

Roxanne Helm-Stevens, DBA

Accomplished and results driven professional with 20+ years of experience in higher education. Experienced at systematically analyzing situations taking into consideration the larger context with a focus on optimizing results. Skilled in strategic planning, change management, and performance improvement. Proficient at identifying and resolving organizational issues affecting the bottom line. Recognized by peers for the ability to leverage the dynamics of rapidly changing environments.

Experienced administrator focused on strategic direction, collaboration, and values that directly impact the success, growth, and profits of schools, departments, and programs. Proven track record of launching new and innovating existing programs and curriculum. Able to align emerging trends and technology to increase student success and enrollment. Skilled in designing and implementing growth strategies for new business development. Equipped with a well-defined understanding of the business-education interface with the capacity to develop and leverage community partnerships.

EDUCATION

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| 2010 | D.B.A. | <i>Alliant International University</i>
Doctor of Business Administration
Strategic Management Concentration
<i>Dorothy L. Harris Leadership Award for Women</i>
<i>Sigma Iota Epsilon, National Scholastic Management Fraternity</i>
<i>Comparison and Association of Intellectual Capital: An Investigation and Measurement of the Value of Intellectual Capital Assets and Their Contribution to Stakeholder Perception within the Framework of Higher Education:</i>
<i>Published in Subject Categories: 0688 Business, 0454 Management, 0338 Marketing</i> | <i>San Diego, CA</i> |
| 1999 | M.B.A. | <i>Azusa Pacific University</i>
Master of Business Administration
Human and Organizational Development Concentration
Leadership Concentration
<i>Outstanding Scholastic Achievement Award</i>
<i>Outstanding Student of the Year</i> | <i>Azusa, CA</i> |

ACADEMIC POSITIONS HELD

Azusa Pacific University
School of Business and Management

Azusa, CA

Dates	Position
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01/19 – present	<hr/> <p>Azusa Pacific University, Interim Dean School of Business and Management Leung School of Accounting Accepted turn-around interim dean assignment. Lead school restructure, successfully combining 26 undergraduate programs, 15 graduate and professional programs, and three organizational cultures. Representative special assignments include Program Viability Task Force, Faculty Evaluation Council, Faculty Development Council, Innovative Teaching and Technology Task Force, and CFO's Non-academic Restructuring Council. Responsibilities</p>
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include oversight of all SBM undergraduate, professional, and graduate programs in the main campus and the regional centers.

Responsible for leading strategic planning, determining enrollment projections, managing budgets, and identifying new trends and markets. Launched Creating a Thriving Student Environment Initiative, 7 new certificate programs and 24 industry-recognized credentials. Grew student scholarships by adding new scholarships and increasing funds in existing scholarship funds. Completed successful IACBE accreditation recertification for maximum award length. Moved school operations into the black within 9 months.

Leveraged community partnerships to launch several school initiatives. Launched MOU and dual-enrollment initiatives. Surpassed enrollment projections, producing 106.85% of all projected units. Surpassed all projected revenue by 102.3%. Delivered a year-end budget surplus.

