steps to add journals to departmental list
- 2004-2009 **Co-Advisor for Phi Beta Lambda**
 1) Organized and stimulated chapter development
 2) Directed and coordinated supervision of chapter activities
 3) Assisted members in planning, collecting, preparing, and arranging materials promoting the chapter and its activities
 4) Directed and managed fundraising projects
 5) Supervised the receipt, recording, depositing, and expenditure of chapter funds
- Jennings A. Jones College of Business Committees (MTSU)**
- 2022-2024 **Faculty Development Committee**
 Suggest programs each semester for faculty to ensure interest and participation in faculty development sessions
 Handle logistics for faculty development sessions (e.g., contact the speaker and make any arrangements for Zoom participation if using a virtual session)
 Meet with College Dean to ascertain projects or guidelines for each academic year
- 2019-2022 **Faculty Governance Committee**
 1. Review JCOB Bylaws for revisions and prepare for dissemination and vote by faculty
 2. Review JCOB Journals List and create a method for requesting a modification of journal ranking and/or addition of journal to existing list
 3. Submit updated JCOB Journal List and procedures for addition to list and modification of journal ranking for faculty vote
 4. Identify JCOB Faculty for appointment to college committees for upcoming academic year

- 2018-2020
5. Review nominees for Wink Midgett awards and vote based on criteria and nominee qualifications
- Undergraduate Program Committee**
1. Review JCOB Core Curriculum for Undergraduate Programs
 2. Review content and student learning goals and objectives to determine how JCOB core matches peer, comparable, and aspirant schools' core
 3. Review proposals submitted by departments for program, major, and course additions and modifications
- Recorder, 2019-2020**
1. Take accurate minutes of Undergraduate Program Committee meetings
 2. Prepare minutes for review and approval by Committee
 3. Upload approved minutes to Jones College UPC Committee folder
- 2013-2014
- Faculty Committee**
1. Initiated Faculty Professional Development Seminar Series
 2. Initiated definition process for Academically Qualified and Professional Qualified Faculty (AACSB)
- 2011-2012
- Undergraduate Curriculum Committee**
- 2006-2011
- Students Committee**
- Minutes (2007-2008)**
1. Proposed College of Business admissions policy
 2. Assisted in writing a report on certain parts of how the College of Business is meeting AACSB guidelines (i.e., admissions, advising, student-related, etc.).
- 2008-2009
- JCB Oral Communication Rubric Task Force Chair**
- Developed a college-wide oral communication rubric for use across business disciplines
- Middle Tennessee State University Committees**
- 2023-2025
- Admissions and Standards Committee**
1. Evaluate the University's undergraduate admissions policies and graduation requirements – including, but not limited to, GPA, testing, and course work; and
 2. Review policies and practices pertaining to retention, course grading scales, probation and suspension, and other academic performance requirements.
- 2019-2023
- General Education Faculty Advisory Board**
- 2018-2019
- Faculty Learning Community on General Education Redesign**
1. Reviewed revised general education programs at various universities
 2. Conducted and participated in Focus Group research to determine approaches for redesign of general education core at MTSU
 3. Made recommendations to MTSU community for redesign of general education core
- 2024-present
- MTSU True Blue Core (formerly General Education) Committee**
- 2020-2023
- 2016-2019
1. Review the True Blue Core mission statement and its goals, all True Blue Core course submissions, syllabi, learning outcomes, and data related to the achievement of the outcomes;
 2. Review the faculty evaluation process for faculty assigned to teach True Blue Core courses; and

3. Reviewed the relationships among all the program components to provide University-wide leadership for the ongoing evaluation and improvement of the General Education Program

Chair (2018-2019)

1. Facilitated General Education Committee meetings
2. Worked with the General Education Coordinator to address all required work for the committee.
3. Participated in Faculty Learning Community on General Education Redesign

Task Force on Status of General Education at MTSU (2017-2018)

1. Reviewed current general education programs at various colleges and universities across the United States
2. Discussed potential challenges for the MTSU General Education program
3. Engaged in discussions during monthly meetings to brainstorm recommendations to make the MTSU General Education program more attractive to prospective students
4. Compiled a list of suggestions to provide to the second cohort for Task Force 2018-2019

Secretary (2016-2017)

Compiled and prepared minutes for all General Education Committee meetings

2019-2021

MTSU Building Naming Advisory Committee

Followed criteria and process outlined in Policy No. 160 to approve naming of identifiable sub-units or components of buildings and facilities

2016-2018

MTSU Undergraduate Curriculum Committee

1. Considered course and curriculum changes proposed by departments, colleges, and administrators;
2. Reported recommendations to University Provost; and
3. Studied the University curriculum and recommended actions to prevent needless duplication of offerings.

