

**DANIEL J. FLINT**  
**Academic Vita**

**Academic Address**

Department of Marketing and Logistics  
304 Stokely Management Center, College of Business  
The University of Tennessee  
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**Home Address**

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**Education**

Doctor of Philosophy in Business Administration, Marketing/Logistics. The University of Tennessee, 1998.  
Dissertation title: "Change in customers' desired value: A grounded theory study of its nature and process based on customers' lived experiences in the U.S. automobile industry."

Master of Science in Administration, Business Administration. Central Michigan University, 1990.

Bachelor of Science, Mechanical Engineering. The United States Naval Academy, 1985.

**Professional Experience**

1/06 – present	<b>Proffitt's, Inc. Professor of Marketing and Associate Professor</b> Director, Marketing Ph.D. Program Department of Marketing and Logistics The University of Tennessee, Knoxville
8/05 – 12/05	<b>Associate Professor</b> Director, Marketing Ph.D. Program Department of Marketing and Logistics The University of Tennessee, Knoxville
8/02 – 7-05	<b>Assistant Professor</b> Department of Marketing and Logistics The University of Tennessee, Knoxville
8/98 – 5/02	<b>Assistant Professor</b> Department of Marketing, Florida State University, Tallahassee
9/94 - 7/98	<b>Research Associate/Instructor</b> Department of Marketing, Logistics, and Transportation The University of Tennessee, Knoxville
9/92 - 7/94	<b>Industrial Sales Engineer</b> Aerospace & Commercial Rolled Products Division/Automotive Group Aluminum Company of America
11/90 - 8/92	<b>Research Analyst/Joint Staff Intern (Lieutenant, U.S. Navy)</b> Navy Annex, Arlington (Quality of Life Survey Data Analysis), VA; Pentagon

5/85 - 10/90

**Naval Flight Officer/Maintenance Division Officer**  
Naval Air Station, Key West, FL

### **Executive Workshops / Business projects**

Conduct marketing research and training for business-to-business and business-to-consumer firms focused primarily on customer value dynamics which involves understanding what customers value, anticipating future customer desires, linking customer value to innovation and marketing strategy, customer satisfaction, market opportunity analysis, and account management training.

Projects with: IdleAire (motor carrier service), Air Force (Rapid Industrial Preparedness Assessment), Rolls Royce (jet engines, USA), Boeing (aircraft propulsion, satellite launch), Grundfos Pumps, Norfolk Southern, Sony, FedEx, Timminco, Alcoa, Eastman Chemical Company, USCO, Standard Logistics, Schenker, Danzas, Nordic Transport Rail, Follet Educational Services

Industries recently explored: military radar system test equipment, transportation services, martial arts training, global military industrial preparedness, helicopter and aircraft manufacturing, aerospace industry generally, water pumps, railroad, consumer electronics, automotive, logistics services, medical devices, computers, chemicals, magnesium, aluminum, education, textbooks

### **Research Interests**

My program of research is on customer value dynamics within a supply chain context, i.e., understanding how changes in customer value perceptions are manifested within buyer-seller relationships (B2B and B2C) and the implications for marketing strategy and innovation throughout the supply chain. I see myself as a supply chain management researcher focusing specifically on customer value at any stage within a supply chain. When studying buyer or seller behavior, I focus on individuals and small groups as the unit of analysis, primarily drawing on psychological and social psychological theory to understanding value change, often relying on, but not limited to, qualitative interpretive methods. I link my social psychological insights to marketing strategy and innovation primarily in industrial firms, often logistics service providers.

### **Teaching Areas**

Doctoral:

Qualitative Research Methods; Marketing Thought

Masters in Business Administration:

Marketing Strategy; Sales and Sales Force Management; Marketing Communications

Undergraduate:

Professional Selling; Sales Force Management; Marketing Strategy

### **Specific Courses Taught**

Executive:

Customer Value Management – Introduction to Supply Chain Management Program, Norfolk Southern Corporation Program, US Air Force, Textron

Graduate:

At UTK

Qualitative Research Methods Ph.D. Seminar (S2006; S2007)

Marketing Thought Ph.D. Seminar (F2004)

MBA Marketing Hub (Sg2003; Sg2004; Sg2005; Sg2006; Sg 2007)

MBA Marketing Communications in Marketing Concentration Course (F2002; F2003; F2004; F2005; F2006; F2007)

Marketing Strategy in Aerospace MBA Program (2004; 2005; 2006; 2007)

