
Shanan Gwaltney Gibson, PhD

Associate Dean for Student & Faculty Development

Professor of Management, East Carolina University

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EDUCATION

- Ph.D. Virginia Tech, Blacksburg, VA, Psychology, Industrial & Organizational Psychology, 2001
 - Dissertation: Call Me Old Fashioned: Is My Job Analysis Accurate or Not?
- M.S. Virginia Tech, Blacksburg, VA, Industrial & Organizational Psychology, 1998
 - Thesis: Differential Item Functioning on the Armed Services Vocational Aptitude Battery (ASVAB)
- B.A. Armstrong Atlantic State University, Savannah, GA, General Studies, 1995

ACADEMIC WORK EXPERIENCE

- Associate Dean for Student & Faculty Development (2012 – present)
 - Responsible for leadership of undergraduate programs (4000 students), graduate programs (900 students; 73% online), curriculum, and Center for Student Success (Career Center, Business Communication Center, Academic Advising)
- Professor of Management, East Carolina University Department of Management (2014 - present)
- Associate Professor of Management, East Carolina University Department of Management (2009 –2014)
- Assistant Professor of Management, East Carolina University Department of Management (2003 –2009)
- Visiting Assistant Professor of Psychology, East Carolina University Department of Psychology (2001 - 2003)
- Adjunct Professor of Psychology, Radford University (2000 - 2001)
- Adjunct Professor of Psychology, Texas A&M University Corpus Christi (2000 - 2000)

CONSULTING & NON-ACADEMIC WORK EXPERIENCE

- State Farm Corporation (2009 – present). Featured speaker/trainer at multiple regional planning conferences for State Farm including 2016 NC Agent University, Winston-Salem Top of the Triad, Mid Atlantic TICA; Raleigh Capital Region; Montgomery Co. South Region, Philadelphia, PA; Down East, NC; Norfolk VA; Frederick, MD.
- Metrics Inc. / Mayne Pharma, Greenville, NC (2014). Developed and provided frontline managers training in selection & interviewing best practices; provided model for conducting job analyses and creating revised position descriptions using online job analytic tool.
- B/S/H Home Appliances, New Bern, NC (2014). Developed and provided frontline managers training in selection & interviewing best practices.
- United States Social Security Administration, Occupational Information Development Advisory Panel (2009 – 2012). Appointed by the Honorable Michael J. Astrue, Commissioner U.S. Social Security Administration. Leadership positions included: Chair, Work Taxonomy & Instrumentation Subcommittee, Member, Executive Subcommittee, Member, User Needs & Relations Subcommittee, Member, Ad Hoc Subcommittee on Job Analysts Issues.
- State Farm PhD Program, Greenville, NC (2008). Assisted in the development & presentation of business curriculum for State Farm Agencies in order to improve overall business acumen.
- Regional Manager, Legacy of Life Tissue Foundation (August 1999 - August 2000). Maintained public relations and contractual agreements with fourteen regional hospitals; facilitated relationships among hospital CEOs, medical staff, federally designated Organ Procurement Organizations, and technical staff. Aided in the creation & implementation of hospital policies ensuring compliance with relevant federal and state laws. Developed and provided public and professional education/training on organ and tissue donation and recruited potential donors in the Coastal Bend region of Texas.

- Research Associate, VA Tech Dept. of Computer Science (August 1998 - June 1999). Conducted research in an on-going study tracking the interaction of students with computers in the classroom, and the subsequent impact on learning. Contributed to the creation of a framework for evaluation and assessment of learning outcomes and facilitated the integration of mentors into the project-based, computer-mediated, learning environment.
- Intern, American Psychological Association (May 1998 - August 1998). Intern for the Testing and Assessment division of the Science Directorate.
- Job Analyst and Research Associate, VA Tech Division of Continuing Education (August 1996 - May 1998). Conducted job analyses at local organizations utilizing ACT's Work Keys job profiling system; researched worker shortage and training issues in the high-tech/IT sector.

SCHOLARSHIP

Books

- Wilson, M. A., Bennett, Jr., W., Gibson, S. G., & Alliger, G. M. (2012). *The Handbook of Work Analysis: Methods, Systems, Applications and Science of Work Measurement in Organizations*. Routledge Academic.

