Minifie LLC

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Jana Minifie, Ph.D., CVA, BCA, ECA

Chief Valuation Architect

Minifie LLC

Updated 7/15/26

Professional Positions

Chief Valuation Architect, Minifie LLC. (April 2024 – Present)

Adjunct Doctoral Faculty, Texas State University. (July 2020 - Present).

Professor, Texas State University-San Marcos. (2000 - Present).

Service-Learning Excellence Program, Director. (September 1, 2015 - December 2022).

Speaker at Professional Organizations, Self-employed. (1983 - 2005).

Owner, Various small businesses. (1987 - 2003).

Interim Chair, Dept. of Marketing, Texas State University-San Marcos. (2000 - 2001).

Associate Professor, Dept. of Management & Marketing, Texas State University-San Marcos. (1988 - 2000).

Assistant Professor, Information Systems & Decision Sciences, University of South Florida at Sarasota. (1987 - 1988).

Assistant Professor, Health Organization Management, Texas Tech School of Medicine. (1985 - 1987).

Assistant Professor, Information Systems & Quantitative Sciences, Texas Tech University. (1982 - 1987).

Visiting Assistant Professor, Management Science, University of South Carolina. (1981).

Education

PHD, Univ of South Carolina, Columbia, 1983.
Major: Business Administration

MBA, Univ of South Carolina, Columbia, 1979.
Major: Business Administration

BSBA, Bowling Green State University, 1975.
Major: Accounting

Licensures and Certifications

Certified Valuation Analysts, National Association of Certified Valuators and Analysts (NACVA). (December 8, 2022 - Present).

Equipment Certified Appraiser, Institute of Equipment Valuation. (June 2022 - Present).

MGR360 Leadership System Certification, MGR360. (February 2022 - Present).

Business Certified Appraiser, International Society of Business Appraisers (ISBA). (July 2021 - Present).

Ally's, Texas State University. (June 26, 2018 - Present).

Profit Mastery Facilitator, Profit Mastery. (December 2013 - 2025).

Professional Memberships

NACVA: Valuation Certification Board. (July 2025 - Present).

Texas Association of Business Brokers. (2022 - Present).

ProVisors. (July 2023 - Present).

National Association of Divorce Professionals. (2023 - Present).

Association for Corporate Growth. (2022 - Present).

The National Association of Certified Valuators and Analysts. (2022 - Present).

International Society of Business Appraisers. (2019 - Present).

Small Business Institute. (February 2015 - Present).

Academy of Management. (2019).

American Advertising Federation. (2018).

Association of Collegiate Marketing Educators. (2015).

Federation of Business Disciplines. (2010).

Expert Witness, Travis County, TX, Divorce, Cause No. D-1-FM-25-000027, Mar. 2026

Expert Witness, Williamson County, TX, Divorce, Cause No. 25-1368-F480, Dec. 2025

Expert Witness, Travis County, TX, Divorce, Cause No. D-1-FM-25-001071, Nov. 2025

Expert Witness, Williamson County, TX, Divorce, Case No. 23-2279-F480, July 2025

Expert Witness, Williamson County, TX., Divorce, Case No. 21-0560-F395, Feb. 2024

Expert Witness, Williamson County, TX., Divorce, Case No. D-1-FM-23-001064, Aug. 2023

Awards and Honors

Barshop Excellence Professor In Entrepreneurship, McCoy Foundation. (January 2016 - December 2018).

Best Paper, SBDC Track, Small Business Institute. (February 2018).

President's Excellence in Service, McCoy College of Business. (August 27, 2015).

Best Practice SBDC Award Presentation, Small Business Institute. (February 13, 2015).

Favorite Professor, Alpha Chi National College Honor Society. (March 24, 2014).

Best Paper in Track, Association of Collegiate Marketing Educators. (March 2011).

Nominated for Outstanding Faculty Advisor, Epsilon Nu Tau. (March 2011).

Alpha Delta Phi Favorite Teacher, Alpha Delta Phi. (2008).

Best Paper, peer-based evaluation, International Business & Economics Research Conference. (October 2003).

Publications

Rayburn, S. W., & Minifie, J. R. (2025). Service-Learning: Pedagogy for Student Growth and Success. In *The Emerald Handbook of Active Learning For Authentic Assessment* (pp. 223–248). Emerald Publishing.

Luo, X., Gong, H., Tao, J., Wang, F., & Minifie, J. R. (2025). Improving Data Quality of Automated Pavement Condition Data Collection: Summary of State of the Practices of Transportation Agencies and Views of Professionals. *Journal of Transportation Engineering, Part B: Pavements*, *148*(3).

Minifie, J. R., & Bauld, S. L. (2025). Innovation Ecosystem Dynamics: A Multi-Regional Case Study Analysis Of Entrepreneurial Environments. *International Journal of Business & Management Studies*, *6*(7). https://doi.org/10.56734/ijbms.v6n7a2

Luo, X., Gong, H., Tao, J., Wang, F., Minifie, J. R., & Qiu, X. (2022). Improving Data Quality of Automated Pavement Condition Data Collection: Summary of State of the Practices of Transportation Agencies and Views of Professionals. *Journal of Transportation Engineering Part B: Pavements*, *148*(3).

Minifie, J. R., & Park, H. (2021). CH 54: Service-Learning Volunteerism Reboot: A Case Study of a Funded Community-Engaged Scholarship. In *Preparing Students for Community-Engaged Scholarship in Higher Education* (pp. 1010–1034). IGI Global. https://doi.org/10.4018/978-1-6684-3877-0.ch054

Irvin, J. A., Minifie, J. R., Runsewe, D. O., & Thompson, W. G. (2021). Best Practices of Small Business Development Centers with Host Institutions. *Small Business Institute Journal*, *17*(1). https://doi.org/10.53703/001c.28167

Minifie, J. R., Davis, P. E., Richmond, P. A., & Daugherty, G. (2021, February). *Online Entrepreneurial Training Materials*. Published.

Minifie, J. R., & Park, H. (2020). CH 11: Service-Learning Volunteerism Reboot: A Case Study of a Funded Community-Engaged Scholarship. In *Preparing Students for Community-Engaged Scholarship in Higher Education*. IGI Global. https://doi.org/10.4018/978-1-7998-2208-0

Minifie, J. R., Irvin, J. A., & Thompson, W. G. (published). *Texas State NSF I-Corps Experiential Program*.

Minifie, J. R., & Park, H. (published). Service-Learning Volunteerism Reboot: A Case Study of a Funded Community Engaged Scholarship. In *Preparing Students for Community-Engaged Scholarship in Higher Education*.

Minifie, J. R., & Irvin, J. A. (2018). Faculty Research Spotlight: Business and Science Collaboration Is Key to Successful NSF I-Corps Grant. In *Engaging Research: Vol. 2* (Number 1, p. 3). Texas State University OAVPR.

Minifie, J., Bell, J., & Zhang, Y. (2018). Recruiting at Campus Job Fairs: Matching Candidate to Industry Requirements. *Journal of Behavioral and Applied Management*, *18*(1), 33–46. https://jbam.scholasticahq.com/

Minifie, J., & Davis, K. (2013). Ensuring Gen Y Students Come Prepared for Class; then Leveraging Technology to Most Effectively Engage Them. *American Journal of Business and Management*, *2*(1), 13–19. http://worldscholars.org/index.php/ajbm/article/view/1078

Minifie, J., Middlebrook, B., & Otto, V. (2011). Generational Specific Teaching Methods Applied To Entrepreneurial Students. *The Business Renaissance Quarterly*, *6*(3), 79–96. www.brqjournal.com

Minifie, J., & Otto, V. (2011). Worker Fulfillment at the Service Industry Entry Level. *The Business Renaissance Quarterly*, *6*(1).

Otto, V., Minifie, J., & Middlebrook, B. (2011, March 10). *Generational Specific Teaching Methods Applied to Entrepreneurial Students*. Published.

Wardrope, W., Orza, V., Guild, T., & Minifie, J. (2009). International Business Curricula at AACSB and Non AACSB Accredited Universities. *Journal of Global Business Education*, *9*, 35–49.

Minifie, J., Wardrope, W., & Middlebrook, B. (2009, February). *Want to Reach Your College Students?*. Published.

Wardrope, W., Orza, V., Guild, T., & Minifie, J. (2008, March). *International Business Curricula at AACSB and Non AACSB Accredited Universities*. Published.

Otto, V., & Minifie, J. (2007, March). *Healthcare Culture as Defined in Websites*. Published.

Otto, V., Minifie, J., & Middlebrook, B. (2006). *Want to Reach Your College Students? You Need to Change Your Teaching Style*. Published.

Minifie, J., Wardrope, W., & Dietert, J. (2005). *A Study of Organizational Culture in South Texas*. Published.

Minifie, J., Dietert, J., & Middlebrook, B. (2005). E-International Hospital Website Strategy Comparisons. *Mountain Plains Journal of Business and Economics*, *6*. www.mountainplains.org/general/2005general.html

Minifie, J., Wardrope, W., & Hensley, B. (2005, November). *A Study of Organizational Culture: Acculturation, Assimilation, or Convergence*. Published.

Wardrope, W., & Minifie, J. (2005, March). *Internationalizing The Business Curriculum: A Survey of Business College Deans*. Published.

Minifie, J. (2003, October). *Fortune 500 Blood Drive Programs: Comparison of Pre and Post 9/11/01*. Published.

Minifie, J. (2003, October). *International Hospital E-Marketing Strategy Comparisons*. Published.

Minifie, J. (2003). Film Industry Channel Innovations or with Digital Movie Transmission Will Popcorn Prices Drop at Movie Theaters?. *International Business and Economics Research Journal*, *2*(7), 27–38.

