

Thomas H. Payne

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EXECUTIVE SUMMARY

Direct a diverse range of collaborative activities among faculty, staff, students, regional bankers, and business and community leaders; successfully perform administrative, faculty recruitment, outreach, fundraising, budgetary, and strategic planning duties in the College of Business and Global Affairs (CBGA) as Dunagan Chair of Excellence in Banking and, since 2007, as Interim Chair of the Department of Accounting, Finance, Economics and Political Science (AFEPS); provide leadership and work with the dean, faculty and university administration on maintenance of AACSB and SACs accreditations (maintenance of AACSB accreditation successfully achieved in 2010); work with advisory boards of the university, college, Dunagan Chair, and UT Martin Regional Entrepreneurship and Economic Development (REED) Center; assign courses, develop schedules and work with faculty and administrators to assess student success and develop and enhance academic programs; encourage and support faculty research and allocate departmental resources; evaluate 23 faculty and staff within the department, the REED Center Director, and the Assistant to the Dunagan Chair; lead international teaching and program efforts, develop partnerships with the regional business community; serve on regional economic development and business boards.

Provide courses, programs and speeches for banking schools, businesses, professional organizations and civic groups; facilitate relevant learning experiences for students through internships, international activities, on-campus academic speaker programs, student organizations, and participation in professional conferences. Successfully partner with alumni, business leaders, Extended Campus and Online Studies, Athletics, Grants and Contracts, University Relations, Alumni Affairs, and University Development.

PROFESSIONAL EXPERIENCE

<u>1998-Present</u>	THE UNIVERSITY OF TENNESSEE AT MARTIN	Martin, Tennessee
2007-Present	<i>Interim Chair</i> , Department of Accounting, Finance, Economics and Political Science	
2001-Present	<i>Professor and Chairholder</i> Horace and Sara Dunagan Chair of Excellence in Banking	
1998-2001	<i>Associate Professor and Chairholder</i> Horace and Sara Dunagan Chair of Excellence in Banking	
<u>1992-1998</u>	THE UNIVERSITY OF TENNESSEE AT CHATTANOOGA	Chattanooga, Tennessee
1996-1998	<i>Associate Professor of Finance</i>	
1992-1996	<i>Assistant Professor of Finance</i>	
<u>1988-1992</u>	UNIVERSITY OF ARKANSAS	Fayetteville, Arkansas
	<i>Instructor of Finance</i>	
<u>1985-1988</u>	ROCKWELL INTERNATIONAL	Richardson, Texas
	<i>Quality Assurance and Reliability Engineer</i>	
<u>1983-1985</u>	TEXAS INSTRUMENTS INCORPORATED	Dallas, Texas
	<i>Integrated Circuit Design Engineer</i>	

EDUCATION

- Ph.D. University of Arkansas, 1993, Business Administration
Major: Finance Minor: Economics
- M.B.A. University of Texas at Dallas, 1987, Finance Concentration
- B.S. University of Arkansas, 1983, Electrical Engineering

FUNDRAISING AND GRANT ACTIVITIES

ATA Professor of Accounting Information Systems and Internal Controls

\$60,000+ (2008 and ongoing) Proposed, developed and secured (with UT Martin Development Office) UT Martin's first Accounting Professorship; \$15,000/year commitment from Alexander Thompson Arnold and Mr. Art Sparks; gift agreement signed 2008; Mary Geddie, ATA Assistant Professor of Accounting Information Systems and Internal Controls, hired January 2009.

Kelly Murray Investment Management Fund - Trading Room and Portfolio

\$340,000 (2009 and ongoing) Worked in cooperation with the Murray family/friends, finance faculty, and the UTM Development Office to sustain, and build upon the success of, the UTM TVA Investment Challenge Program. The *Kelly Murray Investment Management Fund* serves as a legacy to a much-loved student and, coupled with already established student-managed TVA Investment Portfolio (market capitalization of approximately \$400,000), will enhance hands-on investment management experience and training for future finance students.

UT Martin Regional Entrepreneurship and Economic Development (REED) Center

\$200,000+ (2004-2006) Founder of the REED Center; sought and secured initial funding to promote small business growth, economic development and training in West Tennessee. Worked with Janet Ward, former special program assistant to the Dunagan and Hendrix Chairs of Excellence, Hollie Holt, former Executive Director of the Martin Economic Development Committee, the City of Martin, and bank and community leaders to secure over \$200,000 in grants (inclusive of \$60,000 in USDA facilities funding), and gifts from regional banks, businesses, and government agencies.

Rural Business Enterprise (U.S. Department of Agriculture)

\$50,000 (Awarded 2007) Grant for FY 2008-2009 supporting the REED Center in its efforts to increase the range of services offered and expand its operational area. These funds expanded consultation and seminar services and provided a wide range of seminars and services including eCommerce, business software, market research, and basic financial literacy. The grant was written with Hollie Holt, REED/TSBDC Director, and Philip Young, Hendrix Chair of Excellence in Free Enterprise.

Conference and Speaker Series Sponsorships

\$5,000 - \$12,000 (annually) Year-on-year multiple commitments ranging from \$1,000-\$5,000 per program. Annual funding through bank sponsorships supports student attendance at professional conferences (including the annual *Tennessee Bankers Association Credit Conference*) and a Speaker Series (often in cooperation/conjunction with University Honors Programs). Also obtain annual sponsorship support for the Dunagan Chair's *Mid-South Agricultural Finance Conference*. This annual conference is held at UT Martin and has grown to over 200 attendees and sponsors.

College of Business and Public Affairs/Clayton McWhorter

\$2M deferred gift (2008) Planned, wrote, presented, and secured with Dean Ernest Moser, Hendrix Chair of Excellence Philip Young, and Vice Chancellor for Development Len Solomons, a proposal for a CBGA Center for Investment and Venture Capital; \$2M gift agreement completed in 2008.

