

Russell Baker

EDUCATION

Post-Doctoral Studies

University of South Florida, PhD program in Instructional Technology

Doctorate of Business Administration

University of Sarasota - Dual Cognate: Information Systems Management & Management

Dissertation: An Analysis Of The Benefits Of Decision Support System Utilization In Small Businesses

Master of Science

Troy State University, Management

Bachelor of Science

Troy State University, Management

Bachelor of Science

State University of New York, Human Relations

Principle Teaching Areas

Information Technology: IT Governance, Strategic Alignment, Database Management Design and Implementation, Management Information Systems, Microcomputer Applications

Management: Operations Management, Strategic Management, Organizational Behavior

PROFESSIONAL EXPERIENCE

Academic

Jacksonville University, Jacksonville, Florida (2004 – Current)

Professor (tenured)

Professor of Decision Sciences and Information Management in the college of business graduate and undergraduate programs of a medium-size, AACSB accredited private university. Courses include undergraduate and graduate management information systems, Business Policy and Strategy, EMBA management information systems.

Committee Memberships include:

- Board of Trustees Technology Subcommittee
- University Instructional Resources Committee (chair)
- University Freshman Learning Assessment Committee (chair)
- University CIO search committee
- University Instructional Technology Specialist search committee
- College of Business Dean search committee
- College of Business Technology Committee (chair),
- College of Business Curriculum Development Committee,
- College of Business Intellectual Contributions Committee (for AACSB),
- College of Business Assessment Committee (past chair-for AACSB),
- College of Business MBA Committee
- College of Business Faculty Development Committee

Past faculty sponsor for Alpha Kappa Psi national business fraternity and Rho Delta Rho COB honor fraternity

Jacksonville University Scholar of the Year 2007

Jacksonville University Professor of the Year 2008-2009

The University of Tampa, Tampa, Florida (1998 - 2004)

Instructor / Faculty & Staff Technology Trainer

Instructor in the Information and Technology Management graduate and undergraduate programs of a medium-size, AACSB accredited university. Recent courses include MIS, Microcomputer Applications, and Technology in Education, others.

Developed and conducted training courses and seminars for university faculty and staff on utilization and application of Internet technologies in college courses, website design and application, database design, Microsoft Windows, Microsoft Office applications technology, Blackboard, other technologies.

Committee Memberships include: University Website Development Committee, College of Business Technology Committee, Center for Advanced Technical Education (CATE), Oversight Committee, Blackboard Steering Committee, Academic Integrity Committee

Teaching evaluation 1999-2002 five-year cumulative average, based on 37 individual undergraduate and graduate courses, is 4.34 on 5-point scale. Samples of course evaluations are available upon request

Florida Metropolitan University, Tampa, Florida (1994 – 1999)

Director of Graduate Studies / Professor

Director of Graduate Studies (1998 to 1999). Responsible for curriculum development, course scheduling, faculty hiring and development, student advising and retention at the Tampa campus in addition to teaching. Left position at FMU in 1998 to accept a faculty position at an AACSB university. Continued teaching at FMU on an adjunct basis.

Professor in the MBA and undergraduate programs of a multi-campus, private university. Courses taught include Management Information Systems, Advanced MIS, Database Management, Business Policy and Strategy, Operations Management, Business Research, Visual Basic.

Committee Memberships include: Internet/Distance Learning Committee (chair), Academic Council, MBA Curriculum Development Committee, Syllabus Review Committee

Business

Academic and Business Research Institute (2008 – current) Executive Director

RecTec, Inc., Clearwater Beach, Florida (1991 – 1994) OCR Systems Analyst consultant

INTELLECTUAL CONTRIBUTIONS

Baker, R. (March, 2014) Academic Writing and Publishing, Presented at multiple conferences 2010 – 2015 (Conference Presentation, Learning and Pedagogical Research)

Baker, R., Adams, M., and Thornton, B., (July, 2009), Using a two-treatment factorial design to analyze the first-day percent change in price for initial public offerings, Journal of Business and Economics Research, (peer-reviewed journal).

