

Sara Beth Kimmel

I. CURRENT RANK: Assistant Professor of Business

II. DEPARTMENT: Business

III. EDUCATION AND CERTIFICATIONS

DOCTORAL DEGREE:

Name of the Degree:	Ph.D
Year Conferred:	2002
Degree Granted By:	University of Southern Mississippi
Major Field of Study:	International Development
Dissertation Title:	<i>Sources of Interpersonal Power and Barriers to Female Candidacy for Political Office.</i>

MASTERS DEGREE:

Name of the Degree:	M.B.A
Year Conferred:	1997
Degree Granted By:	Millsaps College

BACCALAUREATE DEGREE:

Name of the Degree:	B.S.B.A
Year Conferred:	1995
Degree Granted By:	Belhaven College
Major Field of Study:	Business Administration

CERTIFICATION:

- Graduate, Darla Moore School of Business (University of South Carolina), Executive Education Faculty Development in International Business: Global Supply Chain Management, June, 2014; Survey of International Business, June 2010.
- Graduate, National Institute for Public Finance, Kellogg Graduate School of Management, Northwestern University, October 1998.

IV. ACADEMIC AND ADMINISTRATIVE EXPERIENCE:

- Assistant Professor of Business, Mississippi College, Clinton, MS (07/10 – Present); Director, MC Flowood Center, Flowood, MS (7/10 – 7/14).

- Associate Professor of Business Administration, Belhaven University, Jackson, MS (07/03 – 6/10); [Adjunct 6/02 – 6/03]. Tenured May 2008; Promoted to Associate Professor, May 2009.)

V. NON-ACADEMIC EXPERIENCE:

- Mississippi State Treasury, Cash Flow and Economic Analyst, 1995-2002
 - Coordinated MS Women's Money Conference, 1997-2001
- Extensive career in radio broadcasting, commercial television, public information, corporate communications, 1975 – 1995.

VI. COURSES TAUGHT

Undergraduate:

Global Dimensions of Business
 Management and Organizational Behavior
 Business Research Methods
 Introduction to Management Decision Making
 Organizational Behavior
 International Business and Development
 Personal Finance
 Contemporary Business Enterprises
 Business Communications
 Geography
 Global Culture

Graduate:

Business in a Global Environment
 Management Project III
 Leadership and Organizational Change
 Marketing Management
 Human Resource Management
 Management Project II
 Advanced Strategic Management
 Organizational Leadership (Behavior)
 Management Project I
 Organizational Communications

VII. PROFESSIONAL ORGANIZATION ACTIVITIES

- Academy of Management, Member 2002 – 2009. Academic Paper Reviewer, 2006 – 2007.

- Southwestern Academy of Management (SWAM), Academic Paper Reviewer, 2007-2009.
- Christian Business Faculty Association, Member 2004 – Present. Academic Paper Reviewer, 2006 – 2014.
- International Conference for Diversity in Organizations (ICDO), Academic Paper Reviewer, 2004 – 2005.
- Institute for Behavior and Applied Management (IBAM), Program Chair, 2014. Program Chair-elect, 2013. Co-Chair, Division 3: Management Theory and Practice, Strategic Management, Business and Society, and Global Management, 2006-2009, 2011-2012; Academic Paper Reviewer & Discussant, 2005 – 2007, 2011 - Present; Member 2005 – Present.

