

Eli Jones, Ph.D.
Mays Business School
Texas A&M University

My research and teaching positively impact society by educating the next generation of business leaders and current business leaders on how to generate sales revenue and retain Business-to-Business customers in a professional and ethical manner.

EDUCATION

TEXAS A&M UNIVERSITY – COLLEGE STATION, TEXAS

- Ph.D. (1997 - Marketing)
- Master of Business Administration (1986)
- Bachelor of Science (1982 - Journalism)

ACADEMIC EXPERIENCE

TEXAS A&M UNIVERSITY – COLLEGE STATION, TEXAS

- DEAN, MAYS BUSINESS SCHOOL (JUNE 1, 2015 – MAY 31, 2021)
- PROFESSOR OF MARKETING (JUNE 1, 2015 – PRESENT)
- PEGGY MAYS EMINENT SCHOLAR CHAIR IN BUSINESS (JUNE 1, 2015 – PRESENT)

UNIVERSITY OF ARKANSAS - FAYETTEVILLE, ARKANSAS

- PROFESSOR AND DEAN, WALTON COLLEGE OF BUSINESS
SAM M. WALTON LEADERSHIP CHAIR (2012 –2015)

LOUISIANA STATE UNIVERSITY – BATON ROUGE, LOUISIANA

- Professor and Dean, E. J. Ourso College of Business
E. J. Ourso Distinguished Professor of Business (2008 – 2012)

UNIVERSITY OF HOUSTON – HOUSTON, TEXAS

- Full Professor (2007–2008) ○ Associate Dean for Executive Education
- Associate Professor with Tenure (2002 – 2007)
- Assistant Professor (1997 – 2002) ○ Founding Executive Director of the Sales Excellence Institute

EDITORIAL REVIEW BOARDS

- Journal of Business Research (2023 – present)
- Journal of Personal Selling & Sales Management (2001 – present)
- Journal of the Academy of Marketing Science (2006 – 2015)
- Journal of Business & Industrial Management (2006 – 2008)
- Journal of Selling & Major Account Management (2005 – 2008)

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- Industrial Marketing Management (2001 – 2008)
- Journal of Marketing (ad hoc)
- Journal of Marketing Research (ad hoc)
- Journal of Business Research (ad hoc)

ADMINISTRATIVE EXPERIENCE

- Dean, Mays Business School (June 1, 2015 – May 31, 2021)
- Dean, Sam M. Walton College of Business (2012 – 2015)
- Dean, E. J. Ourso College of Business (2008 – 2012)
- Associate Dean for Executive Education Programs (2007—2008)
- Founding Executive Director of the Sales Excellence Institute (2004 – 2007)
- Executive Director of the Program for Excellence in Selling (2003 – 2007)
- Director of the Program for Excellence in Selling (2001 – 2003)
- Co-director of the Program for Excellence in Selling (1997 – 2001)

MAJOR CONTRIBUTIONS OR ACCOMPLISHMENTS AS DEAN AT TEXAS A&M UNIVERSITY

Achievements occurring during any individual's tenure in an administrative appointment necessarily represent the collected efforts of many individuals, academic units, and administrative units. The following achievements have occurred during my tenure as Dean of Mays Business School at Texas A&M University

- Responsible for a \$90.4 million total annual operating budget.
- Overall endowment for the College equals approximately \$138 million.
- Modified the college's funding campaign priorities to enhance its national and international prominence, including adding the new building campaign in 2016 to create a business education complex. I also added endowed lectureships to the portfolio of endowments to recognize and reward exceptional Academic Professional Track (APT) faculty.
- **Mays Business School surpassed its Lead by Example Capital Campaign goal by achieving 147% of the stretch goal set in 2012.** We raised more than \$205 million versus the goal of \$139 million during the \$4 billion capital campaign. The goal was established in 2012, and the campaign was officially announced in November 2015. The capital campaign ended on December 31, 2020.
- **Secured the largest single gift ever to the business school at Texas A&M University - \$25 million (April 2017).**
- Participated in standing up the Mays Innovation Research Center (\$5.6 million gift).
- Participated significantly in securing a \$10 million gift from the McFerrin family to name the McFerrin Center for Entrepreneurship.
- Supported the efforts to raise \$10 million to name the James Benjamin Department of Accounting.
- Led the efforts in securing the funding for the Brockman Scholars program, a full-ride scholarship program for TAMU STEM majors interested in pursuing a graduate business degree (MS-Business).
- Led the efforts to secure a \$5 million gift to name the Sales Leadership Institute and the proposed coffee shop in the Wehner expansion.
- Secured 12 incremental faculty positions for Mays Business School over 5.5 years as Dean.

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- Created and filled the Associate Dean for Research and Scholarship position in the Summer of 2020.
- Created and filled the Assistant Dean of Learning Transformation and Academic Technology position in Fall of 2018.
- Created and filled the Assistant Dean of Graduate Programs position in 2016.
- Created and filled the Assistant Dean for Diversity and Inclusion Initiatives position in 2016. Annie McGowan assumed the inaugural role and was selected to fill the Associate Dean of Undergraduate Programs role in June 2018. The Assistant Dean position was changed to a director's role.
- Created and filled the Director of Innovation and Strategic Planning role in 2015 and repurposed the position to Executive Director of Innovation and Strategic Planning in 2017. This position played an integral part in helping with developing the Mays Strategic Plan (2017-2021).assist
- Formed the Mays Business School's Strategic Planning Initiative's Steering Committee and collaborated with the committee to engage the entire faculty and staff in strategic planning and formalize a new strategic plan for the College. The strategic plan includes adopting three grand challenges: (1) Entrepreneurship, (2) Energy (and Sustainability), and (3) Healthcare. Additionally, we will establish a strong presence in Data Analytics/Big Data. The strategic plan also includes enhancing research efforts, student outcomes, and advancing diversity and inclusion.
- Held multiple strategic planning Town Hall meetings (with faculty, staff, and alumni) on behalf of the College.
- Added multiple communication modes to the college's communication plan; particularly, the College is emphasizing social media more.
- Reorganized the Dean's Advisory Board into three committees - Marketing & Communications Committee, Student Recruitment and Career Development Committee, and Mays Business School's Development Committee (fundraising).
- Integrated the Dean's Advisory Council (formerly Young Alumni Advisory Board) into the Dean's Advisory Board to create one advisory board at the college level.
- Oversaw the successful renewal of the College's AACSB re-accreditation for five more years. Duties included liaison to AACSB, assisting in preparing the accreditation report, scheduling accreditation visits, preparing response documents for the accreditation team, and continuously monitoring progress toward concerns raised during the accreditation process. The peer review team visited on February 18-20, 2018. Mays Business School was re-affirmed in 2018.

MAJOR CONTRIBUTIONS OR ACCOMPLISHMENTS AS DEAN AT THE UNIVERSITY OF ARKANSAS

Achievements occurring during any individual's tenure in an administrative appointment necessarily represent the collected efforts of many individuals, academic units, and administrative units. The following achievements have occurred during my tenure as Dean of the Sam M. Walton College of Business at the University of Arkansas.

- Responsible for a \$37 million annual operating budget.
- Overall endowment for the College equals approximately \$127 million.
- FY2014 fundraising goal was \$28,900,796. Actual dollars raised equaled \$32,919,173 (receipts, pledges, matches, and in-kind gifts).
- Secured 13 incremental faculty positions for Walton College 2012-2015.

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- Appointed a team of six faculty members to the leadership team in 2012.
- Added Associate Dean of Executive Education Programs position in 2014.
- Added multiple communication modes to the college's communication plan.
- Modified the college's funding campaign priorities to enhance its national and international prominence.
- Traveled to Russia to begin conversations with prospective partner universities.
- Signed a partnership agreement with a business school in Brazil.
- Signed a partnership agreement with two business schools in China.
- Signed a partnership agreement to establish the Walton MBA Program in Panama
- Reorganized the Dean's Executive Advisory Board into three committees - Marketing & Communications Committee, Student Recruitment and Career Development Committee, and Walton Campaign Arkansas Committee.
- Organized and led multiple strategic planning meetings (with faculty, staff, and alumni) for the Walton College of Business.
- Formalized five critical strategic growth initiatives for the Walton College of Business: (1) School of Global Retail Operations and Innovation, (2) School of Innovation and Entrepreneurship, (3) Supply Chain Management, (4) Data Analytics/Big Data, and (5) Extending our globalization efforts. The strategic plan also includes enhancing research efforts and student outcomes and advancing diversity and inclusion.
- Launched an online General Business Degree, effective Fall 2014 (CNN Money picked up the announcement). The four-year degree will be 100% online, the first of its kind at the University of Arkansas.
- Secured approval for a Student Service Fee to enhance Walton College's Career Center and Writing Center, effective Fall 2014.
- Expanded the Executive MBA to two cohorts (in progress).

MAJOR CONTRIBUTIONS OR ACCOMPLISHMENTS AS DEAN AT LOUISIANA STATE UNIVERSITY (LSU)

Achievements occurring during any individual's tenure in an administrative appointment necessarily represent the collected efforts of many individuals, academic units, and administrative units. The following achievements have occurred during my tenure as Dean of the E. J. Ourso College of Business at LSU.

- Responsible for a \$30 million annual operating budget.
- Overall endowment for the College equals approximately \$52 million.
- Raised \$15.4 million (includes pledges and matches; July 2008-May 2010).
- Raised \$35 million in external funds for the new Business Education Complex in concert with the Senior Advancement Director and the Louisiana Business Building Oversight Committee (July 1, 2008 – January 1, 2010). Funds raised for this project include a State match of \$30 million. Received funding plan approval from the LSU Board of Supervisors in August 2009 to proceed with the construction of the \$60 million Business Education Complex. Broke ground on March 19, 2010, and held the ribbon-cutting ceremony on March 2, 2012. Secured Steve Forbes as keynote speaker. The faculty and staff moved into the new Business Education Complex in May 2012.
- Raised \$700,000 for the Dean's Excellence Fund, \$850,000 for the Departmental Development Fund, \$800,000 in chairs and professorships, and \$135,000 in scholarships (July 1, 2008 – June 1, 2010).

