

# BIOS

## Phillip Davis, Ph.D. – Program Instructor

Phil is an Assistant Professor in the McCoy College of Business at Texas State University. He currently teaches strategic management and business policy. Phil earned a doctoral degree in Business Administration from the University of North Texas, a master of business administration (MBA) with an emphasis in Operations Management and a Bachelor of Science in Industrial Engineering, both from Clemson University. Phil's prior experience includes 14 years in banking, manufacturing, and transportation. During his time in industry, he worked through various levels of management and executive leadership in operations, supply chain management, and enterprise strategy.

Phil's research focuses on organizational capabilities and small business management. His research has been published in several journals including: *Journal of Small Business Strategy*, *Journal of Business Strategies*, *Journal of Marketing and Strategic Management*, and *Journal of Small Business Management*.

## William T. Chittenden, Ph.D. – Program Instructor

Dr. William T. Chittenden is the Associate Dean for Graduate Programs in the McCoy College of Business at Texas State University. Dr. Chittenden earned a B.B.A. in Finance and an M.S. in Economics from the University of Texas at El Paso, and a Ph.D. in Finance from Texas Tech University. Dr. Chittenden is also on the faculty of the Southwestern Graduate School of Banking at Southern Methodist University. He has been quoted on KUT radio, in *USA Today*, the *Austin American-Statesman*, and other national and regional periodicals.

He has served as a consultant to the Bank of Montreal/Harris, ABN/AMRO, Household International, Fitzsimons Federal Credit Union, TAP Pharmaceuticals, Ozona Bank, and other regional, national, and international firms. He speaks regularly to professional organizations across the United States and Canada on a variety of financial and economic topics.

## Sam Lee, Ph.D. – Program Instructor

Hsun-Ming (Sam) Lee is an Associate Professor in the Department of Computer Information Systems and Quantitative Methods at Texas State University. He earned his Ph.D. and M.S. in Industrial Engineering from Arizona State University, and B.S. in Applied Mathematics from Tatung University in Taiwan. Sam teaches courses in emerging information technology fields: mobile applications development and business intelligence technologies.

Much of his research has been on addressing practical problems through the design of an integrated information system. His studies have contributed to the development of data warehouses in coordinated supply chains, networks of practice for e-mentoring, and mobile application analytics via electronic word of mouth. His work has been published in *Decision Support Systems*, *International Journal of Knowledge-Based Organizations*, *Expert Systems with Applications*, and *Journal of Computer Information Systems*.

## Francis A. Méndez Mediavilla, Ph.D. – Program Instructor

Dr. Francis A. Méndez Mediavilla is a Professor of Statistics in the Department of Computer Information Systems and Quantitative Methods at Texas State University. He has been at Texas State University since July 2005. Dr. Méndez received his Ph.D. in Management Science from Rutgers, The State University of New Jersey, in 2005. He holds a Bachelor's in Business Administration in Finance, Management Information Systems and a Master's in Business Administration in Quantitative Methods from the University of Puerto Rico. Dr. Méndez is an Accredited Professional Statistician by the American Statistical Association. He is an associate of the Center for High Performance Systems at Texas State University.

Dr. Méndez has published in the *Journal of Applied Statistics*, *Journal of Industrial and Management Optimization*, *Journal of Computer Information Systems*, *British Journal of Management*, *International Journal of Productivity and Performance Management*, and *IEEE Transactions in Semiconductor Manufacturing* among others. His main current research interests include analysis of spatial time series in time-motion studies.

## Christina Moore, M.S. – Program Instructor

Christina has an extensive corporate and consulting background in strategic communication, public relations, and leadership spanning 30+ years. Since 2013, she has specialized in bringing real-world experience to the business management classrooms of Texas State University. Christina holds an M.S. in Organizational Leadership and Ethics from St. Edward's University. Her undergraduate degree is also from St. Edward's: an Honors BBA in Marketing. Additionally, she is accredited in public relations by the Public Relations Society of America.

Christina also runs her own business. Her special talent is helping global organizations manage the people side of large-scale change. For 20 years, Christina developed and delivered custom courses for the continuing-ed department at The University of Texas at Austin. Through UT, she has delivered certificate programs on strategic and interpersonal communication, change management, and team building at organizations such as ERS, LCRA, TCEQ, and TRS.

## Kay Nicols, Ph.D. – Program Instructor

Dr. Kay Nicols is Assistant Chair of the Management Department in the McCoy College of Business. She is an Associate Professor, on the management faculty at Texas State since 2002. Dr. Nicols earned her Ph.D. in Management from Texas A&M University in 1998. She also holds a Bachelor's in Business Administration in Finance from Texas A&M and worked in banking and investments for six years.

