

Len T. Frey

EDUCATION

- Ph.D. Business Administration, University of Memphis (1994)
Major-organizational behavior/human resource management
Minor-strategic management
- M.B.A. Business Administration, Arkansas State University (1990)
- B.S. Accounting, Arkansas State University (1984)

EMPLOYMENT

Executive Vice Chancellor for Finance, Administration and COO, Arkansas State University, Jonesboro Arkansas, July 1, 2018 - present.

Duties and Responsibilities:

All duties associated with Vice Chancellor for Finance and Administration outlined in the section under the Vice Chancellor for Finance and Administration heading below covering the period of July 1, 2012 – June 30, 2018, with additional responsibilities in current role to include: Auxiliary Food Service, Auxiliary Residence Halls, Parking Services and University Police Department.

Accomplishments:

Chaired the Strategic Planning Steering Committee that produced the university strategic plan, Discover2025, to guide the university for the next five years. Selected by Chancellor to lead strategic plan implementation efforts.

Successfully negotiated a 10-year extension of the original agreement with the New York Institute of Technology College of Osteopathic Medicine at Arkansas State University. The partnership is now extended through the end of the 2035-2036 academic year for the.

Led efforts to partner with a third-party entity to bring a veterinary medicine program to the campus of Arkansas State University. Engaged a respected thought leader in veterinary medicine field to represent A-State's position and worked with this individual to establish proforma, business and academic models.

Set expectations and standards for food service vendor that resulted in substantial improvement in its overall satisfaction rating. The A-State campus food service provider recently learned that it ranked in the top 25 sites across the Universities Segment with an overall satisfaction of 91.7% compared to a national average of 74.5%.

Increased the university's Net Position in 2020 and 2021 without implementing layoffs or furloughs through successful management of staffing and institutional resources and in spite of COVID-related enrollment declines.

Championed a safety and security plan that led to a dedicated funding source to enhance police department operations and fund improvements to campus safety in an ongoing and sustainable manner.

Facilitated partnership with Vice Chancellor of Student Affairs, Facility Management, and Finance and Administration to develop and implement a plan for residence hall renovations and upgrades.

Partnered with the College of Science and Mathematics and the College of Engineering and Computer Science to develop and implement a plan of facility upgrades to be completed across multiple fiscal years.

Facilitated transition of the university's student health center from an institutional operated clinic under the nurse practitioner model to the New York Institute of Technology College of Osteopathic Medicine at Arkansas State multispecialty physician model.

Served on cross-functional team pursuing the establishment of an Institute for Collaborative Innovation.

Served with Chancellor and Vice Chancellor for Institutional Advancement and multiple academic deans in pursuit of external funding to construct and develop an Arts and Innovation Zone. Efforts resulted in the commitment of \$25,000,000 gift to construct an Arts and Innovation building.

Served on seven Higher Learning Commission Peer Review Teams and one Mock Visit Peer Review Team to date.

Interim Provost and Executive Vice Chancellor for Academic Affairs and Research,

Arkansas State University, Jonesboro, Arkansas, January 2023 – June 2023.

Duties and Responsibilities:

Provide leadership, direction and evaluation for all academic activities of the university to include direct supervision of academic administrators, professional and support staff. Responsible for the colleges of Agriculture; Engineering & Computer Science; Education & Behavioral Science; Liberal Arts & Communications; Niel Griffin College of Business; Nursing & Health Professions; Sciences & Mathematics; University College, and Graduate School. Additionally, responsible for overseeing areas of Accreditation and Assessment; Arkansas Bio Sciences Institute; Heritage Sites, Institutional Research,

Library, Military Science, Museum, Research & Technology Transfer, and maintaining the university's Carnegie Classification Research 2 status.

Accomplishments:

Continued to spearhead the establishment of a new College of Veterinary Medicine leading to the January 2023 announcement that A-State would pursue this endeavor without a third-party partner. Initiated the process to seek approvals from the Arkansas Higher Education Coordinating Board, Higher Learning Commission, and the American Veterinary Medical Association Council on Education. Hired the founding dean of the College of Veterinary Medicine.