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- Successfully obtained approval from the legislature and LSU System to add to the differential tuition for the Flores MBA program. The additional proceeds equate to approximately \$500,000 per year.
- Initiated two globalization committees: an academic committee and a Dean's Advisory Council committee.
- Initiated the Emerging Markets Initiative building on the successes of the China Initiative. The emerging markets targeted then were Brazil, India, and China. We actively pursued opportunities for study abroad, student exchange, faculty exchange, and collaborative research projects with universities in emerging markets. Formed a partnership with the University of Sao Paulo in June of 2009.
- Added more study abroad opportunities and international internships to the Flores MBA program by focusing on emerging markets. These improvements and other efforts resulted in the Flores MBA program receiving a ranking of 26th (among public schools) by Forbes for the first time in the Spring of 2009. Eduniversal ranked the business school 49th in the world in 2008 and 48th in 2009 among internationally known business schools.
- Developed the Dean's Seminar Series on Global Research, Education, and Practice to expose students to scholars from universities abroad and executives of multinational businesses.
- Applied for a \$1.4 million U.S. Department of Education grant to establish a Center for International Business Education and Research (CIBER), which would enhance our international efforts.
- Restructured operations of the Stephenson Disaster Management Institute (SDMI). The result led to the establishment of a Board of Experts, which includes nationally recognized members, and created a strategic shift in the direction and focus of SDMI. In 2010, for example, SDMI with the Gulf Coast Center for Evacuation & Transportation Resiliency and the The University of New Orleans partnered to present the National Evacuation Conference held in New Orleans. The conference brought together academics, nonprofit and for-profit organizations, consultants, emergency managers, and transportation planners to discuss evacuation planning for cities and regions across the United States.
- Worked with the LSU Chancellor to move SDMI out of the College of Business to the University level to increase SDMI's multidisciplinary research and professional development capacity.
- Enhanced the branding and imaging campaign for the E. J. Ourso College of Business and the Flores MBA program with assistance from the marketing and public relations committee, the Flores MBA program director, and the Alumni and Public Relations Director. Developed an overall communication and media strategy to raise the E. J. Ourso College of Business profile in business and academic communities. Changed our marketing strategies to enhance the use of electronic media. Key outputs of this process are the *Ourso on the Geaux* and *Ourso Experience* eNewsletters (electronic publications sent monthly to our constituents) and an annual Stakeholders' Report (which recognizes all donors to the E. J. Ourso College of Business). The rankings noticeably improved.
- Reorganized the Core Executive Committee (Associate Deans, Assistant Deans, and Department Chairs), including formalizing new responsibilities for the Executive Associate Dean and duties for a new position: Associate Dean for Research and Economic Development—to increase sponsored research and external funding.

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- Worked with the college's Core Executive Committee and the Dean's Advisory Council to rewrite the strategic plan for the E. J. Ourso College of Business. The revised strategic plan included overall goals and objectives, strategies for achieving those goals and objectives, and key performance metrics to measure progress. The resulting document served as the basis for reaffirmation of accreditation by the Association to Advance Collegiate Schools of Business (AACSB)–International. Reaffirmed in 2012.
- Supervised the AACSB re-accreditation process. Duties included assisting in preparing accreditation reports, scheduling accreditation visits, preparing response documents for the accreditation team, and continuously monitoring progress toward concerns raised during the accreditation process.
- Established the five key strategic growth initiatives for the College of Business: (1) Completing the fundraising needed to build the new Business Education Complex, (2) Fundraising to enhance Ph.D. student stipends, (3) Extending our globalization efforts, (4) Enhancing diversity, and (5) Creating a Supply Chain Management (SCM) initiative.
- Inspired the creation of a new Entrepreneurship Fellows Program for undergraduate students interested in entrepreneurship and helped secure the seed money from corporate donors. The program raises awareness of entrepreneurship among undergraduate students of all majors.
- Helped launch the LSU Entrepreneurship Boot Camp for Disabled Veterans program, which is part of a consortium led by Syracuse. Contacted Dean Mel Stith to help establish the partnership.

MAJOR CONTRIBUTIONS OR ACCOMPLISHMENTS AS CENTER DIRECTOR

Sales Excellence Institute/Program for Excellence in Selling at the University of Houston

- Developed and led the Sales Excellence Institute (SEI) and Program for Excellence in Selling (PES) as the Founding Executive Director. PES is a nationally recognized curriculum for undergraduates and MBA students interested in professional selling and sales management. It strongly emphasizes experiential learning in which students engage in hands-on selling and sales management as reinforcement of the principles learned in class. SEI encompasses PES, plus academic research partnerships and Executive Education.
- Created and implemented a six-course curriculum: (Professional Selling; Advanced Professional Selling; Customer Relationship Management; Sales Practicum; Sales Management; and Key Account Selling). The sales certificate and minor are open to all majors, allowing students to receive degree-eligible credit.
- Coordinated sixteen sections of Professional Selling and Sales Management per year. Helped adjunct sales instructors prepare their course syllabi and answered classroom management, testing, and administrative procedures questions.
- Solicited and received cash commitments from thirty high-profile (national and multinational) company partners and managed *a self-generated budget*. Dollars generated through the sales center equated to a \$10 million endowment.
- Received in-kind support from IBM, AVAYA, and Salesforce.com to establish a Customer Relationship Management laboratory with thirty-eight workstations for students to learn how to leverage technology in sales.

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- Secured survey and objective sales performance data from SEI partner companies supporting doctoral student dissertations.
- Secured a student fee which enabled PES to hire permanent staff.
- Hired and managed PES/SEI staff and adjunct instructors.
- Developed an alumni association for the Program for Excellence in Selling.
- Coached sixteen sales students for regional and national collegiate sales competitions from 1997-2006. Won the national championship in 2004.
- Worked with PES instructors and students to create and coordinate semi-annual Sales Career Fairs, which are recruiting events for companies interested in hiring graduates of PES. Students sell recruiting booths, advertising, and refreshment sponsorships (Spring 1998).
- Worked with PES Key Account Selling students to create and implement the Graduation and Induction ceremony (Spring 2001). Sales students sell companies sponsoring SEI and PES.
- Created and implemented "Sales Career Day" (Fall and Spring semesters) for businesspeople to speak and network with students in the Professional Selling course (Fall 1997).
- Secured a donation from a PES corporate sponsor to restore the Behavioral Lab, which is used to video students giving mock sales presentations.

RESEARCH, SCHOLARSHIP, AND OTHER CREATIVE PRODUCTIVITY

REFEREED JOURNAL PUBLICATIONS

Mangus, Stephanie, Eli Jones, Judith Anne Garretson Folse, and Shrihari Sridhar (2023), "We Are Not on the Same Page: The Effects of Salesperson Trust Overestimation on Customer Satisfaction and Relationship Performance," Industrial Marketing Management.

Mangus, Stephanie, Dora Bock, Judith Anne Garretson Folse, and Eli Jones (2022), "The Comparative Effects of Gratitude and Indebtedness in B2B Relationships," Industrial Marketing Management.

Vieira, Valter Afonso, Eli Jones, Valter da Silva Faia, Juliano Domingues da Silva, and Leticia Fernandes de Negreiros (2022), "The Moderating Role of Self-Efficacy in the Relationship between Control Systems and Sales Performance," Journal of Personal Selling & Sales Management," February <https://doi.org/10.1080/08853134.2022.2037435>.

Mangus, Stephanie, Eli Jones, Judith Anne Garretson Folse, and Shrihari Sridhar (2020), "The Interplay between Business and Personal Trust on Relationship Performance in Conditions of Market Turbulence," Journal of the Academy of Marketing Science, March <https://doi.org/10.1007/s11747-020-00722-6>.

Mangus, Stephanie, Dora Bock, Eli Jones, and Judith Anne Garretson-Folse (2020), "Examining the Effects of Mutual Information Sharing and Relationship Empathy: A Social Penetration Theory Perspective." Journal of Business Research, 109, 375-384.

- Mangus, Stephanie M., Dora E. Bock, Eli Jones, and Judith Anne Garretson Folse (2017), "Gratitude in Buyer-Seller Relationships: A Dyadic Investigation" Journal of Personal Selling & Sales Management, 37 (3), 250-267.
- Bolander, Willy, Riley Dugan, and Eli Jones, "Time, Change, and Longitudinally Emergent Conditions: Understanding and Applying Longitudinal Growth Modeling in Sales Research (2017)," Journal of Personal Selling & Sales Management, 37 (2), 153-159.
- Fu, Frank Q., and Eli Jones (2015), "Bridging Research and Practice: How Sales Training Can Contribute to New Product Launch Success," Performance Improvement, 54 (2), 29-36.
- Wyatt, A. Schrock, Douglas E. Hughes, Frank Q. Fu, Keith A. Richard, and Eli Jones (2014), "Better Together: Trait Competitiveness and Competitive Psychological Climate as Antecedents of Salesperson Organizational Commitment and Sales Performance," Marketing Letters.
- Kumar, V., Eli Jones, Rajkumar Venkatesan, and Robert P. Leone (2011), "Is Market Orientation a Source of Sustainable Competitive Advantage or Simply the Cost of Competing?" Journal of Marketing, (75): 1: 16-30. *One of Three Finalists for the 2011 Harold H. Maynard Award for its Significant Contribution to Marketing Theory and Thought.*
- Fu, Frank, Keith Richards, Douglas Hughes, and Eli Jones (2010), "Motivating Salespeople to Sell New Products: The Relative Influence of Attitudes, Subjective Norms, and Self-Efficacy." Journal of Marketing, (74): 6: 61-76
- Richards, Keith, and Eli Jones (2009), "Key Account Management: Adding Elements of Account Fit to an Integrative Theoretical Framework." Journal of Personal Selling & Sales Management (29): 4: 305-320. *Winner of the James Comer Award for Best Contribution to Selling and Sales Management Theory/Methodology.*
- Jones, Eli, Keith Richards, Diane Halstead, and Frank Fu (2009), "Developing a Strategic Framework of Key Account Performance." Journal of Strategic Marketing (17): 3-4: 221-235.
- Fu, Frank, Keith Richards, and Eli Jones (2009), "The Motivation Hub: Effects of Goal Setting and Self-Efficacy on Effort and New Product Sales." Journal of Personal Selling & Sales Management (29): 3: 277-292.
- Fu, Frank, Willy Bolander, and Eli Jones (2009), "Managing the Drivers of Organizational Commitment and Salesperson Effort: An Application of Meyer and Allen's Three Component Model." Journal of Marketing Theory and Practice 17 (4): 343-358.
- Fu, Frank, Eli Jones, and Willy Bolander (2008), "Product Innovativeness, Customer Newness, and New Product Performance: A Time-Lagged Examination of the Impact of Salesperson Selling Intentions on New Product Performance." Journal of Personal Selling & Sales Management (28): 351-364.
- Richards, Keith, and Eli Jones (2008), "Customer Relationship Management: Finding Value Drivers." Industrial Marketing Management (37): 120-130.

