

# Steven C. Isberg, Ph.D.

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Department of Finance and Economics  
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## Education

### **Ph.D., Binghamton University, 1984.**

Major: Finance and Economics

### **M.A., Binghamton University, 1981.**

Major: Economics

### **B.A., State University College at Cortland, 1979.**

Major: Economics

## Professional Positions

### **Academic - Faculty**

Associate Professor of Finance, Merrick School of Business, University of Baltimore. (1993 - Present).

Occasional Visiting Associate Professor of Finance, Robert Smith School of Business, University of Maryland, College Park. (1994 - 2001).

Assistant Professor of Finance, Merrick School of Business, University of Baltimore. (1988 - 1993).

Assistant Professor of Finance, Department of Finance, Northern Illinois University. (1984 - 1988).

### **Professional**

Senior Research Fellow, Credit Research Foundation. (2000 - Present).

## Professional Memberships

Principle, Charles Business and Financial Consulting (1996).

Easy Office, Towson, Maryland (2003 - 2005).

GRS Games, Towson, Maryland (2000 - 2005).

The Gentle Press, Towson, Maryland (2000 - 2003).

Affiliate of the Initiative for a Competitive Inner City, Harvard Business School (1997 - 2000).

Westinghouse Electric Corporation (1995 - 1997).

Monumental General Insurance Company (1995).

Small Business Development Center, Central Maryland Region (1995).

Guardian Mutual Life Insurance Company (1986 - 1994).

Carroll County Bank and Trust Company (1992).

Heller Financial, Inc. Chicago, Illinois (1986).

## Awards and Honors

T. Rowe Price Teaching Fellow 2009-2010. T. Rowe Price. (2009).

Faculty Fellow. Merrick Entrepreneurial Opportunity Center. (2009).

T. Rowe Price Teaching Fellow. Department of Economics, Finance and Management Science, Merrick School of Business, University of Baltimore. (2007).

Chase Bank Research in Finance Award. Merrick School of Business, University of Baltimore. (2005).

Dean Costello Chair for Excellence in Professional Service. Merrick School of Business, University of Baltimore. (2003).

Chase Bank Research in Finance Award. Merrick School of Business, University of Baltimore. (2001).

Outstanding Graduate Teaching Recognition. Merrick School of Business, University of Baltimore. (2000).

Outstanding Research Paper Award. Journal of Consumer Marketing. (2000).

## RESEARCH

### Intellectual Contributions

#### Refereed Journal Articles

Isberg, S. C. (2013). Interest Rates, Consolidation and Financial Economic Stability: An Historical Perspective. *Credit and Financial Management Review*. 19(1), 12pp..

Isberg, S. C., & Pitta, D. A. (2013). Using Financial Analysis to Assess Brand Equity. *Journal of Product and Brand Management*. 22(1), 13.

Isberg, S. C. (2009). Understanding Customer Derivative Risk: A Case Analysis. *Credit and Financial Management Review*. First Quarter 2009. 13.

Isberg, S. C. (2008). Size Relationships and the Ability to Manage DSO and Terms. *Business Credit*. 110(4), 16-18.

Isberg, S. C. (2007). The Impact of Business Process Reengineering on Staff and Management Positions: Is Credit Getting Its Due?. *Credit and Financial Management Review*. 13(1), 5-20.

Isberg, S. C. (2006). The Hourglass Economy: Will the Winner Take All? An Application of Financial Statement Analysis to Department Store Retailing. *The Journal of Credit Management*.

Isberg, S. C. (2006). The Hourglass Economy: Will the Winner Take All? An Application of Financial Statement Analysis to Department Store Retailing. *The NACM Oregon Credit Management Review*.

Isberg, S. C. (2006). Job Analysis and Compensation Modeling for Credit Staff and Mid-level Management: A Pilot Study. *Credit and Financial Management Review*. 12(4), 5-14.

Isberg, S. C. (2005). The Hourglass Economy: Will the Winner Take All? An Application of Financial Statement Analysis to Department Store Retailing. *Credit and Financial Management Review*. 11(4), 45-53.

Isberg, S. C. (2004). Outsourcing Collection of Delinquent Accounts: Experiences During Recession and Growth. *Credit and Financial Management Review*. 10(3), 41-52.

Isberg, S. C. (2000). Whither Cash Flow, Whence Value? Chapter II. *Credit and Financial Management Review*. 6(2), 16-28.

