

BRIEN N. SMITH
Curriculum Vitae

Provost and Vice President for Academic Affairs
Youngstown State University

EDUCATION

PhD Industrial Psychology Auburn University
MS Industrial Psychology Auburn University
BA Psychology Auburn University

ACADEMIC APPOINTMENTS

Special Assistant to the President Youngstown State University	January 2024 - Present
Provost and Vice President for Academic Affairs Youngstown State University	June 2019 – December 2023
Dean Professor, Scott College of Business Indiana State University	July 2012 – May 2019
Associate Dean Professor, Miller College of Business Ball State University	January 2010 – June 2012
Department Chair, Marketing and Management Professor, Miller College of Business Ball State University	July 2002 – December 2009
Professor of Management Ball State University	August 2008
Assistant Dean, Graduate Programs Associate Professor, Miller College of Business Ball State University	August 2001 – July 2002
Assistant Department Chair, Management Associate Professor, Miller College of Business Ball State University	September 1989-June 2001
Associate Professor of Management Ball State University	August 1996 – May 2008
Assistant Professor of Management Ball State University	August 1988 – May 1996

LEADERSHIP EXPERIENCE

Provost and Vice President for Academic Affairs, Youngstown State University, June 2019 – December 2023

Responsibilities: Works in close collaboration with the President, Board of Trustees, Vice-Presidents, Deans, Faculty and Staff in advancing YSU's educational mission of teaching, learning, scholarship, and service; Provides intellectual leadership to the academic community and assumes a lead role in the development of vision and strategy for the University; Provides leadership to five academic colleges, the Honors College, the College of Graduate Studies, Maag Library, and the Office of Research; Fosters an academic environment conducive to student success; Plans and administers the annual academic budget (\$82M); Sets academic policies and implements the priorities framed by the University's strategic plan; Maintains close collaborative relations with the Academic Senate.

Strategy

- Worked with a wide array of institutional stakeholders to develop the **Plan for Strategic Actions to Take Charge of Our Future**, including renewed mission, vision, and values statements. Created "momentum gainers" to kick start the implementation of the plan.
- Established the **Institute for Teaching and Learning** to leverage data and best practices to guide innovative, inclusive, and integrative teaching.
- Established the **Office of Diversity, Equity, and Inclusion** to support campus needs for improved diverse representation, equality of opportunity, and an inclusive and equitable environment.
- Created **Associate Provost for Strategy and Engagement** position to develop and foster mutually beneficial campus community partnerships to incorporate diverse perspectives to strengthen YSU's collective impact on the region.
- Created the **Office of Community Engagement** to build stronger relationships with the local and regional community, generate practical solutions, and promote mutual learning.
- Established a YSU **Community Engagement Clearinghouse** to understand and evaluate YSU's collective community impact and ultimately pursue the goal of achieving the Carnegie Community Engagement Classification.
- Deployed a **branding initiative** for each academic college and the Honors College.

Student Success

- Instituted first-year **Student Success Seminar** for incoming students providing high-impact holistic, relational, and developmental advising to all students. YSU 1500 and SS 1500 instructors now serve as the first-year academic advisors to students in their classes, dramatically increasing the number and frequency of student-advisor contacts.
- Redesigned the college and academic program advising structure to provide consistent, professional, proactive advising to all students. All colleges now have advising directors who supervise other college advisors and provide a contact point for university-level strategy implementation in advising.
- Supported by CRM Advise, activated a comprehensive, integrated, and proactive **student alert and response strategy** for early identification and support of students experiencing difficulties with academic progress or attendance.
- Hosted **summer enrichment programs** for underrepresented students to help students transition more successfully to the college environment, develop community and socialization skills, and increase diversity at YSU.
- Implemented the NSSE survey of student engagement to provide feedback on YSU's progress on student learning and success initiatives.