- 03/19 – Azusa Pacific University
12/19 School of Business and Management, Chair
Responsibilities included oversight of all SBM undergraduate, professional, and graduate programs. Hired and supervised school faculty, including full-time and adjunct faculty. Identified faculty and staff needs, determined budgets, developed and implemented program and curriculum strategies. Developed department processes and procedures. Partnered with university leadership, master studies council, enrollment management, and marketing. Implemented redesign of programs, academic standards, student recruitment and admission, and program viability initiatives. Successfully implemented a staff restructure plan.
- 09/09 – Azusa Pacific University, MAM Program Chair
03/19 School of Business and Management, MAM Program Chair and Professor
Responsibilities included oversight Master of Arts in Management graduate programs: Traditional, Young Executive, Online, Azusa campus, Los Angeles and Ventura regional centers. Hired and supervised faculty, determined enrollment projections and department budgets. Developed and implemented program and curriculum strategies, standardized online templates and navigations for a consistent student experience. Recognized new markets and trends, growing enrollment. Served on WASC and AACSB accreditation committees. Worked with university leadership, master studies council and marketing. Launched the MAM at the LA and Ventura regional centers. Realized a 122% growth in student enrollment (2008-2010).
- 09/09 – Azusa Pacific University, MHROD Program Chair
07/07 School of Business and Management, MHROD Program Chair and Associate Professor
Responsibilities include leadership and management of Master of Human Resources and Organizational Development graduate programs: Traditional and Young Executive, Azusa campus. Designed program requirements, conducted competitor analysis, developed curriculum. Hire and supervise faculty, determined budget needs, developed and implemented program and curriculum strategies, recognized new markets for potential students, planned organizational visits, serve on WASC accreditation committee, work with master studies council and university leadership. Responsible for faculty development, including research and scholarship. Launched Young Executive Programs and Workplace Learning Certificate Programs. Realized a 42% sustained growth in student enrollment.
- 07/07 – Azusa Pacific University
09/06 School of Business and Management, Assistant Professor
Developed service-learning programs with organizations, businesses, and local communities. Designed six-week curriculum for at-risk students in local high schools. Develop and maintain program coordination with other departments and local officials. Teaching Experience included: Principles of Management, Introduction to Business, Organizational and Administrative Behavior, Consumer Behavior, Principles of Marketing, Business Ethics, Foundations of HRD, Employee Development, Group Dynamics, Organizational

Performance Improvement, Instructional Design, Current Issues in Business, Organizational Development and Change, Management for Worldwide Organization, Leadership. Routinely received excellent IDEA scores. Served as a mentor to SBM faculty.

09/06 – Azusa Pacific University
06/00 School of Business and Management, Faculty
Teaching Experience included: Principles of Management, Introduction to Business, Organizational and Administrative Behavior, Consumer Behavior, Principles of Marketing, Business Ethics, Group Dynamics, Organizational Development and Change, Foundations of Human Resource Development, Organizational Performance, Instructional Design. Routinely received excellent IDEA scores.

ACADEMIC COUNCILS & COMMITTEES

09/21 – 05/22 Non-academic Restructuring Council, Chief Financial Officer
09/20 – 05/22 Roles, Program Development, and Program Viability, Office of the Provost
01/19 – present Academic Cabinet, Office of the Provost
02/17 – 08/17 Trust Think Tank, Office of the Provost
09/15 – 03/15 Education to Vocation Task Force, Office of the Provost
10/12 – 05/15 Professional Affairs Review Board, Azusa Pacific University
09/12 – 05/16 Faculty Evaluation Council, Azusa Pacific University
09/12 – 05/13 Teaching-Learning Task Force on Academic Quality, Office of the Provost
09/11 – 08/12 Service-Learning Faculty Fellow, Azusa Pacific University
09/11 – 05/12 Faculty Development Council, Azusa Pacific University
10/06 – 09/11 Director, Proverbs 31: Professional Christian Women’s Business Association
09/06 – 09/19 Lead Team Committee, School of Business and Management
10/06 – 09/19 Curriculum Committee, School of Business and Management
10/06 – 09/11 Director, Proverbs 31: Professional Christian Women’s Business Association
09/06 – 09/07 Teaching Best Practices and Assessment Committee, Azusa Pacific University

PROFESSIONAL ORGANIZATIONS

10/22 – present President, National Chapter, Sigma Iota Epsilon
04/17 – present Board Member, National Chapter, Sigma Iota Epsilon
02/17 – present Academy of Management
01/07 – 01/12 Christian Business Faculty Association
10/07 – 09/09 Board Member, The Golden Rule Home Repairs
02/00 – 02/15 Society for Human Resource Management
03/01 – 03/14 American Society for Training and Development
05/01 – 05/14 International Society for Performance Improvement
11/96 – 11/99 Society for Technical Communications, Policy and Procedure Professional Interest

ACADEMIC JOURNAL PUBLICATIONS

Hanshaw, G., Pheifer, T., Helm-Stevens, R. (2022). Educational Attainment Post-Pandemic: An Examination of Growth Mindset Language and Strategies in Graduate Students. *Business and Management Research*, 11(01) 6-14. Sciedu Press, August 2022. <https://doi.org/10.5430/bmr.v11n1p6> ISSN 1927-6001 (Print), ISSN 1927-601X (Online)

