

Lucas W. Loafman, J.D., M.B.A.

Texas A&M University-Central Texas

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Education

Doctor of Jurisprudence	Texas Tech School of Law	May 2003
Master of Business Administration	Texas Tech University	May 2003
B.B.A. in Management	Abilene Christian University	May 2000
Post Baccalaureate Teacher Certification	Texas Tech University	May 2005

University Teaching Experience

Associate Professor of Management (Tenured), Texas A&M University-Central Texas, September 2014-Present

- Courses taught: Legal Environment of Business, Business Ethics and Corporate Social Responsibility, Principles of Management, Organizational Behavior, Employment Law, Business Strategy, International Business Law (Graduate), and Human Resource Law (Graduate)

Assistant Professor of Management, Texas A&M University-Central Texas (Previously known as Tarleton State University-Central Texas until 2009), June 2008-August 2014

- Courses taught: Business Law I, Business Law II, Business Ethics, Principles of Management, Supervisory Management, International Business, International Business Law (Graduate), and Law and Regulation of Human Resource Management (Graduate)

Lecturer of Business (Received promotion to Assistant Professor prior to leaving), Lubbock Christian University, August 2005-June 2008

- Courses Taught: Introduction to Business, Business Law I, Business Law II, Human Resource Management, and Principles of Management

University Administrative Experience

Dean (Interim), College of Business Administration at Texas A&M University-Central Texas, September 2018-July 2020 & August 2023-Present

- Responsible for the largest college in the university with approximately 1,100 students and over thirty full-time faculty (including the Associate Dean and Department Chairs), thirty adjunct faculty, and five full-time staff

- Successfully oversaw operations for four graduate programs, ten undergraduate programs, and five teaching sites with an annual operating budget of approximately \$3.6 million, leaving the incoming Dean with substantially more resources to work with than were available when I started in 2018.
- Major Accomplishments from 2018-2020: Submission and acceptance of the AACSB iSER and first progress report (Accreditation received in 2023), Organizing the university's first international conference (SUSTEX), Proposing and receiving approval of charging differential tuition to support quality enhancements, Supporting the concept and creation of the innovative Cybersecurity Labs, Creation of a COBA Collaboratory and supporting outstanding faculty scholarship, Creation of the first faculty awards for Teaching, Scholarship, Service, and Adjunct Faculty, and Oversaw a smooth transition to remote instruction at the start of the COVID-19 pandemic.

Associate Dean, College of Business Administration at Texas A&M University-Central Texas, June 2018-August 2018

- Transitional position within the College of Business Administration where primary duties included overseeing the MBA program and preparing for the official role as Interim Dean, but had practical control over COBA operations by July 2018

Department Chair, Management & Marketing Department at Texas A&M University-Central Texas, June 2012-May 2018

- Responsible for the largest department in the university, accounting for approximately 30% of university enrollment, and having 20 full-time faculty lines (including administrators), over 20 adjunct faculty on average, three graduate programs, and five undergraduate programs

Peer-Reviewed Publications and Acceptances

- Loafman, L., Ficht, Linda, Little, A., and Thomas, Tanya. A New ERA for Workers: The Proposed Employment Rights Act of 2024. *Forthcoming in Volume 33 of the Cornell Journal of Law and Public Policy*.
- Loafman, L. Inclusive Course Assessment in "Business Law" Courses: Examining the Exam and Assessment Alternatives. *Forthcoming in Volume 40 of the Journal of Legal Studies Education*.
- Loafman, L. (2023) A Positive from COVID-19? Discovering the Benefits of "Myflex" Course Delivery. *Atlantic Law Journal* 26, 15-73.
- Loafman, L. & Holden, J.T. (2023) Stepping up to the Plate: Minor Leaguers Attempt to Remedy Their Unconscionable Plight. *American Business Law Journal* 60(2), 289-367.
- McPherson, R., & Loafman, L. (2023) Inclusive Workplace Practices: Understanding Disability-assistance Animal Stereotype-bias Signals. *Organization Management Journal* 20(3), 120-129.
- Altman, B., Loafman, L., & Simmons, G.R. Designing a Quality Online Team Designed Principles of Management Course to Promote Student Engagement and Faculty Staffing Flexibility. The chapter proposal was accepted on November 22, 2019. The copyright release was signed in January of 2021 for the second volume of Contemporary

Perspectives in Business Leadership titled *Challenges and Opportunities in the Online Education Environment: Voices from the Crowd in Today's Complex Higher Education Contexts*. The publication experienced delays due to COVID-19 and was seemingly abandoned by well-respected editors.