VIII. INTELLECTUAL CONTRIBUTIONS

- “The Influence of Race/Ethnicity on Motivations and Barriers to Adult Learners”, *Academy of Business Research Journal*, V2, July, 2014.
- “Motivations and Barriers to Higher Education for Online Learners Questionnaire”, APA PsychTESTS Database, 3/1/14.
- “Embracing Learning in a Culture of Service,” Idea Incubator Conference Presentation at the Institute of Behavioral and Applied Management, October 2013.
- “The Influence of Race/Ethnicity on Motivations and Barriers to Adult Learners,” Conference Presentation at the Academy of Business Research Conference, September 2013.
- “Understanding Adult Learners by Gender,” Conference Presentation at the Allied Academies Summer Conference, Internet Division, July 24, 2013, accepted for publication in the *Academy of Education Leadership Journal*, 2014.
- “Understanding the Community of Adult Learners through the Lens of Gender”, Institute of Behavioral and Applied Management, Annual Meeting, Paper Presentation and Proceedings Publication, October 2012.
- “Good Times to Hard Times: An Examination of Adult Learners’ Enrollment from 2004 – 2010”, *Journal of Behavioral and Applied Management*, Vol. 14, No. 1, September 2012. ISSN: 1930-0158, <http://www.ibam.com/jbam-toc-vol14-no1.html>

- “Motivations and Barriers to Adult Learners: The Influence of Economic ‘Hard Times’ on Intent to Enroll”, The Institute of Behavioral and Applied Management, Annual Meeting, Paper Presentation and Proceedings Publication, October 2011.
- “Motivations and Barriers to Business Education: Comparing Online and On Campus Adult Learners,” The Institute of Behavioral and Applied Management, Annual Meeting, Paper Presentation and Proceedings Publication, October 2009.
- “Building Community after Katrina: Examining the Volunteer Response Using Appreciative Inquiry,” The Institute of Behavioral and Applied Management, Annual Meeting, Paper Presentation and Proceedings Publication, October 2008. *Best Paper Award, Division VI.*
- “Building Community after Katrina: Examining the Role of Faith-Based Groups through Appreciative Inquiry,” Academy of Management Professional Development Workshop, August 2007.
- “Barriers to Business Education: Motivating Adult Students,” *The Journal of Behavioral and Applied Management*, Vol. 7, No. 3, Pp. 291 – 302, May 2006.
- “The Influence of Gender, Ethnicity, and Age on Adult Motivation and Barriers to Education,” *International Journal of Diversity in Organisations, Communities, and Nations*, Vol. 5, ISSN 1447-9532, 2005-2006.
- “A Gender Analysis of Motivations and Barriers to Education for Non-traditional Students,” *International Journal of Diversity in Organisations, Communities, and Nations*, Vol. 4, ISSN 1447-9532, 2004-2005.
- “The Unique Mission of Faith-Based Colleges in Adult Education: Identifying Motivation and Overcoming Barriers,” Paper Presentation, Annual Meeting, Christian Business Faculty Association, San Diego, CA, 10/05.
- “Ethnic and Gender Differences in Motivations and Barriers to Business Education: Keeping Adult Learners in the Pipeline,” Paper Presentation, 2005 Institute for Behavioral and Applied Management (IBAM) Conference, Scottsdale, AZ, 10/05.
- “The Influence of Gender, Ethnicity, and Age on Adult Motivation and Barriers to Education,” Paper Presentation, 5th International Conference on Diversity in Organizations, Communities & Nations, 06/05.