FUNDRAISING AND GRANT ACTIVITIES (CONTINUED)

Business and International Education (U.S. Department of Education: Title VI)

\$165,000 (Awarded June, 2004 for FY 2005-2008)

Project Director and Co-principle Investigator - With a total budget of \$371,744, the “Global Business Education Through Partnerships Program: Internationalizing UT Martin’s Business Curriculum and the West Tennessee Business Community” grant enhanced global awareness in West Tennessee and provided students, faculty, and business mentors with international travel study experiences. Worked with Dean Ernest Moser and faculty to reshape education and training priorities through knowledge about the world economy; provided students with expanded knowledge of other cultures, languages, and business environments; and facilitated partnerships with business leaders from other countries in cross-cultural business training programs. Programs initiated under this grant are ongoing; the college was recently renamed as the College of Business and Global Affairs and has incorporated the Center for International Education. The International Studies degree program is now housed in the Department of Accounting, Finance, Economics and Political Science along with International Business.

Regional Development

Assisted, as Chair of the Martin Industrial Board and member of the Board of Directors, Weakley County Economic Development Board, in procuring funds for economic development in Weakley County, Tennessee. Recent grants, loans and commitments totaling over \$1.5M provided for the construction of a 100,000 square foot spec building for county industrial development.

University of Tennessee Capital Campaign

Currently working in cooperation with Vice Chancellor for Development Len Solomons, CBGA Dean Ernest Moser, and Associate Vice Chancellor for Development Keith Carver (currently on administrative assignment at UT Memphis as Interim Vice Chancellor for Development) on three fundraising projects supporting Accounting, Political Science and Finance. Endowments and proceeds will support faculty professorships and faculty/student development.

LEADERSHIP ACTIVITIES

College of Business and Global Affairs - Department of Accounting, Finance, Economics and Political Science (AFEPS): Serve as Interim Chair to manage and direct activities of a multi-disciplinary department. Responsibilities include but are not limited to faculty recruitment, evaluation, retention, promotion and tenure recommendations, fundraising, student recruitment, course assignments and scheduling, strategic planning and assessment-related activities within and across academic disciplines, management of annual budgets and departmental gift accounts. Work with a wide variety of alumni, business constituents and bankers as Interim Department Chair and Dunagan Chair of Excellence in Banking. Since 1998, served on the Dean’s Executive Committee.

Horace and Sara Dunagan Chair of Excellence in Banking: Perform duties and services including but not limited to student and professional conferences and training programs in cooperation with regional community banks, the Tennessee Bankers Association, and professional banking schools. Conduct research and provide speeches and training sessions to bankers and associated professional organizations. Provide scholarship, internship, and professional opportunities for students.

Online MBA for Banking and Financial Services Professionals: Co-direct, with Graduate Coordinator Kevin Hammond, the online MBA. Designed, developed, marketed, and implemented, with Kevin Hammond and the support of the dean and university administration, the new online MBA focused on banking and financial services.

LEADERSHIP ACTIVITIES (CONTINUED)

AACSB Accreditation: Served on the leadership team that successfully achieved maintenance of accreditation under the new standards in 2005 and, most recently, in 2010. Since 1999, participate regularly in AACSB conferences and seminars; worked successfully on accreditation processes at UT Martin and UT Chattanooga. Served as AACSB Coordinator under former UTM College of Business Dean Gary Young. Worked with College of Business and Global Affairs Dean Ernest Moser and MMCSIS Department Chair John Overby on activities related to faculty qualification, resources, and assessment. In 2010, and following maintenance of business accreditation, gained accounting faculty commitment to pursue AACSB Accounting Accreditation.

UT Martin Regional Entrepreneurship and Economic Development (REED)/Tennessee Small Business Development Center: Founded and currently supervise strategic activities of the REED Center serving rural West Tennessee. The REED Center is a service of the Dunagan and Hendrix Chairs of Excellence and recently became part of the Tennessee Small Business Development Center Network. UTM REED/TSBDC Director, Hollie Holt, reports directly to the Dunagan Chair of Excellence in Banking and the Hendrix Chair of Excellence in Free Enterprise.

FACULTY AND STUDENT RECRUITMENT ACTIVITIES

Faculty Recruitment: Successfully recruit and hire new faculty in a diversified department. Recent activities include:

Accounting: Raised private funds, recruited and staffed the department's first professorship in accounting. Hired Mary Geddie as the Alexander Thompson Arnold Assistant Professor of Accounting Information Systems and Internal Controls.

Political Science: Assessed faculty needs upon Political Science merger with AFEPS in July 2009. With outstanding support from the Dean and VCAA, gained immediate approval to search; hired Bryan Parsons who joined the Political Science faculty in January 2010. Recently gained approval for, and currently recruiting, an additional faculty member in the area of Comparative Politics.

Economics: With outstanding support from the Dean and VCAA, obtained initial approval for a new faculty line in economics. This position is awaiting final funding approval and is at the top of the Academic Affairs priority list with plans to hire a new faculty member on or before January 2011.

Finance: Hired Shirley Borden, a professionally qualified (PQ) Certified Financial Planner (CFP) and MBA, to teach personal finance (Finance 160); she also teaches an online dual enrollment course and works with high school teachers to promote financial literacy in West Tennessee.

Hendrix Chair of Excellence in Free Enterprise: Chaired search committee, worked with dean and primary donor to recruit and hire the Hendrix COE. The Hendrix Chair is currently held by Dr. Philip Young who is also a Chartered Financial Analyst (CFA) with a Ph.D. in finance.

Student Recruitment: Regularly participate in Senior Day and UTM Nights in Jackson, Nashville, and Memphis; prepare brochures and promotional materials for individual majors and degrees including accounting, finance, economics, international business and political science; participate in regional recruiting activities for undergraduate, graduate and online graduate programs; engage in fundraising for student scholarships and attendance at professional conferences; promote CBGA degree programs at banking schools and professional conferences; participate in Skyhawk athletic recruitment efforts including meetings with parents and student athletes; participate in Summer Orientation and Registration (SOAR) and Freshman Orientation; participate in University Scholars Prospect Weekends. Serve as faculty member and speaker for the Tennessee Governor's School for Agricultural Sciences for selected high school juniors; sponsor TGSAS annual trips to financial centers and businesses.

