

December 2022

# Blaine McCormick

## Curriculum Vitae

### Office Address:

Baylor University  
Hankamer School of Business  
One Bear Place #98006  
Waco, Texas 76798  
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### Home Address:

8013 May Circle  
Woodway, Texas 76712

## EDUCATION

**Mays Business School, Texas A&M University, College Station, TX**  
**Ph.D.** in Management (1996), Major: Human Resource Management  
Dissertation: "Predicting an Expanded Performance Domain Using Cognitive Ability and Integrity"  
Chair: Dr. Patrick Wright

**Mays Business School, Texas A&M University, College Station, TX**  
**M.S.** in Human Resource Management (1989)  
Advisor: Dr. Stuart Youngblood

**Abilene Christian University, Abilene, TX**  
**BBA** in Management (1988), President of Students' Association

## ACADEMIC EXPERIENCE

**Associate Professor of Management**, Department of Management, (August 1998-present)

**Chair**, Department of Management (June 2014 – July 2020)

### *Courses Taught:*

*MGT 4396 – Supply Chain Management Internship (Jan 2020 – present)*  
*MGT 4395 – Management Internship (May 2021 – Dec 2022)*  
*MGT 3325 – Operations Management (August 2014 – present)*  
*BUS 1201 – Introduction to Business (Aug. 2013 – May 2014)*  
*BUS 1301-Business, Economics, & World Affairs (Aug. 2007 – May 2013)*  
*MGT 4320 - Negotiation and Conflict Resolution (Aug. 1998 – May 2007)*  
*(taught at undergraduate, graduate, and executive levels)*  
*MGT 3305 – Fundamental Concepts of Management (Fall 1999)*  
*BUS 4385 – Strategic Management & Business Policy (Sp/Su 1999)*

*Awards and Honors:*

*Hankamer School of Business Distinguished Professor Award (2021)*  
*Baylor Fellows (2012-2013)*  
*Center for Academic Integrity Donald McCabe Award (2010)*  
*Collins Outstanding Professor Award (2003)*  
*Hankamer School of Business Teaching Excellence Award (2002)*  
*University Research Leave (Summer & Fall 2003)*  
*Summer Research Sabbatical (2001, 2002, 2004, 2009)*

*International Programs:*

*BEST program to Prague (Fall 2013)*  
*Baylor Missions to Africa (Summer 2011-15)*  
*Baylor in Great Britain (Summer 2010)*  
*Baylor Missions to Honduras (Summer 2009, Summer 2010)*  
*BEST program to Tokyo (Spring 2005)*  
*BEST program to Hong Kong (Spring 2002)*  
*BEST program to Monterrey (Fall 2000)*

*Professional Internship:*

*Baylor Scott & White Health, Supply Chain Services (Summer & Fall 2021)*

**Associate Dean, Undergraduate Business Programs**, Hankamer School of Business, Baylor University, Waco, TX. (August 2004 – May 2008)

*#36 - BusinessWeek Undergraduate Program Rankings (2008)*

*#38 - BusinessWeek Undergraduate Program Rankings (2007)*

*Administered rise in admission standards (2004-2007)*

*Championed Honor Code quiz as admission standard (2008)*

**Adjunct Professor**, Baylor Law School, Waco, Texas. Co-teacher in plea bargaining in the Criminal Practice course (Summer 2007 – Spring 2010, Spring 2012).

**Co-teacher**, Harvard Negotiation Insight Initiative Summer Learning Forum, Harvard Law School, Cambridge, Massachusetts. Co-teach “Christianity & Conflict” week-long course with Sheila Heen (July 2007).

**Visiting Professor in the Thomas A. Edison Papers**, Faculty of Arts and Sciences, Rutgers University, New Brunswick, NJ (June 2003-December 2003).

**Assistant Professor of Management**, Business Administration Division, Seaver College of Arts and Letters, Pepperdine University, Malibu, CA (August 1996-July 1998)

**Teaching Assistant**, Department of Management, Texas A&M University, College Station, TX (May 1993 - December 1993 and July 1994 - June 1996).

