

BUSINESS EXPERIENCE

- 2017-DATE President, San Angelo Cadillac Dealers Advertising Association; San Angelo, TX; foster and promote retail trade and commerce in connection with Cadillac products and services, disseminate information relative to the use of Cadillac products and services, establish, conduct, and manage advertising campaigns to promote the establishment of high standard business ethics by members of the Association, and to discourage the use of false and misleading advertising or any other business practice which may be detrimental to the public and to the automotive retail industry.
- 2013-DATE Vice-President, Randall Motors, Inc., San Angelo, TX. Partner to president responsible for overall direction, coordination, and evaluation of organizational strategies for Cadillac and Mitsubishi dealership. Collaborate with president to successfully reach nationally recognized customer satisfaction ratings, efficient inventory levels, and accurate sales forecasts, as well as effective sales management leadership.
- 2010- 2013 Financial Planner, Rodgers Capital, Inc., San Angelo, TX. Create optimum and comprehensive strategies tailored to needs of clients, provide manageable solutions to help individuals meet retirement goals, strategize business plan for start-up San Angelo office, and comply with FINRA, SEC, and state regulations.

INTELLECTUAL CONTRIBUTIONS

Non-Peer Reviewed Activity

- SEPT, 2012 Presentation: Planning for Success: Writing a Business Plan and Other Strategic Planning Tips; Entrepreneurship Day Conference; Small Business Development Center, San Angelo, TX

SERVICE

University

- SPR, 2020 Angelo State University BizPitch Emcee; BizPitch Student Competition hosted by the Small Business Development Center and the Norris-Vincent College of Business, San Angelo, TX; active participation in the promotion of the BizPitch Competition, including participation in commercial, BizPitch Kick-off, and face-to-face communications to students; participate as emcee for the five finalists in their live in-person presentations to entrepreneurial judges; promote and foster entrepreneurship at Angelo State.
- SPR, 2019 Angelo State University BizPitch Emcee; BizPitch Student Competition hosted by the Small Business Development Center and the Norris-Vincent College of Business, San Angelo, TX; active participation in the promotion of the BizPitch Competition, including participation in commercial, BizPitch Kick-off, and face-to-face communications to students; participate as emcee for the five finalists in their live in-person presentations to entrepreneurial judges; promote and foster entrepreneurship at Angelo State.
- FALL, 2018 Homecoming “Run-Through Sign” Judging Panel; Multicultural and Student Activities Program, Angelo State University, San Angelo, TX; part of 4-member panel charged with the evaluation and assessment of participants’ run-through banners based on Ram Pride/Spirit, artwork, creativity, and theme.
- FALL, 2018 GS1181 Signature Course Workshop, Destination ASU, Angelo State University; San Angelo, TX; represent the Freshman College while engaging with prospective students in sample Signature Course session; create and present signature course activities; engage prospective students in workshop; initiate university recruitment efforts.
- SPR, 2018 Food Pantry Canned Food Drive; Angelo State University, San Angelo, TX; collaborate with Delta Sigma Pi and College of Business to promote and gather donations for ASU Food Pantry during Spring Break.
- FALL, 2017 Homecoming “Step Competition” Judging Panel; Multicultural and Student Activities Program, Angelo State University, San Angelo, TX; part of 3-member panel charged with the evaluation and assessment of participants’ performances based on Ram Pride/Spirit, teamwork, coordination, creativity, and theme.