Kipley, D., Helm-Stevens, R., Skalnik, P. (2022). Ansoff’s Strategic Turbulence Model: Why is it important to marketing strategy? *Archives of Business Research*, 10(2), 222-234. Birmingham, UK. February 2022. <https://doi.org/10.14738/abr.102.2022>

Fall, R., Dickerson, M., Helm-Stevens, R. (2021). An Examination of Intragroup Process in Service Learning Teams. *International Journal of Contemporary Education*, 4(1) 65-82. Reframe Publishing, April 2021. URL: <http://ijce.redfame.com>.
<http://redfame.com/journal/index.php/ijce/article/view/5202/5414>

Dickerson, M., Fall, R., Helm-Stevens, R. (2020). Service Learning Programs with Juvenile Offenders, *International Education Studies*, 13(2), 88-95. Canadian Center of Science and Education, January 2020. <http://www.ccsenet.org/journal/index.php/ies/article/view/0/41896>

Hanshaw, G., Helm-Stevens, R., Lopez, B. (2019). Enhancing Connectedness and Intrinsic Motivation to Learn for Online Learners: Introducing the S3 Model, *International Journal of Learning and Development*, 9(3), 1-24. Macrothink Institute, September 2019. <http://www.macrothink.org/journal/index.php/ijld/issue/view/883>

Helm-Stevens, R., Hanshaw, G., Kim, J. (2019). The Hanshaw Helm-Stevens Rapid Prototype Instructional Design Model: Examining the Dimensions of Structure and Dialogue within the Framework of Higher Education, *American Journal of Economics and Business Administration*, 11, 35-46. April 15 2019, DOI: 10.3844/ajebasp.2019

Helm-Stevens, R., Dickerson, M., Fall, R. (2019). Service-learning as a catalyst for community change: An empirical examination measuring the benefits of a life skills curriculum in local at-risk high schools. *Business and Management Research*, 8(1), 22-29. <https://www.sciedupress.com/journal/index.php/bmr/article/view/14949/9220>

Helm-Stevens, R., Kipley, D., Pfeifer, T. (2018). The Impact of a Service-Learning Project on Undergraduate Students' Faith Development and Spiritual Formation: Outcomes of an Organization and Administrative Behavior Course, *International Journal of Educational Methodology*, 4(3), 187-194. (August, 2018). <https://ijem.com/the-impact-of-a-service-learning-project-on-undergraduate-students-faith-development-and-spiritual-formation-outcomes-of-an-organization-and-administrative-behavior-course>

Kipley, K., Helm-Stevens, R., Lookinbee-Kipley, M. (2018). The Impact of Environmental Turbulence on Organizational Learning, *Archives of Business Research*, 6 (3), 213-221. Society for Science and Education, United Kingdom. Open access article. Published Online March 25, 2018. DOI: 10.14738/abr.63.4326. <http://scholarpublishing.org/index.php/ABR/article/view/4326/2696>

Dickerson, M., Helm-Stevens, R., Fall, R. (2017). Service-Learning in Business Education: An Analysis of Spirituality, Leadership, and Motivation, *American Journal of Economics and Business Administration*, 9(1), 1-12. Open access article distributed under Creative Commons Attribution. © 2017 doi:10.3844/ajebasp.2017.1.12 Published Online June 21, 2017. (<http://www.thescipub.com/ajeba.toc>) ISSN: 1945-5488

Helm-Stevens, R., Fall, R., Havens, C., Garcia, M., Polvi, L. (2014). The Impact of Service-Learning Curriculum at A Local At-Risk High School: An Examination of Preliminary Data, *American Journal of Economics and Business Administration*, 6(3), 132-142. Open access article distributed under Creative Commons Attribution. © 2014 R. doi:10.3844/ajebasp.2014.132.142 Published Online December, 2014. (<http://www.thescipub.com/ajeba.toc>) ISSN: 1945-5488

Helm-Stevens, R., Rawlings, M., Tsai, A., Hutchinson, J., Duke, R., McPhee, C. (2015). Examining faculty motivations for engagement in service-learning at a faith-based institution: A comparison of service-learning faculty versus non-service-learning faculty. *International Education Research*, 3(3), 1-15. August, 2015. <http://dx.doi.org/10.12735/ier.v3i3p01>