## **PUBLICATIONS - REFEREED JOURNALS**

**McCormick, B.** & Folsom, B.W. (2020) The greatest entrepreneurs and businesspeople in American history: A replication of the 2001 ranking. *Cogent Business & Management*, 7(1): 1735804.  
(doi.org/10.1080/23311975.2020.1735804)

Meyer, C.J., **McCormick, B.**, & Osler, M. (2019) Negotiation lessons from former wiseguy, Michael Franzese. *Journal of Management Inquiry*, 28(4): 431-440. (doi.org/10.1177/1056492618818380)

Strakos, J.K., **McCormick, B.**, & Douglas, M.A. (2019) Supply chain management: Perspectives from Christian ethics. *Christian Business Review*, 8:35-44.

**McCormick, B.** & Whitaker-Poe, J. (2015) Tired of giving free tax advice? Here's some help from Benjamin Franklin. *Tax Notes*, 148(2): 229-230.

**McCormick, B.** & Gray, V. (2014) Within An Arm's Reach of Learning: Using SMS-based Services for Business Education at the Bottom of the Pyramid in Africa. *Journal of Family and Community Ministries*.

Meyer, C., **McCormick, B.**, Clement, A., Woods, R., Fifield, C. (2012) Scissors Cut Paper: Proactive and Contingent Strategies in a Conflict Situation. *International Journal of Conflict Management*, 23(4): 344-361.

**McCormick, B.** & Gray, V. (2011) Message in a bottle: Basic business lessons for entrepreneurs using only a soft drink. *Journal of Management Education*, 35(2): 282-310.

**McCormick, B.** & Israel, P. (January/February 2005) Thomas Edison: Underrated entrepreneur. *IEEE Power & Energy*, 3(1):76-79.

**McCormick, B.** & Browning, B. (November/December 2004) The right words at the right time: How to get off the road to litigation and on the road to resolution. *Today's CPA*, 32(2): 30-34.

**McCormick, B.** (Fall 2004) Who is John Galt's mother? Teaching "Atlas Shrugged" at the Christian University. *Journal of Biblical Integration in Business*.

**McCormick, B.** & Folsom, B. (Winter 2003) A Survey of Business Historians on America's Greatest Entrepreneurs. *Business History Review*, 77: 703-716.

**McCormick, B.** (2001) Benjamin Franklin: Founding Father of American Management. *Business Horizons*, 44(1): 2-10.

**McCormick, B.** (2001) Make money not war: A brief critique of Sun Tzu's "The Art of War". *Journal of Business Ethics*, 29: 285-286.

**McCormick, B.** (2000) Dark shadows from "The Bridges of Madison County". *Journal of Management Inquiry*, 9(4): 414-421.

Wright, P.M., **McCormick, B.**, Sherman, W.S., McMahan, G.C. (1999) The role of human resource practices in petro-chemical refinery performance. *International Journal of Human Resource Management*, 10(4): 551-571.

Wright, P.M., McMahan, G.C., **McCormick, B.**, & Sherman, W.S. (1998) Strategy, core competence, and HR involvement as determinants of HR effectiveness and refinery performance. *Human Resource Management*, 37(1): 17-30.

McGlashan, K.E., Wright, P.M., & **McCormick, B.** (1995) Preferential selection and stereotypes: Effects on evaluation of female leader performance, subordinate goal commitment, and task performance. *Sex Roles*, 33(9-10) 669-686.

## **PUBLICATIONS – BOOKS or BOOK CHAPTERS**

Neubert, M. J. & **McCormick, B.** (2017) Developing courage through the Ethics SLAM!. In Alejo José G. Sison (Ed.), *Handbook of Virtue Ethics in Business and Management*. Netherlands: Springer.

Israel, P. Carlat, L., Hochfelder, D. ... **McCormick, B.** (2007) *Electrifying New York and Beyond (March 1881 - June 1883)*. Volume 6. Baltimore: Johns Hopkins Press. (Served as a Visiting Editor on this volume).

**McCormick, B.** & Edison, T.A. (2006) *Innumerable Machines In My Mind: Found Poetry From the Papers of Thomas A. Edison*. Westbrook, ME: Moon Pie Press.

**McCormick, B.** (2005) *Ben Franklin: America's Original Entrepreneur*. Irvine, CA: Entrepreneur Press, (Foreword by John C. Bogle, founder of the Vanguard Group).

Recognized by *Library Journal* as one of the 35 Best Business Books of 2005.

Second edition (paperback) published in October 2008.

**McCormick, B.** & Davenport, D. (2003) *Shepherd Leadership: Wisdom for Leaders from Psalm 23*. San Francisco, CA: Jossey-Bass.

Chinese translation (2004) available through Apocalypse Press, a division of Cité Publishing, Ltd. Taipei, Taiwan.