Minifie, J. (2003, February). *Hospital Internet Development Life Cycle: International Comparison*. Published.

Minifie, J. (2003, February). *International Hospital E-Marketing Strategy Life-Cycle*. Published.

Minifie, J. (2002). Hospital E-Marketing Strategy Life-Cycle. *Journal of Contemporary Business Issues*, *10*(2), 48–53.

Minifie, J. (2002). *How Hospitals are Differentiating their Services on the Internet*. 274–279.

West, V., Minifie, J., & Lockhart, M. (2001). *E-Marketing Strategies Within the Healthcare Industry*. Published.

Minifie, J., West, V., & McClung, B. (2001). *International Health Care Internet Usage*. Published.

West, V., & Minifie, J. (2001). *Using Selling Process Steps in the Written Format for Maximum Effectiveness*. Published.

West, V., Minifie, J., & Lockhart, M. (2001). E-Marketing Strategies Within the Healthcare Industry. *Journal of Contemporary Business Issues*, *9*(2), 46–54.

Minifie, J. (2001, February). *College Preparation for Health Care Communication*. Published.

West, V., & Minifie, J. (2000). *Hospital Internet Marketing*. Published.

Minifie, J., & West, V. (2000). *Production Economics in International Health Care*. *3*, 351–360.

West, V., & Minifie, J. (2000). *The Ethics of On-Line Medical Advertising*. Published.

West, V., & Minifie, J. (1999). *Current Trends in Marketing Under Managed Health Care*. Published.

Minifie, J., & West, V. (1999). *Health Care Robotics: Current Trends in US Hospitals*. Published.

Minifie, J., & West, V. (1999). *Hospital's View of Managed Health Care*. Published.

West, V., & Minifie, J. (1998). A Small Business International Market Selection Model. *International Journal of Production Economics*, *56-57*, 451–462.

West, V., & Minifie, J. (1998). *Seven Steps to Successful Product Cross Selling* (Vol. January/February, pp. 36–42). Credit Union Executive.

Minifie, J., & West, V. (1997). *A Small Business International Market Selection Model*. 288–289.

West, V., & Minifie, J. (1997). Who Should Pay for Healthcare? - The Fortune 500 on Health Care. *Marketing Health Services*, *17*(3), 4–11.

West, V., Minifie, J., & Aiyer, J. (1996). *Fortune 500 Executive Health Care Views*. 239–242.

West, V., & Minifie, J. (1996). *Relationship Between Government and Business: An International Model*. 287–304.

West, V., & Minifie, J. (1996). American Health Care Reform: An International Perspective. *International Journal of Production Research*, *46-47*, 497–510.

West, V., & Minifie, J. (1994). *Healthcare Economics: An International Perspective*. 281–296.

Minifie, J., & Davis, R. A. (1990). Interaction Effects on MRP Nervousness. *International Journal of Production Economics*, *28*(1), 173–183.

Minifie, J., & Davis, R. (1990). Interaction Effects on MRP Nervousness. *International Journal of Production Research*, *28*(1), 173–183.

Minifie, J., & Davis, R. (1987). Innovative Programs for the Long Term Survival of the American Hospital Industry. *Engineering Costs and Production Economics*, *12*, 327–333.

Minifie, J., & Davis, R. (1986). Survey of MRP Nervousness Issues. *Production and Inventory Management*, *27*(3), 111–120.

Presentations

Minifie, J. R., Thompson, W. G., "Strategic Value Masters Series: Goal Setting & Strategic Planning for 2027", 12/21/26

Minifie, J. R., Thompson, W. G., "Strategic Value Masters Series: Customer Experience & Retention", 11/16/26

Minifie, J. R., Thompson, W. G., "Strategic Value Masters Series: Estate Planning & Business Protection," 10/19/26

Minifie, J. R., Thompson, W. G., "Strategic Value Masters Series: Family Business Dynamics & Succession Planning", 9/21/26

Minifie, J. R., Thompson, W. G., Glazer, Peter, Majchrzak, Paulina, "Strategic Value Masters Series: Venture Capital & Investment Funding", TXST SBDC, July 20, 2026

Minifie, J. R., Thompson, W. G., Venhoff, Veronica, Levey, Brian, Wheeler, Carol, "Strategic Value Masters Series: Human Resources & Employee Management", TXST SBDC, June 15, 2026

Minifie, J. R., Thompson, W. G., Carley, Scott, Wolfgang, Amy, "Strategic Value Masters Series: Advanced Leadership Skills", TXST SBDC, May 18, 2026

Minifie, J. R., Thompson, W. G., Mcord, Gretchen, Carrion, Albert, Cote, Kay, "Strategic Value Masters Series: Intellectual Property & Legal Agreements", TXST SBDC, April 20, 2026

Minifie, J. R., Thompson, W. G., Stein, Jeffery, Alba, Jonathan, Ardon, Gladdy, Shulem, Juli, McLaughlin, Nicole, "Strategic Value Masters Series: Processes and SOPs", TXST SBDC, March 16, 2026

Minifie, J. R., Thompson, W. G., Quanaim, Elizabeth, Georgillis, Jane, Glazer, Peter, Ardon, Gladdy, "Strategic Value Masters Series: Online Marketing & Social Media" TXST SBDC, Feb 16, 2026

Minifie, J. R., Thompson, Blair, Jason, McCord, Gretchen, "Strategic Value Masters Series: Technology & AI Integration" TXST SBDC, January 19, 2026

Minifie, J. R., Thompson, W. G., Zwick, D., Ziozios, D., Soldono, D., "Strategic Value Masters Series: Goal Setting & Strategic Planning for 2026," TXST SBDC. (December 15, 2025).

Minifie, J. R., Thompson, W. G., Levy, B., Quanaim, E., "Strategic Value Masters Series: Labor Pool: Attracting and Retaining Top Talent," TXST SBDC. (November 17, 2025).

Minifie, J. R., Thompson, W. G., Women Entrepreneurship Week, "Women Entrepreneur Week: Using AI with CRM," TXST SBDC. (November 10, 2025).

Minifie, J. R., Thompson, W. G., O'Brien, A., Zwick, D., Glazer, M., "Strategic Value Masters Series: Funding: Exploring Financial Growth Options," TXST SBDC. (October 20, 2025).

Minifie, J. R., Thompson, W. G., O'Brien, A., Hargraves, E., Spencer, J., "Strategic Value Masters Series: Supply Chain: Strengthening Your Business Network," TXST SBDC. (September 19, 2025).

Minifie, J. R., Thompson, W. G., O'Brien, A., Clark, R., Meredith, K., "Strategic Value Masters Series: Competitors: Analyzing the Competitive Landscape," TXST SBDC. (August 8, 2025).

Minifie, J. R., Thompson, W. G., O'Brien, A., Blair, J., Aaron, R., "Strategic Value Masters Series: Target Market: Understanding and reaching Your Ideal Customers," TXST SBDC. (July 11, 2025).

Minifie, J. R., Thompson, W. G., O'Brien, A., Nigliazzo, C., "Strategic Value Masters Series: Opportunity Metrics: Identifying and Measuring Growth Potential," TXST SBDC. (June 13, 2025).

Minifie, J. R., Thompson, W. G., Trahan, A., O'Brien, A., Sledz, M., DeCoster, D., "Strategic Value Masters Series: Processes/Ops: Optimizing Business Efficiency," TXST SBDC. (May 9, 2025).

Minifie, J. R., Thompson, W. G., Lenertz, A., Billinger, J., Sledz, M., "Strategic Value Masters Series: Risk Management: Protecting Your Enterprise," TXST SBDC. (April 11, 2025).

Minifie, J. R., Thompson, W. G., O'Brien, A., Spencer, J., "Strategic Value Masters Series: Strategic Plan: Charting Your Business' Future," TXST SBDC. (March 14, 2025).

Minifie, J. R., Thompson, W. G., O'Brien, A., Sledz, M., "Strategic Value Masters Series: Leadership: Building and Leading High-Performance Teams," TXST SBDC. (February 14, 2025).

Minifie, J. R., Thompson, W. G., Gonzalez, A., Trinhn, A., Stevens, G., "Strategic Value Masters Series: Financial Metrics," TXST SBDC. (January 17, 2025).

Minifie, J. R., Thompson, W. G., DeHass, K., Sledz, M., "Strategic Value Masters Series: Start Working on Your Business," TXST SBDC. (December 13, 2024).

Minifie, J. R., Ekin, T., Hollinger, M., Udezue, O., Bauld, S. L., Austin Open-Source AI Night, "Simulated Data's Impact on AI and the Future," Partnership with Austin AI Alliance, IBM Austin's Open Innovation Community, The AI Alliance, The University of Texas at Austin, and Texas State University. (December 4, 2024).

Minifie, J. R., Waldo, W., Small Business Development Workshop, "Product-Market Fit + Business Valuation," Frost Bank, Austin, TX. (November 2024).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Bauld, S. L., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (November 22, 2024).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Evans, M. L., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (November 15, 2024).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (November 4, 2024).

Minifie, J. R., "Financial Fridays: Strategic View of Financial Statements," Small Business Development Center - TXST, Small Business Development Center - TXST, Austin, TX. (September 27, 2024).

Minifie, J. R., "Financial Fridays: Strategic View of Financial Statements," Small Business Development Center - TXST, Small Business Development Center - TXST, Austin, TX. (September 20, 2024).

Minifie, J. R., "Financial Fridays: Strategic View of Financial Statements," Small Business Development Center - TXST, Small Business Development Center - TXST, Austin, TX. (September 13, 2024).

Minifie, J. R., Entrepreneurial Mondays, "Small Business Valuation," Small Business Development Center - TXST, Austin, TX. (September 8, 2024).

