

1. **Personal Information**

Mary M. Pashley
Professor, Finance, Tenured
Start Date: July 1986

2. **Educational and Professional Credentials**

Ph.D.	Corporate Finance Minors: Monetary Theory, Quantitative Methods	University of Tennessee-Knoxville	1986
M.B.A.	Corporate Finance	University of Tennessee-Knoxville	1985
M.S.	Management Science	University of Tennessee-Knoxville	1978
B.A.	Mathematics/Drama	Vanderbilt University	1976

3. **Employment History**

July 1999 – Present

Professor, Tennessee Technological University, Cookeville, Tennessee
Teach personal finance, financial management and the senior capstone finance course at the undergraduate level. Taught financial management at the graduate level and investments, business statistics, and commercial banking at the undergraduate level, perform research, advise/mentor students.

July 1993-June 1999

Associate Professor, Tennessee Technological University, Cookeville, Tennessee
Taught financial management at the undergraduate and graduate levels and investments at the undergraduate level, used the case method, performed research, advised students.

August 1993-June 1998

Associate Director of the Honors Program, Tennessee Technological University, Cookeville, Tennessee

Assisted the director in carrying out the goals of the program and administering the HPEO program within honors, advised students, taught Honors 101, served in a public relations capacity, organized workshops, led workshop sessions, prepared budgets, attended state, regional, and national conferences.

July 1986-June 1993, Tenured Summer 1991

Assistant Professor, Tennessee Technological University, Cookeville, Tennessee
Taught financial management at the undergraduate and graduate levels and investments and portfolio analysis at the undergraduate level, performed research, advised students, implemented microcomputer usage in four financial management and investments courses, designed a new finance course for the MBA program.

September 1983-August 1985

Lecturer, University of Tennessee, Knoxville, Tennessee

Taught introductory business finance courses and a course in portfolio analysis.

September 1982-August 1983

Graduate Research Assistant, University of Tennessee, Knoxville, Tennessee
Performed computer analyses, collected data, wrote and proofread portions of research papers, ran various errands.

September 1978-August 1982

Graduate Teaching Assistant, University of Tennessee, Knoxville, Tennessee
Taught introductory business finance courses.

September 1977-July 1978

Graduate Teaching Assistant, University of Tennessee, Knoxville, Tennessee
Instructed a management science lab course in probabilistic decision models.

4. **Scholarly Activity**

A. Published Refereed Journal Articles

Krishnaswamy, C. R. and Pashley, Mary M. "An Analysis of Cost Savings from Electronic Payments in Healthcare," *Journal of Business and Behavioral Sciences*, Vol. 32, No. 2, Fall 2020, p. 18-32.

Krishnaswamy, C. R., and Mary M. Pashley. "Ownership Structure, Agency Costs, and Discount Rates," *Corporate Ownership and Control*, Vol. 4, No. 3, Spring 2007, pp. 240-247.

Krishnaswamy, C. R., Erika Gilbert, and Mary M. Pashley. "Neural Network Applications in Finance: A Practical Introduction," *Financial Practice and Education*, Vol. 10, No. 1, Spring/Summer 2000, pp. 75-84. (This issue was actually released Fall 2001.)

Rappl, Magdalena, Mary Pashley, and Julie Pharr. "Dual Earner Relocation: A Model Born from Historical Perspective," *National Social Science Journal*, Vol. 10, No. 2, Spring 1999, pp. 79-90.

Gilbert, Erika, Mary M. Pashley, C. R. Krishnaswamy. "Neural Networks: Tools for Prophecy," with C. R. Krishnaswamy and E. Gilbert. *Corporate Finance Review*, Vol. 3, No. 3 (November/December 1998), 16-23.

Pashley, Mary M., C. R. Krishnaswamy, and Erika Gilbert. "The Cost of Bond Covenant Restrictions on the Disposition of Assets: A Reconsideration," *Journal of Business Finance and Accounting*, Vol. 24, No. 1, 1997, pp. 85-96.

Gilbert, Erika, and Mary M. Pashley. "The Benefit of Eliminating a Restrictive Bond Covenant," *Corporate Finance Review*, Vol. 1, No. 1, 1996, pp. 32-35.

Pashley, Mary M. and G. C. Philippatos. "Have Voluntary Divestitures of U. S. Corporations Increased Shareholder Wealth? Empirical Evidence from the Life Cycle," *Applied Financial Economics*, Vol. 3, 1993, pp. 39-49.

Wang, Louis K. and Mary M. Pashley "Asymmetric Information, Self-Selection, and Debt," *National Taiwan University Management Review*, April 1993, pp. 361-376.

Pashley, Mary M. and G. C. Philippatos. "Voluntary Divestitures and Corporate Life Cycle: Some Empirical Evidence," *Applied Economics*, Vol. 22, No. 9, September 1990, pp. 1181-1196.

Shrieves, R. E. and Mary M. Pashley. "Evidence on the Association between Mergers and Capital Structure," *Financial Management*, Vol. 13, No. 3, Autumn 1984, pp. 39-48.

Shrieves, R. E. and Mary M. Pashley. "Evidence on the Importance of Inflationary Tax-Loss-Avoidance as a Merger Rationale," *Financial Review*, Vol.17, No. 2, July 1982, p. 20.