Journal Articles

- Dickens, D., Gibson, S., Harris, M., & McDowell, W. (2016). Financial literacy within the family firm: An exploratory examination and opportunity for learning. *Journal of Applied Management and Entrepreneurship*, 21 (3), 57 - 72.
- Gibson, S. G., Harris, M. L., Aaron, J. R., & McDowell, W. C. (2016). The Halo of Social Entrepreneurship. *Journal of Ethics and Entrepreneurship*.
- Aaron, J., Gibson, S., McDowell, W., Michael, H., & Jobe, M. (2015). Structuring executive compensation contracts: The moderating role of industry technological intensity. *Journal of Management Policy and Practice*, 16(3), 11-26.
- McDowell, W.C., Gibson, S.G., Harris, M.L., Aaron, J., & Lester, D. (2014). Analyzing the Link between Strategy and Performance: Comparing Small Business Owners and Professional Managers. *Journal of Business and Entrepreneurship*, Fall, 45-64.
- Gibson, S. G., McDowell, W. C., & Harris, M. L. (2014). Small business owner satisfaction with financial performance: A longitudinal study. *New England Journal of Entrepreneurship*, 17(1), 15-20.
- Gibson, S., Harris, M., Walker, P., & McDowell, W. (2014). Investigating the entrepreneurial attitudes of African Americans: A study of young adults. *Journal of Applied Management and Entrepreneurship*, 19(2), 107-125.
- Harris, M. L., Gibson, S. G., & McDowell, W. C. (2014). The impact of strategic focus and previous business experience on small business performance. *Journal of Small Business Strategy*, 24(1), 29-44.
- McDowell, W. C., Harris, M. L., & Gibson, S. G. (2013). The influence of communication and information quality on trust in the small business supply chain. *Journal of Applied Management and Entrepreneurship*, 18(2), 21-38.
- Harris, M., Gibson, S., McDowell, W., & Simpson, L. (2013). Organizational efficacy of small and medium-sized suppliers: The role of information quality and continuous quality improvement. *Journal of Small Business Strategy*, 22(2), 51-70.
- Gibson, S., McDowell, W., Harris, M., & Voelker, T. (2012). Examining minority business enterprises as government contractors. *Journal of Business & Entrepreneurship*, 24(1), 87-104.
- Gibson, S. G. (2012). The influence of strategic focus & gender on performance: An examination of small businesses. *Journal of Small Business Strategy*, 21(2), 47-58.
- Batchelor, J., Gibson, S., Harris, M., & Simpson, L. (2012). Comparison of ethical behavior: Individual perceptions and attitudes toward entrepreneurs. *Journal of Leadership, Accountability and Ethics*, 8(5), 32-43.
- Harris, M. L., McDowell, W. C., Zhang, L., & Gibson, S. G. (2011). Strategic relationships in a small business context: The impact of information quality and continuous quality improvement. *New England Journal of Entrepreneurship*, 14(2), 19-27.

- Gibson, S. G., Harris, M. L., & Mick, T. D., & Burkhalter, T. M. (2011). Comparing the entrepreneurial attitudes of university and community college students. *Journal of Higher Education Theory and Practice*, 11(2), 11-18.
- Beierlein, J., Gibson, S., & Tibbs, S. (2011). Intellectual human capital dependence, family-friendly firms, and the advancement of women. *Journal of Business Diversity*, 11(1), 66-86.
- Gibson, S., McDowell, W., Harris, M. (2011). The impact of strategic orientation and ethnicity on small business performance. *Journal of Business Diversity*, 11(1), 9-18.
- Gibson, S. G., Harris, M. L., & Sadighian, F. (2011). Investigating the entrepreneurial attitudes of Armenian immigrants. *Coastal Business Journal*, 10(1), 1-13.
- Harris, M. L., Gibson, S. G., Barber, III, D., Wang, C., & Orazov, S. (2011). A multi-country perspective of students' entrepreneurial attitudes. *International Journal of Entrepreneurship and Small Business*, 12(3), 373-394.
- Batchelor, J. H., Harris, M. L., Gibson, S. G., & Simpson, L. R. (2011). Students' perceptions of ethical behavior: A comparison of attitudes towards entrepreneurs and traditional business managers. *Journal of Applied Management and Entrepreneurship*, 16(1), 67-85.
- McDowell, W. C., Harris, M. L., & Gibson, S. G. (2010). The impact of trust and dependency on business performance: A study of SME suppliers. *Small Business Institute® Journal*, 6, 41-62.
- Gibson, S., Harris, M., & Barber, D. (2009). Comparing the entrepreneurial attitudes of Chinese and Brazilian students. *Southern Journal of Entrepreneurship*, 2, 56-70.
- Harris, M. L., Gibson, S. G., & Mick, T. D. (2009). Examining the relationship between personality and entrepreneurial attitudes: Evidence from U.S. college students. *Small Business Institute® Journal*, 3, 21-51.
- Seeman, E. & Gibson, S. (2009). Predicting acceptance of electronic medical records: Is the technology acceptance model (TAM) enough? *SAM Advanced Management Journal*, 74(4), 21-26.
- Gibson, S., Harris, M., & Mick, T. (2008). A glass ceiling in entrepreneurship? *SAM Management in Practice*, 11(4), 2-8.
- Harris, M. L. & Gibson, S. G. (2008). An examination of the entrepreneurial attitudes of U.S. versus Chinese students. *Southern Journal of Entrepreneurship*, 1(1), 1-20.
- Harris, M. & Gibson, S. (2008). Examining the entrepreneurial attitudes of U.S. business students. *Education + Training*, 50(7), 568-581.
- Gibson, S., Harris, M., & Colaric, S. (2008). Technology acceptance in an academic context: Faculty acceptance of distance education. *Journal of Education for Business*, 83(6), 355-359.
- Harris, M. & Gibson, S. (2008). The emergence of female entrepreneurship in China. *International Journal of Family Business*, 5(1), 49-58.
- Harris, M. L. & Gibson, S. G. (2007). Course perceptions of distance education students. *Academic Exchange Quarterly*, 11(2), 147-153.
- Harris, M., Gibson, S., & Taylor, S. (2008). Examining the impact of Small Business Institute® participation on entrepreneurial attitudes. *Journal of Small Business Strategy*, 18(2), 57-75.
- Gibson, S., Harvey, R., & Harris, M. (2007). Holistic versus decomposed ratings of general dimensions of work activity. *Management Research News*, 10(30), 724-734.
- Gibson, S. G. & Harris, M. L. (2008). Predicting student preference for face to face versus distance education. *Business Education Forum*, 62(3), 50-53.
- Rosenthal, D., Seeman, E., & Gibson, S. (2006). Applying theoretical frameworks to explicate physician acceptance of computerized physician order entry. *Journal of International Technology & Information Management*, 14(4), 61-72.
- Harris, M. & Gibson, S. (2006). Determining the common problems of early growth small businesses in eastern North Carolina. *SAM Advanced Management Journal*, 71(2), 39-45.
- Harris, M. & Gibson, S. (2006). Distance education compared to face-to-face classes: individual differences, course preferences and enrollment. *Psychological Reports*, 98(3), 756-764.
- Gibson, S. & Harris, M. (2006). Student expectations for online education. *Academic Exchange Quarterly*, 10(4), 239-243.
- Gibson, S. G. & Gibson, J. R. (2005). Completion of naval flight training: Do gender or race matter? *Equal Opportunities International*, 24(1), 35-43.