Helm Stevens, R., Dickerson, M. (2013). Meeting the needs of business: Assessing market need and demand for a graduate level diversity concentration, *Business Renaissance Quarterly*, 8(2), 55-76. Summer/Fall 2013. ISBN: 1930-7462. <https://www.proquest.com/docview/1461353136>

McNair, W., Helm-Stevens, R. (2012). A Qualitative Study of the Impact on Organizational Leadership Theory: An Examination of the Correlation of Perceived Parenting Styles and Self-Assessed Leadership Style, *Universal Journal of Management and Social Sciences*, 2(2), 12-23. Centre for Promoting Research Excellence. February, 2012. ISSN: 2226-6240 (Online)

Helm-Stevens, R., Brown, K., Russel, J. (2011). The Intellectual Capital Interplay Instrument: Developing Research Instrumentation toward Understanding the Impact of Knowledge Resource Allocation upon Stakeholder Perspectives within Institutions of Higher Education. *Journal of World Universities Forum*, 4(10), 33-56. December 2011. https://www.researchgate.net/publication/296485408_The_Intellectual_Capital_Interplay_Instrument_Developing_Research_Instrumentation_toward_Understanding_the_Impact_of_Knowledge_Resource_Allocation_upon_Stakeholder_Perspectives_within_Institutions

Dickerson, M., Helm-Stevens, R., (2011). Reculturing Schools for Greater Impact: Using Appreciative Inquiry as a Non-Coercive Change Process. *International Journal of Business Management*, 6(8), 66-74. ISSN#1833-3850. August 2011. <https://www.ccsenet.org/journal/index.php/ijbm/article/view/11579>

Helm-Stevens, R., Ogunji, E. (2011). Preparing Business Students for the Multi-Cultural Work Environment of the Future: A Teaching Agenda. *International Journal of Management*, 28(2), 528-544. June 2011. <https://www.proquest.com/openview/70bb26b74be9cca4a67f54ad6dc5262e/1?pq-origsite=gscholar&cbl=5703>

Helm-Stevens, R., Brown, K., Russel, J. (2011). Introducing the Intellectual Capital Interplay Model: Advancing Knowledge Frameworks in the Non-for-Profit Environment of Higher Education. *International Education Studies*, 4(2), 126-140. ISSN: 1913-9020, March 2011. <https://www.ccsenet.org/journal/index.php/ies/article/view/8269>

Helm-Stevens, R., Hunt, L. (2010). International Business Requires Multicultural and Inclusion Competencies as Competitive Advantages for the Global Marketplace: How will Higher Education Prepare Graduate Students? *The One Voice International Collection of Scholarly Works 2009-2010*.

Stevens, R., Ogunji, E. (2010). Managing Diverse Organizational Environments for Strategic Advantage: Exploring the Value of Developing Business Diversity Curriculum in Higher Education. *Journal of Management Policy and Practice*, 10(4), 72-85. December, 2010. ISSN# 1913-8067. Acceptance rate at publication was less than twenty percent (peer reviewed). <https://www.semanticscholar.org/paper/Managing-Diverse-Organizational-Environments-for-of-Stevens-Ogunji/65c6e94c210fe3e400648cb9cf4441232f3dadb9>

Anderson, P., Griego, O., Stevens, R. (2010). Building a Learning Model for High Level Motivation and Goal Attainment: An Empirical Assessment of Self-Efficacy, Spiritual, Mutual, and Leadership Support among Undergraduate Christian Students. *International Journal of Global Business and Economics*, 3(2), 44-60. Published by the Global Business Development Institute. December 2010. ISSN:1934-6336

Stevens, R., Saint-Germes, J. (2010). Knowledge Management: Using Feedback from Performance Metrics to Improve Strategic and Tactical Plans. *The International Journal of Knowledge, Culture & Change Management*. Published by Common Ground. Vol. 10, September, 2013. ISSN: 1447-9524. ISSN: 1447-9524 (Print). ISSN: 1447-9575 (Online). DOI: <https://doi.org/10.18848/1447-9524/CGP/v12i01>