- Loafman, L. (2018). Aguinda v. Texaco: Oil, pollution, illness, and the quest for justice. *ALSB Journal of Business Law & Ethics Pedagogy*, 1(1), 19-34.
- Loafman, L., & Little, A. (2014). Race, Employment, and Crime: The Shifting Landscape of Disparate Impact Discrimination Based on Criminal Convictions. *American Business Law Journal*, 51(2), 251-314.
- Loafman, L., & Altman, B. (2014). Going online: Building your business law course using the quality matters rubric. *Journal of Legal Studies Education*, 31(1), 21-54.
- Loafman, L. (2013). Direct interstate wine shipments: Commerce clause and regulatory chaos for small wineries. *Southern Law Journal*, 23(1), 121-142.

Active Scholarship in Progress

- Loafman, L., Bunkowski, L., and Robin, J. The Modern Syllabus: An Academic Misnomer. Submitted for review to *College Teaching* in August 2023.
- Loafman, L., Bunkowski, L., and Robin, J. Reimagining the Syllabus. Preparing for submission to the *Journal of Legal Studies Education* in September 2023.
- Loafman, L., & Loafman, C. University Risk in Academic Integrity Incidents. Targeted for submission to a journal TBD in spring 2024.
- Loafman, L. Fair or Foul? A Critique of Minor League Baseball's First Collective Bargaining Agreement. Targeted to be submitted to a journal TBD in the spring of 2024.
- McPherson, R., & Loafman, L. DEI Implications: HR Practitioners' Disability-Assistance Animal Integration Typology. Preparing for submission to a journal TBD.
- Loafman, L. & McPherson, R. Access and Classification Confusion: You can't ban my service kangaroo! Targeted for submission to a journal TBD in summer 2024.
- Loafman, L. *Stare Decisis* and the Impact of Justice Gorsuch. Gathering data.

Academic Presentations

- Loafman, L, Ficht, L., Thomas, T., & Little, L. (2023, July). A New ERA for Workers: The Proposed Employment Rights Act of 2024. *Academy of Legal Studies in Business National Conference* in San Diego, CA.
- Loafman, L. (2023, July). Fair or Foul? A Critique of Minor League Baseball's First Collective Bargaining Agreement. *Academy of Legal Studies in Business National Conference* in San Diego, CA.
- McPherson, R., & Loafman, L. (2023, March). DEI Implications: HR Practitioners' Disability-Assistance Animal Integration Typology. Southwest Academy of Management as a part of the *Federation of Business Disciplines Conference*. in Houston, TX.

- Loafman L., Bunkowski, L., & Robin, J. (2023, March). Reimagining the Syllabus. *Southern Academy of Legal Studies in Business Regional Conference* in San Antonio, TX.
- Loafman, L. (2023, March). A Progressive Law in a Conservative State: Expanding Sexual Harassment Protections in Texas. *Southern Academy of Legal Studies in Business Regional Conference* in San Antonio, TX.
- Loafman, L. (2022, November). Amendments to the Title VII Amendments Act. *Southeastern Academy of Legal Studies in Business Regional Conference* in New Orleans, Louisiana.
- Loafman, L. & Holden, J. T. (2022, July). Not Just Wages: The Unconscionability of Minor League Working Conditions and Remediating Their Plight. *Academy of Legal Studies in Business National Conference* in Louisville, KY.
- Loafman, L. (2022, March). Not Just Wages: The Unconscionability of the Minor League Contractual System. *Southern Academy of Legal Studies in Business Regional Conference* in San Antonio, TX.
- Loafman, L. (2021, August). Religious Liberty and the Robert's Court Since 2020. *Academy of Legal Studies in Business National Conference*. Conducted a virtual presentation after the physical conference in Minneapolis, MN was cancelled due to COVID-19.
- Loafman, L. (2021, August). *Stare Decisis* 2021: A Spectrum of Precedential Value? *Academy of Legal Studies in Business National Conference*. Conducted a virtual presentation after the physical conference in Minneapolis, MN was cancelled due to COVID-19.
- Loafman, L. (2021, April). Hyflex, Myflex, or Something Else: Flexible Course Delivery for Business Law Courses After COVID-19. *Pacific Northwest Academy of Legal Studies in Business Regional Conference*. Conducted a 30-minute virtual presentation.
- Loafman, L. (2021, March). Inclusive Course Assessment: Tempering the Exam and Assessment Alternatives. *Mid-Atlantic Academy of Legal Studies in Business Regional Conference*. Conducted a virtual presentation.
- Loafman, L. & McPherson, R. (2020, August). Access and classification confusion: You can't ban my service Kangaroo! *Academy of Legal Studies in Business National Conference*. Conducted a virtual presentation after the physical conference in Providence, RI was canceled due to COVID-19.
- Loafman, L. (2020, March). Fido Might Not Fly: Examining the Implications of the Proposed Regulations for Animals on Flights. *Academy of Business Research Spring 2020 Conference*. Conducted a virtual presentation after the physical conference in New Orleans, LA, was canceled due to the COVID-19 pandemic.
- Loafman, L. (2017, September). Cornerstones of quality. *9th Annual Quality Matters National Conference on Quality Assurance in Online Learning*. Talk presented at the meeting of Quality Matters, Fort Worth, TX.
- Loafman, L., & Noelting, D.T. (2016, August). Title IX as a vehicle for remediating sexual discrimination claims. *Academy of Legal Studies in Business National Conference*. Talk conducted at the Academy of Legal Studies in Business, San Juan, Puerto Rico meeting.

