

**PROMOTION REPORT - INDIVIDUAL**  
(August 1, 2011 - October 31, 2015)

Candidate for promotion to: Associate Professor

**I. GENERAL INFORMATION**

|                                  |                                |
|----------------------------------|--------------------------------|
| <b>Faculty Name:</b> Vivek Pande | <b>Department:</b> Accountancy |
|----------------------------------|--------------------------------|

**Education**

JD, University of Wisconsin - Madison School of Law, Law, graduated with honors. (1997).

BA, University of Virginia, Foreign Affairs. (1994).

**Licensures and Certifications**

"Online Teaching Program Certificate", University of Wisconsin MBA Consortium. (March 14, 2014 - Present).

"Certificate of Completion of NIH Training Course - Protecting Human Research Participants", National Institutes of Health (NIH). (March 19, 2013 - Present).

"Member of the California State Bar", State Bar of California. (August 19, 1998 - Present).

**II. NARRATIVES**

**A. Combined Teaching, Scholarship, and Service Narrative**

[Download File \(vpande/promotion/Vivek Pande's Promotion Narratives-1.pdf\)](#)

**III. TEACHING**

**A. Teaching Schedule**

**Fall 2015**

| Course & Section                  | Title              | New Course Prep. | New Format for Existing Course | Enrollment | Number of Credit Hours | Delivery Mode |
|-----------------------------------|--------------------|------------------|--------------------------------|------------|------------------------|---------------|
| BUS - Business (Admin) 205-7      | Legl Ethl Env Busi | No               |                                | 42         | 3                      |               |
| BUS - Business (Admin) 205-8      | Legl Ethl Env Busi | No               |                                | 42         | 3                      |               |
| BUS - Business (Admin) 405-1      | Law Int Bus Trants | No               |                                | 31         | 3                      |               |
| IB - International Business 499-2 | Independent Study  | No               |                                | 1          | 3                      |               |

**Spring 2015**

| Course & Section   | Title              | New Course Prep. | New Format for Existing Course | Enrollment | Number of Credit Hours | Delivery Mode     |
|--|--------------------|------------------|--------------------------------|------------|------------------------|-------------------|
| BUS - Business (Admin) 205-6   | Legl Ethl Env Busi | No               | No                             | 37         | 3                      | Classroom         |
| <a href="#">Download File (vpande/schteach/BUS 205 Syllabus Spring 2015-1.pdf)</a> |                    |                  |                                |            |                        |                   |
| BUS - Business (Admin) 205-7   | Legl Ethl Env Busi | No               | No                             | 37         | 3                      | Classroom         |
| <a href="#">Download File (vpande/schteach/BUS 205 Syllabus Spring 2015-2.pdf)</a> |                    |                  |                                |            |                        |                   |
| BUS - Business (Admin) 405-1   | Law Int Bus Trants | No               | No                             | 35         | 3                      | Classroom         |
| <a href="#">Download File (vpande/schteach/BUS 405 Syllabus Spring 2015-1.pdf)</a> |                    |                  |                                |            |                        |                   |
| BUS - Business (Admin) 750-1   | Environmental Mgt  | No               | No                             | 20         | 3                      | Classroom         |
| <a href="#">Download File (vpande/schteach/BUS 750 Syllabus Spring 2015-1.pdf)</a> |                    |                  |                                |            |                        |                   |
| IB - International Business 499-3  | Independent Study  | Yes              | No                             | 1          | 3                      | Independent Study |

### Fall 2014

| Course & Section             | Title              | New Course Prep. | New Format for Existing Course | Enrollment | Number of Credit Hours | Delivery Mode |
|------------------------------|--------------------|------------------|--------------------------------|------------|------------------------|---------------|
| BUS - Business (Admin) 205-5 | Legl Ethl Env Busi | No               | No                             | 40         | 3                      | Classroom     |
| BUS - Business (Admin) 205-6 | Legl Ethl Env Busi | No               | No                             | 40         | 3                      | Classroom     |
| BUS - Business (Admin) 205-7 | Legl Ethl Env Busi | No               | No                             | 40         | 3                      | Classroom     |
| BUS - Business (Admin) 405-1 | Law Int Bus Trants | No               | No                             | 35         | 3                      | Classroom     |

### Summer 2014

| Course & Section               | Title              | New Course Prep. | New Format for Existing Course | Enrollment | Number of Credit Hours | Delivery Mode     |
|--------------------------------|--------------------|------------------|--------------------------------|------------|------------------------|-------------------|
| BUS - Business (Admin) 405-101 | Law Int Bus Trants | No               | No                             | 1          | 3                      | Independent Study |

### Spring 2014

| Course & Section              | Title              | New Course Prep. | New Format for Existing Course | Enrollment | Number of Credit Hours | Delivery Mode |
|-------------------------------|--------------------|------------------|--------------------------------|------------|------------------------|---------------|
| BUS - Business (Admin) 205-03 | Legl Ethl Env Busi | No               | No                             | 34         | 3                      | Classroom     |
| BUS - Business (Admin) 205-04 | Legl Ethl Env Busi | No               | No                             | 33         | 3                      | Classroom     |
| BUS - Business (Admin) 205-08 | Legl Ethl Env Busi | No               | No                             | 34         | 3                      | Classroom     |
| BUS - Business (Admin) 750-01 | Environmental Mgt  | No               | No                             | 29         | 3                      | Classroom     |