- Gibson, S. G. (2005). Perceptions of U.S. military leadership: Are all leaders created equally? *Equal Opportunities International*, 24(2), 1-18.
- Gibson, S. G. & Harvey, R. J. (2004). Gender & ethnicity based differential item functioning on the ASVAB. *Equal Opportunities International*, 22(4), 1-15.

Book Chapters

- Gibson, S. G. (2013). Understanding work analysis and its applications. In D. R. Strauser (Ed.), *Career development, employment, and disability: From theory to practice (261-276)*. New York, NY: Springer Publishing.
- Gibson, S. G. (2012). Generalized work dimension analysis. In M. A. Wilson, W. Bennett, Jr., S. G. Gibson, & G. M. Alliger (Eds.), *The handbook of work analysis: Methods, systems, applications and science of work measurement in organizations (215-230)*. New York, NY: Routledge Taylor & Francis Group.
- Bennett, W., Alliger, G., Wilson, M., and Gibson, S. (2012). Concluding thoughts: Challenges and opportunities in work analysis. In M. A. Wilson, W. Bennett, Jr., S. G. Gibson, & G. M. Alliger (Eds.), *The handbook of work analysis: Methods, systems, applications and science of work measurement in organizations (215-230)*. New York, NY: Routledge Taylor & Francis Group.
- Gibson, S. & Harris, M. (2009). Online education - Student expectations for distance education. In M. R. Pierson, K. K. Stang, & B. Varner, (Eds.), *Sound instruction: Assessment & consultation*, volume II, (pp. 160-165). CA, NY, TN: Rapid Intellect Group.

Refereed Proceedings (Full Papers)