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- Ahearne, Michael, Eli Jones, Adam Rapp, and John Mathieu (2008), "High Touch through High Tech: The Impact of Salesperson Technology Usage on Customer Satisfaction and Salesperson Performance." Management Science (54): 671-685.
- Ahearne, Michael, Ronald Jelinek, and Eli Jones (2007), "Examining the Effect of Salesperson Service Behavior in a Competitive Context." Journal of the Academy of Marketing Science (35): 603-616.
- Sundaram, Suresh, Andrew Schwarz, Eli Jones, and Wynne Chin (2007), "Technology Use on the Front Line: A Longitudinal Analysis of How Technology Enhances Individual Performance." Journal of the Academy of Marketing Science (35): 101-112.
- Jones, Eli, Lawrence Chonko, Deva Rangarajan, and James Roberts (2007), "The Role of Overload on Job Attitudes, Turnover Intentions, and Salesperson Performance." Journal of Business Research 60 (7): 1-17.
- Chonko, Lawrence B., James A. Roberts, and Eli Jones (2006), "Diagnosing Sales Force Change Resistance: What We Can Learn from the Addiction Literature." Marketing Management Journal 16 (1): 44-71.
- Anderson, Rolph, Andrea Dixon, Mark Johnston, Eli Jones, Raymond LaForge, Greg Marshall, Jeff Tanner (2005), "The Scholarship of Teaching in Sales Education." Invited paper. Marketing Education Review 15 (2): 1-10.
- Brown, Steve, Eli Jones, and Thomas Leigh (2005), "The Attenuating Effect of Role Overload on Relationships Linking Self-Efficacy and Goal Level to Work Performance." Journal of Applied Psychology 90 (5): 972-979.
- Brown, Steven P., and Eli Jones (2005), "Introduction to the Special Issue: Advancing the Field of Selling and Sales Management." Journal of Personal Selling & Sales Management 25 (2): 103-104.
- Chonko, Lawrence, and Eli Jones (2005), "The Need for Speed: Agility Selling." Journal of Personal Selling & Sales Management 25 (4): 373-384. *Winner of the American Marketing Association's Sales Special Interest Group's Best Paper Award in 2006.*
- Jones, Eli, Steven Brown, Andris Zoltners, and Barton Weitz (2005), "The Changing Environment of Selling and Sales Management." Journal of Personal Selling & Sales Management 25 (2): 105-111.
- Jones, Eli, Andrea Dixon, Lawrence Chonko, and Joseph Cannon (2005), "Key Accounts and Team Selling: A Review, Framework, and Research Agenda." Journal of Personal Selling & Sales Management 25 (2): 181-198.
- Rangarajan, Deva, Eli Jones, and Wynne Chin (2005), "Impact of Sales Force Automation on Technology-Related Stress, Effort, and Technology Usage among Salespeople." Industrial Marketing Management 34 (4): 345-354.

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- Jones, Eli, Lawrence B. Chonko, and James A. Roberts (2004), "Antecedents and Consequences of Customer-Driven Sales Force Obsolescence: Perceptions from Sales & Marketing Executives." Industrial Marketing Management 33 (5): 439-456.
- Rangarajan, Deva, Lawrence B. Chonko, Eli Jones, and James A. Roberts (2004), "Organizational Variables, Sales Force Perceptions of Readiness for Change, Learning and Performance among Boundary-Spanning Teams: A Conceptual Framework and Propositions for Research." Industrial Marketing Management 33 (4): 289-305.
- Weeks, William, James Roberts, Lawrence Chonko, and Eli Jones (2004), "Organizational Readiness for Change, Individual Fear of Change and Sales Manager Performance: An Empirical Investigation." Journal of Personal Selling & Sales Management 24 (1): 7-17.
- Chonko, Lawrence B., Alan Dubinsky, Eli Jones, and James A. Roberts (2003), "Organizational and Individual Learning in the Sales Force: An Agenda for Sales Research." Journal of Business Research 56 (December): 935-947.
- Dubinsky, Alan, Lawrence B. Chonko, Eli Jones, and James A. Roberts (2003), "Development of a Relationship Selling Mindset: Organizational Influencers." Journal of Business-to-Business Marketing 10 (1): 1-30.
- Jones, Eli, Paul S. Busch, and Peter Dacin (2003), "Firm Market Orientation and Salesperson Customer Orientation: Interpersonal and Intrapersonal Influences on Customer Service and Retention in Business-to-Business Buyer-Seller Relationships." Journal of Business Research 56 (April): 323-340.
- Jones, Eli, Lawrence B. Chonko, and James A. Roberts (2003), "Creating a Partnership-Oriented, Knowledge-Creation Culture in Strategic Sales Alliances: A Conceptual Model." Journal of Business & Industrial Marketing 18, 336-352.
- Chonko, Lawrence B., Eli Jones, Alan Dubinsky, and James A. Roberts (2002), "Environmental Turbulence, Readiness for Change, Change Success, and Learning in the Sales Force." Journal of Personal Selling & Sales Management 22 (Fall): 227-245. *Winner of the James Comer Award for Best Contribution to Selling and Sales Management Theory/Methodology.*
- Jones, Eli, Suresh Sundaram, and Wynne Chin (2002), "Factors Leading to Sales Force Automation Use: A Longitudinal Analysis." Journal of Personal Selling & Sales Management 22 (Summer): 145-156. *Winner of the Marvin Jolson Award for Best Contribution to Selling and Sales Management Practice.*
- Roberts, James A., and Eli Jones (2001), "Money Attitudes, Credit Card Use, and Compulsive Buying Among American College Students." Journal of Consumer Affairs 35 (Winter): 213-240.
- Gamble, George, Gwendolyn Hightower-Quick, Eli Jones, and Priscilla Slade (2000), "CPA Advertising Practices: An Empirical Examination of Small and Large CPA Firms." CPA Journal (February): 52-53.

- Jones, Eli, James Roberts, and Lawrence Chonko (2000), "Motivating Sales Entrepreneurs to Change: A Conceptual Framework of Factors Leading to Successful Change Management Initiatives in Sales Organizations." Journal of Marketing Theory & Practice 8 (Spring): 3749.
- Smith, Kirk, Eli Jones, and Edward Blair (2000), "Managing Salesperson Motivation in a Territory Realignment." Journal of Personal Selling & Sales Management 20 (Fall): 215-226.
- Smart, Denise, Chuck Tomkovick, Eli Jones, and Anil Menon (1999), "Undergraduate Marketing Education in the 21st Century: Views from Three Institutions." Marketing Education Review 9 (Spring): 1-9.
- Jones, Eli, Jesse Moore, Andrea Stanaland, and Rosalind Wyatt (1998), "Salesperson Race and Gender and the Access and Legitimacy Paradigm: Does Difference Make a Difference?" Journal of Personal Selling & Sales Management 18 (Fall): 71-88. *Cited in Selling: Building Partnerships, 4th ed. Weitz, Castleberry, and Tanner (2001). McGraw-Hill Irwin: NY.*
- Jones, Eli, Donna Kantak, Charles M. Futrell, and Mark Johnston (1996), "Leader Behavior, Work Attitudes, and Sales Force Turnover: An Integrative Study." Journal of Personal Selling & Sales Management 16 (Spring): 13-23. *Cited in Sales Management, 7th ed. Dalrymple, Cron, and DeCarlo (2001). Wiley: NY.*

BOOKS

- Sarvadi, Paul and Eli Jones (in press) Making Differences Work: A Values-Based, Culture-Driven, People-Centric Approach to Achieving the Goals of Commonality, Equality, Cohesion and Business Performance, Tulsa, OK: Insight International.
- Jones, Eli (2023), Run Toward Your Goliaths Study Guide, Houston, TX: High Bridge Books
- Jones, Eli (2021), Run Toward Your Goliaths, Houston, TX: High Bridge Books.
- Jones, Eli, Larry Chonko, Fern Jones, and Carl Stevens (2012), Selling ASAP: Art, Science, Agility, Performance. Professional Edition, Baton Rouge, LA: Louisiana State University Press.
- Chonko, Larry, and Eli Jones, (2011), The Oxford Handbook of Strategic Sales and Sales Management (Book Chapter: Sales Force Agility, Strategic Thinking, and Value Propositions). New York, NY: Oxford University Press.
- The Sales Educators (2006), Strategic Sales Leadership: Breakthrough Thinking for Breakthrough Results, Cincinnati, OH: Thomson Learning.
- Jones, Eli, Carl Stevens, and Larry Chonko (2005), Selling ASAP: Art, Science, Agility, Performance, and Cincinnati, OH: Thomson Learning.