- Student success measures have risen steadily over the previous three years. Six-year graduation rates have increased dramatically from ~40% in the 2013 entering cohort to 52.7% currently, a new high for the university. Retention of regularly admitted students has increased steadily from a low of 74.1% in 2020 to 78.9%.

Academic Excellence

- Developed and executed an **Academic Affairs reorganization plan**, reducing the number of colleges from six to five and combined administrative departments. The reorganization made the academic division more efficient, agile and reflective of the university's academic strengths.
- In response to the COVID-19 pandemic, seated and convened the **Creative Course Delivery for a Safe YSU** ad-hoc committee to develop a plan to maintain YSU's academic continuity in its core academic functions during the pandemic and beyond. The committee determined how the university would deploy medical, behavioral, and technological procedures and applications to ensure the safety of our learning environment and the quality of education, whether delivered on campus or virtually.
- In response to the peak spread of the COVID-19 virus, transitioned all courses, faculty, and staff to remote instruction within 10 days. Implemented virtual training to assist faculty and staff in working remotely.
- Implemented the **Academic Program Enhancement and Effectiveness Initiative (APEEI)** process which distributed internal and 3rd party data to faculty to review academic programs. This important program review provided a comprehensive response to Higher Learning Commission's (HLC) concerns over YSU's program review deficiencies. In addition, it provided a means through shared governance that programs could be prioritized and flagged for future growth or disinvestment.
- Established and implemented faculty hiring priorities linked to APEEI data.
- Instituted **planning dashboards** linked to institutional data to display continuous improvement efforts of each academic program in addition to its relevant KPI, market and economic data.
- Implemented **Curricular Efficiency Initiative** to accomplish the following:
 - ✧ Eliminated hundreds of "dead" courses from the academic catalog
 - ✧ Flagged areas in programs' curricula that were unnecessarily complex from a student success perspective.
 - ✧ Developed efficient course rotations based upon curricular maps to reduce the number of costly under enrolled courses.
 - ✧ Developed curricular efficiency toolkits for programs and departments.

Communication

- Developed **Provost Perspectives** series to provide regular communication to faculty and staff about news, updates and resources, and to provide a roadmap of upcoming initiatives and opportunities for participation.
- Established **Associate Provost Office Hours** to provide faculty and staff more opportunities to connect with Academic Affairs with suggestions and questions about strategies and initiatives.
- Prepare monthly in-person Academics Affairs updates presented at Academic Senate
- Meet weekly with Student Government Association leaders to understand student needs and concerns.

Dean, Scott College of Business, Indiana State University, July 2012 – May 2019

Responsibilities: Working with faculty in the college to set academic priorities. Leading the development efforts of the college. Working with local, state, and federal entities to achieve mutually beneficial outcomes. Ensuring that the college has sufficient operational funds. Building an environment where faculty and students can flourish.

Enrollment Management / Student Success

- University Level Initiatives:
 - ⌘ Appointed to the university's *Strategic Enrollment Management Council*, 2018
 - ⌘ Led a workgroup that analyzed market demand, employment outlook, and current university program capacity to identify **targets for Indiana State's recruitment efforts** to buffer the predicted decline in high school graduates.
- College Level Initiatives:
 - ⌘ Employed business intelligence and analytical tools to determine at-risk students and program bottlenecks to **improve business student retention** by 4%.
 - ⌘ In response to stagnant college enrollments, collaborated with faculty, advisory boards, and University Marketing to initiate a marketing plan that **improved undergraduate headcount** by 18%, and business graduate headcount by 131% between 2012 and 2015. The university grew by 10% during that same period.
 - ⌘ Streamlined the college curriculum, prioritized student advising, and established a student peer mentor program to **increase four-year graduation rates** by 10.7% vs 3.7% for the university (through 2018).
 - ⌘ In fulfillment of a Higher Learning Commission innovation grant, charged faculty to streamline the business core curriculum. **Collaborated** with the **College of Arts and Sciences** to **establish mutually beneficial outcomes** in restructuring the business core.
 - ⌘ Leveraged our *Meis Student Development Center* to **establish partnerships** with the business industry to improve engagement between students, employers, and the college. **Student placement rates increased** from 80% (2012) to 95%

