

# VITA

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### EDUCATION

Ph.D., Economics, University of Arkansas, Fayetteville, AR, 1978.

Dissertation Title: "An Economic Examination of the Comprehensive Employment and Training Act (CETA) in Selected Counties in Northwest Arkansas".

M.A., Economics, The American University in Cairo, Cairo, Egypt, 1968.

B.A, Economics – Political Science, The American University in Cairo, Egypt, 1965.

### AREAS OF SPECIALIZATION

Human Resources, Economic Development, Labor Economics

### PROFESSIONAL EXPERIENCE

Interim Associate Dean, College of Business Administration, August 2006 to Present

Administrative leave, University of Central Florida, Spring-Summer 2006.

Chair, Department of Economics, College of Business Administration, University of Central Florida, January 2001 to 2005

Interim Chair, Department of Economics, College of Business Administration, University of Central Florida, January - December 2000.

Associate Professor, Department of Economics, College of Business Administration, University of Central Florida, August 1987 to present.

Sabbatical Leave, August – December 1999.

Assistant Professor, Department of Economics, College of Business Administration,  
University of Central Florida, 1977 to 1987.

Special Advisor, Kuwait Institute of Scientific Research, 1983-1985.  
(On leave from UCF)

## **PUBLICATIONS**

### **Articles**

"The Status of Women Revisited: The Case of Nepal" (with C. Lundberg), *Equal Opportunity International*, Vol. 24, No. 3/4 (2005).

"Inequality Among Women and its Impact on Economic Growth: The Case of MENA",  
(with M. Sandberg and A. Chanmala), *UNESCO Human Development Encyclopedia of Life Support System (EOLSS)*, EOLSS Publishers, Oxford, UK, (2003).

"Female Endangerment: The Case of the Middle East and North Africa (MENA)", (with A. Chanmala), *The Economics of Work and Women in Middle East and North Africa, Research in Middle East Economics*,:Research in the Middle East Series, Annual, Greenwich, Connecticut: JAI Press, Vol.4, (2001), 33-49.

"Equality of Opportunity": The Case of Guatemala", (with J. Gavillan), *Equality of Opportunity International*, Vol. 17, No.6, (1998), 1-6.

"Japan's Labor Shortage", *Computer and Industrial Engineering*, Vol. 24, No.4, (1993), 607-613.

"The Mistreatment of Indian Women", *Equal Opportunities International*, Vol. 12, No. 3, (1993), 1-3.

"Women: A New Vision for Year 2000 and Beyond", *Equal Opportunities International*, Vol. 10, No.6, (1991), 15-17.

"Women in the Japanese Labor Market", *Equal Opportunities International*, Vol.9, No.6, (1990), 11-14.

"Female Opportunities in the Labor Market of Kuwait", *Equal Opportunities International*, Vol.8, No.3, (1989), 1-4.

"Sex Discrimination in the Labor Market of Kuwait", ( with S. Al-Qudsi), *International Journal of Manpower*, Vol.9, No.3, (1988), 10-22.

"Basic Needs and the Manpower Dilemma of Kuwait", (with S. Al-Qudsi), *International Journal of Manpower*, Vol. 8, No. 5, (1987) 12-17.

"The Need for a National Maternity Policy in the USA", *International Journal of Manpower*, Vol. 8, No. 5, (1987), 12-17.

"Investment in Human Capital and Labor supply functions in Kuwait", (S. Al-Qudsi), *Arab Future Quarterly*, No. 87, (1986).

"La Dynamique de la Main-d'Oeuvre a Kuwait: Un Dilemme pour un Pays Exportateur de Petrole", (I. Sirageldin), *Revue Tiers Monde*, Vol. XXVI, No. 103, (1985).

"The Need for an Employment Insurance System in the U.S.: The Japanese Lesson", *International Journal of Manpower*, Vol. 5, No. 2, (1984).

## **Proceedings**

"Millennium Development Goals Index (MDGII)", *2007 IEMS Proceedings*, Forthcoming.

"Higher Education in Japan", *2004 IEMS Proceedings*, (2004), 175-181.

"The Prospects of Technology Transfer for Mexico under NAFTA", *Management of Technology*, Vol. 1, (1994), 1126-1132.

"The Human Capital Crisis and Productivity in Florida", *Productivity and Quality Management Frontiers IV*, Vol. 2, (1993), 1126-1132. (R. Cassady)

"Science and Technology Policy for the Reconstruction of Kuwait", Abstract, *Management of Technology*, Vol. 2, (1992), 1460.