ONGOING CONFERENCE AND RELATED SPONSORED ACTIVITIES

Mid-South Agricultural Finance Conference (2002-Present): Plan, sponsor and host this annual event designed for bankers, regional agricultural lenders, and their customers. Featuring nationally and internationally renowned agricultural economists and financial experts, the conference has grown dramatically since its inception in 2002 (220 attendees in 2010).

West Tennessee Accounting Conference (2007-Present): Work with Mary Geddie, ATA Assistant Professor of Accounting Information Systems and Internal Controls, and accounting faculty to plan and deliver this annual conference for accounting professionals. Redesigned in 2008, the conference now focuses on tax, financial, and auditing topics and attracts attendees from CPA firms across the region.

Dunagan Chair of Excellence Speakers Series: Sponsor, in cooperation with University Honors Programs, the Center for International Education, Student Success, and regional banks, a speaker series focusing on finance, banking, and the economy. Speakers have included Federal Reserve Bank of St. Louis President, William Poole (1999); Federal Reserve Board Governor, Dr. Susan Bies (2005); Newsweek columnist and personal finance author, Jane Bryant Quinn (2006); Tennessee Commissioner of Financial Institutions, Greg Gonzales (2007); former U.S. Senator Paul Sarbanes (2008); former U.S. Attorney General, Alberto Gonzales (2009); and Senior Vice President and Managing Officer of Banking Supervision and Discount Window Lending for the Federal Reserve Bank of St. Louis, Julie Stackhouse (2009).

Tennessee Bankers Association (TBA): Serve on the planning committee and actively participate in the *TBA Strategic Technology Conference*. Serve periodically as a panel moderator and speaker. Participate annually in the *TBA Credit Conference*. Provide opportunities annually for commercial banking students to participate in these conferences with the support of area banks and the TBA. In 2010, served as a speaker at the *TBA Leadership Conference* and contributed to the editing and revision of the curriculum for the *Southeastern School of Consumer Credit*.

EXTERNAL AFFILIATIONS

Chair, Martin Industrial Development Board

Director, Weakley County Economic Development Board

Board Member, WestStar (regional leadership program for West Tennessee; term to begin *July 2010*)

Past President (2003-2004) and Member (1998-Present), Martin Rotary Club

Past President (2006-2007), Program Chair (2005-2006), Board Member (2004-2008)

Southwestern Finance Association

Advisory Board, First Citizens National Bank, Martin

Council Member, P-16/Education Edge Council, Weakley County Tennessee

Member, Regional Economic Development Institute (REDI) Program Planning Committee

Member, Federal Reserve Bank of St. Louis Regional Educational Advisory Board

Faculty Member, Barret School of Banking, Memphis, Tennessee

Faculty Member, Graduate School of Banking at LSU

Visiting Professor, University of Orleans (France)

Foundation Board, Phi Chi Theta Professional Business Fraternity

Advisor, Beta Chi Chapter – Phi Chi Theta (Named National Advisor of the Year-2002)

Beta Gamma Sigma

Weakley County Chamber of Commerce

Tennessee Bankers Association

Financial Executives International

American Accounting Association

Financial Management Association

SELECTED PUBLIC/PROFESSIONAL SPEECHES, CONFERENCES AND EVENTS

PAST YEAR: JUNE 2009-PRESENT

Provide numerous presentations to academic, business, civic, student, and professional organizations; sponsor speakers and host conferences; and regularly participate in professional conferences for more than 15 years. Public/professional events during the previous year include:

West Tennessee Chamber of Commerce Seminar (Upcoming June 17, 2010: Jackson, TN)

Scheduled to present: *Economic and Political Challenges in the Age of Turbulence:*

A Roadmap for Leadership to chamber leaders at the regional seminar sponsored by the Tennessee Small Business Development Center, the West Tennessee Business Resource Center, and the Jackson Chamber of Commerce.

Graduate School of Banking at LSU: (Upcoming May 31-June 4, 2010)

Scheduled to team teach, with Dr. David Kohl *Interpreting Economic Change*; member of the faculty (since 2009) of this regional professional school serving the South/Southeastern U.S.

Barret School of Banking (Upcoming May 23-28, 2010: Memphis, Tennessee)

Scheduled to Teach: *Bank Simulation* (3rd year capstone course) and *Financial Markets and Institutions*; member of the faculty (since 2000) of the Barret (formerly Mid-South) School of Banking. The BSB serves bankers from Arkansas, Tennessee, Missouri, Mississippi and surrounding states.

Kiwanis Club (May 6, 2010: Union City, Tennessee)

Presented: *U.S. Education in the New Economy: Where Generation Y Meets Globalization*

Phi Chi Theta – Beta Chi Chapter: (April 22-24: Chicago, Illinois)

Led, as Chapter Advisor (since 2002), this professional student organization trip. Visits included the Chicago Mercantile Exchange/ Chicago Board of Trade, the Federal Reserve Bank of Chicago, and meetings with Chicago area alumni.

Tennessee Bankers Association

Leadership Conference (April 20, 2010: San Destin, Florida)

Presented: *Banking in the Age of Turbulence: Challenges and Opportunities for Leadership*

Tennessee Bankers Association

Strategic Technology Conference (April 8-9, 2010: Murfreesboro, TN)

Participant, planning committee member and session moderator.

University of Orleans (March 16-19, 2010: Orleans, France)

Taught: Developed and annually teach an international finance course focusing on *Financial Analysis and Risk Management* for University of Orleans Masters of European Management and Masters in International Business students from a variety of countries. UT Martin undergraduate and graduate students also participate in the class in conjunction with my annual travel study trip to London, Orleans, and Paris. (2004-present)

West Tennessee Manufacturers Leadership Breakfast (February 19, 2010: Martin TN)

Hosted, with UT Martin Chancellor Tom Rakes, UT Center for Industrial Services, and UTM College of Engineering and Natural Sciences, a session to provide information on UTM/UT services and obtain feedback from regional manufacturing leaders.