- “Adult Barriers to Higher Education: A Comparison of Gender, Age, and Ethnicity in Faith-Based Colleges,” Best Paper Award, Applied Business Research and Teaching and Learning Conferences, Orlando, Florida, 01/05, Lead Author. Accepted for publication.
- A Longitudinal Look at Faculty Satisfaction with Instructional Technology and the Interventions Implemented,” Paper presentation, World Conference on E-Learning in Corporate, Government, Health Care & Higher Education, Washington, D.C., 11/04. Contributing author.
- “A Longitudinal Study of the Barriers to Higher Education Faculty Use of Instructional Technology,” Paper presentation, World Conference on E-Learning in Corporate, Government, Health Care & Higher Education, Washington, D.C., 11/04. Contributing author.
- “A Comparison of Motivations and Barriers of Adult Students in Faith-Based Colleges,” Paper Presentation & Proceedings Publication, Annual Meeting, Christian Business Faculty Association, San Antonio, TX, 10/04.
- “A Gender Analysis of Motivations and Barriers to Education for Nontraditional Students,” Paper Presentation, 4th International Conference on Diversity in Organizations, Communities & Nations, 07/04, Accepted for Publication.
- “A Comparison of Secondary Influence Groups on Selection of Leadership Position,” *Research Journal of Business Disciplines*, V10, 02/04.
- “Gender as a Predictor of Interpersonal Power in Political Office,” Lead Author, *Journal of Business & Economics Research*, V1N10 10/03.
- “The Gendered Construction of Interpersonal Power in Political Office,” Lead Author. *Journal of Organization Culture, Communications and Conflict*, V7Nos.1-2, 2003. ISSN 1544-0508.
- “Gender as a Predictor of Interpersonal Power in Political Office,” Paper Presentation, Allied Academies International Conference, 04/03.
- “Female Political Candidacy: A Racial and Gender Perspective,” Paper Presentation, International Conference on Civic Education, 11/03, Co-author.
- “Sources of Interpersonal Power and Barriers to Female Candidacy for Political Office,” Paper Presentation, Academy of Management Annual Meeting, 08/03, Gender and Diversity in Organizations Division.

- “Women’s Perceptions of Financial Security: Findings from the First Mississippi Women’s Money Conference,” Academy of Business Education Annual Conference, 09/02, Lead Author.
- “Ethnic Perceptions of Financial Security – Findings from the First Mississippi Women’s Money Conference,” 2001 SOBIE Annual Conference, Lead Author.
- “Leadership: An Essential for Dynamic Economic Development,” Southern Economic Development Council White Paper, Spring 2001, collaboration.
- “A Mississippi Video Conference Study of Distance Learning,” *Academy of Educational Leadership Journal*, Allied Academies, 06/01, Lead Author.
- “Modeling Upper Management Commitment: Performance Beyond Compliance,” Association of Management and the International Association of Management, 15th Annual International Conference, Leadership and Leaders Division Proceedings, V15N1, 08/97, Lead Author.

SPEAKING ENGAGEMENTS AND WORKSHOPS

- “Mississippi College in Rankin County”, Flowood Kiwanis Club, May 2012.
- “MC’s Flowood Project”, MS Professional Project Managers Institute, Jackson Chapter, Flowood, MS, February 2011.
- “Grandma, how was school today?” MS Chapter of International Association of Auditors, Jackson, MS, February 2009.
- Mississippi Women in Public Office, D.A.R., Madison, MS, February 2008.
- “Life After IDV,” Research Presentation, The University of Southern Mississippi International Development Ph.D. Program, Long Beach, MS, January 2008.
- “Motivations and Barriers of Adult Learners,” Presentation, Mississippi Society of Safety Engineers, Jackson, MS, January 2008.
- Strategic Planning Workshop, Mississippi Boychoir, Jackson, MS, July 2007.
- “Writing: The Casablanca Method,” Presentation, The University of Southern Mississippi International Development Ph.D. Writing Workshop, Long Beach, MS, July 2005.

- “Women as Global Policy Powerbrokers,” Presentation, Mississippi World Trade Center *Ready Set Global: Women in the New Economy* Conference, Gulfport, MS, September 2003.
- “Why Women Don’t Run for Public Office in Mississippi,” Keynote Speaker, Mississippi Chapter of American Association of University Women (AAUW) Annual Meeting, Tupelo, MS, April 2003.

IX. SERVICE

Mississippi College

- President’s Council Task Force on ADP, 2011 - Present
- Strategic Planning Committee, 2011 – Present
 - Subcommittees: Advancing Moodle Use, Expanding ADP Offerings, Global Learning Experience
- ACBSP Task Updates, School of Business, Spring 2011
- SACS Accreditation Core Curriculum Evaluation Team, October 2010