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PUBLISHED ABSTRACTS

Jones, Eli (2001), "Selling to the Top: Teaching Key Account Selling." Journal of Personal Selling & Sales Management 21 (Fall): 318. Appeared in a special abstract section, peer-reviewed for the National Conference in Sales Management.

WORKS IN PROGRESS

Mangus, Stephanie, Huanhuan Shi, Judith Garretson-Folse, Eli Jones, and Hari Sridhar, "Communicating with B2B Buyers after "Dropping the Ball": Using Digital and Non-Digital Communication Formats to Recover from Salesperson Transgressions" at the International Journal of Research in Marketing. We are answering the reviewers' and AE's comments and preparing the revision for a third review round.

Sharma, Amalesh, Tarun K. Sharma, Wyatt Schrock, and Eli Jones, "Leveraging Salespersons' Pricing Discretion to Enhance Manufacturer Performance: The Roles of the Manager-Salesperson Dyad Tenure, Salesperson-Customer Dyad Tenure, Salesperson Network, and Competition." Reject and resubmit at the Journal of the Academy of Marketing Science.

Jones, Eli, Paul Sarvadi, Muzeeb Shaik, and Lenita Davis, "The Impact of Diversity, Equity, and Inclusion on Salespeople's Sense of Belonging, Team Collaboration, OCB, Team Creativity, and Organizational Identification. The second round of data collection was completed. We are working with two other organizations to secure approval to survey their employees to enhance the generalizability of our findings.

Stephanie Mangus, Nawar Chaker, Deva Rangarajan, and Eli Jones, "The Effects of Internal Trust on Business Outcomes. Conducting Background Interviews for Theoretical Development.

REFEREED CONFERENCE PROCEEDINGS AND PRESENTATIONS

Gomez-Arias, Tomas Eli Jones, and Charles Richards (2023), "In the Room Where it Happens," Panel Discussion at the Ph.D. Project/Marketing Doctoral Students Association, San Francisco, California.

Jones, Eli (2022), "Lighting the Way for Others," The Tenure Project. Keynote speaker at the University of Washington.

Botti, Simona, Eli Jones, Donald Lehman, and Gerard Tellis (2022), "Lighting the Way to the Future of Research in Marketing: Promise and Peril of Passion," American Marketing Association – Sheth Doctoral Consortium, Austin, Texas.

Marshall, Greg, Adam Rapp, Nick Lee, Eli Jones, Jagdip Singh (2022), "Developing Sales Leaders: Evidence from the Field and Opportunities for Research." University Sales Center Alliance Research Symposium (virtual).

Jones, Eli, William Cron, Jagdip Singh, James Boles, and Wesley Johnston (2022) Moderated a Panel Discussion on the Future of Sales and Sales Management Research from Sales SIG

- Lifetime Achievement Awardees, American Marketing Association Winter Conference, Las Vegas, Nevada.
- Mangus, Stephanie, Dora Bock, Eli Jones, and Judith Anne Garretson Folse (2018), "Unpacking Empathy in Buyer-Seller Relationships," American Marketing Association Summer Conference, Boston, Massachusetts.
- Mangus, Stephanie, Eli Jones, Judith Anne Garretson Folse, and William Black (2014), "Conceptualizing and Testing 'Trusted Advisor Relationship' and Its Implications." Thought Leadership on the Sales Profession Conference," Columbia University, New York, NY.
- Walker, Douglas, Eli Jones, and Keith Richards (2011), "CRM Could Unveil Goal Incongruence among Salespeople and their Firms: An Agency Theory Perspective." Marketing Science Conference, Houston, Texas.
- Simendinger, Ted, President, Sales Talent Development; Brian Williams, Partner, and Global Markets and Solutions Leader, Mercer Inc.; Rosann L. Spiro, Indiana University; Eli Jones, Louisiana State University; Andrea Leigh Dixon, Baylor University (2010), "Current Trends Affecting the Sales Force and Its Ability to Create Customer Value in the Down Economy. American Marketing Association's Winter Marketing Educators Conference, New Orleans, Louisiana.
- Fu, Frank, Keith Richards, Douglas Hughes, and Eli Jones (2009), "Modeling the Impact of Salesperson Attitudes, Perceived Norms, and Behavioral Intentions on the Growth Trajectory of New Products." Presented at the Academy of Marketing Science Conference. *Winner of the Best Paper in Track Award for the conference.*
- Jones, Eli (2009), "Assistant Professor Success Factors: Dean's Perspective." Presented at the American Marketing Association-Sheth Doctoral Consortium, Georgia State University, Atlanta, Georgia.
- Jones, Eli (2009), "Advancing Higher Education Administration (AHEAD)," Ph.D. Project, Chicago, Illinois.
- Jones, Eli (2007), "Enhancing Student Learning." Presented at the American Marketing Association-Sheth Doctoral Consortium, Arizona State University.
- Beatty, Sharon, Eli Jones, and Cindi Liu (2006), "Relationship Marketing Ideas from Various Perspectives: Selling, Retailing, and Services." Panel Discussant at the American Marketing Association Winter Educators' Conference, St. Petersburg, Florida.
- Evans, Kenneth, Eli Jones, William Locander, and Rosemary Ramsey (2006), "Evolution of Selling and Sales Management as an Academic Discipline: Research and Respect." Panel Discussant at the American Marketing Association Winter Educators' Conference, St. Petersburg, Florida.

- Jones, Eli (2006), "Enhancing Student Learning." Presented at the American Marketing Association-Sheth Doctoral Consortium, University of Maryland.
- Jones, Eli (2006), "Buyer-Seller Relationships." Rocky Mountain Governmental Purchasing Conference, Cheyenne, Wyoming.
- Jones, Eli (2006), "Key Account and Team Selling: A Review, Framework and Research Agenda." Presenter at the American Marketing Association Winter Educators' Conference, St. Petersburg, Florida.
- Richards, Keith, and Eli Jones (2006), "Technology at the Intersection: Customer Relationship Management and Key Account Management." American Marketing Association Summer Educators' Conference, Chicago, Illinois.
- Bendapudi, Neeli, Peter Dacin, and Eli Jones (2005), "Teaching and Ethics." American Marketing Association's Doctoral Consortium, University of Connecticut.
- Comer, Lucette, Eli Jones, Jaime Noriega, and Rosemary Ramsey (2005), "Diversity in the Sales Force: Where are We Now and Where are We Going?" American Marketing Association, San Francisco, California.
- Dixon, Andrea, Thomas Ingram, Eli Jones, and Raymond LaForge (2005), "Creating an Entrepreneurial Sales Force." American Marketing Association, San Francisco, California.
- Jones, Eli (2005), "Buyer-Seller Relationships." National Institute of Governmental Purchasing, Anaheim, California.
- Jones, Eli, Suresh Sundaram, Wynne Chin, and Andrew Schwarz (2005), "Technology and the Sales Force: Does Technology Really Enhance Performance?" Proceedings of the National Conference in Sales Management. Miami, Florida.
- Fu, Frank, and Eli Jones (2005), "How Quota Setting Policy Influences Salesperson Risk Behavior and Effort Level: Sandbagging Effect." Proceedings of the National Conference in Sales Management. Miami, Florida.
- Richards, Keith, and Eli Jones (2005), "Measuring Customer Relationship Management: Finding Value Drivers." Proceedings of the National Conference in Sales Management. Miami, Florida.
- Walker, Doug, and Eli Jones (2005), "Behavior-based, Outcome-Based, or Somewhere in Between? The Role of Customer Lifetime Value in Designing Sales Control Systems." Proceedings of the National Conference in Sales Management. Miami, Florida.
- Ahearne, Michael, Ronald Jelinek, and Eli Jones (2004), "Measuring Effective Service in the Sales Force: The Effects of In-Role and Extra-Role Service Behaviors on Buyer Trust, Satisfaction and Share of Customer." *Winner of the Best Paper Award for the National Conference in Sales Management.*

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- Fu Frank, and Eli Jones (2004), "The Dynamic Effect of Multiple Reference Points on Salesperson Decision and Risk Behavior Over Multiple Accounting Periods." Marketing Management Association, Chicago, Illinois. *Winner of Best Paper Award for the Conference.*
- Chonko, Lawrence B., and Eli Jones (2004), "Agility Selling." Academy of Marketing Science Conference, Vancouver, Canada.
- Jones, Eli (2003), invited presentation. "Building Industry-University Alliances: How a Sales Center Can Create Win-Win Opportunities for Your Department." Academy of Marketing Science Conference, Washington, D.C.
- Yujuico, Emmanuel, Eli Jones, Lawrence B. Chonko, and James A. Roberts (2003), "All Stressed Up and Nowhere to Go: The Role of Career Stages on Sales Force Job Attitudes." Proceedings of the National Conference in Sales Management, Cincinnati, Ohio.
- Sundaram, Suresh, Eli Jones, and Wynne Chin (2002), "Technology Infusion and Sales Force Performance." Proceedings of the Academy of Marketing Science Conference, Sanibel, Florida.
- Jones, Eli (2001), "CRM/SFA Technology and the Sales Force." The University of Connecticut. Invited presentation.
- Jones, Eli (2001), "I Am a Bridge: Overview of Teaching Philosophy." Proceedings of the Academy of Marketing Science Conference, San Diego, California.
- Rangarajan, Deva, and Eli Jones (2001), "Antecedents of Team Effectiveness in a Business-to-Business Selling Context: A Conceptual Model." Proceedings of the National Conference in Sales Management, Dallas, Texas.
- Jones, Eli, Wynne Chin, and Suresh Sundaram (2001), "Factors Leading to Sales Force Automation Adoption by the Sales Force: A Longitudinal Analysis." Proceedings of the Seventh Annual Academic Workshop, Georgia State University's Center for Business and Industrial Marketing, Atlanta, Georgia.
- Jones, Eli, James A. Roberts, and Lawrence B. Chonko (2000), "Motivating Sales Entrepreneurs to Change: A Conceptual Framework of Factors Leading to Successful Change Management Initiatives in Sales Organizations." Proceedings of the American Marketing Association's Educators' Conference, Chicago, Illinois.
- Kumar, V., Eli Jones, and Rajkumar Venkatesan (2000), "The Effect of Perceived Customer Value on the Market Orientation-Performance Relationship." Proceedings of the American Marketing Association's International Marketing Educators' Conference, Buenos Aires, Argentina.
- Kumar, V., Eli Jones and Rajkumar Venkatesan (2000), "Reinvestigating the Roles of Competitive Intensity and Turbulence in the Market Orientation-Business Performance Relationship."