2025-present

MTSU Committee on Disability Issues

2011-2013; 2005-

1. Identified the needs of visitors, students, faculty, and staff with disabilities and provided for their general welfare, including but not limited to the following areas: a) access; b) purchase; c) academic instruction; d) extracurricular activities; and e) services
2. Recommended strategies to the University in complying with the Americans with Disabilities Act (ADA), and Section 504 of the Rehabilitation Act of 1973
3. Assisted in other related matters as requested by university administration.

2007

Chair (2012-2013; 2006-2007)

1. Called meetings as deemed necessary
2. Conducted meetings in accordance with Robert's Rules of Order
3. Coordinated activities of the committee

Community/Other Service Activities

2012-2019

Raiders' Closet, Middle Tennessee State University

1. Established a clothing closet for students attending Middle Tennessee State University that provides professional attire to students who are participating in interviews for post-degree jobs.
2. Created marketing materials and solicited donations of gently used professional attire and accessories from the Middle Tennessee region.

3. Monitored and directed student workers and graduate assistants employed in Raiders' Closet
4. Developed operational guidelines for Raiders' Closet
5. Accepted clothing and accessory donations both on campus and at various locations.
6. Traveled to donors' homes to collect clothing and accessory donations and delivered them to Raiders' Closet
7. Participated in various media outlet interviews to explain the concept behind Raiders' Closet
8. Managed the inventory in Raiders' Closet, removing outdated and inappropriate items and delivering those items to other charitable organizations in Middle Tennessee
9. Organized and maintained the Raiders' Closet facilities in the Keathley University Center
10. Partnered with the MTSU Career Development Center to assist with Raiders' Closet, eventually handing off the full responsibility for the project to the Career Development Center in January 2019

2018-2019

Judge, Association of Destination Management Executives International Awards, DMC (Destination Management Company) Programs/Events Program Components, and DMC Professionals

1. Reviewed ADMEI Award Entries (videos and documentation) for Destination Management Companies
2. Assigned judging groups and award categories by ADMEI, and submissions for review require log-in
3. Required 5-10 hours of review per entry

2017-2019

State of Tennessee, Department of Education, Division of College, Career, and Technical Education, Hospitality & Tourism Advisory Council

1. Identified academic and occupational competencies needed by the workforce, including related continuing education offerings
2. Advised on academic trends, occupational trends, and new technologies to help guide development
3. Recommended appropriate new program development
4. Participated in establishing student proficiency standards
5. Reviewed course content, sequencing, and assessments
6. Recommended appropriate technology applications, equipment purchases, and program revisions
7. Identified future industry and environmental trends impacting the program
8. Facilitated opportunities for cooperative relationships with business and industry
9. Identified community or business resource people
10. Facilitated internships and work experience opportunities for students

2005-2006

Tennessee Phi Beta Lambda (PBL) State Advisor

1. Served as a liaison between the State committee and the FBLA-PBL, Inc., National Office
2. Served in an advisory capacity and ex-officio member of the State Executive Council, but as a voting member
3. Brought matters relating to the operation of the State Chapter to the attention of the National President and CEO, National Executive Vice

- President, and National Board of Directors and FBLA-PBL, Inc.
4. Attended and assisted at PBL meetings, workshops, and conferences on the state and national levels
 5. Approved new Tennessee chapter charters
 6. Maintained close communication with the State President, State Chairperson, State Financial Advisor, and State Conference Coordinator
 7. Prepared and submitted appropriate State Chapter reports to the FBLA-PBL, Inc., National Office
 8. Signed state and national officer applications as specified in the national publication, *Running for Office*, as per National Bylaws