Faculty and Staff

- **Improved diversity** of college leadership by recruiting six women and minorities to accept leadership roles in the college.
- Raised additional funds and appropriated \$40K from existing budgets to establish new priorities for **faculty professional development** with the goal of improving teaching effectiveness and research output.
- Provided annual monetary incentives to faculty who publish in quality outlets to **improve the impact of college research**.
- Established a process by which college staff receive funding to improve professional qualifications such that most staff now engage in some form of continuing education each year.
- **Negotiated** contracts for seven new tenure-track faculty hires to secure talent for evolving and emerging programs in the college. Recruited scores of adjuncts, lecturers, and multi-year contract faculty in support of the college mission.

Innovation

- In **collaboration** with the **Bayh College of Education** developed a new MBA for public education administrators to empower them to meet the demands of operating schools and school systems. Selected as one of six Woodrow Wilson MBA in educational leadership sites nationally.
- Collaborated with faculty, donors and industry to establish the *Meis Student Development Center* to improve student success and career-readiness.

- Organized annual *Insurance Public Policy Summit* in Washington, D.C. to provide a **forum for US congressional policymakers, national insurance regulators, national industry groups, and insurance executives** to prepare for emerging challenges in the insurance industry.
- Expanded business online programs to move from course offerings to five business bachelor's degrees offered wholly online to increase enrollment and meet employment demands.
- Added a fifth center of excellence to the college – *Center for Supply Management*

Community Engagement

- Prioritized **community engagement** efforts to assist area nonprofit organizations, government agencies, and private industry. The college logs approximately 40,000 hours of student community engagement annually in support of Indiana State University's national ranking in community engagement and public service.
- Organized annual *Groundhog Day Economic Forecast* **event for business leaders** featuring comments on national, state and local issues from an array of expert panelists.
- Established the *Student Managed Investment Fund Consortium (SMIFC)* as a **national forum** to share best practice and improve the educational outcomes of students. The consortium has grown to 68 member intuitions and convenes yearly in Chicago.
- Established **national advisory board** in Washington DC to guide and improve discussion topics for an annual national *Insurance Public Policy Summit*.
- Personally active in **community philanthropic organizations**, including assuming the presidency of *Terre Haute Rotary* for FY 2018.
- Added **advisory boards** to bring the college total to eight to improve college advocacy and engagement.
- Collaborated with faculty, staff, students, alumni and university stakeholders, to develop a **new college strategic plan** with the goal of strengthening buy-in and a shared vision.

Private Fundraising

- **\$6.3M** in gifts (Major priorities pursued: scholarships, student professional development, and program innovation)
- **\$8.2M** in planned gifts (Scholarships, career-readiness, permanent art)
- Member of the university steering committee for Indiana State's **first day of giving**, "Give to Blue day."
- Established **strategic funding priorities** for the college to support program initiatives, and build awareness and support.

External Grants

- **\$6M** Lilly Endowment grant for student scholarships and "thought leadership" programing in financial services.
- **\$3.5M** Woodrow Wilson Foundation grant for student scholarships and program development in support of our MBA in Education Leadership.

Revenue/Entrepreneurship

- Initiated aggressive marketing campaigns to complete a turnaround strategy for our Professional MBA from insolvency to \$700,000 in revenues.
- Established an annual summer certificate program with Fundação Getúlio Vargas (a premier university in Brazil) as a revenue program to improve faculty development and drive innovation in the college.

Recognition

- MBA ranked the fifth (2018) and sixth (2019) **best-administered program in the nation** in *The Princeton Review* annual ranking of business schools.
- Recognized as *Princeton Review* "Best Business School" every year of my tenure.
- Insurance and Risk Management program named a top 20 standout by *Best's Review* 2018.