### Fall 2013

| Course & Section              | Title              | New Course Prep. | New Format for Existing Course | Enrollment | Number of Credit Hours | Delivery Mode |
|-------------------------------|--------------------|------------------|--------------------------------|------------|------------------------|---------------|
| BUS - Business (Admin) 205-01 | Legl Ethl Env Busi | No               | No                             | 31         | 3                      | Classroom     |
| BUS - Business (Admin) 205-02 | Legl Ethl Env Busi | No               | No                             | 36         | 3                      | Classroom     |
| BUS - Business (Admin) 205-08 | Legl Ethl Env Busi | No               | No                             | 34         | 3                      | Classroom     |
| BUS - Business (Admin) 405-01 | Law Int Bus Trants | No               | No                             | 42         | 3                      | Classroom     |

### Summer 2013

| Course & Section               | Title              | New Course Prep. | New Format for Existing Course | Enrollment | Number of Credit Hours | Delivery Mode |
|--------------------------------|--------------------|------------------|--------------------------------|------------|------------------------|---------------|
| BUS - Business (Admin) 205-101 | Legl Ethl Env Busi | No               | No                             | 14         | 3                      | Classroom     |

### Spring 2013

| Course & Section                   | Title              | New Course Prep. | New Format for Existing Course | Enrollment | Number of Credit Hours | Delivery Mode     |
|------------------------------------|--------------------|------------------|--------------------------------|------------|------------------------|-------------------|
| BUS - Business (Admin) 205-03      | Legl Ethl Env Busi | No               | No                             | 30         | 3                      | Classroom         |
| BUS - Business (Admin) 205-04      | Legl Ethl Env Busi | No               | No                             | 30         | 3                      | Classroom         |
| BUS - Business (Admin) 205-08      | Legl Ethl Env Busi | No               | No                             | 30         | 3                      | Classroom         |
| BUS - Business (Admin) 405-01      | Law Int Bus Trants | No               | Yes                            | 1          | 3                      | Independent Study |
| BUS - Business (Admin) 750-01      | Environmental Mgt  | Yes              | Yes                            | 32         | 3                      | Classroom         |
| IB - International Business 499-01 | Independent Study  | Yes              | No                             | 1          | 3                      | Independent Study |

### Fall 2012

| Course & Section             | Title              | New Course Prep. | New Format for Existing Course | Enrollment | Number of Credit Hours | Delivery Mode |
|------------------------------|--------------------|------------------|--------------------------------|------------|------------------------|---------------|
| BUS - Business (Admin) 205-1 | Legl Ethl Env Busi | No               | No                             | 35         | 3                      | Classroom     |
| BUS - Business (Admin) 205-2 | Legl Ethl Env Busi | No               | No                             | 36         | 3                      | Classroom     |
| BUS - Business (Admin) 205-8 | Legl Ethl Env Busi | No               | No                             | 34         | 3                      | Classroom     |
| BUS - Business (Admin) 405-1 | Law Int Bus Trants | No               | No                             | 33         | 3                      | Classroom     |

### Spring 2012

| Course & Section              | Title              | New Course Prep. | New Format for Existing Course | Enrollment | Number of Credit Hours | Delivery Mode |
|-------------------------------|--------------------|------------------|--------------------------------|------------|------------------------|---------------|
| BUS - Business (Admin) 205-03 | Legl Ethl Env Busi | No               | No                             | 34         | 3                      | Classroom     |
| BUS - Business (Admin) 205-04 | Legl Ethl Env Busi | No               | No                             | 32         | 3                      | Classroom     |
| BUS - Business (Admin) 405-01 | Law Int Bus Trants | Yes              | Yes                            | 36         | 3                      | Classroom     |

## Fall 2011

| Course & Section             | Title              | New Course Prep. | New Format for Existing Course | Enrollment | Number of Credit Hours | Delivery Mode |
|------------------------------|--------------------|------------------|--------------------------------|------------|------------------------|---------------|
| BUS - Business (Admin) 205-1 | Legl Ethl Env Busi | Yes              | No                             | 40         | 3                      | Classroom     |
| BUS - Business (Admin) 205-2 | Legl Ethl Env Busi | Yes              | No                             | 39         | 3                      | Classroom     |
| BUS - Business (Admin) 205-5 | Legl Ethl Env Busi | Yes              | No                             | 37         | 3                      | Classroom     |

## B. Additional Teaching Evidence

Teaching Evaluation Comments Spring 2013

[Download File \(vpande/promotion/Vivek Pandes Teaching Evaluation Comments Spring 2013-1.pdf\)](#)

Teaching Peer Review by Will Maas October 2012

[Download File \(vpande/promotion/Vivek Pandes Teaching Peer Review-1.pdf\)](#)

BUS 205 and BUS 405 Pre-Post Tests: Fall 2014 and Spring 2015

[Download File \(vpande/promotion/BUS 205 and BUS 405 Pre-Post Tests - Fall 2014 and Spring 2015-1.pdf\)](#)

Provost Teaching Award and Nominations - 2013-2015

[Download File \(vpande/promotion/Provost Teaching Award and Nominations - 2013-2015-1.pdf\)](#)