Tennessee Bankers Association

Credit Conference (February 11-12, 2010: Nashville, TN)

Attended with UT Martin Banking Students the TBA Credit Conference – student attendance sponsored by the Dunagan Chair, TBA, and regional community banks.

SELECTED PUBLIC/PROFESSIONAL SPEECHES, CONFERENCES AND EVENTS
JUNE 2009-PRESENT (CONTINUED)

Federal Reserve Bank of St. Louis (February 4, 2010: Martin, Tennessee)

Sponsored, with University Honors Programs, Julie Stackhouse, Senior Vice President, Federal Reserve Bank of St. Louis, lecture *From Crisis to Recovery: The Reshaping of the Financial and Regulatory System*. Hosted reception for bankers and community leaders in association with Ms. Stackhouse's speech.

Mexican Bankers Association (December 7, 2009: Monterrey, Mexico)

Presented: *Building and Sustaining Economic Growth in North America: Challenges and Opportunities*

West Tennessee Bankers Appreciation Luncheon (November 18, 2009: Martin, TN)

Hosted this session and program featuring Lee Wetherington, Director of Strategic Insight for ProfitStars/Jack Henry, lecture *Banking out of Recession: The Strategic Opportunity of a Lifetime*.

West Tennessee Accounting Conference (November 13, 2009: Martin, TN)

Planned and hosted, with Mary Geddie, ATA Professor of Accounting Information Systems and Internal Controls, and accounting faculty this annual departmentally sponsored CPE conference for accounting professionals.

Regional Economic Development Institute Conference: (October 28-30, 2009: Jackson, TN)

Participated in the conference and served on the institute/conference planning committee for this Southwest Tennessee Development District project.

National Association of State Boards of Accountancy: (October 21, 2009: Martin, TN)

Planned and hosted student/faculty sessions with Kathleen Love, Manager of Examination Coordinators for CPA Examination Services, and Leona Johnson, NASBA Rules Research Administrator. NASBA representatives presented a session entitled *Everything You Need to Know About Becoming a CPA* for accounting students.

AACSB Continuous Improvement Conference (September 30-October 3, 2009: Baltimore, MD)
Have regularly attended AACSB conferences and seminars since 1995.

Tennessee Society of Accounting Educators Annual Meeting (September 25: Brentwood, TN)

ATA Bankers Workshop (September 20: Jackson, TN)

UT Martin Freshman Experience (August 28-29: Martin, TN)

Presented: *The Three Most Common Financial Mistakes of Gen Y* to all UTM incoming freshmen experience students.

Mid-South Agricultural Lending Conference (August 5, 2009)

Presented *Around the Corner and Down the Road: A Practical Guide for Economic Change* with David Kohl. Develop, sponsor and host this annual conference for bankers, regional agricultural lenders, and customers. (Martin Tennessee: Conference held annually August 2002-Present)

Tennessee Governors School for the Agricultural Sciences (June 9, 2009: Martin, TN)

Presented: *A Look Inside the Federal Reserve*

Mid-South Economic and Business Development Summit (June 9, 2009: Dyersburg, TN)

Presented: *Building a Bridge to the New Economy*

Tennessee Jump\$tart Financial Education Teachers Conference (June 3, 2009: Gatlinburg, TN)

Keynote Speaker: *Building a Bridge to the New Economy: Where Generation Y Meets Globalization!*

TEACHING

- **THE UNIVERSITY OF TENNESSEE AT MARTIN (1998-PRESENT)**
Undergraduate: *Commercial Banking; Financial Markets and Institutions; Freshman Studies; Honors 112 (team-taught); Bank Management Seminar; Investments*
Graduate: *Banking and Financial Services; Bank Marketing (w/marketing faculty)*
- **GRADUATE SCHOOL OF BANKING AT LSU (2009-PRESENT)**
Interpreting Economic Change team-taught with David Kohl
- **BARRET SCHOOL OF BANKING – MEMPHIS, TENNESSEE (2000-PRESENT)**
Bank Simulation (senior capstone course) and *Financial Markets and Institutions*
- **UNIVERSITY OF ORLEANS – ORLEANS, FRANCE (2003-PRESENT)**
Serve as visiting professor and teach *Financial Analysis and Risk Management* in the Masters of International Business and Masters in European Management Programs; course taught annually in conjunction with a UT Martin travel study course (London/Paris/Orleans).
- **UNIVERSITY OF TENNESSEE AT CHATTANOOGA (1992-1998)**
Undergraduate: *Commercial Banking, Financial Management, and Financial Institutions*
Graduate: *Commercial Bank Management, Financial Markets and Institutions* (MBA and Executive MBA Programs)
Professional: *Evolving Trends in Retail Banking, Value Creation in Small Businesses, Risk Management Using Financial Derivatives*
- **UNIVERSITY OF ARKANSAS (1988-1992)**
Undergraduate: *Financial Markets and Institutions, Economic Development of the U.S.*

RECENT COURSE, CURRICULUM AND PROGRAM DEVELOPMENT ACTIVITIES

Developed and delivered, with marketing colleagues Kevin Hammond and Ashley Kilburn, a new online graduate class in ***Bank Marketing***. Developed, implemented and co-administer, with MBA Coordinator Kevin Hammond the new ***online MBA for Banking and Financial Services Professionals***. This successful program will begin its third cohort in January 2011.

Developed an innovative dual credit program for ***Personal Financial Management (Finance 160)*** with Extended Campus and Continuing Education, selected high schools, and the Hendrix Chair of Excellence in Free Enterprise. The program will be taught with high school teachers serving as instructional associates. This collaborative Dunagan/Hendrix Chair project provides teachers with compensated training during the summer and ongoing support during the academic year (2006-present).