At FSU

Marketing Strategy (Sr2000; Sr2001; F2001)

Business-to-Business Sales and Marketing (Sg2001; Sg2002) - developed course

Undergraduate:

At UTK

Sales Force Management (F2002; Sg2003; F2003; F2007)

At FSU

Professional Selling (F1998; Sg1999; F1999; Sg2000; F2000; Sr2001)

Sales Force Management (F1995; Sg1998; F1998; Sg1999; F1999; Sg2000; F2000; Sg2001; Sg 2002)

Logistics and Supply Chain Management (F2001)

At UTK as Teaching Associate

Marketing Management (1997; 1998)

Buyer Behavior (1995)

Materials and Traffic Management (1995)

## **Publications**

Journal Articles (peer reviewed)

Flint, Daniel J., Everth Larsson and Britta Gammelgaard (2008), "Exploring Processes for Customer Value Insights, Supply Chain Learning and Innovation: An International Study," Journal of Business Logistics, forthcoming.

Mello, John and Daniel J. Flint (2008), "A Refined View of Grounded Theory and Its Application to Logistics Research," Journal of Business Logistics, forthcoming.

Fugate, Brian, John T. Mentzer, and Daniel J. Flint (2008) "The Role of Logistics in Market Orientation," Journal of Business Logistics, forthcoming.

Blocker, Christopher P. and Daniel J. Flint (2007), "Customer Segments as Moving Targets: Integrating Customer Value Dynamism into Segment Instability Logic," Industrial Marketing Management, 36 (6), 810-822.

Blocker, Christopher P. and Daniel J. Flint (2007), "Exploring the Dynamics of Customer Value in Cross-Cultural Business Relationships," Journal of Business & Industrial Marketing, 22 (4).

Flint, Daniel J. (2006), "Innovation, Symbolic Interaction, and Customer Valuing: Thoughts Stemming from a Service-Dominant Logic of Marketing," Marketing Theory, 6(3), 349-362.

Anitsal, Ismet and Daniel J. Flint (2005), "Exploring Customers' Perceptions in Creating and Delivering Value: Technology-Based Self-Service as an Illustration," Services Marketing Quarterly 27 (1), 57-72.

Flint, Daniel J., Everth Larsson, Britta Gammelgaard, and John T. Mentzer (2005), "Logistics Innovation: A Customer Value-Oriented Social Process," Journal of Business Logistics, 26 (1), 113-147.

Flint, Daniel J. (2004), "Strategic Marketing in Global Supply Chains: Four Challenges," Industrial Marketing Management, 33 (1), 45-50; **9<sup>th</sup> most downloaded article for IMM in 2004** (1,218 times).

Flint, Daniel J., Robert B. Woodruff, and Sarah Fisher Gardial (2002), "Exploring the Customer Desired Value Change Phenomenon in a Business-to-Business Context," Journal of Marketing, 66 (4), 102-117.

Flint, Daniel J. (2002), "Compressing New Product Success-to-Success Cycle Time: Improving New Product Ideation Through Deep Customer Value Understanding," Industrial Marketing Management, 31, 305-315.  
**Selected for best paper award.**

Giunipero, Larry C. and Daniel J. Flint (2001), "Purchasing Practices in Saudi Arabia - An Exploratory Analysis," International Journal of Physical Distribution and Logistics Management, 31 (9), 674-693.

Mentzer, John T., Daniel J. Flint, and G. Tomas M. Hult, (2001) "Logistics Service Quality as a Segment-Customized Process," Journal of Marketing, 65 (4), 82-104.

Flint, Daniel J. and Robert B. Woodruff, (2001), "The Initiators of Changes in Customers' Desired Value: Results from a Theory Building Study," Industrial Marketing Management, 30 (4), 321-337.

Flint, Daniel J. and John T. Mentzer (2000), "Logisticians as Marketers: Their Role When Customers' Desired Value Changes" Journal of Business Logistics, 21 (2), 19-45.

Mentzer, John T., Daniel J. Flint and John L. Kent, (1999) "Developing a Logistics Service Quality Scale," Journal of Business Logistics, 20 (1), 9-32.

Flint, Daniel J., Robert B. Woodruff and Sarah Fisher Gardial, (1997) "Customer Value Change in Industrial Marketing Relationships: A Call for New Strategies and Research," Industrial Marketing Management, 26 (2), 163-176.