Appointed interim Vice Provost for Research and interim Dean of University College (both subsequently appointed permanently by the current Executive Vice Chancellor & Provost); interim Dean of Liberal Arts and interim Director of the ASU Museum.

Renewed lines of communication with faculty and opened dialogue about the needs of faculty and the University. Routinely met with the Faculty Senate, Academic Deans, and Academic Chairs Committee. Established an open-door policy for the Provost's Office which resulted in enhanced transparency and feedback to all constituent groups.

Assisted in the reconfiguration and streamlining of Student Support Services and supported a more intrusive model of advising to facilitate enhanced student engagement and retention. Facilitated consulting partnership to evaluate existing enrollment management plan and develop and lead the new enrollment efforts.

Facilitated the reorganization of the Provost's office to address the changing needs of the university and to transform the unit into a collaborative partner with all divisions within the university.

Reduced the backlog for new faculty hires and streamlined academic processes. Provided immediate feedback and approval for key academic strategic initiatives. Standardized metrics to evaluate vacant academic positions and identify reallocation opportunities to support strategic and/or growing academic programs.

Vice Chancellor for Finance and Administration, Arkansas State University, Jonesboro Arkansas, July 1, 2012 – June 30, 2018.

Duties and Responsibilities:

Provide oversight for all financial matters related to the management of approximately \$250 million combined budgets of the Jonesboro campus. Administratively responsible for approximately 500 individuals across the follow units: business and finance, facilities management, information technology, procurement, human resource management, diversity (transitioned to standalone division on January 1, 2018), and First National Bank Arena.

Accomplishments:

Provided direction and leadership which has resulted in a culture change in the Finance and Administration Division to that of a high service orientation culture.

Initiated and facilitated a divisional culture that more highly values transparency.

Led the development of the University's first multi-year capital improvement and renewal budget.

Facilitated the development of the University's first energy performance contract resulting in \$15.2 million in self-financing energy improvements. This initiative resulted in the Arkansas Department of Environmental Quality recognizing A-State as the first recipient of the E2 Award for advancing leadership in higher education.

Enhanced focus on efficiencies throughout the division which has led to over one-half million dollars in annual salary savings for Finance and Administration.

Championed and facilitated two Optional Voluntary Retirement Incentive Programs which resulted in excess of \$100,000 permanent budget savings across the Finance and Administrative division for the initial program which allowed funds to be reallocated in support of new faculty positions and other strategic initiatives.

Presided over substantial growth in university reserves made possible by exercising intentional fiscal discipline.

Oversaw campus construction projects totaling nearly \$135 million.

Commissioned the first comprehensive campus-wide external risk assessment.

Led restructuring efforts within the Finance and Administration Division which has resulted in reducing (through attrition) a layer of middle management positions across the division.

Assisted the Vice Chancellor for Student Affairs with the development of the University's first public-private partnership to provide undergraduate and graduate student housing.

Oversaw the preparation of the Arkansas State University System' Comprehensive Annual Financial Reports (CAFR) that received the Government Finance Officer's (GFAO) Certificate of Achievement for Excellence in Financial Reporting for the Fiscal Years 2012 through 2022.

Led the Finance and Administration efforts in support of the development of the A-State partnership with the New York Institute of Technology (NYIT) to establish the first Doctor of Osteopathic Medicine program in Arkansas to include the \$12.6 million renovation of historic Wilson Hall. Initial agreement executed in April, 2014.

Assumed administrative responsibility for the Office of Diversity and recruited a Chief Diversity Officer whose efforts assisted with an upturn in first-time minority freshmen enrollment. This position has evolved into Vice Chancellor for Diversity and Community Engagement and now reports directly to the Chancellor.

Dean, College of Business, Arkansas State University, Jonesboro Arkansas, October 2005-June 30, 2012.

Duties and Responsibilities:

Responsible for administration of the College of Business which enrolled approximately 1500 students with a budget of roughly \$8 million.