"Productivity Prospects of the Browning of America", *Productivity and Quality Management Frontiers III*, (1991), 695-701.

"Sex Discrimination in the Japanese Labor Market", *Social Science Perspectives Journal*, Vol. 5, No. 2, (1990), 56-62.

"Women in Technology: A New Vision for World Development", Abstract, *Management of Technology*, (1990), 1288.

"Productivity Gain-Sharing in Hospitals: A Case Study Analysis", (with F. Albritton), *Productivity and Quality Management II*, (1989), 419-423.

"Transfer of Microelectronics Technology to the Third World", *Management of Technology*, (1988), 391-397.

- “Employer Child Care Initiatives: A Case study Analysis”, (with G. Jarand), *Social Science Perspectives Journal*, Vol. 3, No. 3, (1988), 155-160.
- “The Pink Collar Worker in Japan: A Comparison with the United States”, *The Social Science Perspectives Journal*, Vol. 2, No. 2, (1987), 157-163.
- “Child Care Assistance: A Labor Market Assessment of Recipients”, Abstract, *Proceedings of the Eighth Annual Southern Regional Industrial Academic Seminar*, (1987), 16-17.
- “The Effects of Fiscal Policies on Kuwaiti Manpower”, (with S. Al-Qudsi), *Proceedings of the Seminar on Population and Human Resources in the Developing Economies*, (1985).
- “The Manpower Profile of Kuwait: The Unbalanced Structure”, Abstract, *Atlantic Economic Journal*, (1985).
- “The Unemployment System of US and Japan: A Comparative Study”, Abstract, *Atlantic Economic Journal*, Vol. 11, No. 1, (1983).
- “Forecasting Florida Farm Labor”, Abstract, *Florida Scientist*, (1983).
- “International Labor Migration into the USA: An Exploratory Study”, *Proceedings of the Modeling and Simulation Conference*, Vol. 13, Part 3, (1982), 1091-1095.
- “The EIGTO Evaluation Model: The Impact of CETA on Participants in Florida”, *The Proceedings of the Modeling and Simulation Conference*, Vol. 12, Part 3, (1981), 937-940.
- “The CETA Reorientation: A Last Glance at CETA-PSE”, (with A. Lefforge), Abstract, *Atlantic Economic Journal*, Vol. 10, No. 1, (1981).
- “Impact of CETA Title II-B upon Participants in Orange and Seminole Counties”, (M. Naramore, Abstract, *Florida Scientist*, Vol. 44, (1981), 49.
- “CETA Programs Evaluation Scheme: An Application of the EIGTO Model”, *Proceedings of the Policy Analysis and Information Systems*, (1979).

### **Research Monographs & Reports**

- “Child Labor in the MENA Region”, Economic Research Forum (ERF) for the Arab Countries, Iran, and Turkey (2007).
- “Space Industries and Middle school Partnership: A Pilot Project for Central Florida”, *Florida Space Grant Consortium*, (1991).

“Employer Child Care Initiatives: The Case of Orlando”, *Community Coordinated Child Care of Central Florida*, (1988).

“Child Care Assistance: A Labor Market Assessment of Recipients”, *Community Coordinated Child Care of Central Florida*, (1987).

“Manpower Planning in KISR”, (I. Sirageldin and S. Al-Qudsi), *Kuwait Institute of Scientific Research*, (1985).

“A Conceptual Framework for Estimating Labor Demand in the Energy Sector of the Arab Countries”, (with I. Sirageldin), *Arab Petroleum and Training Institute*, (1985).

“Public Sector Activities and Human Resource Development”, (I. Sirageldin), *Ministry of Planning Kuwait*, (1985).

“Manpower Planning in KISR”, *Kuwait Institute of Scientific Research*, (1984).

“Public Sector Activities and Human Resource Development”, *KISR Annual Research Report*, (1984).

“Public Service Employment (PSE): An Impact Evaluation for the State of Florida”, (with F. Raffa), *Florida Department of Labor and Employment Security*, (1982).

“A Model for Evaluating the Impact of the Comprehensive Employment and Training Act (CETA) in the State of Florida”, (with F. Raffa), *Florida Department of Labor and Employment Security*, (1980).