- Loafman, L. (2016, August). Chairing the academic department: Pressures and pleasures. *Academy of Legal Studies in Business National Conference*. Panel presentation conducted at the Academy of Legal Studies in Business, San Juan, Puerto Rico meeting.
- Loafman, L. (2015, August). Is it time for the ADEA to retire? *Academy of Legal Studies in Business National Conference*. Talk conducted at the Academy of Legal Studies in Business, Philadelphia, PA meeting.
- Loafman, L. (2015, May). Academic integrity. *Canadian Academy of Legal Studies in Business Regional Conference*. Roundtable panelist at the meeting of the Canadian Academy of Legal Studies in Business, Toronto, Canada.
- Loafman, L. (2015, March). University risk in academic integrity incidents. *Southern Academy of Legal Studies in Business Regional Conference*. Talk conducted at the meeting of Southern Academy of Legal Studies, San Antonio, TX.
- Loafman, L., & Altman, B. (2015, March). Building quality online courses through collaboration. Southwest Academy of Management as a part of the *Federation of Business Disciplines Conference*. Talk conducted at the regional conference in Houston, TX.
- Loafman, L. (2014, August). Aguinda v. Texaco: Who needs a textbook for learning about international dispute resolution? *Academy of Legal Studies in Business National Conference*. Talk conducted at the Academy of Legal Studies in Business, Seattle, WA meeting.
- Loafman, L. (2013, August). The changing landscape of disparate impact discrimination: Criminal conviction policies, EEOC, enforcement, and the courts. *Academy of Legal Studies in Business National Conference*. Talk conducted at the Academy of Legal Studies in Business, Boston, MA meeting.
- English, W.D., & Loafman, L. (2013, March). Tom, Dick and Harry contemplate a law firm that has mandated a policy of padding the paralegals' billable hours – An ethical critical incident. *Federation of Business Disciplines Regional Conference*. Talk conducted at the Federation of Business Disciplines, Albuquerque, NM.
- Loafman, L. (2013, March). Going online: Building your business law course using the quality matters rubric. *Southern Academy of Legal Studies in Business Regional Conference*. Talk conducted at the Southern Academy of Legal Studies meeting in business, San Antonio, TX.
- Loafman, L. (2012, August). Undergraduate business law assessment and exams: Current practices and practical project alternatives. *Academy of Legal Studies in Business National Conference*. Talk conducted at the Academy of Legal Studies in Business, Kansas City, MO meeting.
- Loafman, L. (2012, March). Interstate wine shipments: Commerce clause and regulatory chaos for small wineries. *Southern Academy of Legal Studies in Business Regional Conference*. Talk conducted at the Southern Academy of Legal Studies in Business, San Antonio, TX meeting.
- Loafman, L. (2011, March). Practical projects for the classroom. *Southern Academy of Legal Studies in Business Regional Conference*. Talk conducted at the Southern Academy of Legal Studies in Business, San Antonio, TX meeting.
- Loafman, L. (2008, February). Making the educational experience memorable: Creative strategies that promote learning and engagement. *Annual Advancing*

Teaching and Learning Conference. Talk given at the meeting of Texas Tech University Teaching, Learning and Professional Development Center, Lubbock, TX.