- Aaron, J., Gibson, S., McDowell, W., & Harris, M. (2015). Structuring executive compensation contracts: The moderating role of industry technological intensity. *Society of Business, Industry, and Economics (SOBIE)*.
- Gibson, S., Harris, M., McDowell, W., & Aaron, J. (2015). The halo of social entrepreneurship. *Small Business Institute*, 39.
- McDowell, W., Gibson, S., Harris, M., Aaron, J., & Lester, D. (2014). Analyzing the link between strategy and performance: Comparing small business owners and professional managers. *Association for Small Business & Entrepreneurship*.
- Gibson, S., Dickins, D., Harris, M., & McDowell, W. (2014). Financial literacy within the family firm: An exploratory examination and opportunity for learning. *Small Business Institute*®, 38.
- Gibson, S., McDowell, W., & Harris, M. (2013). Small business owner satisfaction with financial performance: A longitudinal study. *Small Business Institute*®, 37, 184-191.
- Harris, M., Gibson, S., & McDowell, W. (2013). The impact of strategic focus and previous business experience on small business performance. *Small Business Institute*®, 37, 243-251.
- Gibson, S., McDowell, W., Harris, M., & Voelker, T. (2012). An examination of small business contractors to a large government agency. *Small Business Institute*®, 36, 143-156.
- Harris, M., Gibson, S., McDowell, W., & Simpson, L. (2012). Antecedents of SME organizational efficacy: Continuous quality improvement and information quality. *United States Association for Small Business and Entrepreneurship*.
- McDowell, W., Harris, M., Gibson, S., & Voelker, T. (2012). The impact of organizational efficacy and flexibility on small business performance. *United States Association for Small Business and Entrepreneurship*.
- Voelker, T., McDowell, W., Harris, M., & Gibson, S. (2012). The influence of communication and information quality on trust in the small business supply chain. *Small Business Institute*®, 36, 232-245.
- Batchelor, J., Harris, M., Gibson, S., & Simpson, L. (2011). Comparison of ethical behavior: Individual perceptions and attitudes toward entrepreneurs. *Small Business Institute*®, 35, 24-37.
- McDowell, W. C., Gibson, S. G., Harris, M. L., Cooke, B., & Escudier, B. (2011). The impact of strategic orientation and ethnicity on small business performance. *Small Business Institute*®, 35.
- Harris, M. L., McDowell, W. C., Gibson, S. G., & Cooke, B. N. (2011). SMES and performance: The role of trust and dependence in the supply chain. *United States Association for Small Business and Entrepreneurship*, 887-898.

- Gibson, S. G., Harris, M. L., & McDowell, W. C. (2011). An investigation of small business performance examining the impact of strategic orientation and gender. *United States Association for Small Business and Entrepreneurship*, 839-851.
- Harris, M. L., Gibson, S. G., & McDowell, W. C. (2011). Trials and tribulations in small business ownership. *Southeast Decision Sciences Institute*, 398-408.
- Gibson, S. G., Walker, P., Harris, M. L., & Harris, D. (2010). Investigating the entrepreneurial attitudes of African Americans: A study of young adults. *Small Business Institute*®, 34, 100-110.
- Harris, M., McDowell, W., Gibson, S., & Mick, T. (2010). Understanding strategic relationships in small and medium sized enterprises: The importance of information quality and continuous quality improvement. *Small Business Institute*®, 34, 88-99.
- Batchelor, J. H., Gibson, S. G., Harris, M. L., & Simpson, L. (2010). Students' perceptions of ethical behavior: A comparison of attitudes towards entrepreneurs and traditional business managers. *United States Association for Small Business and Entrepreneurship*, 1002-1018.
- McDowell, W., Harris, M., & Gibson, S. (2010). The role of trust and dependence in small business performance: Does size matter? *United States Association for Small Business and Entrepreneurship*, 937-950.
- Gibson, S., Harris, M., & Walker, P. (2009). An examination of correlation patterns between entrepreneurial attitudes and entrepreneurial personality traits among college business students of different ethnicities. *Southeast Decision Sciences Institute*.
- Gibson, S. & Seeman, E. (2009). Predicting acceptance of electronic medical records: What factors matter most? *Southeast Decision Sciences Institute*, 164-170.
- Gibson, S. G. & Harris, M. L. (2009). Predicting the emergence of entrepreneurship in the former Soviet bloc: Evidence from Turkmen students. *SAM International Management Conference*.
- Seeman, E. & Gibson, S. (2009). Predicting acceptance of electronic medical records: Is the technology acceptance model (TAM) enough? *SAM International Management Conference*.
- Harris, M. L., Gibson, S. G., & Barber, D. (2009). Entrepreneurial attitudes of Brazilian students *SAM International Management Conference*.
- Sadighian, F., Harris, M., & Gibson, S. (2009). Investigating the entrepreneurial attitudes of Armenian immigrants. *SAM International Management Conference*.
- Harris, M. L., Gibson, S. G., & Mick, T. (2009). A connection between personality and entrepreneurial attitudes: Evidence from U.S. business students. *Small Business Institute*®, 33, 9-22.
- Gibson, S. G., Harris, M. L., & Barber, D. (2008). An examination of entrepreneurial personality factors in a Brazilian student population. *Southeast Institute for Operations Research and the Management Sciences*, 515-525.
- Harris, M. L., Gibson, S. G., Wang, C., Barber, D., & Orazov, S. (2009). Examining the entrepreneurial attitudes of college students: A multi-country perspective. *United States Association for Small Business and Entrepreneurship*, 1118-1130.
- Gibson, S. G., Harris, M. L., Mick, T., & Burkhalter, T. (2009). Comparing the entrepreneurial attitudes of university and community college students. *United States Association for Small Business and Entrepreneurship*, 1059-1068.
- Gibson, S., Harris, M., & Mick, T. (2008). An examination of the relationship between personality and entrepreneurial attitudes among U.S. college students. *Association for Small Business & Entrepreneurship*, 34, 93 - 106.
- Harris, M. L., Gibson, S. G., & Barber, D. (2008). A comparison of the entrepreneurial attitudes of Chinese versus Brazilian students. *SAM International Management Conference*, 907 - 917.
- Gibson, S. & Seeman, E. (2008). The role of occupational values in electronic medical records implementation. *Southeast Decision Sciences Institute*, 262-267.
- Seeman, E. & Gibson, S. (2008). Acceptance of electronic medical records implementation and the role of the theory of planned behavior. *Southeast Decision Sciences Institute*, 173-178.
- Gibson, S. G., Harris, M. L., & Wang, C. (2008). An examination of the relationship between personality and entrepreneurial attitudes among U.S. and Chinese students. *SAM International Management Conference*, 1453 - 1460.