“An Economic Analysis of Child Care Support to Low-Income Mothers in the Orlando SMSA”, *Community Coordinated Child Care of Central Florida*, (1978).

“An Economic Evaluation of the CETA Program in Northwest Arkansas” (with J. Ziegler), *Arkansas Manpower Council*, (1977).

## **Books**

*Manpower for Energy Production: An International Guide to Sources*. Westport, Connecticut: Greenwood Press, (1986).

*Employment and Training Programs: An Annotated Bibliography*. Westport, Connecticut: Greenwood Press, (1983).

## **Other**

“The Higher Education in Developing Countries: Peril and Promise”, World Bank, 2000,

*Economics of Education Review*, Book Review, Vol. 23, No. 5, (2002), 547-48.

“Myth, Reality and Reform: Higher Education Policy in Latin America, Book Review, *Economics of Education Review*, Vol. 21, 295-297.

“Labor Markets and Human Development”, Contributor, *Economic Trends in the MENA Region*, Economic Research Forum for the Arab Countries, Iran and Turkey, (2000), 139 – 142.

“The Means of our Salvation: Public Expenditures in Brazil”, *Economics of Education Review*, 2000, Vol. 19, No.4, 462 - 463.

“Human Development Report 1998”, Book Review, *Economics of Education Review*, (2000) Vol. 19, No. 4, 453-54.

“Educating All the Children: Strategies for Primary Schooling in the South”, Book Review, *Economics of Education Review*, (1998).

“Mongolia: Financing Education during Economic Transition”, Book Review, *Economics of Education Review*, Vol.16, No 1, (1997), 97.

“Schooling and Cognitive Achievements of Children in Morocco: Can the Government Improve the Outcomes”, Book Review, *Economics of Education Review*, Vol. 16, No. 1 (1997), 97-98.

“School Quality, Achievement Bias and Dropout Behavior in Egypt”, Book Review, *Economics of Education Review*, Vol. 16, No. 1 (1997), 98.

“The Supply Side of the Resource Market”, *Great Ideas for Teaching Economics*. Glenview, Illinois: Scott Foreman and Co., (1983), 326-327. Reprinted in the Six Edition. New York: Harper Collins, (1995), 450.

“The Banking Cycle”, *Great Ideas for Teaching Economics*. Reprinted in the Sixth Edition. New York: Harper Collins, (1995), 208.

“Elasticity Made Simple”, *Great Ideas for Teaching Economics*, (1992), 283. Reprinted in the Sixth Edition. New York: Harper Collins, (1995), 295.

“Review of National Policies for Education”, Book Review. *Economics of Education Review*, Vol. 12, No. 1 (1993), 96.

“Simultaneous Changes in Supply and Demand”, *Great Ideas for Teaching Economics*. Glenview Illinois: Scott, Foresman and Co., (1987), 75-76.

“The Role of Audio-Visual Aids (AVAs) in the International Transfer of Technology”, (A. M. El Abd), *Proceedings of the Conference on Training Effectiveness and Evaluation*, (1982), 56-58.

## GRANTS

*An Economic Analysis of Child Care Support to Low –Income Mothers in the Orlando SMSA*. Community Coordinated Child Care for Central Florida, Inc. (4C), 1978 (\$19,795).

*The Development and Implementation of a Model Evaluating the Impact of CETA and Other Employment and Training Programs*, (with F. Raffa), Office of Manpower Planning, 1979 (\$72,000).

*Public Service Employment (PSE): An Impact Evaluation for the State of Florida*, (with F. Raffa), Division of Employment and Training, Statewide Coordination Program, Tallahassee, Florida, 1980 (\$89,000).

*Instructional Development*. Funded by the UCF Learning Council. Course material development (ECS 4013, and ECS 6015, Economic Development), 1981 (\$1,893).

*Manpower Planning KISR*. (I. Sirageldin), Kuwait Institute for Scientific Research, 1983 (\$117,300).

*A Conceptual Framework for Estimating Labor Demand in the Energy Sector of the Arab Countries*, (I. Sirageldin), Arab Petroleum Training Institute, September 1984 (\$107,440).

*Child Care Assistance: A Labor Market Assessment of Recipients*. Community Coordinated Child Care for Central Florida (4C), 1987 (\$34,110).

*Employer-Supported Child Care in the Orlando Area*. Community Coordinated Child Care of Central Florida (4C), 1988 (\$34,110).