B. Published Working Papers and Proceedings Articles

Krishnaswamy, C. R. and Pashley, Mary M. "Cost Savings from Electronic Payments in Healthcare: A Further Consideration." *American Society of Business and Behavioral Sciences Proceedings*, Vol. 27, No. 1, 2020, p. 367-378.

Pashley, Mary M. "When Do Flotation Costs Have the Most Impact on the Component Cost of Debt?" *Academic Business World International Conference Proceedings*, May 2017, pp. 455-460.

Pashley, Mary M. "Evaluating Communication Skills in the Senior Finance Course: An Approach, a Rubric, and a Pattern of Success." *American Society of Business and Behavioral Sciences Proceedings*, Vol. 24, No. 1, 2017, pp. 467-476.

Pashley, Mary M. "An Extended Look at the Association Between Exam Performance and Online Homework Performance in Introductory Corporate Finance," *American Society of Business and Behavioral Sciences Proceedings*, Vol. 17, no. 1, 2010, pp. 731-738.

Pashley, Mary M. "On the Relationship Between Exam Performance and Online Homework Performance in introductory Corporate Finance," *American Society of Business and Behavioral Sciences Proceedings*, Vol. 16, No. 1, 2009.

Krishnaswamy, C. R., and Mary M. Pashley. "Offshore Outsourcing and U. S. Bank Risks," *Global Business Development Institute Proceedings*, August 2005, pp. 30-35.

Pashley, Mary M. and C. R. Krishnaswamy. "Offshore Outsourcing and U.S. Bank Risks: Some Evidence," *International Academy of Business and Public Administration Disciplines Proceedings*, Vol. 2, No. 2, May 2005, pp. 536-540.

Gilbert, E. and Mary M. Pashley. "Internet Banking: Lifeline or Fatal Embrace," *American Society of Business and Behavioral Sciences Proceedings*, Vol. 8, No. 1, 2001, pp. 470-474.

Ramakrishnan, K., Mary M. Pashley, and E. Gilbert. "Trends in Customer Banking Outlets," *American Society of Business and Behavioral Sciences Proceedings*, Vol. 7, No. 4, 2000, pp. 427-437.

Pashley, Mary M., M. Rappl, and J. Pharr. "Relocation of Dual-Earner Households: Financial and Other Issues," *American Society of Business and Behavioral Sciences Proceedings*, Vol. 2, 1998, pp. 205-209.

Pashley, Mary M., J. Pharr, and M. Rappl. "Dual Earner Households and Relocation: Challenges to Families and Realities of Packages," with M. Rappl and J. Pharr. *Academy of Economics and Finance Papers and Proceedings*, Vol. 22, 1998, pp. 279-284.

Krishnaswamy, C. R., Mary M. Pashley, and E. Gilbert. "Neural Network Applications in Finance," *American Society of Business and Behavioral Sciences Proceedings*, Vol. 2, 1997, pp. 235-239.

M. Rappl, Mary M. Pashley, and J. Pharr. "A Relocation Model for Dual-Earner Households: Acknowledgment of the Trailing Spouse," 1997 Conference Proceedings. *National Social Sciences Perspectives Journal*.

Pashley, Mary M., M. C. Miller, and M. C. Hood. "MBA Personality Types and Perceptions of the Case Method," *American Society of Business and Behavioral Sciences Proceedings*, Vol. 5, 1996, pp. 181-186.

Shrieves, R. E. and Mary M. Pashley. "Evidence on Financial Economies through Increased Leverage Merger Theories," The University of Tennessee College of Business Administration *Working Paper Series*, Working Paper No. 115, September 1981.

C. Paper Presentations

Krishnaswamy, C. R. and Pashley, Mary M. "Cost Savings from Electronic Payments in Healthcare: A Further Consideration." Presented at the 27th Annual Meetings of the American Society of Business and Behavioral Sciences Meetings, Las Vegas Nevada, February 28-March 1, 2020 in Las Vegas, Nevada. Received a "Best Paper in Track" award.

Krishnaswamy, C.R. and Pashley, Mary M. "Cost Savings from Electronic Payments in Healthcare." Presented at the Society of Business, Industry, and Economics Meetings, April 10-12, 2019, Sandestin, Florida.

Pashley, Mary M. "The Impact of Flotation Costs on the Component Cost of Debt: What Bond Factors Matter?" Presented at the 2017 Academy of Business Research Conference, March 21-23, 2018 in New Orleans, Louisiana.

Pashley, Mary M. "When Do Flotation Costs Have the Most Impact on the Component Cost of Debt?" Presented at the 2017 Academic Business World International Conference, May 24-26, 2017 in Nashville, Tennessee.

Pashley, Mary M. "Evaluating Communication Skills in the Senior Finance Course: An Approach, a Rubric, and a Pattern of Success." Presented at the 24th Annual Meetings of the American Association of Business and Behavioral Sciences, March 23-26, 2017 in Las Vegas, Nevada.

Pashley, Mary M. "An Extended Look at the Association Between Exam Performance and Online Homework Performance in Introductory Corporate Finance." Presented at the 17th Annual Conference of the American Society of Business and Behavioral Sciences, Las Vegas Nevada, February 18-21, 2010.