Baker, R., Adams, M., and Thornton, B., (May, 2009), Asymmetric price adjustment: are IPO prices too “Sticky”?, Journal of Business and Economics Research, (peer-reviewed journal).

Baker, R., Adams, M., and Thornton, B., (November, 2008) Dutch Auction or Dutch Uncle: A Case Study of the NetSuite IPO, Journal of Business Case Studies, (peer-reviewed journal).

Baker, R., Almerico, G. and Thornton, B., (Fourth Quarter, 2008) Evaluating the effectiveness of a course-objective writing developmental teacher training program, Contemporary Issues in Educational Research, (peer-reviewed journal).

Baker, R., Dudley, B., Holt, S., Stockton, C., and Vuktoa, V., (Fall, 2008) United Parcel Service's IT Infrastructure: A Case Analysis, Review of Business Information Systems, (peer-reviewed journal)

Baker, R. Pordeli, H. Sepehri, M. and Burke, T., (September, 2008) Improving new hire turnover through the use of assessment tools, Journal of Business Case Studies (peer-reviewed journal).

Baker, R., Adams, M., and Thornton, B., (September, 2008) An evaluation of the effectiveness of Turnitin.com as a tool for reducing plagiarism in graduate student term papers, College Teaching Methods and Styles Journal, (peer-reviewed journal).

Baker, R., Almerico, G., and Thornton, B. (April, 2008) Evaluating Course Objective-Writing Effectiveness: Applying the Comprehensive Bloom Verb List, Journal of College Teaching & Learning, (peer-reviewed journal).

Baker, R., Adams, M., and Sepehri, M., (June, 2008) The Information Technology Outsourcing Advantage: India vs. China, European Applied Business Research (EABR) Conference, Salzburg, Austria (presentation & peer-reviewed proceedings).

CONFERENCE BEST PAPER AWARD WINNER

Baker, R., and Adams, M., (June, 2008) Another BRIC in the IT Outsourcing Wall, European Applied Business Research (EABR) Conference, Rothenberg, Germany (presentation & peer-reviewed proceedings).

Baker, R., Adams, M., and Thornton, B. (June, 2008) An evaluation of the effectiveness of Turnitin.com as a tool for reducing plagiarism in graduate student term papers, Teaching and Learning (TLC) Conference, Rothenberg, Germany (presentation & peer-reviewed proceedings).

CONFERENCE BEST PAPER AWARD WINNER

Baker, R., Almerico, G., and Thornton, B. (April, 2008) Evaluating Course Objective-Writing Effectiveness: Applying the Comprehensive Bloom Verb List, Journal of College Teaching & Learning, (peer-reviewed journal).

Baker, R., Harrison, J., Thornton, B. and Yates, R. (June, 2008) An analysis of the effectiveness of podcasting as a supplemental instructional tool: a pilot study, College Teaching Methods and Styles Journal, (peer-reviewed journal).

Baker, R. and James, M. (March, 2008) Unionization as a consequence of cynicism: the relationship between social-exchange, cynicism and unionization, International Applied Business Research Conference, San Juan, Puerto Rico (presentation & peer-reviewed proceedings).

Baker, R., Adams, M., and Thornton, B. (March, 2008) Dutch Auction Or Dutch Uncle? A Case Study Of The Netsuite IPO PR08-315. International Applied Business Research Conference, San Juan, Puerto Rico (presentation & peer-reviewed proceedings).

Baker, R., Berry, P., and Thornton, B. (January, 2008) Student Attitudes on Academic Integrity Violations, Journal of College Teaching & Learning, (peer-reviewed journal).

Baker, R. (Third Quarter, 2007) GTE Union Organization - A Case Study, Journal of Business Case Studies, (peer-reviewed journal).

Baker, R., Harrison, J., Thornton, B. and Yates, R. (June, 2007) An analysis of the effectiveness of podcasting as a supplemental instructional tool: a pilot study, European Applied Business Research Conference, Ljubljana, Slovenia (presentation & peer-reviewed proceedings)

Baker, R., Almerico, G., and Thornton, B. (June, 2007) Evaluating Course Objective-Writing Effectiveness: Applying the Comprehensive Bloom Verb List, College Teaching & Learning Conference, Venice, Italy (presentation & peer-reviewed proceedings).

Baker, R., Matulich, E., and Papp, R. (April, 2007) Teach Me in the Way I Learn: Education and the Internet Generation, Journal of College Teaching & Learning, (peer-reviewed journal).

Baker, R., Adams, M., Mullins, T. and Thornton, B. (March, 2007) System Design and Implementation: a Pilot Study, Southern Association for Information Systems Conference, Jacksonville, Florida (presentation & peer-reviewed proceedings)

Baker, R., Murray, M, and Papp, R. (March, 2007) Achieving Assessment of Learning, Southern Association for Information Systems Conference, Jacksonville, Florida (workshop presentation & peer-reviewed proceedings)

Baker, R., Harrison, J., and Yates, R. (March, 2007) Podcasting in Higher Education: Toy or Tool?, Southern Association for Information Systems Conference, Jacksonville, Florida (presentation & peer-reviewed proceedings)

Baker, R., Almerico, G., and Thornton, B. (June, 2007) Evaluating Pre-Service Teacher Objective Writing, Journal of Educational Enquiry, (peer-reviewed journal).

Baker, R. (Fall, 2006) A situational Model for Self-Regulated Learning, Journal of Business and Behavioral Sciences, San Diego, California (peer-reviewed journal)

Baker, R. and Papp, R. (June, 2006) Teaching the NetGen: Digital Students of the New Millennium, Distance Learning Administration 2006 Conference, Jekyll Island, Georgia (peer-reviewed proceedings)

Baker, R. and Papp, R. (March, 2006) Bloom's Taxonomy Analysis Software, Southern Association for Information Systems Conference, Jacksonville, Florida (workshop presentation & peer-reviewed proceedings)

Baker, R. (March, 2006) Validating Bloom Computer Analysis Tool (B-CAT), Southern Association for Information Systems Conference, Jacksonville, Florida (presentation & peer-reviewed proceedings)

Baker, R., Berry, P. and Thornton, B. (March, 2006) The Demographics of Digital Cheating, Southern Association for Information Systems Conference, Jacksonville, Florida (presentation & peer-reviewed proceedings)

Baker, R. (ed.), Barlow, W., Brannon, M, Jiannuzzi, J., Moss, T., and Wright, D. (March, 2006) Radio Frequency Identification (RFID) Technology at Dell Computer Corporation, Southern Association for Information Systems Conference, Jacksonville, Florida (presentation & peer-reviewed proceedings)

Baker, R. (January, 2006) Ethical Issues for Information Technologies in Education, Conference of the International Academy of Business and Public Administration Disciplines, Orlando, Florida (peer-reviewed proceedings), Session Chair.

Baker, R. and Berry, P. (January, 2006) Educational Ethics and Technology: a Survey of Student Perceptions, Conference of the International Academy of Business and Public Administration Disciplines, Orlando, Florida (peer-reviewed proceedings)

Baker, R. and Almerico, G. (October, 2005) Student-Teacher Objective Writing Effectiveness Using the Comprehensive Bloom's Taxonomy Illustrative Verb List, Conference of the Florida Association of Teacher Educators, Orlando, Florida (peer-reviewed presentation)

Baker, R., (October, 2005) Digital Cheating, Using Computers to Commit Academic Integrity Violations: Identification and Prevention Methods, Jacksonville University Center for Teaching and Learning, Jacksonville Florida (non-reviewed presentation).

Baker, R. and Berry, P. (October, 2005) What Students Believe Constitutes Cheating, Conference of the Florida Association of Teacher Educators, Orlando, Florida (peer-reviewed presentation)

Baker, R. and Szydlo, S. (October, 2005) Relationship Between Reading Test Comprehension Level and Time Engaged in Reading Empirical Articles by Graduate Students, Conference of the Florida Association of Teacher Educators, Orlando, Florida (peer-reviewed presentation)

Baker, R. (May, 2005) An analysis of the development of self-regulation in distance learning, Distance Learning Administration 2005 Conference, Jekyll Island, Georgia (peer-reviewed proceedings)

Baker, R., (ed.), Dudley, B., Holt, S., Larsen, T., Stockton, C. and Vukota, V. (February, 2005) Analysis of the effectiveness of ecommerce at UPS, Southern Association for Information Systems Conference, Savannah (peer-reviewed proceedings)

Baker, R. and Almerico, G. (2004) Applying database technology for student record automation, Journal of the Florida Association of Teacher Educators, Orlando, Florida (peer-reviewed journal)

Baker, R. and Almerico, G. (2004) Bloom's Taxonomy Illustrative Verbs: developing a comprehensive list for educator use, Journal of the Florida Association of Teacher Educators, Orlando, Florida (peer-reviewed journal)

Baker, R. (October, 2004) Utilizing Computer Technologies in the Classroom. Jacksonville University Center for Teaching and Learning, Jacksonville Florida (non-reviewed presentation).

Baker, R. and Almerico, G. (October, 2004) Applying database technology for student record automation, Conference of the Southeastern Regional Association of Teacher Educators, Orlando, Florida (peer-reviewed proceedings)

Baker, R. and Almerico, G. (October, 2004) Classifying illustrative verbs according to Bloom's Taxonomy: creating a framework for educators to assist in formulating objectives , Conference of the Southeastern Regional Association of Teacher Educators, Orlando, Florida (peer-reviewed proceedings)

Baker, R. (October, 2004) A situational model for self-regulated learning, Conference of the Southeastern Regional Association of Teacher Educators, Orlando, Florida (peer-reviewed proceedings)

Baker, R. and Papp, R. (August, 2004) Validation and Application of an Objectives Analysis Tool for Course Evaluation, Association for Information Systems Conference, New York City, New York (peer-reviewed proceedings)

Baker, R. (May, 2004) A comparison of undergraduate college student propensities towards academic integrity violations when computer technologies are used in assignments or examinations versus traditional, non-computerized assignments or examinations, Distance Learning Administration Conference, Jekyll Island, Georgia (peer-reviewed proceedings)

Baker, R. and Papp, R. (March, 2004) Evaluating Critical Success Factors Of Distributed Learning, Southern Association for Information Systems Conference. Savannah (peer-reviewed proceedings)

Baker, R. and Papp, R. (March, 2004) Dealing with Digital Academic Dishonesty, Southern Association for Information Systems Conference, Savannah (panel presentation & peer-reviewed proceedings)

Baker, R. and Papp, R. (December, 2003) Using The Course Evaluation Matrix To Assess Distributed Learning, International Conference on Informatics Education & Research, Seattle, Washington (peer-reviewed proceedings)

Baker, R., D'Onofrio, M., Lomerson, W., Papp, R., Van Slyke, C., (August, 2003) Electronic Business Strategy, Architecture and Design, Americas Conference on Information Systems, Tampa, Florida (panel presentation)

Baker, R., Papp, R. and Prescott, M. (July, 2003) Dealing with Digital Academic Dishonesty, International Business Schools Computing Association Conference, Daytona Beach, Florida (peer-reviewed proceedings)

Baker, R. and Papp, R. (June, 2003) A Multivariate Matrix for the Evaluation of Distance-Learning Courses, European Conference on Information Systems, Naples, Italy (peer-reviewed proceedings)

Baker, R. & Papp, R., (June, 2003) A Framework for Evaluation of Internet-Based Distance Learning Courses: Phase Two – Extending the Framework, Proceedings of the European Applied Business Research Conference, Venice, Italy (peer-reviewed proceedings)

Baker, R. (June, 2003). Integrating Microcomputer Technologies, Boston: Pearson

Baker, R. (June, 2003) Designing Objectives for Web Based Training, Proceedings of the European Applied Business Research Conference, Venice, Italy (peer-reviewed proceedings)

Baker, R. (June, 2003) A Framework for Evaluation of Internet-Based Distance Learning Courses, Phase One – Framework Justification, Design and Evaluation Online Journal of Distance Learning Administration (reprint, peer-reviewed journal)

Baker, R. (June, 2003) A Framework for Evaluation of Internet-Based Distance Learning Courses, Phase One – Framework Justification, Design and Evaluation Distance Learning Administration Conference, Jekyll Island, Georgia (peer-reviewed proceedings, *Best paper of conference award*)

Baker, R. & Papp, R., (March, 2003) Academic Integrity Violations in the Digital Realm, Southern Association for Information Systems Conference. Savannah (peer-reviewed proceedings)

Baker, R. & Papp, R. (February, 2003). A Multivariate Matrix for the Evaluation of Distance-Learning Courses, Seminar on Business and Economics Research Number 69. The University of Tampa, Tampa, Florida

Baker, R., and Almerico, G (January, 2003) Applying Database Technology for Student Record Automation, Hawaii International Conference on Education, Honolulu

Baker, R. (January, 2003) Digital Academic Dishonesty, Proceedings of the Hawaii International Conference on Education, Honolulu (peer-reviewed proceedings)

Baker, R. (2003) Microsoft Excel Tutorial: Decision Support Using Solver, [On-line]. Available: <http://ut.blackboard.com> (not -reviewed)

Baker, R. (2003) Microsoft Excel Tutorial: Data Analysis Using Excel Pivot Tables, [On-line]. Available: <http://ut.blackboard.com> (not -reviewed)

Baker, R. (2003) Microsoft Excel Tutorial: Excel Arrays, Macros, and Workbook Security, [On-line]. Available: <http://ut.blackboard.com> (not -reviewed)

Baker, R. & Papp, R. (December, 2002). Cheating Goes Digital: Academic Integrity Issues and Solutions, Seminar on Business and Economics Research Number 67. The University of Tampa, Tampa, Florida

Baker, R. (2002) White Paper - Microsoft Project Tutorial: Project Creation and Gantt Chart Design, (non-reviewed)

Baker, R. (2002) White Paper - Microsoft Project Tutorial: Resource Setup and Resource Assignment, (non-reviewed)

Baker, R. (2002) White Paper - Microsoft Access Tutorial: Databases, Database Terminology and Database Design, (non-reviewed)

Baker, R. (2002) White Paper - Microsoft Access Tutorial: Creating Tables, Relationships and Forms in Access, (non-reviewed)

Baker, R. (2002) White Paper - Microsoft Access Tutorial: Join Tables and Query Design, (non-reviewed)

Baker, R. (2002) White Paper - Microsoft Access Tutorial: Modifying Forms Using the Toolbox Properties, (non-reviewed)

Baker, R. (2002) White Paper - Microsoft Access Tutorial: Modifying Forms Using VBA and Properties, (non-reviewed)

Baker, R. (2002) White Paper - Microsoft Access Tutorial: Access Reports, (non-reviewed)

Baker, R. (2002) White Paper - Microsoft Access Tutorial: Switchboard Creation and the Database Documenter, (non-reviewed)

Baker, R. (2002) White Paper - Microsoft Excel Tutorial: Customer Finance Analyzer, (non-reviewed)

Baker, R. (2002) White Paper - Microsoft Excel Tutorial: Decision Support Using Scenario Manager, (non-reviewed)

Baker, R., Almerico, G., Matassini, N. (2001) Automating Report Generation for State Accountability in the Teacher Education Program at the University of Tampa. 2001 ATE Conference, New Orleans

Baker, R. (1999) Understanding Business Website. [On-line]. Available: <http://www.mhhe.com/ub5e>, New York: Irwin

Baker, R. (1999) Internet Applications for the College Classroom. Media Resource Guide to Accompany Understanding Business 5th Edition, New York: Irwin

Baker, R. (1999) Internet Resources for Small Business. [On-line]. Available: <http://www.mhhe.com/ub5e>, New York: Irwin

Student supplemental materials for the Understanding Business textbook published on the McGraw-Hill website

Baker, R. (1999) Internet Exercises for Understanding Business. [On-line]. Available: <http://www.mhhe.com/ub5e>, New York: Irwin

Student supplemental materials for the Understanding Business textbook published on the McGraw-Hill website

Baker, R. (1997) Distance Learning: Organizational Behavior, [On-line]. Available: <http://www.fmu.edu>, Tampa

Baker, R. and Owens, D. (June, 1997) Seminar on Situational Leadership, Florida Metropolitan University, Tampa, Florida (peer-reviewed presentation)

Baker, R. (March, 1997) An Analysis Of The Benefits Of Decision Support System Utilization In Small Businesses, UMI Dissertation Services, Ann Arbor, Michigan (published doctoral dissertation, University of Sarasota, Sarasota, Florida (dissertation committee review).

Baker, R. (1997) White Paper - Training Guide for Optical Character Recognition Systems (non-reviewed)

Baker, R. (1997) Organizational Behavior Student Supplemental Workbook (non-reviewed; packaged and provided to students with accompanying textbook). Florida Metropolitan University, Tampa, FL (first published July, 1997)

Baker, R. (1996) Technophobia and Computer-Related Stress, [On-line]. Available: http://highered.mcgraw-hill.com/sites/0070894345/student_view0/technology_corner.html, New York: McGraw Hill

PROFESSIONAL DEVELOPMENT / Professional Activities

Conference Organizer – AABRI Conference Orlando 2009, 2010, 2012, 2013, 2014, 2015

Conference Organizer – AABRI Conference Las Vegas 2010, 2011, 2014, 2014

Conference Organizer – AABRI Conference San Antonio 2012, 2014

Conference Organizer - AABRI Conference Hawaii 2014

Conference Organizer - AABRI Conference New Orleans 2013

Conference Organizer - AABRI Conference Nashville 2011

Microsoft Dynamics Academic Alliance Advisory Council board member 2008-2009

President and Board of Directors Member at Large, Southern Association of Information Systems 2007-2008

AACSB International, the Association to Advance Collegiate Schools of Business, Faculty Conference on Learning, St. Pete, Florida, June 7 – 11, 2006.

AACSB International, the Association to Advance Collegiate Schools of Business, Assessment II Seminar, Tampa, Florida, March 6 – 7, 2006.

AACSB International, the Association to Advance Collegiate Schools of Business, Assessment Seminar, Tampa, Florida, January 16 – 17, 2006.

Presenter / Instructor: Faculty/Staff Developmental Technology Training Session Blackboard. Multiple training sessions per topic instructing computer technologies to university faculty and staff.

Vice President and Board of Directors Member at Large, Southern Association of Information Systems 2006-2007

Alpha Kappa Psi Online Education: Chapter Advisor Online Education

Board of Directors Member at Large – Business, Florida Association of Teacher Educators

Textbook Reviewer: Course Technology Publishing, Various publications.

Post-Doctoral Studies: Web Programming, EME 6930, Doctoral Program in Instructional Technology, University of South Florida, Tampa, FL (May - July, 2004)

Board of Directors Member at Large, Southern Association of Information Systems 2003-2006

Post-Doctoral Studies: Research in Technology Based Education, EME 7939, Doctoral Program in Instructional Technology, University of South Florida, Tampa, FL (January - May, 2004)

Post-Doctoral Studies: Statistical Analysis for Educational Research II, EDF 7408, Doctoral Program in Instructional Technology, University of South Florida, Tampa, FL (January - May, 2004)

Post-Doctoral Studies: Cognitive Issues in Instruction, EDF 7145, Doctoral Program in Instructional Technology, University of South Florida, Tampa, FL (January - May, 2004)

Textbook Reviewer: Course Technology Publishing, Various publications.

Textbook Reviewer: Haag, Cummings and McCubrey (2003) Management & Information Systems for the Information Age, 5th edition, McGraw Hill Irwin Publishing

Post-Doctoral Studies: Computer Augmented Instructional Paradigms in Education, EME 7938, Doctoral Program in Instructional Technology, University of South Florida, Tampa, FL (August - December, 2003)

Post-Doctoral Studies: Design System Studies in Education, EDF 7410, Doctoral Program in Instructional Technology, University of South Florida, Tampa, FL (August - December, 2003)

Post-Doctoral Studies: Web Design, EME 6946, Doctoral Program in Instructional Technology, University of South Florida, Tampa, FL (May - July, 2003)

Developed and delivered online distance-learning management information systems course integrating blackboard with personal website.

Master Teacher Workshop, Jacksonville University, Jacksonville, Florida (March, 2003)

Textbook Reviewer: Haag, Cummings and McCubrey (2003) Management & Information Systems for the Information Age, 4th edition, McGraw Hill Irwin Publishing

Program Evaluator: Simnet MIS, McGraw Hill Irwin Publishing (February, 2003)

Post-Doctoral Studies: Multimedia in Education, EDF 6284, Doctoral Program in Instructional Technology, University of South Florida, Tampa, FL (January – May, 2003)

Post-Doctoral Studies: Microcomputers for Schedule Management, EME 6245, Doctoral Program in Instructional Technology, University of South Florida, Tampa, FL (January – May, 2003)

Membership: Association for Information Systems, 2003

Post-Doctoral Studies: Analysis of Curriculum, EDU 7667, Doctoral Program in Instructional Technology, University of South Florida, Tampa, FL (August-December, 2002)

Database Development: CLAS Faculty Evaluation Database Prototype, The University of Tampa (November, 2002)

Microsoft 2072 - Administering Microsoft SQL Server 2000, Microsoft Certification Course (40 hrs.) provided by Global Training Solutions, Tampa, FL (June, 2002)

Microsoft 1013 - Mastering MS Visual Basic 6.0 Development, Microsoft Certification Course (40 hrs.) provided by New Horizons Computer Learning Center, Tampa, FL (May, 2002)

Microsoft Project 2000 Advanced – 16 hour technology training provided by Executrain, Tampa, FL (March, 2002)

Microsoft Project 2000 Intermediate – 8 hour technology training provided by Executrain, Tampa, FL, (March, 2002)

Microsoft Project 2000 Beginning – 8 hour technology training provided by Executrain, Tampa, FL, (March, 2002)

Certification: Microsoft Master Instructor (March, 2002)

Microsoft 2073 - Programming a Microsoft SQL Server 2000 Database, Microsoft Certification Course (40 hrs.) provided by Data Management Systems, Clearwater, FL (October, 2001)

Blackboard Train the Trainer (September, 2001)

MS Publisher 2000, 8 hour technology training provided by New Horizons Computer Learning Center, Tampa, FL (August, 2001)

Microsoft Project 2000 Advanced – 16 hour technology training provided by New Horizons Computer Learning Center, Tampa, FL (August, 2001)

Microsoft Project 2000 Intermediate – 8 hour technology training provided by New Horizons Computer Learning Center, Tampa, FL (August, 2001)

Certification coursework - MCP/MCSE/MCDBA (August, 2001 – April, 2004)

Certification: Microsoft Office User Specialist – Authorized Instructor (August, 2001)

Certification: Microsoft Office User Specialist – Master 2000 (August, 2001)

Certification: Microsoft Office User Specialist – Outlook 2000 (August, 2001)

Microsoft Project 2000 Beginning – 8 hour technology training provided by New Horizons Computer Learning Center, Tampa, FL (July, 2001)

Access 2000 Application Development – 16 hour technology training provided by New Horizons Computer Learning Center, Tampa, FL (July, 2001)

Microsoft 2153 - Implementing a Windows 2000 Network Infrastructure, Microsoft Certification Course (40 hrs.) provided by Data Management Systems, Clearwater, FL (July, 2001)

Microsoft 2154 - Implementing and Administering Windows 2000 Directory Services, Microsoft Certification Course (40 hrs.) provided by Data Management Systems, Clearwater, FL (July, 2001)

Windows 2000 Network Infrastructure, 10 hour technology training provided by LearnKey, Inc, Computer-based training (July, 2001)

Windows 2000 Professional Administration, 10 hour technology training provided by LearnKey, Inc, Computer-based training (July, 2001)

XML Beginning, 8 hour technology training provided by New Horizons Computer Learning Center, Tampa, FL (July, 2001)

Introduction to Java Script, 8 hour technology training provided by New Horizons Computer Learning Center, Tampa, FL (July, 2001)

HTML Intermediate, 8 hour technology training provided by New Horizons Computer Learning Center, Tampa, FL (June, 2001)

HTML Beginning, 8 hour technology training provided by New Horizons Computer Learning Center, Tampa, FL (June, 2001)

Microsoft 2152 - Implementing Microsoft Windows 2000 Professional and Server, Microsoft Certification Course (40 hrs.) provided by Data Management Systems, Clearwater, FL (June, 2001)

Introduction to Visual Basic - 8 hour technology training provided by New Horizons Computer Learning Center, Tampa, FL (June, 2001)

Microsoft 1303 - Mastering MS Visual Basic 6.0 Fundamentals, Microsoft Certification Course (40 hrs.) provided by New Horizons Computer Learning Center, Tampa, FL (May, 2001)

Network+ - Novell Certification Course (40 hrs.) provided by New Horizons Computer Learning Center, Tampa, FL, (May, 2001)

Certification: Computing Technology Industry Association – Network+ (May,2001)

Certification: Computing Technology Industry Association – A+ (April, 1999)

A+ Certification Training, Trainer Development Program, Florida Metropolitan University, Orlando, FL (October, 1998)

Employment and Labor Law Seminar, 3 hour training course provided by Florida Metropolitan University (September, 1998)

Using Microsoft Office 97, 8 hour training course provided by CompuMaster, Tampa, FL (August, 1998)

Textbook Reviewer, Understanding Business 5th Edition, Irwin Publishing (1998)

Business Network Symposium, The University of Tampa, Tampa, FL (May, 1998) attendee

The following entries comprise a distance-learning program development contracted with Schiller University in Clearwater, Florida to produce a complete MBA concentration in information technologies. Each course development included designing the course structure, authoring supplemental student materials, authoring instructional supplemental materials, creating evaluation instruments and writing a standard syllabus for the Schiller campuses worldwide. The completed program was peer-reviewed prior to acceptance and implementation by Schiller deans and IT faculty. All documents created became the proprietary property of Schiller University.

- Course Development: Database Management, course design, syllabus, and supplemental materials, Schiller University, Clearwater, FL (March, 1998)
- Course Development: Management Information Systems, course design, syllabus, and supplemental materials, Schiller University, Clearwater, FL (March, 1998)
- Course Development: Networks, course design, syllabus, and supplemental materials, Schiller University, Clearwater, FL (March, 1998)
- Course Development: Productivity Management, course design, syllabus, and supplemental materials, Schiller University, Clearwater, FL (March, 1998)
- Course Development: Project Management, course design, syllabus, and supplemental materials, Schiller University, Clearwater, FL (March, 1998)
- Course Development: Systems Analysis, course design, syllabus, and supplemental materials, Schiller University, Clearwater, FL (March, 1998)