*Space-Related Industries and Middle Schools Partnership: A Central Florida Pilot Project*. Space Education Development Program, 1991 (\$20,000).

*Child Labor: The Case of the Middle East and North Africa*, the Economic Research Forum for the Arab States, Iran and Turkey, 1999.

## **PRESENTATIONS**

- “Millennium Development Goals Index (MDGII)”, The 2007 International Conference on Industry, Engineering, and Management Systems (IEMS 2007), Cocoa Beach, Florida, March 12-14, 2007.
- “China Leapfrogging Prospects”. The 2005 International Conference on Industry, Engineering, and Management Systems (IEMS 2005), Cocoa Beach, Florida, March 14-15, 2005.
- “Japan Higher Education”, The 2004 International Conference on Industry, Engineering, and Management Systems (IEMS 2004), Cocoa Beach, Florida, March 15-17, 2004.
- “Technology Development Goals”, The 2003 International Conference on Industry, Engineering, and Management Systems (IEMS 2003), Cocoa Beach, Florida, March 17-19, 2003.
- “Testing the Martingale Hypothesis in Net Discount Rates” (with E. Gibbs and J. Lee), Southern Economics Association, Tampa, Florida, November 2002...
- “Integration in the Global Economy: A Cross-Country Analysis” (with K.White). The 2002 International Conference on Industry, Engineering and Management Systems (IEMS’ 02), Cocoa Beach, Florida, March 11-13, 2002.
- “Information Technology: A Catalyst for Mexico’s Development”, (with Josiah. Baker), March 2001, International Conference on Industry, Engineering and Management Systems (IEMS 2001) , Cocoa Beach, FL.
- “Knowledge Capability Measure: A Cross-Country Analysis”, IAMOT 2000, 9<sup>th</sup> International Conference on Management of Technology, February 2000, Miami, FL.
- “Revolutionizing Markets: The E-Commerce Factor and Japan”, (with J. Baker), IEMS 2000, International Conference Industry, Engineering, and Management Systems, March 2000, Cocoa Beach, FL.
- “Information Infrastructure Index (III): A Regional Perspective”, IAMOT 1999, 8<sup>th</sup> International Conference on Management of Technology, March 1999, Cairo, Egypt.
- “Computer Technology in Japan”, IEMS 1999, (with J. Baker), International Conference on Industry, Engineering, and Management Systems, March 1999, Cocoa Beach, FL.
- “Kazakhstan Reaching Tigerhood: A Comparison to South Korea”, (with C. Bethel),

IEMS 1998, International Conference on Industry, Engineering and Management Systems, March 1998, Cocoa Beach, FL

“Child Labor in Developing Countries: A Child Exploitation Measure (CEM)”, (with J. Kindleberger), IAMOT 1998, The International Conference on Management of Technology, February 1998, Orlando, FL.

“Globalization in Developing Countries: The Information Infrastructure Index”, Twenty Second International Conference on Computers and Engineering, December, 1997, Cairo, Egypt.

"The Infrastructure Index; The Case of the Middle East and North Africa", Middle East Economic Association, ASSA, January 1997, New Orleans, LA.

"Mexico After NAFTA: A Reevaluation", (with M. Dillman), IEMS '97, International Conference on Industry, Engineering and Management Systems, March 1997, Cocoa Beach, FL.

“The Infrastructure Index and the Transfer of Technology to Developing Countries”, The International Conference on Management of Technology, February 1996, Miami, FL.

“The Engineering Shortage in Japan”, The Fifth International Conference on Productivity and Quality Research, February 1995, Miami, FL.

“Return Migrants and their Impact on the Egyptian and Jordanian Economies”, (with S. Al-Qudsi), Middle East Economic Association, January 1995, Washington, D. C.

“The Feminization of Science and Technology: An International Comparison”, The Annual Conference of Women in Higher Education, January 1995, Orlando, FL.

“Privatization: A Global Perspective”, IEMS 1994, March 1994, Cocoa Beach, FL.

“The Prospects of Technology for Mexico under NAFTA”, The International Conference on Management of Technology, March 1994, Miami, FL.

“Young Girls’ Plight in Development: The Asian Experience”, The Third Florida Statewide Women’s Studies Conference, April 1993, Gainesville, FL.

“The Human Capital Crisis and Productivity in Florida”, (with R. Cassady), The Fourth International Conference on Productivity and Quality Research, February 1993, Miami, FL.