Pashley, Mary M. "On the Relationship Between Exam Performance and Online Homework Performance in Introductory Corporate Finance." Presented at the 16th Annual Conference of the American Society of Business and Behavioral Sciences in Las Vegas NV, February 19-22, 2009.

Krishnaswamy, C. R. and Mary M. Pashley. "Attitudes Toward Offshore Outsourcing and U. S. Bank Risks," Presented at the April 15-16, 2007 Offshoring Research Network Conference, Cary, NC. (Sponsored by Duke University.)

Krishnaswamy, C. R., and Mary M. Pashley. "Offshore Outsourcing and U. S. Bank Risks: Some Evidence," Presented at the May 31-June 3, 2005 Global Business Development Institute Conference, Las Vegas, Nevada.

Pashley, Mary M. and C. R. Krishnaswamy. "Offshore Outsourcing and U. S. Bank Risks," Presented at the May 23-26, 2005 International Academy of Business and Public Administration Disciplines, Dallas, Texas.

Gilbert, E. and Mary M. Pashley. "Internet Banking: Lifeline or Fatal Embrace" Presented at the February 2001 American Association of Business and Behavioral Sciences meetings, Las Vegas, Nevada.

Ramakrishnan, K., Mary M. Pashley, and E. Gilbert. "Trends in Customer Banking Outlets," Presented at the February 2000 American Society of Business and Behavioral Sciences meetings, Las Vegas, Nevada.

Rappl, M., Mary M. Pashley, and J. Pharr. "Dual Earner Households: The Human Capital Investment Approach to Relocation," Presented at the April 1998 Economic and Business Historical Society meetings in Milwaukee, Wisconsin.

Pashley, Mary M., M. Rappl, and J. Pharr. "Relocation of Dual-Earner Households: Financial and Other Issues," Presented at the February 1998 American Association of Business and Behavioral Sciences meetings in Las Vegas, Nevada.

Pashley, Mary M., J. Pharr, and M. Rappl. "Dual Earner Households and Relocation: Challenges to Families and Realities of Packages," Presented at the February 1998 Academy of Economics and Finance meetings in Montgomery, Alabama.

Rappl, M., Mary M. Pashley, J. Pharr. "Dual Earner Households: The Human Capital Investment Approach to Relocation," Presented at the November 1997 National Social Science Association meetings in San Antonio, Texas.

Rappl, M., Mary M. Pashley, and J. Pharr. "Dual Career Families: Realities and Challenges," Presentation at the October 1997 Women in Higher Education in Tennessee Conference, at Middle Tennessee State University in Murfreesboro, Tennessee.

Krishnaswamy, C. R., Mary M. Pashley, and E. Gilbert. "Neural Network Applications in Finance," Presented at the February 1997 American Association of Business and Behavioral Sciences meetings in Las Vegas, Nevada.

Pashley, Mary M., M. C. Miller, and M. C. Hood. "MBA Personality Types and Perceptions of the Case Method," Presented at the February 1996 American Association of Business and Behavioral Sciences meetings in Las Vegas, Nevada.

Pashley, Mary M., C. R. Krishnaswamy and E. Gilbert. "The Cost of Bond Covenant Restrictions on the Disposition of Assets: A Reconsideration," Presented at the October 1994 Financial Management Association meetings in St. Louis, Missouri.

Wang, L. K. and Mary M. Pashley. "Asymmetric Information, Self-Selection, and Debt," Presented at the 1992 Southern Finance Association meetings, November 1992, in Jacksonville, Florida.

Pashley, Mary M. and C. R. Krishnaswamy. "The Cost of Bond Covenant Restrictions on the Disposition of Assets," Presented at the Sixth International Congress of the North American Economics and Finance Association, August 1990, in Mexico City, Mexico.

Pashley, Mary M. and G.C. Philippatos. "Voluntary Divestitures and Corporate Life Cycle: Stock Price Performance," Presented at the September 1988 Working Paper Seminar Series at Mississippi State University, sponsored by the Department of Economics, Finance, and Applied Legal Studies, in Starkville, Mississippi; invited participation.

Pashley, Mary M. and G. C. Philippatos. "Voluntary Divestitures and Corporate Life Cycle: Stock Price Performance," Presented at the October 1987 Financial Management Association meetings in Las Vegas, Nevada.

"Evidence on the Extent of Inflationary-Tax-Loss-Avoidance as a Merger Rationale," with R. E. Shrieves. Presented at the April 1982 Eastern Finance Association meetings in Jacksonville, Florida.

Shrieves, R. E., and Mary M. Pashley. "Evidence on the Association between Mergers and Capital Structure," Presented at the October 1980 Financial Management Association meetings in New Orleans, Louisiana.

Pashley, Mary M. "A Study of Hospital Access in a Sixteen-County Region of Eastern Tennessee." Prepared for and presented to the East Tennessee Health Improvement Council, 1978, in Knoxville, Tennessee.

D. Other

Senior Personnel, College of Business iCube's "4 for 4 Challenge" project grant for the Tennessee Department of Health and Traffic Safety. Estimation of financial costs of failure of teen drivers to use seatbelts using CDC resources including WISQARS (Web-based Injury Statistics Query and Reporting System), 2021-2022.

