Curriculum Vita

John R. Hendon
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203 Lower Ridge Rd.
Conway, AR 72032

Human Resources -- Management -- Strategy

Current position—**Senior Instructor** in Human Resources, Management and Entrepreneurship with **in-depth experience in training:** classroom, online, and informal.

Diversified background in managing people, education and training, operations and logistics in **domestic and international** environments … C**onsulting** –human resources, strategic planning, management and change … accountability for as many as **240 people** … financial management of **budgets in excess of $10 MM**, accountability for **inventories in excess of $50 MM.**

Areas of significant expertise:

- **Human Resources Management**
- **Corporate and Business Level Strategy and Planning**
- **Management of Personnel, Programs, and Budgets**

Professional Experience Samples

HUMAN RESOURCES: **Senior Instructor** (highest possible instructor rank at UA Little Rock) of Human Resources, Management and Strategy with over 20 years of experience … **Co-author** of two **Human Resources textbooks** (Amazon top-ten HR textbooks) … **initiated and implemented compensation planning programs** in multiple start-ups … **recruited and selected senior managers** … SHRM member.

EDUCATION: **Faculty member** in two AACSB-accredited colleges of business for more than 25 years … **Past-President and Board member** for the Small Business Institute, a national association for entrepreneurship and small business management faculty … **board member** Small Business Institute Journal … **Faculty Senator**

STRATEGY: **Leadership consultant** for both non-profit and for-profit organizations … led **strategy implementation** in a **tech start-up** going from **zero to over $1MM in the first year** … led efforts on a **strategic plan** for the college of business, including the visioning process, goals and objectives, and implementation … **taught** senior level courses in strategic planning and management.

ENTREPRENEUR: **Started first business at age 18** … led a **nanotechnology startup** with patent-pending technology created at UA Little Rock ... participated in **more than a dozen startup businesses** in Arkansas and California … primary writer of original **business plans for RxResults and Angel Eyes**, both University of Arkansas for Medical Sciences BioVentures client companies.

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Professional Experience Chronology

University of Arkansas at Little Rock (F/T 1997-Present) **1997-Present**
Senior Instructor in Management

University of Central Arkansas (F/T 1995-97, P/T 1994-95 & 97-2001) **1994-2001**
Instructor in Management

K.B. Wilkey & Co., Investment Holdings - San Diego, CA **1994-1994**
Vice President - Finance and Administration

Road Runner Sports - San Diego, CA
Director of Operations **1993-1994**

Consultant - San Diego, CA **1991-1993**
Strategy, Logistics, and Operations Consulting

San Diego State University **1991-1992**
International Business MBA Program - student

United States Navy **1979-1991**
Supply Corps Officer - multiple positions; multiple locations

Professional Memberships

- **Small Business Institute** (SBI)
- **Society for Human Resource Management** (SHRM)
- **Central Arkansas Human Resource Association** (CAHRA)
- **United States Association of Small Business and Entrepreneurship** (USASBE)

Education

M.B.A., International Business - San Diego State University 1992
Emphasis areas: International Business and
Organizational Behavior

B.S. Education - University of Central Arkansas 1977
Major: Sociology Minor: Languages - German

Additional Course Work:
M.S. in Systems Management Program
University of Southern California 1983
Service Schools - U.S. Navy
Navy Supply Corps School 1979 and 1985
(Bachelor's Degree Equivalent: Logistics Management)

Publications

Books

Lussier, R., Hendon, J. R. (2023). *Fundamentals of Human Resource Management: Functions, Applications, Skill Development* ***3rd ed.*** (ISBN: 9781071854402). Los Angeles: Sage. (https://us.sagepub.com/en-us/nam/fundamentals-of-human-resource-management/book275148)

Lussier, R. N., Hendon, J. R. (2022). *Human Resource Management: Functions, Applications & Skill Development. **4th ed.*** (ISBN: 9781544396866). Los Angeles, CA: Sage Publishing. (https://us.sagepub.com/en-us/nam/human-resource-management/book270135)

Refereed Journal Articles

Bell, J. R., Wilbanks, J. E., Hendon, J. R. (2013). Examining the Effectiveness of State Funded Angel Investor Tax Credits: Preliminary Empirical Analysis. *Small Business Institute Journal, 9*(2), 23-28.