“The Graying of Japan and the US: A Labor Market Perspective”, The National Social Science Conference, November 1992, Orlando, FL.

- “Women in Kuwait,” Sixteenth Annual Conference of the Southeastern Women’s Studies Association, March 1992, Tampa, FL.
- “Science and Technological Policy for the Reconstruction of Kuwait”, Third International Conference on Management of Technology, February 1992, Miami, FL.
- “Productivity Aspects of the Browning of America”, Third International Conference on Productivity and Quality Research, February 1991, Miami, FL.
- “Sex Discrimination in the Japanese Labor Market”, The Social Science Conference, November 1990, Fort Lauderdale, FL.
- “Women in Technology: a New Vision for World Development”, The Second International Conference on Management of Technology, February 1990, Miami, FL.
- “Productivity Gain-Sharing in Hospitals: A Case Study Analysis”, (with F. Albritton), The Second International Conference on Productivity Research, February 1989, Miami, FL.
- “Employer Child-Care Initiatives: A Case Study Analysis”, (G. Jarand), The Social Science Conference, November 1988, Atlanta, GA.
- “The Transfer of Microelectronics Technology to the Third world”, The International Conference on Management of Technology, February 1988, Miami, FL.
- “Pink Collar Workers: A U.S.-Japan Comparison”, The Social Science Conference, November 1987, Orlando, FL.
- “Child-Care Assistance: A Labor Market Assessment”, The Eighth Annual Southern Regional Industrial Relations Academic Seminar, October 1987, St. Petersburg, FL.
- “Basic Needs and the Manpower Dilemma of Kuwait”, (with S. Al-Qudsi), The Eastern Economic Meeting, April 1986, Philadelphia, PA.
- “Energy Planning in the Eighties”, (with S. Al-Qudsi), The Eastern Economic Meeting, April 1986, Philadelphia, PA.
- “Kuwaiti Labor Supply: Characteristics and Determinants”, (with S. Al-Qudsi), ECWA Expert Meeting on Policies for Manpower Utilization and Migration Among Arab Countries, November 1985, Kuwait.
- “The Manpower Profile of Kuwait: The Unbalanced Structure, The Atlantic Economic Conference, The International Meeting, ”, March 1985, Rome, Italy.

- “The Effects of Fiscal Policies on Kuwaiti Manpower”, Seminar on Population and Human Resources in the Developing Economies, February 1985, Kuwait.
- “Simulating Labor Contracts Negotiations Via Micro-computers”, (with Y. Hosni), TIMS/ORSA, November 1983, Orlando, FL.
- “The Control of Graded Manpower Systems”, (with Y. Hosni), TIMS/ORSA, April 1983, Chicago, IL.
- “Forecasting Florida Farm Labor”, The Florida Academy of Sciences, April 1983, Melbourne, FL.
- “Wage Bargaining Simulation”, (with Y. Hosni), The Fifth National and Second International Conference on Computers and Industrial Engineering, March 1983, Orlando, FL.
- “The Unemployment Insurance Systems of the US and Japan: A Comparative Study”, The Atlantic Economic Society, October 1982, Miami Beach, FL.
- “The EPCOT Center Participating Countries: A Development Perspective”, The Florida Academy of Sciences, April 1982, Deland, FL.
- “The CETA Reorientation A Last Glance at CETA-PSE”, (with A. Lefforge), The Atlantic Economic Society, October 1981, New York, NY.
- “The Impact of CETA Title II-B upon Participants in Orange and Seminole Counties”, (with M. Naramorre), The Florida Academy of Sciences, May 1981, Orlando, FL.
- “Analysis of Public Service Employment Targeting Objectives for the State of Florida”, The Florida Academy of Sciences, May 1980, Orlando, FL.
- “CETA Programs Evaluation Scheme: An Application of the EIGTO Model”, The First International Symposium on Policy Analysis and Information Systems, April 1979, Durham, NC.

## **TEACHING**

### **Courses Taught**

#### **Graduate:**

Economic Concepts

Labor Economics

Economic Development

**Undergraduate:**

Principles of Economics I

Principles of Economics II

Intermediate Price Theory

Contemporary Labor Economics

Public Finance

Manpower and Human Resources

Economic Development

The Japanese Economy

The Economies of the Pacific Rim

The Economic Development of Mexico and Central America

**THESIS/DISSERTATION COMMITTEE****Chair**

"Child Labor in Developing Countries A Child Exploration Measure (CEM)", Jacob Kleinberger, Honors Thesis, 1998

"Structural Adjustment in Sub-Sahara Africa: The Case of Mali and Ghana", Monique Simone Vandamme, MAAE, 1992.