**McCormick, B.** (2001) *At Work With Thomas Edison: 10 Lessons From America's Greatest Innovator*. Irvine, CA: Entrepreneur Press.

Korean translation (2002) available through ez-book, licensed through the Duran Kim Agency, Seoul, South Korea.

Japanese translation (2002) available through Kosaido Publishing, Tokyo, Japan. (<http://www.kosaido-pub.co.jp/>)

**McCormick, B.** (2000) *Benjamin Franklin's 12 Rules of Management*. Irvine, CA: Entrepreneur Press.

Chinese translation (2001) available through the Fine Press, Taipei, Taiwan.

Korean translation (2002) available through ez-book, licensed through the Duran Kim Agency, Seoul, South Korea.

## **PUBLICATIONS - POETRY**

**McCormick, B.** (2018) "God's Circling the Saints". *Concho River Review*, Vol. 32(1): 116.

**McCormick, B.** (2006) Thomas Edison, Found Poetry. *Raritan: A Quarterly Review*. (Three poems including "Sometimes a Horse Would Be Taken Upstairs", "In the Unknown Regions", and "The Fundamental Basis for a Lie".) Vol. 25(4): 127-129.

**McCormick, B.** (March/April, 2005) "The 23<sup>rd</sup> Google". *The Wittenburg Door*, No. 198: p. 13.

**McCormick, B.** (December, 2004) "Very Large Windmills". *The Edisonian*. Volume 1(1).

**McCormick, B.** (2004) Found poems from the papers of Thomas A. Edison. *Journal of New Jersey Poets*, Vol. 41: 20-32. (Eight poems with an introduction. Poems include "I Did'nt Have Much Faith", "An Angels' Picnic", "2 a.m.", "It Was My Delight", "Innumerable Machines in My Mind", "The Seventh Man", "Where the Little People Live", and "Nicodemus".)

“I Did’nt Have Much Faith” nominated for the 2006 Pushcart Prize and reprinted in the *New York Times*.

## ORAL HISTORY PROJECTS ON SHEPHERDING

**McCormick, B.** (2011 - present) *The Dairy Shepherd: Interviews with Brad Gregory of the Blacksheep Creamery*. (Mr. Gregory raises dairy sheep in southwest Washington. These interviews are currently in the process of transcription and editing at the Institute for Oral History.)

**McCormick, B.** (2011 - present) *The Sheep Producer: Interviews with Greg Menzies of Menzies Farm*. (Mr. Menzies oversees a multi-generation sheep operation near Harper, Texas and also used to teach agricultural education in high schools. These interviews are currently in the process of transcription and editing at the Institute for Oral History.)

**McCormick, B.** (2008 - present) *The Good Shepherd: Interviews with Chuck and Beth Palmer of the Homestead Heritage*. (The Palmers are wool-producing shepherd in a local religious community. These interviews are currently in the process of transcription and editing at the Institute for Oral History.)

**McCormick, B.** (2004 - present) *Love and Money: Seven Generations of Shepherding in Crawford, Texas*. (The Lynch family have raised sheep for over 150 years. These interviews are currently in the process of final editing and binding at the Institute for Oral History.)

## PODCASTS AND OTHER MEDIA

“The Colonial Business School with Dr. Benjamin Franklin” – a series of videos on YouTube where I examine Franklin’s well-known maxims from his *Poor Richard’s Almanacks*. These maxims educated Colonial shopkeepers.

“This Month in the Life of Benjamin Franklin” – bi-monthly, 3-minute podcast created for the Hankamer School of Business’s spot on KWBU-FM. Originally aired late February 2009 through early February 2010. Available on iTunes and also the web at <http://www.baylor.edu/business/index.php?id=32107>.

## WORKING PAPERS AND PROJECTS FOR PUBLICATION

**McCormick, B.** Life to the second: Benjamin Franklin and the roots of scientific management. (working paper which argues BF as the Father of Scientific Management and not Frederick W. Taylor).

**McCormick, B.** *The Leader as Shepherd*. (follow-up book to 2003’s *Shepherd Leadership*)

**PUBLICATIONS – INVITED, NON-REFEREED, OR OP-ED**

**McCormick, B.** & Osler, M. (December 17, 2021) *Wall Street Journal* Letter to the Editor (Section A, Page 18).

Frerking, B. & **McCormick B.** (Q1, 2021) Sustainability: Who Gets to Decide? *Texas CEO Magazine*, pages 63-67.