Hendon, J. R., Bell, J. R., Blair, B., Martin, D. (2012). State-funded Angel Investor Tax Credits: Implementation and Perceived Effectiveness in a Sample of States within the United States. *Journal of Entrepreneurship and Public Policy, 1*(1), 45-62.

Hendon, J. R., Bell, J. R. (2011). Gender-based Attitudes and Preference Regarding Start-up and Ongoing SME Financing, Financial Structure and Risk. *Small Business Institute Journal, 7*, 111-131. (Published).

Bell, J. R., Parker, R. D., Hendon, J. R. (2008). Marketing Communication: What Does It Mean to Small Business? *Southern Journal of Entrepreneurship, 1*(1), 45-68. (Published).

Bell, J. R., Parker, R. D., Hendon, J. R. (2007). Entrepreneurial Application of Marketing Communication in Small Business: Survey Results of Small Business Owners. *Entrepreneurial Executive, 12*, 1-12. (Published).

Stone, W. S., Tudor, T. R., Hendon, J. R. (2007). Corporate Philanthropy in the Face of Disasters: 911 and Katrina. *Conflict Resolution and Negotiation Journal, 07*(3), 1-10. (Published).

Conference Proceedings

Hendon, J. R. (Presenter & Author), Coder, L. (Presenter & Author), Dunne, T. (Presenter & Author), Small Business Institute Annual Conference, Workshop—"Human Resource Management Updates for Small Business Owners and Consultants," Small Business Institute, Denver, CO. (February 2023).

Conference Proceedings cont'd:

Hendon, J. R. (Presenter & Author), Coder, L. (Presenter & Author), Dunne, T. (Presenter & Author), Small Business Institute Annual Conference, Workshop—"Human Resource Management Updates for Small Business Owners and Consultants," Small Business Institute, Charleston, SC. (February 2022).

Hendon, J. R. (Presenter & Author), Coder, L. (Presenter & Author), Dunne, T. (Presenter & Author), Small Business Institute Annual Conference, Workshop—"Human Resource Management Updates for Small Business Owners and Consultants," Small Business Institute, Virtual. (February 2021).

Hendon, J. R. (Presenter & Author), Coder, L. (Presenter & Author), Dunne, T. (Presenter & Author), Small Business Institute Annual Conference, Workshop—"Human Resource Management Updates for Small Business Owners and Consultants," Small Business Institute, New Orleans, LA. (February 2020).

Cox, S., Hendon, J. R., Marler, L., (2019). An Exploratory Study of the Effects of HPWS Practices on Small and Micro Business. Edmond, OK: Southwest Academy of Management.

Bell, J. R. (Presenter & Author), Hendon, J. R. (Presenter & Author), Woolridge, R. (Author Only), Johnson, V. (Author Only), Small Business Institute, "Awareness and Utilization Of H-1B Visas by Employers in The Technology Information Field," Small Business Institute, Orlando, FL. (February 14, 2019).

Hendon, J. R. (Presenter & Author), Coder, L. (Presenter & Author), Dunne, T. (Presenter & Author), Small Business Institute Annual Conference, "Human Resource Management Updates for Small Business Owners and Consultants," Small Business Institute, Corpus Christi, TX. (February 14, 2019).

Hendon, J. R. (Presenter & Author), Coder, L. (Presenter & Author), Dunne, T. (Presenter & Author), Small Business Institute Annual Conference, Workshop—"Human Resource Management Updates for Small Business Owners and Consultants," Small Business Institute, Corpus Christi, TX. (February 2018).

Hendon, J. R. (Presenter & Author), Coder, L. (Presenter & Author), Dunne, T. (Presenter & Author), Small Business Institute Annual Conference, Workshop—"Human Resource Management Updates for Small Business Owners and Consultants," Small Business Institute, San Diego, CA. (February 2017).