Minifie, J. R., "Financial Fridays: Strategic View of Financial Statements," Small Business Development Center - TXST, Small Business Development Center - TXST, Austin, TX. (September 6, 2024).

Minifie, J. R., "Discounts in Valuing Business.," Associate of Corporate Growth Women’s POD, Austin, TX. (August 2024).

Minifie, J. R., AuthenTECH Women’s Summit, " Business Valuation: How & Why to Value Your Tech Company," Austin, TX. (August 2024).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Bauld, S. L., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (July 23, 2024).

Minifie, J. R., Waldo, W., Bauld, S. L., Faculty Innovation Accelerator Program, "FIAP 2.0," Texas State University - Vice President of Research. (July 17, 2024).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Evans, M. L., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (July 9, 2024).

Minifie, J. R., Waldo, W., Bauld, S. L., Faculty Innovation Accelerator Program, "FIAP 2.0," Texas State University - Vice President of Research. (July 3, 2024).

Minifie, J. R., Waldo, W., Bauld, S. L., Faculty Innovation Accelerator Program, "FIAP 2.0," Texas State University - Vice President of Research. (June 26, 2024).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (June 25, 2024).

Minifie, J. R., Thompson, W. G., Wardrope, W. J., Small Business Institute, "The Market approach in Business Valuations: A Case Study," Small Business Institute, Charleston, SC. (April 2024).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Bauld, S. L., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (April 27, 2024).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Bauld, S. L., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (April 26, 2024).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Evans, M. L., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (April 20, 2024).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Evans, M. L., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (April 19, 2024).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (April 6, 2024).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (April 5, 2024).

Minifie, J. R., Woman's Pod, "Business Valuation for Privately Held Businesses," Association for Corporate Growth, Venturi Wealth Management, Austin, TX. (March 2024).

Minifie, J. R., Thompson, W. G., Williamson County Court House, "Expert Witness," Georgetown, TX. (February 2024).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Bauld, S. L., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (February 23, 2024).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Evans, M. L., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (February 16, 2024).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (February 2, 2024).

Minifie, J. R., Women Entrepreneurship Week, "She Means Business: Mastering the Art of Networking," Small Business Development Center. (2023).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Bauld, S. L., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (November 18, 2023).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Bauld, S. L., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (November 17, 2023).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Evans, M. L., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (November 11, 2023).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Evans, M. L., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (November 10, 2023).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (October 28, 2023).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (October 27, 2023).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Bauld, S. L., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (September 23, 2023).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Bauld, S. L., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (September 9, 2023).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Bauld, S. L., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (September 2, 2023).

Minifie, J. R., Thompson, W. G., Williamson County Court House, "Expert Witness," Georgetown, TX. (August 2023).

Minifie, J. R., Waldo, W., "[RE]verse Pitch," Austin Chamber of Commerce. (June 19, 2023).

Minifie, J. R., Waldo, W., "[RE]verse Pitch," Austin Chamber of Commerce. (June 12, 2023).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Bauld, S. L., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (June 1, 2023).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Evans, M. L., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (May 25, 2023).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (May 11, 2023).

Minifie, J. R., Abrams, D. G., Davis, K., Ryan, M., Wado, W., Small Business Institute, "Innovation Curriculum and Program Initiatives: Reaching Out Beyond Colleges of Business and into Our Communities," Small Business Institute, Denver, CO. (April 2023).

Minifie, J. R., Small Business Institute, "SBI Student Competition," Denver, CO, United States. (April 2023).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Bauld, S. L., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (April 29, 2023).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Evans, M. L., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (April 22, 2023).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (April 8, 2023).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Bauld, S. L., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (March 31, 2023).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Evans, M. L., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (March 24, 2023).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (March 10, 2023).

Minifie, J. R., "Strategic Planning - Engineering," Engineering, Ingram School of Engineering. (December 2022).

Minifie, J. R. (Presentor), Abrams, D. G. (Presentor), Ryan, M. (Presentor), Waldo, W. (Presentor), 2nd Annual Bowie State University HBCU Entrepreneurship Conference., "Approaches to Building Sustainable University Entrepreneurship Ecosystems," Bowie State University, Boise, OH. (2022).

Minifie, J. R., Irvin, J. A., Ryan, M., Waldo, W., 2022 Global Consortium of Entrepreneurship Centers Conference., " Innovation Curriculum and Program Initiatives: Reaching Out Beyond Colleges of Businesses and into Our Communities," Global Consortium of Entrepreneurship Centers, Las Vegas, NV. (2022).

Minifie, J. R., Thompson, B., Women Entrepreneurship Week, "Exit Strategy for Your Business," SBDC. (November 17, 2022).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Bauld, S. L., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (September 30, 2022).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (September 9, 2022).

Minifie, J. R., Abrams, D. G. (Panelists), Ryan, M. (Panelists), Waldo, W. (Panelist), Deshpande Symposium, "Innovative Curriculum and Program Initiatives: Focusing on Economic Development," Cleveland, OH. (July 2022).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Bauld, S. L., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (July 1, 2022).

Minifie, J. R., Waldo, W., "[RE]verse Pitch," Austin Chamber of Commerce. (June 27, 2022).

Minifie, J. R., Waldo, W., "[RE]verse Pitch," Austin Chamber of Commerce. (June 13, 2022).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Bauld, S. L., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (June 10, 2022).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Bauld, S. L., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (April 1, 2022).

Minifie, J. R., Waldo, W., Vargas, M., Luo, X., Bauld, S. L., Faculty Innovation Accelerator Program, "FIAP," Texas State University - Vice President of Research. (March 11, 2022).

Minifie, J. R., Daugherty, G., Davis, P. E., Richmond, P. A., Small Business Institute, "Online Entrepreneurial Training Materials." (2021).

Minifie, J. R., Park, H. (KU), Compact20: The Promise of Full Democracy, Opportunity, Voice, "Good Design Work is Not a Free Movie: Funded Community-Engaged Scholarship," Campus Compact, Seattle, WA. (March 2020).

Minifie, J. R., Kim, J., Compact20: The Promise of Full Democracy, Opportunity, Voice, "Building Transformative Service-Learning Partnerships to Promote Full Participation," Campus Compact, Seattle, WA, United States. (March 2020).

Minifie, J. R., Irvin, J. A., Thompson, W. G., Small Business Institute, "Texas State NSF I-Corps Experiential Program," Small Business Institute, New Orleans, LA, United States. (February 2020).

Irvin, J., Minifie, J. R., Thompson, W. G., Smart, D. L., Small Business Institute Conference, "Best Practices of SBDC's with Host Institutions," Small Business Institute, Orlando, FL. (February 2019).

Minifie, J., Small Business Festival, "Lean Canvas - Developing your Business Plan," Small Business Festival, Texas State University, Austin. (March 3, 2018).

Minifie, J. R., Small Business Institute, "Best Practice: Experiential Business Classes and SBDC Clients," Small Business Institute, Corpus Christi, TX, United States. (February 2018).

Minifie, J. R., Escobedo, J., Small Business Institute, "Incorporating Technologies for Service Learning to Manage Growth, Capture Metrics, Engage Community Partners, and Facilitate Better Projects," Small Business Institute, Corpus Christi, TX, United States. (February 2018).

Minifie, J. (Presenter & Author), Bristol, R. (Presenter Only), Small Business Institute, "Don't Just Generate Financial Statements, Turn them into Useful Tools," Small Business Institute, San Diego, CA. (February 17, 2017).

Minifie, J. (Presenter & Author), Harper, P. J. (Presenter Only), Small Business Institute 40th Conference, "Best Practices: Capturing Potential SBDC Clients Using University Students," Small Business Institute, New Orleans, LA. (February 2016).

Minifie, J. (Author Only), Davis, K. (Presenter & Author), Mix, K. (Author Only), Lilly International Spring Conference, "Measuring Service Learning Outcomes and Community Engagement for Accreditation and Continuous Improvement," International Teaching Learning Cooperative, Austin, TX. (January 8, 2016).

Wardrope, W., Orza, V., Thomas, G., Karimipour, Z., Minifie, J., Annual Convention of the International Business Southwest Conference, "International Curricula at AACSB Universities," International Business Southwest, Houston, TX. (March 2008).

West, V., Minifie, J., American Society of Business and Behavioral Sciences, "How Hospitals are Differentiating their Services on the Internet," American Society of Business and Behavioral Sciences, Las Vegas, NV. (2002).

West, V., Minifie, J., Lockhart, M., Conference on Emerging Issues in Business and Technology, "E-Marketing Strategies with the Healthcare Industry," Emerging Issues in Business and Technology. (2001).

Minifie, J., West, V., McClung, B., American Society of Business and Behavioral Sciences, "International Health Care Internet Usage," American Society of Business and Behavioral Sciences, Las Vegas, NV. (2001).

West, V., Minifie, J., American Society of Business and Behavioral Sciences, "Using Selling Process Steps in the Written Format for Maximum," American Society of Business and Behavioral Sciences, Las Vegas, NV. (2001).

West, V., Minifie, J., Seventh Annual American Society of Business and Behavioral Sciences Meeting, "Hospital Internet Marketing," American Society of Business and Behavioral Sciences, Las Vegas, NV. (2000).

West, V., Minifie, J., Seventh Annual American Society of Business and Behavioral Sciences Meeting, "The Ethics of On-Line Medical Advertising," American Society of Business and Behavioral Sciences, Las Vegas, NV. (2000).

West, V., Minifie, J., Sixth Annual American Society of Business and Behavioral Sciences Meeting, "Current Trends in Marketing Under Managed Health Care," American Society of Business and Behavioral Sciences, Las Vegas, NV. (1999).