Wright, M. & **McCormick, B.** (Q2, 2020) The Lean Executive, *Texas CEO Magazine*, pages 70-73.

Simon, B & **McCormick, B.** (Q1, 2020) CEO Activism & The Cloak of Social Responsibility, *Texas CEO Magazine*, pages 35-39.

Folsom, B.W. & **McCormick, B.** (September 19, 2014) Today's College Freshmen Enjoy Capitalism, Even While Their Aging Professors Condemn It. *Forbes.com*

**McCormick, B.** & Folsom, B.W. (August 18, 2014) A Penny Saved Was Never A Penny Earned. *Forbes.com*

Folsom, B.W. & **McCorick, B.** (May 30, 2014) Do Crony Handouts Have a Stranglehold on the GOP? *RealClearMarkets.com*

Folsom, B.W. & **McCorick, B.** (April 15, 2014) Failed Crony Subsidies: From Washington (George) to Obama (Barack). *RealClearMarkets.com*

Folsom, B.W. & **McCorick, B.** (March 25, 2014) Politicians Have Never Been Good Venture Capitalists. *RealClearMarkets.com*

**McCormick, B.** & Folsom, B.W. (February 14, 2014) It's Dangerous When Corporations Give Away Your Money. *RealClearMarkets.com*

**McCormick, B.** & Folsom, B.W. (January 7, 2014) The Ignorance of Today's College Students Shouldn't Surprise Us. *Forbes.com*

**McCormick, B.** & Folsom, B.W. (November 3, 2013) Who Are the Greatest American Entrepreneurs Ever? *Forbes.com*

**McCormick, B.** (2009) Benjamin Franklin and the Real "National Treasure": Cultivating Financial and Entrepreneurial Virtues". *Vital Speeches of the Day*. August 2009, p. 362-367.

**McCormick, B.** (2007) How Benjamin Franklin Made Me a Better Christian. *Baylor Magazine*. Spring 2007, p. 17.

**McCormick, B.** ( 2004) Foreword to *The Shepherd and His Staff* by Theodore Mistra (a.k.a. Tim Sotos) published by Leathers Publishing. (Other Foreword by Ken Blanchard.)

**McCormick, B.** & Davenport, D. (February, 2004) The Leader as Shepherd. *Executive Excellence*. Vol. 21 (2): 6.

Davenport, D. & **McCormick, B.** (Dec. 24, 2003) It Had to be Shepherds. *San Francisco Chronicle*, page A19.

**McCormick, B.** & Davenport, D. (Dec. 7, 2003) Bush is Minding the Gap. *Waco Tribune-Herald*, editorial page.

**McCormick, B.** & Miller, D. (April/May, 2003) Who Prays for Bill Ford? At <http://www.christianitytoday.com/leaders/newsletter/2003/cln30422.html>  
Reprinted in *Sacramento Bee*, *Waco Tribune-Herald*, [www.thehighcalling.org](http://www.thehighcalling.org), and *PrayerLines: The Official Newsletter of the National Day of Prayer*

**McCormick, B.** (Mar/Apr, 2003) I Gave at the Office: Exploring the Intersection of Work and Christian Faith. *New Wineskins*, p. 12-14.

**McCormick, B.** & Cox, J. (Jan/Feb, 2003) Laid-off and Laid Low. *Texas Baptist Magazine*, p. T2-T3.

**McCormick, B.** & McCormick, S. (2002) Bowling on the Sabbath. *Christian Reflection*, 4: 66-72.

**McCormick, B.** (2001) The parable of the highly effective neighbor. *The Door* #178, pg. 33.

**McCormick, B.** (2001) Get connected. *Inventor's Digest*, 18(1): 28-30.

**McCormick, B.** (2001) Were you there when our Lord was crucified? Well now you can be! *The Door* #174, pg. 8.

**McCormick, B.** (2000) The spirituality of foraging: A review of Rev. Clay Turner's book "Finding God In The Garden". Published under the pseudonym Hunter Gaither in *The Door* #169, pg. 18-19.

**McCormick, B.** (2000) Ain't Gonna Study War No More! Essay published in July 2000 web-zine *Management General* at [www.mgeneral.com](http://www.mgeneral.com). See complete article at <http://www.mgeneral.com/3-now/00-now/070003bm.htm>.