Annotated Student Work - Spring 2015

[Download File \(vpande/promotion/Annotated Student Work - Spring 2015-2.pdf\)](#)

Annotated Student Work - Fall 2013

[Download File \(vpande/promotion/Annotated Student Work - Fall 2013-1.pdf\)](#)

Teaching Assignment Information (TAI) Promotion Report

[Download File \(vpande/promotion/Vivek Pandes TAI Promotion Report-2.pdf\)](#)

Teaching Peer Review by Mark Huesmann October 2015

[Download File \(vpande/promotion/Vivek Pandes Teaching Peer Review - Mark Huesmann-1.pdf\)](#)

## IV. SCHOLARSHIP

### A. Intellectual Contributions

#### Published and Accepted

1. Book, Chapter in Textbook-Revised

Stapleton, A. M. (2016). In Pande, V. (Ed.), *Chapter in textbook International Logistics: the management of international trade operations, 5th ed 2016*. (5 ed.). Berea, OH, USA: Cicero Books. (Accepted: December 2014, Published: April (2nd Quarter/Spring) 2016).

| Type of Review  | Acceptance Rate | Author Workload      | Author Ordering               | Audience of Circulation |
|-----------------|-----------------|----------------------|-------------------------------|-------------------------|
| Editorial Board | Not Applicable% | Stapleton, Andrew M. | Authors in alphabetical order | International           |

## 2. Journal Article, Academic Journal

Stapleton, A. M., Pande, V. (2016). Enhancing Competitiveness and Connectivity: the New US-Mexico Air Services Agreement. *Journal of Transportation Management*, 26(1), 7-28. (Submitted: July 1, 2015, Accepted: October 2015, Published: May 2016).

| Type of Review | Acceptance Rate | Author Workload                              | Author Ordering                           | Audience of Circulation |
|----------------|-----------------|--|---|-------------------------|
| Blind-Reviewed | 20%             | Stapleton, Andrew M.-50%<br>Pande, Vivek-50% | First and last authors major contributors | International           |

[Download File \(vpande/intellcont/Enhancing Competitiveness and Connectivity-2.pdf\)](#)

Pande, V., Gillespie, J., Stapleton, A. M. Elderly Prisoners and Medicare. *To appear in Journal of Leadership, Accountability and Ethics*, 13(1). (Submitted: October 1, 2015, Accepted: November 2015).

| Type of Review | Acceptance Rate | Author Workload  | Author Ordering  | Audience of Circulation |
|----------------|-----------------|--|------------------|-------------------------|
| Blind-Reviewed | 20%             | Pande, Vivek-40%<br>Gillespie, James-40%<br>Stapleton, Andrew M.-20% | Other (indicate) | International           |

[Download File \(vpande/intellcont/Elderly Prisoners and Medicare -3.docx\)](#)

Stapleton, A. M., Pande, V., Ghosh, s., Damali, U. (2014). REFINING SHIPPERS' DYADIC COST, RISK, AND DELIVERY RESPONSIBILITIES: THE PRINCIPAL CHANGES TO INCOTERMS AND A TRANSACTION COST FOCUS FOR THE FUTURE. *Journal of Transportation Management*. (Accepted: February 2014, Published: December 2014).

| Type of Review | Acceptance Rate | Author Workload   | Author Ordering                | Audience of Circulation |
|----------------|-----------------|---|--------------------------------|-------------------------|
| Blind-Reviewed | 20%             | Stapleton, Andrew M.<br>Pande, Vivek<br>Ghosh, soumen<br>Damali, Uzay | First author major contributor | International           |

[Download File \(astapleton/intellcont/INCOTERMS JTM.FinalJPGBO-1.docx\)](#)

Pande, V. (2014). A Comparative Study of Reciprocity in International Physician Licensing. *International Journal of Pharmaceutical and Healthcare Marketing*, 8(3), 265-283. (Accepted: June 2014, Published: July (3rd Quarter/Summer) 2014). <http://www.emeraldinsight.com/doi/abs/10.1108/IJPHM-06-2014-0031?queryID=56%2F5474470>

| Type of Review | Acceptance Rate | Author Workload   | Author Ordering | Audience of Circulation |
|----------------|-----------------|-------------------|-----------------|-------------------------|
| Blind-Reviewed | 20%             | Pande, Vivek-100% |                 | International           |

[Download File \(vpande/intellcont/A Comparative Study of Reciprocity in International Physician Licensing-1.pdf\)](#)

Stapleton, A. M., Pande, V., O'Brien, D. (2014). EXW, FOB, or FCA? Choosing the Right Incoterm and Why it Matters. *Journal of Transportation Law, Logistics, & Policy*(3Q2014), 227-245. (Submitted: May 31, 2014, Accepted: July 2014, Published: July (3rd Quarter/Summer) 2014).

| Type of Review | Acceptance Rate | Author Workload | Author Ordering | Audience of Circulation |
|----------------|-----------------|-----------------|-----------------|-------------------------|
|                |                 |                 |                 |                         |

|                |     |  |                  |               |
|----------------|-----|--|------------------|---------------|
| Blind-Reviewed | 30% | Stapleton,<br>Andrew M.<br>Pande, Vivek<br>O'Brien, Dennis | Other (indicate) | International |
|----------------|-----|--|------------------|---------------|