- Proceedings of the American Marketing Association's International Marketing Educators' Conference, Buenos Aires, Argentina.
- Jones, Eli, Wynne Chin, and Suresh Sundaram (1999), "Toward a Greater Understanding of Salesperson Adaptation to Sales Force Automation." Proceedings of the Southwestern Marketing Association Conference, Houston, Texas.
- Jones, Eli (1996), "A Model of Vendor Loyalty in a Buyer-Seller Relationship." Proceedings of the American Marketing Association's Educators' Conference, San Diego, California.
- Jones, Eli, Kelly Isbell, and Charles Futrell (1996), "Is the Team Learning Method Effective in Personal Selling Classes?" Proceedings of the Southwestern Marketing Association Conference, San Antonio, Texas.
- Isbell, Kelly, Eli Jones, Charles Futrell, and Thomas Reynolds (1996), "Implementation of a Team Learning Model in a Personal Selling Class." Proceedings of the Southwestern Educational Research Association, New Orleans, Louisiana.
- Jones, Eli (1995), "International Sales Force Design: A Conceptual Model of the Propensity to Ally." Proceedings of the National Conference in Sales Management, Atlanta, Georgia.

DISSERTATIONS SUPERVISED.

- Stephanie Mangus – Louisiana State University. Co-chair (2011-2014). "Conceptualizing and Testing 'Trusted Advisor Relationship' and its Implications." Placed at Michigan State University as tenure-track Assistant Professor. She is now at Baylor University. Dyadic data were collected from two firms.
- Keith Richards – University of Houston. Chair (2004-2007). "Relationship Effectiveness and Key Account Performance: Assessing Inter-Firm Fit between Buying and Selling Organizations." Placed at the University of Tennessee, Chattanooga. He was promoted to Associate Professor with tenure and is now at his alma mater, Baylor University—with dissertation data collected from three firms.
- Deva Rangarajan -- University of Houston. Chair (2000-2003). "Impact of Sales Force Automation Technology on Salespeople: Role of Stress and Goal Orientation." *Winner of the Direct Selling Education Foundation Dissertation Proposal Award*. Data collected from one firm. Placed at Vlerick-Leuven, Ghent, in Belgium and promoted to Associate Professor. He served as the director of the Professional Selling program at Ball State.

COMMITTEES SERVED

- Muzeeb Shaik – Placed at Indiana University
- Douglas Hughes – Placed at Michigan State University
- Frank Q. Fu – Placed at the University of Missouri, St. Louis

COMPETITIVE RESEARCH GRANTS AWARDED

- Direct Selling Education Foundation Dissertation Grant (\$2000), 2002.
- Baylor University Research Grant (\$4,000), 2001-2002.
- The Institute for the Study of Business Markets, Penn State University (\$12,000), 2000-2001.
- Baylor University Research Grant (\$5,000), 1999-2000.
- University of Houston Limited Grant-in-Aid (\$2,000), 1998-1999.
- University of Houston Research Initiation Grant (\$6,000), 1997-1998.
- Frito-Lay Dissertation Research Grant (\$44,000), 1996-1997.

AWARDS AND HONORS

- Invited to serve on the **Board of the American Marketing Association (AMA)** in 2023
- Selected as a **Mays Business School Outstanding Alumnus** in 2022.
- Selected as one of 12 faculty members across the TAMU System chosen for the **Chancellor's Medallion for Diversity, Equity, and Inclusion** in 2022.
- Selected as the American Marketing Association (AMA) **Irwin-McGraw-Hill Distinguished Marketing Educator Award** in 2022. *The top award offered by AMA.*
- Selected as an **AMA Fellow** in 2022.
- Selected as the Academy of Marketing Science (AMS) **Cutco/Vector Distinguished Marketing Educator** in 2022. *The top award offered by AMS.*
- Selected as one of the Champions of Real Excellence (CORE) Multimedia Group's 100 Most Influential Blacks Today (2022).
- Selected as Savoy magazine's Power 300: "The Most Influential Black Corporate Directors" (2021).
- Established by my peers in the Reynolds and Reynolds Sales Leadership Institute and the AMA Foundation, the **Eli Jones Article Award for Long-Term Impact in Sales Research** grant (September 2020) and fully funded in 2022.
- Selected by my peers nationally for the inaugural "**Outstanding Dean**" Award for 2019 by the University Sales Center Alliance. This is a group of Sales and Sales Management scholars and leaders of academic sales programs across the U.S.
- Honored by the Brockman Trust to have a **\$5.461 million endowed scholarship** in my name, the "**Eli Jones Dean's Choice Award.**" This honor was bestowed upon me for the work to secure the Brockman Scholar program for Texas A&M. This is a full-ride scholarship for 50 students per year to pursue a STEM undergraduate degree and a one-year master's in business degree.
- Selected by my peers internationally for the American Marketing Association's Sales Special Interest Group's **2016 Lifetime Achievement Award**. *The top award offered by the AMA Sales Special Interest Group.* I received this prestigious award in Atlanta in August 2016. The award honors the outstanding scholar who has made meaningful contributions to the field of sales through publications in top journals, teaching excellence, fostering professional development, and contributing to scholarship in sales.
- Selected by the Ph.D. Project for the **2016 Hall of Fame**. *The top award offered by the Ph.D. Project, sponsored by KPMG.* I received this prestigious award in Atlanta in August during the American Marketing Association Conference and received further recognition at the PhD Project's national conference in Chicago in November.
The Ph.D. Project was founded on the premise that workplace diversity advancements could be propelled forward by increasing the diversity of business school faculty

- (www.phdproject.org). The Hall of Fame award recognizes those who have sustained an unwavering commitment to the organization's mission by achieving significant impact within the network of minority business doctoral students and faculty.
- Invited to serve on the Association to Advance Collegiate Schools of Business (AACSB) Business Accreditation Task Force to help re-imagine business accreditation worldwide (2018 – present).
- Selected as Savoy Magazine's Power 300: "The Most Influential Black Corporate Directors" (2016)
- Elected to serve on the AACSB International Board (2015 – 2018).
- Selected to serve on the AACSB Innovation Committee (2015 – 2018).
- Elected to serve on the Academy of Marketing Science's International Board of Governors (2015-2020).
- Elected to serve on Invesco's Family of Funds Board of Trustees (2016 - present).
- Chaired the AACSB Redesigning the MBA Curriculum Conference – Indianapolis, Indiana (May 2016).
- About You (AY) Magazine's "Most Powerful Man in Education" Award (2014).
- One of seven deans internationally selected by BizEd to be interviewed on the changing nature of business schools today (published in Spring 2014). BizEd is distributed to all AACSB member schools.
- E. J. Ourso College of Business **Research Excellence Award** (April 2012).
- Runner up for AMA's *Journal of Marketing's* Harold H. Maynard Award. "Is Market Orientation a Source of Sustainable Competitive Advantage or Simply the Cost of Competing," (2011).
- James M. Comer Award for **Best Contribution to Selling and Sales Management Theory/Methodology** for "Key Account Management: Adding Elements of Account Fit to an Integrative Theoretical Framework" (2010).
- Louisiana State University's "**Rainmaker**" Award (2009).
 - *Rainmakers are distinguished among the top 100 LSU Research and Creative Faculty, as identified by their department chairs, deans, and peers.*
- Texas A&M University **Mays Business School Outstanding Doctoral Alumnus Award** (2009).
- Best Paper in Track Award from the Academy of Marketing Science for "Modeling the Impact of Salesperson Attitudes, Perceived Norms, and Behavioral Intentions on the Growth Trajectory of New Products." Baltimore, Maryland (2009).
- KPMG's Ph.D. Project, "Outstanding Service, Leadership, and Commitment" award from the Marketing Doctoral Students Association (2008).
- Best Paper Award from the American Marketing Association's Sales Special Interest Group for "The Need for Speed: Agility Selling," published in the Journal of Personal Selling & Sales Management 25 (4): 373-384 (2006).
- AMA Sheth Foundation Doctoral Consortium Faculty Fellow (2004-2007; 2009).
- Best Paper Award from the National Conference in Sales Management (2004).
- Best Paper Award from the Marketing Management Association Conference (2004).
- Best Professor Award from Vlerick-Leuven Ghent Management School, Belgium (2004).
- Marvin Jolson Award for **Best Contribution to Selling and Sales Management Practice** for "Factors Leading to Sales Force Automation Use: A Longitudinal Analysis" (2003).
- James M. Comer Award for **Best Contribution to Selling and Sales Management Theory/Methodology** for "The Role of Environmental Turbulence, Readiness for Change, and Salesperson Learning in the Success of Sales Force Change" (2003).
- Madison Who's Who (2006).