Griego, O., Anderson, P., Stevens, R. (2010). Using Business Theory to Motivate Undergraduate Students in Goal Attainment: An Empirical Assessment and Model for High Level Motivation and Goal Attainment, *International Education Studies*, 3(3), 26-31. Published by the Canadian Science Center 2010 International Education Studies. August, 2010. ISSN 1913-9020 (Print), ISSN 1913-9039 (Online). <https://files.eric.ed.gov/fulltext/EJ1065896.pdf>

Stevens, R. (2010). Managing Human Capital: How to Use Knowledge Management to Transfer Knowledge in Today's Multi-Generational Workforce. *Journal of International Business Research*, 3(3), 77-94. Published by the Canadian Science Center. July, 2010. ISSN: 1913-9004 (Print) ISSN: 1913-9012 (Online). https://www.researchgate.net/publication/44298411_Managing_Human_Capital_How_to_Use_Knowledge_Management_to_Transfer_Knowledge_in_Today%27s_Multi-Generational_Workforce

Stevens, R., Millage, J., Clark, S. (2010). Waves of Knowledge Management: The Flow between Explicit and Tacit Knowledge. *American Journal of Economics and Business Administration*, 2(1), 120-135. American Journal Economics and Business Administration, accepted by Cabell, is an academic peer reviewed journal developed to publish original, innovative research articles with a broad spectrum of discipline and related fields of business and economics. April, 2010. ISSN 1945-5488. © 2010 Science Publications.

https://www.researchgate.net/publication/46293456_Waves_of_Knowledge_Management_The_Flow_between_Explicit_and_Tacit_Knowledge

Anderson, P., Greigo, O., Helm-Stevens, R. (2010). Measuring High Level Motivation and Goal Attainment among Christian Undergraduate Students: An Empirical Assessment and Model. *The Business Renaissance Quarterly*, 5(1), 73-88. BRI is listed in the EBSCO's Business Source Complete, ULRICH's Global Registry of Periodicals, ProQuest's ABI-Inform database, and in Cabell's Management Directory. ISSN: 1930-7462. April/May, 2010. <https://www.proquest.com/openview/a92ac1c50f7b502b75a0b3c2fccc942c/1?pq-origsite=gscholar&cbl=39705>

Helm-Stevens, R. (2010). Knowledge Management in a Multi-Generational Workforce: Challenges and Opportunities Presented by Older Workers. *Indian Journal of Economics & Business*, 9(1), 219-232. Indian Journal of Economics & Business published by Serial Publications, New Delhi, May, 2019. ISBN: 0972-5784

Stevens, R., Hunt, L. (2009). The Future of Multicultural Diversity Curriculum in Higher Education: How Business Schools Prepare Students to Lead in a Multifaceted Global World. *Journal of the World Universities Forum*. Published by Common Ground Publishing LLC. ISSN: 1835-2030. Vol. 3. December, 2009.

Park, D., Helm, R., Kiple, D., Hancock, D. (2009). Connecting Faith and Personal Values with the Service Learning Experience to Create More Effective Service Learning. *Business Renaissance Quarterly*, 4(3), 61-76. Published by Business Renaissance Institute. Listed in Ulrich's Global Registry of Periodicals, ProQuest's ABI-Inform database, and Cabell's Management Directory. Acceptance rate 25-30%. ISBN 1930-7462. Fall 2009. <https://www.proquest.com/openview/6da3aa3b373529b870b104bf33707cdc/1.pdf?pq-origsite=gscholar&cbl=39705>

Helm-Stevens, R., Hunt, L. (2009). The Call for Higher Education to Develop Diversity Competencies with the Goal of Preparing Business Students for the Global Marketplace. *Enterprise Risk Management Journal*, 1(2), 35-46. Published by Marcothink Institute. ISSN 1937-7916. <https://www.marcothink.org/journal/index.php/erm/article/view/119>

Helm-Stevens, R., Wallace, G., Hunt, L. (2009). An Examination of a Diversity Concentration for a Graduate Level Business Degree Program. *Journal of Business Education & Accreditation (BEA)*, 1(1), 15-28. The Business Education & Accreditation (BEA) is listed in Cabell's Publishing Opportunities in Management, Educational Curriculum & Methods, Educational Psychology & Administration and Educational Technology & Library Science. ISSN: 1944-5903. Library of Social Science Research Network: SSRN-id1555091. SSRN: <http://ssrn.com/abstract=1555091>. Acceptance rate 15-25%.

