

Shanan Gwaltney Gibson, PhD

Dean & Professor of Management, David B. O'Maley College of Business
Embry-Riddle Aeronautical 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 EXPERIENCE

- Dean, David B. O'Maley College of Business, Embry Riddle Aeronautical University (2020 – present)
 - Lead team of 40 faculty and staff for college serving 450+ students across seven degree programs at the undergraduate, masters and doctoral levels; manage \$8.5m annual budget
 - Doubled annual philanthropic gifts to the OCOB (June 2023 vs June 2020)
 - Improved retention of first year full time business students by 12% from 2021 – 2023
 - Actively engaged in numerous aerospace/aviation industry organizations including: National Aviation Finance Association, International Society of Transport Air Trading, International Aircraft Dealers Association, National Business Aviation Association, Central Florida Business Aviation Association
 - Grew and revised Executive in Residence program to feature four prominent aerospace executives sharing their time and talent during two year commitments
 - Chartered and expanded Business Leadership Board to align with College strategic initiatives; achieved 100% giving participation
 - Established Young Alumni Leadership Board to encourage engagement among recent graduates and perpetuate nascent culture of philanthropy
 - Expanded outreach and visibility of OCOB Center for Innovation and Entrepreneurship via cross-campus collaborations, alliance with NASA, and establishment of significant endowed scholarship
 - Launched new undergraduate major, new master's degree and revised doctoral program to a DBA focused on industry executives
 - Leading initial AACSB accreditation process; iSER submitted 11/2023
 - Partnered with faculty leadership to update tenure & promotion standards, adopt quality journal list, teaching effectiveness peer review, and adopt faculty qualifications/scholarly engagement model to align with AACSB expectations
 - Founded annual Business of Flight Week featuring series of industry guest speakers from across aviation business
 - Successfully welcomed six new faculty to college of business
- Dean, College of Business, Texas A&M University-Commerce (2017 – 2020)
 - Led team of 50+ faculty and staff for college serving 3200+ students across eight degree programs in three physical locations plus online offerings; managed \$13m annual budget
 - Opened Center for Excellence that generated nearly \$700k in corporate billings within first year including: the College's first federally funded grant; contract to provide all SAP-related training to employees at largest regional employer/major defense contractor; contract with major defense contractor to create database management system capturing information gathered in the first ever crowdsourced simulator study which debuted at the 2019 Consumer Electronics Show; underwriting to become a SAP University partner
 - Optimization of scheduling that saved \$411k in personnel spending over two years (54% decrease) through increased efficiencies

- Cultivated College's largest single gift in its history - \$400k to fund a distinguished lecturer
 - Increased cash giving by 96% and pledges by 374% in first year
 - Grew alumni engagement yielding more new donors to my college than my peers
- Successful international reaccreditation (AACSB) fall 2018 with multiple commendations
- Improved 2020 U.S. News & World Report's Best Online Programs rankings by 13 points (MBA) & 10 points (Business, Non-MBA).
- Significantly increased COB engagement with/support of TAMUC athletics
- Co-chaired President's initiative to develop new mission, vision, and strategic plan
- Implemented Salesforce TargetX across academic advising to facilitate ongoing interaction and engagement with students from initial inquiry throughout academic career to alumni status
- Initiated campus' first comprehensive model of faculty peer feedback in teaching
- Guest Lecturer, China Geosciences University Beijing
- Associate Dean for Student & Faculty Development (2012-2017), College of Business, East Carolina University
 - Responsible for leadership of undergraduate programs (4000 students), graduate programs (900 students; 85% online), curriculum, and Center for Student Success (Career Center, Business Communication Center, Academic Advising)
 - Founded annual Leadership Conference; secured corporate sponsorships and keynote speakers including Ruffin McNeill (head coach), Lynn Good (CEO Duke Energy) and Robert Cabana (Director, Kennedy Space Center)
 - Responsible for all Assurance of Learning activities and reporting (2012-2016); assisted new Assistant Dean for Assessment with turn-over of responsibilities
- Professor of Management, East Carolina University Department of Management (2014-2017)
- 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

- IMPACT on Sustainable Aviation, Board of Advisors; Vice Chair (2023 – present)
- State Farm Corporation (2009- 2017). 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.

Book Chapters

- Gibson, S. G. (2020). Understanding work analysis and its applications, 2nd ed. In D. R. Strauser (Ed.), *Career development, employment, and disability: From theory to practice*. New York, NY: Springer Publishing. DOI: 10.1891/9780826158161
- 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.