Minifie, J., West, V., Sixth Annual American Society of Business and Behavioral Sciences Meeting, "Health Care Robotics: Current Trends in US Hospitals," American Society of Business and Behavioral Sciences, Las Vegas, NV. (1999).

Minifie, J., West, V., Sixth Annual American Society of Business and Behavioral Sciences Meeting, "Hospital's View of Managed Health Care," American Society of Business and Behavioral Sciences, Las Vegas, NV. (1999).

West, V., Minifie, J., Aiyer, J., Pharmaceutical Management Science Association, "Executive HealthCare Views," Pharmaceutical Management Science Association. (1996).

West, V., Minifie, J., Aiyer, J., Southern Marketing Association Conferencr, "Fortune 500 Executive Health Care View," Southern Marketing Association, New Orleans, LA. (1996).

West, V., Minifie, J., Aiyer, J., Southern Marketing Association, "Fortune 500 Executive Health Care Views," Southern Marketing Association. (1996).

West, V., Minifie, J., Ninth International Working Seminar on Production Economics, "Relationship Between Government and Business: An International Model," Production Economics. (1996).

West, V., Minifie, J., Ninth International Working Seminar on Production Economics, "Relationship Between Government and Business: An International Model," Production Economics, Igls/Innsbruck, Austria. (1996).

West, V., Minifie, J., Eight International Working Seminar on Production Economics, "Relationship Between Government and Business: An International Model," Production Economics, Igls/Innsbruck, Austria. (1994).

Contract, Fellowships, Grants and Sponsored Research

Hwang, S. S. (Principal), Gurav, R. (Co-Principal), Minifie, J. R. (Co-Principal), "Biologically Active Pervious Structure for Stormwater Management," Sponsored by NSF, Federal, $50,000.00. (February 2024 - January 2026).

Mandal, S. (Principal), Sen, K. (Co-Principal), Minifie, J. R. (Co-Principal), "I-Corps: Translation potential of an economically friendly water purifier using biobased nanocomposites," Sponsored by National Science Foundation, Federal, $50,000.00. (December 1, 2024 - November 30, 2025).

Minifie, J. R., "Faculty Innovation Accelerator Program (FIAP)," Sponsored by Texas State University, Institutional (Higher Ed), $150,000.00. (October 2024 - August 2025).

Minifie, J. R., "Faculty Innovation Accelerator Program (FIAP)," Sponsored by Texas State University, Institutional (Higher Ed), $150,000.00. (April 2023 - August 2024).

Irvin, J. A. (Principal), Minifie, J. R. (Co-Principal), "Texas State University I-Corps Site for Entrepreneurship (Supplement 2)," Sponsored by National Science Foundation, Federal, $50,820.00. (July 14, 2021 - April 30, 2023).

Irvin, J. A. (Principal), Minifie, J. R. (Co-Principal), "Type I: Texas State I-Corps Site for Entrepreneurship," Sponsored by National Science Foundation, Federal, $254,107.00. (October 1, 2018 - April 30, 2023).

Wang, F. (Principal), Luo, X. (Co-Principal), Minifie, J. R. (Co-Principal), Gong, H. (Supporting), Tao, J. (Supporting), "StarImage: cost-effectiveness improved automated pavement condition survey system," Sponsored by NSF, Federal, $50,000.00. (January 2021 - March 2023).

Minifie, J. R., Taylor, N. (Principal), "Interactive Technology for Social Media Use Awareness and Intervention," Sponsored by NSF, Federal, $50,000.00. (January 2022 - January 2023).

Minifie, J. R., "Business Plan Development Workshops," Sponsored by Workforce Solutions Rural Capital Area, State, $50,000.00. (January 1, 2021 - August 31, 2021).

Minifie, J. R. (Principal), Zhao, J. Y. (Co-Principal), "Women's Entrepreneurship Boot Camps," Sponsored by Texas Workforce Commission, State, $55,306.00. (July 2019 - December 31, 2020).

Middlebrook, B. (Co-Principal), Minifie, J. (Co-Principal), "How Public Schools are influencing our Business Leaders of Tomorrow," Sponsored by McCoy Grant Committee, Texas State University. (2005 - 2006).

Dietert, J., Minifie, J., Wardrope, W., "A Study of Organizational Culture in South Texas," Sponsored by CBA Research Grant, Texas State University, $1,000.00. (2005).

Dietert, J., Minifie, J., "Longitudinal Study of Small Businesses," Sponsored by CBA Research Grant, Texas State University, $1,000.00. (2005).

Research Activity

"Measuring Service Learning Outcomes and Community Engagement for Accreditation and Continuous Improvement" (On-Going).
Today's student is strongly motivated by serving others. Service-learning projects provide an inspiring opportunity for students to apply academic theory while aiding the community. An instructional challenge with service learning is justifying the learning outcomes and indicating a project's impact on the university and the community. We will present case studies on how projects were implemented in four different academic concentrations, discuss learning outcomes achieved, and how the program was managed from within the university and the metrics that were used to facilitate continuous improvement.

"Recruiter Preferences related to Resume Evaluation and Character Qualities" (On-Going).
Data has been collected from 150 business recruiters...related to evaluating resumes and what they look for in selecting candidates for a job interview.
Specifically, personality attributes and character qualities will be studied.

"Biologically Active Pervious Structure for Stormwater Management" (On-Going).

Teaching Experience

MGT 4330, section 253, OPERATIONS MGT. 3.00 credit hours.

MGT 4330, section 254, OPERATIONS MGT. 3.00 credit hours.

MGT 4350, section 001, BUS PLAN DEVELOP. 3.00 credit hours. 11 enrolled.

MGT 4330, section 001, OPERATIONS MGT. 3.00 credit hours. 42 enrolled.

MGT 4330, section 005, OPERATIONS MGT. 3.00 credit hours. 40 enrolled.

MGT 4330, section 751, OPERATIONS MGT. 3.00 credit hours. 40 enrolled.

MGT 4330, section 752, OPERATIONS MGT. 3.00 credit hours. 40 enrolled.

MGT 4330, section 253, OPERATIONS MGT. 3.00 credit hours. 61 enrolled.

MGT 4330, section 254, OPERATIONS MGT. 3.00 credit hours. 41 enrolled.

MGT 4330, section 255, OPERATIONS MGT. 3.00 credit hours. 40 enrolled.

MGT 4330, section 003, OPERATIONS MGT. 3.00 credit hours. 50 enrolled.

MGT 4330, section 005, OPERATIONS MGT. 3.00 credit hours. 45 enrolled.

MGT 4330, section 010, OPERATIONS MGT. 3.00 credit hours. 42 enrolled.

MGT 4330, section 501, OPERATIONS MGT. 3.00 credit hours. 41 enrolled.

MGT 4330, section 502, OPERATIONS MGT. 3.00 credit hours. 39 enrolled.

MGT 4353, section 251, INTEG FIELD PROJ. 3.00 credit hours. 16 enrolled.

MGT 4330, section 254, OPERATIONS MGT. 3 credit hours. 150 enrolled.

MGT 4353, section 001, INTEG FIELD PROJ. 3 credit hours. 13 enrolled.

MGT 4330, section 003, OPERATIONS MGT. 3 credit hours. 35 enrolled.

MGT 4330, section 005, OPERATIONS MGT. 3 credit hours. 35 enrolled.

MGT 5333, section 001, PROB IN BUS ADMIN. 3 credit hours. 1 enrolled.

MGT 4330, section 501, OPERATIONS MGT. 3.00 credit hours. 40 enrolled.

MGT 4330, section 502, OPERATIONS MGT. 3.00 credit hours. 40 enrolled.

MGT 4353, section 251, INTEG FIELD PROJ. 3 credit hours. 15 enrolled.

MGT 4330, section 254, OPERATIONS MGT. 3 credit hours. 71 enrolled.

MGT 4330, section 003, OPERATIONS MGT. 3.00 credit hours. 40 enrolled.

MGT 4330, section 005, OPERATIONS MGT. 3.00 credit hours. 39 enrolled.

MGT 4330, section 501, OPERATIONS MGT. 3.00 credit hours. 37 enrolled.

MGT 4330, section 502, OPERATIONS MGT. 3.00 credit hours. 37 enrolled.

MGT 4353, section 251, INTEG FIELD PROJ. 3 credit hours. 18 enrolled.

MGT 5333, section 251, PROB IN BUS ADMIN. 3 credit hours. 1 enrolled.

MGT 4353, section 001, INTEG FIELD PROJ. 3 credit hours. 20 enrolled.

MGT 4330, section 501, OPERATIONS MGT. 3.00 credit hours. 39 enrolled.

MGT 4353, section 251, INTEG FIELD PROJ. 3 credit hours. 22 enrolled.

MGT 4353, section 001, INTEG FIELD PROJ. 3 credit hours. 19 enrolled.

MGT 5333, section 001, PROB IN BUS ADMIN. 3 credit hours. 2 enrolled.

MGT 4330, section 501, OPERATIONS MGT. 3.00 credit hours. 40 enrolled.

MGT 4330, section 502, OPERATIONS MGT. 3.00 credit hours. 41 enrolled.

MGT 4353, section 251, INTEG FIELD PROJ. 3 credit hours. 10 enrolled.

MGT 4330, section 501, OPERATIONS MGT. 3.00 credit hours. 30 enrolled.

MGT 4330, section 502, OPERATIONS MGT. 3.00 credit hours. 31 enrolled.

MGT 4353, section 251, INTEG FIELD PROJ. 3.00 credit hours. 42 enrolled.

MGT 4399, section 501, IND STUDY IN MGMT. 3.00 credit hours. 1 enrolled.