"The U.S. Human Capital Crisis: Is Florida A State At Risk?", Regina Cassady, MAAE, 1991.

"Employer-Supported Child Care: A Cost-Benefit Analysis of the Child Care Assurance Plan (CCAP)", Gretchen Jarand Jones, MAAE, 1991.

"The Impact of CETA Title II-B upon Participants in Orange and Seminole Counties", Mary Naramore, MAAE, 1981.

"The Analysis of Pubic Service Employment: Targeting Objectives for the State of Florida", Andrea Lefforge, MAAE, 1980.

"An Economic Analysis of Child Care and Low-Income Mothers", Brenda Donnan, MAAE, 1979.

**Member**

"A Cultural Contingency Leadership Model: Application to a Multinational Higher Education Faculty", Frank Albritton, Ed.D., 2007.

"Trade Relationships, Regional Integration & Economic Development: The Case of the Southern African Development Community", Harry Mikael Sandberg, MAAE, 2000.

"Perceptions of Florida Secondary Principals concerning Multicultural Education," Jose G. Boza, Ed.D, 1996.

"Simulation Negotiation for Conflict Resolution", Ayman Wasly, Ph.D., Industrial Engineering, 1996.

"The Caribbean Basin Initiative: A Policy Effectiveness Study", Lori Dickes, MAAE, 1993.

## **INTERNSHIP COMMITTEE**

Roger Caslow, MAAE, UCF, 2001.

Frank Albritton, MAAE, UCF, 1988.

## **SERVICE ACTIVITIES**

### **University:**

Member, Library Media Coordinator Search, 1996.

Member, Commencement and Honorary Degree, 1995-1996.

Member, Diversity Task Force, 1992-1993, 1993-1994.

### **College and Department:**

Member, College grade appeals Committee, 1997-1998

Member SACS Institutional Effectiveness, 1996-1997, 1997-98, 1998-99

Member, International Business Major, 1996-1997, 1997-1998, 1998-99

Member, AACSB Re-accreditation, 1996-1997

Chair, Curriculum Review Committee, 1995-1996, 1996-1997.

Member, Dean Search Committee, 1995-1996, 1996-1997.

Member, Associate Dean Search, 1998-99.

Member, Diversity Task Force, College of Business, 1998, 1998-1999.

Member, Finance Chair Review, 1998-1999.

Member, Recruitment of Majors, 1995-1996, 1996-1997.

Advisor, Economics Majors, 1995-1996, 1996-1997, 1997-1998, 1998-1999.

Member, Student Advisory Group, 1997-1998, 1998-1999.

Coordinator, United Way, 1993-1994, 1994-1995, 1995-1996, 1996-1997.,1997-1998, 1998-1999

Member, Faculty Recruitment Committee, 1992-1993,1994-1995,1995-1996,1996-1997, 1997-1998, 1998-1999.

Member, TIP Selection, 1995-1996.

Member, Spring Graduation Participation, 1993-1994, 1994-1995, 1995-1996, 1996-1997, 1997,1998, 1998-1999, 1999-2000..

Member, Undergraduate Program Review, 1992-1993, 1994-1995, 1995-1996, 1997-1998, 1998-1999.

Member, Teaching Committee, 1993-1994, 1994-1995.,1997-1998, 1998-1999.  
Member, Promotion and Tenure, 993-1994, 1994-1995, 1997-1998, 1998-1999.  
Member, TIP Criteria, 1994-1995.

## **HONORS & AWARDS**

### **Honors:**

Research Fellow, Economic Research Forum for the Arab Countries, Iran and Turkey,  
1994-1995, 1995-1996, 1996-1997, 1997-1998, 1998-1999. 1999-2000, 2000-2001,  
2001-2002, 2002-2003, 2003-2004, 2004-2005, 2005-2006, 2006-2007.

### **Awards:**

University Excellence in Advising, 1999.  
Who's Who Among Teachers, 1998, 2000.  
Recipient, Teaching Incentive Program Award (TIP), 1993-1994, 1996-1997.  
Excellence in Teaching, College of Business Administration, 1994-1995.  
Outstanding Young Women of America, 1979.