Isberg, S. C. (2000). Whither Cash flow, Whence Value? Chapter I. *Credit and Financial Management Review*. 6(1), 12-23.

### **Monographs**

Isberg, S. C. (2013). The Implicit Cost of Trade Credit and the Theory of Optimal Terms of Sale: Revisited for the 21st Century. *Credit Research Foundation Occasional Paper*. 38.

Isberg, S. C. (2007). Credit Research Foundation Credit and Accounts Receivable Compensation Study: 15th Edition. *Credit Research Foundation*.

Isberg, S. C. (2006). On Whose Terms. *The Credit Research Foundation Occasional Paper Series*.

Isberg, S. C., & Wallis, L. (2004). Future Trends in Business Credit and Receivable Management. *The Credit Research Foundation*.

Isberg, S. C. (2000). Outsourcing and the Collection Function. *The Credit Research Foundation*.

### **Magazine/Trade Publication**

Isberg, S. C. (2011). The U.S. Economy: Headed for Another Restructuring?. *Credit Research Foundation*. January 2011. 4.

Isberg, S. C. (2010). QE2: Cruise Ship Headed for a Perfect Storm?. *Credit Research Foundation*. December 2010. 4.

### **Newspaper**

#### **Magazine/Trade Publication**

Isberg, S. C. (2010). What's Going on with Hospital Credit Risk?. *Credit Research Foundation*. September 2010. 4.

### **Presentations**

Isberg, S. C. "Quantitative Easing, Consolidation, and Economic Growth: Is Inflation a Lead-Pipe Lock?," Society of Government Economists, Washington, D. C.. (2013).

Isberg, S. C. "Integrity and Learning: Enhancing Workability and Student Performance Outcomes," Society of Government Economists, Washington, DC. (2012).

Isberg, S. C. "Capturing the Wind: Enhanced Learning Outcomes Through Student and Instructional Leadership and Integrity," AACSB, Houston, Texas. (2012).

Isberg, S. C. "An Historical Perspective on the State of the U.S. Economy and Financial Markets," Credit Research Foundation, Ft. Lauderdale, FL. (2011).

Isberg, S. C. "Cash Flow Analysis and Valuation," Credit Research Foundation, Ft. Lauderdale, FL. (2011).

Isberg, S. C. "The Impact of Integrity on Teaching and Learning: Maximizing Classroom Workability and Student

Performance Outcomes," L'Ecole (Faculty Learning Community on Ontological Leadership, United States Air Force Academy, Colorado Springs, CO. (2011).

Isberg, S. C. "The US Economy, Construction Activity and Credit Risk Management," National Construction Credit Association, Baltimore, Maryland. (2009).

Isberg, S. C. "The US Economy and the State of Retailing," NACM Kansas City, Washington, D.C.. (2009).

Isberg, S. C. "IFRS: Meaning and Implementation," Chicago, Illinois. (2009).

Isberg, S. C. "Understanding and Managing Customer Derivative Risk," San Antonio, Texas. (2009).

Isberg, S. C. "Understanding Your Customer's Business Through Financial Statement Analysis," Credit Research Foundation, Deerfield, IL. (2008).

Isberg, S. C. "Understanding Your Customer's Business Through Financial Statement Analysis," Credit Research Foundation, San Diego, CA. (2008).

Isberg, S. C. "Writing Effective Business Reports," Credit Research Foundation, Minneapolis, MN. (2008).

Isberg, S. C. "Cash Flow Analysis for Forecasting and Acquisition Valuation," Pittsburgh, PA. (2008).

Isberg, S. C. "Understanding Your Customer's Business Through Financial Statement Analysis," Kimberly-Clark Company, Knoxville, TN. (2008).

Isberg, S. C. "Financial Statement Structure and Performance Across Industries," National Association of Credit Management, (2008).

Isberg, S. C. "Cash Flow Analysis for Forecasting and Acquisition Valuation," National Association of Credit Management, Louisville, KY. (2008).

Isberg, S. C. "Understanding Your Customer's Business Through Financial Statement Analysis," Newark, NJ, Credit Research Foundation. (2008).

Isberg, S. C. "Financial Policy and Performance in Response to Economic Changes: The Case of the Pharmaceutical Distribution Industry," National Agricultural Credit Group, Cape Cod, MA. (2008).

Isberg, S. C. "Understanding Your Customer's Business Through Financial Statement Analysis," Credit Research Foundation, San Antonio, TX. (2008).

