

VITA
Donald R. Williams

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EDUCATION AND EXPERIENCE

EDUCATION:

Northwestern University, Ph.D., Economics, 1984.
University of Wisconsin-Milwaukee, B.B.A. 1977.

ACADEMIC EXPERIENCE:

Kent State University, Kent Ohio USA

Interim Dean, Honors College, 2007-present.
Associate Dean, Faculty and Administrative Affairs, College of Business Administration,
2006-07.
Associate Dean, Graduate School of Management, 2003-06.
Director, Ph.D. in Business Program, Spring 2001 – August 2006.
Professor, Department of Economics, 1994-present; *Associate Professor*, 1988-94,
Assistant Professor, 1983-88.
Associate Director, Center for International and Comparative Programs, 1996-99.
Acting Department Chairperson, July 1994-December 1995, Fall 1989.

University of Pittsburgh, Pittsburgh PA USA, University Center for International Studies

Visiting Scholar, 2005–07.

Centre d'Etudes de Populations, de Pauvreté et de Politiques Socio-economique

(CEPS/INSTEAD), Differdange, Luxembourg
Senior Research Associate, 2002-present.

Katholieke Universiteit Leuven, Leuven, Belgium.

Visiting Professor, 2002-present.

Northwestern University, Evanston, Illinois USA

Instructor, Department of Economics, Fall 1981, Fall 1982-Summer 1983
Research Assistant, (for Marcus Alexis), 1982-83

Research Fellow, Center for Urban Affairs and Policy Research, (for C. Jencks and M. Alexis), 1980-82
Teaching Assistant, Winter/Spring 1980

Roosevelt University, Chicago, Illinois USA
Instructor, Summer 1981-Summer 1982

Elmhurst College, Elmhurst, Illinois USA
Instructor, 1981-82 academic year

NONACADEMIC POSITIONS:

U.S. Department of Energy, Office of Economic Analysis, Washington, D.C. USA
Intern, Summer 1980.

CITYSIDE newspaper, Milwaukee, Wisconsin USA
Business Manager, 1977-78

RESEARCH AND SCHOLARLY ACTIVITY

RESEARCH:

WORK IN PROGRESS:

“Economic Returns to Multiple Language Usage in Western Europe,” revision in progress
“Trends in Employee Ownership,” with J. Logue, J. Yates, and F. Schroath
Project studying economic impacts of physical appearance, with V. Hildebrand and P. van Kerm
Project studying economic diversification in Luxembourg, with CEPS staff

PUBLICATIONS:

Alison Smith and Donald R. Williams, “Father-friendly Legislation and Paternal Time Across Western Europe,” *Journal of Comparative Policy Analysis*, Spring, 2007.
Donald R. Williams, “Effects of Childcare Activities on the Duration of Self-employment in Europe,” *Entrepreneurship Theory and Practice*, Fall, 2004.
Donald R. Williams, “Self-employment Among Youth: Its Nature and Consequences” *Small Business Economics*, 23 (4):323-335, 2004.
Donald R. Williams, “Returns to Education and Experience in Self-employment: Evidence from Germany,” *Journal of Applied Social Science Studies* (Schmollers Jahrbuch: Zeitschrift für Wirtschafts und Sozialwissenschaften), vol. 123, 2003.
Kristen Keith and Donald R. Williams, “A Note on Racial Differences in Employed Male Job Search,” *Industrial Relations*, July 2002.
Charles Register, Donald Williams, and Paul Grimes, “Adolescent Drug Use and Educational