- FALL, 2017 GS 1181 Review Committee; Freshman College, Angelo State University, San Angelo, TX; review, evaluate, and recommend proactive courses of action for the Angelo State Signature Course/General Studies Curriculum. Action items include General Studies course goals, student learning outcomes, core assessments, syllabus template, course time slots, and faculty compensation.
- JUNE, 2017 Ram Round-Up Faculty Panel; Circle 6 Ranch; Lenorah, TX; represent Angelo State College of Business to incoming university students, interact with new students, participate in Angelo State traditions with students, and provide tools of student success in open forum.
- APR, 2017 Talent Show Judging Panel; Greek Week, Angelo State University; San Angelo, TX; part of a 3-member judging panel charged with evaluation and assessment of student performances; evaluate teams based on talents, Ram Pride, and creativity; collaborate with judging panel; provide feedback; recommend finalists.
- APR, 2017 2017 Rammys Selection Judging Committee, Multicultural and Student Activities Program, Angelo State University, San Angelo, TX; part of judging panel charged with the review of Rammys nomination packets from Angelo State University student organizations; evaluate nominees' submissions; present recommendations; participate in Rammys ceremony to support recognition of excellence at Angelo State.
- 2013-2017 UREC Halloween 5K Shuffle; Angelo State University; San Angelo, TX; active participation in Halloween 5K shuffle to promote and encourage team building, health, and fellowship among university students; over 150 students involved in the event, including students from the College of Business; involve the use of social media platforms to recognize students' efforts and build camaraderie.
- 2016 GS 1181 Signature Course Workshop, Experience ASU, Angelo State University; San Angelo, TX; represent the Freshman College while engaging with prospective students and parents in sample Signature Course session; create and present signature course activities; engage prospective students in workshop; initiate university recruitment efforts.
- APR, 2015 "Best of Show" Judging Panel; UCPC Talent Show, Angelo State University; San Angelo, TX; part of 3-member judging panel charged with evaluating and assessing participants' talented performances; collaborate with judging panel, provide feedback, recommend top 3 winners.
- 2013-2015 Faculty Founder/Sponsor; RamFam Spirit Student Organization, Angelo State University; San Angelo, TX; collaborate with Center for Student Involvement and Athletic Director to create a student organization to promote spirit, tradition, and leadership at Angelo State athletic and recruiting events; create bylaws and student incentive program, recruit leadership committee, and promote membership.
- 2010-2011 Faculty Sponsor; National Society of Leadership and Success, Angelo State Chapter, Angelo State University; San Angelo, TX; collaborate with national office to create Angelo State chapter to promote leadership and academic excellence among students; create local bylaws, recruit members, promote speaking events, and engage in leadership mini-workshops with students.

Norris-Vincent College of Business

- FALL, 2019 Executive Leadership Workshop for Delta Sigma Pi; Angelo State University; San Angelo, TX; prepare, plan, and organize Leadership Workshop to foster leadership and professional development; design activities to promote understanding of one another to further positive communications among members, create opportunities to bond and promote teamwork in a positive environment, and provide direction in both organizational and individual goal setting.
- 2019 Co-director, Most Europe '19 Study Abroad Program, Angelo State University; San Angelo, TX; prepare and plan, organize, recruit, and educate 29 students for intensive month-long educational and multicultural program to over 20 destinations in Spain, Portugal, Italy, The Vatican, Greece, Germany, Poland, France, and England; create promotional materials, including posters, brochures, slideshows; involve the use of marketing through social media platforms including Facebook and Instagram.