Accomplishments:

Provided vision and direction to hire highly qualified junior faculty that now form the basis of the future of the College of Business. Emphasized the need to recruit and hire candidates who enjoy intellectual curiosity as expected in any thriving business school; were outstanding teachers; and, had a desire and passion for interacting with the business community. Several of those newly-hired faculty went on to distinguish themselves and A-State through their scholarship and by leading student organizations to statewide and national prominence.

Positioned the College of Business for extremely successful AACSB maintenance of accreditation in Fall 2011. The peer-review team commended the college for many points of excellence and noted no areas of concern that must be addressed prior to the next visit.

Guided the development of an online MBA program which received the number one rating in the faculty credentials and training category and a top 10 rating in the student engagement category of 2012 U.S. News and World Reports online MBA rankings. The online program was recognized by the Southwest Business Deans Association in June 2012 as a Runner- Up for the Bizzell Award for innovation.

Facilitated two U.S. Department of Commerce Economic Development Administration grants totaling \$3.3 million matched by Arkansas College Bond Matching Funds and other sources to construct a new Delta Center for Economic Development College of Business Outreach building. Total project approximately \$7 million.

Supported submission of three Department of Education BIE grants which resulted in three separate awards totaling more than \$430,000 over a 7-year period. The initial BIE grant spawned the college's new International Business Resource Center.

Modeled a high service quality environment for all constituents of the college and university.

Represented the college by serving in leadership capacities for organizations across the southern United States, Arkansas, NE Arkansas, and Jonesboro.

Elected to serve on the Board of Directors for the Southern Business Administration Association (14-State body representing business school deans).

Selected to serve on 11 AACSB peer review teams. Appointed to chair three reviews.

PREVIOUS EMPLOYMENT

Interim Dean, College of Business, Arkansas State University, Jonesboro Arkansas, January 2005-October 2005.

Duties and Responsibilities:

Responsible for administration of the college of business

Accomplishments:

Stabilized leadership team. Reengaged faculty in the management and direction of the college. Initiated and facilitated the development of a comprehensive strategic plan for the college. Reengaged the Business Advisory Committee. Reengaged the McAdams/Frierson Bank Chair Advisory Committee. Successfully guided college through a \$100,000 budget cut without negatively impacting faculty lines.

Chair, Department of Management and Marketing, Arkansas State University, Jonesboro Arkansas, June 2000-December 2004.

Duties and Responsibilities:

Responsible for managing all activities of the department

Accomplishments:

Responsible for recruitment and hiring high quality faculty. Accepted administrative responsibility for revitalizing the International Business Degree and facilitated appointment of program director that grew the major by five-fold over a five-year period. Emphasized a service model and enhanced student access to faculty. Was the first College of Business faculty member to teach an MBA course onsite at the Mountain Home campus. Assisted in the development and delivery of a one-hour MBA “low-ropes” service learning leadership course. Received excellent student evaluations in graduate organizational behavior and graduate leadership courses. Delivered leadership training to area industry to enhance department’s reputation in the business community.

Chair, Department of Management and Marketing, Nicholls State University, Thibodaux Louisiana, July 1999-June 2000

Director, Free Enterprise Program, Nicholls State University, Thibodaux Louisiana, January 1996-June 2000

Associate Professor of Management, Nicholls State University, Thibodaux Louisiana, August 1998-June 2000

Assistant Professor of Management, Nicholls State University, Thibodaux Louisiana, August 1993-July 1998

PROFESSIONAL EXPERIENCE

Business Manager, Cardiology Associates of Northeast Arkansas, P.A., Jonesboro Arkansas, 1992-1993

Manager Outpatient Services, St. Bernards Regional Medical Center, Jonesboro Arkansas, 1986-1990

General Manager, Home Medical Systems, Inc., Jonesboro Arkansas, 1986

Staff Accountant, Schaaf, Orr & company, LTD., Jonesboro, Arkansas 1985-1986

HONORS AND AWARDS

- Member Phi Kappa Phi
- Member Beta Gamma Sigma
- Champion of Diversity, Arkansas State University 2018
- *Arkansas Business* Education CFO of the Year 2017
- Certificate of Appreciation, United States Department of Commerce, U.S. Commercial Service, Presented by U.S. Congressman Rick Crawford and Patricia Gonzalez, Director U.S. Export Assistance Center Arkansas, 2012
- Friend of Diversity Award, Arkansas State University, 2007
- Paul Harris Fellow, Rotary International, 2002 & 2006
- Certificate of Special Congressional Recognition, U.S. Congressman Billy Tauzin, 2000
- Samuel M. Walton Fellow (SIFE), 1997
- Participant, Doctoral Consortium, Academy of Management, 1993