- Harris, M. L., Gibson, S. G., Taylor, S. R., & Mick, T. D. (2008). Examining the entrepreneurial attitudes of business students: The impact of participation in the Small Business Institute®. Combined *United States Association for Small Business and Entrepreneurship & Small Business Institute®*, 1471-1481.
- Gibson, S. G., Harris, M. L., & Wang, C. (2008). A comparison of entrepreneurial attitudes in the U.S. and China. Combined *United States Association for Small Business and Entrepreneurship & Small Business Institute®*, 1460-1470.
- Gibson, S. & Harris, M. (2007). Faculty perspectives: A comparison of distance education and face-to-face courses. *Southeast Institute for Operations Research and the Management Sciences*, 73-77.
- Harris, M. & Gibson, S. (2008). China's emerging female entrepreneur. Combined *United States Association for Small Business and Entrepreneurship & Small Business Institute®*, 148-157.
- Harris, M., Gibson, S., & Wang, C. (2007). An examination of entrepreneurial attitudes in Chinese students. *SAM International Management Conference*, 926-936.
- Gibson, S., Harris, M., & Mick, T. (2007). A glass ceiling in entrepreneurship? *SAM International Management Conference*, 95-101.
- Harris, M., Gibson, S., & Taylor, S. (2007). An examination of the entrepreneurial attitudes of business students. Combined *United States Association for Small Business and Entrepreneurship & Small Business Institute®*.
- Gibson, S. & Harris, M. (2007). The theory of planned behavior & its role in technology acceptance: University faculty & distance education. *Southeast Decision Sciences Institute*, 614-623.
- Gibson, S. & Harris, M. (2006). Faculty and their choice of technology in DE Courses. *Southeast Institute for Operations Research and the Management Sciences*, 206-210.
- Gibson, S., Harris, M., & Colaric, S. (2006). Technology acceptance in an academic context: Faculty acceptance of distance education. *SAM International Management Conference*, 399-403.
- Harris, M. & Gibson, S. (2006). Understanding preferences for distance education: Examining the impact of student technology use and comfort. *SAM International Management Conference*, 356-363.
- Harris, M. & Gibson, S. (2006). Examining the impact of individual differences on preferences for distance education. *Southeast Decision Sciences Institute*, 507-514.
- Seeman, E., Gibson, S., & Rosenthal, D. (2006). An update: The theory of planned behavior and its role in technology acceptance of computerized physician order entry. *Southeast Decision Sciences Institute*, 229-233.
- Gibson, S. & Harris, M. (2005). Expectations for interaction in management education: A comparison of distance and on-site students. *Southeast Institute for Operations Research and the Management Sciences*, 266-270.
- Gibson, S. (2005). Implicit leadership theories: Are all prototypes created equally? *SAM International Management Conference*, 24-48.
- Seeman, E., Gibson, S., & Rosenthal, D. (2005). Physician technology acceptance: An update and future research agenda. *Southeast Institute for Operations Research and the Management Sciences*, pages.
- Gibson, S., Seeman, E., & Rosenthal, D. (2004). The theory of planned behavior and its role in technology acceptance: Model development utilizing computerized physician order entry (CPOE). *Southeast Decision Sciences Institute*.
- Gibson, S., Rosenthal, D., & Seeman, E. (2004). Computerized physician order entry (CPOE): The role of work values in physician technology acceptance. *ISSWOV*, 9th, 12-Jan.
- Gibson, S. & Gibson, J. (2004). Differences in successful completion of naval aviation flight training: An examination of student aviator race and gender. *Southeast Decision Sciences Institute*.
- Rosenthal, D., Seeman, E., & Gibson, S. (2004). Computerized physician order entry (CPOE): A study of physician technology assistance. *Southern Association for Information Systems*, 147-155.