- SPR, 2019 Most Europe '19 Study Abroad Program Dinner, San Angelo, TX; prepare, plan, and host dinner for 30+ Most Europe '19 study abroad participants to foster enthusiasm for learning, promote engagement, and build camaraderie among participants.
- SPR, 2019 Sponsor, Delta Sigma Pi Collegian of the Year Award; sponsor Eta Theta president, Cody Vasquez, and recognize his contributions, achievements, participation, and personal character; submitted national award packet to the Fraternity; awarded Southwestern Region Collegian of the Year.
- SPR, 2019 Ronald McDonald House Canned Food Drive; Angelo State University, San Angelo, TX; collaborate with Delta Sigma Pi and Norris-Vincent College of Business to promote and gather donations for the Ronald McDonald House in Baton Rouge, LA.
- SPR, 2019 Student-Athlete Recruiting Liaison, Norris-Vincent College of Business, Angelo State University; San Angelo, TX; communicate with potential student-athlete recruits and families to promote higher education at the Norris-Vincent College of Business and share experiences with potential recruits.
- SPR, 2019 2019 Service Award Selection Committee, Norris-Vincent College of Business, Angelo State University; San Angelo, TX; part of 3-member committee charged with reviewing nomination packets of faculty candidates; collaborate with committee members; present recommendation; attend reception.
- SPR, 2019 2019 Teaching Award Selection Committee, Norris-Vincent College of Business, Angelo State University; San Angelo, TX; part of 3-member committee charged with reviewing nomination packets of faculty candidates; collaborate with committee members; present recommendation; attend reception.
- SPR, 2019 Executive Leadership Workshop for Delta Sigma Pi; Angelo State University; San Angelo, TX; prepare, plan, and organize Leadership Workshop to foster leadership and professional development; design activities to promote understanding of one another to further positive communications among members, create opportunities to bond and promote teamwork in a positive environment, and provide direction in both organizational and individual goal setting.
- FALL, 2018 Delta Sigma Pi Welcome Dinner, San Angelo, TX; prepare, plan, and host dinner for 40+ members of the Eta Theta Chapter of Delta Sigma Pi to foster brotherhood, team bonding, and positive communications.
- 2018 Co-director, Most Europe '18 Study Abroad Program, Angelo State University; San Angelo, TX; prepare and plan, organize, recruit, and educate 29 students for intensive month-long educational and multicultural program to over 20 destinations in Spain, Portugal, Italy, The Vatican, Greece, Germany, Poland, France, and England; create promotional materials, including posters, brochures, slideshows; involve the use of marketing through social media platforms including Facebook and Instagram.
- SPR, 2018 Laura W. Bush Institute for Women's Health Luncheon and Presentation; represent College of Business at presentation to promote awareness of and support women's health and research.
- SPR, 2018 Sponsor, Delta Sigma Pi Collegian of the Year Award; sponsor Eta Theta president, Bryan Harris, and recognize his contributions, achievements, participation, and personal character; submitted national award packet to the Fraternity.
- SPR, 2018 Sponsor, Presidential Distinguished Award, Angelo State University; support College of Business nominee, Bryan Harris, for outstanding academic performance and accomplishments in the university's total program.
- SPR, 2018 Most Europe '18 Study Abroad Program Dinner, San Angelo, TX; prepare, plan, and host dinner for 35+ Most Europe '18 study abroad participants to foster enthusiasm for learning, promote engagement, and build camaraderie among participants.
- 2017, 2018 2017 and 2018 Teaching Award Selection Committee, College of Business, Angelo State University; San Angelo, TX; part of 3-member committee charged with reviewing nomination packets of College of Business candidates; collaborate with committee members; present recommendation; attend reception.

- SPR, 2017 Delta Sigma Pi Presentation: Basics of Business Cards, International Business Fraternity of Delta Sigma Pi; Angelo State University, San Angelo, TX; professionally present information relating to the proper use of business cards to the students of the Eta Theta Chapter; demonstrate professional options while creating and designing business cards; apply business card etiquette in role playing situations.
- SPR, 2017 Sponsor, Delta Sigma Pi Collegian of the Year Award; sponsor Eta Theta president, Denver Luther, and recognize his contributions, achievements, participation, and personal character; submitted national award packet to the Fraternity.
- SPR, 2017 Faculty Sponsor of the Delta Sigma Pi 50th Anniversary Celebration of the Eta Theta Chapter's Masquerade Ball, Historic Fort Concho, San Angelo, TX; collaborate with members of Delta Sigma Pi to plan, organize, and decorate Historic Fort Concho for the purpose of celebrating Eta Theta's 50th Anniversary at Angelo State University; act as liaison between current members, alumni, and Delta Sigma Pi regional and national representatives; welcome attendees, including regional and national dignitaries of Delta Sigma Pi International Fraternity and Eta Theta alumni.
- FALL, 2017 TimeClock Plus/Delta Sigma Pi Professional Event; College of Business, Angelo State University; San Angelo, TX; collaborate with Delta Sigma Pi Vice President of Professional Activities and TimeClock Plus President, Jordy Moorman, to create professional leadership event for College of Business students; greet guests and students; promote professionalism in Angelo State students of commerce.
- FALL, 2017 Delta Sigma Pi Dinner, San Angelo, TX; prepare, plan, and host dinner for 30+ members of the Eta Theta Chapter of Delta Sigma Pi to foster brotherhood, team bonding, and positive communications.
- 2017 Delta Sigma Pi Presentation: Benefits of Studying Abroad, International Business Fraternity of Delta Sigma Pi; Angelo State University, San Angelo, TX; International Business Fraternity of Delta Sigma Pi; Angelo State University, San Angelo, TX; present information relating to the educational and cultural benefits of studying abroad, as well as personal growth opportunities, to members of Eta Theta Chapter.
- 2017 Co-director, Most Europe '17 Study Abroad Program, Angelo State University; San Angelo, TX; successfully plan, organize, recruit, and lead 32 students for month-long educational program to Spain, Portugal, Italy, Greece, Germany, France, and England; create promotional materials, including posters, brochures, slideshows; involve the use of social media platforms including Facebook and Instagram.
- SPR, 2017 Most Europe '17 Study Abroad Program Dinner, San Angelo, TX; prepare, plan, and host dinner for 35+ Most Europe '17 study abroad participants to foster enthusiasm for learning, promote engagement, and build camaraderie among participants.
- 2016-DATE Business Advisory Council Faculty Representative; San Angelo, TX; active participation representing Norris-Vincent College of Business and Delta Sigma Pi to the Business Advisory Council
- 2016 Co-director, Most Europe '16 Study Abroad Program, Angelo State University; San Angelo, TX; successfully plan, organize, recruit, and lead 32 students for month-long educational program to Spain, Portugal, Italy, Greece, Bulgaria, France, and England; create promotional materials, including posters, brochures, slideshows; involve the use of social media platforms including Facebook and Instagram.
- SPR, 2016 Most Europe '16 Study Abroad Program Dinner, San Angelo, TX; prepare, plan, and host dinner for 35+ Most Europe '16 study abroad participants to foster enthusiasm for learning, promote engagement, and build camaraderie among participants.
- FALL, 2016 Delta Sigma Pi Dinner, San Angelo, TX; prepare, plan, and host dinner for 20+ members of the Eta Theta Chapter of Delta Sigma Pi to foster brotherhood, team bonding, and positive communications.