Consulting/Invited Presentations/Papers/Articles

- Loafman, L. (April, 2023). *Tips for Supervisory Success*. This was an invited presentation for the Professional Development Series offered during Employee Appreciation Week at A&M-Central Texas.
- Interviewed on the impacts of the Texas trigger law that would soon go into effect after the *Dobbs* case that overruled *Roe v. Wade* for the five o'clock newscast on KXXV on August 23, 2022.
- Pagnatarro, M.A., Wells, M.E., & Loafman, L. (August, 2022). *Career Planning and Transitions*. Panelist during the Business Law Career Clinic as a part of the Academy of Legal Studies in Business Annual Conference in Louisville, KY.
- Interviewed on the implications of the *Dobbs* case that overruled *Rowe v. Wade* for newscasts on KXXV, KWTX, and KCEN on June 24th, 2022.
- Extensively interviewed as an expert on the history of *Roe v. Wade* and its potential ramifications if it is overturned for KWKT, which aired on May 5, 2022, at 9:00 PM. The interview was requested based on my appearances on other networks, and the story was carried on other regional news outlets.
- Appeared as an expert on the news desk during KCEN's five o'clock broadcast on May 3, 2022, to discuss issues surrounding the leak of a draft opinion that could overturn *Roe v. Wade*.
- Interviewed for perspective on the historic leak of a draft of a Supreme Court opinion that could overturn *Roe v. Wade* for KWTX that aired on May 3, 2022, and was published online.
- Interviewed for a story on the increases in home values and how to challenge property tax appraisals for KWTX news that aired at 6:00 and 10:00 PM on April 11, 2022, and at noon the following day.
- Interviewed for the business perspective on a story titled *Army expanding two-year enlistment options to boost recruiting* for KWTX news, published online on February 16, 2022, and aired on February 18, 2022. This story was picked up by over 20 additional outlets nationally, including numerous Spanish-language ones.
- Interviewed for a story on the benefits of a new co-working space opening in Waco. The story aired on KWTX news and was published online on January 14th, 2022. Another online outlet also picked up the written story.
- Interviewed as a legal expert to discuss tenant's rights related to issues at an apartment complex in Austin. Aired as a lead story at 5:00 PM on Wednesday, January 11th, 2022, on Spectrum News with a large viewership. The airing triggered a second story from a viewer in San Antonio that I was interviewed for.
- Interviewed as a legal expert to discuss the new tenant's bill of rights implications for those in military housing. Aired at 10:00 PM on Friday, May 14th, 2021, on KWTX news, and an online story was published as well.
- Interviewed to explain the purpose and benefits of ethics commissions. Aired at 6:00 PM on Tuesday, May 4th, 2021 on KXXV 25 news.

- Interviewed for a business perspective regarding the implications of the Restaurant Revitalization Fund. Aired at 10:00 PM on Sunday, May 2nd, 2021, on KWTX news, an online story was published, and a couple of news outlets outside Central Texas picked it up.
- Interviewed as a legal expert regarding a new veteran's appeals process to potentially have their discharge status upgraded. Aired at 10:00 PM on Sunday, April 11th, 2021, on KWTX news, and an online story was also published.
- Comprehensive consulting with a potential franchisee on business and legal aspects of a proposed franchise opportunity and review of real estate contract (2021). Business opened in 2022.
- McPherson, R., & Loafman, L. (2021, April). *Fido at Work*. This was an invitation to speak at the Texas Association of Counties Management and Risk Conference with over 300 attendees. We were offered full travel expense coverage based on a previous HR Southwest presentation and were the featured session at the time, as it was professionally recorded.
- Flexible Course Structure: Hyflex, Myflex, or Something Else? Invited by the Department Chair to discuss with the College of Business faculty my experiences with flexible course structures over the last year (2021, March).
- Interviewed as a legal expert on renter's rights issues in the wake of winter storm Uri on KXXV 25 news. Different segments aired at 5:00 and 6:00 PM on Friday, February 19th, 2021, and on the morning of Tuesday, February 23rd.
- Interviewed as a legal expert for a news report on social media censorship on KXXV 25 news. Different segments aired at 5:00 and 6:00 PM on Wednesday, January 6th, 2021.
- McPherson, R., & Loafman, L. (2019, October). *ADAAA and Fido at Work*. This was presented at the prestigious HR Southwest Conference in Fort Worth. Similar presentations have been given at MHMR Texas HR Consortium (2019, January), the Williamson County Human Resource Management Association Monthly Luncheon (2018, March), and the Central Texas Human Resource Management Association Monthly Luncheon (2018, February).
- Panelist for a University Discussion on Academic Freedom (2017, February).
- Loafman, L. (2016, June). *What Does it Mean to Prevail?* This was an invited case review for the Annual Newsletter for the Employment Law Section of the Academy of Legal Studies in Business.
- Invited to assist Abilene Christian University in developing a graduate online course in Business Law & Ethics with a Christian perspective in Spring/Summer 2016.
- Hallmark, J., Loafman, L., & Calahan A. (2015, October). Invited to join Dr. James Hallmark, A&M System Vice Chancellor for Academic Affairs, in a two-hour conference call to help new department chairs with issues or struggles they have experienced.
- Calahan, A., & Loafman, L. (2014, July). *Maximizing Your Greatest Resource: Tips and Tactics for Improving Faculty Performance*. Invited by Dr. James Hallmark, the A&M System Vice Chancellor for Academic Affairs, to present at the Texas A&M University System annual department chair training conference.
- Loafman, L., (2014, June). *Planning for Success*. Invited to conduct a training