PROFESSIONAL AFFILIATIONS

- 1995-present **Association for Business Communication (ABC)**
- 2019-present **Affiliate Ad Hoc Committee, Chair**
- 1) Organize and collaborate with existing affiliates
 - 2) Determine best practices for using MOUs effectively (e.g., sharing news, activities, and events), for the benefit of both entities
 - 3) Explore potential associations with missions and interests similar to ABC, including encouragement of more internationalization collaboration
 - 4) Propose other affiliate organizations/strategic alliances nationally and internationally for Board approval
 - 5) Propose content updates, as needed, to the affiliate web page and update Other Conferences calendar to ABC HQ
 - 6) Recommend new charges for the following year
- 2017-present **Marketing and Membership Committee**
- Vice Chair, 2021-2023**
- 1) Create a proposal for institutional membership
 - 2) Determine ways to leverage the committee's budget to promote ABC
 - 3) Identify our target audiences and develop marketing messages and materials to reach those audiences
 - 4) Find ways to connect with the large pool of potential members that will consider their insufficient travel funding
 - 5) Work with Sage to promote our journals and with Pearson and other textbook publishers to increase membership benefits and membership engagement
- 2017-2022 **Institutional Subcommittee**
- 1) Focus on whether ABC should establish institutional membership options
 - 2) Explore existing models in other professional societies
 - 3) Make recommendations to the ABC Board
- 2017-2022 **Certification Programs Subcommittee**
- 1) Explore the possibility of developing certification programs
 - 2) Make recommendations to the ABC Board
- 2014-present **Academic Environment Committee**
1. Investigate how ABC can better serve its members in terms of the teaching environment and professional development opportunities at their schools
 2. Conduct an AE session at the annual convention to publicize information and draw attention to issues
 3. Develop a space on the ABC website that is devoted to resources and dialog regarding workplace issues

4. Provide liaison between faculty and the organization to identify best workplace practices, troublesome situations, and trends. Share the results of members' comments and their circumstances with the organization
 5. Coordinate these efforts with those of the AACSB Committee
 6. Consider publishing a literature review in *BPCQ* regarding AE issues and opportunities. This could be a start toward the "position paper" called for in Objective 1.3.1 of ABC's Strategic Plan
 7. Help ABC achieve its strategic plan objectives, especially 1.3.1, and 1.3.5
- 2008-present
- Business Practices Committee**
1. Publish the "Focus on Business Practices" (FOBP) themed section in two issues of *Business and Professional Communication Quarterly (BPCQ)*
 2. Seek to involve CCI to contribute to the Focus on Business Practices column
 3. Invite CCI members to participate in a panel for ABC's annual international convention
 4. Research current practices and issues in the business community.
 5. Help ABC achieve the following strategic plan objectives 1.2.4, 1.4, 1.5, 2.5, and 4.2.2
 6. Meet with other committees at the annual conference who have similar or overlapping strategic plan objectives
 7. Meet with other committees at the annual convention who have similar or overlapping strategic plan objectives
- FOBP Guest Editor, March 2010, Business Communication Quarterly (Business Practices Committee), 2009-2010**
1. Managed submissions for March 2010 Business Practices Column, Ain't Miscommunicating: Business Communication at a Distance
 2. Communicated with reviewers and authors
 3. Oversaw editorial revisions for accepted manuscripts
 4. Authored introduction to FOBP
- 2023-2026
- Teaching Committee**
1. Maintains ongoing forum discussions about topics related to teaching and teaching with technology.
 2. Presents "My Favorite Assignment" sessions at annual conferences.
 3. Considers roundtables and other platforms for the "My Favorite Assignment" sessions.
 4. Ensures that "My Favorite Assignment" presentations are uploaded to ABC website by 31 December.
 5. Gathers, updates, and disseminates information and resource materials for pedagogy and curricula for undergraduate and graduate programs and courses related to business communication on the ABC website, via social media, etc.
 6. Supports current members who request resources to enhance their ability to teach effectively with technology.
 7. Solicits additional materials, i.e., syllabi, assignments, rubrics, real examples of résumés and cover letters, and offers ways for teachers to submit new materials.