- 2015, 2016 College of Business Trivia Bowl, Angelo State University; San Angelo, TX; created and organized student/staff/faculty event for the positive benefits of informal interaction. Over 50 COB members and 15 community sponsors participated, and over \$600 in prizes awarded in each year held.
- 2015-DATE Active participation in RAM JAM College of Business Tailgating Events, Angelo State University; San Angelo, TX; promote the Norris-Vincent College of Business to students, alumni, and community members while building fellowship, social activity, and Ram Pride during home football games; collaborate with NVCOB faculty, staff, Delta Sigma Pi, Financial Investments Organization, and Dean's Student Business Advisory Board; engage in social media marketing to promote NVCOB.
- 2015-DATE Active participation in MFT Review Program, Angelo State University; San Angelo, TX; create study guide for the Norris-Vincent College of Business seniors to prepare for the Major Field Test; provide review, including question/answer session to equip students for Major Field Test.
- 2015-2016 Faculty Co-Founder/Co-Sponsor; American Marketing Association; Angelo State University; San Angelo, TX; collaborate with national affiliate to create local chapter; recruit membership, create bylaws and constitution, promote organization, attend meetings, meet with executive officers, and coordinate events.
- 2014, 2015 Faculty Founder/Sponsor/Administrator; College of Business T-Shirt Design Contest, Angelo State University; San Angelo, TX; inspired creativity and pride within College of Business; recognized and awarded 1st 3 places; coordinated sales of over 75 t-shirts with winning design to students, staff, faculty.
- 2014-DATE Faculty Sponsor; Delta Sigma Pi International Business Fraternity, Eta Theta Chapter, Angelo State University; San Angelo, TX; serve as liaison between the Eta Theta chapter, the national fraternity, and Angelo State University; meet and advise regularly with chapter executives; attend chapter meetings; support active membership through participation in events and reservations of rooms for events; provide authorization and review travel expenses for leadership conferences; review progress of the Chapter Management Program; attend pinning, initiations, and chapter elections; attend professional and service events; offer guidance of award nominations and provide assistance in Awards Ceremonies; engage in alumni relations; counsel members, as needed; review Risk Management Policies and ensure attendance to Risk Management Programs at both the university level and the national level.
- 2014-DATE Active involvement in Norris-Vincent College of Business student advising, Angelo State University; San Angelo, TX
- 2013-DATE Active participation in New Student Orientation and Rambunctious Weekend, Angelo State University; San Angelo, TX
- 2013, 2014 Active involvement, Student Success Luncheon, Angelo State University; San Angelo, TX