session for a regional leadership program for realtors.

- Approached to conduct human resource compliance consulting for a 100+ employee business in 2011-2012 (client confidential).
- Loafman, L. (2009, November). Invited to conduct an afternoon of decision-making and ethics training for the staff of Families in Crisis, a local non-profit that houses those experiencing family violence and other major issues.

Awards/Recognition

- Finalist in 2022 & 2023 for the Jackson Lewis, LLP Outstanding Employment Law Paper Award at the Academy of Legal Studies in Business National Conference.
- Finalist for the Outstanding Faculty/Staff Qualitative Scholarship Award at the A&M-Central Texas Outstanding Research and Innovation Awards Banquet 2023.
- Grant of \$2,000 to implement the High-Impact Practice of Undergraduate Research as a part of the QEP for spring of 2023.
- Recipient of the 2021 COBA Excellence in Service Award that included a \$1,000 stipend.
- Recipient of the second-ever Beck Family Senior Faculty Fellowship for Fall 2022-Summer 2025. This is one of only two endowed positions in COBA.
- \$2,500 seed money award to our team at the May 2021 TEES Annual Research Conference. The team, led by Shana Shaw (PI), proposed a research project titled *Industrial “Flexships” to Meet Diverse Learner Needs for Workplace Readiness*.
- Selected as one of four A&M-Central Texas Writing Advocates for 2021 with an accompanying \$2,000 stipend.
- Invited (and accepted) as a listed signatory for an amicus brief before the U.S. Supreme Court in the case of *Comcast Corp. v. National Association of African-American Owned Media, et al.* (2019).
- Texas Bar Association Pro Bono College (2016). Recognition for completing over 75 hours of pro bono legal work in the year.
- Awarded Distinguished Graduate Faculty Status (2016).
- Outstanding Graduate Faculty Teaching Finalist (2014 & 2015).
- Outstanding Graduate Faculty Service Finalist (2015).
- Outstanding Graduate Scholarship Finalist (2013).
- Faculty award finalist at the Distinguished Student Leadership and Awards banquet (2010).

Professional Licenses

- Licensed Attorney/Member of the State Bar of Texas (May 2004-Present).

Professional Memberships

- Teaching and Pedagogy Section of the Academy of Legal Studies in Business (2022-Present)
- Sports and Entertainment Law Section of the Academy of Legal Studies in Business

(2022-Present)

- Employment Law Section of the Academy of Legal Studies in Business (2013-Present)
- Labor and Employment Law Section of the State Bar of Texas (2013- Present)
- Bell County Bar Association (2008-Present).
- Academy of Legal Studies in Business (2008-Present).
- Southwest Academy of Management (2015, 2023).
- Southern Academy of Legal Studies in Business (2010-2013, 2014-2015, 2021-Present).
- Southwest Case Research Association (2013-2014).
- Academy of Management (2013-2016, 2017-2018).