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- International Who's Who (2005).
- Marquis Who's Who (2003).
- Bauer Faculty Fellow (2002-2005).
- University of Houston's Melcher Service Excellence Award (2002-2003).
- Outstanding Faculty Award from the University of Houston's Alumni Organization (2002).
Finalist for a statewide teaching excellence award sponsored by the Minnie Stevens Piper Foundation (2001-2002).
- Outstanding Marketing Teacher Award from the Academy of Marketing Science (2001).
- University of Houston's Teaching Excellence Award, sponsored by Enron (2001).
- University of Houston's Melcher Faculty Teaching Fellow (1998-1999), (1999-2000), (2000-2001).
- University of Houston's Melcher Service Excellence Award (2001-2002).
- Texas A&M's **Association of Former Students University-wide Teaching Award** (1996-1997).
- Texas A&M's Marketing Department Doctoral Student Teaching Award (1996-1997).
- Texas A&M's Marketing Department Doctoral Student Research Award (1995-1996).
- Member of Alpha Mu Alpha, the American Marketing Association's National Marketing Honorary (1996 – present).
- \$44,000 Frito-Lay Dissertation Grant recipient (1996).
- Minority Doctoral Incentive recipient. One of two nominated by Texas A&M University, and one of ten was selected by the state to receive the award (1995-1997).
- Dow Chemical Sales Fellowship (1995).
- General Electric Teaching Scholarship (1993-1997).
- National Graduate Merit Fellowship (1993-1996).
- Graduate Minority Merit Fellowship (1984-1986).
- Texas A&M's Presidential Achievement Award Fellowship (1979-1982).

TEACHING AND STUDENT LEARNING

COURSE AND PROGRAM DEVELOPMENT AND/OR REVISION

- Two sections of Undergraduate level Sales Leadership course (Spring 2023).
- MBA Sales Leadership course (Fall 2022).
- Co-taught the undergraduate Professional Selling course (20 students in Fall 2018).
- EMBA/MBA Professional Development Course (elective; new prep in Spring 2013; class size of 25).
- MBA Negotiations Course (elective; new prep in Spring 2012; class size of 28)
- MBA Marketing Administration (taught again in Fall 2011; class size of 36)
- MBA Marketing Administration (new prep in Fall 2010; class size of 37)
- Ph.D. Marketing Strategy Seminar (new prep in Spring 2004; class size of 10 per semester).
- Pharmaceutical Selling (new prep in Fall 2004; class size of 20 per semester).
- Professional Selling (class size of 240 per semester).
- Advanced Professional Selling (class size of 60 per semester).
- Key Account Selling (class size of 20 per semester).
- MBA Selling & Sales Management (class size of 35 per semester).

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INVITED UNIVERSITY PRESENTATIONS

- Invited to be the keynote speaker for the inaugural Tenure Project, “Lighting the Way for Others,” at the University of Washington (2022), Seattle, Washington.
- Invited to participate in the “Best Practices in Teaching Channel Strategy and Sales Management Conference” at Emory (2017), Atlanta, Georgia.
- “Fundraising and Development Strategies, Southeastern Conference (SEC) Foundation and Development Leadership Conference at University of Georgia, 2017. Keynote Speaker.
- “Marketing Texas A&M,” Keynote speech at the inaugural Texas A&M University Communications Summit, 2017.
- “Social Styles Matrix,” Texas A&M Foundation Development Officers, Fall 2016, presenter
- “The Business School of the Future,” London Business School, Summer 2015, presenter
- “Trusted Advisor Relationships,” Georgia Tech, Summer 2015, presenter
- “New Business Development,” Columbia Business School, Summer 2014; session moderator.
- “Sales force effectiveness,” Harvard Business School, Summer 2012; session moderator.
- “Key Account Management,” University of West Indies, Summer 2005.
- “Selling to Behavioral Styles,” University of Alabama, Tuscaloosa, Fall 2004.
- “Selling and Sales Leadership,” Tuck Business School at Dartmouth, Fall 2003, 2004, and 2005.
- “Key Account Management,” University of West Indies, Summer 2004 and 2005.
- “Factors Leading to Sales Force Automation Use: A Longitudinal Analysis” at the University of Connecticut for the research seminar series, October 2001.
- “Salesperson Race and Gender and the Access and Legitimacy Paradigm: Does Difference Make a Difference?” at the University of Houston for the research seminar series, October 1997.

SERVICE

SERVICE TO THE UNIVERSITY, COLLEGE, AND DEPARTMENT

University and College-Level Service (Texas A&M University, University of Arkansas, Louisiana State University and the University of Houston)

- Selected to serve on the Mays Research Council (2023).
- Selected to serve on Mays Business School’s Promotion and Tenure Committee (2022).
- Search committee for the Center for Retailing Studies Executive Director (2022).
- Organized and taught in two professional development workshops for TAMU Deans and Vice Presidents, one on Strategic Planning and the other on Fundraising and Development, Summer of 2018.
- Invited to serve on the Vision 2030 committee at Texas A&M University.
- Chaired the Marketing & Communications task force as part of the President’s strategic planning meeting at TAMU.
- Speaker at the Ph.D. Project National Conference, “Balancing the Doctoral Program and Family,” Chicago, Illinois (November 2016)
- Served on the 2016 Distinguished Alumnus Award Selection Committee.
- Keynote Speaker at the Bryan Rotary Club’s Annual Meeting (2015).

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- Served as a search committee member for the Senior Vice President and Chief Marketing and Communications Officer, which led to the hiring of Amy Smith at TAMU (2016).
- Chaired the search committee for the Dean of the Fay Jones School of Architecture at the University of Arkansas (2014), which led to the hiring of Peter MacKeith.
- Invited to serve on the Beta Gamma Sigma (BGS) Board of Governors (2014).
- Invited and elected to serve on the Academy of Marketing Science (AMS) Board of Governors (2014).
- Panelists at the Association to Advance Collegiate Schools of Business Business Analytics Congress (2015).
Served on the AACSB reaccreditation committee for Iowa State (2014).
- Served on the AACSB Reaccreditation Committee for the University of California, Riverside (2013).
- Served as a panelist on “Building Analytics Programs” at AACSB International Conference and Annual Meeting - Chicago, Illinois (2013).
- Keynote speaker at the annual Dallas Razorback Alumni Association banquet (2013).
- Member of the Provost Search Committee at LSU (2011-2012).
- Member of the Student Retention Committee (2011).
- Co-Chaired the Online/Distance Learning Task Force for LSU (2009-2012).
- Appointed to the Deans Oversight Council for the LSU Press (2009-2012).
- Formed and served on the Globalization committee in the E. J. Ourso College of Business at Louisiana State University (2008-2012).
- Served on the Coastal Committee at LSU (2009-2012).
- Vice-Chair of the Louisiana Business & Technology Center’s advisory board (2008-2012).
- Collaborated with the Provost to create and coordinate the inaugural “Aspiring Department Chairs” professional development workshop (2008).
- Taught in the inaugural University of Houston’s Alumni College, one of eight professors across the university chosen to participate (2006).
- Recorded a promotional video for the Global Energy Management Institute, Bauer College of Business (2005).
- Developed a global partnership with the Program for Excellence in Selling and Vlerick School of Management in Gent, Belgium (2004).
- Speaker at the University of Houston’s New Faculty Orientation (2003), Houston, Texas.
- Speaker at “The Event” to recruit minority high-school students to the University of Houston (2003).
- Served on the Revising the Undergraduate Curriculum task force (2003).
- Recorded a promotional video for the Bauer College of Business (2002).
- Served on the Academic Honesty Committee (1999-2007).
- Recorded a promotional CD for the Bauer College of Business MBA programs office (2001).
- Speaker at the University of Houston’s New Faculty Orientation (2002), Houston, Texas.
- Panelist at the University of Houston’s Parent-Student Orientation (2002), Houston, Texas.
- Keynote speaker for the Southwestern Regional Conference of Golden Key International Honor Society at the University of Houston (2001), Houston, Texas.
- Panelist on Teaching Excellence at the Bauer College Ph.D. Student Teaching Orientation (2000).

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- Keynote Speaker. "Why Pursue a Business Degree?" Presented to parents and prospective students at the Cougar Preview, Houston, Texas (1998, 1999, and 2000).
- Guest Speaker. "Career Opportunities in Marketing," presented to parents and prospective students in Texas A&M's Aggieland Saturday program, College Station, Texas (1994 and 1995).

*Marketing Department Level Service at Texas A&M
the University of Houston*

- Serving on the Reimagining the Center for Retailing Studies (CRS) task force.

Marketing Department Level Service at the University of Houston

- Hired and managed PES Program/SEI Institute staff and adjunct instructors.
- Served on promotion and tenure committee.
- Developed an alumni association for the Program for Excellence in Selling (2001).
Created and implemented a six-course curriculum: Professional Selling; Advanced Professional Selling, which included specialized tracks in selling financial services, technology, and pharmaceuticals; Customer Relationship Management; Sales Practicum; Sales Management; and Key Account Selling.
- Coordinated sixteen sections of Professional Selling and Sales Management per year. Helped adjunct sales instructors prepare their course syllabi and answered classroom management, testing, and administrative procedures questions.
- Worked with adjunct sales instructors to create two new sales courses: Advanced Professional Selling and Key Account Selling.
- Coached sixteen sales students for regional and national collegiate sales competitions 1997-2006. Won the national championship in 2004. Sales teams placed in the top ten in three out of six competitions.
- Served on a committee to decide on a CRM certificate offering.
- Served as faculty advisor to the local chapter of Pi Sigma Epsilon (1997-99).
- Worked with PES instructors and students to coordinate and implement semiannual Sales Career Fairs--recruiting events for companies interested in hiring graduates of PES. Students sell recruiting booths, advertising, and refreshment sponsorships (Spring 1998 – Spring 2007).
- Worked with PES instructors and Key Account Selling students to create and implement the Graduation and Induction ceremony (Spring 2001 – Spring 2007).
- Created and implemented "Sales Career Day" (Fall and Spring semesters) for businesspeople to speak and network with students in the Professional Selling course (Fall 1997 – Spring 2007).
- Secured a donation from a PES corporate sponsor to create and equip the Customer Relationship Management Computer Lab, which is used to teach students how to input customer data and maintain customer databases.
- Secured a donation from a PES corporate sponsor to restore the college's Behavioral (videotaping) Lab, which is used to video students giving mock sales presentations.
- Secured donations from two PES corporate sponsors to create sales scholarships and internships for students in PES.