Kent, John L. and Daniel J. Flint, (1997) "Perspectives on the Evolution of Logistics Thought," Journal of Business Logistics 18 (2), 15-29.

Mentzer, John T. and Daniel J. Flint, (1997) "Validity in Logistics Research," Journal of Business Logistics, 18 (1), 199-216.

Gardial, Sarah F., Daniel J. Flint, and Robert B. Woodruff, (1996) "Trigger Events: Exploring the Relationships Between Critical Events and Consumers' Evaluations, Standards, Emotions, Values and Behavior," Journal of Consumer Satisfaction, Dissatisfaction, and Complaining Behavior, 9, 35-51.

Garver, Michael S. and Daniel J. Flint, (1995) "A Proposed Framework for Exploring Comparison Standards at Various Stages of the Business-to-Business Evolution," Journal of Consumer Satisfaction, Dissatisfaction and Complaining Behavior, 8, 11-21.

#### **Conference Papers** (peer reviewed)

Walls, Simon, David Schumann, and Daniel J. Flint (2006), "The Consumer-Firm Bond: An Existential-Phenomenological Description of the Nature of the Consumer-Firm Bonding Experience," Society of Consumer Psychology conference, Miami, February.

Blocker, Christopher P. and Daniel J. Flint (2005), "Dynamic Value Perceptions in the Global Environment: Exploring the Influence of National Culture on Customer Value Change" 12th Biennial AMS World Marketing Congress, Münster, Germany, 356.

Flint, Daniel J. and Christopher P. Blocker (2004), "Expanding on the Emotional and Symbolic Interactionist Aspects of Business Customer Desired Value Change: A Conceptual Model," *Developments in Marketing*

Science, 2004 Proceedings of the Annual Conference of the Academy of Marketing Science, Harlan E. Spotts ed., 27, 18-26.

Anitsal, Ismet and Daniel J. Flint (2003), "Understanding Customer Productivity in Shopping: Preliminary Qualitative Insights From Technology-Based Self-Service," *Marketing in a Dynamic Global Environment, Proceedings of the 2003 Atlantic Marketing Association Annual Conference*, Jerry W. Wilson ed., 200-206.

Anitsal, Ismet and Daniel J. Flint (2003), "Understanding Customer Labor in Shopping: Insights From Technology Based Self-Service," *Retailing 2003: Strategic Planning in Uncertain Times*, Joel R. Evans eds., special conference series X, Hempstead, NY: Academy of Marketing Science, 148-154.

Flint, Daniel J., Britta Gammelgaard, and Everth Larsson (2003), "Setting the Stage for Supply Chain Learning and Logistics Innovation," *Proceedings of the 15<sup>th</sup> Annual Conference for Nordic Researchers in Logistics (NOFOMA)*, Jari Juga eds., 497-511.

Flint, Daniel J. and Isabelle Maignan (2001), "The Value of Corporate Citizenship to Business Customers: Research Directions," *Developments in Marketing Science, 2001 Proceedings of the Annual Conference of the Academy of Marketing Science*, Melissa Moore and Robert Moore eds., 24, 119-123.

Flint, Daniel J. and Robert B. Woodruff, (1999) "The Initiators of Changes in Customers' Desired Value: Results from a Theory Building Study," *Developments in Marketing Science, 1999 Proceedings of the Annual Conference of the Academy of Marketing Science*, Charles H. Nobel, ed., 22, 174. **Winner** of M. Wayne DeLozier Best Conference Paper Award.

Flint, Daniel J. and John T. Mentzer, (1998) "Evaluating Contributions to Logistics Knowledge," *Proceedings of the Twenty-Seventh Annual Transportation and Logistics Educators Conference*, James M. Masters, ed., Anaheim, CA: Ohio State University and Council of Logistics Management, 1-12.

Flint, Daniel J. and Robert B. Woodruff, (1997) "Issues in a Grounded Theory Study of Customer Desired Value Change: Resolutions Using Phenomenology, Ethnography and Hermeneutics," *Developments in Marketing Science, 1997 Proceedings of the Annual Conference of the Academy of Marketing Science*, Elizabeth J. Wilson and Joseph F. Hair, Jr. eds., 20, 134-139.

Cathey, Amy, Michael S. Garver, Daniel J. Flint, David W. Schumann, (1995) "Scanning the Higher Education Environment: Strategies Universities are Using to Respond to Change," Sixth AMA Symposium for the Marketing of Higher Education.