Hendon, J. R. (2016). *The Heritage and Horizon of the Small Business Institute: Where Should We Go From Here?* (1st ed., vol. 40, pp. 476). Small Business Institute.

Hendon, J. R. (Presenter & Author), Coder, L. (Presenter & Author), Dunne, T. (Presenter & Author), Small Business Institute Annual Conference, "Human Resource Management Updates for Small Business Owners and Consultants," Small Business Institute, Corpus Christi, TX. (February 17, 2017).

Publications cont'd:

Hendon, J. R. (Presenter & Author), Coder, L. (Presenter & Author), Dunne, T. (Presenter & Author), Small Business Institute Annual Conference, Workshop—"Human Resource Management Updates for Small Business Owners and Consultants," Small Business Institute, New Orleans, LA. (February 2016).

Hendon, J. R., Lussier, R. N., Coder, L. A., Blencke, C. (2016). Human Resource management Updates for Small Business. (1st ed., vol. 40, p. 489) Small Business Institute.

Hendon, J. R. (2016). The Heritage and Horizon of the Small Business Institute: Where Should We Go From Here? (1st ed., vol. 40, p. 476) Small Business Institute.

Hendon, J. R., Wilbanks, J. E.(2015). Incentives and Benefits: their Perceived Effectiveness for Employee Management in SMEs. (1st ed., vol. 39, p. 195) Small Business Institute.

Platek, M., Wilbanks, J. E., Hendon, J. R., Bell, J. R. (2013). Examining the Effectiveness of State Funded Angel Investor Tax Credits: Preliminary Empirical Analysis. (1st ed., vol. 37, p. 104-109) Small Business Institute.

Other Publications

Lussier, R.N., Hendon, J. R. (Newsletter 2023). *London School of Economics Review* (Electronic--https://blogs.lse.ac.uk/businessreview/2023/03/27/welcome-boomerang-employees-back-effectively/). London.

Hendon, J. R. (Newspaper 2016). *I don't want to scare you but...* (October 10, 2016 ed.). Little Rock AR: Arkansas Business Publishing Group.

Hendon, J. R. (Newspaper 2014). *Creating an Engaged Workforce* (February 17, 2014 ed.). Little Rock AR: Arkansas Business Publishing Group

Hendon, J. R. (Newspaper 2012). *Incentive Systems: Keys to Success* (October 15, 2012 ed.). Little Rock AR: Arkansas Business Publishing Group.

Lussier, R.N., Hendon, J. R. (Newsletter 2012). *SBANC Newsletter* (737-2012 ed., pp. Electronic). Textbook excerpt. Conway, AR: Small Business Advancement National Center Newsletter.

Bell, J. R., Hendon, J. R. (Newsletter 2011). *Angel Investment Tax Credits: Implementation and Effectiveness in a Sample of States Representative of Differing Geographical Areas of the United States.* (vol. 680-2011). Conway, AR: Small Business Advancement National Center Newsletter.

Hendon, J. R. (Newspaper 2010). *Hiring and the OUCH test* (May 3, 2010 ed.). Little Rock AR: Arkansas Business Publishing Group.

Publications cont'd:

Bell, J. R., Hendon, J. R., J. A., I. Y. (Newsletter 2009). *Analysis of Initial Start-up and Follow-on Financing in SMEs: A Study of Arkansas SBDC Client Companies* (vol. 584-2009). Conway, AR: Small Business Advancement National Center Newsletter.

Bell, J. R., Parker, R. D., Hendon, J. R. (Newsletter 2006). *Failure to Identify Target Market Could Mean Failure for Small Business*. ASBDC Stakeholder Report.

Bell, J. R., Parker, R. D., Hendon, J. R., Marks, K. (Newsletter 2006). *Small Business Advertising: Uses, Motivations and Missteps.* Small Business Advancement National Center Newsletter.

Stone, W. S., Hendon, J. R. (Trade Publication 2005). Analysis of Operating Ratio as an Indicator of Corporate Performance, *Arkansas Trucking Report,* Arkansas Trucking Association.