- Led most successful AACSB **accreditation** reaffirmation in institution's history after responding to a need for better assessment and limited college accreditation knowledge.

Acting Executive Director, Networks Financial Institute, Indiana State University, December 2012 – May 2014 (assumed duties while I was dean during a national search for a permanent director)

Responsibilities: Positioned the Networks Financial Institute as a national thought leader in financial services. Executed an annual *Insurance Public Policy Summit* in Washington, D.C. Maintained and expanded the network of NFI Fellows conducting funded research. Organized state and regional conferences on important public policy topics affecting consumers and providers of insurance and other financial services.

- **Consolidated and restructured** the Institute, wrote job descriptions, and allocated tasks.
- Recruited a director and hired staff members necessary to execute the mission of NFI.
- Identified important discussion topics for an **annual national Insurance Public Policy Summit** that would be of interest to national stakeholders in the insurance industry including governors, US representatives, Senators, directors of federal offices, insurance policy groups, and insurance industry executives.
- Organized a regional Affordable Care Act conference (2013) featuring MIT economist Jonathan Gruber.

Associate Dean, Miller College of Business, Ball State University, January 2010 – June 2012

Responsibilities: Exercised oversight of the college curriculum, Office of Student Services, and AACSB accreditation compliance. Supported departments on matters of instruction, faculty development, and operations. Maintained physical facilities. Oversaw the College's budget, and approved expenditures and student scholarships.

- Collaborated with faculty and various stakeholders to revise the college mission and goals.
- Devised a college-wide assurance of learning process that would ensure sustainability of assessment across time and continuity of effort.
- Developed **investment and spending strategies** for student scholarship funds.
- Provided **budget oversight** for a large number of college scholarship accounts.

Chairperson, Department of Marketing and Management, Miller College of Business, Ball State University, July 2002 – December 2009

Responsibilities: Developed, implemented, and evaluated department success plans. Led, supervised, supported, and evaluated faculty and staff to achieve desired outcomes. Continuously evaluated and improved academic curriculum to ensure relevance to the discipline and meet the needs of stakeholders.

- Founding chair for new department. Effectively reversed low faculty morale.
- Developed **nationally ranked and recognized programs** in Entrepreneurship (*U.S. News & World Report*), and Sales.
- Secured Indiana Commission on Higher Education (ICHE) approval for **three new majors** (Entrepreneurship, Human Resource Management, and Sales)
- Developed and maintained three Advisory Boards
- Addressed student and media concerns following student homicides (2 separate incidents)
- Collaborated with department faculty to develop new departmental *Salary and Promotion and Tenure* documents
- Effected a **25% change** in faculty diversity through targeted recruitment.

Assistant Dean for Graduate Programs, Ball State University, August 2001 – July 2002

Responsibilities: Administered all business graduate programs. Developed promotion and advertising campaigns. Worked with faculty to ensure the relevance and timeliness of the graduate curricula. Determined modes of graduate program delivery.

- Collaborated with MBA and departmental graduate curriculum committees to affect change in graduate admission policy, necessary procedural changes, and curricular improvements to meet market demand.
- Expanded graduate enrollment by 10% through targeted recruitment
- Following market research, worked with graduate faculty to develop a new graduate program hybrid delivery model.

Assistant Chair, Department of Management, Ball State University, September 1989-June 2001

Responsibilities: Department course scheduling. Administration of the Master of Science program. Primary departmental undergraduate curriculum advisor

University Senate Leadership

Chair, University Faculty Senate, 2008-2009, 2009-2010. Resolved a multi-year stalemate among university faculty regarding a new university core curriculum. Following approval, the new general education program was the first change of its kind in over four decades.

Senate Reorganization, 2004. Used persuasive speeches to inspire faculty to move from a faculty-only senate model to one that included both staff and students in a university senate model. Authored and ratified a new senate constitution that established the new governing body.