Refereed Proceedings (Abstract only)

- Barber, D., Gibson, S., Harris, M., & Ladislav, R. (2017). Perceptions of Managers and Traditional Entrepreneurs in the Czech Republic. *Small Business Institute*, San Diego, California.
- Batchelor, J., Gibson, S., Kimball, B., & Burch, G. (2017). Students Perceptions of "The Coddling of the American Mind." *Small Business Institute*, San Diego, California.

- McDowell, W., Peake, W., Gibson, S., & Harris, M. (2017). Exploratory analysis of business and family problems facing family businesses. *Small Business Institute*, San Diego, California.
- Gibson, S., Harris, M., Barber, D., & Mayo, D. (2016). An investigation of the entrepreneurial attitudes of Czech students. *Decision Sciences Institute*, Austin, Texas.
- Wilson, M. A., Bennett, W. R., Gibson, S. G., & Alliger, G. M. (2012). Contemporary and emerging challenges and opportunities in work analysis. *Society for Industrial & Organizational Psychology*.
- Mick, T., Burkhalter, T., Gibson, S., & Harris, M. (2009). An examination of the entrepreneurial attitudes of two-year college students. *National Association for Community College Entrepreneurship*.
- Harvey, R., Aguinis, H., & Gibson, S. (2007). Impact of IRT-based top-score banding on ASVAB minority selection ratios. *Society for Industrial & Organizational Psychology*.
- Gibson, S., Harvey, R. J., & Quintella, Y. (2004). Holistic versus decomposed ratings of general dimensions of work activity. *Society for Industrial & Organizational Psychology*.

Selected Presentations & Workshops

- Barber, D., Gibson, S., Harris, M., & Ladislav, R. (2017). Perceptions of Managers and Traditional Entrepreneurs in the Czech Republic. *Small Business Institute*, San Diego, California.
- Batchelor, J., Gibson, S., Kimball, B., & Burch, G. (2017). Students Perceptions of "The Coddling of the American Mind." *Small Business Institute*, San Diego, California.
- McDowell, W., Peake, W., Gibson, S., & Harris, M. (2017). Exploratory analysis of business and family problems facing family businesses. *Small Business Institute*, San Diego, California.
- Gibson, S., Harris, M., Barber, D., & Mayo, D. (2016). An investigation of the entrepreneurial attitudes of Czech students. *Decision Sciences Institute*, Austin, Texas.
- Gibson, S., Bergey, P., Cobb Payton, K., Pfitzner, B., & Dave, D. (2012). Meet the Journal Editors of the Southeast Decision Sciences Institute. *Southeast Decision Sciences Institute*.
- Gibson, S. (2011). Work and Job Analysis Methodologies: Differences and Data Quality. Four hour workshop presented to forensic rehabilitation professionals. *International Association of Rehabilitation Professionals Annual Conference*, New Orleans, LA.
- Harris, M. & Gibson, S. (2011). Enhancing the Temperament, Techniques, and Performance of Minority Business Owners. *2011 National Outreach Scholarship Conference*, Raleigh, North Carolina.
- Johns, T. & Gibson, S. (2010). Navigating through Changing Waters: The Occupational Information Development Advisory Panel: Mission, Content Model and Classification Recommendations. *Texas Chapter of the International Association of Rehabilitation Professionals (TARPPS)*, Dallas, Texas.
- Gibson, S. & Wilson, M. (2010). Work Analysis...It's Easy. *SSA Occupational Information Development Advisory Panel Quarterly Meeting* - St. Louis, St. Louis, Missouri.
- Heitzman, A., Gibson, S., & Harkin, D. (2010). The Occupational Information Development Advisory Panel: Mission, Content Model and Classification Recommendations. *Minnesota Association of Rehabilitation Professionals*, Minneapolis, Minnesota.
- Gibson, S. & Peters, D. T. (2010). Occupational Information System Development Project & the Occupational Information Development Advisory Panel: Mission, Overview, & Recommendations. *Florida (DWC SE) Chapter of the International Association of Rehabilitation Professionals*, Ft. Lauderdale, Florida.
- Ohara, M., Russell, P., & Gibson, S. (2008). Maintaining Quality in DE Courses. *North Carolina Distance Learning Association / Distance Learning Alliance*, New Bern, North Carolina.
- Gibson, S. & Harris, M. (2007). An Overview of Research Related to Distance Education. *Distance Education Research Exchange* - ECU College of Business & College of Education, Greenville, North Carolina.
- Gibson, S. (2006). Overview of the Development & Use of a New Peer Evaluation Form for the College of Business. *DE Online Steering Committee Presentations for Continuing Education*, Greenville, North Carolina.
- Gibson, S. (2006). So I Have A Job, Now What? *East Carolina Career Readiness Institute*, Greenville, North Carolina.
- Gibson, S. (2006). Promoting Interaction: The Use of Synchronous Chat in DE. *Teaching with Technology 2005: A Think-In of Best Practices*, Greenville, North Carolina.