Workshops/Training/Professional Conferences

- Quality Matters 7th Edition Rubric Update (August 2023).
- Quality Matters Success Story: “Quality in Online Programs: Innovative Approaches to Quality Assurance” (July 2023).
- Creating DEI&B Magic Through Real Intention, Webinar hosted by Cengage (April 2023).
- Empowered Educator: Embracing a New College Classroom conference hosted by Cengage (February 2022).
- EIR Accessibility Awareness course from the Texas A&M University System (December 2022).
- Foster a Culture of Belonging, Campus-wide webinar by ACUE and Inside Higher Ed (December 2022).
- Incivility and Bullying Directed at Faculty Virtual Brown Bag facilitated by Dr. Sam Fiala at Texas A&M University-Central Texas (November 2022).
- The Association of the College and University Educators course on Effective Teaching Practices (August 2022-April 2023).
- “Echo360 – Recording and Steaming your Live Class” hosted by TEL at Texas A&M University-Central Texas (August 2022).
- Quality Matters Success Story: “Post Pandemic: What We Learned to Make Education Better” (June 2022).
- Quality Matters Webinar: “Course Design Considerations for Inclusion and Representation” (June 2022).
- Cengage’s Seizing Success Through Balance: The Empowered Educator Online Conference (March 2022).
- The Association of the College and University Educators course on Inclusive Teaching for Equitable Learning (February-March 2022) – Earned the ACUE Microcredential in Inclusive Teaching for Equitable Learning (March 2022).
- Earned the Certified Microsoft Innovative Educator Badge on February 16, 2022, for a three-hour training on using Microsoft Teams in the classroom.
- Quality Matters Success Story: “Prioritizing SEL in an Online Environment” (January 2022).
- Quality Matters Success Story: “Don’t Ignore the D.E.A.: Design, Equity, and Access in Online Education” (November 2021).

- Quality Matters Success Story: “Walking in Someone Else's Shoes: The True Impact of Digital Accessibility” (October 2021).
- Interconnections: The Empowered Educator Online Conference hosted by Cengage (October 2021).
- Quality Matters Success Story: “Blended, the New Norm: Using an Online Discussion Platform to Connect Online and In-Person Learning” (September 2021).
- McGraw Hill webinars on their new Activity Based Applications (September 2021).
- Cengage webinar titled “Creating a Culture of Connection in Higher Education” (September 2021).
- 31st Annual Employment Law Institute sponsored by the State Bar of Texas Labor and Employment Section (August 2021).
- Remote the Connected Faculty Summit hosted by Arizona State University (June 2021 and 2022).
- Labor & Employment CLE: “Mediating and Arbitrating Non-Competes and Trade Secrets” & “It’s Not Just About the Merits: What You Need to Know About Employee Benefit Litigation” (June, July 2021).
- SUSTEX 2021 (April 2021).
- Quality Matters Success Story: “Synchronous Course Design for the Pandemic and Beyond: The role of flipped and blended courses.” (March 2021).
- Mid-Atlantic Academy of Legal Studies in Business Annual Conference: Online (March 2021).
- Gardner Institute webinar titled “Socially Just Design in Post-Secondary Education” (March 2021).
- Texas A&M University System Chancellor’s Summit on Diversity, Equity, and Inclusion (March 2021).
- Cengage webinar titled “Online Inclusivity: Inspiring Learning for ALL Students” (February 2021).
- Three hours of webinars on employment law issues sponsored by the State Bar of Texas Labor and Employment Law Section (February 2021).
- QM Research Online Conference: Active/Applied Research on Online Learning and Quality Assurance (February 2021).
- Faculty Conversations: Diversity, Equity and Inclusion: Concepts for Teaching Excellence (January-April 2021).
- Quality Matters Success Story: “Enhancing Inclusiveness within the Quality Matters Framework” (January 2021).
- Association of University Research Parks Virtual Conference (November 2020).
- Texas A&M University System Chancellor’s Summit on Academic Technology (September 2020, June 2021, June 2022).
- Completed a course titled “Applying for Section 501(c)(3) status – An Overview” by the IRS (October 2020)
- Hanover Grant Webinar on Proposals (September 2020).
- 14 hours of webinars in Employment Law, Business Entities, and Taxation Issues from UTLAW CLE (August-October 2020).
- Texas A&M University System Title IX General, Investigations, and Advisor Training (August 2020 and January 2022).