**McCormick, B.** (2000) Speaking Franklin. *Entrepreneur Magazine*. May 2000.



**McCormick, B.** (2000) The noble art of business. *The Life@Work Journal*. Januray/February 2000, pg. 22-23. (Reprinted in *Business Life: Canada's Christian Business Magazine*, Winter 2003, pp. 20-21.)

## GRANTS

**McCormick, B. (2012-13)** \$1,845 grant from Baylor Fellows. Used to create the Milton Freidman app available at iTunes and Google Play.

**McCormick, B.** (2002-03) \$3,000 grant from University Research Committee (#010-F02-URC) for travel related to work at Edison Papers Project.

## CONFERENCE PRESENTATIONS

McCormick, B. & Folsom, B.W. (August 2013) The Greatest Entrepreneurs and Businesspeople in American History: A Revised Expert Ranking. Academy of Management, Orlando, FL.

Meyer, C., **McCormick, B.**, Clement, A., Woods, R., Fifield, C. (August 2007) Scissors Cut Paper: Proactive and Contingent Strategies in a Conflict Situation. Academy of Management, Philadelphia, PA.

**McCormick, B.** (January, 2006) Everybody Loves Ben: Why Benjamin Franklin Would Succeed in 21<sup>st</sup> Century America, Opening Address, USASBE/SBI Conference, Tuscon, AZ.

**McCormick, B.** (October, 2004) The Leader as Shepherd, Christian Business Faculty Association, San Antonio, TX.

**McCormick, B.** & Israel, P. (August, 2004) Thomas Edison: Failed Business Tycoon? Management History Division, Academy of Management, New Orleans, LA.

**McCormick, B.** (2003) What If The Academy Actually Mattered?: A Ten-Year Retrospective on Don Hambrick's Presidential Address. Chair of Showcase Symposim sponsored by BPS, OMT, and OB Divisions of the Academy of Management, Seattle, WA.

**McCormick, B.** (2003) Teaching Panel, HR Doctoral Consortium, Academy of Management, Seattle, WA.

**McCormick, B.** (2002) Teaching Panel, HR Doctoral Consortium, Academy of Management, Denver, CO.

**McCormick, B.** (2002) Innovative teaching practices: An experiential approach to teaching HRM competencies. Academy of Management, Denver, CO.

**McCormick, B.** (2001) Teaching Panel, HR Doctoral Consortium, Academy of Management, Washington, DC.

**McCormick, B.** (1999) Benjamin Franklin: Founding father of American management. Asian Forum on Business Education, November, 1999, Hong Kong.

**McCormick, B., Bierman, L., & Taylor, B.** (1999) Market performance and firm management of diversity: The long term performance effects of award-winning affirmative action programs. Academy of Management, August, 1999, Chicago, Illinois.

**McCormick, B.** (1998) Dark shadows from “The Bridges of Madison County”: The conservation of archaic technologies in economic organizations. Academy of Management, August, 1998, San Diego, California.

**McCormick, B.** (1998) Metaphors for teaching strategy: Art, acting, and adventure. Academy of Management, August, 1998, San Diego, California.

**McCormick, B.** (1998) Reality bites back: Three cautionary tales. Western Academy of Management, March, 1998, Portland, Oregon.

**McCormick, B.** (1997) How to get through a Ph.D. program (and not go insane). Academy of Management, August, 1997, Boston, Massachusetts.

**McCormick, B.** (1997) Predicting an expanded performance domain using cognitive ability and integrity. Academy of Management, August, 1997, Boston, Massachusetts.

**McCormick, B.** (1995) Preparing cases. Linking organizational strategy and HRD in the APEC economies: A case development workshop. November, 1995, Jakarta, Indonesia.

Wright, P.M., **McCormick, B.**, McMahan, G.C., & Smart, D. (1995) Assigned goals and team performance: An examination among NCAA basketball teams. Academy of Management, August, 1995, Vancouver, Canada.

Wright, P.M., **McCormick, B.**, Sherman, W.S., & McMahan, G.C. (1995) The role of human resource practices in Petro-chemical refinery performance. Academy of Management, August, 1995, Vancouver, Canada.

Wright, P.M., McMahan, G.C., Smart, D., & **McCormick, B.** (1995) Team cognitive ability as a predictor of team performance. Society of Industrial/Organizational Psychologists, May, 1995, Orlando, Florida.