MGT 3361, section 501, SMALL BUS OP & FIN. 3.00 credit hours. 8 enrolled.

MGT 4353, section 251, INTEG FIELD PROJ. 3 credit hours. 19 enrolled.

MGT 4350, section 001, BUS PLAN DEVELOP. 3.00 credit hours. 32 enrolled.

MGT 4399, section 001, IND STUDY IN MGMT. 3.00 credit hours. 7 enrolled.

MGT 3361, section 003, SMALL BUS OP & FIN. 3.00 credit hours. 34 enrolled.

MGT 4330, section 753, OPERATIONS MGT. 3 credit hours. 33 enrolled.

MGT 4350, section 251, BUS PLAN DEVELOP. 3 credit hours. 42 enrolled.

MGT 4399, section 254, IND STUDY IN MGMT. 3 credit hours. 7 enrolled.

MGT 4353, section 251, INTEG FIELD PROJ. 3 credit hours. 18 enrolled.

MGT 4350, section 001, BUS PLAN DEVELOP. 3.00 credit hours. 37 enrolled.

MGT 4353, section 001, INTEG FIELD PROJ. 3.00 credit hours. 23 enrolled.

MGT 4399, section 504, IND STUDY IN MGMT. 3.00 credit hours. 1 enrolled.

MGT 4330, section 501, OPERATIONS MGT. 3.00 credit hours. 30 enrolled.

MGT 4350, section 251, BUS PLAN DEVELOP. 3.00 credit hours. 25 enrolled.

MGT 4399, section 251, IND STUDY IN MGMT. 3.00 credit hours. 1 enrolled.

MGT 4399, section 252, IND STUDY IN MGMT. 3.00 credit hours. 5 enrolled.

MGT 4399, section 253, IND STUDY IN MGMT. 3.00 credit hours. 1 enrolled.

MGT 4399, section 254, IND STUDY IN MGMT. 3.00 credit hours. 1 enrolled.

MGT 4399, section 255, IND STUDY IN MGMT. 3.00 credit hours. 1 enrolled.

MGT 3362, section 251, ISSUES IN FAM BUS. 3.00 credit hours. 31 enrolled.

MGT 5333, section 256, PROB IN BUS ADMIN. 3.00 credit hours. 1 enrolled.

MGT 4350, section 001, BUS PLAN DEVELOP. 3.00 credit hours. 29 enrolled.

MGT 4350, section 002, BUS PLAN DEVELOP. 3.00 credit hours. 14 enrolled.

MGT 4399, section 002, IND STUDY IN MGMT. 3.00 credit hours. 1 enrolled.

MGT 4390M, section 001, INTEG FIELD PROJ. 3.00 credit hours. 16 enrolled.

MGT 3362, section 501, ISSUES IN FAM BUS. 3.00 credit hours. 38 enrolled.

MGT 4330, section 502, OPERATIONS MGT. 3.00 credit hours. 31 enrolled.

MGT 4351, section 252, APPLIED ENTREP. 3.00 credit hours. 8 enrolled.

MGT 4350, section 251, BUS PLAN DEVELOP. 3.00 credit hours. 21 enrolled.

MGT 4399, section 251, IND STUDY IN MGMT. 3.00 credit hours. 1 enrolled.

MGT 4390M, section 251, INTEG FIELD PROJ. 3.00 credit hours. 10 enrolled.

MGT 5333, section 251, PROB IN BUS ADMIN. 3.00 credit hours. 3 enrolled.

MGT 4350, section 001, BUS PLAN DEVELOP. 3.00 credit hours. 18 enrolled.

MGT 4399, section 001, IND STUDY IN MGMT. 3.00 credit hours. 1 enrolled.

MGT 4330, section 001, OPERATIONS MGT. 3.00 credit hours. 45 enrolled.

MGT 4330, section 002, OPERATIONS MGT. 3.00 credit hours. 46 enrolled.

MGT 5333, section 003, PROB IN BUS ADMIN. 3.00 credit hours. 1 enrolled.

MGT 4399, section 505, IND STUDY IN MGMT. 3.00 credit hours. 1 enrolled.

MGT 4399, section 751, IND STUDY IN MGMT. 3.00 credit hours. 1 enrolled.

MGT 5333, section 501, PROB IN BUS ADMIN. 3.00 credit hours. 1 enrolled.

MGT 5333, section 751, PROB IN BUS ADMIN. 3.00 credit hours. 1 enrolled.

MGT 4351, section 252, APPLIED ENTREP. 3.00 credit hours. 18 enrolled.

MGT 4350, section 251, BUS PLAN DEVELOP. 3.00 credit hours. 30 enrolled.

MGT 4399, section 251, IND STUDY IN MGMT. 3.00 credit hours. 1 enrolled.

MGT 4399, section 255, IND STUDY IN MGMT. 3.00 credit hours. 1 enrolled.

MGT 4399, section 256, IND STUDY IN MGMT. 3.00 credit hours. 1 enrolled.

MGT 4399, section 259, IND STUDY IN MGMT. 3.00 credit hours. 1 enrolled.

MGT 5333, section 251, PROB IN BUS ADMIN. 3.00 credit hours. 2 enrolled.

MGT 4330, section 251, PROD & OPER MGT. 3.00 credit hours. 47 enrolled.

MGT 4350, section 001, BUS PLAN DEVELOP. 3.00 credit hours. 27 enrolled.

MGT 4350, section 002, BUS PLAN DEVELOP. 3.00 credit hours. 6 enrolled.

MGT 4399, section 001, IND STUDY IN MGMT. 3.00 credit hours. 3 enrolled.

MGT 4399, section 004, IND STUDY IN MGMT. 3.00 credit hours. 2 enrolled.

MGT 4390M, section 001, INTEG FIELD PROJ. 3.00 credit hours. 14 enrolled.

MGT 4399, section 503, IND STUDY IN MGMT. 3.00 credit hours. 2 enrolled.

MGT 4330, section 501, PROD & OPER MGT. 3.00 credit hours. 35 enrolled.

MGT 4351, section 252, APPLIED ENTREP. 3.00 credit hours. 17 enrolled.

MGT 4350, section 251, BUS PLAN DEVELOP. 3.00 credit hours. 30 enrolled.

MGT 4399, section 251, IND STUDY IN MGMT. 3.00 credit hours. 1 enrolled.

MGT 4330, section 251, PROD & OPER MGT. 3.00 credit hours. 45 enrolled.

MGT 4350, section 001, BUS PLAN DEVELOP. 3.00 credit hours. 34 enrolled.

MGT 4390M, section 001, INTEG FIELD PROJ. 3.00 credit hours. 16 enrolled.

MGT 4330, section 003, PROD & OPER MGT. 3.00 credit hours. 42 enrolled.

MGT 4350, section 751, BUS PLAN DEVELOP. 3.00 credit hours. 10 enrolled.

MGT 4399, section 505, IND STUDY IN MGMT. 3.00 credit hours. 1 enrolled.

MGT 4399, section 751, IND STUDY IN MGMT. 3.00 credit hours. 1 enrolled.

MGT 4330, section 751, PROD & OPER MGT. 3.00 credit hours. 37 enrolled.

MGT 4350, section 251, BUS PLAN DEVELOP. 3.00 credit hours. 26 enrolled.

MGT 4330, section 251, PROD & OPER MGT. 3.00 credit hours. 42 enrolled.

MGT 4330, section 252, PROD & OPER MGT. 3.00 credit hours. 43 enrolled.

MGT 4350, section 001, BUS PLAN DEVELOP. 3.00 credit hours. 33 enrolled.

MGT 4390M, section 001, INTEG FIELD PROJ. 3.00 credit hours. 14 enrolled.

MGT 4330, section 001, PROD & OPER MGT. 3.00 credit hours. 43 enrolled.

MGT 4350, section 251, BUS PLAN DEVELOP. 3.00 credit hours.

MGT 4350, section 252, BUS PLAN DEVELOP. 3.00 credit hours.

MGT 4399, section 251, IND STUDY IN MGMT. 3.00 credit hours.

MGT 4330, section 251, PROD & OPER MGT. 3.00 credit hours.

MGT 4350, section 1, BUS PLAN DEVELOP. 3.00 credit hours.

MGT 4399, section 1, IND STUDY IN MGMT. 3.00 credit hours.

MGT 4330, section 1, PROD & OPER MGT. 3.00 credit hours.

MGT 4399, section 501, IND STUDY IN MGMT. 3.00 credit hours.

MGT 4350, section 251, BUS PLAN DEVELOP. 3.00 credit hours.

MGT 4330, section 251, PROD & OPER MGT. 3.00 credit hours.

MGT 4350, section 1, BUS PLAN DEVELOP. 3.00 credit hours.

MGT 4330, section 1, PROD & OPER MGT. 3.00 credit hours.

MGT 4350, section 251, BUS PLAN DEVELOP. 3.00 credit hours.

MGT 4330, section 251, PROD & OPER MGT. 3.00 credit hours.

MGT 4350, section 1, BUS PLAN DEVELOP. 3.00 credit hours.

MGT 4330, section 1, PROD & OPER MGT. 3.00 credit hours.

MGT 4350, section 251, BUS PLAN DEVELOP. 3.00 credit hours.

MGT 4330, section 251, PROD & OPER MGT. 3.00 credit hours.

MGT 4350, section 1, BUS PLAN DEVELOP. 3.00 credit hours.

MGT 4330, section 1, PROD & OPER MGT. 3.00 credit hours.

MGT 4330, section 501, PROD & OPER MGT. 3.00 credit hours.

MGT 4330, section 502, PROD & OPER MGT. 3.00 credit hours.

MKT 4395, section 252, INDEPENDENT STUDY. 3.00 credit hours.