- Quality Matters Success Story: Breaking the Humdrum of Discussions (July 2020).
- Turnitin Originality Webinar (July 2020).
- ACBSP Annual Conference (2020).
- Texas A&M University System HyFlex Webinar Series (2020).
- Quality Matters Peer Reviewer Training (April 2020).
- University Training on WebEx (March 2020).
- ACBSP Dean's Conference (2019).
- Texas Business Dean's Council (2019).
- State Bar of Texas Labor and Employment Law Institute (August 2019 and 2021).
- AACSB Dean's Conference (2019 and 2020).
- AACSB International Conference and Annual Meeting (2017).
- Eco SXSW (2016).
- AACSB Online and Blended Education Seminar (April 2016).
- Completed Quality Matters APPQMR Course (January 2016).
- Quality Matters National Conference (2015, 2017, 2019, 2020).
- AACSB Accreditation Conference (2015).
- AACSB Assessment Conference (March 2014).
- AACSB Applied Assessment Seminar (March 2014).
- American Council on Education Leadership Academy for Department Chairs (January 2014).
- Academy of Legal Studies in Business National Conference (2012-2023).
- "Decision Points for Academic Leaders: Ethics, Decisions, and Leadership" (June 2013).
- Federation of Business Disciplines Annual Conference (2013 & 2015).
- SACSCOC Annual Meeting (2012 & 2013).
- Texas A&M University Colleges of Business Conference (November 2012).
- ACBSP Region 6 Annual Meeting (November 2012).
- Independent Applying the Quality Matters Rubric - Training for Peer Review (March 2012).
- Southern Academy of Legal Studies in Business Annual Conference (2011-2013 & 2015, 2022-Present).
- Quality Matters Creating Measurable Learning Objectives (June 2011).
- Using the Quality Matters Rubric to Improve Your Online Courses (May 2011).
- State Bar of Texas Annual Meeting (2009-2011, 2013-2019, 2022).
- Bell County Bench Bar Conferences – 12 events since the fall of 2008
- Texas Lawyers for Texas Veterans Training (February 2010).
- Survival Trial Tactics (January 2010).
- Completed a forty-hour mediator training course (August, and September 2007).

University Service (A&M-Central Texas Only)

- Chair of the COBA Faculty Awards and Research Release Committee (June 2023)
- Chair of an Ad Hoc Faculty Complaint and Appeal Committee (March-April 2023).
- Environmental Safety and Health Advisory Council (March 2023-Present).

- Texas A&M University System's CATIE Accessibility/UDL Task Force (Fall 2022-Present).
- Chair of the Faculty Development Leave Committee (Fall 2022).
- Donated over 60 hours of sick leave to the new Family Leave Pool
- Ad-hoc Committee on Undergraduate Research (May 2022).
- Academic Master Plan Steering Committee (February 2022-May 2022).
- Planning Committee for the 2021 University Research Park & Innovation District Summit at Texas A&M University-Central Texas (July 2021-September 2021).
- Institutional Review Board (June 2021-Present).
- Chair of the COBA Faculty Qualifications Task Force (April 2021-January 2022).
- Next Generation Classroom Task Force (April 2021).
- SUSTEX2021 Steering Committee (October 2020-May 2021).
- University Economic Development Council (October 2020-Present).
- Undergraduate Council (August 2020-September 2020).
- Interim Dean of the College of Business Administration (September 2018-July 2020 & August 2023 - Present).
- Academic Council (September 2018-July 2020).
- University Council (September 2018-July 2020).
- Web Advisory Council (Spring 2018-July 2020).
- University Research Park Building Committee (September 2019-Present).
- Served at nine Transfer Days and seven Warrior Preview Days (2012-2019, 2023). I was the faculty representative speaker at the Warrior Preview Days four times.
- Pro bono legal assistance for students/staff/faculty (2008-Present).
- Informal mentor on law school admissions (2008-Present) – At least three students have been accepted to law school that I mentored, wrote letters of recommendation for, and/or helped write their application materials.
- Conference Chair for SUSTEX - The University's first international conference. (March 2019).
- MS HRM Graduate Coordinator (Fall 2016-May 2019).
- First Associate Dean of the College of Business Administration (June-August 2018).
- MBA Director (August 2017-August 2018).
- Off Campus Academic Development Council (June 2016-August 2018).
- Sole full-time teaching faculty member on the SACSCOC Reaffirmation Committee (Spring 2016-Summer 2019). The university was reaffirmed with no recommendations.
- Department Chair of the Management and Marketing Department (June 2012-May 2018).
- Graduate Council Chair (September 2016-May 2017) & Member (September 2017-May 2018)
- Ad Hoc Curriculum Committee (Spring 2018).
- Ad Hoc Grievance Committees for a faculty and student issue (Fall 2017).
- University Curriculum Committee (Spring 2017).
- University Space Allocation Committee (Summer 2017).