McGlashan, K.E., Wright, P.M., & **McCormick, B.** (1995) Preferential selection and stereotypes: Effects on evaluation of female leader performance, subordinate goal commitment, and task performance. Society of Industrial/Organizational Psychologists, May, 1995, Orlando, Florida.

Taylor, M.S., Schoenfeldt, L.F., & **McCormick, B.** (1994) The conceptualization of the managerial role: A cross-cultural synthesis. 23rd International Congress of Applied Psychology, July, 1994, Madrid, Spain.

**McCormick, B.** (1994) Entrepreneurial human resource management: Human resource implications of the Austrian school of economics. Western Academy of Management meeting, March, 1994, Santa Fe, NM.

## INVITED LECTURES

Baylor University, Waco, TX, Last Lectures, Parent & Family Weekend (October 12, 2012)

Eastern University, St. Davids, PA, Annual Non-Profit Lecture, School of Leadership and Development (April 28, 2012)

University of St. Thomas, Houston, TX “The Leader as Shepherd” (September 29, 2011)

National Constitution Center, Philadelphia, PA, “Benjamin Franklin and the Real *National Treasure*: Cultivating Financial and Entrepreneurial Virtues” (April 17, 2009)

Rice University, School of Continuing Education, Houston, TX, “Ben Franklin: America’s Original Entrepreneur” (October 24, 2006)

Missouri Historical Society, St. Louis, MO, “Ben Franklin: America’s Original Entrepreneur” (July 2, 2006)

Temple University, Fox School of Management, Philadelphia, PA, “Ben Franklin: America’s Original Entrepreneur” (January 19 & 20, 2006)

Cabrini College, Radnor, PA, “Ben Franklin: America’s Original Entrepreneur” (January 18, 2006)

The Franklin Institute, Philadelphia, PA, “Ben Franklin: America’s Original Entrepreneur” (January 18, 2006)

Pepperdine University Leadership Conference “The Leader as Shepherd” (November 3, 2005)

Breakfast at Baylor, BU Continuing Education “Three Questions for Shepherd Leaders”, (November 23, 2004)

Remarks on the 125<sup>th</sup> Anniversary of Electric Lighting, Rutgers University (October 22, 2004) invited to speak along with Dr. Paul Israel and Sir Harold Evans

Sabbatical Lecture, Baylor University (March 23, 2004) “The Edison Effect”

Pepperdine University Center for Faith and Learning (Jan. 7, 2004) “Shepherd Leadership: A Celebration and Critique”

Rutgers Business School (Newark) and the IEEE History Center (Nov. 5, 2003) “The Edison Effect”

Collins Outstanding Professor Lecture, Baylor University (April 30, 2003) “Developing Business Leaders Using Great Texts”

Wharton School of Business, University of Pennsylvania (Feb. 24, 2003) “Benjamin Franklin: Founding Father of American Business”

College of Business Administration, Abilene Christian University (Sept. 16, 2002) “On Becoming A Christian Scholar/Teacher”

#### **SELECTED PUBLICITY AND MEDIA:**

**Fall 2010**– *Baylor Business Review*, “Ethics of a Hankamer Undergrad” by Barbara Elmore (pp. 32-33).

**7/14/09** – *New York Times*, “Family Businesses are Reeling in Recession” by Damien Cave (p. A12).

**April 2009** – *Inc. Magazine*, BUS 1301 selected as one of “The Best Entrepreneurship Courses in America”

**8/13/07** – *Talk of the Nation*, “Edison and Poetry,” interviewed on the popular National Public Radio show about Edison and his prose poems.

**May, 2007** – *Entrepreneur*, “Change Agents,” quoted in discussion of forces that changed capitalism in the late 20<sup>th</sup> century, (p. 67).

**November/December 2006** – *Arrive* (Amtrack’s magazine), “America’s Founding Father of Business”, interview and article about Benjamin Franklin (p. 30-35).