MGT 4330, section 251, PROD & OPER MGT. 3.00 credit hours.

MGT 3340, section 251, SMALL BUS MGT & EN. 3.00 credit hours.

MGT 4330, section 1, PROD & OPER MGT. 3.00 credit hours.

MGT 3340, section 3, SMALL BUS MGT & EN. 3.00 credit hours.

MGT 4330, section 503, PROD & OPER MGT. 3.00 credit hours.

MGT 3340, section 501, SMALL BUS MGT & EN. 3.00 credit hours.

MGT 4330, section 251, PROD & OPER MGT. 3.00 credit hours.

MGT 3340, section 251, SMALL BUS MGT & EN. 3.00 credit hours.

MGT 4375, section 1, ORG BEH & HUM R. 3.00 credit hours.

MGT 4330, section 1, PROD & OPER MGT. 3.00 credit hours.

Directed Student Learning

Dissertation. (September 2025 - Present).
Advised: Dallas Lee

Dissertation, "Developing diagnostic and pharmaceutical platforms using powerful L-DNA technologies." (October 2023 - Present).
Advised: Mauricio Jemal

Dissertation. (August 2023 - Present).
Advised: Junaid UR

Dissertation, "Viability Study of the BIPV-PCM Microfacility Under Severe Weather Conditions." (May 2021 - May 2023).
Advised: Amanda Gregory

Dissertation, "How Adult Entrepreneurs Perceive and Resolve Differences in their Own and Others' Assessments of Their Entrepreneurial Competence: A Study of Self-directed Learning and Coping." (January 2021 - May 2023).
Advised: Peggy Richmond

Honor's Thesis. (August 2020 - December 2020).
Advised: Milana Ramkissoon

Honor's Thesis, "Art Program Event for Teenagers." (January 2020 - May 2020).
Advised: Jazmine Beatty

Independent Study, "Honors - Customer Development Arts Program." (August 2019 - December 2019).
Advised: Jazmine Beatty

Independent Study, "Business Plan Development for Arts Program." (January 2019 - May 2019).
Advised: Jazmine Beatty

"The feasibility of shipping container hydroponic farming systems for food production and STEM education in universities." (January 2017 - December 2018).
Advised: Marcella Juarez

(October 2016 - May 2017).
Advised: Frances Brunner

"Banner Distilling." (January 2016 - June 2016).
Advised: Adela Moreno

"Banner Distilling." (January 2016 - June 2016).
Advised: Anthony Moreno

"Student Consulting Project." (January 2016 - June 2016).
Advised: Benito Salazar

"Banner Distilling." (January 2016 - June 2016).
Advised: Dennis Keith Kelley

"Banner Distilling." (January 2016 - June 2016).
Advised: Jessica Somers

"Autonomy in the Workplace." (January 2016 - May 2016).
Advised: Brian Hubbard

"Integrated Field Projects." (January 2016 - May 2016).
Advised: Jack Guenther

"Wilhite Performance." (January 2016 - May 2016).
Advised: Jacob Wilhite

"Banner Distillery." (January 2016 - May 2016).
Advised: Jennifer Devries, Adela Moreno, Antonio Moreno

"Nibble." (January 2016 - May 2016).
Advised: Tyler Borders

"Transforming Leadership in Healthcare Through Feminism." (August 2015 - May 2016).
Advised: Jenna Stewart

"Transitioning from Family Owned Business to Private Sector." (August 24, 2015 - December 2015).
Advised: David McCarley

"Business Plan: Event Planning." (January 2015 - May 2015).
Advised: Holly Carrico

"Business Plan: Math Camp Growth Strategy." (January 2015 - May 2015).
Advised: Seth Bleiler, Nicholas Jones, Chelsea Watkins

"Perceptions of Social Media in the Agricultural Industry." (January 24, 2014 - January 2015).
Advised: Lauren Robinson

"Business Plan: Airplane Engine Maintenance." (August 2014 - December 2014).
Advised: Anthony Pakutka

"Business Plan Development: HUB." (August 2014 - December 2014).
Advised: Tyler Chase

"Marketing Plan Development for a Local Businesses." (June 2014 - August 2014).
Advised: Christopher Gonzalez

"Development of Effective Communications." (June 2014 - August 2014).
Advised: Jeffrey Krueger

"Marketing Plan: Website Development." (June 2014 - August 2014).
Advised: Lauren Robinson

"Marketing Plan Development for Pumpkin Patch Project." (June 2014 - July 2014).
Advised: Lauren Robinson

"Graduate: Entrepreneurship/Financial Project." (January 2014 - May 2014).
Advised: Ernest J Horn, Jessica Simon

"Business Plan: Whiskey/Moonshine." (January 2014 - May 2014).
Advised: Islet Eric

"Business Plan: Pet Day Care." (January 2014 - May 2014).
Advised: Kari Bosien

"Business Plan: Massage." (January 2014 - May 2014).
Advised: Lindsay Page

"Marketing Plan: Custom Welding Business." (January 2014 - May 2014).
Advised: Tobias Visser

"Business Plan: Each Student Had their own Business." (August 2013 - December 2013).
Advised: Drake Ballard, Marco Irmer, Dean Thomas, Nicole Wind

"Marketing Plan: Non-Profit Business." (August 2013 - December 2013).
Advised: Ruth Ajayi

"Business Plan: Each Student Had their own Business." (May 2013 - August 2013).
Advised: Kayla Qualls, Shehzad Ahmad

"Business Plan: Exploration New Business Opportunities." (January 2013 - May 2013).
Advised: David Cother

"Dreams to Reality." (September 2009 - May 2010).
Advised: Katherine Blatzer

Non-Credit Instruction Taught

Profit Mastery Certification Workshop. (2024).

Profit Mastery Certification Workshop. (2023).

Profit Mastery Certification Workshop. (2022).

Continuing Education, Business Valuation, Frost Bank, Oct. 2204, 2025

Service-Learning Fellow - Incorporating an innovative teaching method that engages students with community partners, impacting students, faculty, communities, and universities. Texas State University. (January 15, 2017 - April 30, 2017).

Service-Learning Fellow - Incorporating an innovative teaching method that engages students with community partners, impacting students, faculty, communities, and universities. (September 1, 2016 - December 31, 2016).

Texas Rural Challenge Student Business Plan Competition. (May 15, 2015 - August 31, 2015).

Service-Learning Fellow - Incorporating an innovative teaching method that engages students with community partners, impacting students, faculty, communities, and universities. (January 15, 2015 - April 30, 2015).

Texas Rural Challenge Student Business Plan Competition. (May 15, 2014 - August 31, 2014).

Profit Mastery Certification Workshop Certification, 6 participants. (May 2, 2014 - May 4, 2014).

Service-Learning Fellow - Incorporating an innovative teaching method that engages students with community partners, impacting students, faculty, communities, and universities. Texas State University. (January 15, 2014 - April 30, 2014).

Seminar, Profit Mastery, 6 participants. (April 10, 2014 - April 29, 2014).

Service-Learning Fellow - Incorporating an innovative teaching method that engages students with community partners, impacting students, faculty, communities, and universities. Texas State University. (September 1, 2013 - December 31, 2013).

Faculty Development Activities Attended

Continuing Education Program, “Excel Unleashed: AI for Valuation and Forensic Professional”, NACVA, June 2026

Continuing Education Program, “The Law, the Legal Process, and Expert Witnesses” NACVA, June 2026

Continuing Education Program, “Understanding ESOPs – Structure, Valuation, & Suitability”, NACVA, May 2026

Continuing Education Program, “Around the Valuation World,” NACVA, Sept. 2025

Continuing Education Program, “Cryptocurrency in Litigation Practice: Tips and Pitfalls for the Financial Forensics Practitioner”, NACVA, Sept. 2025

Continuing Education Program, “Marketing in an Apocalypse: Creating Success in Demanding Times”, NACVA, Sept. 2025

Continuing Education Program, “More Case Study than Case Law”, NACVA, Sept. 225

Continuing Education Program, “The Impact of Tariffs on Small Business Valuations: Risks, Realities, and Best Practices”, NACVA, Sept. 2025

Continuing Education Program," Unimpeachable Rebuttal", NACVA, Sept. 2025

Continuing Education Program, "Getting Personal with Persona Goodwill", NACVA, Sept. 2025

Continuing Education Program," Myth Busting DLOM Measures", NACVA, Sept. 2025

Continuing Education Program, "What you Need to Know Abiut Becoming or Working With a Court-Appointed Neutral", NACVA, Sept. 2025

Continuing Education Program, "Excel Unleashed: AI for Valuation and Forensic Professionals", NACVA, September 2025

Continuing Education Program, "Around the Valuation World", NACVA, August 2025

Continuing Education Program, "Briefs, Behavior, and Fraud in Valuations," NACVA, August 2025

Continuing Education Program, "AI Meets Compliance: Customizing AI for Report Review", NACVA, August 2025

Continuing Education Program, "Scale Smarter, Not Harder: Leveraging AI to Grow your Valuation Practice", NACVA, July 2025

Continuing Education Program, "Around the Valuation World," NACVA, July 2025

Continuing Education Program, "Custom AI for Trial and Mediation Success", NACVA, July 2025

Continuing Education Program, "Around the Valuation World," NACVA, June 2025

Continuing Education Program, "Matrimonial Litigation: Valuation Issues in Matrimonial Engagements", NACVA, June 2025

Continuing Education Program, "NACVA 2025 Governance Board Orientation – Roles, Responsibilities, and Resources," NACVA, June 2025

Continuing Education Program, "Your AI Valuation Assistant: How to Build It, NACVA, June 2025

Continuing Education Program, Around the Valuation World," NACVA, May 2025

Continuing Education Program, "Around the Valuation World International," NACVA, April 2025

Continuing Education Program, "Business and Intellectual Property Damages", NACVA, April 2025

Continuing Education Program, "Around the Valuation World", NACVA, April 2025

Continuing Education Program, "State of the Valuation Profession", NACVA, February 2025

Continuing Education Program, "Patent Infringement Damages and Related Economic Concepts", NACVA, February 2025

Continuing Education Program, "Around the Valuation World International", NACVA, January 2025

Continuing Education Program, "Around the Valuation World International", NACVA, December 2024

Continuing Education Program, "Discount Rates for Lost Profits: Why So Many Differing Rates?", NACVA, December 2024

Continuing Education Program, "AI in Valuation: Streamlining Workflows with Agent-based data extraction and review," Business Valuation Resources. (December 2024 - Present).