Measuring Group Experience within the Framework of an Undergraduate Business Community Service Assignment. *International Journal of Global Business and Economics*, 2(3), 129-131. Published by the Global Business Development Institute. Refereed Journal listed in Cabell's Directory. ISSN: 1934-6336.

Helm-Stevens, R., Griego, O. (2009). Evaluating Experiential Learning in Organizational Behavior: Taking Measure of Student Perception Regarding Group Experience. *American Journal of Economics and Business Administration*, 1(2), 138-141. Published by Science Publications. ISSN: 1945-5488. <https://www.thescipub.com/abstract/ajebasp.2009.138.140>. <https://doi.org/10.3844/ajebasp.2009.138.140>

Stevens, R., Hunt, L. (2009). The Call for Higher Education to Develop Diversity Competencies with the Goal of Preparing Business Students for the Global Marketplace. *Enterprise Risk Management Journal*, 1(2), 35-46. Published by Marcothink Institute. ISSN 1937-7916.

Predicting Effectiveness of Service Learning in Business Courses: A Path Analysis Model. *International Journal of Education Research (IJER)*, 4(1), 32-39. Published by the Academy of Business and Public Administration Disciplines. Listed in Cabell's Directory. ISBN 1932-8443. Winter, 2009.

Helm-Stevens, R., Griego, O. (2010). An Empirical Assessment of Service Learning in Business Courses. *Interbeing: Journal for Personal and Professional Mastery*, 3(3), 26-31. ISSN: 1935-8806. Spring/Summer 2009. <https://ccsenet.org/journal/index.php/ies/article/view/5715>

Helm-Stevens, R., Griego, O. (2009). A Path Analysis Model of Intrinsic and Extrinsic Academic Motivation Engagement in Service Learning. *Review of Business Research Journal*, 9(1), 99-103. Listed in Cabell's Directory. ISSN 1546-2609, Call Number HF1.R395, Spring, 2009.

Stevens, R., Griego, O., Faber, C. (2009). Service Learning: Undergraduate Student Perceptions of Confidence in Skill and Personal Ability in a Business Service Learning Experience. *Journal of Business and Behavioral Sciences (JBBS)*, 20(1), 122-132. Listed in Cabell's Directory. Acceptance rate 11-20%; Spring, 2009. ISSN: 1099-5374.

Helm-Stevens, R., Griego, O. (2009). An Active Teaching Approach to Business Management: Gender and Ethnic Service Learning Self-Reflections. *Enterprise Risk Management Journal*, 1(1), 60-71. Published by Marcothink Institute. ISSN 1937-7916. <https://www.macrothink.org/journal/index.php/erm/article/view/81>

Kipley, D., Lewis, A., Helm, R. (2008). Achieving Strategic Advantage and Organizational Legitimacy for Small and Medium Sized NFPs Through the Implementation of Knowledge Management. *Business Renaissance Quarterly*, 3(3), 21-42. Published by Business Renaissance Institute. Listed in Ulrich's Global Registry of Periodicals; in ProQuest's ABI-Inform database, and in Cabell's Management Directory. Acceptance rate 25-30%. ISBN 1930-7462. Fall 2008. <https://www.proquest.com/docview/212568580>

Helm-Stevens, R., Griego, O. (2008). A Path Analysis Model of Intrinsic and Extrinsic Academic Motivation Engagement in Service Learning, *International Academy of Business and Economics*, V(1),

324. IABE-2008 Las Vegas- Proceedings Publication. Listed in Cabell's Management Directory. Acceptance rate 15-20%. ISSN: 1932-7498.