8. Coordinates with the technology coordinators to ensure that teaching and resource materials on the ABC website are updated regularly and easily accessible.
9. Solicits nominations for the Meada Gibbs Teacher-Scholar Award and the Award for Innovation in Teaching with Technology by publicizing the competitions to all members on the association website and through email.
10. Selects the recipients of the Outstanding Teacher-Scholar Award in Memory of Meada Gibbs and the Award for Innovation in Teaching with Technology.
11. Establishes and updates guidelines, rules, regulations, criteria, and rubrics for assessing applications. Ensures they are made available on the website and emailed to ABC members when publicizing the competitions.
12. Ensures the Outstanding Teacher-Scholar Award in Memory of Meada Gibbs and the Award for Innovation in Teaching with Technology recipients are publicized in the ABC newsletter and on the ABC website.
13. Encourages members to develop ABC presentations and journal articles related to teaching with technology.
14. Sponsors projects, programs, and events to improve pedagogy in business communication of special interest to faculty.
15. Surveys members regarding the importance of teaching resources on the web.
16. Determines the ongoing viability of the mentor-mentee program.

2015-2016

81st Annual ABC International Conference Co-Chair (October 2016)

1. Proposed Conference Theme to Executive Director
2. Designed Call for Proposals (CFP)
3. Selected individual to be keynote speaker for conference; make recommendation to Executive Board (provided abstract and speaker bio)
4. Developed ideas to help celebrate the conference and the theme (e.g., gifts for registrants, special music, creative announcements)
5. Worked with web editor to set up proposal system with proper instructions (700 to 1000-word proposals with 50 to 100-word abstracts)
6. Solicited volunteers to serve as peer reviewers and mentors for refereed proposals
7. Identified and recommended a 501(c)(3) non-profit in the host city to benefit from silent auction (along with C. R. Anderson Research Fund)
8. Sent proposal acceptance/rejection notices with reminder of deadline for conference registration
9. Edited program descriptions/abstracts
10. Submitted pre- and post-conference excursion suggestions (being mindful of ADA accessibility) to Executive Director and Executive Committee; once excursion(s) is accepted, prepared excursion description and price to be posted on website
11. Created schedule for conference including daily start time, breaks, receptions, luncheons, plenary sessions, any special presentations, and

- meeting times for CRARF board meeting, and larger sessions like My Favorite Assignment, plus committee and SIG meetings
12. Scheduled sessions by track (keeping in mind presenters that are involved with more than one session and/or in a committee, SIG presentation, or other larger presentation)
 13. Advised office manager and Executive Director of available space (day and time) for likely use as exhibitor session
 14. Created and submitted a publishing-ready schedule draft to the ABC Executive Director
 15. Revised schedule as needed based on suggested edits from Executive Director
 16. Submitted program/schedule to web editor for posting on ABC website by mid-August
 17. Continued to edit and compile program by adding/allowing space for Executive Director letter, program chair letter, Board of Directors list, floor plan, sponsor thanks, advertisements, calls for future regional and annual conferences, and index (weekly program updates)
 18. Designed cover for program and submitted to Executive Director for review and approval
 19. Completed and submitted Conference Report to Board of Directors (number of submissions/acceptances and rejections; list of countries represented; additional comments)
 20. Organized a team of session chairs (or appoint/request someone in each time slot to keep time)
 21. Floated around conference to handle questions or issues once the conference opened
 22. Welcomed participants to the conference and helped and reassurance where needed
 23. Posted notices of room changes and cancellations in public area (and on room door); updated web editor for Program changes
 24. Worked with on-site audiovisual and hotel banquet staff to communicate on-the-spot conference needs
 25. Met with hotel staff and finalized registration materials prior to start of conference

2014-2016

National Technology Committee

1. Explored the possibility of offering virtual conferences to ABC groups who are disadvantaged because of distance from conference sites or low travel funding (e.g., the Community College SIG)
2. Encouraged the use of social media such as Twitter and LinkedIn to benefit members

1992-present

Council for Business Teaching and Research (CBTR) [formerly known as Association for Research in Business Education (ARBE)—Delta Pi Epsilon]

2020-2021

National Conference Coordinator, 2021 Business Education Research Conference, held in conjunction with the National Business Education Association Annual Convention, New Orleans, LA

1. Solicit and manage research proposal submissions
2. Solicit "My Favorite Assignment" proposals from NBEA membership
3. Coordinate with reviewers and NBEA Meetings/Conventions Manager
4. Handle reviews and provide acceptance/rejection notifications to participants