#### **Invited Presentations/conference papers/presentations** (not peer reviewed)

Flint, Daniel J. (2005), "Innovation and the Symbolically Interacting Customer," *The Otago Forum*, Otago University, New Zealand.

Flint, Daniel J. (2005), "Qualitative Research Methods in Supply Chain Management Research," *2005 Supply Chain Management Doctoral Symposium*.

Flint, Daniel J., Everth Larsson, Britta Gammelgaard, Veronica Moyer, and Mats Franson (2004), "Customer Value Driven Logistics Innovation: 2003 Cross-National Benchmarking Survey," *2004 Council of Logistics Management Annual Conference*.

Flint, Daniel J. (2003), "Academic Writing: Being Part of the Discussion," 2003 Nordic Logistics Doctoral Consortium, Oulu, Finland.

Flint, Daniel J. and Joel Sutherland, (2000), "Innovative Ways to Anticipate and Create Significant Logistics Value," *2000 Annual Conference Proceedings of the Council of Logistics Management*, 407-426.

Flint, Daniel J. (2000), "SMA Great Teacher Comments: Passionately Focused on Caring for Individuals," *Marketing Advances in the New Millennium*, 2000 Society for Marketing Advances Proceedings, Dawn R. Deeter-Schmelz and Timothy P. Hartman, eds., 6.

Flint, Daniel J. (2000), "Wrestling with Customers' Changing Desires Throughout Supply Chains," *Distribution Business Management Association*

Flint, Daniel J. and John T. Mentzer (1998), "Criteria for Significant Contribution to Logistics Knowledge," 1998 Logistics Doctoral Student Consortium.

### **Book Chapters**

Flint, Daniel J. and Everth Larsson (2006), "Supply Chain Innovation" in The Handbook of Global Logistics and Supply Chain Management, John T. Mentzer, Theodore Stank, and Mathew Myers eds..

Flint, Daniel J. and Britta Gammelgaard (2006), "Value and Customer Service Management" in The Handbook of Global Logistics and Supply Chain Management, John T. Mentzer, Theodore Stank, and Mathew Myers eds.

Flint, Daniel J. and John T. Mentzer (2006), "Striving for Integrated Value Chain Management Given a Services Dominant Logic for Marketing," Chapter 11 in Toward a Service-Dominant Logic of Marketing: Dialogue, Debate, and Directions, eds. Robert F. Lusch and Stephen Vargo, M.E. Sharpe, Inc., 139-149.

Woodruff, Robert B. and Daniel J. Flint (2006), "Marketing's Service-Dominant Logic and Customer Value" Chapter 14 in Toward a Service-Dominant Logic of Marketing: Dialogue, Debate, and Directions, eds. Robert F. Lusch and Stephen Vargo, M.E. Sharpe, Inc., p183-195,

Woodruff, Robert B. and Daniel J. Flint (2003), "Research on Customer Value and Satisfaction in Business-to-Business Marketing," book chapter in Advances in Business Marketing and Purchasing series, ed. Arch Woodside, JAI Press, Vol. 11, 515-547.

### **Manuscripts Under Review**

Flint, Daniel J., John T. Mentzer, and Eric Haley, "Eclectic Marketing Theory and Practice: Combining Multiple Philosophical Perspectives," submitted to Journal of Marketing Theory and Practice.

Flint, Daniel J. and Christopher P. Blocker, "Customer Value Anticipation and Its Effects on Customer Satisfaction and Loyalty" revise and resubmit for Industrial Marketing Management.

Stank, Theodore, John T. Mentzer, Terrance Esper, Matthew Myers, and Daniel J. Flint, "A Strategic Framework for Supply Chain Orientation," in review at International Journal of Physical Distribution and Logistics Management.

Esper, Terry, Alex Ellinger, Stank, Theodore, Daniel J. Flint, and Mark Moon, "Demand and Supply Integration: A Theoretical and Practical Framework," second review at Journal of the Academy of Marketing Science.

Blocker, Christopher P. and Daniel J. Flint, "Going My Way? Mining the Experiential Space of Business Relationships for a Customer-Oriented View," in revision for second review Journal of Consumer Research.

Satinover, Bridget and Daniel J. Flint, "Struggling for Control: How Members of an Online Community Work Together for Independent Goals," in review at American Marketing Association 2007 Winter Conference.

### **Manuscripts in Progress**

Flint, Daniel J. and Richard Reizenstein, "Social Interaction Between Sales and Marketing: A Contemporary Look at the Functional and Dysfunctional," targeted toward Journal of Personal Selling and Sales Force Management.