PUBLICATIONS

Journal Articles

Fuller, J.B., Hester, K., Barnett, T., Beu, D., Frey, L., and C. Relyea. (2009). "Extending the Group Engagement Model: An Examination of the Interactive Effects of Prestige, Respect, and Employee Role Identity." Journal of Managerial Issues, Vol. 21 (1), pp. 119-139.

Fuller, J.B., Barnett, T., Hester, K., Frey, L., and Relyea, C. (2007). "An Exploratory Examination of Voice Behavior from an Impression Management Prospective." Journal of Managerial Issues, Vol. 19 (1), pp. 134-151.

Fuller, J.B., Marler, L., Hester, K., Frey, L., and Relyea, C. (2006). "Construed External Image and Organizational Identification: A Test of the Moderating influences of Need for Self-Esteem," Journal of Social Psychology, Vol. 146 (6), pp. 701-716.

Fuller, J.B., Hester, K., Barnett, T., Frey, L., and Relyea, C. (2006). "Perceived Organizational Support and Perceived External Prestige: Predicting Organizational Attachment for University Faculty, Staff, and Administrators," Journal of Social Psychology, Vol. 146 (3), pp. 327-347.

Fuller, J.B., Hester, K., Barnett, T., Frey, L., Relyea, C., and Beau, D. (2006) "Perceived External Prestige and Internal Respect: New Insights into the Organizational Identification Process," Human Relations, Vol. 59 (6), pp. 815-846.

Bhagat, R. S., O'Driscoll, M., Babakus, E., & Frey, L. T. (2001). Do South African Managers Cope Differently From American Managers? International Journal of Intercultural Relations, 25, 301-313.

Frey, L.T. (2001). Coping and Burnout Among White Collar Professionals: A Sri Lankan Study, Business Research Yearbook, 8, 201-205.

Frey, L. T., & Fry, E. H. (2000). Expatriate Employees: Issues and Concerns for the New Global Marketplace, Business Research Yearbook, 7, 295-299.

Frey, L. T., & Pizzolatto, A. B. (1997). A Call for Assessing the Impact of Top Management Team Cognitive Styles' on Diversification Related Issues. Business Research Yearbook, 4, 861-865.

Bhagat, R. S., O'Driscoll, M., Babakus, E., Frey, L. T., Chokkar, J., Ninokumar, H., Pate, L., Ryder, P., Fernandez, M., Ford, D. & Mahanyele, M. (1994). Organizational Stress and Coping in Seven National Contexts: A Cross-Cultural Investigation. In G. P. Keita and J. Hurrell, Jr. (eds.), Job Stress in a Changing Workforce (pp. 93-105). Washington DC: American Psychological Association.

Parnell, J. A., Crandall, R. & Frey, L. T. (1993). Participation, Empowerment, & Self-Management: Three Streams One Construct. Central Business Review, 12, (Winter), 28-33.

Proceedings

Nonis, S., and Frey, L. (2005). "Patterns of Coping of Health-Care Personnel: Their Relationships with Personal Characteristics, Role Stress, and Work Outcomes," Proceedings of the Annual Meeting of the Association of Collegiate Marketing Educators, pp. 185-187.

Fuller, J.B., Barnett, T., Hester, K., and Relyea, C. (2004). "Voice and Helping Behaviors: Contrasting Effects of Personality Situation Interactions," Proceedings of the Southern Management Association, pp. 217-222.

Lester, D. L., Parnell, J., & Frey, L. T. (2002). Top Management Teams' (Small Business Managers') Influence on Organizational Life Cycle. Association for Small Business and Entrepreneurship Proceedings, 60-69.