- COBA Promotion and Tenure Committee (2014, 2020-Present).
- Chair of the University Curriculum Committee (January-May 2015)
- Chair of the School/College of Business Assessment Committee (August 2012-August 2014).
- University Assessment Committee (September 2012-August 2014).
- Served on the Ad Hoc Committee that revised the University Academic Integrity Code (2013-2014).
- University Compliance Committee (Fall 2012-2014).
- Sole faculty member on the SACSCOC Initial Accreditation Leadership Group (Fall 2010-June 2013). The university was accredited with no recommendations.
- Online Internal Peer Reviewer (2011-2013). Chaired or served as member for seven reviews.
- Faculty Advisor for the Warriors for Shelter Pets (2012-2013). The organization won the annual award for the most Outstanding Program for 2012-2013.
- Chair of the Student Disciplinary Appeals Committee (Fall 2009-Spring 2011).
- Faculty Senate (2011-2012).
- Student Advising Committee (2010-2012).
- Faculty Handbook Work Group (Spring 2012).
- Sole Faculty Advisor on the Class Ring Committee (2010-2011).
- Budget Review Committee (Spring 2010).
- Student Fee Advisory Committee (Spring 2010).
- Committee on Academic Excellence for the University Strategic Plan (Spring 2010).
- Chair of Non-Tenured Faculty Handbook Committee (Summer 2009-Spring 2010).
- Chair of the Committee on Student Advising (2009-2010).
- Chair of the Committee for the formation of University Rules and Procedures (Spring 2009).
- Scholarships Committee (Fall 2008-Summer 2009).
- Served on at least fifteen university hiring committees, chairing three at A&M-Central Texas.
- Volunteer Assistant Women's Basketball Coach at Lubbock Christian University (2005-2008)
- Sponsor for Koinonia men's social club (fraternity equivalent) at LCU (2005-2008)
- QEP Literature Review Committee at LCU (critical thinking)
- Academic Appeals Committee at LCU (2005-2007)

Professional Service

- Program Chair for the Southern Academy of Legal Studies in Business (March 2023-Present).
- Substantial career mentoring of an early career, non-university faculty member that was initially encountered during a faculty search. (2017-Present)
- ALSB National Conference Session Moderator (2018-Present).
- Faculty Mentor with the Academy of Legal Studies in Business (2019-2020 – One

- major mentoring assignment).
- President of the Employment Law Section of the Academy of Legal Studies in Business (August 2018-August 2019).
 - Vice President of the Employment Law Section of the Academy of Legal Studies in Business (August 2017-August 2018).
 - Secretary of the Employment Law Section of the Academy of Legal Studies in Business (August 2016-August 2017).
 - Reviewer for the *American Business Law Journal*, which has a less than 5% acceptance rate (2013-Present).
 - Review for the *Journal of Legal Studies Education* (August 2021-Present)
 - Reviewer for the Academy of Legal Studies in Business National Conference Proceedings (2013-2016, 2018, and 2020-Present).
 - Reviewer for the *ALSB Journal of Business Law and Ethics Pedagogy* (2017-Present).
 - Reviewer for Jackson-Lewis Award, which is the award for the most outstanding employment law paper at the ALSB national conference each year (2013 and 2019-2021).

Community Service

- Fried turkeys in November 2022 for Salado's annual Heart and Hands Thanksgiving luncheon that feeds several hundred families yearly.
- Tornado relief work in Salado, TX, after a powerful tornado hit Salado in April 2022. I assisted crews in cooking meals for two full days for victims and first responders, as well as participated in the organizational efforts for a benefit dinner and concert that raised approximately \$100,000 for victims over another two days. Our efforts were highlighted in several news segments on KCEN.
- Merit Badge Coordinator for the Chisolm Trail District of the Boy Scouts of America (November 2021-Present)
- Chairman of the Board for Slice of Heaven Educational Farm (SoH) in Holland, Texas. (August 2021-August 2022). During this time, SoH diversified its activities, experienced its best fundraising year ever, and received its first grants.
- Advisory Council Member for Slice of Heaven Educational Farm in Holland, Texas. (June 2020-August 2021).
- Secretary of the Bell County Sportsman's Club (July 2019-April 2022).
- Festival of Trees (2018 & 2019).
- KISD Educational Foundation Board Member (May 2014-May 2017).
- Killeen Chamber of Commerce Career Day (February 2016).
- Killeen Chamber of Commerce 8th Grade Career Day (February 2016).
- Organized, funded, and cooked lunch for over 100 in need at Feed My Sheep in Temple, TX (December 2013).
- Texas Veterans Free Legal Clinic (Fall 2010, 2011, 2015, 2016 & Spring 2013, 2014, 2016, 2022). The Bell County Bar Association received Star recognition from the State Bar of Texas in June of 2013 for this event.
- Pro Bono Legal Representation (2009 and 2016)
- Killeen Make a Difference Day at Families in Crisis (Fall 2011).

- Volunteer tax preparation through the VITA program in Killeen, TX (Spring 2011).