Flint, Daniel J. and John Mello, "Grounded Theory Lost: Rediscovering its Potential in Marketing Research," to be submitted to Journal of Marketing Research or Journal of the Academy of Marketing Science.

Flint, Daniel J., Robert B. Woodruff, and John T. Mentzer, "Further Exploration of Customer Desired Value Change" to be submitted to Journal of Business and Industrial Marketing or similar B2B journal.

Flint, Daniel J., Robert B. Woodruff, and John T. Mentzer, "The Role of Tension in Channel Relationships," to be submitted to Journal of the Academy of Marketing Science.

Blocker, Christopher P. and Daniel J. Flint, 3 manuscripts from Blocker's dissertation directed toward Journal of Marketing Research, Journal of Marketing, and Journal of the Academy of Marketing Science.

### **Executive Reports**

Over-the-Road Truck Driver Customer Value Study (2007)

Sport Turf Management Customer Value Survey (2005)

Innovation Benchmarking Survey (2004)

Innovation Theory Building Study (2003)

Customer Desired Value Change Theory Building Study (2001)

### **Current/Recent Research Projects**

Customer Value Dynamics: The Roles of Symbolic Interaction and Emotion in Buyer-Seller Relationships from the Perspective of a Small Microwave Engineering Consulting and Rep Firm (2006-present)

Customer Value Change in a Karate School (2006-present)

Bidding on eBay (led by Bridget Satinover) (2007)

Over-the-Road Truck Drivers as Consumers (led by Scott Rader) (2007)

Supply Chain Innovation (ongoing with Britta Gammelgaard and Everth Larsson)

### **Companies Recruited for MBA Projects**

Weigel's, Knoxville, TN (2007)

Knoxville Museum of Art, Knoxville, TN (2006)

Do-it-Yourself (DIY) Network, Scripps Networks, Knoxville, TN (2005)

Jacobsen, Textron, Turf Management (2004)

Cingular Wireless/U30 Group (2003)

### **Research Fund Raising**

\$10,000 Scholarly Research Grant from University of Tennessee College of Business and Department of Marketing, Logistics and Transportation for development of a manuscript on grounded theory in marketing research (2003)

\$28,000 from six corporate sponsors in U.S. and Sweden for customer value driven innovation benchmarking survey (2003)

\$20,000 from three corporate sponsors for customer-driven logistics innovation benchmarking qualitative study (2000)

\$11,000 in research funding from University of Tennessee College of Business Office of Research for customer value change theory validation survey (1999)

### **Awards and Honors**

- ◆ **MBA Teaching Award**, University of Tennessee (2007)
- ◆ **MBA Teaching Award**, University of Tennessee (2006)
- ◆ **Allen H. Keally Outstanding Teaching Award**, College of Business, University of Tennessee (2005)
- ◆ **MBA Teaching Award**, University of Tennessee (2004)
- ◆ Doctoral dissertation chair qualified (2004)
- ◆ Finalist, **Outstanding Teaching Award**, College of Business, University of Tennessee (2004)
- ◆ **MBA Teaching Award**, Florida State University (2002)
- ◆ **Strength in Teaching Award**, Garnet and Gold Key/ODK Leadership Societies at FSU (2001) - student nominated
- ◆ **Best article in issue award**, Industrial Marketing Management special issue, (2001)
- ◆ **Honorary Member** Golden Key National Honor Society, FSU, (2000-2002) - student nominated
- ◆ **Distinguished Teacher Finalist**, Society for Marketing Advances (2000)
- ◆ M. Wayne DeLozier **Best Conference Paper** Award, Academy of Marketing Science (1999)
- ◆ **Exceptional Quality in Reviewing**, Society for Marketing Advances (1999)
- ◆ American Marketing Association Doctoral Consortium (1996)
- ◆ Council of Logistics Management Doctoral Consortium (1995)

### **Service Activities**

#### Administrative

Director, Marketing Ph.D. Program (summer 2005 – present)

#### Doctoral Committees

Scott Rader, **Chair**, Marketing, UTK  
Jing Sheng, member, Marketing, UTK  
Karen Hood, Marketing, UTK  
Pawinee Petchsawang, member, Human Resource Management, UTK