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Service to the Profession/Academic Discipline

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- Keynote Speaker at Insperity's InCompass national convention (2023), "Making Differences Work: A New Values Based, Culture Driven, People Centric Approach to Achieving the Goals of Diversity, Equity, Inclusion, and Business Performance (2023). Houston, Texas.
- Invited Keynote Speaker for the inaugural Tenure Project (2022). The University of Washington.
- Invited Panelist and co-organizer for the Ph.D. Project's Marketing Doctoral Student Association (2022), "In the Room Where it Happens." For doctoral students in programs across the U.S. and junior faculty. Coaching them on navigating the hiring process and the tenure and promotion process.
- Invited Panelist (2022), On Theory Development & Paradigm Shifts in Selling & Sales Management Research – Lessons from our Sales SIG Lifetime Leaders," American Marketing Association (AMA) Winter. February 19, 2022. Las Vegas, Nevada.
- Invited Panelist (2021), "Sales Education: Looking 10 Years Back and 10 Years Forward," The Sales Educators Academy.
- Invited Panelist (2021), a "Diversity, Equity and Inclusion Webinar," INFORMS International Marketing Science Conference.
- Featured in Diverse Issues in Higher Education magazine (2020), "SEC Business Deans Band Together to Spotlight Issues of Diversity and Inclusion. September 18, 2020.
- Invited to serve on the American Marketing Association's AMA Fellows selection committee (2019).
- Invited to participate in the American Marketing Association's conference as a panelist for the "Taking the Administrative Path: Rewards, Challenges, and Guidance" session (2018), Boston, Massachusetts.
- Participated in the International Responsible Research in Business & Management (RBBM) Virtual Conference (2020).
Invited to participate in the inaugural International Responsible Research in Business & Management (RBBM) Conference in Rotterdam (2019). Sixty-five scholars, deans, and journal editors were invited to participate.
- Invited to participate in the American Marketing Association's conference as a panelist for the "Increasing Diversity and Inclusion Amongst Faculty" session (2018), Boston, Massachusetts.
- Invited to participate in the Ph.D. Project's Marketing Doctoral Students Association's "Navigating the Promotion and Tenure Process" session at the conference (2017), San Francisco, California.
- Served on the International Business Accreditation Task Force to refresh the accreditation standards for business schools worldwide (2018-2020).
- Served on the AACSB International Board (2015-2018).
- Beta Gamma Sigma Board of Governors (2014-2016).
- Academy of Marketing Science Board of Governors (2014-present).
- Columbia Business School's Thought Leadership on the Sales Profession Conference (2014). Moderator (invitation only), New York, NY.
- Harvard Business School's Thought Leadership on the Sales Profession Conference (2012). Moderator (invitation only), Boston, Massachusetts.
- Academy of Marketing Science Conference Co-Chair (2012), New Orleans, Louisiana.

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- Moderator (2011), “Developing a Diverse Pipeline of Academic Leaders,” Ph.D. Project’s Marketing Doctoral Students Association, San Francisco, California.
- Speaker (2011), “Building a Successful Sales Program,” Sales Educators Academy, Rollins College, Winter Park, Florida.
- Commencement Speaker (2011), “Redesigning Lessons Re-envisioning Principals,” Baton Rouge, Louisiana.
- Judge (2010), Ernst & Young’s Entrepreneur of the Year Award, Houston, Texas.
- Moderator (2009), “Blasting Out of the Recession,” Louisiana Looking Up, Baton Rouge, Louisiana.
- Moderator (2009), “The Interface between Sales and Marketing,” Sales Excellence Institute International Sales Conference, Houston, Texas.
- Panelist (2009), “What Makes an Assistant Professor Successful? From the Dean’s Perspective,” KPMG Ph.D. Project Conference, Chicago, Illinois.
- Panelist (2009), “Advancing Your Career in Academia,” KPMG Ph.D. Project Conference, Chicago, Illinois.
- Elected to the American Marketing Association Academic Council (2006-2009), a national office.
- Ad hoc reviewer for the *Journal of Marketing*, *Journal of Business Research*, *Journal of Marketing Theory and Practice*, American Marketing Association.
- *Journal of the Academy of Marketing Science* Editorial Review Board (2006-present).
- *Journal of Business and Industrial Management* Editorial Review Board (2006- 2008).
- Panelist (2006), HR Chally’s “World Class Sales” meeting, Atlanta, Georgia.
- *Journal of Selling and Major Account Management* Editorial Review Board (2005-2008).
- Served as Director of the University Sales Center Alliance (USCA), 2004-2005.
Co-chair (2005), Selling & Sales Management Track, American Marketing Association Winter Conference.
- Vice-Chair of Finance and Membership (2002-2004), American Marketing Association Sales Special Interest Group.
- Global Sales Research Director (2002-2004), Institute for Certified Sales Professionals (iCSP).
- Co-chair (May 2004), Sales Management Research Summit, Bauer College of Business, Houston, Texas. *This was an international meeting of the top 25 sales management research scholars.*
- Chair (October 2004), University Sales Center Alliance National Meeting, Bauer College of Business, Houston, Texas. *This was a meeting of the directors of the top 11 sales centers in the U.S.*
- Co-editor of the 25th Anniversary Issue of the *Journal of Personal Selling & Sales Management*, the premier journal in the sales field.
- Speaker (2004), “Building Strategic Alliances through Sales Centers,” American Marketing Association, Phoenix, Arizona.
- Speaker (2004), “A Passion for Teaching Excellence,” AMA Doctoral Consortium, College Station, Texas.

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- Speaker (2004), "Factors Leading to Sales Technology Use," AMA CRM Consortium, Dallas, Texas.
- Speaker (2004), "Revolution in Selling and Sales Management Education," American Marketing Association, Boston, Massachusetts.
- Speaker (2004), DCI (Technology) Conference, Chicago, Illinois.
- Faculty Representative and Member of the Planning Committee (2003-2004), Marketing Doctoral Student Association of the Ph.D. Project.
- Speaker (2003), Annual National Purchasing Conference, Austin, Texas.
- Speaker (2003), Entrepreneurship Institute's President's Forum, Houston, Texas.
- Discussant (2003), National Conference in Sales Management, Cincinnati, Ohio.
- Panelist (2003), Academy of Marketing Science, Washington, D.C.
- Panelist (2003), National Conference in Sales Management, Cincinnati, Ohio.
- Speaker (2003), "Teaching Effectiveness," KPMG Minority Doctoral Student Symposium, Chicago, Illinois.
- Judge (2003), National Collegiate Sales Competition, Kennesaw, Georgia.
- Speaker (2002), regional sales meeting for GlaxoSmithKline, San Antonio, Texas.
- Speaker (2002), "Blasting Out of the Recession," Houston Technology Center Conference, Houston, Texas.
- Discussant (2002), American Marketing Association Marketing Educator's Conference, San Diego, California.
- Judge (2002), National Collegiate Sales Competition, Waco, Texas.
- Discussant (2002), National Conference in Sales Management, Atlanta, Georgia.
- Invited to serve on the *Industrial Marketing Management's* Editorial Review Board (2001).
- Invited to serve on the *Journal of Personal Selling & Sales Management* Editorial Review Board (2001).
- Speaker (2001), Texas A&M University's MBA new member orientation, College Station, Texas.
- Co-editor (with Buddy LaForge) of the Sales Professional Network (1998-2000).
- Member (2001), Direct Selling Education Foundation Academic Committee.
- Panelist (2001), "Teaching Effectiveness," KPMG Minority Doctoral Student Symposium, Washington, DC.
- Presenter (2001), "Special Session on Effective Sales Pedagogical Techniques," National Conference in Sales Management, Dallas, Texas. *Selected as one of ten sales academics to present.*
- Session Chair (2001), National Conference in Sales Management, Dallas, Texas.
- Speaker (2001), LIMRA International Conference, Orlando, Florida.
- Presenter (2001), "Experiential Learning," Academy of Marketing Science Conference, San Diego, California.
- Presenter (2000), "Personal Selling in the 21st Century," American Marketing Association International Marketing Educators' Conference, Buenos Aires, Argentina.