Frey, L. T., Bhagat, R. S., & Cox, K. C. (1997). Organizational Antecedents of Service Quality in a Health Care Setting: A Structural Equation Based Analysis. Proceedings of the Southwest Academy of Management.

Frey, L. T., Bhagat, R. S., & Cox, K. C. (1996). Evaluation of a Modified SERVQUAL Instrument as a Measure of Service Quality in a Hospital Setting. Proceedings of the Southern Management Association.

Frey, L. T., & Bhagat, R. S. (1995). An Exploratory Examination of the Relationships Between Employee Job Satisfaction, Organizational Commitment, Service Quality, and Willingness to Recommend a Medical Facility. Proceedings of the Southern Management Association.

Frey, L. T., & Lester, D. L. (1992). The SPOSE Scale: Assessing Supervisory Effectiveness through Subordinate Perceptions. Southwest Business Symposium Proceedings.

Parnell, J. A., Frey, L. T. & Crandall, R. (1992). Drug Testing in the Workplace: A Survey of Employee Attitudes. Southwest Business Symposium Proceedings.

Parnell, J. A., Frey, L. T. & Crandall, R. (1992). Participation, Empowerment, & Self-Management: Toward an Integrative Framework. Proceedings of the Southwest Academy of Management Meeting, San Antonio, Texas, pp. 206-209.

Frey, L. T. (1991). Understanding Empowerment: Process, Implementation and Implications. Southwest Business Symposium Proceedings, pp. 509-519.

Grants and Contracts

Board of Regents EPSCoT Grant “Acadiana Region Strategic Planning Proposal,” NSU team member, NSU/USL, \$150,000, 1999-2000 with Co-PI/PDs Rachael and Underwood, team members Coats, Cox, Frantz, Frey, Heath, Lajuanie and Ressler.

Board of Regents LEQSF Enhancement Grant, “A Mission-Driven/Strategic Enhancement of Instructional and Research Resources for the Nicholls State University Graduate Studies in Business Administration Program,” Co-PI/PD, NSU, \$114,183, 1995-1996 with Stroud, Coats, Frey, Kleen, LaFleur, McManis, Pizzolatto, Ryker, Roger and Shell.

Papers Presented

Nonis, S., and Frey, L. (2005). “Patterns of Coping of Health-care Personnel: Their Relationships with Personal Characteristics, Role Stress, and Work Outcomes,” Presented at Learned forum: Association of Collegiate Marketing Educators.

Fuller, J.B., Barnett, K., Hester, K., and Relyea, C. (2004). “Voice and Helping Behaviors: Contrasting Effects of Personality Situation Interactions,” Presented at Learned forum: Southern Management Association, San Antonio, TX.

Fuller, J.B., Hester, K., Frey, L. T., Relyea, C., & Barnett, T. (2003). Cosmopolitans and Locals: Toward a Greater Understanding of Organizational Support and Prestige. To be presented at the Annual Academy of Management Meeting, Seattle, WA.

Frey, L. T., (2001). Coping and Burnout Among White Collar Professionals: A Sri Lankan Study. Presented at the Annual Conference of the International Academy of Business Disciplines, Orlando, 2001.

Frey, L. T., & Fry, E. H. (2000). Expatriate Employees: Issues and Concerns for the New Global Marketplace. Presented at the Annual Conference of the International Academy of Business Disciplines, Las Vegas, 2000.

Pizzolatto, A. B., & Frey, L. T. (1998). Factors College of Business Students Believe Allow Them to Learn the Most and Learn the Least from their College Professors. Presented at the Southwest Business Administrative Teaching Conference, Houston, October 23, 1998.

Frey, L. T. & Pizzolatto, A. B. (1997). A Call for Assessing the Impact of Top Management Team Cognitive Styles’ on Diversification Related Issues. Presented at the Annual Conference of the International Academy of Business Disciplines, Orlando, April 12, 1997.

Bhagat, R. S., Frey, L. T. & Faulk, A. (1993). Organization Values, Personal Values, and Work Outcomes in the U.S., India and Japan: A Comparative Analysis.