TEACHING

- Awards
 - Recipient 2010 Board of Governor's Teaching Award
 - Recipient 2009 Max Ray Joyner Award for Faculty Service through Continuing Education
 - Recipient 2009 Robert L. Jones University Alumni Award for Outstanding Teaching
 - Recipient 2009 – 2012 College of Business Teaching Fellow
 - Recipient 2005 College of Business Commerce Club New Faculty Teaching Award
- Diverse Teaching Experience in both Face-to-Face and Online Environments
 - Human Resources Management (graduate & undergraduate)
 - Entrepreneurship (graduate & undergraduate)
 - Organizational Behavior (graduate)
 - Comparative Management (graduate)
 - Organizational Development & Change (undergraduate)
 - Fundamentals of Management (undergraduate)

HONORS

- The Homer Saunder's Outstanding Paper Award. (2014). Analyzing the link between strategy and performance: Comparing small business owners and professional managers. Association for Small Business & Entrepreneurship (ASBE).
- Nominated candidate, Director at Large. (2012). United States Association for Small Business and Entrepreneurship.
- Featured Paper. (2011). Comparison of ethical behavior: Individual perceptions and attitudes toward entrepreneurs. Small Business Advancement National Center.
- Featured Paper. (2009). A connection between personality and entrepreneurial attitudes: Evidence from U.S. business students. Small Business Advancement National Center.
- Featured Paper. (2008). A comparison of entrepreneurial attitudes in the U.S. and China. Small Business Advancement National Center.
- BRIDGES XV Academic Leadership for Women. (2007). UNC Friday Center for Continuing Education, University of North Carolina System.
- Best Paper Finalist. (2008). United States Association for Small Business and Entrepreneurship. Paper co-authored with Michael Harris, Sherrie Taylor, & Todd Mick entitled: Examining the entrepreneurial attitudes of business students: The impact of participation in the Small Business Institute®.
- Faculty Hooder. Elected by MBA students to serve as College of Business Faculty Hooder. Fall 2006 graduation.
- Faculty Marshall. Elected by undergraduate management majors to serve as Marshall, spring 2004 graduation.

SELECTED SERVICE

Editorial Responsibilities

- Co-Editor: Small Business Institute Journal®, 2011 – 2016.
- Editor: The Handbook of Work Analysis in Organizations: The Methods, Systems, Applications, & Science of Work, 2012.
- Editorial Board: Coastal Business Journal, 2009 – present.
- Ad-hoc Reviewer: Southern Journal of Entrepreneurship, 2008 – 2011.
- Editorial Board: B Quest, 2005 – present.
- Ad-hoc Reviewer: Journal of Managerial Issues, 2005 - 2007

Professional Leadership

- Decision Sciences Institute
 - Member Services Committee, 2015 - 2016
 - Regional Activities Committee, 2015 - 2016
- Southeast Decision Sciences Institute

- Past President & Council member, 2016
- President, 2015
- President Elect, 2014
- Conference Chair, 2013
- Vice President for Publications, 2010
- Small Business Institute®
 - Vice President of Research & Publications, 2013 – 2014
 - Financial Audit Committee, 2012
- Southeast Institute for Operations Research and the Management Sciences
 - Past President & Board of Directors, current
 - President, 2012
 - Vice President 2011
 - Secretary/Treasurer, 2010
 - Conference Chair, 2009
- Appointed member U.S. Social Security Administration's Occupational Information Development Advisory Panel, 2009-2012
- BRIDGES XV Academic Leadership for Women. (2007). UNC Friday Center for Continuing Education, University of North Carolina System.