- Attainment," *Education Economics*, vol. 9, no. 1, April, 2001.
- Donald R. Williams, "Consequences of Self-Employment for Women and Men in the United States," *Labour Economics*, vol. 7, no. 5, 2000.
- Donald R. Williams, "The Decline in Female Part-time Employment: Evidence from the Gross Flows," *Monthly Labor Review*, April, 1995.
- Susanne Schmitz, Donald R. Williams, and Paul Gabriel, "An Empirical Examination of Race and Gender Differences in Wage Distributions," *Quarterly Review of Economics and Finance*, Fall, 1994.
- Richard Raymond, Michael Sesnowitz, and Donald Williams, "Further Evidence on Gender and Academic Rank," *Quarterly Review of Economics and Finance*, Summer, 1993.
- Erica L. Groshen and Donald R. Williams, "White- and Blue-Collar Jobs in the Recent Recession and Recovery: Who's Singing the Blues?" *Economic Review* (Federal Reserve Bank of Cleveland), 4th Quarter, 1992.
- Charles A. Register and Donald R. Williams. "Labor Market Effects of Marijuana and Cocaine Use among Young Men," *Industrial and Labor Relations Review*, April, 1992.
- Charles A. Register, Donald R. Williams, and Edward Bruning, "A Note on the Efficiency of 'Switching' Hospitals," *Quarterly Journal of Business and Economics*, Summer, 1991.
- Donald R. Williams, "Structural Change and the Aggregate Poverty Rate," *Demography*, Vol. 28, No. 2, May, 1991.
- Paul E. Gabriel, Donald R. Williams, and Susanne Schmitz, "The Relative Occupational Attainment of Young Blacks, Whites, and Hispanics," *Southern Economic Journal*, July, 1990.
- Richard D. Raymond, Michael L. Sesnowitz, and Donald R. Williams, "The Contribution of Regression Analysis to the Elimination of Gender Based Wage Discrimination: A Simulation," *Economics of Education Review*, vol. 9, no. 3, 1990.
- Richard D. Raymond, Michael L. Sesnowitz, and Donald R. Williams, "The Effect of Disaggregation on Measures of Discrimination in Academia," *Eastern Economic Journal*, April, 1990.
- Charles A. Register and Donald R. Williams, "Wage Effects of Obesity among Young Workers," *Social Science Quarterly*, March, 1990.
- Donald R. Williams, "Job Characteristics and the Labor Force Participation Behavior of Black and White Male Youth," *Review of Black Political Economy*, Fall, 1989.
- Richard D. Raymond, Michael L. Sesnowitz, and Donald R. Williams, "Does Sex Still Matter? New Evidence from the 1980s," *Economic Inquiry*, January, 1988.
- Donald R. Williams, *Labor Force Participation of Black and White Youth*, (Ann Arbor, Mich.: UMI Research Press), 1987.
- Charles A. Register and Donald R. Williams, "Some Evidence on the Impact of State-Level Equal Rights Legislation," *Social Science Quarterly*, December, 1986, pp. 869-876.
- Donald R. Williams and Charles A. Register, "Regional Variations in Earnings and the Gender Composition of Employment: Is 'Women's Work' Undervalued?" *Journal of Economic Issues*, December, 1986, pp. 1121-1134.
- Donald R. Williams, "Discussion," *Proceedings of the 38th Annual Meeting*, (Madison, Wis.: Industrial Relations Research Association) June, 1986, pp. 418-423.
- Donald R. Williams, "Employment in Recession and Recovery: A Demographic Flow Analysis,"

- Monthly Labor Review*, March, 1985, pp. 35-42.
- Donald R. Williams, "A Comment on the Appropriateness of Fixed Effects Assumptions," *Quarterly Journal of Business and Economics*, Winter, 1985, pp. 93-100.
- Donald R. Williams, "Evidence on the Racial Difference in the Discouraged Worker Effect among Male Teenagers," *Proceedings of the 36th Annual Meeting*, (Madison, Wis.: Industrial Relations Research Association) June, 1984, pp. 198-206.
- Donald R. Williams, "Young Discouraged Workers: Racial Differences Explored," *Monthly Labor Review*, June, 1984, pp. 36-39.
- Donald R. Williams, "Racial Differences in the Propensity to Return to School," *Proceedings of the 12th Annual Meeting*, (Chicago, Il.: Illinois Economic Association) October, 1982, pp. 153-157.