5. Solicit program abstracts from presenters
6. Work with NBEA Meetings/Conventions Manager to schedule session tracks and make program decisions regarding location of specific presentations based on content

2019-2020

National Conference Coordinator, 2020 Business Education Research Conference, held in conjunction with the National Business Education Association Annual Convention, Boston, MA

1. Solicit and manage research proposal submissions
2. Solicit "My Favorite Assignment" proposals from NBEA membership
3. Coordinate with reviewers and NBEA Meetings/Conventions Manager
4. Handle reviews and provide acceptance/rejection notifications to participants
5. Manage session tracks and make program decisions regarding location of specific presentations based on content
6. Solicit program abstracts from presenters
7. Handle tracking of registration and membership fees from conference participants and contact participants where needed to ensure payments are received prior to conference program creation and printing
8. Create program for Business Education Research Conference
9. Assist with conversion from face-to-face conference to virtual event due to cancellation of travel and NBEA Executive Board decision to convert 2020 NBEA Convention to virtual format
10. Handle social media dissemination (via Twitter) during Conference sessions, where applicable
11. Collect and assemble conference papers into Proceedings (editorial duties)
12. Post Proceedings to website
13. Collect and assemble "My Favorite Assignments" documents into electronic file (editorial duties)
14. Review BEREC session evaluations, compile statistics, and distribute to individual presenters for review of summative evaluation of sessions

2017-2019

National Nominations Committee

Identify people to nominate for Vice President and Communications Director
Submit a slate of officers

2012-2019

National Strategic Planning Committee

Co-Chair, 2017-2018

1. Recommend how to transition the Society into the future
2. Develop long-term strategies for the next five to ten years for sustaining the organization
3. Identify ways ARBE can promote its objectives
4. Determine services that can be provided to NBEA.
5. Integrate issues related to the promotion, facilitation, and support of ARBE and NBEA in the future
6. Review and make recommendations for revisions of the National Bylaws and ensure that they conform to the NBEA Bylaws
7. Study the total structural framework of the Society, including committee structure, and recommend changes in these functions
8. Provide status updates on the committee's progress by October 1, January 15, and April 1 each year
9. Ensure all committee members' ARBE/NBEA dues are current each year

- 2014-2015 **National Conference Coordinator, 2015 Business Education Research Conference, held in conjunction with the National Business Education Association Annual Convention, Chicago, IL**
- 2012-2014 **National Research Projects Committee**
Chair (2012-2014)
1. Develop and supervise research proposals to be performed in cooperation with the Society
 2. Develop a strategic plan for meeting the mutual research needs-DPE/NBEA
 3. Evaluate how DPE can provide leadership for instructing business educators in conducting and evaluating research
 4. Evaluate how DPE and NABTE can collaborate to strengthen research in business education
 5. Identify appropriate research topics for the profession that could be developed and pursued by individuals and/or DPE
- 2013-2014 **National Conference Coordinator, 2014 Business Education Research Conference, held in conjunction with the National Business Education Association Annual Convention, Los Angeles, CA**
- 2011-2012 **2012 National Conference Associate Coordinator, Association for Research in Business Education—Delta Pi Epsilon National Conference, Indianapolis, IN (November 2012)**
1. Managed submissions for 2012 ARBE Research Conference
 2. Distributed acceptance notifications for conference presenters
 3. Created Conference Program
 4. Solicited individuals to serve as Session Chairs/Discussants
 5. Sent reminder notifications for conference registration
- 2010-2021 **National Executive Board Nominations Committee**
Chair (2010-2012)
1. Solicit nominations for Executive Board
 2. Work with Committee to interview and select individuals to put forward as the proposed slate of officers
 3. Submit slate of officers to Executive Board for membership vote
- 2010-2012 **National Research Awards Committee**
Chair (2010-2012)
1. Administered the ARBE Research Awards
 2. Sent submission reminders via the ARBE-DPE Newsletter
 3. Solicited editors of the Business Teacher Education Journal, the Journal for Research in Business Education, and the state business education publications directly for nominations for best published paper
- 1/2008-12/2009 **National President, Delta Pi Epsilon**
1. Presided at all regular and special meetings of the National Executive Board
 2. Appointed an ad hoc National Nominating Committee comprised of the Immediate Past President as chair with two Past Presidents as members
 3. Appointed all other committees not otherwise provided for
 4. Performed such other duties as pertain to the office of President
 5. Served as a director of and President of the DPE Research Foundation
- 2007-2009 **Policies Commission for Business and Economic Education (Ex-Officio Member as DPE National President)**
Statement #82: This We Believe About the Implementation of Career Clusters
Statement #85: This We Believe About a Virtual Learning Environment