**1/22/06** – *The Chicago Tribune*, “Ben Franklin rewrite a powerful primer,” very positive review and analysis of *Ben Franklin: America’s Original Entrepreneur*

**1/3/06** – *Marketplace*, interviewed on popular public radio show about Benjamin Franklin’s business legacy

**12/13/05** – *Investor’s Business Daily*, “Statesman Ben Franklin” prominently mentions *Ben Franklin: America’s Original Entrepreneur*

**11/14/05** – *Chamber of Commerce Radio Network*, “This Week In Small Business” – interviewed about Benjamin Franklin

**1/15/05** – *Dallas Morning News*, “Hard offer to refuse: Ex-mobster talks business” – interviewed about Michael Franzese visit to Baylor

**5/2/04** – *The New York Times*, “Finding Poetry in Edison’s Musings” includes a reprint of the poem “I Did’nt Have Much Faith”

**4/30/04** – *Omaha World Herald*, “When Warren Talks...” interviewed about the impact of Warren Buffett’s advice on national policy

**11/16/03** – *New Jersey Star Ledger*, “Edison’s life shines light on process of creativity”, business section coverage of Rutgers Business School invited lecture

**9/18/03** – *Dallas Morning News*, “Let me give you some advice”, interviewed on ‘manage by hero’ book genre

**9/12/03** – *Dallas Morning News*, “Time hasn’t forgotten greatest entrepreneurs”, interviewed about greatest entrepreneur research

**5/31/03** – *The Wall Street Journal Report (Nationally Syndicated Program from CNBC)*, interviewed about market influence of billionaires past and present

**March, 2003** – *Management Update* newsletter from Harvard Business School, interviewed about dealing with difficult negotiators

**9/24/02** – *ABC World News Tonight*, Interview with Peter Jennings about Benjamin Franklin and his American business legacy

**9/03/02** – Profile of Franklin research and teaching published in Peter Jennings & Todd Brewster’s book *In Search of America* (p. 102-103)

**2/24/02** – *San Francisco Chronicle*, “See if this makes a light bulb go on in your head”, interviewed about Thomas Edison and innovation

**2/24/02** – CNN “*Business Unusual*”, interviewed at Edison National Historic Site about Edison’s entrepreneurial legacy.

**12/26/01** – CNNfn “*The Money Gang*”, interviewed about Thomas Edison and innovation

## **PROFESSIONAL EXPERIENCE**

Professional Internship, Supply Chain Services, Baylor Scott & White Health System, Temple, TX (May 2021 – December 2021).

Human Resource Professional, ARCO International Oil & Gas Company, Plano, TX (May 1991 - June 1992).

*Positions and responsibilities included:*

*Human Resource Generalist for Yemen Operations  
Selection and staffing of expatriate employees  
Compensation Analyst*

Human Resource Professional, ARCO Oil & Gas Company, Dallas, TX (January 1990 - May 1991).

*Positions and responsibilities included:*

*College recruiting and relations  
Coordinated recruiting schedule for 85 universities  
4-year audit and utility analysis of recruiting efforts*

## **SERVICE (National, University, Department, Church, and Community)**

Baylor University Honor Council (April 2021 – present).

Board of Directors – Dr Pepper Museum & Free Enterprise Institute (December 2014 – present). Chair of the board in 2019.

Chair, Hankamer School of Business Scholarship Committee (Fall 2014 – Present)

- 800%+ increase in the number of annual applicants
- 230%+ increase in the number of annual awards

University Libraries Board of Advisors (Spring 2012 – Fall 2014)

Library Volunteer – Woodway Elementary Library (Spring 2011 – Fall 2012)

Volunteer Mediator – McLennan County Dispute Resolution Center (2002-2007)

Board of Directors, Friends of Franklin (Fall 2005 – Summer 2013)

Member, Cherry Awards Committee (Fall 2005 – Spring 2008)

Member, Faculty Development Committee (Fall 2003-Summer 2004, Fall 2006 - Present)

Member, Committee for the Selection of Outstanding Professors (Fall 2004 – Present)

Member of Calvary Baptist Church, Waco, TX. (August 2004 – present)

Member of Crestview Church of Christ, Woodway, TX. (September 1998-August 2004) Frequent teacher and occasional preacher. Co-chair of Spiritual Leadership Task Force (a.k.a. Elder Selection Process Committee)

Organizer and advocate for Academy of Management Christian Management Scholars (1999-Present).

Sponsor, Baylor Association for Human Resources – Student HR Club (1999-2004)

Co-chair, Undergraduate Education Process Committee, Hankamer School of Business (Fall 2003-Summer 2005)

Ben Williams Distinguished Speakers Series Committee (2001-2003)

National Campaign Committee, Edison Preservation Foundation (2001-Present)

Judge for Edison Innovation Awards (2003), Judge for YEO's Thomas Alva Edison Award (2001-02)

Peer Review of Teaching Committee for Hankamer School of Business (with Joe Cox and Dawn Carlson) (2002)