Isberg, S. C. "Understanding Your Customer's Business Through Financial Statement Analysis," National Distillers Credit Group, San Antonio, TX. (2008).

Isberg, S. C. "Understanding Your Customer's Business Through Financial Statement Analysis," Bell Micro Corporation, Montgomery, AL. (2008).

Isberg, S. C. "Understanding Your Customer's Business Through Financial Statement Analysis," CRF, Charleston, SC. (2007).

Isberg, S. C. "Understanding Your Customer's Business Through Financial Statement Analysis," Buffalo, NY. (2007).

Isberg, S. C. "Assessment of Skill Development and Training Needs in Credit and A/R Management," manhattan Beach, CA. (2007).

Isberg, S. C. "Understanding Today's Workforce: The Impact of Business Process Reengineering in the Credit and A/R Management Function," NACM, Chicago, IL. (2007).

Isberg, S. C. "Understanding Today's Workforce: The Impact of Business Process Reengineering in the Credit and A/R Management Function," CRF/IOMA, (2007).

Isberg, S. C. "Understanding Today's Workforce: A Study of The Impact of Business Process Reengineering on Working Capital Management," Credit Research Foundation, (2007).

Isberg, S. C. "Understanding Your Customer's Business Through Financial Statement Analysis," True Value Hardware, Crystal Lake, IL. (2007).

Isberg, S. C. "Hedge Funds and Highly Leveraged Transactions: The Case of The Sports Authority," VF Jeanswear Credit Group, Greensboro, NC. (2007).

Isberg, S. C. "Writing for Credit and Finance," CRF, Chicago, IL. (2007).

Isberg, S. C. "Understanding Today's Workforce: The Impact of Business Process Reengineering in the Credit and A/R Management Function," CRF, Chicago, IL. (2007).

Isberg, S. C. "Understanding Your Customer's Business Through Financial Statement Analysis," CHS, Incorporated, Minneapolis, MN. (2007).

Isberg, S. C. "Understanding Your Customer's Business Through Financial Statement Analysis," Credit Research Foundation, Chicago, IL. (2007).

Isberg, S. C. "Writing for Credit and Finance," Credit Research Foundation, Columbia, MD. (2007).

Isberg, S. C. "Writing for Credit and Finance," Acushnet Company, Fairhaven, MA. (2007).

Isberg, S. C. "Understanding Your Customer's Business Through Financial Statement Analysis," True Value Hardware, Chicago, IL. (2007).

Isberg, S. C. "Understanding Your Customer's Business Through Financial Statement Analysis," CRF, Miami, FL. (2007).

Isberg, S. C. "Understanding Your Customer's Business Through Financial Statement Analysis," NACM Business Credit Service and T-Mobile Corporation, Seattle, WA. (2006).

Isberg, S. C. "Understanding Your Customer's Business Through Financial Statement Analysis," CRF, Riverside, CA. (2006).

Isberg, S. C. "Understanding Your Customer's Business Through Financial Statement Analysis," NACM, Chicago, IL. (2006).

Isberg, S. C. "Job Analysis and Compensation Modeling for Credit Staff and Mid-level Management: A Pilot Study," Philadelphia, PA. (2006).

Isberg, S. C. "Future Trends in Business Credit and Accounts Receivable Management," Boston, MA. (2006).

Isberg, S. C. "Hedge Funds and Highly Leveraged Transactions: The Case of The Sports Authority," Credit Research Foundation, Minneapolis, MN. (2006).

Isberg, S. C. "Future Trends in Business Credit and Accounts Receivable Management," National Window Supplier Industry Credit Management Group, Baltimore, MD. (2006).

Isberg, S. C. "Future Trends in Business Credit and Accounts Receivable Management," National Tool Industry Credit Management Group, Baltimore, MD. (2006).

Isberg, S. C. "Hedge Funds and Highly Leveraged Transactions: The Case of The Sports Authority," Acushnet Golf Company, Fairhaven, MA. (2006).

Isberg, S. C. "Enron, WorldCom, and Business Ethics: Incentives versus Integrity," National Packaging Industry Credit Executive Group, Charleston, SC. (2006).

Isberg, S. C. "Understanding Your Customer's Business Through Financial Statement Analysis," NACM, Nashville, TN. (2006).

Isberg, S. C. "Benchmarking Credit and Accounts Receivable Performance in the Food Industry," NACM Credit Congress, National Food Group, Nashville, TN. (2006).