- 1/2006-12/2007 **National Vice President, Delta Pi Epsilon**
1. Served in the absence or disability of the President
 2. Performed such duties as may be assigned by the President
 3. Served as director of and as the President Elect of the Delta Pi Epsilon Research Foundation
 4. Served as President Elect of Delta Pi Epsilon
- 2002-2005 **National Membership Committee**
Chair, 2004-2005
- 2003-present **Beta Gamma Sigma**, International Honor Society for AACSB-accredited business programs
- 2012-present **Council for Business Teaching Research Foundation (formerly known as Delta Pi Epsilon Research Foundation, Inc.)**
Board of Directors (2019-present)
Grants Committee **Chair (2016-2017)**
1. Reviewed grant proposals and submit completed evaluations as required
 2. Evaluated interim reports and provided feedback to Chair as required
- 1996-2004 **Eastern Business Education Association (EBEA)**
Secretary (2002-2003)
1. Kept accurate minutes of proceedings of all meetings of the Association and of the executive board
 2. Submitted minutes of previous annual business meeting for printing in the annual convention program
 3. Conducted the general correspondence of the Association and maintained a file of such correspondence
 4. Maintained an official copy of the bylaws and had it available at all meetings of the Association and the executive board
 5. Performed any other duties that the president or the executive board directed
- 2002-present **Epsilon Pi Tau**, International Honorary for Professions in Technology
- 2000-2005 **National Association of Teacher Educators in Business Education (NATEBE)**
Secretary (2000-03)
1. Kept the minutes of all meetings of the association and executive committee
 2. Secured and filed complete reports of all committees and their activities
 3. Maintained of all records and reports
 4. Distributed minutes, correspondence, and reports as directed by the President and President Elect
 5. Worked with Membership Committee Chair to promote NATEBE/ACTE
 6. Served as a member of the executive committee
- 1995-2019 **National Association for Business Teacher Education (NABTE) [merged with Association for Business Teaching and Research on July 1, 2019]**
- 2018-2019 **National Conference Coordinator, 2019 Business Education Research Conference, held in conjunction with the National Business Education Association Annual Convention, Chicago, IL**
1. Solicited and managed research proposal submissions for ARBE/NABTE

Sessions

2. Created a “My Favorite Assignment” session for 2019 BERC; solicited proposals for assignments from NBEA membership
3. Coordinated with reviewers and NBEA Meetings/Conventions Manager
4. Handled reviews and provide acceptance/rejection notifications to participants
5. Managed session tracks and made program decisions regarding location of specific presentations based on content
6. Solicited program abstracts from presenters
7. Handled tracking of registration and membership fees from conference participants and contacted participants where needed to ensure payments were received prior to conference program creation and printing
8. Created program for Business Education Research Conference
9. Managed sessions and presenters by checking audiovisual needs and supervising facilitators/session chairs
10. Handled social media dissemination (via Twitter) during Conference sessions, including photograph and video collection
11. Collected and assembled conference papers into Proceedings (editorial duties)
12. Proceedings distributed to all pertinent parties (ARBE, NABTE, NBEA) for posting to appropriate websites
13. Collected and assembled “My Favorite Assignments” documents into electronic files (editorial duties)
14. Reviewed BERC session evaluations, compiled statistics, and distributed to individual presenters for review of summative evaluation of sessions

2017-2018

National Conference Coordinator, 2018 Business Education Research Conference, held in conjunction with the National Business Education Association Annual Convention, Baltimore, MD

2016-2017

National Conference Coordinator, 2017 Business Education Research Conference, held in conjunction with the National Business Education Association Annual Convention, Chicago, IL

2015-2016

National Conference Coordinator, 2016 Business Education Research Conference, held in conjunction with the National Business Education Association Annual Convention, Las Vegas, NV

1995-present

National Business Education Association (NBEA)