RESEARCH REPORTS:

- S. Clem, M. Erenburg, J. Fagan, J. Logue, and D. Williams, *Labor-Management Cooperation in a World-Class Region: A Report from the World-Class Region Initiative*, Northeast Ohio Research Consortium, April, 2002.
- Shara Davis and Donald Williams, *Where We Begin: Establishing a Workforce Development Benchmarking System for Northeast Ohio*, Regional Workforce Partnership, 2001.
- Patricia Burgess and Donald R. Williams, *Chamber-based Workforce Development Efforts: A Best-Practices Search for the Akron Regional Development Board*, submitted to the ARDB, January, 1997.
- Donald R. Williams, James B. Tinnin, Debra Harris, and Daniel Buser, *Portage County Labor Market Survey*, report submitted to the Portage PIC, September, 1986.
- Donald R. Williams, James B. Tinnin, Vicki Franklin, and Daniel Buser, *Portage County Labor Market Survey*, submitted to the Portage PIC, October, 1985.
- Donald R. Williams, James B. Tinnin, Jack Gray, and Joyce Baugh, *Portage County Labor Market Survey*, report submitted to the Portage Private Industry Council, October, 1984.

OTHER PAPERS:

- Donald R. Williams, "Economic Returns to Multiple Language Usage in Western Europe," *IRISS/C-I Working Paper 2006-7*, 2006.
- V. Hildebrand and D. Williams, "Self-Employment and Caring for Children: Evidence from Europe", *IRISS/C-I Working Paper*, 2003.
- Donald R. Williams, "A Dynamic Analysis of Recent Changes in the Rate of Part-time Employment," *FRB Cleveland Working Paper #9120*, December, 1991.
- Patricia Burgess and Donald R. Williams, *Best Practices in Workforce Development: A Chamber of Commerce Perspective*, Northeast Ohio Regional Workforce Initiative, May, 1997.

PARTICIPATION IN PROFESSIONAL MEETINGS:

PAPERS PRESENTED:

- “Economic Returns to Multiple Language Usage in Western Europe,” Young Researchers Workshop on Panel Data Analysis, Differdange, Luxembourg, October 2006.
- “Economic Returns to Multiple Language Usage in Western Europe,” European Association of Labour Economists, Prague, Czech Republic, September 2006.
- “Economic Returns to Multiple Language Usage in Europe,” European Panel Users Network conference, Colchester, England, June/July 2005.
- “Self-employment and Time Spent Caring for Children in Europe,” (with V. Hildebrand), Western Economic Association International, Vancouver, Canada, July 2004.
- “Effects of Child-care activities on the Duration of Self-employment,” Midwest Economic Association, Chicago, March 2004.
- “Effects of Child-care activities on the Duration of Self-employment,” joint BHPS/EPUNet conference, Colchester, England, July 2003.
- “Self-employment and Time Spent Caring for Children: Evidence from Europe,” (with V. Hildebrand), European Association of Labour Economists, Paris, France, September 2002.
- “Returns to Education and Experience in Self-Employment: Evidence from Germany,” 5th GSOEP Users Conference, German Institute for Economic Research, Berlin, Germany, July 2002.
- “Self-employment among Youth: Its Nature and Consequences,” annual congress of the Swiss Society of Economics and Statistics, March 2000.
- “Consequences of Self-employment for Women and Men in the United States,” Midwest Economic Association, March 1999.
- “Consequences of Self-employment for Women and Men in the United States: Preliminary evidence,” International Conference on Self-Employment, OECD/CERF/CILN, Burlington Ontario, Canada, September 1998.
- “The Misfits: Self-Employment among Young Adults,” Midwest Economic Association, March 1995.
- “White Collar Employment after the 1990-91 Recession,” with E. Groshen, American Economic Association, January, 1995 (invited).
- “Illicit Drug Use and Educational Attainment,” with C. Register and P. Grimes, Midwest Economic Association, April 1993.
- “The Recent Decline in Part-time Employment: Evidence from the Gross Flows,” Midwest Economic Association, March, 1992.
- “Economic Impacts of the Recent Recession and Recovery, by Age, Race, and Sex, A Flow Analysis,” Midwest Economic Association, April, 1984.
- “The Value of Work and Male/Female Earnings Inequality: Theoretical and Empirical Analyses,”
with C. Register, Southern Economic Association, November, 1986.
- “Structural Determinants of the Labor Force Participation Behavior of Male Teenagers,” Eastern Economic Association, March, 1985.
- “Evidence on the Racial Difference in the Discouraged Worker Effect among Male Teenagers,” Industrial Relations Research Association annual meeting, December, 1983.
- “Racial Differences in the Propensity to Return to School,” Illinois Economic Association meeting, October, 1982.