Continuing Education Program, "Around the Valuation World," National Association of Certified Valuators and Analysts. (November 2024 - Present).

Continuing Education Program, "ESOP: Nuts + Bolts," National Association of Certified Valuators and Analysts. (November 2024 - Present).

Workshop, "Branding with Intention: Accelerate Your Productivity and Profit," National Association of Divorce Professionals. (November 2024 - Present).

Workshop, "Hey ChatGPT, What Can You Do For Me?" Quick, Ethical, and Effective AI Tool Integration," National Association of Divorce Professionals. (November 2024 - Present).

Continuing Education Program, "Marketability Discounts: Expanding on Mandelbaum," International Society of Business Appraisers. (October 2024 - Present).

Continuing Education Program, "Unraveling Financial Deception: Divorce Case Study for Experts," Business Valuation Resources. (October 2024 - Present).

Continuing Education Program, "Around the Valuation World," National Association of Certified Valuators and Analysts. (September 2024 - Present).

Continuing Education Program, "The Power of Storytelling for the Expert Witness," National Association of Certified Valuators and Analysts. (August 2024 - Present).

Continuing Education Program, "Cash Flow in Business Appraisal," International Society of Business Appraisers. (July 2024 - Present).

Continuing Education Program, "Around the Valuation World," National Association of Certified Valuators and Analysts. (June 2024 - Present).

Continuing Education Program, "Recent Developments in the Business Appraisal Profession," International Society of Business Appraisers. (January 2024 - Present).

Continuing Education Program, "Business Valuation Case Analysis," National Association of Certified Valuators and Analysts. (December 2023 - Present).

Continuing Education Program, "Dealing with Court Delays, BV Adjustments, and Other Emerging Financial Issues in Divorce in 2023," National Association of Certified Valuators and Analysts. (December 2023 - Present).

Continuing Education Program, "Discount for Lack of Marketability: Margrabe Options Approach," National Association of Certified Valuators and Analysts. (December 2023 - Present).

Continuing Education Program, "Expert Witness Boot Camp," National Association of Certified Valuators and Analysts. (December 2023 - Present).

Continuing Education Program, "How Effective Experts Best Serve the Litigants, Counsel, and the Trier(s) of Fact," National Association of Certified Valuators and Analysts. (December 2023 - Present).

Self-Study Program, "Divorce Valuations: Who Owns the Personal Goodwill?," National Association of Certified Valuators and Analysts. (October 2023 - Present).

Continuing Education Program, "Use of the CVA and MAFF," National Association of Certified Valuators and Analysts. (August 2023 - Present).

Continuing Education Program, "How to Comply with IRS Revenue Ruling 59-60," International Society of Business Appraisers. (May 2023 - Present).

Continuing Education Program, "Report Writing: Review and Analysis," National Association of Certified Valuators and Analysts. (March 2023 - Present).

Continuing Education Program, "Report Writing: Review and Analysis," National Association of Certified Valuators and Analysts. (March 2023 - Present).

Continuing Education Program, "BVM Pro Tips and Tricks: Creating Better Valuations in Less Time," National Association of Certified Valuators and Analysts. (January 2023 - Present).

Continuing Education Program, "Introduction to Exit Planning," National Association of Certified Valuators and Analysts. (January 2023 - Present).

Continuing Education Program, "Tri-Annual Recertification," National Association of Certified Valuators and Analysts. (January 2023 - Present).

Continuing Education Program, "Choose Your Own Adventure - Partner Buyout," International Society of Business Appraisers. (December 2022 - Present).

Continuing Education Program, "DEAL STATS PART 2 - In-Depth Search Features Plus Other Tools," International Society of Business Appraisers. (January 2022 - Present).

Continuing Education Program, "Digital Marketing – What Works and Why," International Society of Business Appraisers. (January 2022 - Present).

Continuing Education Program, "DEALSTATS - The Market Database and How to Use It," International Society of Business Appraisers. (November 2021 - Present).

Continuing Education Program, "Business Valuation Discounts and Premiums," International Society of Business Appraisers. (October 2021 - Present).

Continuing Education Program, "What's Up with The Build-Up Method," International Society of Business Appraisers. (October 2021 - Present).

Conference Attendance, "Texas Rural Challenge," UTSA SBDC. (July 17, 2018 - Present).

Continuing Education Program, "AI Meets Compliance: Customizing AI for Report Review," National Association of Certified Valuators & Analysts. (August 6, 2026 - August 6, 2025).

Continuing Education Program, "Around the Valuation World," National Association of Certified Valuators & Analysts. (December 16, 2025).

Continuing Education Program, "Around The Valuation World," National Association of Certified Valuators & Analysts. (September 15, 2025).

Continuing Education Program, "Cryptocurrency in Litigation Practice: Tips and Pitfalls for the Financial Forensics Practitioner," National Association of Certified Valuators & Analysts, Salt Lake City, UT, United States. (September 12, 2025).

Continuing Education Program, "Getting Personal with Personal Goodwill," National Association of Certified Valuators & Analysts, Salt Lake City, UT, United States. (September 12, 2025).

Continuing Education Program, "Marketing in an Apocalypse: Creating Success in Demanding Times," National Association of Certified Valuators & Analysts, Salt Lake City, UT, United States. (September 12, 2025).

Continuing Education Program, "More Case Study than Case Law," National Association of Certified Valuators & Analysts, Salt Lake City, UT. (September 12, 2025).

Continuing Education Program, "The Impact of Tariffs on Small Business Valuation: Risks, Realities, and Best Practices," National Association of Certified Valuators & Analysts, Salt Lake City, UT, United States. (September 12, 2025).

Continuing Education Program, "Unimpeachable Rebuttal," National Association of Certified Valuators & Analysts, Salt Lake City, UT. (September 12, 2025).

Continuing Education Program, "Myth Busting DLOM Measures," National Association of Certified Valuators & Analysts, Salt Lake City, UT, United States. (September 11, 2025).

Continuing Education Program, "What You Need to Know About Becoming a Court-Appointed Neutral," National Association of Certified Valuators & Analysts, Salt Lake City, UT. (September 11, 2025).

Continuing Education Program, "Excel Unleashed: AI for Valuation & Forensic Professionals," National Association of Certified Valuators & Analysts. (September 3, 2025).

Continuing Education Program, "Around the Valuation World," National Association of Certified Valuators & Analysts. (August 18, 2025).

Continuing Education Program, "Beliefs, Behavior, & Fraud in Valuations," National Association of Certified Valuators & Analysts. (August 18, 2025).

Continuing Education Program, "Scale Smarter, Not Harder: Leveraging AI to Grow Your Valuation Practice," National Association of Certified Valuators & Analysts. (July 23, 2025).

Continuing Education Program, "Around the Valuation World," National Association of Certified Valuators & Analysts. (July 21, 2025).

Continuing Education Program, "Custom AI for Trial and Mediation Success," National Association of Certified Valuators & Analysts. (July 9, 2025).

Continuing Education Program, "Around the Valuation World," National Association of Certified Valuators & Analysts. (June 23, 2025).

Continuing Education Program, "Matrimonial Litigation: Valuation Issues in Matrimonial Engagements," National Association of Certified Valuators & Analysts. (June 19, 2025 - June 10, 2025).

Continuing Education Program, "Matrimonial Litigation: Forensic Accounting in Matrimonial Cases," National Association of Certified Valuators & Analysts. (June 17, 2025).

Continuing Education Program, "Governance Board Orientation - Roles, Responsibilities & Resources," National Association of Certified Valuators & Analysts. (June 12, 2025).

Continuing Education Program, "Your AI Valuation Assistant: How to Build It," National Association of Certified Valuators & Analysts. (June 11, 2025).

Continuing Education Program, "Around the Valuation World," National Association of Certified Valuators & Analysts. (May 19, 2025).

Continuing Education Program, "Around the Valuation World," National Association of Certified Valuators & Analysts. (April 28, 2025).

Continuing Education Program, "Business and Intellectual Property Damages," National Association of Certified Valuators & Analysts. (April 28, 2025).

Continuing Education Program, "Around the Valuation World," National Association of Certified Valuators & Analysts. (April 21, 2025).

Workshop, "Success: Strategies for Asynchronous Teaching," Texas State. (April 16, 2025).

Continuing Education Program, "State of the Valuation Profession," National Association of Certified Valuators & Analysts. (February 24, 2025).

Continuing Education Program, "Patent Infringement Damages & Related Economic Concepts," National Association of Certified Valuators & Analysts. (February 1, 2025).

Continuing Education Program, "Around the Valuation World," National Association of Certified Valuators & Analysts. (January 20, 2025).

Continuing Education Program, "Around the Valuation World," National Association of Certified Valuators and Analysts. (December 2024 - 2024).

Continuing Education Program, "Discount Rates for Lost Profits: Why So Many Rates?," National Association of Certified Valuators and Analysts. (December 2024 - 2024).

