

**D. Tevis Noelting, JD, MBA**  
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### **PROFESSIONAL HONORS & RECOGNITIONS**

Department of the Army, *Commander's Award of Public Service (2014)*, Panzer Barracks, Stuttgart, Germany

Stanley J. Drazek *Teaching Excellence Award* (Nominee, **several times**), University of Maryland – Europe

**Volunteer of the Year Award (1992)**, Patch Barracks Legal Services office, Stuttgart, Germany

University of Maryland, *Distinguished Service Certificates*, University of Maryland -Europe

### **ACADEMIC BACKGROUND**

**Doctor of Jurisprudence**, University of Arizona, College of Law, Tucson AZ

**Master of Business Administration, cum laude**, Northern Arizona University, Flagstaff AZ

**Bachelor in Science Business Administration, cum laude**, Northern Arizona University, Flagstaff AZ

### **PROFESSIONAL TEACHING EXPERIENCE**

#### **Graduate and Undergraduate Program, Texas A&M University at Central Texas**

<i>Undergraduate Courses</i>	The Legal Environment of Business
	Global Business Management
	Employment Law

#### **MBA and Graduate Programs, University of Maryland University College**

<i>MBA Program Courses</i>	The Manager in Organizations and Society
	The Legal Environment of Business

#### **Undergraduate Program, University of Maryland University College**

<i>Strategy Courses</i>	Strategic Management (BMGT capstone course)
<i>Human Resource Management Courses</i>	Human Resource Management
	Labor Relations
	Employment Law
<i>Management Courses</i>	Management and Organizational Theory
	Organizational Behavior
<i>Communication Courses</i>	Organizational Communications
<i>Entrepreneurship Courses</i>	Entrepreneurship
<i>International Business Courses</i>	International Business Management
	International Business Law
<i>Government Courses</i>	Business and Government
	American Government

## HIGHER EDUCATION COURSE DEVELOPMENT AND ASSESSMENT EXPERIENCE

### National Paralegal College November 2014 – January 2016

Position Course Developer

Accomplishments *Design* courses aligned with NPC’s program objectives for its new Human Resources program: syllabus, lectures, assignments/activities, exams, and rubrics

### UMUC MBA Program, January 2014 – September 2014

Position Course Developer

Accomplishments *Designed* the F2F portion of an online graduate course to comply with military contract requirements for hybrid graduate courses in Europe (AMBA 610)

### UMUC Pathways project, Global committee, 2014 March

Position Course Developer

Accomplishments *Developed* competency-based learning outcomes, objectives, and assessments for undergraduate Business Law and Business Ethics courses

### UMUC New Faculty Mentoring, 2007 – 2014

Position Mentor

Accomplishments *Designed and implemented a new faculty orientation process*, F2F and online, in regard to university policy, professional development, online classroom management, and teaching (best) practices

### UMUC Global Virtual Faculty Institute, Summer 2012

Position Developer (Rubric) and Presenter

Accomplishments *Developed and presented* a grade rubric for the **Assessing Graduate Student Learning session**, *implemented* in classes successfully, and *facilitated* use by mentees

### SEGUE Mandatory Faculty Training & Development, Global online project, 2011 May – Sept.

Position Program Trainer

Accomplishments *Facilitated development* of faculty vis-à-vis SEGUE re-development of courses to “Authentic Assessment” of course and learning “Outcomes”, and *assessed* faculty performance

## HIGHER EDUCATION COURSE DESIGN REVIEW EXPERIENCE

### Quality Matters, 2015 - Present

Position Peer Reviewer

Accomplishments Assess university courses: Does course design comply with QM Rubric?