[Download File \(astapleton/intellcont/FOBEXW or FCA.JTLLP.4-1.docx\)](#)

Pande, V., Maas, W. E. (2013). Physician Medicare Fraud: Characteristics and Consequences. in New Perspectives in Healthcare: Impacts of Regulation, Organization, Reform and Change in the United States Health System *International Journal of Pharmaceutical and Healthcare Marketing*, 7(1), 8-33, <http://www.emeraldinsight.com/journals.htm?issn=1750-6123&volume=7&issue=1>. (Submitted: April 28, 2012, Accepted: October 2012, Published: April (2nd Quarter/Spring) 3, 2013).

| Type of Review | Acceptance Rate | Author Workload                                  | Author Ordering                | Audience of Circulation |
|----------------|-----------------|--|--------------------------------|-------------------------|
| Blind-Reviewed | 20%             | Pande, Vivek-<br>90%<br>Maas, William E.-<br>10% | First author major contributor | International           |

[Download File \(vpande/intellcont/Physician Medicare fraud - characteristics and consequences-1.pdf\)](#)

### 3. Magazine/Trade Publication

Stapleton, A. M., Pande, V. (2014). In Gillis, C. (Ed.), *Avoiding Incoterm Misuse* (11st ed., vol. 56). Jacksonville FL, USA: American Shipper. (Accepted: September 2014, Published: November 11, 2014).

| Type of Review  | Acceptance Rate | Author Workload                         | Author Ordering | Audience of Circulation |
|-----------------|-----------------|---|-----------------|-------------------------|
| Editorial Board | Not Applicable% | Stapleton,<br>Andrew M.<br>Pande, Vivek |                 | International           |

## Other Scholarly Activities

### 1. Paper presented at academic conference

Pande, V., 2015 Business and Health Administration Association (BHAA) Conference, Midwest Business Administration Association (MBAA), Chicago, IL, "ELDERLY PRISONERS AND FEDERAL HEALTHCARE ENTITLEMENT PROGRAMS", [http://www.mbaainternational.org/pdf/MBAA%20Program%202015\\_Postconference%20Draft\\_WEB.pdf](http://www.mbaainternational.org/pdf/MBAA%20Program%202015_Postconference%20Draft_WEB.pdf), Abstract. (Date Presented: March 25, 2015, Date Accepted: January 22, 2015, Date Submitted: January 15, 2015).

| Meeting Type | Scope         | Format of Presentation | Published in Proceedings? | Refereed Proceedings? | Invited or Accepted | Published Elsewhere? |
|--------------|---------------|------------------------|---------------------------|-----------------------|---------------------|----------------------|
|              | International | Oral Presentation      | No                        | Yes                   | Accepted            | No                   |

[Download File \(vpande/present/BHAA2015-1.pptx\)](#)

Huesmann, M. A. (Co-Author/Co-Presenter), Tippins, S. C. (Co-Author), Maas, W. E. (Co-Author), Pande, V. (Co-Author), Midwest Business Administration Association Conference, MBAA, Chicago, IL, "Special Complications and Solutions for the Simultaneous Death of All Parties to a Buy/Sell Agreement", <http://www.mbaainternational.org>, Abstract. (Date Presented: March 27, 2014, Date Accepted: December 19, 2013, Date Submitted: November 8, 2013).

| Meeting Type | Scope    | Format of Presentation | Published in Proceedings? | Refereed Proceedings? | Invited or Accepted | Published Elsewhere? |
|--------------|----------|------------------------|---------------------------|-----------------------|---------------------|----------------------|
|              | National | Oral Presentation      | Yes                       | No                    | Accepted            | No                   |

Pande, V. (Presenter & Author), 2014 Business and Health Administration Association (BHAA) Conference, Midwest Business Administration Association (MBAA), Chicago IL, "A Comparative Study of Reciprocity in International Physician Licensing", [http://www.mbaainternational.org/pdf/MBAA%20Program%202014\\_FINAL%20to%20POST%20203.pdf](http://www.mbaainternational.org/pdf/MBAA%20Program%202014_FINAL%20to%20POST%20203.pdf), Abstract. (Date Presented: March 26, 2014, Date Accepted: November 8, 2013, Date Submitted: October 18, 2013).

| Meeting Type | Scope | Format of Presentation | Published in Proceedings? | Refereed Proceedings? | Invited or Accepted | Published Elsewhere? |
|--------------|-------|------------------------|---------------------------|-----------------------|---------------------|----------------------|
|              |       |                        |                           |                       |                     |                      |

|  |               |                   |    |     |          |     |
|--|---------------|-------------------|----|-----|----------|-----|
|  | International | Oral Presentation | No | Yes | Accepted | Yes |
|--|---------------|-------------------|----|-----|----------|-----|

[Download File \(vpande/present/RECIPROCITY IN INTERNATIONAL PHYSICIAN- IJPHM-1.pdf\)](#)

Pande, V. (Presenter & Author), Thornburg, S. (Co-Author), MBAA INTERNATIONAL CONFERENCE, Chicago IL, "Mirror Mirror: A Comparative Study of Malfeasance Among the Health Care Professions", [http://www.mbaainternational.org/pdf/MBAA\\_2013\\_Program\\_Draft.pdf](http://www.mbaainternational.org/pdf/MBAA_2013_Program_Draft.pdf), Abstract. (Date Presented: February 28, 2013, Date Accepted: January 20, 2013, Date Submitted: December 20, 2012).