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- Speaker (2000), “Negotiating for Win-Win Solutions,” 54th Annual Southwest Purchasing Conference, National Association of Purchasing Managers, Tulsa, Oklahoma.
- Speaker (2000), “Building Long Term Business Relationships with Suppliers,” 54th Annual Southwest Purchasing Conference, National Association of Purchasing Managers Tulsa, Oklahoma.
- Discussant (2000), Academy of Marketing Science Conference, Montreal, Canada.
- Discussant (2000), American Marketing Association Winter Conference, San Antonio, Texas.
- Session Chair (1999), American Marketing Association Winter Conference, St. Petersburg, Florida.
- Panelist (1999), “Balancing Professorial Duties: Research, Teaching, and Service,” KPMG Minority Doctoral Student Symposium, San Francisco, California.
- Panelist (1999), “Increasing Diversity in the Sales Force,” Sales and Sales Management Consortium, Orlando, Florida.
- Advisory board member (1999-2004), Fisher Institute of Professional Selling, Akron, Ohio.
- Panelist (1998), “A Passion to Excel in Teaching,” Mays Business School, Texas A&M University, College Station, Texas.
- Charter member (1997–present), KPMG’s Ph.D. Project, Marketing Chapter. *The organization mentors minority Ph.D. students in the U.S.*

SERVICE TO THE COMMUNITY OR PUBLIC

- Keynote Speaker (2021), Bryan Rotary, 10 Awards Ceremony, honoring the Top 10 fastest-growing businesses in the Brazos Valley.
- Invited to serve on the Research Valley Partnership Corporate Relations Committee (2018).
- Invited to serve on the Board of the World Trade Center in Arkansas (2012-2015).
- Invited to serve on the University of Arkansas Technology Development Foundation Board of Directors (2012-2015).
- Invited to serve on the Northwest Arkansas Council Group (2012-2015).
I was invited to serve on the ALPFA Institute Advisory Board (2012-2013).
- Invited by the Baton Rouge Area Chamber to serve on a committee to select the director of the Regional Innovation Organization (2010-2011).
- Invited to serve on the Mary Bird Perkins Cancer Center’s Board of Directors (2010-2012).
- Invited to serve on the Baton Rouge Area Chamber’s Board of Directors (2009-2012).
- Invited to serve on the City Year Louisiana’s Advisory Board (2009).
- Invited to serve on the You Can Succeed Advisory Board (2009).
- Invited to serve on the Arts Council of Greater Baton Rouge Board of Directors (2009).
- Guest speaker for Carl Glaw’s office (B, G, S & L) on behalf of Bauer College (2002).
- Advised the DePelchin Children’s Center on Adoption Strategies (2002).
- Judge in Humble High School’s DECA competition (2000).
- Guest speaker for the Sales & Marketing Executives Association meeting (1999 & 2000).
- Held a business workshop for Seeds of Life ministry (1999).

EXECUTIVE AND PROFESSIONAL EDUCATION

- Facilitator/Instructor (2023), "Sales Training for Supply Chain Managers" for Occidental Petroleum (OXY). Three sessions in Houston and one session in Midland, Texas.
- Invited Peer Teacher (2021), "External Relations and Development" Aspiring Leaders Seminar hosted by the Association to Advance Collegiate Schools of Business (AACSB).
- Invited Moderator (2021), "Sales and Marketing Alignment," *Selling Power* magazine's 3.0 Conference.
- Invited Panelist (2020), "Simple Hacks to Build a New, More Resilient Business." Hosted by *Inc. 5000*.
- Invited Panelist (2020), "Business Resiliency." Hosted by Insperity.
- Moderator (2020), "Diversity and Inclusion: Make the Change." Initiated and moderated a Webinar for current and prospective executive education clients hosted by Mays Business School's Center for Executive Development.
- Keynote Speaker (2020), "Blurred Lines" at the Sales 3.0 Conference in Orlando, Florida. This conference was hosted by *Selling Power* magazine.
- Speaker (2017), "The Innovation Imperative," Accenture's conference on Innovation, Houston, Texas.
- Keynote speaker (2017), "Achieving Breakaway Velocity," Insperity's National Sales Convention, Houston, Texas.
- Keynote Speaker (2015), "Trusted Advisor Relationships," JB Hunt's National Sales Convention, Rogers, Arkansas.
- Keynote Speaker (2014), "Blurred Lines in Sales and Sales Management," Insperity's National Sales Convention, Houston, Texas.
- Keynote Speaker (2011), "Trusted Advisor," Insperity's National Sales Convention, Houston, Texas.
- Global Facilitator for the Association to Advance Collegiate Schools of Business International (AACSB) (2015- present).
- Facilitator for the New Deans' Seminar (June 2015).
- Speaker at the J.B. Hunt's Sales Summit (January 2015), "Trusted Advisor Relationships."
- Speaker in the ArcBest Supply Chain Forum, sponsored by ABF Freight (Summer 2014), Walton College of Business.
- Speaker in the J.B. Hunt's Supply Chain Forum (Summer 2013), Walton College of Business.
- Keynote Speaker (2010), "The Mindset of Growth Recovery," Administaff's National Sales Convention, Houston, Texas.
- Global Facilitator for Duke Corporate Education. Designed and implemented an executive education program targeted to partner account managers of Microsoft for Duke Corporate Education (2007-2008). Delivered in the United States and Canada.
- Global Facilitator for Duke Corporate Education. Designed and implemented two executive education programs targeted to senior managers of Genpact, a global outsourcing company, for Duke Corporate Education (2006-2007). Delivered in India and the United States.
- Global Facilitator for Duke Corporate Education. Designed and implemented two executive education programs targeted to senior managers of HSBC for Duke Corporate Education (2005-

- 2008). Delivered in China, Dubai, France, India, Malaysia, Mexico, the United Kingdom, and the United States.
- Keynote speaker (2006), “Igniting the Sales Force,” AIG/Valic National Sales Management Meeting, Houston, Texas.
- Speaker (2006), AIG/Valic Sales Management Rewards Meeting, Atlanta, Georgia.
- Speaker (2006), AIG/Valic Regional Sales Management Meeting, Houston, Texas.
- Speaker (2006), Dynamic Materials Corporation Sales Meeting, Boulder, Colorado.
- Keynote Speaker (2005), Thomson Learning International Sales Meeting, Orlando, Florida.
- Instructor (2004/2005), “Understanding the Customer and Building Value,” presented to forty-three sales executives, Kent Moore Cabinets Sales Rally, Somerville, Texas.
- Instructor (2005), “Managing Major Accounts,” presented to eighteen sales executives, Institute of Business, Port of Spain, Trinidad.
- Instructor (2004), “Account Management,” presented to thirteen sales executives from four industries, Institute of Business, Port of Spain, Trinidad.
- Speaker (2004), Thomson Learning International Sales Meeting, Phoenix, Arizona.
- Keynote Speaker (2004), Larry North Fitness Regional Meeting, Dallas, Texas.
- MBA Instructor (2003-2005), “Selling and Sales Leadership,” Tuck School of Business, Dartmouth, Hanover, New Hampshire.
- Graduate-level Instructor (2002-04), “Key Account Selling and Sales Management,” Vlerick School of Management, Gent, Belgium.
- Instructor (2003), “The Psychology of Handling Objections,” presented to thirty energy market managers, Reliant Energy, Houston, Texas.
- Speaker (2002), Alltech National Agribusiness Conference, Louisville, Kentucky.
- Speaker (2001), Infiltrator Systems National Sales Meeting, Hartford, Connecticut.
- Speaker (2001), “Selling Redefined,” National Conference on Agribusiness, Purdue University, West Lafayette, Indiana.
- Instructor (2000), “Seven Habits and Sales Planning,” Tennessee Valley Authority, Memphis, Tennessee.
- Instructor (2000), “E-Commerce and Marketing,” Taiwanese MBA Program Houston, Texas.
- Instructor (2000), “Building a Customer-Oriented Organization,” PetroChina Seminar, Houston, Texas.
- Instructor (1999/2000), “Building a Customer-Oriented Organization,” Shell Business Leader Development Seminar, Houston, Texas.
- Instructor (1999), “Providing Extraordinary Customer Service,” presented to restaurant owners and managers from West Africa – Houston, Texas.
- Instructor (1999), “Providing Extraordinary Customer Service,” presented to restaurant owners and managers from China – Houston, Texas.
- Instructor (1998), “Providing Extraordinary Customer Service,” Shell Business Leader Development Seminar, Houston, Texas.
- Instructor (1997), “Internal and External Marketing Strategies,” Shell Manager Development Seminar, Houston, Texas.
- Keynote Speaker (1995), “Building a High-Performance Sales Team,” presented to sales managers of Sewell Motors, Dallas, Texas.

BOARDS OF DIRECTORS/ADVISORY BOARDS

- American Marketing Association’s Board of Directors (2023-present).
- First Financial Bank’s Corporate Board of Directors (2022-present).
- First Financial Bank’s Regional Board of Directors (2021-present).
- Insperity’s Board of Directors (2020 – present).
- Invesco’s Family of Funds Board of Directors, Trustee (2016 – present).
- Board Member of the International Association to Advance Collegiate Schools of Business (AACSB) (2015-2018).
- Beta Gamma Sigma Board of Governors (2014-2016).
- Academy of Marketing Science’s Board of Governors (2014-2020).
- ARVEST Bank – Board of Directors (2012-2015).
- University of Arkansas Technology Development Foundation Board of Directors (2012-2015).
- Northwest Arkansas Council Group (2012-2015).
- AACSB – Pre-Accreditation Committee (2010 -2013).
- ALPFA Institute Advisory Board (2012-2013).
- Arkansas Executive Forum (2012-2015).
- Chancellor’s Administrative Policy Council (2012-2015).
- Insperity, Inc. – Class I Director (2011-2016), Chair of the Compensation Committee.
- Mary Bird Perkins – Board of Directors (2010 – 2013).
- Baton Rouge Area Chamber – Board of Directors (2009-2012).
- Stephenson Disaster Management Institute – Board of Experts (2009-2012).
- Arts Council of Baton Rouge – Board of Directors (2009).
- City Year Louisiana – Advisory Board (2009).
- Louisiana Business & Technology Center – Advisory Board/Vice Chair (2008-2012).
- Administaff, Inc. – Class I Director (2004-2011), Chair of the Compensation Committee.

CORPORATE EXPERIENCE

FRITO-LAY (1992-93)

- Zone Sales Leader Designate – Houston, Texas. Responsible for 144 salespeople, 12 District Managers, and \$44 million in annual sales.
- Key Accounts Manager called on HEB Pantry’s and Fiesta’s headquarters – Houston, Texas.

NABISCO FOODS (1990-92)

- Sales Manager – Houston, Texas.
- Sales Manager – Greenville, South Carolina. Responsible for \$7 million in annual sales.

QUAKER OATS (1986-90)

- Key Accounts Executive, called on Bi Lo’s and Harris Teeter’s headquarters – Greenville, South Carolina and Charlotte, North Carolina. Responsible for \$12 million in annual sales. One of 20 salespeople selected nationally.
- Zone Sales Planning Manager – Jacksonville, Florida.
- Key Account Manager called on Randall’s headquarters – Houston, Texas.