## HIGHER EDUCATION JOURNAL REVIEW EXPERIENCE

### American Business Law Journal: Law Journal Submissions, 2016 - Present

Position Review and assess papers submitted to ABLJ for publication

Accomplishments *Assess papers* submitted for publication, using the criteria established by the ABLJ

### Business and Professional Communication Quarterly 2014 - Present

Position Review and assess papers submitted for publication in the Business and Professional Communication Quarterly Journal

Accomplishments *Assess papers* submitted to the journal for publication, using the criteria established by the BPCQ journal

**Sloan – C Consortium (now OLC) 2013 - Present**

Position Review and assess papers submitted to the OLC **Faculty Development Track** for international conference presentation and publication in the OLC Journal

Accomplishments *Assess papers* submitted for conference presentation and journal publication using criteria established by OLC

**HIGHER EDUCATION SERVICE**

**National Paralegal College October 2015 - Present**

Position Advisory Board

Accomplishments Review the NPC curriculum and course objectives of courses, make suggestions for improvement where applicable, attend online annual meetings of the committee, and work with NPC staff as needed to consult on how to improve these courses and NPC's BBA program in general

**SACSCOC QEP Project March – July 2016**

Position *Member:* Quantitative Reasoning (QR) Concept Paper Committee

Accomplishments Team creation of a concept paper for creating QR assessments using “High Impact Practices” and the “AACU VALUE Rubric”.

**UMUC Global Grievance Committee and Panel 2004 - 2009**

Position Committee member and Panel arbitrator

Accomplishments *Review facts, interview parties, and contribute to the decision process* as a member of the UMUC Grievance (3-member) Panel. Only the Provost overruled the committee

**UMUC Middle States Accreditation Governance, Leadership, and Integrity committee, 2004 - 2006**

Position Accreditation team member

Accomplishments *Researched and drafted* answers to questions concerning the University's shared governance structure and processes, as part of the University's overall accreditation process

**UMUC Task Force for Transfer of European and Asian faculty to Adelphi, 2004 - 2005**

Position Task Force member

Accomplishments *Advised* the task force of European faculty needs and legal concerns associated with transfer of faculty back to the US, and *developed new* Transfer Policy

**UMUC Faculty Advisory Committee, Faculty Representative for Germany/Benelux, 2003 - 2009**

Position Regional representative and mediator

Accomplishments *Mediate* individual faculty concerns with the administration. *Communicate* general faculty concerns with the administration. *Co-lead* the faculty-only meeting bi-yearly. *Write* the Report to Faculty 2 to 3 times/year

**LEGAL AND BUSINESS PROFESSIONAL EXPERIENCE**

**New Venture Start-ups 1991 - present**

Position **Attorney (Arizona)**

Accomplishments *Founded* several new ventures (domestic and foreign), and presently *facilitate* the **legal** start-up process, *advise* parties about legal structure, governance & compliance strategies, financial compliance, EEO compliance, and legal issues relating to capitalization, employment immigration, competition, expansion strategies, and cross-cultural labor and treaty issues, *negotiate and draft* contracts and policies, and *negotiate* small venture cross-cultural mergers or acquisitions

Position **Co-founder, Co-owner, Director/Manager**

Accomplishments *Designed and implemented effective* start-up **business** processes. *Monitored* start-up process, *developed* competitive strategy including human resource strategy, *executed* competitive strategy, *implemented* governance & compliance strategy, *developed* effective policies – especially HR, EEO compliance, *integrated* marketing, financial planning, and operational practices with competitive strategy, and *managed* the business activities

#### **International School Stuttgart, Stuttgart, Germany, 1997 - 2000**

Position **Board of Directors** Member

Accomplishments **Nominating Com. Chairperson** - *organize* and *lead* Board elections; **Policy Chairperson** - *recommend, draft, and maintain* ISS compliance with Board Policy Manual; **Contract Review Committee** - *participate in* ISS Director's yearly performance evaluations; **Governance Committee** - *advise* regarding mission, policies, and school accreditation issues

#### **Glwiss Lutz Hootz Hirsch u. Partner, Stuttgart, Germany, 1998 - 1999**

Position Attorney *international dept. advisor* (US attorney position in a German law firm)

Accomplishments *Advise* clients regarding international transactions, and *draft* related documents