| Meeting Type | Scope         | Format of Presentation | Published in Proceedings? | Refereed Proceedings? | Invited or Accepted | Published Elsewhere? |
|--------------|---------------|------------------------|---------------------------|-----------------------|---------------------|----------------------|
|              | International | Oral Presentation      | No                        | Yes                   | Accepted            | No                   |

Pande, V. (Presenter & Author), Maas, W. E. (Co-Author), 2012 Business and Health Administration Association (BHAA) Conference, Midwest Business Administration Association (MBAA), Chicago, IL, "The Physicians Who Commit Medicare Fraud", <http://www.mbaainternational.org/>, Paper. (Date Presented: March 29, 2012, Date Accepted: November 22, 2011, Date Submitted: November 15, 2011).

| Meeting Type | Scope         | Format of Presentation | Published in Proceedings? | Refereed Proceedings? | Invited or Accepted | Published Elsewhere? |
|--------------|---------------|------------------------|---------------------------|-----------------------|---------------------|----------------------|
|              | International | Oral Presentation      | No                        | Yes                   | Accepted            | Yes                  |

[Download File \(vpande/present/Physician Medicare Fraud-1.docx\)](#)

## 2. Editorial and Review Activities

"Special Issue on Healthcare Law", International Journal of Pharmaceutical and Healthcare Marketing, Editor, International, Appointed, 20 items edited/reviewed, Academic, Basic or Discovery Scholarship. (October 15, 2012 - October 15, 2014).  
Responsible for guest editing a special issue on healthcare law. Drafted call for papers, appointed reviewers, reviewed and edited submissions, wrote editorial, prepared issue for publication

## 3. Other Faculty Development Activities Contributions

Teaching, Graduate Council, "Graduate Faculty Associate Member", Office of University Graduate Studies, La Crosse, WI, United States. (October 28, 2011 - Present).  
Applied for and was granted Associate Membership status on the UW-L Graduate Faculty

Service, Meeting, "Digital Measures Meeting", CBA Dean's Office, La Crosse, WI, United States. (October 21, 2011).

Scholarship/Research, Orientation, "New Faculty Orientation", UW-L, La Crosse, WI, United States. (August 26, 2011 - August 29, 2011).

## 4. Research Currently in Progress

Pande, Vivek, "A Comparative Study of Misconduct by Healthcare Professionals", Health Affairs, Writing Results, Scholarly. (December 1, 2012).

## Contracts, Grants, and Sponsored Research

Pande, Vivek (Principal), "Faculty Research Grant - Who Commits Medicare Fraud?"(Funded), UW-L Grant, \$4500. (July 1, 2012 - May 15, 2013).

[Download File \(vpande/congrant\\_research/FRG Proposal-1.pdf\)](#)

Pande, Vivek (Principal), Maas, William E (Co-Principal), "A Comparison of Healthcare Fraud in the U.S. and Canada"(Funded), College Grant, \$5000. (June 1, 2012 - July 31, 2012).

[Download File \(vpande/congrant\\_research/CBA Faculty Grant Application-1.docx\)](#)

## Student Research

## 1. Undergraduate Research

Johnson, Nicole, O'Keefe, Sean, Juneja, Shrisha, Management, "Paper proposal," Completed.  
(August 20, 2013 - November 14, 2013).

Role: Faculty Advisor

Significant Student Involvement: The students did preliminary research and wrote a proposal that was unfortunately not funded.

Dates and Locations Presented:

—.

## V. SERVICE

### A. Service

#### Department Service

Commencement Ceremonies. (May 13, 2012 - Present)

Attended all 5 Spring UW-L Commencement Ceremonies at the La Crosse Center 2012-2016. Received an inaugural Provost's Teaching Excellence Award at the 2013 Commencement.

Accountancy Department Banquets, Member. (April 25, 2012 - Present)

Attended annual Accountancy Department Banquets 2012-2015

Student Placement with Accounting Firms. (September 26, 2011 - Present)

Attended all 5 annual receptions for accounting firms recruiting on campus 2011-2016

Accountancy Department Meetings, Member. (September 1, 2011 - Present)

The Accountancy Department has meetings 5-6 times a semester. I have attended every meeting between 2011-2016 except for one (prior excused absence).

Accountancy Department Bylaws Committee, Member. (September 2015 - February 2016)

The Accountancy Department Bylaws Committee was tasked with revising the department bylaws which had not been revised since 2010. I met with the committee and consulted with every member of the department, reviewed university and faculty senate guidelines and other departments' bylaws, and revised and circulated the draft revised bylaws to the department nine times. The revised bylaws were reviewed and accepted by the department as a whole by unanimous vote.

Peer Review Class Observations. (October 9, 2012 - November 4, 2015)

1. October 9, 2012 - Will Maas observed my BUS 405 class and wrote a report on my teaching effectiveness

2. October 11, 2012 - I observed Will Maas' BUS 205 class and wrote a report on his teaching effectiveness

3. October 27, 2015 - Mark Huesmann observed my BUS 205 class and wrote a report on my teaching effectiveness

4. November 4, 2015 - I observed Mark Huesmann's BUS 305 class and wrote a report on his teaching effectiveness

Faculty Recruiting. (October 13, 2011 - October 29, 2014)

1. Had lunch in 2011 with four candidates interviewing for faculty positions in the Department of Accountancy. Followed up with report to the Department Search and Screen Committee re: my impressions of the candidates, two of whom were later offered and accepted positions with our department.