Journal Articles

- Barber, D., Ghouse, S., Gibson, S., & Harris, M. (2021). Gender and exposure differences in entrepreneurial attitudes of Indian university students. *International Journal of Entrepreneurship and Small Business*, 44(4), 435-451. <https://doi.org/10.1504/IJESB.2020.10020730>
- Ghouse, S.M., Barber, D., Harris, M.L., Gibson, S.G. (2021). Role of gender and exposure on entrepreneurial attitudes of Omani university students. *Journal for International Business and Entrepreneurship Development*, 13(1), 1-21.
- Barber, D., Ghouse, S., Batchelor, J., Chahaer, F., Gibson, S., Harris, M. (2020). An investigation of Indian student attitudes towards entrepreneurs and managers. *Journal of Entrepreneurship in Emerging Economies*, 12(3), 377-398. <https://doi.org/10.1108/JEEE-09-2018-0091>
- Barber, D., Batchelor, J., Hatten, T., Gibson, S., Rolinek, L. (2020). Czech Students' Perceptions of Ethical Behavior in Business and Entrepreneurship. *Business Ethics and Leadership*, 4(1), 80-91.
- Burch, J., Batchelor, J., Bostwick, E., Gibson, S., Burch, G., Abston, K. & Ellenberg, G. (2019). Assessing Higher Education Assessment Policies and Processes: A Critical Policy Analysis Approach. *Journal of Academic Administration in Higher Education*, 14(2), 47-63.

- Burch, G., Batchelor, J., Burch, J., Gibson, S., & Kimball, B. (2018). Microaggression, anxiety, trigger warnings, emotional reasoning, mental filtering, and intellectual homogeneity on campus: A study of what students think. *Journal of Education for Business*, 93(5), 233-241.
- Barber, D., Gibson, S., Harris, M., & Ladislav, R. (2017). Entrepreneurial attitudes of students in the Czech Republic. *Journal of Applied Management and Entrepreneurship*, 23(1), 6-23.
- 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*, 6(2), 84-103.
- 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.

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)

- Gibson, J., Gibson, S. Choi, Y. (2022). An examination of the impact of Covid-19 on flight safety. *Fifty-first annual meeting of the Southeast Decision Sciences Institute*, Jacksonville, FL.
- Barber, D., Ghouse, S., McDowell, W., Gibson, S., Harris, M. (2018). Indian students perceptions of managers' and traditional entrepreneurs' ethics. *Small Business Institute*, Corpus Christi, TX.
- Barber, D., Gibson, S., Ghouse, S., Harris, M. (2017). Entrepreneurial attitudes and intentions among Indian college students. *Decision Sciences Institute*, Washington DC.
- 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

- Gibson, S. (2024). Building your college brand. Presentation at *2024 AACSB Deans Conference, Small Schools Affinity Group meeting*, Barcelona, Spain.
- Burrus, R., Albers, N., Gibson, S., & White, M.L. (2023). Business School Deans Panel, *Southeast Decision Sciences Institute*, Wilmington, NC.
- Bruno, M., Gibson, S., Picken, C., & Voelker, A. (2022). Workforce hurdles and labor challenges: Getting ready for future demand. *AviationWeek A&D Supply Chain Conference*, Beverly Hills, CA.
- Hardin, W.G., Gibson, S.G., Landry, B.J., & White, M.L. (2022). Business School Deans Panel, *Southeast Decision Sciences Institute*, Jacksonville, FL.
- Ghouse, S., Barber, D., Harris, M. & Gibson, S. (2019). Gender and exposure based entrepreneurial attitudes of Oman University Students. *IACCM-IESEG Conference*, Paris, France.

- Barber, D., Ghouse, S., McDowell, W., Gibson, S., Harris, M. (2018). Indian students perceptions of managers' and traditional entrepreneurs' ethics. *Small Business Institute*, Corpus Christi, TX.
- Barber, D., Gibson, S., Ghouse, S., Harris, M. (2017). Entrepreneurial attitudes and intentions among Indian college students. *Decision Sciences Institute*, Washington DC.
- 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 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

Professional Leadership

- AACSB Small Schools Network Affinity Group Steering Committee, 2022 – 2024
 - Vice Chair/Chair Elect, 2023-2024
- AACSB New Deans Affinity Group Steering Committee, chair 2019 – 2020; 2018 – 2022
- Decision Sciences Institute
 - Marketing Committee, 2020 - present
 - Immediate Past Chair, Member Services, 2020 – 2022
 - Vice President, Member Services, 2018 – 2020
 - Member Services Committee, 2015 – 2017
 - Regional Activities Committee, 2015 – 2017
- Beta Gamma Sigma DFW Alumni Chapter – Board Member, 2019 – 2020
- Southeast Decision Sciences Institute
 - Council Member, 2023 - present
 - Past President & Council member, 2016
 - President, 2015
 - President Elect, 2014
 - Conference Chair, 2013
 - Vice President for Publications, 2010
- Small Business Institute®
 - Vice President Development, 2017
 - Vice President of Research & Publications, 2013 – 2014
 - Financial Audit Committee, 2012
- Southeast Institute for Operations Research and the Management Sciences
 - Past President & Executive Council, 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