Isberg, S. C. "Understanding Your Customer's Business Through Financial Statement Analysis," Ashland, Incorporated, Columbus, OH. (2006).

Isberg, S. C. "Hedge Funds and Highly Leveraged Transactions: The Case of The Sports Authority," National Athletic Credit Executive Group, Atlanta, GA. (2006).

Isberg, S. C. "Future Trends in Business Credit and Accounts Receivable Management," CRF/IOMA, (2006).

Isberg, S. C. "Future Trends in Business Credit and Accounts Receivable Management," NACM, Chicago, IL. (2006).

Isberg, S. C. "Understanding Your Customer's Business Through Financial Statement Analysis," NACM Intermountain, Salt Lake City, UT. (2006).

Isberg, S. C. "Benchmarking Credit and Accounts Receivable Performance in the Food Industry," National Store Door Delivery Credit Management Group, Ft. Lauderdale, FL. (2006).

Isberg, S. C. "The Impact of Recession and Growth on the Outsource Collection of Delinquent Accounts Receivable," Midwest Finance Association, (2005).

Isberg, S. C. "The Future of Credit," Marco Island, FL. (2004).

Isberg, S. C. "A Float Index of Potential Non-payment Risk," San Diego, CA. (2004).

Isberg, S. C. "Cash Flow Analysis of Changing Credit Terms," National Steel Group, National Association of Credit Management, (2000).

Isberg, S. C. "Identifying and Managing Value at Risk," National Association of Credit Management, (2000).

Isberg, S. C. "The Effect of Credit Policy on Corporate Cash Flow," National Association of Credit Management, (2000).

Isberg, S. C. "Valuation in an Environment of Uncertainty," Commercial Finance Association, Baltimore Chapter, (2000).

## **Media Contributions**

The Marc Steiner Show: Four appearances on the Steiner Show discussing the current financial economic and policy situation. (2013).

Fox News: Sinclair broadcasting: 15 interviews and appearances relating to local, national, and international economic events and their impact on the economy (2013).

Fox Morning News,: Three appearances on morning news slots discussing economic events and their impact on the local and national economy (2013).

Baltimore Sun: Jos. A Bank buyout: Quoted in the Sun on seven different occasions for articles related to the Jos. A Bank merger with Men's Wearhouse. Provided reporters with extensive background material used in writing their articles. (2013).

Baltimore Sun: Interivewed and quoted in the Baltimore Sun a total of eight (8) times in regard to financial economic and government policy issues. (2013).

Marc Steiner Show: Made five appearances on the Marc Steiner Radio show to discuss a variety of financial economic and government policy issues. (2013).

Fox News/WMAR TV News: Made a total of fifteen (15) appearances either live/in-studio or recorded interviews. Covered a variety of financial economic and government policy topics. (2013).

The Daily Record (Baltimore): Authored op-ed pieces, frequently quoted on issues of corporate financial management and stewardship as well as mergers and acquisitions (2012).

The Baltimore Sun: General: Authored op-ed pieces, frequently quoted on issues of corporate financial management and stewardship as well as mergers and acquisitions (2012).

Mark Steiner Show: Made two appearances on the Steiner Show to discuss business, economic and financial issues. (2009).

Fox 45, WJZ, WBAL: Made a total of 22 appearances on local television news programs to discuss a variety of economic and financial issues. Some of these are documented individually in this report. (2009).

Fox 45 Baltimore: Appearance on the morning news to comment on private purchase of "toxic assets" from banking organizations (2009).

Fox 45 Baltimore: Appearance on the evening news to comment on a bill proposed by Senator Ben Cardin to allow newspapers to become 501 (c) 3 corporations (2009).

Baltimore Business Journal: Interviewed and quoted in an article on bank marketing innovations. (2009).

WJZ TV 13 Baltimore: Appearance on the evening news to comment on the bankruptcy of Magna Entertainment Corporation (2009).

Fox 45 Baltimore: Appeared on the morning news to comment and respond to caller questions on continuing changes in federal bailout policies. (2009).

Baltimore Daily Record: Interviewed and quoted on the relationship between the health of the banking and finance industry and the overall economy (2009).

Fox 45 Baltimore: Appearance on the morning news to comment on the state government budget and deficit remediation (2009).

Fox 45 Baltimore: Interviewed on the morning news about the role of derivative trading and how the banks have spent federal bailout money. (2008).