University Service

- Chair, University Budget Committee (2015); Member (2014 - 2016)
- Member, Sedona Replacement Executive Committee (2015 - present)
 - Chair, University Super-Users Subcommittee (2016)
- Member, Office of Faculty Excellence Advisory Council (2015 - present)
- Member, Graduate Programs to Serve Military Population Committee (2014-present)
- Member, Executive Committee for Strategic Action Planning (2010 – 2015)
- Member, Leadership Minor Steering Committee (2012-present)
- Member, Institutional Assessment Advisory Panel (2012 – 2015)
- Teaching with Technology Instructor (2013-present); Teaching with Technology Mentor (2013);
- Member, Compliance with Community College Articulation Agreement Committee (2013-2015)
- Member, Academic Awards Committee (2011-2015)
 - Chair, ECU Max Ray Joyner Award for Outstanding Teaching Selection Committee (2013-2015)
 - ECU Alumni Association Award for Outstanding Teaching Selection Committee (2009-2015)
- Member, University Enrollment Management Task Force (2014)
- Member, Search Committee for Director of Development / Major Gifts Officer (2014)
- Member, Faculty Officers Nominating Committee (2014)
- Member, Quality Enhancement Plan Development Council (2011-2014)
- Member, Search Committee for Associate Vice Chancellor for Human Resources (2013)
- Member, Search Committee for Assistant Director of Employer Relations, ECU Career Center (2012)
- Member, Foundations of Excellence - Improvement Dimensions Subcommittee (2010-2012)
- Member, University Calendar Committee (2006-2011); Chair (2008-2011), Vice Chair (2007), Secretary (2006)
- Member, ECU CIO Search Committee (2010)
- Tenure & Promotion Workshop: Panelist for Tenure & Promotion Workshop presented by the Committee on the Status of Women (2010)
- Member, QEP - Leadership Portfolio Ad-Hoc Committee (2010)
- Member, College of Arts & Sciences Organizational Structure Review (2010)
- Member, Five Year Review Committee for Dean Niswander (2009)
- Faculty Advisor, Alpha Kappa Psi (2003-2008)
- Member, University Undergraduate Research / Creative Activities Committee (2005)

College Service

- Chair, Search Committee for Director of Undergraduate Programs (2016)
- Chair, Search Committee for Assistant Director Career Services (2016)
- Member, Search Committee for Director, Miller School of Entrepreneurship (2016)
- Member, Search Committee for Assistant Director of Graduate Programs (2015)
- Member, Search Committee for Assistant Director of Career Center (2015)
- Member, College of Business Graduate Committee (2012-present)
- Member, College of Business Undergraduate Committee (2012-present)
- Member, College of Business LEAD Integration Assessment Committee (2014-present)
- Member, College of Business EDGE Assessment Committee (2012-2014)
- Member, Search Committee for Assistant Director of Advising (2014)
- Member, College of Business Online Steering Committee (2012-present; 2004-2008)
- Liaison, University Curriculum Committee for College of Business (2012-present)
- Liaison, University Graduate Curriculum Committee (2012-present)
- Member, Leadership / BUSI Curriculum (2007 – present)
- Faculty Senator (2012-2014 & 2008-2010); Faculty Senate Alternate (2010-2012)
- Management Department Representative for Faculty-Student Luncheon Series (2012, 2010, 2007)
- Taking Care of Business, Management Department Representative (2010)
- Chair, Leadership Portfolio Committee (2008-2012)
- President & Faculty Advisor, Beta Gamma Sigma (2005-2009)
- Member, Undergraduate Curriculum Sub-Committee, Four Year College (2007)
- Chair, Ad-hoc committee for developing an online peer assessment instrument (2006)
- Member, Ad-hoc committee to study assessment in online education (2005)
- Ad-Hoc Management Scholarship Committee (2004)

Community Service

- Faculty Advisor, Campus Civitan (2014-present)
- Community Service through Garber United Methodist Church (2008-2013)
- Humane Society Canine Crawl Fund Raising (2007-2013)
- Invited Speaker, The Epiphany School, Spoke with high school seniors regarding common concerns related to college, and overall preparation for college, (2012).
- Volunteer, Religious Community Services Homeless Shelter, New Bern, NC (2012, 2014, 2016).
- Invited Speaker, Servant Leadership Training Session presented to Pitt County Sheriff's Department. Leading: Whatever Your Title, Everything You are Doing. (2011)
- Invited Speaker, Leadership Luncheon Presentation, Greenville Pentecostal Church. Leading: Whatever Your Title, Wherever You Are Sitting, (2010)

PROFESSIONAL DEVELOPMENT ACTIVITIES

- Baldrige 28th Annual Quest for Excellence Conference, 2015
- Process Excellence (Lean/Six Sigma Training), 2015
- NC Office of State Human Resources Equal Employment Opportunity Institute, level I training, 2015
- NC Awards for Excellence Milestone I Training, 2015
- Several AACSB-related conferences and seminar including: 2016 Leading in the Academic Enterprise, 2016 Associate Deans Conference, 2015 ICAM; 2015 Business Accreditation Seminar; 2015 Associate Deans; 2014 Associate Deans; 2014 Aspiring Deans; 2013 Assessment; 2013 Accreditation; 2013 Associate Deans; 2012 Associate Deans; 2012 Assessment and Applied Assessment; 2012 Mentor Training
- Constantly updating skill-set related to teaching and online education via continuing education activities

MEMBERSHIPS

- Decision Sciences Institute
- Small Business Institute®

- Institute for Operations Research and the Management Sciences
 - Academy of Management
 - Southeast Decision Sciences Institute
 - Southeast Institute for Operations Research and the Management Sciences
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