

Dr. Gerald R Simmons Sr
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Associate Lecturer
Management & Marketing
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Education

DBA, University of Phoenix, 2008.

Major: Leadership

Dissertation Title: Transformational Leadership: Integrated Leadership Behaviors used in the Killeen Independent School District

MBA, Saint Martin's University, 1997.

Major: Management

Dissertation Title: Flat Tax, Are We Better Off With It or Without It?

MS, University of Central Texas, 1996.

Major: Management

Bachelor of General Studies, University of Nebraska at Omaha, 1985.

Major: General Science

Licensures and Certifications

Certified ScrumMaster, Scrum Alliance. (August 18, 2016 - Present).

Project Management Certificate, University of Phoenix. (May 12, 2014 - Present).

Applied Statistics Certificate, Texas A&M University - College Station. (May 19, 2011 - Present).

Lean Six Sigma Black Belt, United States Army. (June 22, 2007 - Present).

Project Management Professional, Project Management Institute. (August 16, 2014 - August 15, 2023).

Professional Positions

Process Improvement Specialist (Project Manager), U.S. Army Operation Test Command, G-3 Operations. (March 2007 - August 2008).

Military Test Plans Analyst (Project Manager), U.S. Army Operation Test Command, U.S. Army (USA OTC). (October 2005 - March 2007).

Division Chemical Officer / Lieutenant Colonel, 1st Cavalry Division, U.S. Army, Division Chemical. (July 2003 - August 2005).

Test Officer (Project Manager)/Major, U.S. Army Operation Test Command, U.S. Army (USA OTC). (September 2001 - July 2003).

Publications

Simmons, G. R., Patrick, A., & Calk, R. (2019). Hawkes Learning Company: The transition from traditional to Agile governance. *Journal of Leadership, Accountability and Ethics*, 16(4), 20–26.

Altman, B. W., Loafman, L. W., & Simmons, G. R. (accepted). Designing a Quality Online Team Designed Principles of Management Course to Promote Student Engagement and Faculty Staffing Flexibility. In *Challenges and Opportunities in the Online Education Environment*.

Simmons, G. R. (2014). Business Statistics: A Comparison of Student Performance in Three Learning Modes. *Journal of Education for Business*, 89(4), 186–195. <https://doi.org/10.1080/08832323.2013.836470>

Gerald, S. R. (2010). Leadership behaviors in the Killeen Independent School District. *International Journal of Leadership Studies*, 6(1), 132–151. www.regent.edu/acad/global/publications/ijls/new/vol6iss1/7_Final%20Edited%20Simmons_pp131-151.pdf

Presentations

Gerald, S. R. (PI), Calk, R., Southwest Decision Sciences 2019 Conference, "HAWKES LEARNING COMPANY: THE TRANSITION FROM TRADITIONAL TO AGILE GOVERNANCE," Federation of Business Disciplines, Houston, TX, United States. (March 2019).

Gerald, S. R., Southwest Teaching and Learning Conference, "Teaching Modalities within Blackboard: A Comparison of Three Designs," Texas A&M University - San Antonio, San Antonio, TX, United States. (March 2015).

Gerald, S. R., Southwest Decision Sciences 2013 Conference, "Comparison of Business Statistics Teaching Modes," Federation of Business Disciplines, Albuquerque, NM, United States. (March 2013).

Gerald, S. R., Southwest Decision Sciences 2013 Conference, "Panel on Instructional Success," Federation of Business Disciplines, Albuquerque, NM, United States. (March 2013).

Simmons, G. R., Texas Blackboard User's Group (T-BUG), "Teaching Modalities within Blackboard: A Comparison of Three Designs," Texas A&M University - Central Texas, Killeen, United States. (October 2012).

Simmons, G. R., Lecture Capture Showcase, "Conducting Online Lectures Using Camtasia or Saba Centra," Central Texas College, Killeen, United States. (April 2011).

Teaching Experience

BUSI 5310, section 110, Business Research Methods. 3 credit hours. 21 enrolled.

BUSI 3311, section 120, Business Statistics. 3 credit hours. 38 enrolled.

BUSI 3311, section 140, Business Statistics. 3 credit hours. 35 enrolled.

BUSI 5310, section 115, Business Research Methods. 3 credit hours. 5 enrolled.

BUSI 3311, section 125, Business Statistics. 3 credit hours. 49 enrolled.

BUSI 5310, section 120, Business Research Methods. 3 credit hours. 18 enrolled.

BUSI 3311, section 130, Business Statistics. 3 credit hours. 50 enrolled.

MGMT 5350, section 110, Project Management. 3 credit hours. 12 enrolled.

BUSI 5310, section 130, Business Research Methods. 3 credit hours. 8 enrolled.

BUSI 3311, section 130, Business Statistics. 3 credit hours. 26 enrolled.

BUSI 3311, section 140, Business Statistics. 3 credit hours. 52 enrolled.

BUSI 3311, section 125, Business Statistics. 3 credit hours. 50 enrolled.

MGMT 3301, section 125, Principles of Management. 3 credit hours. 46 enrolled.

BUSI 5310, section 120, Business Research Methods. 3 credit hours. 32 enrolled.

BUSI 3311, section 130, Business Statistics. 3 credit hours. 2 enrolled.

MGMT 5350, section 110, Project Management. 3 credit hours. 18 enrolled.

BUSI 5310, section 120, Business Research Methods. 3 credit hours. 17 enrolled.

BUSI 3311, section 110, Business Statistics. 3 credit hours. 52 enrolled.

BUSI 3311, section 120, Business Statistics. 3 credit hours. 42 enrolled.

MGMT 5350, section 110, Project Management. 3 credit hours. 18 enrolled.

BUSI 3311, section 115, Business Statistics. 3 credit hours. 38 enrolled.