WJZ TV 13 Baltimore: Interviewed about small retailer marketing and promotion strategies and the impact of the recession on consumer spending at different retailing levels. (2008).

Fox 45 Baltimore: Interviewed on the morning news about where the \$700 billion federal bailout money has gone once given to firms in the finance industry (2008).

Baltimore Business Journal: Interviewed and quoted in an article about the impact of the financial crisis on employment opportunities for those with finance skills (2008).

The Dan Rodericks Show WYPR: Commentator on a one-hour show addressing the federal auto industry bailout proposals. Offered viewpoints and responded to caller questions. (2008).

WMAR Channel 2 Baltimore: Interviewed about the potential impact of the economy on retail spending for the holiday season. (2008).

Baltimore Sun: Interviewed by Andrea Siegel for a two-part piece on consumers and the mortgage industry. Quoted extensively in the final articles. (2008).

Fox 45 Baltimore: Interviewed and quoted for a second feature piece on Constellation Energy Company and its strategies to avoid bankruptcy. (2008).

Mark Steiner Show: Appeared as guest commentator. Made comments and responded to caller questions on the financial crisis. (2008).

Fox 45 Baltimore: Interviewed on the morning news regarding the need and logic of federal government bailouts of financial companies (2008).

Mark Steiner Show: Participated as commentator in an one-hour show on developments in the financial markets and the logic of federal bailouts (2008).

Fox 45 Baltimore: Interviewed by anchor and took questions from callers regarding the government's reaction to the financial crisis, Constellation Energy and what individuals should do as consumers and voters to influence the outcomes (2008).

Fox 45 Baltimore: Interviewed for a feature piece on the performance of Constellation Energy Company and the proposed merger deal with Mid-American Energy (2008).

Mark Steiner Show: Appeared on a one-hour show to comment and respond to caller questions on evolving problems in the financial and real estate markets and the economy (2008).

WYPR: Interviewed and quoted in a long news piece on the relationship between changes in the economy, the tax base and the ability of state and local governments to offer services when and where needed. (2008).

Fox 45 Baltimore: Interviewed on the morning news to comment on oil and fuel prices. (2008).

CRF News: CRF Study Reveals Insights on FLSA Status of Staff and Mid-Management Positions, pp. 1-3 (2006).

Managing Your Money , Newsnight Maryland, Maryland Public Television: (2000).

## **Contracts, Grants and Sponsored Research**

### **Grants**

Isberg, Steven C., "CEI/CELTT Faculty Cohort for Infusing Entrepreneurship into the Undergraduate Curriculum" Sponsored by Provost's Office/University of Baltimore, The University of Baltimore, \$1500. (2013).

Isberg, Steven C., "Curriculum Development in Critical Reading" Sponsored by UB Provost Office, The University of Baltimore, \$1500. (2012).

Isberg, Steven C.(Co-Principal), Gibson, Charles Edward(Co-Principal), "Instructional Technology Grant" Sponsored by

UB, The University of Baltimore, \$5500. (2012).

Isberg, Steven C., Gerlowski, Daniel A.(Co-Principal), "Developing and Undergraduate Entrepreneurship Curriculum" Sponsored by Kauffman Foundation, Other, \$100000. (1997).

### **Research in Progress**

"Assessment of Learning Objectives in Corporate Finance"

"Corporate Financial Performance and Receivables Benchmarking: Is Excellence Contagious?"

"Order to Cash Restructuring: From Silos to Shared Services and its Impact on Human Resources in the Credit Management Profession"

## **SERVICE**

### **Department Service**

Committee Chair, Department Promotion and Tenure. (September 2012 - October 2012).

Faculty Advisor, Graduate Student Advisor. (January 2011 - December 2011).

### **College Service**

Faculty Mentor, Teaching Mentor to Junior Faculty. (2009 - Present).

Committee Member and Secretary, Assessment Committee, Merrick School of Business. (September 2004 - Present).

Graduate Advisor, Finance Department, Merrick School of Business. (January 2000 - Present).

Vice President, Merrick School Faculty Senate. (September 2012 - May 2014).

Committee Chair, UB/Towson MBA Redesign Task Force. (May 2013 - April 2014).

Author, Assessment Reports. (January 2013 - December 2013).

Committee Member, MBA Redesign Task Force. (September 2012 - May 2013).

Committee Chair, Department of Finance Program. (2012).