### **PROFESSIONAL CERTIFICATIONS**

**AZ State Bar Continuing Legal Education** (15 credit hours per year) – *Status: (active)*

**AZ Bar Exam** (*extra points awarded for essays*) - *Status: licensed and in good standing*

**Peer Reviewer Certification: December 2015 - present**, Quality Matters, 1997 Annapolis Exchange Parkway Suite 300, Annapolis, MD 21401

**Virtual Instruction “Blackboard Learn” Certification Program – Spring 2016**, Texas A&M University, Central Texas

**Virtual Instruction “Desire2Learn” Certification Program – Spring 2014**, University of Maryland University College

**Hybrid Instructor Certification Program – Spring 2008**, University of Maryland, University College

### **ACADEMIC SCHOLARSHIP – Presentations**

**2016 Presentation of paper written with TAMUCT colleague Lucas Loafman**, August 8 at the 2016 annual ALSB conference in San Juan, PR: **Title IX - A friendlier vehicle for sex discrimination and sexual harassment claims in employment**)

**2016 Presentation by D. Tevis Noelting of paper written with colleagues Allyson Martinez, Alejandro Martinez, and Dawn Brewer**, November 2 at the Fall 2016 International Academy of Business Research conference in San Antonio, TX: **Quantitative Reasoning: The role of HIP and the AACU VALUE Rubric in Assessment Design**

### **ACADEMIC SCHOLARSHIP - Publications**

**2017 Current, unfinished work on research paper, presentation (Nov. 12, 2016, SEALSB Annual Meeting, Durham, NC) and publication (Journal tba) with ALSB colleague James Holloway: The**

## **Court, Takings Clause and Environmental Sustainability: A Constitutional Challenge to the Exercise of Property Rights to Develop Land**

**2017** *Current, unfinished work on a research paper, publication (now under review) with TAMUCT colleague Rebecca McPherson: Best Practices for Selecting, Creating, and Using Multimedia Learning Objects while Managing Workload, Cost, and Pedagogy*

**2017** *Current, unfinished work on research paper for presentation (conference to be decided) and publication (Journal tba) with TAMUCT colleague David Ritter: The NATO Status of Forces Agreement: A double non-taxation treaty?*

**2017** *Current, unfinished work on a research article for publication (Journal tbd) with colleague Lucas Loafman: Title IX - A friendlier vehicle for sex discrimination and sexual harassment claims in employment*

**2017** *Current, unfinished work on research paper for publication (Journal tba) with TAMUCT colleagues Allyson Martinez and Alejandro Martinez: Quantitative reasoning: A cross-study exploration of the link between quantitative reasoning and quantitative literacy.*

**2017** *Current, unfinished work on research paper for presentation (tba) and publication (Journal tba): What do rivers, monkeys, and robots have in common? A survey of protectable non-human fundamental rights.*

**1991** *Composition of English text of article in German with attorneys Rainer Prokisch and Michael Rodi: Double Taxation Conventions after Reunification, EUROPEAN TAXATION, v.31, Sept. 1991*

## **REFERENCES**

### **Dr. Larry Garner, Ph.D.**

College of Business, Founding Dean, and Professor  
Texas A&M – Central Texas  
<l Garner@tamuct.edu> (254) 519-5725

### **Lucas Loafman, J.D., M.B.A.**

College of Business, Dept. Chair & Associate Professor  
Texas A&M – Central Texas  
<l loafman@tamuct.edu> (254) 519-5724

### **Dr. Rebecca McPherson, Ph.D., SPHR** (current colleague)

Assistant Professor of Human Resource Management  
Texas A&M University-Central Texas  
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### **Donald C. Cunningham** (former student)

CMSgt, USAF (retired)  
Director, NMC University Center  
Northwestern Michigan College  
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### **Richard A. Pauli, J.D., M.A.** (most recent supervisor, University of Maryland - Adelphi)

Graduate MBA Program Director & Collegiate Professor  
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