ACADEMIC PRESENTATIONS AND PROCEEDING PUBLICATIONS

- 10/20 Ansoff's Strategic Turbulence Model: Why is it important to marketing strategy? Academy of Business Research, LA, New Orleans
- 03/20 An Examination of Shared Group Experience in an Undergraduate Service-Learning Experience, Academy of Business Research, LA, New Orleans
- 03/19 The Hanshaw Helm-Stevens Rapid Prototype Instructional Design Model: Examining a Low Structure, High Dialogue Model within the Framework of Higher Education, Academy of Business Research, LA, New Orleans
- 10/18 Using an iPad to Measure Visual-Motor Functioning, Annual Conference and Expo of the American Occupational Therapy Association (OTAC), Pasadena, CA
- 07/18 The Impact of Environmental Turbulence on Organizational Learning, International Conference on Business Management, Paris, France
- 04/18 Service-learning as a catalyst for community change: An empirical examination measuring the benefits of Options: Business Education and Life Skills curriculum in local at-risk high schools, National Business and Economics Association, Hawaii
- 04/18 Christian Praxis of the relationship with God and others: Exploring student perception in a semester-long service learning project, International Association for Business and Public Administration, New Orleans, LA
- 04/18 Visual Motor Assessment on the iPad, Annual Meeting of the American Educational Research Association (AERA), Manhattan, New York
- 02/18 Contemporary Research on Visual-Motor Assessment: What School Psychologists Need to Know, National Association for School Psychologists (NASP), Chicago, IL
- 01/18 Visual Motor Research: Possibilities for the Future, California Association of School Psychologists (CASP), San Diego, CA
- 10/17 Developing Faith Integration Learning Outcomes Student Predictors for Success, Christian Business Faculty Association, Point Loma Nazarene University, CA
- 05/15 Education to Vocation: Considerations for curriculum, outcomes and practices leading to greater employability for undergraduate students, Athens Institute for Education and Research Education Conference, Athens, Greece
- 04/15 The Value and Impact of the Options: Business Education and Life Skills for Urban Youth at Local At-risk High Schools, Continuums of Service Learning Conference, Long Beach, CA
- 04/14 Using Business Simulations to Prepare Tomorrow's Business Leaders, International Assembly for Collegiate Business Education, San Diego, CA
- 04/13 Christian Business Faculty Association, Dialogical Conference, Ontario, CA
- 08/12 Cultural Dexterity as a Strategic Business Advantage: Assessing Market Need and Demand for a Graduate Level Diversity Concentration, International Academy of Business and Public Administration Disciplines Conference, Hawaii
- 06/12 Can Wisdom be taught? Constructing a Human Capital Concentration for a Christian DBA, Christian Business Faculty Association Conference, Langley, British Columbia
- 05/12 Learning Outside Your Classroom: Connecting the Cornerstones at APU, Faculty Development Day, Azusa Pacific University
- 04/12 Diversity for Strategic Advantage: Assessing Market Need and Demand for a Graduate Level Diversity Concentration, Academy of Business Research, New Orleans
- 03/12 Service-Learning at APU: Research on Faculty and Student Experiences, Let us Reason Together: Common Day of Learning, Azusa Pacific University
- 10/11 Why do students love their school? Focus Leadership Institute, Focus on the Family, Colorado Springs, Colorado