Cited Research

Hendon, J. R. (2008). Layoffs Cut Costs But Yield Turmoil, *Arkansas Business* (June 2, 2008 ed.). Little Rock, AR: Arkansas Business Publishing Group.

Service Activities (Past 10 Years)

Professional

Volunteer, SHRM Voice of Work Research Panel. (March 2022 - Present).
Participant in SHRM "Voice of Work" research panel. SHRM sends volunteers periodic surveys to gauge the "world of work".

Volunteer, SHRM Membership Advisory Council. (January 2022 - Present).
Participant in SHRM Membership Advisory Council (MAC). MAC sends volunteers periodic surveys to gauge various issues in the HR community. All members of the SHRM Voluntary Leadership Council (VLC) receive the request to be part of this council as well.

Committee Member, Society for Human Resource Management Volunteer Leaders, Alexandria, VA. (August 2021 - Present).
Volunteer leaders (such as student chapter advisors) make up a distinct committee at SHRM. We advise on issues for both professional and student chapters of SHRM. Members include Board members for each local/state chapter and student chapter advisors.

Committee Member, Society for Human Resource Management Advocacy Team (A-Team). (August 2016 - Present).
To establish and maintain relationships with state and federal legislators to discuss the effects of state and federal legislation on the human resources in business.

Pro Bono Professional Service, Bowen School of Law, UALR. (2015 - 2018).
Requested speaker in Judge Leon Johnson's law school class. Topic: managing small law offices.

Committee Member, University of Curacao, Bachelor of HRM Program Initial Accreditation. (August 22, 2017 - August 27, 2017). Member of an accreditation team assigned to evaluate University of Curacao's new Bachelor of HRM program for certification by the NVAO (Dutch accreditation institute). I was the content expert for the team.

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Service Activities cont'd:

Pro Bono Professional Service, Congressman French Hill. (September 2016).
Provided Congressman French Hill with information concerning potential damage from proposed Department of Labor regulations changing overtime rules and calculations.

Past-President, Small Business Institute. (February 2015 - February 2016).
Duties include responsibility for the annual election of national officers and Directors to the Board and coordinate strategies at the national level.

President, Small Business Institute. (February 2014 - February 2015).
Chief Development Officer, acting as Board chair, and monitoring of other board members for completion of required tasks.

Reviewer/Referee, SAGE Open Journals. (May 2015).
Invited reviewer for SAGE Open Journals manuscript

Editorial and Review Activities

Reviewer, Small Business Institute (SBI) Proceedings. (December 2022).
Reviewer for two submissions to annual SBI conference and proceedings.

Reviewer, Small Business Institute (SBI) Proceedings. (December 2021).
Reviewer for two submissions to annual SBI conference and proceedings.

Reviewer, Small Business Institute Journal. (December 2020).
Invited reviewer: "Best Practices of Small Business Development Centers with Host Institutions."

Reviewer/Referee, Routledge Publishing, Abingdon, United Kingdom. (October 2020).
Prepublication review of proposed revision to "The Experiential Student Team Consulting Process", new title, and new direction. New title "Management Consultancy Projects Using an Experiential Learning Approach"

Reviewer, Small Business Institute Journal. (February 2020).
Invited reviewer: "Veterans Serving the Franchise Sector: Exploring the Appeal."

Reviewer, Small Business Institute Journal. (November 2, 2019).
Appointed reviewer for SBIJ submission.

Reviewer, Small Business Institute. (July 2019).
Appointed member of Sonfield Research Award committee for SBI. Reviewed all research submissions that met award criteria, and participated in discussions of award winner.

Referee, Small Business Institute National Meeting. (February 16, 2019).
The Dean of Fellows requested that I referee a mentor session at annual conference for new SBI members.

Service Activities cont'd:

Reviewer, Small Business Institute. (October 1, 2018).
Appointed member of Sonfield Research Award committee for SBI. Reviewed all research submissions that met award criteria, and participated in discussions of award winner.