Belhaven University

- International Studies Coordinator, 2004 – 2010
 - Program development and mission to San Pedro Sula, Honduras, June 2007-2009.
 - Program development for International Studies, including travel to Merida, Mexico, July 2007
 - Mission to Agua Azul, Honduras, July 2006
- Member of Faculty Council Tenure Review Committee 2009-2010
- Member of the Advising Subcommittee of the Retention Committee, 2008-2009
- Faculty Representative ERC, 2007 – 2010
- Curricula Developer, Belhaven College, 2003 – 2010. Curriculum modules written:
 - Virtual Campus
 - IST 201: Global Culture
 - BUS 228: Personal Finance
 - BUS 304: Business Communication
 - MBA 601: Intro to Graduate Studies
 - MSL/MBA 624: Ethics
 - MBA 640: Organizational Leadership
 - Graduate
 - MBA 688: Business in a Global Environment
 - MSM 685: Management Project III
 - MSM 655: Management Project II
 - MSM 650: Advanced Strategic Management
 - MSM 640: Organizational Behavior
 - MSM 635: Management Project I
 - MBA 608: Organizational Communications

- Undergraduate
 - BUS 420: International Business (Minor Revision)
- Faculty representative, Belhaven College Employee Benefits Committee, 2005

Current teaching and research

Teaching: 2011-2012: Global Dimensions of Business, Management & Organizational Behavior.

Research: 2011-2012: Motivations and Barriers to Adult Learners (Gender, Age, Ethnicity).

To the Community:

- Flowood Chamber of Commerce, Board Member 2011-2012.
 - Flowood Referral Exchange II, Vice Chairman 2012 – 2013, Secretary 2011 -2012
 - Chamber Diplomats, Vice Chairman 2011 - 2012
- Mississippi BoyChoir Board Member, 2012.
 - Subcommittees: Strategic Planning, Personnel.
- Casey Elementary School, Reading Tutor, 2011.
- Covenant Presbyterian Church, Elder, Class of 2010; Deacon, Class of 2006.
 - Session Subcommittees: Planning and Strategy, Covenant Foundation, 2012
 - Sunday School Superintendant, 2011 – Present
 - Worship Committee Chair, 2008-2010
 - Pastor Nominating Committee, 2008
 - Stewardship Chairperson, 2005 and 2006 campaigns.
 - Committees: Finance (2004-2006); Covenant School for the Arts (2005-2008); Youth Subcommittee (2006); Ah Hoc Committees: Covenant Foundation Guidelines Committee.
- American Women's Financial Education Foundation, Founding Board Member, 2003
- Leader, Girl Scout Troop #288, 1997 – 2004
- Power APAC PTA: Treasurer, 2004-2005 school year; Vice-President for Programs, 2002 – 2003 school year.
- Jackson Public Schools APAC, A-Cubed President, 2003 – 2004 school year; A-Cubed Program Secretary 2002 – 2003 school year.

X. Honors and Awards

- Best Paper Award, IBAM Division VI, 2008 Annual Meeting, Orlando.
- WHEMN (Women in Higher Education – Mississippi Network) Leadership Nominee, Belhaven College, 2008.
- HEADWAE Outstanding Faculty Honoree, Belhaven College, 2006 – 2007.

- Belhaven ASPIRE Faculty Ambassador Award, 2006 – 2007.
- Member Sigma Beta Delta, 2006 – Present.
- Best Paper Award, Applied Business Research and Teaching and Learning Conferences, January 2005.
- Mississippi Baptist Health Systems “Strong Women Awards,” May 2005.
- Distinguished Research Award, Allied Academies, Spring 2003
- Honored as one of “Mississippi’s 50 Leading Business Women 2002,” *Mississippi Business Journal*.
- The University of Southern Mississippi Research Stipend Award, Committee on Services and Resources for Women, April 2002.
- Distinguished Research Award, Allied Academies, Spring 2000.
- Charles Sewell Leadership Award for the Outstanding MBA Student, Millsaps College, 1996-1997.
- Member Beta Gamma Sigma, 1997 – Present.
- Honors Scholar, Millsaps College, 1996 - 1997.
- Dean’s Academic Scholarship, Millsaps College, 1996 - 1997.