SIGNIFICANT SERVICE AND LEADERSHIP

Indiana State University Strategic Enrollment Management Council, 2018

Committee to oversee an inclusive University-wide strategic enrollment plan and process.

Academic Affairs Cost of Instruction Initiative, 2018

I initiated a project to calculate instructional costs to identify revenue and margin growth opportunities among university academic programs.

Indiana State University Strategic Planning Steering Committee, 2016

Committee to manage process for developing new university strategic plan.

University Diversity Task Force, 2015

Initiative to identify organizational changes needed to develop and extend a culture of inclusive excellence at Indiana State University.

Chair, NCAA Accreditation Taskforce, 2010-2011

Governance Subcommittee in support of the university's NCAA certification report.

University Honors Taskforce, 2010-2011

Initiative to determine characteristics of world-class honors programs, and how such information could be used in honors college redesign.

President's Smoke-Free Campus Implementation Task Force, 2007-2008

Initiative to develop fair policies and procedures for developing a smoke-free campus community.

Chair, Governance Reorganization Task Force, 2004

Extensive project to create a new university senate constitution including necessary standing committees and related by-laws.

Chair, University Position Evaluation and Review Committee, 1995-2005

Reviewed all university job evaluation appeals

Chair, North Central Accreditation Self-Study: Task Force on Organizational Structure, 2001

Responsible for the organizational structure section of the university's self-study

Chair "Means by Which" Committee, 2000

Committee to determine the process by which the governing body could redefine itself under a new organizational configuration.

SERVICE (Breadth and Depth of Service Experience)

Professional Service:

Participation on the Association to Advance Collegiate Schools of Business (AACSB)'s Peer Review Teams for re-accreditation of business schools

Community Service:

Member (2020 – present), Board of Directors, Youngstown Business Incubator
President (2017-2018), Terre Haute Rotary Club
Rotary International (2003-2019)
Guys Who Give – Vigo County (2017-Present)
Terre Haute Chamber of Commerce Board (2012-2015)
Energize-ECI Advisory Board (2006-2012)
Account Executive, United Way of Delaware County (2003, 2004, 2005)
Member, Kiwanis Club (1994-1999)
Vice President, Kiwanis (1996)
Advisory Board, Young Life of Delaware County (1992-1997)
Treasurer, Young Life of Delaware County (1996-1997)

University Service:

Advisor, Student Government Association (2020 – present)
University Enrollment Management Council (2018 – 2019)
University Day of Giving Planning Committee (2018 - 2019)
Vice Provost for Enrollment Management Search Committee (2018)
Associate Vice President for Development Search Committee (2017)
Chair, Bayh College of Education Dean Search Committee (2017)
Member, University Strategic Planning Steering Committee (2015-2016)
Chair, Executive Director for Career Services search (Spring 2016)
University Diversify Task Force (Indiana State) (2014-15)
Chair, Business Engagement Center Director Search Committee (Fall, 2014)
Chair, College of Technology Dean Search Committee (2013)
Provost Search Committee (Indiana State) (2012-2013)
Chair, NCAA Accreditation Taskforce (Governance Subcommittee) (2010-2011)
University Honors Taskforce (2010-2011)