2. Had lunch and dinner in 2014 with two candidates interviewing for faculty positions in the Department of Accountancy, both of whom were later offered and accepted positions with our department.

Search and Screen Committee, Member. (October 1, 2012 - May 24, 2013)



Member of the Search and Screen Committee to fill the open Business Law IAS position. Attended all 6 committee meetings. Met with visiting candidates and hosted teaching demonstration by 3 candidates in 3 of my BUS 205 classes. Mark Huesmann, our first choice candidate, accepted our offer.

Assessment of Competency in the Major/Assurance of Learning. (September 1, 2011 - December 9, 2011)

Attended two department meetings in Fall 2011 largely devoted to departmental Assessment of Competency in the Major and Assurance of Learning activities. Submitted report to the department via Kim Lyons on October 6, 2011 re: Course Modifications in my classes as a response to Assessment of Competency in the Major feedback

## **College Service**

Graduate Committee, Member. (September 1, 2015 - Present)

Appointed to the CBA Graduate Committee as a regular committee member for three-year term (2015-2018). The committee was tasked with making recommendations regarding the future direction of the MBA program during the 2015-2016 academic year. We circulated a survey to the college as a whole, met to consider the results, and drafted a recommendation/road map regarding possible changes/revisions to the program going forward.

Freshmen Students of Color Mentoring Program, Mentor. (August 27, 2012 - Present)

Mentor to three CBA students of color

Freshmen Registration Advising, Advisor. (June 11, 2012 - Present)

Participated in CBA Freshmen Registration Advising for prospective International Business majors. 4 sessions in Summer 2012, 4 sessions in Summer 2013, 9 sessions in Summer 2015. Also attended 3 workshops re: CBA Freshmen Registration Advising 2012-2015

CBA Alumni Socials, Attended. (March 29, 2012 - Present)

Attended 5 annual CBA Alumni Socials in Chicago 2012-2016

Probationary Faculty Meetings with the CBA Deans, Attended. (November 4, 2011 - Present)

Attended 10 Probationary Faculty Meetings with the CBA Deans 2011-2016

Freshman Meet and Greet, Attended. (September 29, 2011 - Present)

Attended all 6 annual Freshman Social/Meet and Greet events for UW-L freshmen interested in enrolling in the CBA 2011-2016

CBA Meetings, Attended. (September 1, 2011 - Present)

Attended all 10 biannual CBA Meetings 2011-2016

CBA Assurance of Learning - Evaluate student work to assess Critical Thinking and Global Context of Business learning outcomes, Member. (October 9, 2015)

Course embedded task from MGT 449 was evaluated to provide information on Assurance of Learning

CBA Assurance of Learning - Evaluate student work to assess Critical Thinking and Global Context of Business learning outcomes, Member. (July 1, 2015)

Course embedded task from MGT 449 was evaluated to provide information on Assurance of Learning.

International Business Advisory Committee, Member. (September 15, 2011 - May 31, 2015)

IBAC manages the International Business Major in the CBA. I served on this committee during the 2011-2012 academic year, was elected Chair of the committee for the 2012-2013 academic year, and served on the committee during the 2013-2014 and 2014-2015 academic years.

1. Attended all 6 2011-2012 IBAC meetings where we reviewed Study Abroad applications and conducted other Committee business.

2. Exchanged numerous emails with and conducted teleconference on October 27, 2011 with the Associate Dean and the Director of International Programs at the UW-Madison

School of Business to compare our International Business major with theirs. Submitted written report to IBAC on November 15, 2011 re: same.

3. Drafted resolution for submission to the IBAC on April 6, 2012 re: important changes to the IB major requirements to bring our requirements more in line with those of UW-Madison and (hopefully) stem the decline in the number of students selecting the IB major. The resolution was passed unanimously at the meeting.

4. Chaired IBAC during the 2012-2013 academic year (separate entry under Digital Measures).

5. Returned to IBAC as a regular member of the committee during the 2013-2014 academic year. Attended all 6 2013-2014 IBAC meetings.

6. Returned to IBAC as a regular member of the committee during the 2014-2015 academic years. Attended all 3 2014-2105 IBAC meetings.

CBA Assurance of Learning - Evaluate student work to assess Written Communication and Social Responsibility Learning Outcomes, Member. (February 13, 2015)  
Course embedded task from MGT 449 was evaluated to provide information on Assurance of Learning.

Graduate Faculty Retreat. (January 30, 2015)  
Review of MBA Competences, Functional Areas and Learning Objectives and Discussion of Graduate Strategy

CBA Assurance of Learning - Evaluate student work to assess Global Context of Business and Critical Thinking, Member. (January 16, 2014)  
Course embedded task from MGT 449 was evaluated to provide information on Assurance of Learning.