Reviewer/Referee, SBIJ. (March 2017).
Editorial reviewer for SBIJ article on "Medical Marijuana in the Work Place: Keeping Small Business Informed"

Editorial Board Member, Appointed, Small Business Institute Journal. (February 15, 2007 - 2015).
Member for editorial review board for SBIJ, based out of East Carolina University, Greenville, NC

Editorial Board Member, Appointed, Southern Journal of Entrepreneurship. (February 15, 2010 - February 2012).
Member of editorial review board for Southern Journal of Entrepreneurship based at the University of Central Arkansas.

Invited Manuscript Reviewer, Appointed, SBIJ, "Using Adjunct Faculty to Teach Entrepreneurship at an AACSB- Accredited Business Program: A Case Study". (March 2012).

Editor, SBI, Small Business Institute Proceedings. (August 2011 - January 2012).
As Program Chair-elect for SBI, I had the task of being the editor for the annual conference Proceedings. This year, there were 50 accepted papers and workshops.

University

Advisor, HR Society. (August 2021 - Present).
Faculty advisor to the UA Little Rock HR Society (transitioned during Fall 2021, took over as group advisor January 2022)

Member, Committee to update Disability Statement. (October 2021 – March 2023).
Member of ad hoc committee to update disability statement for university-wide use in syllabi.

Committee Member, Faculty Senate. (September 2014 – August 2022).
Representative on the Faculty Senate from the College of Business. Legislative authority includes admission requirements, curriculum and courses, degrees and requirements for degrees, calendar and schedules, awards, honors and honorary degrees.

Committee Member, Bookstore Advisory Committee. (September 2006 - Present).
Member of the bookstore advisory committee, tasked with review of book scholarship applications and decision on book awards.

Committee Member, Cooperative Education Scholarship Committee (Jan. 2015 – Dec. 2022).
Member of the cooperative education committee tasked with creating criteria for a new set of scholarships and awarding those scholarships to deserving students.

Service Activities cont'd:

Analysis of Course Loads and University Budget. (January 2014 - May 2022).
Service to Senate and Planning and Finance committees. Maintenance of Excel analyses of the university course loads for all full-time faculty and for the university budget. In 2017, completed a brief comparative analysis of UA Little Rock's budget with six peer and other comparable schools using the National Association of College and University Business Officers (NACUBO) budget categories.

Donor, University HR Department. (January 2022).
Provided 10 copies of my Sage Publishing HR texts to University HR for employee training.Donor, University HR Department. (January 2021).
Provided 16 copies of my Sage Publishing HR texts to University HR for employee training.

Committee Member, Institutional Effectiveness Committee. (July 2018 – August 2020).
Committee charge: serve as a clearinghouse for all planning, resource allocation, and continuous improvement processes carried out within the university. This includes assuring that all unit operating plans integrate and align with the strategic plan and operational plans.

Committee Member, Planning and Finance Committee. (September 2014 – August 2020).
Assists the chancellor and administration in budget and planning processes by reviewing proposed plans that have an impact on the academic mission of the University.

Committee Member, University Budget Committee, Member. (December 2017 - August 2018).
Interim committee appointed by the university Chancellor to review annual budget and make recommendations on more efficient management of available funding.

Attendee, Meeting, Integrated Planning Retreat. (July 23, 2018 - July 24, 2018).
Invited member of chancellor's university retreat to evaluate planning and budgeting effectiveness at the university.

Student Recruiter, University of West Florida Case Competition. (April 14, 2018).
Facilitated the process of composing a student team to go to UWF case competition. Our student team subsequently won first place in the competition.

Student Organization Advisor (Professional Org), Microsoft Imagine Cup Competition. (January 2009 - May 2012).
Assisted as an advisor and mentor to student groups in annual Imagine Cup Competition

College

Management department mentor. (January 2017 - December 2017).
Mentored two new adjuncts (Paul Ford and Kevin Robinson) for Principles of Management and Human Resource Management

Committee Member, Strategic Planning Committee. (August 2014 – 2017).
Member of Strategic Planning Committee. Committee's task is to identify and assist in implementation of a new strategy for the College of Business.

Committee Member, COB Faculty Council. (August 2016 - August 2017).
COB faculty members are elected to discuss COB issues with the dean.