MGMT 3301, section 115, Principles of Management. 3 credit hours. 47 enrolled.

BUSI 5310, section 120, Business Research Methods. 3 credit hours. 29 enrolled.

BUSI 3311, section 120, Business Statistics. 3 credit hours. 48 enrolled.

BUSI 3311, section 130, Business Statistics. 3 credit hours. 7 enrolled.

BUSI 5312, section 110, Managerial Statistics. 3 credit hours. 13 enrolled.

BUSI 3311, section 110, Business Statistics. 3 credit hours. 44 enrolled.

BUSI 3311, section 120, Business Statistics. 3 credit hours. 47 enrolled.

MGMT 4340, section 110, Management Seminar. 3 credit hours. 17 enrolled.

MGMT 5350, section 110, Project Management. 3 credit hours. 21 enrolled.

BUSI 311, section 135, Business Statistics. 3 credit hours. 25 enrolled.

MGMT 301, section 115, Principles of Management. 3 credit hours. 25 enrolled.

MGMT 301, section 125, Principles of Management. 3 credit hours. 24 enrolled.

BUSI 311, section 120, Business Statistics. 3 credit hours. 49 enrolled.

BUSI 311, section 130, Business Statistics. 3 credit hours. 13 enrolled.

BUSI 311, section 140, Business Statistics. 3 credit hours. 50 enrolled.

BUSI 512, section 110, Managerial Statistics. 3 credit hours. 13 enrolled.

BUSI 311, section 110, Business Statistics. 3 credit hours. 44 enrolled.

BUSI 311, section 120, Business Statistics. 3 credit hours. 49 enrolled.

MGMT 585, section 110, Management Seminar. 3 credit hours. 8 enrolled.

BUSI 311, section 125, Business Statistics. 3 credit hours. 26 enrolled.

BUSI 512, section 115, Managerial Statistics. 3 credit hours. 6 enrolled.

BUSI 311, section 120, Business Statistics. 3 credit hours. 34 enrolled.

BUSI 311, section 130, Business Statistics. 3 credit hours. 33 enrolled.

MGMT 585, section 110, Management Seminar. 3 credit hours. 23 enrolled.

BUSI 512, section 110, Managerial Statistics. 3 credit hours. 12 enrolled.

BUSI 311, section 110, Business Statistics. 3 credit hours. 33 enrolled.

BUSI 311, section 120, Business Statistics. 3 credit hours. 39 enrolled.

MGMT 585, section 110, Management Seminar. 3 credit hours. 6 enrolled.

BUSI 311, section 125, Business Statistics. 3 credit hours. 24 enrolled.

BUSI 512, section 115, Managerial Statistics. 3 credit hours. 10 enrolled.

BUSI 311, section 120, Business Statistics. 3 credit hours. 32 enrolled.

BUSI 500, section 115, Foundations of Statistics. 1 credit hours. 3 enrolled.

BUSI 512, section 110, Managerial Statistics. 3 credit hours. 6 enrolled.

BUSI 311, section 110, Business Statistics. 3 credit hours. 30 enrolled.

BUSI 311, section 130, Business Statistics. 3 credit hours. 39 enrolled.

BUSI 500, section 115, Foundations of Statistics. 1 credit hours. 8 enrolled.

MGMT 422, section 110, Management Science. 3 credit hours. 6 enrolled.

Teaching Innovation and Curriculum Development

Revise Existing Course. BUSI 5310 Business Research Methods. January 2019 - Present.

Redesigned the course to better support multiple teaching modes (e.g. F2F, Online, and Blended).

Additionally, redesigned courses assignments to better align the course outcomes with the program outcomes (i.e. MBA). Fall 2019 marked the implementation of the new designs in the online and blended sections.

Revise Existing Course. BUSI 3311 Business Statistics. August 2008 - Present.

Continuously improved the course from traditional lecture / text book assignments to using interactive software that allows students multiple opportunities to reinforce learning. Using the technological pedagogy, developed a completely online course, where students view recorded lectures and then use the software to complete assignments. Current pedagogy includes the use of statistical software to assist in analyzing data. Course met all required standards for Quality Matters peer review in Summer 2012.

New Course. MGMT 4370 Introduction to Project Management. August 2016 - May 2018.

Developed the course for a future program in project management, at the undergraduate level. The course follows the guidelines and objectives established by the Project Management Institute. Fall 2017 was the first section taught, and became a permanent course beginning in Fall 2018.

Revise Existing Course. BUSI 5312 Managerial Statistics. August 2013 - May 2018.

Developed the course from a graduate level foundations course to an applied statistical analysis course. Currently use MINITAB statistical software and actual data to conduct analyses. Developed the course into a completely online course, where students view recorded lectures and then analyze data while answering assignment questions in Blackboard.

New Course. MGMT 5350 Project Management. August 2015 - May 2016.

Developed the course for a future program in project management, at the graduate level. The course follows the guidelines and objectives established by the Project Management Institute. Fall 2015 was the first section taught, and became a permanent course beginning in Fall 2016.

Professional Memberships

Project Management Institute. (August 2013 - Present).

American Society for Quality. (April 1, 2007 - Present).

University Service

Business Research Methods Course Lead. (January 1, 2018 - Present).

Program Lead for the Bachelor of Applied Arts and Science for Business Management. (August 31, 2013 - Present).

Faculty Advisor for the Bachelor of Applied Arts and Science for Business Management. (August 31, 2012 - Present).

Business Statistics Course Lead. (August 31, 2008 - Present).

Academic Assessment Committee Chair. (August 31, 2014 - December 31, 2018).

Online Coordinator. (August 31, 2014 - December 31, 2016).

Business Research Methods Course Lead. (August 31, 2008 - May 15, 2014).