CBA Newsletter Building Bridges. (November 8, 2013)  
Was interviewed by Kjerstin Lang for a profile in the Spring 2014 Building Bridges CBA Newsletter

International Business Advisory Committee (IBAC), Chair. (September 1, 2012 - September 1, 2013)  
IBAC manages the International Business Major in the CBA. I served on this committee during the 2011-2012 academic year, was elected Chair of the committee for the 2012-2013 academic year, and served on the committee during the 2013-2014 and 2014-2015 academic years. Chaired all 6 2012-2013 IBAC meetings. During 2012-2013 also:  
1. Revised the International Business major course requirements. Made presentations to the College of Business and University Curriculum Committees and coordinated these changes with UW-Madison and the UW System. These changes to the major requirements halved the major attrition rate and doubled enrollment in the major in one year.  
2. Represented the IB major during the CBA's AACSB re-accreditation process.  
3. Drafted 40-page self-study report for the IB major's five-year Academic Program Review.

CBA Assurance of Learning: Core Course Coordinator, Member. (August 27, 2012 - September 1, 2013)  
As a core course coordinator for BUS 205, serves as liaison between Assurance of Learning Task Force and instructors in the core class. Includes coordination of course embedded assessments, review of mapping of course in CBA curriculum, discussion about curriculum coordination. Attended all 5 2012-2013 Core Course Coordination meetings.

CBA Assurance of Learning - Evaluate student work to assess Social Responsibility and Written Communication, Member. (June 27, 2013)  
Course embedded task from MGT 449 was evaluated to provide information on Assurance of Learning.

NCUR Reception, Attended. (April 11, 2013)  
Attended CBA reception for NCUR participants

AACSB Accreditation, Attended. (March 4, 2013)  
Met with AACSB visiting re-accreditation team on March 4, 2013 on behalf of IBAC

CBA Assurance of Learning - Evaluate Student Work to Assess Social Responsibility, Member.  
(January 10, 2013)  
Course embedded task from MGT 449 was evaluated to provide information on Assurance of Learning. Rubric Improvements were also discussed.

Distinguished Speaker Series, Attended. (October 12, 2011 - October 11, 2012)  
1. Had lunch with Patrick Kuhse, the 2011 CBA Distinguished Speaker and attended his lecture on October 12, 2011.  
2. Attended 2012 CBA Distinguished Speaker, Dan O'Keefe's Lecture on October 11, 2012

Assurance of Learning - Evaluating student work to assess global context of business, Member.  
(April 23, 2012)  
Course embedded task from BUS 449 was evaluated to provide information on Assurance of Learning - Global Context of Business and to refine the evaluation rubric

CBA Assurance of Learning - Evaluate student work to assess Global Context of Business, Member.  
(April 23, 2012)  
Course embedded task from MGT 449 was evaluated to provide information on Assurance of Learning. Rubric improvements were also discussed.

CBA Assurance of Learning - Evaluate student work to assess Critical Thinking, Member. (November 3, 2011)  
Course embedded task from ACC 222 was evaluated to provide information on Assurance of Learning. Rubric improvements were also discussed.

CBA Promotional Film, Interview. (October 27, 2011)  
Was interviewed on camera by Jeremy Richter for his promotional film for the CBA.

## **University Service**

### **1. Committee Involvement**

Investment Club, Faculty Advisor. (September 1, 2014 - Present)

Soccer Club, Faculty Advisor. (September 1, 2013 - Present)

Gerontology Emphasis Steering Committee, Member. (May 24, 2012 - Present)  
The Gerontology Emphasis Steering Committee manages the Gerontology Emphasis offered at UW-L. We have revised the Gerontology Emphasis considerably, drafted revised descriptions of the emphasis and courses required, cleared the changes through the UCC, revised the UW-L course catalogue, and publicized these changes to attract more students to the emphasis. Attended all 2012-2016 Gerontology Emphasis Steering Committee meetings (about 5 per year).

Athletics Committee, Member. (September 1, 2015 - May 31, 2016)  
Appointed member of the Athletics Committee (a Segregated University Fee Allocation Committee) which met to consider funding requests and allocate funds for athletic equipment/infrastructure for the 2015-2016 academic year.

Cultural Affairs Committee, Member. (September 1, 2015 - May 31, 2016)  
Appointed member of the Cultural Affairs Committee (a Segregated University Fee Allocation Committee) which met to consider funding requests and allocate funds for cultural/arts organizations/events for the 2015-2016 academic year.

Research & Grants, Chair. (September 1, 2012 - September 1, 2015)  
The Research and Grants Committee awards Faculty Research Grants.  
1. Member - September 1, 2012 - September 1, 2013. Attended all 9 2012-2013 committee meetings, conducted workshop for prospective applicants, evaluated 53 10-page faculty research proposals, attended 53 15-minute research proposal presentations, decided grant awards, provided feedback on committee functioning and to unsuccessful faculty grant applicants.

2. Chair - September 1, 2013 - September 1, 2014. Chaired all 14 2013-2014 committee meetings, conducted workshop for prospective applicants, evaluated 68 10-page faculty research proposals, attended 68 15-minute research proposal presentations, decided grant awards, provided feedback on committee functioning and to unsuccessful faculty grant applicants, wrote year-end report for the Faculty Senate.

3. Chair - September 1, 2014 - September 1, 2015. Chaired all 8 2014-2015 committee meetings, conducted workshop for prospective applicants, evaluated 47 10-page faculty research proposals, attended 47 15-minute research proposal presentations, decided grant awards, provided feedback on committee functioning and to unsuccessful faculty grant applicants, wrote year-end report for the Faculty Senate.