Chair, Online Teaching Task Force (2010)
 Chair, Ball State University Senate (2008-2009, 2009-2010)
 Chair, Ball State University United Way Campaign (2007-2008, 2008-2010)
 Chair, Ball State Senate Agenda Committee (2008-2009, 2009-2010)
 President's Smoke-Free Campus Implementation Task Force (2007-2008)
 Chair, Faculty Council (2007-2008)
 Faculty Council Agenda Committee (2007-2008)
 Ex-Officio, University Council (2007-2008)
 Ex-Officio, Campus Council (2007-2008)
 Provost Search Committee (Ball State) (2005-2006)
 University Senate Agenda Committee (1998-2000, 2004-2005, 2007-2008)
 Chair, Senate Judicial Committee (1999, 2002)
 Governance Reorganization Task Force (2004)
 Chair, Senate Financial and Budgetary Affairs Committee (2001-2004)
 Member, Senate Governance Committee (numerous)
 Provost's Prize Selection Committee (1996-2012)
 Chair, University Position Evaluation and Review Committee (1995-2005)
 University Senate (1993-1998, 1999-2004, 2007-2010)
 Chair, North Central Accreditation Self-Study: Task Force on Organizational Structure.
 (2001)
 Chair, "Means by Which" Committee – committee to assess reorganization of University
 Senate. (2000)
 Presidential Search Committee (Ball State) (1999)
 Vice-Chair University Senate (1999)
 Chair, Senate Governance Committee (1998-1999)
 Chair, Facilities Management and Planning Committee (1996, 1999)
 University Teaching Professor Selection Committee (1996)
 Chair, Research Committee of the Professional Development for Faculty Task Force (1994)

PERSONAL AWARDS AND RECOGNITION

MidAmerican Business Deans Association <i>Innovation in Business Award</i> for "Meis Student Development Center" Scott College of Business, Indiana State University	Fall 2017
Terre Haute Chamber of Commerce recognition for outstanding service	Fall 2106
Indiana Small Business Development Center Network Partner of the Year	July 2015
1994-1995 Ball State University Teaching Professor	August 1994
<i>Who's Who Among America's Teachers</i>	October 2002
<i>Who's Who Among America's Teachers</i>	October 1996
Dean's Outstanding Teaching Award (9 times)	1990-2001
Nominee, Ball State's Finest , Student Association and the Provost Office.	1990 - 1991
Recognized as chapter advisor for the 1992/93 Sigma Iota Epsilon National Chapter of Year.	August 1993

REFEREED JOURNAL ARTICLES

- Zaher, T., & Smith, B. (2018). The Student Managed Investment Fund Consortium (SMIFC): History, Activities, Benefits and Challenges. *Journal of Global Business Management, 14*(2), 95-99.
- Chandra, A, Bhowmick S, Chaabi, A, & Smith B. (2018). Scooterino: Ride Sharing in Rome. *Journal of Case Studies, 36*(2), 115-130.
- Lamb, S. W., Harper, J. S., & Smith, Brien N. (2014). The Importance of Specifying Academic Discipline in Regression Modeling for Higher Education Compensation. *Journal of Scholastic Inquiry: Business, 3*(1), 9-21.
- Bott, J., Snell, A., Dahling, J. & Smith, B. N. (2010). Predicting Individual Score Elevation in an Applicant Setting: The Influence of Individual Differences and Situational Perceptions. *Journal of Applied Social Psychology, 40*(11), 2774–2790
- Borna, S., Stearns, J., Smith, B., Emamalizadeh, K. (2008). Retail Store Image, Bona Fide Occupational Qualifications, and Job Discrimination: Establishing the Essence of The Business for Retail Organizations. *Marketing Management Journal, 18*(1), 54-62.
- Sharma, D., Smith, B., Talpur, M.G., & Sharma, S. (2007). Gaining Strategic Advantage through the human development index: An exploratory investigation. *Review of Business Research, 7*(5), 151-156.
- Sharma, D., Talpur, M.G., Smith, B. & Davis, R. (2007). An exploratory investigation of the role of culture in the propensity to use online auctions. *Review of Business Research, 7*(4), 195-199.
- Sharma, D, Smith, B., Sharma, S.K. & Montagno, R. (2006). Revisiting IS/It Offshore Outsourcing: Agenda for Future Research. *Journal of International Business Strategy (JIBStrategy), 4*(1), 120-126
- Tunc, E., Sharma, S., Van Alst, L., Smith, B., Srinivasan, S., & Wahlers, R. (2006). Issues and challenges of cross-functional integration: introducing ERP in MBA courses. *International Journal of Information and Operations Management Education, 1*(2), 193-211.
- Smith, B., Montagno, R, & Kuzmenko, T. (2004). Transformational and servant leadership: Their place in contemporary leadership theory. *Journal of Leadership and Organizational Studies, 10*(4), 80-91.
- Richardson, W. D. & Smith, B. N. (2004). College Recruiting at Orgservices Corporation. *Journal of the International Academy for Case Studies 10*(3), 91-96.
- Richardson, W. D. & Smith, B. N. (2004). College Recruiting at Orgservices Corporation. *Journal of the International Academy for Case Studies Instructor's Notes 10*(4), 99-106.
- Montagno, R.; Sexton, R. & Smith, B. (2002). Using neural networks for identifying organizational improvement strategies. *European Journal of Operational Research, 42*, 382-395.
- Smith, B. N., Hornsby, J.S., & Kite, M. (2000) Broadening the business curriculum via a cross-disciplinary approach. *Education, 120*(4), 713-721.
- Smith, B., Sormunen, C., & Lane, J. (1997). Employer's perceptions of work skills. *Business Education Forum, 51*(4), 11-18.