Presented at the Eighth Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco.

Bhagat, R. S., O'Driscoll, M., Babakus, E., Frey, L. T., et al. (1992). Organizational Stress and Coping in Seven National Contexts: A Cross-Cultural Investigation. Presented at The American Psychological Association and The National Institute for Occupational Safety & Health Conference, Washington, DC.

Olson, W. B., Philhours, M. J., Frey, L. T. & Kumar, K. (1991). Philip Morris Companies, Inc. Presented at the Annual Meeting of the North American Case Research Association, Atlanta, Georgia.

PROFESSIONAL TRAINING

- “Teambuilding” icebreaker exercise for Leadership Arkansas Retreat (2021, 2019, 2018, 2016, 2015, 2011, 2007)
- Facilitator for Rotary Club of Jonesboro Club Centennial Celebration (October 2016)
- Facilitator for St. Bernards Advocates Planning Session (February 2015)
- “Management and Teambuilding” management training for 150 employees of a local manufacturing firm (Periodically 2002-2004)
- “Teambuilding and Communication” management training for 300 employees of a large privately held barge company (May-August 1999)
- "Organizing and Teamwork" management training for 40-50 managers of an international marine construction firm (February & June 1995)
- "Improving interviewing skills" training for 25-35 managers in a farm implements firm of 400 to 500 employees (December 1994)
- "Employee selection process" training for 12-15 managers in a marine labor service firm with approximately 600 employees (September & October 1994)

COURSES TAUGHT

Undergraduate Courses

Principles of Management
Organizational Behavior
Human Relations
Human Resource Management
Business Policy/Strategic Management

Graduate Courses

Seminar in Corporate Strategy
Organization Theory and Practice
Management in Society
Leadership
Organizational Behavior

SERVICE

Arkansas State University 2000-present

- Chair, University Strategic Planning Steering Committee (Feb. 2019-present)
- Member, Chancellors Executive Cabinet (2012-present)
- Co-chair, University Cost Containment Taskforce (2011-2012)
- Chair, College of Communication Dean Search Committee (2011)
- Member, University Marketing Taskforce/Committee (2011-2012)
- Chair, Associate Director of Childhood Services Search Committee (July 2010)
- University Strategic Planning Committee Member, (July 2010-2012; September 2003-September 2005), Chair, Governing Ideas (Mission, Vision & Values) sub-committee (September 2003-May 2004), Member writing committee (May 2004-May 2005)
- Member, Task Force on Campus Safety (April 2010-June 2010)
- Member, Shared Governance Oversight Committee (2009-2010)
- Chair, College of Education Dean Search Committee (2009)
- Chair, University Task Force on Summer Programs (September 2007-May 2008)
- Vice Chair, Vice Chancellor for Academic Affairs and Research Search Committee (April 2007)
- Academic Governance Oversight Committee (July 2006-December 2008)
- Enrollment Management Task-Force Marketing Committee (February 2005-2011)
- Centennial Commission (September 2005-2007)
- NCAA Steering Committee (October 2003-May 2005)
- University Courses and Curriculum Committee (August 2002-December 2005)
- University Chairs Council Ad Hoc Handbook Committee (February 2002-February 2004)
- University Academic Hearing Committee (2001-2005)

Professional/Advisory Boards 2000-present

- Board Member, Jonesboro Unlimited (2017-present), Member (2013-present); Member, Momentum Jonesboro Task Force (2016); Member, Momentum Jonesboro Campaign Cabinet (2016)
- President, Jonesboro Economic Development Corporation (2022-present), Executive Board Member (2017-present), Vice President 2020-present, Secretary/Treasurer 2017-2019, Board Member (2009-present)
- Member, Follett Customer Advisory Board (2016-2018)
- Member, Jonesboro Parks and Recreation Planning and Advisory Commission, (2015-present)
- Chairman of the Board, Jonesboro Chamber of Commerce 2013; Chair-Elect 2012; Treasurer, 2011. Member, Board of Directors (2005-2008); (2009-2015)
- Member, Board of Directors, Southern Business Administration Association (July 2010-2014)