UWL Admissions Promotional Film. (December 10, 2013)

Jeremy Richter filmed my BUS 205 and BUS 405 classes for his promotional film for UWL Admissions

Student Support Services, Faculty representative. (September 2, 2012)

Faculty representative at Smart Start Brunch organized by Student Support Services for incoming freshmen

## **Professional and Community Service**

### **1. Other professional and community service**

Student Organization, Delta Sigma Pi. (March 7, 2013 - Present).

1. Awarded Delta Sigma Pi (DSP) Professor of the Month Award on March 7, 2013.

Attended DSP's Annual Awards Banquet on May 4, 2013

2. Delivered DSP Risk Management Speech on September 26, 2013

3. Participated in a DSP Pledge Education Event on February 10, 2014

4. Hosted DSP Faculty Social on October 23, 2014

## **Professional Memberships**

State Bar of California, State. (August 19, 1998 - Present).

Member of the State Bar of California since 1998.

## **VI. ADDITIONAL INFORMATION**

### **A. Awards and Honors**

Nominated for Provost's Teaching Excellence Award, Provost, University of Wisconsin - La Crosse, Teaching. (May 26, 2015).

2015 Award for Excellence as an Outstanding Reviewer, Emerald Group Publishing Limited, Scholarship/Research. (May 20, 2015).

Nominated for Provost's Teaching Excellence Award, Provost, University of Wisconsin - La Crosse, Teaching. (June 25, 2014).

Inaugural Provost's Teaching Excellence Award, Provost, University of Wisconsin - La Crosse, Teaching. (May 19, 2013).

### **B. Faculty Development**

#### **Other Activities**

Teaching, Workshop, "CBA Meeting and Retreat", CBA and AOLTF, La Crosse, United States, No. (January 22, 2015).

Teaching, Course, "Online Teaching Certification Course", University of Wisconsin MBA Consortium, Wisconsin, United States, No. (February 10, 2014 - March 7, 2014).

Teaching, Workshop, "CBA Meeting and Retreat", CBA and AOLTF, LAX, United States, No. (January 23, 2014).

Teaching, Workshop, "CBA workshop with MBA faculty", CBA and AOLTF, LAX, United States, No. (January 23, 2014).

Teaching, Workshop, "Turnitin", Educational technologies and AOLTF, LAX, United States, No. (September 13, 2013).

Teaching, Workshop, "CBA Meeting and Retreat", CBA and AOLTF, LAX, United States, No. (January 22, 2013).

Teaching, Attended Conference, "14th Annual UW-L Conference on Teaching and Learning", CATL, La Crosse, WI, United States, No. (August 28, 2012).

Teaching, Workshop, "CATL Workshop: Use Your Grading to Document Teaching Effectiveness", CATL, La Crosse, WI, United States. (August 23, 2012).

Service, Technology Training, "iClicker 2 Workshop", Academic Technology Services, La Crosse, WI, United States. (August 2, 2012).

Service, Technology Training, "Overview of D2L Updates and Changes Workshop", Academic Technology Services, La Crosse, WI, United States. (July 23, 2012).

Service, Technology Training, "iPad Basics Workshop", Academic Technology Services, La Crosse, WI, United States. (July 18, 2012).

Service, Workshop, "Freshmen Advising Workshop", CBA Dean's Office, La Crosse, WI, United States. (June 7, 2012).

Teaching, Workshop, "Designing Assignments that Promote Critical Thinking", CATL and AOLTF, La Crosse, WI, United States, No. (April 20, 2012).

Service, Technology Training, "Navigating WINGS for Faculty", Academic Technology Services, La Crosse, WI, United States. (April 11, 2012).

Teaching, Workshop, "CBA Meeting and Retreat", CBA and AOLTF, La Crosse, WI, United States, No. (January 19, 2012).

Teaching, Workshop, "Efficient and Effective Feedback: Responding to Student Writing in Business Courses", CATL and AOLTF, La Crosse, WI, United States, No. (October 28, 2011).

Service, Technology Training, "Digital Measures Training", Academic Technology Services, La Crosse, WI, United States. (October 19, 2011).

Teaching, Workshop, "Improving Students' Writing in Business Courses", CATL and AOLTF, La Crosse, WI, United States, No. (September 30, 2011).

Scholarship/Research, Workshop, "Grant Writing Workshop", Office of Research and Sponsored Programs, La Crosse, WI, United States. (September 22, 2011).

Service, Workshop, "International Business Advising Workshop", CBA Dean's Office, La Crosse, WI, United States. (September 16, 2011).

Service, Workshop, "CBA Advising Workshop", CBA Dean's Office, La Crosse, WI, United States. (August 30, 2011).

Teaching, Technology Training, "Digicopy Training Session", Digicopy, La Crosse, WI, United States. (August 17, 2011).

Teaching, Technology Training, "Centennial Hall Single Projection Classroom Technology Training", Academic Technology Services, La Crosse, WI, United States. (August 16, 2011).

Teaching, Technology Training, "D2L Boot Camp", Academic Technology Services, La Crosse, WI, United States. (August 10, 2011).

**C. Pre UW-L CV Link**

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