Vice President, MSB Faculty Senate. (May 2011 - May 2012).

Committee Chair, UB/Towson Joint Graduate Program Committee, Merrick School of Business. (2007 - 2011).

Committee Member, Faculty Evaluation Task Force. (September 2010 - June 2011).

Committee Member, Honors Council. (September 2009 - May 2011).

Committee Member, UB/Towson Joint Graduate Program Committee, Merrick School of Business. (January 2009 - December 2009).

Committee Chair, Department of Economics and Finance Promotion and Tenure Committee. (September 2009 - November 2009).

Committee Chair and Member, Undergraduate Program Committee. (September 2003 - June 2005).

Co-Director, Merrick School of Business Innovation and Entrepreneurship Program Initiative. (1997 - 2003).

Committee Chair, Graduate Curriculum Committee. (September 2001 - June 2003).

Evaluation Committee, Merrick School of Business. (2000 - 2002).

Area Chair, Finance, Merrick School of Business. (January 1999 - February 2000).

### **University Service**

Task Force Member, President's University Budget Task Force. (September 2011 - March 2013).

Vice Chair, University Council. (September 2011 - June 2012).

### **Professional Service**

Editor, Associate Editor, Credit and Financial Management Review. (January 2000 - Present).

Manuscript Referee, Journal of Banking and Finance. (1991 - Present).

Editorial Review Board Member, Journal of Economics and Finance. (1987 - Present).

Manuscript Referee, Quarterly Journal of Business and Economics. (1986 - Present).

Member, Board of Directors, Chairman of Membership Committee, Financial Executives International-Baltimore Chapter. (2005).

Corporate Partner, Baltimore Advisors, Initiative for a Competitive Inner City. (1997 - 2000).

### **Public Service**

Consulting, Independent Small Business Consulting, Pro Bono Charles Business and Financial Consulting.

Task Force Member, First Lutheran Church of Ellicott City, Maryland: Youth and Family Task Force. (August 2009 - Present).

Board Member, First Lutheran Church of Ellicott City, Maryland: Preschool. (August 2008 - Present).

Emergency Medical Technician (Basic), Ellicott City Volunteer Fire Department, Howard County, Maryland. (2002 - Present).  
Adult Education Development and Teaching Team, First Evangelical Lutheran Church of Ellicott City. (1998 - Present).  
Top EMS Responder, Ellicott City Volunteer Fire Department, Howard County, Maryland. (2004 - 2005).  
Second Top EMS Responder, Ellicott City Volunteer Fire Department, Howard County, Maryland. (2003 - 2004).  
Blood Donor, Apheresis Donor Program, American Red Cross. (1994 - 2003).  
Guest Speaker, Junior Achievement of Maryland. (1999 - 2002).

### **Consulting**

Academic, Center for Entrepreneurship, University of Baltimore, Baltimore, MD. (January 2006 - Present).  
For Profit Organization, Charles Business and Financial Consulting, (1996 - Present).  
For Profit Organization, Easy Office Systems, Towson, MD. (2003 - 2005).  
For Profit Organization, GRS Games, Towson, MD. (2000 - 2005).  
For Profit Organization, The Gentle Revolution Press, Towson, MD. (2000 - 2003).  
For Profit Organization, Baltimore Advisors, Affiliate of the Initiative for a Competitive Inner City, Harvard Business School, Baltimore, MD. (1997 - 2000).

### **Development Activities**

Conference Attendance, "Research Methodology and Policy Analysis," Society of Government Economists. (November 2012 - November 2012).  
Conference Attendance, "AACSB Assessment Conference," AACSB. (April 2012 - April 2012).  
Continuing Education Program, "Creating Leaders: Mastering the Approach to Teaching the Course Being a Leader and the Effective Exercise of Leadership: An Ontological Approach," Center for Character and Leadership Development; United States Air Force Academy. (July 2010 - July 2010).  
Continuing Education Program, "Being a Leader and the Effective Exercise of Leadership: An Ontological Model," Mayes School of Business; Texas A&M University. (June 2010 - June 2010).  
Conference Attendance, "The Annual Edwards Deming Colloquium," Fordham University. (May 2010 - May 2010).  
Conference Attendance, "AAC&U Conference on Student Research and Engagement," American Association of Colleges and Universities. (March 2010 - March 2010).  
Continuing Education Program, "Conference on Integration of Teaching and Research," AACSB. (June 2008 - June 2008).