"Using Peer Mentors in Honors." Panel discussion at the 1998 National Collegiate Honors Council meetings in Atlanta, Georgia.

Hood, M. C., Mary M. Pashley, and L. B. Baumstark. "Sharing Ideas: Tennessee Honors Council State Conference," *The National Honors Report*, Vol. XVIII, No. 3, Fall 1997, pp. 53-54.

"Using Peer Mentors in Honors." Panel discussion at the 1997 Tennessee Honors Council meetings in Cookeville, Tennessee.

"Landscape of Our Time: NCHC Satellite Seminars Revisited." Panel discussion leader at the 1997 Tennessee Honors Council meetings in Cookeville, Tennessee.

"Honors Contracting Business Courses." Panel discussion leader at the 1997 Tennessee Honors Council meetings in Cookeville, Tennessee.

"Using Peer Mentors In Honors." Panel discussion at the 1997 Southern Regional Honors Conference in Baton Rouge, Louisiana.

Hood, C. and Mary M. Pashley. "Leadership Training for Big Siblings. Presentation at the 1996 National Collegiate Honors Council meetings in San Francisco, California.

Pashley, Mary M. "Honors Program Enrichment Options (HPEO)." *TTU Honors Program Handbook*, Chapter 4, 1996-1997, pp. 4-1 through 4-16.

"An Alternative Scholarship Program: The Evolution of HPEO." Panel discussion leader at the 1995 National Collegiate Honors Council meetings in Pittsburgh, Pennsylvania.

"Creating an Honors 101 Class." Panel discussion at the 1995 Southern Regional Honors Council Conference in Charleston, South Carolina.

"An Alternative Scholarship Program for Honors Students: The Evolution of HPEO." Panel discussion leader at the 1995 Southern Regional Honors Council Conference in Charleston, South Carolina.

"Creating an Honors 101 Class." Panel discussion leader at the 1995 Tennessee Honors Council Conference in Blountville, Tennessee.

"An Alternative Scholarship Program for Honors Students: The Evolution of HPEO." Panel discussion leader at the 1995 Tennessee Honors Council Conference in Blountville, Tennessee.

Hood, M. C. and Mary M. Pashley. "101 Ways to Revitalize an Honors Program." Presentation at the 1994 Tennessee Honors Council Annual Conference in Nashville, Tennessee.

Pashley, Mary M. "Honors Program Enrichment Options(HPEO)." *TTU Honors Program Handbook*, Chapter III, 1995-1996, pp. III-1 through III-16.

Hood, M.C. and Mary M. Pashley. "Your Honors Program," *TTU Honors Program Handbook*, Chapter II, 1995-1996, pp. II-1 through II-15.

Pashley, Mary M. and Hood, M. C. "Honors Program Enrichment Options (HPEO)," *TTU Honors Program Handbook*, Chapter III, 1994-1995, pp. III-1 through III-11.

5. Faculty and Teaching Development Activities

CoB Lunch and Learn Workshop, "Everything You Want to Know about Advising (Launchpad, TechConnect, DegreeWorks, CPOS, Best Practices...) and more," with Julie Galloway, March 24 2022.

2021 Kevin Mitnick Security Awareness Training Certification, October 27, 2021.

CoB Lunch and Learn Workshop, "How to Get the Most Out of Team Projects," with Erich Dierdorff, April 8, 2021.

CoB Lunch and Learn Workshop, "Everything You Want to Know About Advisement," with Julie Galloway and Brandi Lovin, March 23, 2021.

CoB Lunch and Learn Workshop, "Writing Excellence Studio @ Ten (WEST)," with Brian Williams

2019-2020 Security Awareness base training certification (FERPA, Malware, Two-Factor Authentication, King of Passwords), December 18, 2020.

Received recognition from the Center for Advancing Faculty Excellence in the Office of the Provost, and the Center for Innovation in Teaching and Learning for classroom excellence based on results from the 2000 CITL Campus Pulse Student Survey.

College of Business Faculty Retreat, Friday, August 14, 2020. (Included sessions on AACSB Readiness, Strategic Plan Implementation, AOL Survey Results—Analytics, Technology)

SHIP/SMP (State Health Insurance Program & Empowering Seniors to Prevent Healthcare Fraud) WebEx Update Training June 2-4, 2020. Passed TN SHIP/SMP Level 2 Volunteer or In-Kind Staff Re-Certification Exam.

CoB Lunch and Learn Workshop, “Breaking Down Silos in Business Education—in Teaching and Service,” October 10, 2019.

SHIP/SMP (State Health Insurance Program & Empowering Seniors to Prevent Healthcare Fraud) Level 2 Initial Volunteer Certification Training, Upper Cumberland Development District September 27, 2019. Passed TN SHIP/SMP Level 2 Volunteer Certification Exam.

“2019 Kevin Mitnick Security Awareness Training Certification,” September 19, 2019.

“FERPA (Education) Training Certification,” September 19, 2019.

CoB Lunch and Learn Workshop, “Breaking Down Silos in Business Education,” September 19, 2019.

College of Business Faculty Retreat, Thursday, August 22, 2019. (Included sessions on Assurance of Learning Results in the BSBA and MBA programs, Strategic Gaps and Streamlining the Strategies, and Closing the Loop)

“Security Awareness Training Certification,” May, 2019.