- 11/10 Equipping Graduate Business Students to Manage Multi-Culturally Diverse Organizational Environments for Strategic Business Advantage, International Academy of Business and Public Administration, New Orleans
- 10/10 Equipping our Students to be more Competitive in a Difficult Job Market, Christian Business Faculty Association, Lakeland, Florida, Presentation
- 10/10 Restore Medical Case: Exploration of the Hersey-Blanchard Situational Leadership Model Institute of Behavioral and Applied Management, San Diego, CA
Presentation and Proceeding Publication
- 06/10 The Dynamics of Knowledge Transfer Strategies within Multigenerational Work Environments, Third Global Studies Conference, Pusan National University, Busan, South Korea, Presentation and Proceeding Publication (Paper # 24658)
- 03/10 An Empirical Assessment and Model for High Level Motivation and Goal Attainment Among Christian Students, International Conference of the Global Business Development Institute (GBDI), Las Vegas, NV, Presentation and Proceeding Publication (Paper# B159)
- 03/10 Service Learning, Gender, and Faith Integration, Christians on Diversity in the Academy Conference 2010, Azusa, CA. Presentation
- 01/10 An Examination of Diversity Curriculum in Higher Education: How Can Business Schools Prepare Students to Manage Multifaceted Global Diversity Issues? World Universities Forum, Davos, Switzerland. Presentation and Proceedings Publication
- 01/10 Triple Bottom Line Leadership: Instructional Challenges and Innovations Sixth International Conference on Environmental, Cultural, Economic and Social Sustainability, Cuenca, Ecuador. Presentation and Proceedings Publication
- 12/09 International Business Requires Multicultural and Inclusion Competencies as Competitive Advantages for the Global Marketplace: How will Higher Education Prepare Graduate Students? One Voice Conference, Santa Fe, New Mexico. Presentation
- 11/09 Managing Knowledge: Perspectives on Non-Profit Knowledge Management Applied Business and Entrepreneurship Association International, Ko Olina, Hawaii. Presentation and Proceedings Publication, *Best Paper of Session Award*
- 10/09 Instructional Challenges and Innovations: Teaching Triple Bottom Line Leadership International Association of Business and Economics, Las Vegas, Nevada. Presentation
- 10/09 Exploration of Diversity Concentration for the Master of Management Degree Program: Building a Diversity Curriculum Framework that will Enable International Companies to Grow by Assimilating Concepts and Ways to Work that are Culturally Different but Complimentary International Business Conference, Rapid City, South Dakota. Presentation and Proceedings Publication
- 10/09 Preparing Business Students to Compete in the Global Marketplace: The Call for Higher Education to Develop Diversity Competencies International Business Conference, Rapid City, South Dakota. Presentation and Proceedings Publication. *Best Paper of Session Award*
- 06/09 Exploration of a Diversity Curriculum to Support Organizational Business Advantage International Conference on Diversity in Organizations, Communities, and Nations, Riga, Latvia. Presentation and Proceedings Publication
- 05/09 Examination of Multicultural/Diversity Concentration for the Master of Human Resources and Organizational Development Degree: Equipping Future Professional to Think Critically about Multifaceted Organizational Issues of Diversity in the Workplace
2009 Costa Rica Global Conference on Business and Finance, San Jose, Costa Rica
Presentation and Proceedings Publication
- 04/09 Connecting Faith & Personal Values with the Service Learning Experience to Create More Effective Service Learning, Higher Ground Leadership Summit, La Mirada, CA. Presentation
- 03/09 Measuring Group Experience within the Framework of an Undergraduate Business Community Service Assignment, International Conference of the Global Business Development Institute, Las Vegas, NV. Presentation and Proceeding Publication
- 11/08 Management/Business Strategy and Organizational Behavior Session (16-18) Chair

- 11/08 Applied Business and Entrepreneurship Association International, Kauai, Hawaii
Strategic Management in a Non-Profit Organization: Analysis of Leadership and Management Capabilities as the Organization Defines Long-term Objectives and Strategies for Building and Sustaining a Competitive Business System, Applied Business and Entrepreneurship Association International, Kauai, Hawaii. Presentation and Proceedings Publication
- 11/08 Achieving Strategic Advantage and Organizational Legitimacy for Small and Medium Sized Not-For-Profits through the Implementation of Knowledge Management, Applied Business and Entrepreneurship Association International, Kauai, Hawaii. Presentation and Proceedings Publication
- 10/08 A Path Analysis Model of Intrinsic and Extrinsic Academic Motivation Engagement in Service Learning, International Academy of Business and Economics, Las Vegas, Nevada Presentation and Proceedings Publication. IABE-2008 Las Vegas- Proceedings, Volume V, Number 1, p.324, 2008. ISSN: 1932-7498
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- 2002 The People's Republic of China, Office of Supervisory Panels
Maximizing Productivity through Human Resources
- 2002 The People's Republic of China, Beijing Municipal Bureau of Personnel
Evaluation of Productivity and Performance of Human Resources
- 2002 The People's Republic of China, Office of Supervisory Panels
Human Resource Development
- 2001 The People's Republic of China, Beijing Municipal Bureau of Personnel
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- 1999 John F. Kennedy Career Institute, National Conference
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- 1999 Employee Development Department, California State Government
Developing Effective Policies and Procedures, Selecting Methodologies

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