Department

- 2018 – DATE Standard Syllabi Course Lead, Department of Management and Marketing, Angelo State University; San Angelo, TX; Ensure proper standardization of BUSI 1301 course syllabi and consistent course structure in BUSI 1301 sections.
- 2017 Faculty Participant, Housley Principled Leadership Endowment, Department of Management and Marketing, Angelo State University; San Angelo, TX; correspond and collaborate with Angelo State Director of Development and Friends of Housley; create promotional materials for Housley Principled Leadership Program, including video, slideshow, social media marketing site, and brochure; assist in organizing and planning program presentation; follow up with Friends of Housley.
- 2016-DATE True Blue Fridays, Angelo State University; San Angelo, TX; represent the Department of Management and Marketing while engaging with prospective students and parents in informational sessions; provide valuable information regarding opportunities within the Department of Management and Marketing.

- 2016, 2017 Marketing Faculty Search Committee, Department of Management and Marketing, Angelo State University; San Angelo, TX; engage in search activities, review applicants, view presentations by prospective candidates, provide feedback to Search Committee.
- 2015-2017 Departmental Curriculum Committee, Department of Management and Marketing, Angelo State University; San Angelo, TX; part of 4-member committee; collaborate with marketing faculty to review, edit, and propose new curriculum guidelines to improve Marketing major coursework.
- 2015-DATE Active participation in Experience ASU, representing the Management and Marketing Department, Angelo State University; San Angelo, TX
- 2013-DATE Active participation as Student Advisor, Angelo State University; San Angelo, TX
- 2010-DATE Active recruitment at Discover ASU, Angelo State University; San Angelo, TX
- 2010 - 2012 Active participation in SOAR, Angelo State University; San Angelo, TX
- 2010 - 2012 Active recruitment at Up and Coming Scholars Program, Angelo State University; San Angelo, TX

Community

- FALL, 2019 Judging Panel, San Angelo Business Plan Competition, San Angelo, TX. Evaluate, review, and assess business plan components, including: business description, operations plan, management profile, market analysis, sales strategy, financial analysis, and economic impact. Score business plan finalists during the personal presentation phase, using competition criteria, and recommend top three winners, annually.
- FALL, 2018 Welcome Speaker; Leadercast Women; Small Business Development Center; represented Angelo State University at the Leadercast Women event with opening remarks to participants.
- SPR, 2017 Pledge Education Review Task Force; International Business Fraternity of Delta Sigma Pi; review and discuss Delta Sigma Pi Pledge Education National Bylaws with advisors and directors nationwide, make recommendations and propose amendments, create updated handbook.
- MAY, 2017 Soul Ride, benefitting Promises for Families; San Angelo Gives, San Angelo, TX; participate in fundraiser for the purpose of contributing to the non-profit, Promises for Families, to benefit families in need; reinforce the value of philanthropic giving.
- 2016-DATE Leadership San Angelo Alumni; San Angelo, TX; alumni of prestigious program designed to hone leadership skills and develop community knowledge through collaboration with each other while fostering leadership development in the community.
- 2016, 2017 Judging Panel, San Angelo Business Plan Competition, San Angelo, TX. Evaluate, review, and assess business plan components, including: business description, operations plan, management profile, market analysis, sales strategy, financial analysis, and economic impact. Score business plan finalists during the personal presentation phase, using competition criteria, and recommend top three winners, annually.
- SPR, 2015 San Angelo Chick-fil-a “Keeper of the Cow” Community Contest, San Angelo, TX; represented ASU in community-wide contest; as winner; winner and one of 5 community leaders to collaborate with Chick-fil-a Sherwood Way; donated 100 Chick-fil-a sandwiches to Concho Valley Women’s/Children’s Shelter.
- 2014 San Angelo Law Firm; San Angelo, TX. Consult with partner to develop effective organizational strategies by identifying and researching human resources issues.
- 2014 Green’s Grocery and Café; San Angelo, TX. Consult with marketing director to prepare an integrated marketing strategy for a successful retail launch.
- 2013-DATE Board of Directors, Randall Motors, Inc.; responsible for overall direction, coordination, and evaluation of organizational strategies for Cadillac dealership; collaborate with president to successfully attain nationally- recognized customer satisfaction ratings and excellence in sales management leadership.