Developed a new ***Financial Literacy Program*** for First-Year Initiative students with David Belote, Assistant Vice Chancellor for Student Affairs, George Daniel, Director Student Success Center, and Philip Young, Hendrix Chair of Excellence in Free Enterprise; contracted with outside vendor to provide ongoing support for students, faculty mentors, and student leaders; currently provide all entering freshman experience students a presentation on personal finance. (Fall 2006 and ongoing)

RECENT COURSE, CURRICULUM AND PROGRAM DEVELOPMENT ACTIVITIES (CONTINUED)

Worked in cooperation with the Department of Modern Foreign Language, The Center for Global Studies, International Studies, and the Office of Travel Study to develop an interdisciplinary program inclusive of a *Concentration in Global Finance* within International Studies and an *International Lecture Series*. The program integrates curriculum, partners with the local business community, and provides travel study opportunities for students, faculty, and business mentors. Led an interdisciplinary team to develop and submit a **Title VI International Business Education Grant** to support those activities.

Worked, as chair of the Honors Council, with committee colleagues and the Honors Director to enhance the *UT Martin Honors Curriculum* (2006-2008). The Honors Council, in cooperation with UTM department chairs and faculty, increased the number and breadth of honors courses required and available. The Council also revised the Honors Curriculum to enhance the research component – inclusive a junior level research proposal presentation. The new requirements were phased-in beginning Fall 2008.

Worked with finance colleagues and administrators to implement the new *Finance Major*; this was the first major degree program proposed and approved at UT Martin since 1998 [Major approved by UT Board of Trustees - July 2005]. The new major was implemented Fall 2006 with enrollment exceeding targeted goals.

Worked with CBPA Graduate Coordinator and members of the Graduate Committee to **revise the MBA curriculum**. The new 35-hour curriculum, inclusive of 4-hour core/tools courses, was approved by the CBPA faculty in 2003 and continues to serve UTM MBA students.

Developed and delivered the first on-line *Managerial Finance* course through UT Martin (Finance 301) offered to non-traditional and post-graduate/MBA students (2003).

Worked with finance colleagues to change the curriculum by adding an accounting requirement to improve student preparation and marketability. Increased emphasis provided to financial statement analysis and capstone course experiences involving teamwork, critical analysis, and written and verbal communication skills. Currently working with finance and accounting faculty to prepare students for professional exams and certifications.

Designed, developed and implemented a new graduate course in *Banking and Financial Services* – Finance 721 (2002).

JOURNAL PUBLICATIONS

(2008 Spring) “Mutual Fundamentalism: Does Dividend Yield Explain Performance?” *Journal of Financial and Economic Practice*, Volume 8 (2), 57-68, with Arnold Redman and Nell Gullett.

*(2007 December) “Time-varying Risk and Return Characteristics of U.S. and European Bond Markets: Implications for Efficient Portfolio Allocation,” *Journal of Asset Management*, Volume 8 (5), 337-350, with Robert R. Johnson and Philip J. Young.

* 2008 Research Award; UT Martin College of Business and Global Affairs

(2006 Winter) “Reaching Underserved Borrower Prospects: A Case of a Small Rural Bank,” *Journal of Business Case Studies*, Volume 2 (4), 29-36, with Timothy C. Johnston, Alice A. Yeargin, and Teresa Brundige.

(2006 Spring) “An Examination of Small Community Bank Dividend Policy Following the 2003 Tax Cuts,” *Journal of Contemporary Business Research*, Volume 14 (1), 9-17, with Philip J. Young.

(2003 September/October) “The (Ir)relevance of Accounting Research,” *Today’s CPA*, 28-33, with John Alvis and Kim Gee.

(2003 June) “The Pitfalls of Property Valuation for Commercial Real Estate Lenders: Using a Comparative Income Approach to Improve Accuracy,” *Briefings in Real Estate Finance*, Volume 3 (1), 50-59, with Arnold Redman.

(2002 July) “Job Satisfaction of Bankers in Commercial Lending,” *Commercial Lending Review*, Volume 17 (4), 48-52, with Thomas A. Gavin and John G. Fulmer.

(2002 July) “Growing Sales and Losing Cash: Assisting Your Small Business Customer with Cash Flow Management,” *Commercial Lending Review*, Volume 17 (4), 14-19, with John Fulmer, J. Howard Finch, and Thomas Smythe.

(2002 March) “Where Have Supervisors of Relationship Managers Failed?,” *The RMA Journal*, Volume 84 (6), 72-74, with John Fulmer and Tom Gavin.

(2001 Summer) “Small Business Lending Trends and Commercial Bank Performance,” *Commercial Lending Review*, Volume 16 (3), 42-47, with David Franck.

(1999 Winter) “Wall Street Meets Main Street: Rural Banking in the Natural State,” *Arkansas Business and Economic Review*, Volume 32 (4), 13-16, with James Philpot.

(1999 Winter) “Banks’ Use of Derivatives to Manage Interest Rate Risk,” *Bank Accounting and Finance*, 58-62, with J. Howard Finch and J. Fulmer.

(1999 December) “Effective Teaching and Use of the Constant Growth Dividend Discount Model,” *Financial Services Review*, Volume 8 (4), 283-291, with J. Howard Finch.

(1999 May) “Value Creation and Determinants of Equity Fund Performance,” *Journal of Business Research*, 69-74, with L. Prather and Will Bertin.

JOURNAL PUBLICATIONS (CONTINUED)