OTHER CONFERENCE PARTICIPATION:

- Chair of the *Immigration* session, Midwest Economic Association, March 2005.
- Organized and Chaired the *Self Employment* session, Western Economic Association International, July 2004.
- Discussant in the *Gender and Migration* session, Midwest Economic Association, March 2004.
- Chair, *Measuring Problems of Disadvantage* session, Midwest Economic Association, March 2002
- Discussant in the *Labor Markets* session, Conference on Cross-National Comparative Research, University of Michigan, October 26-27 2000.
- Chair and Discussant in the *Wage Gaps* and *Family Matters* sessions, Midwest Economic Association, March 1999.
- Moderator in the “*Profiling the Northeast Ohio Economy*” session, Northeast Ohio Regional Leadership Task Force Conference on Building a World Class Region, May 1999.
- Discussant in the *Labor Markets* session, Western Economic Association, June 1998.
- Discussant in the *Labor Markets* and *Welfare* sessions, Midwest Economic Association, March 1998.
- Discussant in the *Part-time Employment* session at the conference on Changes in Work hours in Canada and the United States, Canadian Employment Research Forum, June, 1996.
- Chair of the *Status and Effects of Unions* session, Midwest Economic Association, March, 1995.
- Discussant in the *A Long View of Women's Work* session, American Economic Association, January 1994.
- Chair of the *Labor Economics and Labor Market* session, Industrial Relations Research Association, January, 1992.
- Discussant in the *Earnings and Unemployment* session and Chair of the *Income Maintenance Programs* session, Midwest Economic Association, March, 1990.
- Discussant in the *Human Capital and Wage Structures* session and Chair of the *Production and Demand for Inputs* session, Midwest Economic Association, March/April, 1989.
- Chair and organizer of the session on *The Youth Labor Market*, American Economic Association,
December, 1988.
- Discussant at the *Discrimination* session, Midwest Economic Association, April, 1988.
- Chair of the *Labor Markets I* session, Midwest Economic Association, March, 1987.
- Discussant in the *Labor Economics and Labor Markets* session, Industrial Relations Research Association, December, 1985.
- Chair of the session on *Salaries and Fringe Benefits*, Midwest Economic Association, March, 1985.

PROFESSIONAL DEVELOPMENT

- Attended NCHC conference, October 2007.
- Attended AACSB Associate Dean's Conference, December 2006.
- Attended AACSB Managing Faculty Seminar, June 2006.
- Attended AACSB Strategic Management Seminar, January, 2006.

Attended AACSB Maintenance of Accreditation Seminar, November 2004.
Attended AACSB Annual Conference and Meeting, Montreal, April 2004.
Attended AACSB Associate Dean's Conference, Orlando, December 2003.

OTHER PROFESSIONAL ACTIVITIES:

Member, Scientific Committee, CEPS/INSTEAD, Differdange, Luxembourg, 2006-present.
External Reviewer, IRISS proposals for CEPS/INSTEAD, 2005-present.
Member, Regional Advisory Board, University of Pittsburgh, European Union Center,
2003-present.
Member, Editorial Board, *Contemporary Economic Policy*, 2002-present.
Member, Fulbright Senior Specialists Roster, 2002-2007.
Advisor to CEPS/INSTEAD (Luxembourg) regarding Graduate School of Comparative Public
Policy, 2001- 2002.
Instructor, General Motors/United Auto Workers Paid Educational Leave (PEL) program, March
1994-December 1995.
Reviewer for the National Science Foundation.
Referee for *Applied Economics*, *Economic Issues*, *Growth and Change*, *Economic Inquiry*, *The
Journal of Human Resources*, *Quarterly Review of Economics and Business*, *Demography*,
Industrial and Labor Relations Review, *Social Science Quarterly*, *Southern Economic Journal*,
Journal of Economic Education, *Contemporary Economic Policy*, *Labour Economics*, *Journal of
Socio-economics*, *Journal of Population Economics*, Midwest American Institute for Decision
Sciences, Industrial Relations Research Association.
Textbook reviews for West Publishing Company, Dryden Press, Little, Brown and Company,
D.C. Heath and Company, Harper-Collins Publishers, Blackwell Publishers.