2018-2019

Organizational Analysis Task Force

Reviewed policies and practices of NBEA and recommended possible solutions for “right-sizing” the organization

2017-2021

Secretary-Treasurer

- 1) Recorded and maintained the minutes of all meetings of the NBEA Executive Committee and the NBEA Executive Board
- 2) Maintained copies of all records and reports
- 3) Distributed minutes, correspondence, and reports as directed by the President, President-Elect, and Executive Director
- 4) Worked with NBEA Executive Board to promote membership in NBEA
- 5) Served as a member of the executive committee
- 6) Assisted with financial records during annual NBEA Convention

2014-2021

NBEA Strategic Planning Committee

- 1) Developed annual strategic plan for NBEA (coordinate with Program of

- Work)
- 2) Managed responsibilities set forth in Strategic Plan
- 2013-2015 **2015 Yearbook Co-Editor** [with R. E. Grubb, Jr.]
- 1) Met with NBEA Publications Committee Chair and National Director to develop topic and thesis statements for Yearbook chapters
 - 2) Solicited authors for each Yearbook chapter and obtained authors' full contact information to manage and maintain Authors' Log
 - 3) Directed and managed authors' timelines for submission of outlines and draft chapters
 - 4) Solicited reviewers for Yearbook chapters
 - 5) Managed reviewers' timelines and ensured compliance with return dates for completed evaluations
 - 6) Returned chapters for author modifications/additions based on feedback
 - 7) In cases of extensive revisions, modified chapters sent to reviewers for additional evaluation
 - 8) Read and edited chapters to ensure they match thesis statements
 - 9) Forwarded all chapters to NBEA Headquarters for final review and editing
 - 10) Composed Preface and sent to NBEA Headquarters for final review and editing
 - 11) Provided list of Reviewer names to NBEA for inclusion in published Yearbook
 - 12) Provided intermittent reports to NBEA Publications Committee Chair
- 2013-2017 **NBEA Technology Committee**
1. Determined appropriate social media forum for NBEA members
 2. Handled backchannel responsibilities as assigned for NBEA
- **Chair** (2013-14)
1. Set meetings
 2. Handled "Call for Webinars" and managed webinar deliveries
- 2012-2015 **Executive Board, At-Large Member**
1. Reviewed annual Program of Work
 2. Monitored status of Program of Work and financial status of organization
 3. Reviewed by-laws and other governing documents made suggestions for revisions, and participated in discussion/voting
 4. Contacted lapsed members and encourage renewals
- 1995-2008
2005-2006 **Organizational Systems Research Association (OSRA)**
National President
1. Coordinated activities of the Executive Board
 2. Called meetings of the Executive Board as deemed necessary
 3. Suggested activities for OSRA based upon input from the membership
 4. Served as official spokesperson of OSRA to other associations and to appropriate members of industry, education, and the press
 5. Developed annual budget in conjunction with Executive Vice President, Treasurer, and the Executive Director and submits for Board approval at the annual meeting
 6. Developed procedures for planning and administering OSRA activities
 7. Reported to the Executive Board and to the OSRA membership on matters of interest and concern
 8. Appointed Parliamentarian in absence of Immediate Past President
 9. Served as ex-officio member of all OSRA committees
- 2004-2005 **Executive Vice President**