- Sormunen, C., Smith, Brien, & Lane, Judy (1996). A methodology for defining and measuring workplace competencies. *NABTE Review*, 23, 12-22.
- Smith, B. N. & Necessary, J.R. (1996). Assessing the computer literacy of undergraduate college students. *Education*, 117(2), 188-193.
- Smith, B. N., Hornsby, J. S., & Shirmeyer, R. (1996). Current trends in performance appraisal: An examination of managerial practice. *SAM Advanced Management Journal*, 61(3), 10-15.
- LaFollette, W. R., Hornsby, J.S., Smith, B.N. & Novak, W. (1996). The use of work teams in organizations: An analysis of type and implementation. *Mid-American Journal of Business*, 11(1), 55-61.
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- Hornsby, J. S., Smith, B. N., & Gupta, J. N.D. (May, 1994). The Impact of decision- making methodology on job evaluation outcomes. *Group and Organization Management*, 19(1), 112-128.
- Smith, B., Benson, P., & Hornsby, J. (1990). The impact of information integration on job evaluation judgments. *Journal of Applied Psychology*, 75(3), 301-309.
- Smith, B., Hornsby, J., Benson, P., & Wesolowski, M. (1989). What is in a name": The effects of job titles on job evaluation outcomes. *Journal of Business and Psychology*, 3(3), 341-352.
- Hornsby, J., Benson, P., & Smith, B. (1988). An investigation of gender bias in the job evaluation process. *Journal of Business and Psychology*, 2(2), 150-159.

CHAPTERS IN BOOKS (REFEREED)

- Winter, J. L., Svyantek, D. L., Bott, J. P., & Smith, B. N. (2014). Situational and Personality Influences on Organizational Citizenship Behaviors: A CAPS Perspective. In D. L. Svyantek, & K. T. Mahoney, *Organizational Processes and Received Wisdom* (p. 338). Charlotte, NC: IAP - Information Age Publishing.