Lunch and Learn Workshop on Tech Connect and other advising tools (part of the Faculty Advisor Enrichment Series), October 25, 2018.

College of Business Faculty Retreat, August 23, 2018. (Included sessions on IT Certificate, Double Majors, Professional Certifications and Graduate Programs)

Lunch and Learn Workshop on Guiding Students to Graduation (part of the Faculty Advisor Enrichment Series), November 2, 2017.

College of Business Faculty Retreat, August 24, 2017. (Included sessions on AOL Plans and Assessment, Critical Thinking and Bloom’s Taxonomy)

“FERPA for Higher Education Certification,” May 16, 2017

“Unlawful Harassment Prevention for Higher Education Staff Certification,” May 16, 2017.

“Bloomberg Market Concepts Certification,” March 22, 2017.

“Security Awareness Training Certification,” January 26, 2017.

“Understanding Your Credit,” a TTU/Regions Bank Financial Fundamentals Seminar, December 8, 2016.

“Managing Your Money,” a TTU/Regions Bank Financial Fundamentals Seminar, November 3, 2016.

“Protect Yourself from Identity Theft,” a TTU/Regions Bank Financial Fundamentals Seminar, November 3, 2016.

“Data Extraction Training Using Bloomberg Terminals,” TTU COB workshop presented by Mayara Boas from Bloomberg Business, September 21, 2016.

“Bloomberg Terminal Introductory Training,” TTU COB workshop presented by Mayara Boas from Bloomberg Business, September 21, 2016.

“COB Retreat on Curriculum,” TTU COB Workshops on Curriculum Objectives, Design and Content, September 9, 2016.

“FERPA for Higher Education Certification,” April 21, 2016.

“Unlawful Harassment Prevention for Higher Education Staff Certification,” April 21, 2016.

“Financial Literacy Initiative Certification,” through the EdSouth EverFi Program, April 10, 2016.

“Collaborative Institutional Training Initiative (CITI Program) Certificate,” Completed sixteen required modules, April 5, 2016.

“Security Awareness Training Certification,” March 31, 2016.

“TBR TTU Non-Discrimination/Harassment Training,” January 27, 2016.

“Advisement and Advisement Tools,” TTU COB workshop presented by Julie Galloway and Julie Longmire, October 15, 2015.

“Bloomberg B-School Connection,” TTU COB workshop presented by Christy Sanders of Bloomberg Businessweek.

“DegreeWorks and Updates on Advisement,” TTU COB workshop presented by Julie Galloway and Julie Longmire of TTU Advisement Services, March 24, 2015.

“AACSB Business Accreditation Highlights,” TTU COB workshop presented by Ismet Anitsal and Kate Nicewicz, November 18, 2014.

“Integrating AoL and Curriculum Review and Revisions – Breaking Down the Silos,” COB Workshop presented by Dr. Nat Natarajan, October 25, 2011.

“Smart Board Training,” through TTU Information Technology Services, March 15, 2011.

“AoL Seminar with Dr. Karen Tarnoff,” TTU College of Business, January 30, 2009.

“iLearn Introduction: Converting from WebCT” through the TTU Institute for Technological Scholarship, July 31, 2007.

“iLearn Introduction: New to the Online Learning Environment,” through the TTU Institute for Technological Scholarship, July 25, 2007.

“AACSB International 2005 Emerging Curriculum Conference.” Tampa, Florida. November 18-19, 2005.

“Preventing Sexual Harassment Training Certification,” January 14, 2005.

“Tablet PC Training,” Series of personalized sessions at the TTU Institute for Technological Scholarship, Fall 2004.

“Introduction to WebCT,” through the TTU Institute of Technological Scholarship, Summer 2004.

“Intermediate Word for Windows,” “Advanced Word for Windows,” “Using Front Page Express,” “Communicate with Your Students Online,” all offered by the D. W. Mattson Computer Center at Tennessee Tech University, 1999-2000.

“Getting Started Creating On-Line Courses: A Workshop on How to Create Web-Based Courses,” offered over the Web by the Asynchronous Learning Network Group at Vanderbilt University, Summer 1998.

“Applying the National Quality Standards to Higher Education.” Seminar presented by Dr. Curt Reimann at TTU’s College of Business Administration, October 1996.

“Beginning Excel for Windows,” “Beginning Word for Windows,” “Getting Started with Windows 95,” “Intermediate Word for Windows,” “Introduction to PowerPoint,” “Surfing the Web with Netscape,” “Publishing on the World-Wide Web,” all offered by the D. W. Mattson Computer Center at TTU, 1995-96.

“Continuing in Honors” Seminar, held at the National Collegiate Honors Council meetings in Pittsburgh, PA, November 1995.

“Sexual Harassment Seminar/Training Session.” Presented at TTU by Ms. Kim Vance, attorney with King and Ballou, September 1995.

“Continuing in Honors” Seminar. Held at the National Collegiate Honors Council meetings in San Antonio, Texas, October 1994.

“Business Ethics Seminar and Workshop.” Presented at TTU’s College of Business Administration, May 1994.

“Beginning in Honors” Seminar. Held at the National Collegiate Honors Council meetings in St. Louis, Missouri, October 1993.