Continuing Education Program, "ESOP Valuation Basics," National Association of Certified Valuators and Analysts. (November 2024 - 2024).

Continuing Education Program, "Discount Rates for Lost Profits: Why So Many Differing Rates?," National Association of Certified Valuators & Analysts. (December 2, 2024).

Continuing Education Program, "Greenville Inter-City Visit," San Marcos Chamber of Commerce & Texas State, Greenville, SC. (May 20, 2018 - May 22, 2018).

Conference Attendance, "State of Small Business," City of Austin Small Business, Austin, TX, United States. (April 30, 2018).

Continuing Education Program, "Why Cybersecurity Matters to Your Business," San Marcos Chamber of Commerce, San Marcos, United States. (March 17, 2018).

Conference Attendance, "WiSE - Women in Science and Engineering," San Marcos, TX, United States. (March 2, 2018).

Continuing Education Program, "Homeland Security," San Marcos Chamber of Commerce. (February 2018).

Institute, "Southern Campus Compact," Campus Compact. (February 2018).

Continuing Education Program, "SW I-Corps Node Closing Workshop," SW I-Corps Node, Austin, TX, United States. (February 22, 2018).

Continuing Education Program, "Dr. Sara Brand: The Next Big Opportunity as Investors and Investments," Incubator for Innovation and Impact, Austin, TX, United States. (February 8, 2018).

Continuing Education Program, "SW I-Corps Node Mid-Term Review," SW I-Corps Node, Austin. (February 8, 2018).

Continuing Education Program, "2017 Live2Lead," Live2Lead, San Marcos, United States. (October 6, 2017).

Continuing Education Program, "Ready, Set, Launch," Texas State SBDC, San Marcos, TX, United States. (September 7, 2017).

Conference Attendance, "Grants and Ag Stakeholder Conference," Texas State Agriculture Department and Office of Research and Development, San Marcos, TX, United States. (August 10, 2015).

Continuing Education Program, "Foundations of Online Teaching," Texas State University, San Marcos, TX, United States. (July 11, 2015 - July 22, 2015).

Workshop, "Foundations of Online Teaching," TXST University. (July 11, 2015 - July 22, 2015).

Workshop, "Ready Set Launch," SBDC, SCORE, Big Austin, SM Chamber, San Marcos, TX, United States. (June 24, 2015).

Exploratory Grant Meeting, "Meeting with Texas USDA," Temple, TX, United States. (June 3, 2015).

Seminar, "NSF I-Corp," Texas State VP of Research & Federal Relations. (May 11, 2015).

Seminar, "LeaderCast 2015," San Marcos Chamber of Commerce. (May 8, 2015).

Workshop, "USDA Grant Opportunities," Texas State university: Office of Research Development. (May 7, 2015).

Conference Attendance, "Google Local U," Google, Austin, TX, United States. (November 3, 2014).

Seminar, "Cyber Security & Protecting Intellectual Property: Risks & Threats," University of Texas, Austin, TX, United States. (September 4, 2014).

Workshop, Texas State University. (July 2014).

Workshop, Texas State University. (June 2014).

Workshop, "GATO Training I," Texas State University. (June 2014).

Continuing Education Program, "Dealing with Difficult People," Fred Pryor Seminars, Austin, TX, United States. (June 11, 2014).

Continuing Education Program, "Profit Mastery," Profit Mastery University, Seattle, OR, United States. (April 2013 - May 2013).

Continuing Education Program, "Google Local/U," Google, Austin, TX, United States. (February 6, 2013).

University Service

Committee Member, Department of Management Curriculum Committee. (October 2024 - Present).

Undergraduate Advisor, National Society of Leadership and Success. (December 2020 - Present).

Graduate Advisor, MSEC. (August 2020 - Present).

Member, Budget Committee. (October 2024 - May 2027).

Member, New Ventures. (October 2018 - December 2024).

Member, Search Committee Department Chair. (September 2024 - November 2024).

Member, SLE Program Advisory Board. (August 2016 - 2023).

Committee Member, Entrepreneur Faculty Search Committee. (March 2023 - May 2023).

Graduate Advisor, Women in Business. (December 2020 - 2022).

Task Force Member, EverGreen Advisory Board. (October 2016 - 2022).

Director, Office for Service-Learning Excellence. (September 1, 2015 - 2022).

Member, Search Committee Department Chair. (September 2021 - May 2022).

Organizer, Women's Entrepreneurship Week. (September 2017 - December 2020).

Advisory Board Member, Council for Community and Interdisciplinary Research Groups. (September 2017 - May 2020).

Faculty Advisor, Phi Beta Lambda. (December 2015 - May 2018).

Committee Member, 3 Day Startup. (January 13, 2014 - May 2018).

Chairperson, Budget Committee. (October 2012 - May 2017).

Student Org Advisor (Professional Org), Epsilon Nu Tau. (December 2009 - May 2016).

Committee Member, Entrepreneur Faculty Search Committee. (August 2015 - October 2015).

Committee Member, Search Committee: Ag Business & Management. (April 2015 - September 2015).

Faculty Advisor, Collegiate Entrepreneur's Organization. (August 2014 - September 2015).

Committee Member, Athletics Advisory Council. (August 2013 - August 2015).

Committee Member, Masters Oral Exam Committee. (January 2015 - May 2015).

Committee Member, Academic Affairs Budget Committee. (October 2012 - May 2015).

Committee Member, Faculty Handbook Committee. (August 2012 - May 2015).

Committee Chair, Matt & Jodi Edgar Undergraduate Texas State Business Plan Competition. (December 2014 - April 2015).

Committee Member, Department of Management Curriculum Committee. (2008 - 2010).

Committee Member, Academic Standards Committee. (2008 - 2010).

Faculty Advisor, Alpha Kappa Psi. (August 2006 - May 2010).

University Senate Service, Faculty Senate. (November 2008 - May 2009).

College Liaison, Faculty Senate. (2006 - 2008).

Professional Service

Member, NACVA: Valuation Certification Board. (2025 – Present)

Officer, Small Business Institute - Student Paper of the Year Award. (February 2020 - Present).

VP Research & Publications, Small Business Institute. (February 2020 - Present).

Facilitator, Profit Mastery University, San Marcos, TX. (December 2013 - 2025).

Reviewer / Referee, Journal of Small Business Strategy. (August 2024 - October 2024).

Reviewer / Referee, Journal of Small Business Strategy. (January 2024 - March 2024).

Reviewer / Referee, Journal of Small Business Strategy. (March 2023 - May 2023).

Member, Women Entrepreneurship Week. (September 2022 - November 2022).

Judge, Baylor University New Venture Business Plan Competition, Waco, TX. (November 2013 - 2019).

Committee Member, Texas Rural Challenge Business Plan Competition, Austin, TX. (November 2013 - 2017).

FEASIBILITY JUDGE, MATH CAMP, TEXAS STATE UNIVERSITY, SAN MARCOS, TX. (July 2014).

Editorial Review Board Member, Journal of Healthcare Marketing. (2005 - 2012).

Editorial Review Board Member, Journal of Business and Behavioral Sciences. (2004 - 2012).

Reviewer, Journal Article, Journal of Contemporary Issues. (2004 - 2012).

Reviewer, Journal Article, Journal of Health Care Management. (2004 - 2012).

Public Service

Member, Collaborative Divorce Professionals. (October 2024 - Present).

Speaker, Figure 8 Deal Makers. (October 2024 - 2025).

Member, Trusted Professional Advisor. (March 2024 - 2025).

Member, National Association of Divorce Professionals. (September 2023 - Present).

Officer, ProVisors. (July 2023 - Present).

Member, Association for Corporate Growth, Austin, TX. (March 2023 - Present).

Board Member, Scale to the Next Level, Austin, TX. (February 2022 - Present).

Member, Austin Technology Incubator (ATI), tx, TX. (February 2020 - Present).

Volunteer, Mass Challenge Austin/Houston. (2017 - Present).

Speaker, Austin Youth Chamber: REverse Pitch I-Corps Program. (June 2023).

Speaker, Austin Youth Chamber: REverse Pitch I-Corps Program. (June 2022).

Speaker, Austin Youth Chamber: REverse Pitch I-Corps Program. (April 2021).

Speaker, TXST Athletics: Hustle University. (February 2021 - March 2021).

City of Austin - Challenge Studio I-Corps Program. (December 2020 - February 2021).

Board Member, Aspire to Be Foundation, Austin, TX. (June 2012 - July 2019).

Member, Greater San Marcos Partnership - Entrepreneurial Committee, San Marcos, TX. (June 2018 - March 2019).

Committee Member, San Marcos Chamber of Commerce, San Marcos, TX. (August 2011 - March 2019).

Chair, San Marcos Chamber of Commerce Business Advisory Committee, San Marcos, TX. (September 2017 - February 2019).

Chair, Mermaid Society, San Marcos, TX. (May 30, 2017 - October 2018).

Committee Member, Texas Rural Challenge, Austin, TX. (December 2014 - 2017).

Committee Member, Texas Rural Challenge Student Competition, SAN ANTONIO, TX. (November 2013 - 2017).

Session Chair, Governor's Small Business Forum, San Marcos, TX. (August 26, 2015).

MODERATOR, GREATER SAN MARCOS PARTNERSHIP, SAN MARCOS, TX. (May 2014 - July 2014).

Session Chair, Governor's Small Business Forum, San Marcos, TX. (June 2014).

Board Member, Epsilon Nu Tau Foundation, Austin, TX. (June 2010 - June 2012).

Board Member, The Walter Diez Molina Foundation. (2007 - 2010).

Committee Member, Reel Women in Film. (1997 - 2005).

Committee Member, Austin Circle of Theatres. (1990 - 2005).