PROFESSIONAL

- SEPT 2019 NIH Protecting Human Research Participants Certification, online, University of Dallas, Irving, TX
- 2019 Member, Angelo State Alumni Association, Angelo State University, San Angelo, TX
- NOV 2018 The Original Lilly Conference, Miami University, Oxford, OH
- 2016, 2018 Member, Angelo State Alumni Association, Angelo State University, San Angelo, TX
- 2017-DATE San Angelo Cadillac Dealers Advertising Association
- 2017-18 Employee Title IX Training; online, Angelo State University, San Angelo, TX
- 2017, 2018 Pearson Professional Development; Ms. Lindsey Dayhoff, Pearson Publishing Co., Angelo State University, San Angelo, TX
- 2017 Enhancing Student Professional Development through Foliotek; Ms. Lindsey Dayhoff, Pearson Publishing Co., Angelo State University, San Angelo, TX
- 2017 Exploring Possibilities in Online Learning; Dr. Kim Livengood, Angelo State University, San Angelo TX
- 2016-17 Security Awareness Training; online, Angelo State University, San Angelo, TX
- 2016-17 Employee Title IX Training; online, Angelo State University, San Angelo, TX
- 2016-DATE Leadership San Angelo Alumni; San Angelo, TX; alumni of prestigious program designed to hone leadership skills and develop community knowledge through collaboration with each other while fostering leadership development in community.
- 2016 Van Safety Training; online, Angelo State University, San Angelo, TX
- SEPT 2015- JUNE 2016 Leadership San Angelo; San Angelo, TX; one of 30 selected to hone leadership skills and develop community knowledge through a planned learning process, attending one 2-day session and nine one-day sessions, in the atmosphere of the city of San Angelo.
- 2015-2016 American Marketing Association
- AUG, 2015 Global Leadership Summit; San Angelo, TX
- MAY, 2015 "The Brave Ones" Leadercast; San Angelo, TX
- MAY, 2014 Cadillac Strategic Planning Conference/Global Product Launch; Las Vegas, NV
- 2012 Financial Planning Conference; Williams Financial Group; Dallas, TX

HONORS AND AWARDS

- 2019 Order of the Silver Helmet Service Award, International Fraternity of Delta Sigma Pi; Kansas City, MO
- 2019 Distinguished Faculty Achievement Award, Angelo State University Alumni Association; San Angelo, TX; Awarded at Homecoming to a current ASU faculty member who has had a profound effect on the lives and careers of ASU students.
- 2019 Gary and Pat Rodgers Distinguished Faculty Award Nominee; Angelo State University; San Angelo, TX

2019 Faculty Advisor of the Year; International Fraternity of Delta Sigma Pi

2019 Advisor of the Year Nominee; The Rammys, Student Government Association, Angelo State University; San Angelo, TX

2018 Gary and Pat Rodgers Distinguished Faculty Award Nominee; Angelo State University; San Angelo, TX

2018 Presidential Service/Leadership Excellence Award Finalist; Angelo State University, San Angelo. TX

2018 Faculty Excellence in Service Award; College of Business, Angelo State University; San Angelo, TX

2018 Advisor of the Year; The Rammys, Student Government Association, Angelo State University; San Angelo, TX

2017 Faculty Advisor of the Year; International Fraternity of Delta Sigma Pi

2017 Gary and Pat Rodgers Distinguished Faculty Award Nominee; Angelo State University; San Angelo, TX

2017 Advisor of the Year Nominee; The Rammys, Student Government Association, Angelo State University; San Angelo, TX

2016 Faculty Advisor of the Year; International Fraternity of Delta Sigma Pi

2016 Faculty Excellence in Teaching Award; College of Business, Angelo State University; San Angelo, TX

2016 Advisor of the Year; The Rammys, Student Government Association, Angelo State University; San Angelo, TX

2016 Presidential Teaching Excellence Award Nominee; Angelo State University; San Angelo, TX

2015 Chick-fil-a Keeper of the Cow Award; San Angelo, TX

2015 Women to Honor Award Nominee; Texas Business Women's Association

2015 Faculty Advisor of the Year; International Fraternity of Delta Sigma Pi

2015 Teaching Award Nominee; College of Business, Angelo State University; San Angelo, TX

2010 Professor of the Year; Student Government Association, Angelo State University; San Angelo, TX