PROFESSIONAL MEMBERSHIPS:

American Economic Association
Western Economic Association International
Midwest Economic Association
Society of Labor Economists
European Association of Labour Economists

RESEARCH SUPPORT:

Ohio Board of Regents Research Challenge Grant, to study Employee Ownership trends in Ohio
and the U.S. (with J. Logue, F. Schroath, J. Yates), 2006-2008. (\$59,927)
Summer Research and Creative Activity Appointment, KSU Research Council, 2003.
IRISS-C/I grant from the Luxembourg Center for Population, Poverty, and Socio-economic

Policy Studies (CEPS), April, 2001 (travel and subsistence grant).
Summer Research and Creative Activity Appointment, KSU Research Council, 2000.
Grant from the Northeast Ohio Workforce Initiative for Northeast Ohio Labor Market Benchmarking Project, 1999. (\$15,700)
Grant from the Northeast Ohio Workforce Initiative to study Labor-Management Cooperation in a World Class Region (with J. Logue and others), 1998-1999. (my share: \$5,000)
Summer Research and Creative Activity Appointment, KSU Research Council, 1991.
Summer Research and Creative Activity Appointment, Kent State University Research Council, Summer, 1989.
Academic Year Research Appointment, Kent State University Research Council, 1987-88 academic year.
Grant from the Center for Urban Studies, Youngstown State University, to conduct survey of Working/Welfare Poor (with J. Tinnin), Spring, 1988. (\$11,000)
Grant from the Portage Private Industry Council (with J. Tinnin), Summer, 1986. (\$20,000)
Grant from the Portage Private Industry Council (with J. Tinnin), Summer, 1985. (\$19,213)
Summer Research and Creative Activity Appointment, Kent State University Research Council, Summer, 1985.
Grant from the Portage Private Industry Council to conduct Labor Market Analysis (with J. Tinnin), Spring, 1984. (\$20508)

TEACHING AND SERVICE:

AWARDS AND HONORS:

Who's Who in America, 2006.
Who's Who Among America's Teachers, 2000.
MBA Teacher of the Year, Graduate Management Association, Spring 1999.
Phi Beta Delta, international scholars honorary, Spring 1998
Advisor of the Semester, KSU Office of Campus Life, Fall 1995.
Beta Gamma Sigma, business honorary, Spring 1989.
Chapter Advisor of the Year, 1987-1988, Delta Sigma Pi business fraternity.
Outstanding Orientation Instructor award, Office of Student Affairs, Kent State University, December, 1985.

COURSES TAUGHT:

Basic Economics (K.U. Leuven IMPALLA program)
College Teaching of Business (for Ph.D. students)
Labor Economics (Graduate and Undergraduate)
Managerial Economics (MBA and EMBA)
International Business Experience (MBA)
Introduction to Econometrics
Senior Seminar in Economics (selected topics)

Economics of Collective Bargaining
Labor Problems
Intermediate Microeconomics
Economics of Poverty
Introductory Statistics
Principles of Microeconomics (regular and honors)
Principles of Macroeconomics

SERVICE ON DISSERTATION COMMITTEES:

Regular member or chair for the following students:

- John Grummel (Political Science), "Ballot Issue Policymaking, Economic Context, and Minorities," September 2001.
- Julia Sampson (Economics), "The Employment Decisions of Female College Students," May 2001 (committee chair).
- Sigurdur Johannesson (Economics), "Contagion in European Currency Markets: 1973-1993," May 2001.
- Alice Matej (History), "District 54 - International Association of Machinists: A Case Study," September 1999.
- Constantin Ogloblin (Economics), "The Human Capital Perspective of Economic Transition in Russia," December 1999 (chair).
- Ilan Alon (Economics), "Determinants of International Franchising," May 1998.
- Rozell R. Duncan (Communication Studies), "Effects of Nonverbal Immediacy Behaviors On the Reduction of Uncertainty in the Superior-Subordinate Relationship," May 1996.
- Dong-Chun Lim (Finance), "A Study of Price-Volume Relationships on the German Stock Index Futures Market," December 1996.
- Yosra Abu Amara (Economics), "Selected International Services and the Development of Small Economies," January 1991.
- Robert Kiss (Finance), "Company Labor Strikes and Shareholder Wealth," July 1990.
- Lisa H. Betts (M.I.S.), "Proportionally Bounded Maximum Flow," August 1990.
- Abbas Mamoozadeh (Economics), "Cruise Ships and Small Island Economies: Some Evidence from the Carribean Region," August 1989.
- James Strock (Industrial Relations), "Voting Intent and Behavior in Union Certification Elections," December 1988.
- Andrea L. DeMaskey (Finance), "The Efficiency of Options Markets in Foreign Currencies," July 1987.
- Gary Powell (Finance), "Merger Announcements and the Efficiency of the Options Market," December 1987.
- Homer B. Warren (Economics), "Assessing the Impact of Crime Prevention Programs on Crime Rates," completed January 1987.

MASTERS THESES DIRECTED (K.U. Leuven IMPALLA Program):

- Orsolya Lado, "Determinants of Caring Behavior: A Comparative Study between Germany, the United Kingdom, Denmark and Spain," July 2007.
- Claudia Olaru, "Determinants of Caring Behaviour: Cross-national comparison in Norway,

Germany and Greece,” July 2007.

Nguyen Thi Hai Ninh, “Gender discrimination in the Italian labor market and its impact on self-employment,” July 2007.

Henry Chavez, “Multiple Language Usage and Employability,” July 2007.

Mihaela-Livia Ghita, “Comparative Analysis of Self-employment in Eastern and Western European Nations,” July 2006.

Nina Maric, “Determinants of Caring Behaviour in Ireland, Italy, Greece, Spain and Portugal,” July 2006.

Juan Carlos Jacome, “Does the labour status of origin matter? Analysis of transitions into self-employment in Southern Europe,” July 2006.

Vanja Dimitrovski, “Micro-determinants of employment status and transition to inactivity among older workers,” August 2005.

Giang Thanh Phan, “Further evidence on the determinants of bridge employment among older workers,” July 2005.

Yekaterina Chzhen, “Occupational Gender Segregation and Discrimination in Western Europe,” July 2005.

Victor Cebotari, “Poverty Dynamics for Immigrants versus Natives,” July 2005.

Erika Figueroa, “Self-employment and transitions from poverty in the Southern welfare state countries,” July 2004.

Lucile Bodson, “The Role of Single-parenthood in explaining poverty in Europe,” July 2004.

Yu Ge, “Self-employment among the aged population in Europe,” July 2004.

Lan Nguyen, “Self-employment and exits from Poverty in Vietnam,” July 2004.

Liyong Cao, “Self-employment in 5 European countries: determinants and lessons for China,” June 2003.

SERVICE ON UNIVERSITY/COLLEGE/DEPARTMENT COMMITTEES:

UNIVERSITY:

Strategic Planning Committee, 2007-present.

Web Presence Committee, 2007-present.

Celebration of Scholarship committee, 2006-present.

KSU/AAUP Joint Study Committee, Spring 2006 – present.

Centennial Celebration Committee, 2005-present.

RAGS Conflict of Interest Review Committee, 2003-present.

Joint Appeals Board, Spring 1992-1994 (Chair 1993-94), 2006-07.

International Affairs Advisory Committee, 2004 – 2006.

Graduate School Academic Advisory Committee, 2003 – 2006.

International Implementation Task Force, Spring 2004.

International Programs Review Committee, Fall 2003.

Office of Regional Development Transition Team, Fall 2003.

Commission on the Academic Structure of the University, 2002-2003.

AQIP Outreach Project Team, 2002-2003.

Summer Budget Committee, 2001-2003.