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 – 2017.
- Ad-hoc Reviewer: Southern Journal of Entrepreneurship, 2008 – 2011.
- Editorial Board: B Quest, 2005 – 2017.
- Ad-hoc Reviewer: Journal of Managerial Issues, 2005 - 2007

University Service

Embry Riddle Aeronautical University

- Chair, Search Committee, University Registrar (2023)
- Strategic Plan Working Group, Student Experience (2022 – present)
- Member, Search Committee, Executive Director Career Services (2022 - 2023)
- Risk Advisory Council (2020 – present)
- Strategic Enrollment Management Recruitment & Marketing Steering Committee (2020 – present)

Texas A&M University – Commerce

- Member, University Summer Enrollment Planning Committee (2019 – present)
 - Chair, Workload & Benchmarking Subcommittee
- Chair, Search Committee, Dean of the Graduate School (2019)
- Co-chair, President's Strategic Planning Committee (2019)
- Chair, Search Committee, Dean of the College of Humanities, Social Sciences, and Arts (2018)
- Chair, Search Committee, Associate Dean, College of Agricultural Sciences & Natural Resources (2018)
- Member, University Executive Council (2017-present)
- Member, University Academic Affairs Council (2017-present)
- Member, University Deans Council (2017-present)
- Member, Institutional Effectiveness Leadership Council (2018 – present)
- Member, Athletics Council (2018 – present)
- Member, University Visual Arts Committee (2017-present)
- Presenter, Mane Event Freshman Recruitment Event (2017-present)
- Chair, College Executive Committee (2017-present)
- Chair, College Strategic Planning Committee (2017-present)
- Volunteer, University SACSCOC Review Committee (2018 – present)

East Carolina University

- Chair, University Budget Committee (2015); Member (2014-2017)
- Member, Sedona Replacement Executive Committee (2015-2017)
 - Chair, University Super-Users Subcommittee (2016-2017)
- Member, Office of Faculty Excellence Advisory Council (2015-2017)
- Member, Graduate Programs to Serve Military Population Committee (2014-2017)
- Member, Executive Committee for Strategic Action Planning (2010–2015)
- Member, Leadership Minor Steering Committee (2012-2017)
- Member, Institutional Assessment Advisory Panel (2012–2015)
- Teaching with Technology Instructor (2013-2017); 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 Assistant Director Career Services – Internship Coordinator (2017)
- Chair, Search Committee for Director, Miller School of Entrepreneurship (2017)
- Chair, College of Business LEAD Integration Assessment Committee (2016-2017)
- 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 (2012-2017)
- Member, College of Business Undergraduate Committee (2012-2017)
- Member, College of Business LEAD Integration Assessment Committee (2014-2016)
- 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 (2012-2017; 2004-2008)
- Liaison, University Curriculum Committee for College of Business (2012-2017)
- Liaison, University Graduate Curriculum Committee (2012-2017)
- Member, Leadership / BUSI Curriculum (2007 – 2017)
- 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, TACO (Texas Appreciation Community/Organization; 2020 – present)

- Faculty Advisor, Campus Civitan (2014-2017)
- Community Service through Garber United Methodist Church (2008-2017)
- 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 ENGAGEMENT & DEVELOPMENT

- Numerous AACSB-related conferences and seminars including: 2024 Deans Conference, 2023 AACSB Business Accreditation Seminar, 2023 Deans Conference, 2022 Americas Accreditation Conference, 2022 Deans Conference, 2022 International Conference and Meeting (ICAM), 2021 Deans Conference, 2020 Deans Conference, 2020 ICAM, 2019 GBAC, 2019 ICAM, 2018 Deans Conference, AACSB Volunteers Training, 2017 Deans Conference, 2017 International Conference and Meeting (ICAM), 2016 Leading in the Academic Enterprise, 2016 Associate Deans Conference, 2016 ICAM, 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
 - Guest Speaker, Red River Valley Human Resources Association, 2019
 - Baldrige 28th Annual Quest for Excellence Conference, 2015
 - Process Excellence (Lean/Six Sigma Training), 2015
 - NC Awards for Excellence Milestone I Training, 2015
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