- (1999 March) "New Home Office Rules Spell *Relief* for Many Small Businesses," *Journal of Accountancy*, 30-35, with Gary Fleischman. (1998 December) "Determinants of Discounts in Valuing Family Controlled Entities," *Tennessee CPA*, 16-25, with Michael Costello and Karen Lanese.
- (1998 Spring) "The Economic Impact of Tax Reform on the Residential Real Estate Market: Valuing the Mortgage Tax Shield," *Real Estate Review*, 53-60, with R. Casavant and Gary Fleischman.
- (1998 March) "Is Fundamental Tax Reform Dead? An Economic Assessment of Key Proposals," *Taxes*, 39-49, with Gary Fleischman.
- (1997 Fall) "An Analysis of the Ramifications of Key Tax Reform Proposals on Small Business Proprietorships," *Arkansas Business and Economics Review*, 12-21, with Gary Fleischman.
- (1997 April) "Proposed Changes in Business Taxation: A Primer for Tax Professionals," *Taxes*, 207-216, with Gary Fleischman.
- (1996 December) "Fiduciary Responsibility and Bank-Firm Relationships: An Analysis of Shareholder Voting By Banks," *Journal of Corporate Finance*, Volume 3 (1), 75-89, with James A. Millar and G. William Glezen.
- (1996 October) "Individual Savings Incentives Under Current Tax Reform Proposals: An Argument for Immediate Deductibility," *Tax Notes*, Volume 73 (4), 499-500, with Gary Fleischman.
- (1996 Third Quarter) "Challenges and Opportunities: Competitive Effects of the Reigle-Neal Interstate Banking and Branching Efficiency Act," *Community Banker*, 90-92, with James D. Tripp.
- (1996 August) "Tennessee Banks Outperforming the Nation: West Tennessee Banks Especially Strong," *Tennessee Banker*, 24-29, with H.R. Bartell, W.F. Ford, and James D. Tripp.
- (1996 Summer) "Discount Rate Choice and the Application of Duration for Capital Budgeting Decisions," *Engineering Economist*, Volume 41 (4), 69-75, with J. Howard Finch.
- (1996 Summer) "Tax Reform Myopia and the Importance of Base Consideration: How will the Economy be Affected?" *Arkansas Business and Economic Review*, 1-9, with Gary Fleischman.
- (1995 September/October) "Cost of Funds Estimation: What Banks are Really Doing," *Bankers Magazine*, Volume 78 (5), 49-54, with J. Howard Finch and John G. Fulmer.
- (1994 Spring) "Conditional Effects of Terminal Value in Real Estate Investment Analysis," *Journal of Contemporary Business Issues*, 70-79, with J. Howard Finch.

PROCEEDINGS AND OTHER PUBLICATIONS

- (2009) “Contagion Effects in Consumer Lending: Are Community Bank Portfolios at Risk?” *Proceedings of the Southwestern Finance Association* with Arnold Redman, Oklahoma City, Oklahoma.
- (2007 March) “Time-varying Risk and Return Characteristics of U.S. and European Bank Markets: Implications for Efficient Portfolio Application,” *Proceedings of the Southwestern Finance Association*, with Philip J. Young and Robert R. Johnson, San Diego, California.
- (2007 March) “Fundamental Indexation: Does Dividend Yield Explain Mutual Fund Returns?” *Proceedings of the Southwestern Finance Association*, with Arnold Redman and Nell Gullett, San Diego, California.
- (2006 March) “Dividend Policy of High Performance Community Banks: Do the 2003 Dividend Tax Cuts Really Matter?” *Proceedings of the Southwestern Finance Association*, with Philip J. Young, Oklahoma City, Oklahoma.
- (2005 March) “Community Bank Purchase Price Premiums: Characteristics of High Value Targets,” *Proceedings of the Southwest Decision Sciences Institute*, Dallas, Texas.
- (2004 March) “Is Teamwork Rewarded in the Banking Industry? Findings from a 10-Year Study,” *Proceedings of the Southwestern Finance Association*, with Barbara Davis, Helen Sikes and Duke Griffey, Orlando, Florida.
- (2002 March) “High Performance Banks and Small Business Lending Decisions,” *Proceedings of the Southwest Decision Sciences Institute*, with James Philpot and Peter DeVries, St. Louis, Missouri.
- (2001 February) “Performance and Diversification Benefits of Small Company Mutual Funds,” with Nell Gullett and Arnold Redman, *Proceedings of the Academy of Economics and Finance*, Biloxi, Mississippi.
- (2000 October) “Diversification Benefits of Real Estate Mutual Funds,” with Nell Gullett and Arnold Redman, abstracted in *Proceedings of the Academy of Financial Services*, Seattle, Washington.
- (1999 March) “Assessing Off-Balance Sheet Risk in the Banking Industry: Views from the Trenches,” with Sue Bies, Tom Siems, Debashish Sen, and James Tripp, summarized in *Proceedings of the 1999 Meeting of the Southwestern Finance Association*, Houston, Texas.
- (1997 April) “Surveys of Supply and Demand in the Market for Entrepreneurial Capital,” with J. Howard Finch, presented at the *Babson Entrepreneurial Research Conference*, abstracted in *Frontiers of Entrepreneurial Research*, Wellesley, Massachusetts.
- (1996 February) “Assessing the Motivation and Performance of Bank Acquirers of Thrift Institutions,” *Proceedings of the American Society of Business and Behavioral Sciences*, Volume IV, February 1996, 226-236, with M.E. Benefield and L.G. Perry.
- (1995) “The Reaction of Bank Holding Company Stock Prices to Thrift Acquisition Announcements,” *Penick Series Monograph*, 1995, with L.G. Perry.
- (1995) “Bank Holding Company Thrift Acquisitions: Reconciling Motivation and Performance,” *Penick Series Monograph*, 1995, with L.G. Perry.