“Applications of Financial Futures and Options for Educators.” Chicago Board of Trade. Advanced Seminar, April 1993.

“Appraising Closely Held Businesses.” The Institute of Business Appraisers, Inc. Conference, San Diego, CA, January 1991.

“Expert Systems Workshop,” TTU Center for Manufacturing Research and Technology Utilization Workshop conducted by Siripong Malasri from The Knowledge Engineering Center at Christian Brothers University.

“Financial Futures for Educators.” Chicago Board of Trade. Seminar, April 1988.

“Harvard Case Method.” Teaching seminar presented at TTU College of Business Administration, Fall 1986.

6. Summary of Teaching Activities

Courses Taught 2018-2023

Senior Capstone Finance Seminar (Advanced Finance)
Principles of Managerial Finance
Intermediate Financial Management
Personal Finance
Special Topics (Internship)

Courses Taught at TTU (Complete List)

Personal Finance
Investments
Basic Finance for MBAs
Introduction to Honors
Commercial Banking
Senior Capstone Finance Seminar (Advanced Finance)
Principles of Managerial Finance
Intermediate Finance
Portfolio Analysis
Corporate Finance (MBA case course)
Final MBA Capstone Seminar (MBA case course)
Business Statistics
Honors Personal Finance (by contract)
Honors Principles of Managerial Finance (by contract)
Independent Study (Commercial Banking)
Special Topics (Finance Internship)

Curriculum Development and Innovative Activities

Fall 2021-Refined hybrid modality used for all classes. FIN 2000 required substantial modification in the structure of material delivery.

Fall 2020-went to hybrid modality for the first time in all classes (FIN2000, FIN3220, FIN4230). Required substantial redesign in all three classes.

Spring 2020-went 100% online for the first time in all classes (FIN2000, FIN3220, FIN4230). Required substantial redesign in two classes.

Moderate redesign of individual student project with written and presentation components to improve the student learning experience in FIN4230. Increased emphasis on and encouraged the use of Bloomberg to gather project information in FIN4230 (Fall 2018).

Prepared Accessibility-Compliant Syllabi for FIN2000, FIN3220 and FIN4230 (January 2017)

Began using online EverFi Personal Finance modules in FIN 2000 (2016)

Began “flipping the classroom” for real-world case discussion in FIN4230 (2015)

Began using an online homework system in FIN 4230 (2014)

Developed a financial analysis term project with written and oral communication components and developed a rubric for evaluation in FIN4230(2014)

Began using an online homework system in FIN3220(2012)

Put materials on iLearn for FIN 3210 and Fin 3220 for the first time (2011).

Developed a simple rubric for evaluating term papers in FIN3220 (2010-2011).

Used an online homework system in ECON 3610 (2010).

Began using an online homework system in FIN3210 (2008).

Put materials on iLearn for FIN 2000 for the first time (2007).

Put materials on WebCT for FIN 2000 for the first time (2004).

Revised FIN4230 and enhanced the focus on student presentation, teamwork, written and oral communication, and problem-solving skills (2002).

Restructured MBA 602 toward a stronger case focus, increasing the case coverage over 400% relative to previous sessions of the course (1993).

Designed a new course for MBA students who lacked finance background, Finance 502 (1987).

Redesigned FIN 383 (3830) to include a fundamental stock analysis project as a significant real-world component (1986.)

7. **Professional Engagement and Service**

A. Consulting and Professional Activity

Consultant, Reviewed business plan and advised on appropriate rewrite for JL Bryant Lumber, LLC Small Business Association loan application for \$300,000. Loan was granted. August 2020.

Personal Representative and Manager of a Multi-Million Dollar Estate (2014-2017)

Consultant, Zeurcher Electric Company Valuation. With Bob G. Wood. Fall 2004.

B. Academic Service

Program Committee member, 2000 Midwest Finance Association Meetings, Chicago, Illinois.

Discussant, Financial Decisions and Financial Distress Session, 2000 Midwest Finance Association Meetings, Chicago, Illinois.

Session Chair, Assessing the Finance Major Session, 2000 Midwest Finance Association Meetings, Chicago, Illinois.

Program Committee member, 1999 Midwest Finance Association Meetings, Cleveland Ohio.

National Collegiate Honors Council Investment Committee Co-Chair (1998-99)

Session Chair and Discussant, Student Performance in Finance Session, 1998 Midwest Finance Association Meetings, Chicago, Illinois.

Tennessee Honors Council, Secretary/Treasurer (1995-98)

Meetings Consultant for Tennessee Honors Council Meetings, Nashville, Tennessee March 1998.

Program Committee member, 1998 Midwest Finance Association Meetings, Chicago, Illinois.

Session Chair, Accounting and MBA Case Studies session, 1996 American Society of Business and Behavioral Sciences Meetings, Las Vegas, Nevada.

Discussant, Agency Cost session, 1994 Eastern Finance Association Meetings, Boston, Massachusetts.

1993 Program Committee Member, Midwest Finance Association, Indianapolis, Indiana.

Session Chair, Corporate Control and Bankruptcy session, 1993 Midwest Finance Association Meetings, Indianapolis, Indiana.

Session Chair and Discussant, Economics I session, The Academy of Business Administration 1993, International Conference, Nassau, The Bahamas.

Discussant, Session 1: A Closer Look at Valueline Rankings, 1993 Academy of Financial Services meetings, Toronto, Canada.

Discussant, Valuation Session, 1992 Midwest Finance Association meetings, Chicago Illinois.

Program Committee member, 1992 Southern Finance Association meetings, Jacksonville, Florida.

Book Reviewer for West Publishing (Summer 1996), Cheney & Moses, *Fundamentals of Investments*, Second Edition.

National Collegiate Honors Council Publication Board Newsletter Contest Judge (1994-1996)

Editorial Review Board member, *Managerial Finance* - Special issue on reorganizations (1994)

Reviewer, *The Financial Review* (1988) , *Applied Economics* (1992-1994), *Applied Financial Economics* (1995-1996).

Ad Hoc referee for *Financial Management*. (1987-1989)

Book reviewer for Scott, Foresman, and Company (Summer 1988), *Radcliffe's Investment*, Second Edition.

C. Public Service

WHUB radio's "Let's Talk Pets" Parrot Segment, Interviewee (April 20, 2022).

WHUB radio's "Let's Talk Pets" Parrot segment, Interviewee (July 12, 2017).

Cookeville/Putnam County Animal Shelter Promotional Music Video, Organizer, Production Assistant, Performer (Fall 2016).

Bard Day, Performer, a Shakespearean fundraiser benefitting the Putnam County Adult Literacy Program (May 5, 2013).

Eve Ensler's Vagina Monologues, Performer, TTU Backdoor Playhouse, a fundraiser generating over \$6000 to benefit the TN Coalition of Women's Charities (RAINN, Genesis House, V-Day Spotlight Charities) (February 2013).

Bard Day, Performer, a Shakespearean fundraiser benefitting the Stephens Center, (April 2012, April 2011, April 2010).

Cookeville Arts Council, Interim Treasurer (2005)

Bryan Symphony Orchestra:

Grants Coordinator (2004-2006)

Board Member and Finance/Budget Committee member (2003-2006)

Box Office Staff (2001-2013)

Presbyterian Student Association Fall Fun Fest fundraiser (2001)

American Mensa, Election Committee, Middle Tennessee Group (1998)

American Mensa, Member-at-Large, Executive Board, Middle Tennessee Group (1993-94)

American Mensa Putnam/Cumberland County Coordinator (1985-94)

American Mensa Approved Proctor (1990-94)

Middle Tennessee Mensa Regional Gatherings, Registrar (1992, 1994)

Mastersingers Tech/Community Chorus:

President (2000-01)

Fundraising Chair (2000-01)

Treasurer (1988-89)

Tech Community Symphony Guild, Financial Consultant for Annual Auction (1986-87, assisted 1994)

Chilhowee Bandstand Chapter of the American Business Women's Association, Charter Vice President (1984).

D. University Service

Presentations, Workshops, and Other

"Personal Finance: Focus on Budgeting and the Use of Credit," Keynote Presentation for M. S. Cooper/Pinkerton Residential Life Program Series, TTU, February 23, 2012.

"Personal Financial Management Overview," presentation made to ECE4910 Professional Issues in Electrical and Computer Engineering, TTU College of Engineering, February 10, 2012.

"Money Management and Consumer Credit," Development Workshop presentation to the TTU Chapter of Phi Mu, February 28, 2010.

Clemons, Laura. "The Economy: Riding Out the Storm," *Visions*, Spring 2003, pp. 6-9. Was one of three featured interviewees.

Multimedia presentation: "A Business Analysis of Cost and Benefits of Relocating of Dual Income Households," with M. Rappl and J. Pharr. Presented as an Industrial Technology Seminar in the College of Engineering, Tennessee Technological University, September 18, 2000.

Multimedia presentation: "Dual Earner Households," with M. Rappl and J. Pharr. Presented to TTU Women in Higher Education in Tennessee. Kick-off Meeting, TTU University Center, September 22, 1998.

Multimedia presentation: "Dual-Career Families: The Realities and the Challenges," with M. Rappl and J. Pharr. Presented to the Dean's Council Meeting, Dean's Conference Room, Derryberry Hall, TTU, July 24, 1998.

Development of Multimedia Presentation Package on Dual Career, Dual Earner, Dual Income Families, with M. Rappl and J. Pharr (in fulfillment of Academic Affairs grant). Spring 1998.

Clemons, Laura. "Survival of the Fittest," *Visions*, Winter 1997, pp. 4-6 +8. This was the lead article for TTU's Alumni magazine issue on downsizing. Was one of three featured interviewees.

"Personal Finance." Honors Program Workshop. Presented at the TTU Honors Center, November 1996.

Arranged for TTU to receive the 1996 National Collegiate Honors Council Satellite Seminar Series entitled "The Arts: Landscape of Our Time." Hosted the reception of each of the five sessions and assembled on-site post-broadcast discussion panels consisting of local artists and social scientists. The series was co-sponsored by the TTU Honors Program and the TTU Art Committee.

“Personal Finance.” Honors Program Workshop, presented at the TTU Honors Center, November 1995.

“Honors Program Enrichment Options Scholarship Program.” Presenter/Session Leader, TTU Honors Program Big Sibling Retreat, Fall 1993, Fall 1994, Spring 1995, Fall 1995, Fall 1996.

Session Co-Leader, TTU Honors Day, Fall 1993, Fall 1994, Fall 1995, Fall 1996.

“Is Mensa for You?” TTU Honors Program Presentation, Spring 1992.

Associations

SAFE (Society for the Advancement of Finance and Economics), Advisor (2021-present)

Beta Gamma Sigma:

TTU Chapter Secretary/Treasurer and Faculty Advisor (2005-2016)

TTU Chapter Scholarship Committee, Chair (2006, 2008, 2012, 2014)

TTU Chapter Vice President (1999-2005, Spring 2017)

TTU Chapter President (1988-89, 1998-99, 2003)

TTU Chapter Secretary/Treasurer (1987-88)

Alpha Psi Omega, Theatre Honor Society, Asst. Faculty Advisor, (2012-2014)

Associated Scholars Guild Assistant Faculty Advisor (1993-98)

Faculty Escort for Student Award nominee, Nashville Chapter of Financial Executives Institute (1990-92, 2003)

Phi Kappa Phi Fellowship Committee (1990-91)

Omicron Delta Kappa Voting Faculty Member (1990-91)

Financial Management Association (FMA),

Student Chapter Programs Faculty Liaison (1987-99)

FMA National Honor Society Program, Faculty Liaison (1988-99)

Activated TTU Chapter NHS Option in 1988

Faculty Committees

COB Experiential Learning Requirement Task Force (2021)

TTU International Student Affairs Committee Policy 240 Full Course of Study

Requirements for International Students Review Subcommittee (2020-2021)

TTU International Student Affairs Committee Procedures Review Subcommittee (2021)

TTU International Student Affairs Committee Chair Nomination Subcommittee (2021)

TTU International Student Affairs Committee Policy 246 International Student

Recruitment Review Subcommittee (2021)

TTU International Student Affairs Committee (2013- Present)

TTU University Art Committee (1991-Present)

TTU Library Committee (2021-Present)

ESL Program RFP Screening Committee (Spring 2017)

COB Strategic Resources Advisory Taskforce (Fall 2016-Spring 2019)

Accounting Department Promotion Committee (Fall 2015, Fall 2023)

Accounting Department Tenure/Promotion Committees (Fall 2013)

University Academic Council (2010-2013)

University Faculty Senate (2010-2013)

University Assembly (2010-2013)

Nominating Committee for Faculty Senate President (Spring 2012)

Nominating Committee for Academic Council Chair (Spring 2012)

TTU Bacchanal Fundraiser Committee (2008-2011, 2014-2017, 2019)
COB Computer Technology Focus Group (Fall 2008)
COB Library Committee, Chair (2007-Spring 2018)
University Traffic Appeals Committee (2007-2008)
Accounting Department Tenure Committee (Fall 2010)
University Commission on the Status of Women (2007-2010)
University Planning Committee (2007-2008)
TTU Tenure Denial Appeal Special Committee (2006-2007)
COB BS/BA Assurance of Learning Committee, Chair (2005-2006)
COB Assurance of Learning Steering Committee (2005-2006)
COB Faculty Grants Committee (2003-2004)
EFM Promotion Committee Chair (2003-2004)
EFM Ad Hoc 120-Hour Program Committee Chair (2002-2003)
CBA Globalization Committee (2001-2004)
University Committee for Human Subjects Research (2000-2004)
CBA Governor's School Task Force (1998-2001)
University Scholarship Task Force (1997-98)
CBA Library Committee (1995-2001), Chair (1998-2001)
University Library Committee (1994-97)
CBA Strategic Planning Graduate Curriculum Focus Team (1994)
University Honors Council (1993-98)
SACS Committee on Financial and Physical Resources (1993-94)
Military Affairs Advisory Committee (1991-94)
Finance 321 Coordinator (1990-93)
CBA MBA Executive Committee (1987, 1993-95)
CBA Curriculum Committee (2000-2006, 1986-1993, 2000), Chair (2004-2006, 1992-93)

Faculty and Staff Search Committees

COB Finance Faculty Search Committee (2002-2003, 2012-2013, 2020-2021, 2022)
COB EFM Administrative Staff Search Committee (Spring 2018)
CBA Assistant Dean Search Committee (1991)
CBA Marketing Faculty Search Committee (Fall 1990)
CBA Economics and Finance Chairperson Search Committee (1987-89)
CBA Finance Faculty Search Committee (1986-88), Co-chairperson (1987-88)
CBA Production and Operations Management Faculty Search Committee (1987-89)
CBA Accounting and Finance Chairperson Search Committee (1986-87)
CBA Business Policy Faculty Search Committee (1986-87)

Other

Window on the World

Steering Committee (2007, 2008)

Decorations Committee Chair (WOW4 2002, WOW9 2007-Co-chair), Emcee
(WOW6 2004, WOW8 2006, WOW9 2007, WOW10 2008)

Information Desk (WOW11 2009, WOW12 2010)

TTU Homecoming Judge (Fall 1997)

CBA Careers Under the Canopy, Musical Entertainment (Fall 1997)

TTU Employees Holiday Party, Musical Entertainment (Fall 1997)

TTU Undergraduate Research Contest Judge (Spring 1993)