1. Served as President-elect
 2. Administered membership promotion in conjunction with the Immediate Past President; Vice President, Membership; and Executive Director
 3. Developed budget in conjunction with the President, Treasurer, and the Executive Director
 4. Served as a liaison for the functions of the Vice President, Membership; the Vice President, Research; and the Board Member-at-Large, Research; and when necessary to facilitate decisions
 5. Worked with the President in developing long-range plans (1-3 years) for working with other professional groups and trade associations
 6. Served as President in the absence of the President
- 2002-2004 **Vice President, Research**
1. Developed priorities for OSRA research in conjunction with the Member-at-Large, Research, and the Executive Vice President
 2. Developed strategies for obtaining cooperation from industry in research projects and activities of OSRA members in cooperation with the Vice President, Membership
 3. Established communication channels for all members of OSRA regarding the research interests of members and ongoing projects by various individual firms or industry groups
 4. Developed and reviewed guidelines to be used for sponsoring OSRA member research projects
 5. Established guidelines to coordinate the function of the Board Member-at-Large, Research
 6. Coordinated the publication of research results with the Vice President, Publications
 7. Developed a separate budget for research-related activities to submit to the Budget Committee
 8. Served as the chair of the Research Committee
- 2001-2002 **Board Member-At-Large, Research**
- Assisted the Vice President of Research
1. reviewed guidelines for mini-grant proposals
 2. reviewed evaluation criteria of mini grant proposals
 3. evaluated mini grant proposals
- Cooperated with the Vice President of Research
1. defined the research areas of interest to OSRA members
 2. developed the research methodology to be followed by research projects
 3. prepared a budget in conjunction with the Vice President, Research
- 2009-2012 ***Policies Commission for Business and Economic Education***
- 2011-12, Statement No. 90, ***This We Believe About Civility in Educational Environments***
- 2010-11, Statement No. 89, ***This We Believe About Ethics in the Virtual Environment***
- 2009-2010 Chair, Statement No. 87, ***This We Believe About Virtual Professional Development***
1. Met objectives at specific timelines in the Program of Work
 2. Communicated in a timely manner with statement committee members and coordinated completion of committee activities
 3. Communicated with Chair of PCBEE about the progress of statements and committee goals

4. Verified in final report to the PCBEE Chair, participation of committee members for reimbursement purposes

2004-present
2014-2015

***Southern Business Education Association
Strategic Planning Committee, Chair***

1. Developed long-term strategies for the next five to ten years for sustaining the organization
2. Identified ways SBEA can promote its objectives

2004-2017

***Tennessee Business Education Association
Co-Chair, Ad Hoc***

1. Developed electronic survey for TBEA membership to (a) seek input concerning the board structure and to (b) seek input concerning conference preferences
2. Sent email to TBEA members requesting completion of survey instrument
3. Compiled results of survey
4. Provided results of survey to TBEA Executive Board

HONORS AND AWARDS

2023

Bernadine P. Branchaw Spirit of ABC Award, Association for Business Communication

The award recognizes, on an extraordinary basis, exceptional members of ABC who exemplify friendliness and openness to both newcomers and current members. This member's spirit of friendliness shows a genuine appreciation to all individuals who attend ABC activities.

2020, Summer

Person at MTSU Who Makes A Real Difference to Our Students, Middle Tennessee State University, Office of the Vice President for Student Affairs and Vice Provost for Enrollment and Academic Services

2018, March 30

The John Robert Gregg Award, McGraw-Hill Publishing

Presented in recognition of dedication and outstanding contributions to business teachers and the profession of Business Education

2016-2017

Middle Tennessee State University Outstanding Public Service Award

(recognizes faculty and staff who have performed outstanding public service for the University)

2016, Spring

Person at MTSU Who Makes A Real Difference to Our Students, Middle Tennessee State University, Office of the Vice President for Student Affairs and Vice Provost for Enrollment and Academic Services

2016

National Leadership Award, Association for Research in Business Education

2014

National Collegiate Teacher of the Year, National Business Education Association

2011

Distinguished Educator in Distance Learning Award, Middle Tennessee State University

2010-2011

Stanford Who's Who Black Book (inclusion is limited to those individuals who have demonstrated outstanding leadership or achievement in their occupation, industry, or profession)

2007

Certificate of Award for Outstanding Mentoring, Disabled Student Services, MTSU

2006-2007

Marquis Who's Who of American Women (25th Edition)

2006-2007

Marquis Who's Who in American Education (7th Edition)

2005-2006

Who's Who Among America's Teachers (10th Edition)

2005-2006

Empire Who's Who Among Professionals and Executives

- 2005 **AcademicKeys Who's Who in Business Higher Education**
- 2002 **Pennsylvania Business Education Association Post-Secondary Educator**
- 2000-2001 **Recognition of Superior Effort (R.O.S.E.) Award** [component of Student's Choice Program at Indiana University of Pennsylvania (IUP)]
- 2000 **International Who's Who of Professionals**
- 1998-1999 **Outstanding Technology Support & Training Faculty Award** (Indiana University of Pennsylvania, Eberly College of Business & Information Technology)
- 1997 **Faculty Recognition Award for Innovation**, IUP, Center for Teaching Excellence
- 1996 **Mississippi Business Education Association Journal "Golden Pen" Award**