Christopher Blocker, **Chair**, defended Spring 2007, Marketing, UTK (Baylor University)  
Brian Fugate, defended Spring 2006, Logistics and Marketing, UTK (Lehigh U.)  
John Mello, **Co-Chair**, defended Spring 2006, Logistics and Marketing, UTK (Arkansas State U.)  
Allen Broyles, defended Summer 2005, Marketing, UTK (Wichita State U.)  
Mee-Shew Cheung, defended Spring 2005, Marketing, UTK (Xavier U.)  
Ismet Anitsal, defended Spring 2005, Marketing, UTK (Tenn. Tech U.)  
Maria Bjorklund, defended Spring 2005, Logistics, Lund University, Sweden  
Mark Palazesi, defended Spring 2004, Educational leadership, FSU  
Simon Walls, defended Fall 2003, Marketing, UTK (Fort Lewis College, CO)  
Dawn Percy, defended Summer 2002, Marketing, FSU  
Annette Tolson, defended Spring 2002, Marketing, FSU  
Dag Naslund, defended Fall 1999, Logistics, Lund University, Sweden

#### Conference Chair

2002 Logistics Educators Conference

#### Track Chair

Marketing Your Logistics Expertise, Council of Logistics Management, 2001 annual conference  
Managing Customers Track, 2000 Academy of Marketing Science annual conference

#### Session Chair

Multiple sessions, AMS World Congress, 2007, Verona, Italy  
Alternative Research Methods, 2005 Supply Chain Management Doctoral Symposium  
Co-Creation of Value under a Service-Dominant Logic in Marketing, 2005 American Marketing Association Annual Summer Educators Conference

#### Reviewer:

Journal of Marketing, ad hoc reviewer  
Journal of the Academy of Marketing Science, ad hoc reviewer  
Decision Sciences, ad hoc reviewer  
Journal of Business Logistics, ad hoc reviewer  
Industrial Marketing Management, ad hoc reviewer  
Journal of Marketing Education, ad hoc reviewer  
Marketing Theory, ad hoc reviewer  
American Marketing Association annual conferences and competitions  
Academy of Marketing Science annual conferences and competitions  
Society of Marketing Advances annual conferences  
Decision Sciences annual conferences  
Reviewer for CSCMP Undergraduate Student Paper Competition (2004, 2005)

#### Committee Member

Faculty search committee co-chair, Dept. of Marketing and Logistics, UTK (2007)  
Faculty search committee, Dept. of Marketing and Logistics, UTK (2006)  
Faculty search committee, Dept. of Management (I/O Psych), UTK (2006)  
College of Business MBA Task Force Committee Member (2006/7)  
Department Strategic Planning Committee (2006-present)  
Faculty peer evaluation committee (Fall 2005)  
UTK CBA MBA Director Search Committee (Spring 2005)  
College of Business Strategic Initiatives Evaluation Committee (2004)  
ML PhD Programs Committee (2004-present)  
ML Communications Committee (2003-present)  
Council of Logistics Management Education Strategies Committee (1999-2002)  
FSU University Undergraduate Policy Committee (2000 - 2002)  
FSU Masters Policy Committee/Task Force (1999-2002)  
FSU Faculty Selection Committee (1999-2002)

#### Additional University Service

Life of the Mind incoming freshman book review facilitator, UTK (summer 2005, summer 2006)  
Member of IVC Forums Policy Board  
AEMBA student advisor (2005; 2006; 2007)  
MBA student advisor  
Award committee for FSU chapter of International Golden Key Honor Society Outstanding Undergraduate Scholar Award (2000, 2001, 2002)  
UTK Coach for 2003 National Collegiate Sales Competition, Kennesaw State University.  
FSU's Coach for 2000 National Collegiate Sales Competition, Baylor University

#### Community and Other External Service

Finance Chair, Westside Unitarian Universalist Church, Farragut, TN (2007/8 – 2009/10)  
Tenure packet reviewer – Dr. Dag Naslund, University of North Florida (2006)  
Tenure packet reviewer – Dr. Steve Vargo, University of Hawaii (2006)  
Religious education co-instructor, Westside United Universalist Church, Farragut, TN (2005)  
Junior Achievement Volunteer, Farragut Primary School (Fall 2005)  
Assistant Baseball Coach, Farragut, TN (2004)  
International exposure volunteer, Farragut Primary School (2003, 2004)

#### Personal Achievements

Husband and Parent of two boys Ryan (10) and Spencer (8)  
First Degree Black Belt American Freestyle Karate  
First Degree Black Belt American Kick Boxing  
Eagle Scout  
Varsity Gymnast (8 years)

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