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- Tunc, E., Sharma, S., Van Alst, L., Smith, B., Sundaram, S., & Wahlers, R. (2005). Pedagogical and Curriculum Design Concerns in Incorporating ERP into an MBA Program. Proceedings of SAP Curriculum Congress, Atlanta, GA, March 5-7, p. 27
- Richardson, W. & Smith, B. (2002). Recruiting challenges at OrgServices Corporation. Proceedings of the North American Case Research Association, 16(1), Banff, Canada, October, p. 117.
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- Hornsby, J. S., Smith, B. N., & Gupta, J. N.D. (1991, November). The impact of decision making methodology and individual needs on job evaluation outcomes and decision making satisfaction. *Proceedings of the National Decision Sciences Annual Meeting, Bal Harbour.*
- Smith, B., & Proctor, R. (1991, May). The role of schematic knowledge in job evaluation. *Proceedings of the Midwest Decision Sciences Institute Meeting, Indianapolis, IN.*
- Hornsby, J. S., Smith, B. N., & Gupta, J. N.D. (1990, May) Perceived satisfaction of decision making methodologies in the job evaluation process. *Proceedings of the Midwest Decision Sciences Institute Meeting, Minneapolis, MN.*
- Smith, B., Benson, P., & Hornsby, J. (1988, October). The impact of information integration on job evaluation results. *Proceedings of the Association of Human Resource Management and Organizational Development Meeting, Long Beach, CA.*
- Hornsby, J., Smith, B., Benson, P., & Wesolowski, M. (1988, April). What is in a name: The impact of job titles on job evaluation results. *Proceedings of the Midwest Academy of Management Meeting, Toledo, OH.*

EDITORIALLY REVIEWED ARTICLES

- Smith, B (2000) Managing Generation X. USA Today Magazine, November 129(2666), pp. 32-33

PRESENTATIONS

- Atkins, R., & Smith, B. N. (2021, July 29). *Improving the Economics of Academic Programs: Benchmarking and Predictive Analytics.* NACUBO 2021 Annual Meeting.
- Lamb, S., Harper, J. S., & Smith, B. N. (2014, April). The Importance of Specifying Academic Discipline in Regression Modeling for Higher Education Compensation. Center for Scholastic Inquiry Annual Conference. San Diego.
- Smith, B. (2006, December) Rising to the Human Resource Challenge. (Keynote Address). International Conference On Marketing Challenges In Today's Globalized World – Redefining Value, Productivity, Innovation And Culture, Delhi, India

- Sharma, D, Sharma, S, Smith B., & Montagno (2006, November) Revisiting IS/IT Offshore Outsourcing: Agenda for Future Research. Annual Conference of the International Academy of Business and Economics, Las Vegas.
- Sharma, S., Smith, B., & Montagno, R. (2006, April). Translating Security Framework into an Organizational Culture. L Paper accepted for presentation at the 5th Security Conference annual meeting, Las Vegas.
- Hornsby, J., Kuratko, D, Montagno, R, and Smith, B. (1996, August). Critical organizational dimensions that foster corporate entrepreneurship. Paper accepted for presentation at the 56th National Academy of Management Meeting, Cincinnati.
- Necessary, J. & Smith, B. (1996, April). The computer ability scale: A replication and extension involving college computer literacy students. Paper accepted for presentation at the AERA annual meeting, New York.
- Sormunen, C., Smith, B., & Lane, J. (1995, December). Measuring employer perception of work force skills. Paper accepted for presentation at the American Vocational Association Conference, Denver.
- Smith, B., & Hornsby, J. (1993, August). The role of schematic knowledge on the job evaluation process. Paper accepted for presentation at the National Academy of Management Meeting, Atlanta
- Kite, M., & Smith, B. (1993). A mobile unit of cultural differences on behavior. Paper accepted for presentation at the National American Psychological Association, Ontario.
- Hornsby, J. S., Smith, B. N., & Gupta, J. N.D. (1990, August). The impact of different decision making methods on job evaluation outcomes: A comparison of traditional consensus, delphi, and nominal groups techniques. Paper presented at the National Academy of Management Meeting, San Francisco.
- Smith, B., Benson, P., Hornsby, J., & Wesolowski, M. (1988, March). "A rose by any other name..." The impact of job titles on job evaluation results. Paper presented at the Southeastern Psychological Association Convention, Atlanta.
- Hornsby, J., Benson, P., and Smith, B. (1987, April). An investigation of gender bias in the job evaluation process. Paper presented at the Southeastern Psychological Association Convention, New Orleans.
- Benson, P. B., & Smith B. N. (1986, April). Job analysis and job evaluation: Impacts of job analysis on compensation. First Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois.