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EDUCATION

- Ph.D. Economics, University of Tennessee
- M.A. Economics, Clemson University
- B.A. Social Science, Michigan State University

PROFESSIONAL EXPERIENCE

- SUL ROSS STATE UNIVERSITY, DEPARTMENT OF BUSINESS, ALPINE, TEXAS, PROFESSOR, 2003 – Present, DEPARTMENT CHAIR and MBA Programs Director, August 31, 2006 – August 31, 2010.
- TOWER AIR, Inc., JFK International Airport, Jamaica, New York. Director Human Resources.
- University of Oregon, Graduate School of Business, Eugene, Oregon, Assistant Professor, Industrial Relations Program

CERTIFICATIONS

- Certified Compensation Professional, World at Work Compensation Institute, 1990

PROFESSIONAL ASSOCIATIONS

- Academy of Management (served as newsletter editor Conflict Management Division, 2002-2004)
- International Western Economics Association

PUBLICATIONS

- “International Labor Relations” with Greg Hundley in Handbook of Research in International Human Resources, edited by Michael Harris, published by Lawrence Erlaum Associates, Inc.
- “Comparison of Air Traffic Control Systems in the United Kingdom and the United States: Dunlop Revisited” with Hundley and Winters Journal of Collective Negotiations.
- “Semantics? Service versus Product in Air Transport”, Transportation Journal, Spring 2005.
- “Two Wrongs Do Not Make a Right,” with Rhoades and Waguespack, Proceedings of the ICIT 6th Conference, June 2001, Paisley, Scotland.
- “Insider or Outsider? CEO Successor Origin in the U.S. Airline Industry,” Proceedings of the 2000 ATRG Conference, July 2000, Amsterdam.

PROFESSIONAL PRESENTATIONS

- “Manpower and Training,” 2nd Annual International Aircraft Economics Conference, May 2000, Miami.
- “The Cost of Training MRO Professionals,” The MRO Labour and Supply Conference, February, 2001, London.

- “The Economic Development of Alpine Texas” Western Economics Association, San Francisco, 2012.
- “Successor Origin in the Airline Industry” Society of Business Research, 2012.