Service Activities cont'd:

Committee Member, Student Services Advisory Committee. (September 2015 - 2016) Committee tasked with figuring out how to update/modify the COB Career and Student Services office to work more efficiently and effectively.

Program Coordinator, Arkansas Fellowship. (November 2016).
Coordinated class visit and application process for UALR COB students to apply to the Arkansas Fellowship. Hosted a previous Arkansas Fellow in a class Q&A session.

Pro Bono Professional Service, HR.com. (October 2016).
Negotiated with representative of HR.com to add UALR COB to their website as a certified HR degree program. Also received a "LEAD" award as a top HR program nationwide.

Committee Member, COB Undergraduate Committee. (August 2015 - 2016)

Committee Member, Faculty Qualifications Committee. (February 2015 - April 2015)
Member of committee charged with revising college qualifications to meet new AACSB faculty qualification standards.

Committee Member, Undergraduate Core Assessment. (March 2015)
Member of core assessment committee reviewing ethics in the curriculum.

Data Analytics Committee, Committee Member, Member. (November 2013 - January 2015)
Member of a committee evaluating the possibility of a new COB program in Data Analytics

Committee Member, Dean Appointed, Business Forum Committee. (August 2012 – August 2014).
Member of Business Forum Committee. Committee's task is to identify speakers and provide guidance for annual business forum meeting.

Public/Community/Student Organizations

Committee Member, The Venture Center: T^3-The Think Tank. (January 2017 - Present).

Student Org Advisor (Professional Org), UALR HR Society. (January 2013 - April 2013; January 2021 - Present).

Committee Member, Central High School Technical Ed. Advisory Committee. (November 2007 - Present).
Member - Technology Advising Committee, Central High School, Little Rock, AR

Committee Member, The Venture Center: T3-The Think Tank. (January 2017 - December 2022).
A group of community impactful individuals and diverse subject-matter academics that will come together to discuss current issues and policies that affect our community, region, state and world.

Volunteer, Clinton School of Public Service, Little Rock. (May 2022).
New dean of the Clinton School of Public Service requested that I assist in their search for a business officer position. Referred two candidates for their review.

Service Activities cont'd:

Participant, Pres. Biden transition White Paper on Innovation Economy. (November 2020 - January 2021).
Co-author on Innovation Economy White Paper for the President Biden transition team. Recruited by Scott Livingston of Livingston Securities in New York, who was asked by a member of the (now) President's cabinet to provide information.

Advisor on state high school curriculum for business, Arkansas Department of Education. (July 2019 - September 2019).
Requested by state director of career and technical education to review curriculum for all Arkansas high school business students

Interaction with Industry, Central Ark Human Resources Association Job Fair. (April 17, 2018).
Volunteer to review/analyze resumes for CAHRA job fair

Interaction with Industry, Central Ark Human Resources Association Job Fair. (October 7, 2014).
Volunteer to review/analyze resumes for CAHRA job fair

Organizer, Community Engagement Committee. (September 23, 2014).
Arranged for, and attended a meeting with the Community Engagement Committee for the University of South Africa - a small business advocacy organization - with ASBTDC.

Pro Bono Professional Service, SHRM State of HR Education Faculty Survey. (March 2013).
Participant in a survey conducted by SHRM. This survey is to improve HR education, and results were used to create recommendations concerning HR education at the undergraduate and graduate levels.

Recent Awards and Honors

Faculty Excellence Award winner for Service (2021), College of Business, Health, and Human Services (new combined college), UALR. (Awarded January 2022).

Faculty Excellence Award winner for Service (2020), College of Business, UALR. (Awarded January 2021).

Fellow, Small Business Institute. (February 16, 2018).

Small Business Institute Showcase Award, Small Business Institute. (February 2017).

Beta Gamma Sigma Inductee (May 2015)

Graduation and Retention Advocate Award, UALR. (April 30, 2015).

Homer Saunders Mentor Award, Small Business Institute. (February 2014).

Graduation and Retention Advocate Award, UALR. (April 30, 2014).

Graduation and Retention Advocate Award, UALR. (April 15, 2013).