PAPER PRESENTATIONS

- (2009) “Contagion Effects in Consumer Lending: Are Community Bank Portfolios at Risk?” with Arnold Redman, presented at the 2009 meeting of the *Southwestern Finance Association*, Oklahoma City, Oklahoma; February 24, 2009.
- (2007 March) “Time-varying Risk and Return Characteristics of U.S. and European Bank Markets: Implications for Efficient Portfolio Application,” with Phil Young and Robert Johnson, presented at the 2007 meeting of the *Southwestern Finance Association*, San Diego, California; March 16, 2007.
- (2007 March) “Fundamental Indexation: Does Dividend Yield Explain Mutual Fund Returns?” with Arnold Redman and Nell Gullett, presented at the 2007 meeting of the *Southwestern Finance Association*, San Diego, California; March 16, 2007.
- (2006 March) “Dividend Policy of High Performance Community Banks: Do the 2003 Dividend Tax Cuts Really Matter?” With Philip J. Young, presented at the 2006 meeting of the *Southwestern Finance Association*, Oklahoma City, Oklahoma. March 5, 2006.
- (2005 March) “Community Bank Purchase Price Premiums: Characteristics of High Value Targets,” presented at the *Southwest Decision Sciences Institute*, Dallas, Texas. March 4, 2005.
- (2004 March) “Is Teamwork Rewarded in the Banking Industry? Findings from a 10-Year Study,” presented at the *Southwestern Finance Association*, Orlando, Florida, March 2004.
- (2003 March) “Community Banking on the Internet: A Profile of High Performance Institutions,” with Peter DeVries, presented at the *Southwest Decision Sciences Institute*, Houston, Texas, March 7, 2003.
- (2002 March) “The Role of Political Outside Directors in Banking,” with James Philpot, presented at the *Southwestern Finance Association*, St. Louis, Missouri, March 7, 2002.
- (2002 March) “High Performance Banks and Small Business Lending Decisions,” with James Philpot and Peter DeVries, presented at the *Southwestern Decision Sciences Institute*, St. Louis, Missouri, March 8, 2002.
- (2001 November) “Portfolio Concentration within Small Cap Funds,” with Arnold Redman and Nell Gullett, presented at the *Southern Finance Association Annual Meeting*, Destin, Florida, November 29, 2001.
- (2001 March) “Characteristics and Performance of Small Business Lenders,” with David Franck and Peter DeVries, presented at the annual meeting of the *Southwestern Finance Association*, New Orleans, Louisiana, March 1, 2001.
- (2001 February) “Performance and Diversification Benefits of Small Company Funds,” with Arnold Redman and Nell Gullett, presented at the annual meeting of the *Academy of Economics and Finance*, Biloxi, Mississippi, February 14, 2001.
- (2000 October) “Diversification Benefits of Real Estate Mutual Funds,” with Nell Gullett and Arnold Redman, presented at the annual meeting of the *Academy of Financial Services*, Seattle, Washington, October 25, 2000.

PAPER PRESENTATIONS (CONTINUED)

- (2000 March) "Performance of Urban Versus Rural Banks," with James Philpot, presented at the annual meeting of the *Southwestern Finance Association*, San Antonio, Texas, March 11, 2000.
- (1999 March) "Effective Teaching and Use of the Constant Growth Dividend Discount Model," with J. Howard Finch, presented at the annual meeting of the *Midwest Finance Association*, Nashville, Tennessee, March 26, 1999.
- (1998 March) "Enhanced Assessment of Mutual Fund Risk: An Application of Semi-Variance Risk-Adjusted Return Measures," with M. Boyer and J. Howard Finch, presented at the annual meeting of the *Southwestern Finance Association*, Dallas, Texas, March 5, 1998.
- (1997 April) "Surveys of Supply and Demand in the Market for Entrepreneurial Capital," with J. Howard Finch, presented at the *Babson Entrepreneurial Research Conference*, Boston, Massachusetts, April 17, 1997.
- (1996 February) "Assessing the Motivation and Performance of Bank Acquirers of Thrift Institutions," with M. E. Benefield, and L. G. Perry, presented at the *American Society of Business and Behavioral Sciences*, Las Vegas, Nevada, February, 1996.
- (1996) "The Perceived Relevance of Accounting Research: A Survey of CPA Readership and Opinion," with John Alvis, presented at the *Tennessee Society of Accounting Educators*, Nashville, Tennessee, 1996.
- (1993 April) "Bank Holding Company Thrift Acquisitions: Reconciling Motivation and Performance," with L. G. Perry, presented at the *Eastern Finance Association*, Richmond, Virginia, April, 1993.
- (1992 March) "The Reaction of Bank Holding Company Stock Prices to Thrift Acquisition Announcements," with L. G. Perry, presented at the *Southwestern Finance Association*, San Antonio, Texas, March, 1992.

RECENT INTERNATIONAL EXPERIENCE/LEADERSHIP

Paris, Orleans (France) and London (2004- 2010)

Developed and annually teach an international finance course focusing on *Financial Analysis and Risk Management* to UT Martin finance students and University of Orleans Masters of European Management and Masters in International Business students. This course is taught on-site at the University of Orleans allowing UT Martin students to interact with their peers from around the world. Lead an annual associated travel study trip for UT Martin students to Paris, Orleans, and London.

UT Martin International Students/Delegations (2001-2009)

Provided lectures to student and professional delegations from Japan (2001, 2002, 2008, 2009) and Brazil (2003) on the U.S. banking system and financial services industry in partnership with International Programs.

Beijing, China (2006)

Served as a member of a UT Martin Delegation, with UT Martin Chancellor Dunagan and Center for Global Studies personnel, to develop partnerships with Chinese universities. (October 6-10, 2006)

Chicoutimi, Canada (2002 and 2005)

Served as part of a UT Martin delegation, in 2002 with Frank Black, Vice Chancellor for Academic Affairs, and Paul Crapo, Department Chair of Modern Foreign Languages. Follow-on meetings in 2005 helped to facilitate student and faculty exchanges with the University of Quebec at Chicoutimi.

Russian, Ukrainian and Albanian Banker Training and Internship Program (2001-2005)

Coordinated and sponsored with the Financial Services Volunteer Corporation (FSVC), First State Bank, and other regional banks to provide a program for credit risk management for Russian and Ukrainian Bankers in Nashville, Martin, and West Tennessee. Two-week training program provided to Russian and Albanian bank managers. These FSVC programs provided opportunities for UT Martin students, faculty and the community to interact with these international bankers.

Tirana, Albania (2004)

Developed and taught "Providing Excellent Customer Service in Banking: Transitioning from Public to Private Ownership" with Joe Brasher, Community President – First State Bank. This one-week course was designed to assist approximately 100 managers and executives of the Savings Bank of Albania to enhance customer service and compete in a free market environment. The institution was privatized in 2004. (January 19-24, 2004)

Germany, France, Spain (2001)

Served as part of a UT Martin delegation with Chancellor Nick Dunagan and Modern Foreign Languages Department Chair, Paul Crapo, to the Technical University of Braunschweig (Germany), the University of Alicante (Spain), and the University of Orleans (France). Agreements were signed with the each of the universities resulting in course offerings and student/faculty exchange.