Provost’s Tenure Advisory Board, 1999, 2002, 2003.

Founder's Scholarship Selection of Winners Committee, 1994, 1995, 1997, 1998.

University Graduate Faculty Council, Spring 1993-94, 1996-97.
University Research Council, 1993-1996.
Program Committee, UGFC, Spring 1993-1994.
EPC Subcommittee on Writing, Spring 1987-1995 (Chair 1991-92).
Educational Policy Council, College of Business representative, Spring 1987-1988.

COLLEGE:

Strategic Management Committee, 2005-07 (ex officio).
Global Business Advisory Committee, 2004-05 (chair), 2005-07.
Entrepreneurship Faculty, 2006-07.
Bridgestone Chair search committee (Chair), Fall 2003.
College Visioning Team, 2001-2002.
College of Arts and Sciences Curriculum Committee, 1987-89, 1990-91, 1992-93, 2001-03.
Graduate School of Management Grievance Committee, 1986-87, 2000-01.
MBA Subcommittee, 1997-1999 (Chair 1998-99), 2000-01.
College Curriculum Committee, Spring 1987-Spring 1988 (Chair), 1997-1998, 2000-01.
Ad hoc member, Accounting Department Promotion Committee, Fall 1999.
AACSB Intellectual Contributions Team, 1996-98 (Chair).
Graduate Council, 1988-1993 (elected representative), Fall 1994-95 (department chair), 1996-97 (elected).
Dean's Mission Statement Task Force, Spring 1995-Fall 1995.
Provost's College of Business Task Force, Summer 1993-1995.
Dean Search Committee, 1994.
Graduate Faculty Review Committee, Spring 1992-93 (Chair).
College Advisory Committee, Spring 1990.
College Computer Policy Committee, Spring 1990 (Chair).
Economics Department Chairperson Review Committee, 1986, 1989.

DEPARTMENT:

Faculty Advisory Committee, 1985-88, 1989-91, 1993-94, Spring 1996-2003.
Curriculum Committee, 1984-94, 1996-2002 (Chair 1987-90, 1993-94, 1996-98).
Computer Committee, 1983-94, 1996-97.
Master of Arts in Economics Committee, 1992-94.
Economics & Finance Transition Committee, 1996-97.
Department Handbook Committee, 1997-98.
Faculty Recruiting Committee, 1996-99, spring 2003.
Student Academic Complaint Committee, 2000-01.

OTHER:

Advisory Council, Phi Beta Delta, 2004-present.
Faculty Advisor, Doctoral Students in Management Association, 2001- 2006.
Executive Committee, Phi Beta Delta, 2001-03.
Faculty Mentor in Teaching Scholars Program, 2000-01.
Faculty Advisor, Economics Club, Spring 1994-Fall 1995.
Department of Economics Undergraduate Advisor, 1992-94.
Faculty Advisor, Business Administration Alumni Council, Summer 1986-Spring 1990.

Faculty Advisor, Delta Sigma Pi business fraternity, Spring 1986-Spring 1988.

PROFESSIONAL SERVICE:

Member, Executive Board, Doctoral Directors Network (*DocNet*), 2004 – 2006.

External Reviewer for Promotion review, Durham University, U.K., Fall 2005.

External Reviewer of Ph.D. program, Western Michigan University, Fall 2005.

Legacy Awards selection committee (ad hoc), Cleveland State University, Spring 2005.

External Reviewer for Promotion review, Loyola University of Chicago, Fall 2004.

External Reviewer for Promotion review, University of Michigan-Dearborn, Fall 2002.

Member, Regional Workforce Development Committee, Northeast Ohio Workforce Initiative, 1996-2001.

External Reviewer for Promotion and Tenure review, University of Vermont, Fall 1998.

External Reviewer for Promotion and Tenure review, University of Toledo, Fall 1996.

PUBLIC SERVICE:

Board of Directors, Kent State Student Credit Union, 1997-99 (Treasurer 1998-99).

Advisory and Fundraising Boards, SAFER FUTURES women's shelter, 1994-96.

Advisor to the Portage Private Industry Council, 1983-86.