- Member, Arkansas District Export Council (March 2006-Dec. 2017). Reappointed 2009 for term concluding December 2013. Reappointed 2014 for term concluding December 2017
- Member, UAMS/AHEC Northeast Advisory Board (2009-2013)
- Member, Jonesboro Church Health Center Board (January 2009-2014)
- VIP Chair, United Cerebral Palsy Northeast Arkansas Council (2007) (2008)
- Governing Board Member, St. Bernards Village (April 2007-present); Vice President of Governing Board (2013-present)
- Member, Accelerate Arkansas (November 2005-2014)
- Member, East Arkansas Business Development Council (2005-2017)
- Advisory Board, Optus, Inc. (October 2005-July 2010)

Civic and Community Service 2000-present

- President Jonesboro University Rotary Club (2007), Board Member, Bulletin Editor and Committee Chair (July 2002-June 2004), Treasurer (July 2004), Secretary (July 2005), President Elect (2006), Member (July 2000-2012)
- Finance Committee, First United Methodist Church, Jonesboro (2009-2012)
- Member, Leadership Arkansas Alumni Chapter (2007-present). Curriculum Chair for Leadership Arkansas class of 2007-2008
- Member, Inaugural Class of Leadership Arkansas, Arkansas State Chamber of Commerce (October 2006-June 2007)
- District Newsletter Editor, Rotary International District 6150 (July 2003-June 2005), Member District Training Team (July 2004), Co-Chair District Training Team (July 2005), Assistant District Governor (2009)
- VIP Chairperson, United Cerebral Palsy Telethon (2007 and 2008)
- Member, Jonesboro Area Chamber of Commerce (July 2000-present), Committee Chair (October 2001-September 2002)

Nicholls State University 1993-2000

- Business Planning Committee for Culinary Arts College (August 1999-July 2000)
- College of Education Dean Search Committee (April 1999-June 1999)
- Parking Policy Committee (April 1999-July 2000)
- Retention Steering Committee (November 1998-May 2000)
- Athletic Certification - Academic Integrity Subcommittee (November 1997-July 2000)
- Research Council (August 1997-July 2000)
- Chair, University Arts Task Force (February 1997-April 1997)
- University Courses & Curricula Committee (May 1996-July 2000)
- Treasurer, Nicholls State Credit Union (March 1996-September 1996)
- Vice President Faculty Senate (May 1995-May 1997)
- Undergraduate Academic Review Committee (1993-1994)
- Bonnie J. Bourg Lecture Series (October 1993-September 1998)

Student Organizations 1993-2000

- Founding Advisor & Sam M. Walton Fellow Students in Free Enterprise-Nicholls State University (1997)
- Co-Advisor & Treasurer, Beta Gamma Sigma (August 1995-October 1998)
- Advisor, MBA Association (August 1995-July 2000)

Civic and Community Service 1993-2000 Thibodaux, Louisiana

- Moderator, Thibodaux Chamber of Commerce State Political Forum
- Member, St. Joseph Elementary School Board, (1999-2000)
- Moderator, Thibodaux Chamber of Commerce Mayoral Forum
- Moderator, Bayou Industrial Group District Judge Forum
- Advisory Council, American Red Cross, (1998-2000)
- Finance Committee, United Methodist Church (1997-2000), Chair, (1999-2000)
- Board Member, Secretary, and Treasure-elect, Thibodaux Rotary Club
- Member, Thibodaux Roundball Club (1996-2000)
- Member, Thibodaux Quarterback Club (1995-2000)
- Member E. D. White High School Strategic Planning Committee

Civic and Community Service Prior to 1993 Jonesboro, Arkansas

- Trustee, Greater Jonesboro Education Foundation (1993-1994)
- Telethon VIP Panelist, United Cerebral Palsy of NE ARK (1993)
- President-elect & Board member, Leadership Jonesboro Alumni Association (1989) (1992)
- Founding Board member, Vice President Elect, David E. Puryear Center
- Loaned Executive, Board member, United Way of Greater Jonesboro
- Vice President, Treasurer, Committee Chair, University Heights Lions Club