London, England (2000)

Taught International Finance through the Cooperative Center for Study Abroad to students from UT Martin and other U.S. universities. The intensive two-week program included cultural excursions to Dover, Stratford, and other locations and business visits/presentations by representatives of Lloyds of London and the Bank of England. (Winter 2000-2001)

Executive MBA Program, University of Tennessee at Chattanooga (1995-1998)

Participated in the development and delivery of an EMBA program containing a significant international component at UTC. Taught financial institutions and, in Summer 1995, accompanied EMBA students to China. Cities visited included Beijing, Xian and Hong Kong (prior to its reversion to China). Met with Chinese business executives and government leaders along with other UTC faculty, administrators, graduate students, and Federal Reserve Board of Governors Member, Dr. Susan Phillips.

UNIVERSITY SERVICE ACTIVITIES

Establish partnerships among area banks, professional organizations, and UT Martin students and faculty. Work in cooperation with other UTM colleges and units including Honors Programs, Center for International Education, Modern Foreign Languages, Travel Study/Study Abroad, Extended Campus and Online Studies, Alumni Affairs, Athletics, Grants and Contracts, University Relations, and the Development Office. Engage in University and College fundraising activities. Provide lectures to combined interdisciplinary classes and student organizations. Provide opportunities for students and faculty to interact with business leaders by recruiting guest speakers and facilitating student trips to financial centers. Represent the Department and College of Business and Global Affairs at AACSB symposiums and academic association meetings. Responsible for coordination and preparation of components of SACS, AACSB, and THEC self-study reports and reaffirmation activities. Participate in student recruitment and related activities including Senior Days, UTM Nights, Scholars Prospect Weekends, SOAR sessions, discussions with student athletes and parents, and visits to area high schools.

University of Tennessee at Martin (1998-Present)

<i>From</i>	<i>To</i>	
2009	Present	SACS Accreditation – Core Requirements Committee
2007	Present	Interim Department Chair, AFEPS
2007	Present	Project Leader – UTM Online MBA Program for Banking and Financial Services Professionals
2007	Present	Governors School for Agriculture and Applied Sciences – Program Presenter and Chicago Trip Co-sponsor (Federal Reserve and CME/CBOT visits)
2006	Present	Comprehensive Financial Literacy Initiative; dual credit, Freshman Experience and REED Center
2005	Present	MBA Admissions Review Committee
2000	Present	AACSB Maintenance of Accreditation Effort (2005, 2010)
2000	Present	UT Martin Honors Council (Chair, 2002, 2006, and 2007)
2004	Present	UT Martin Regional Entrepreneurship and Economic Development (REED) Center; Founder and Co-Administrator
2003	Present	CBGA Strategic Planning Committee
2003	Present	Faculty and Student Committee CBPA
2000	Present	Faculty Advisor, Phi Chi Theta
1999	Present	Dean’s Executive Committee
1999	Present	International Travel Study Advisory Committee
1999	Present	TVA Investment Challenge - Portfolio Advisory Board
1999	Present	Freshman Studies/Experience Instructor/Advisor
2005	2009	Promotion and Tenure Committees - Engineering
2002	2008	Education and International Activities Committee
2004	2007	Project Director and Co-Principle Investigator: Business and International Education Grant (Title VI) residual funds expended and report completed 2007
2001	2007	Promotion and Tenure Committees - AEFIB
2005	2006	University Calendar Committee
2005	2006	International Travel Task Force/Joint Venture Travel Coordinator Committee
2003	2005	Chair, Regional Entrepreneurship and Economic Development Center Planning Committee and Grant Team
2005	2005	Search Committee, REED Center Coordinator
2004	2005	Promotion Committee - Agriculture
2004	2005	Chair, Hendrix Chair of Excellence Search Committee
2004	2005	UTM Participant, WestStar Leadership Program
2004	2005	UT Martin International Programs Task Force
2003	2004	International Business Education Grant Team

UNIVERSITY SERVICE ACTIVITIES (UTM - CONTINUED)

2000	2005	CBPA Graduate Committee
2004	2006	Chair, UT Martin Regional Advancement Council
2003	2004	Graduate Essay Screening Committee
2003	2004	UTM-TVA (VPI) Power Facility Planning Team
2002	2004	SACS Follow-Up Committee
2002	2004	LEAD Academy Mentor (Levels I, II, and III)
2002	2003	Accounting Search Committee
2002	2003	Chair, UT-Martin Honors Council
2001	2002	Chair, Department of English Program Review Committee
2000	2002	Parker Chair Search Committee
2000	2002	Hendrix Chair of Excellence Search Committee
1999	2002	Chair, SACs Financial Resources Committee
1999	2002	SACs Steering Committee
2000	2001	Chair, Accounting Faculty Search Committee
2000	2001	UT System Advisory Board on Research and Economic Development Strategies Committee
2000	2000	Director of Institutional Research and Planning Search Committee
1999	2000	Instructional Resources and Responsibilities Committee
1999	2000	Advisory Committee on the Restructuring of Academic Units
1999	2000	University Scholar Advisor
1999	2000	Faculty Development Committee
1999	1999	Continuing Education Coordinator Search Committee
1998	1999	Vice Chancellor for Academic Affair Search Committee

University of Tennessee at Chattanooga (1992-1998)

<u>From</u>	<u>To</u>	
1998	1998	Chair, Finance Faculty Hiring Committee
1996	1998	Faculty Entrepreneurship Committee
1995	1998	Chair, Budget and Economic Status Committee
1995	1998	University of Tennessee Chattanooga Budget Committee
1995	1998	Dean's Faculty Advisory Committee
1993	1998	Instructional Excellence Committee
1992	1998	Undergraduate Vision Committee
1996	1997	Handbook Committee
1996	1996	MBA Coordinator Search Committee
1995	1996	School of Business Graduate Curriculum Development Committee
1995	1996	Faculty Council
1994	1996	Classroom Technology Committee