Over her 20-year career in academia, Dr. Nicols has taught classes at both the undergraduate and graduate levels in human resource management, organizational staffing, human resource information systems, organizational behavior, and research methods. Dr. Nicols' research interests include strategic human resource management, contingent employment, and employee engagement.

## Alexis Brown Stokes, J.D. – Program Instructor

Alexis is Associate Professor of Business Law at Texas State University. She earned her B.A. in Economics, Political Science, and Managerial Studies, cum laude, from Rice University, and her J.D. from Harvard Law School, where she served as president and editor-in-chief of the *Harvard Journal on Legislation*. Before joining Texas State in 2005, Alexis worked as a briefing attorney for the Supreme Court of Texas and practiced complex commercial litigation and international arbitration in Houston, where she also served as Adjunct Professor of Law at the University of Houston Law Center.

Alexis teaches graduate courses in organizational performance and international business law, and undergraduate courses in the legal environment of business. Her scholarship focuses on corporate governance, securities regulation, employment law, and international arbitration. She has been a certified mediator since 1997 and is admitted to practice law in Texas.

## Rob Konopaske, Ph.D. – Program Coordinator

Rob is the Director of the Institute for Global Business and an Associate Professor of Management in the McCoy College of Business Administration at Texas State University. He has taught numerous undergraduate, graduate, and executive-level courses, including: management of organizations, organizational performance and competitive advantage, human resource management, organizational behavior, and international human resources management. Rob earned his doctoral degree in Business Administration (Management) at the University of Houston, a master's in International Business Studies (MIBS) degree from the University of South Carolina, and a BA degree from Rutgers University (Phi Beta Kappa).

Rob's research focuses on intergenerational differences in the workplace and emerging global assignments. His research has been published in the *Journal of Applied Psychology*, *Academy of Management Executive*, *Journal of Business Research*, *Human Resource Management*, and *Management International Review*. He speaks Spanish and Portuguese, and brings business students on summer Study Abroad programs to South America and Europe.



McCOY COLLEGE OF BUSINESS  
TEXAS STATE UNIVERSITY

# 2<sup>nd</sup> Annual Advanced Managerial Leadership

CERTIFICATE PROGRAM

Sponsored by the Institute for Global Business

For more information, contact Dr. Rob Konopaske (Program Director) at [rkonopaske@txstate.edu](mailto:rkonopaske@txstate.edu).

## PROGRAM OVERVIEW

The McCoy College Institute for Global Business is pleased to announce it will offer its 2nd annual **Advanced Managerial Leadership (AML) Certificate Program** beginning in early 2020!

The 6-module (36-hour) AML program is designed for **high potential managers who are working toward executive level and leadership positions in their organizations**. The 2020 AML program is designed specifically for high potential managers working for organizations in the I-35 corridor.

Research suggests that many senior executives will be retiring over the next 5-10 years. The goal of the AML program is to help ensure a steady pipeline of **future leaders equipped with the necessary strategic, collaborative, and innovative mindset to become effective and inspirational stewards of their organizations**.

**The 2020 AML program will be capped at 10 high potential managers.**

With just 10 seats available, representatives of local organizations are urged to contact Dr. Rob Konopaske at [rkonopaske@txstate.edu](mailto:rkonopaske@txstate.edu) to register for seats before the **January 15, 2020 application deadline**.

Classes will be taught at the **McCoy College of Business by faculty and subject matter experts** who are excellent and engaging educators. All presenters are skilled at **blending research and data with practical applications** and best practices to inspire today's high potential managers. **Guest speakers**, all of whom are successful managers and leaders, will be invited to share their knowledge as it relates to the six modules.



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To help launch the 1st program in early 2019, both New Braunfels Utilities and GVEC enrolled several high potential managers who said the following about the AML program:

*"The McCoy College of Business Advanced Managerial Leadership Certificate program is built by clearly passionate educators with a knack for bringing together skilled and experienced professors."*

— **Marketing & Communications Manager**

*"The program provided a great variety of topical and informative material that has helped give me a better understanding of strategic planning and decision-making at higher levels of organizations."*

— **Water Treatment & Compliance Manager**

*"The AML program provided great insight on how to prepare for the next step in management. The topics were relevant and the presenters were engaging!"*

— **Accounting Manager**

*"I highly recommend the program for anyone who has potential for leadership. It was challenging but well-paced. What I took away was to think outside the building, question why, and to actively find ways to add value."*

— **Director of Water Services**

*"The AML Certificate Program provided great insight into the skillsets it takes to be a progressive leader."*

— **Human Resources Manager**

*"AML is a great program. The certificate program is well worth the time and the instructors are experts in their field."*

— **Systems Control Manager**

*"The AML Program was beneficial to me as a leader. I would recommend this program to companies looking to grow employees to become leaders in their organizations."*

— **Management Assistant & Project Coordinator**

The certificate program will consist of **six modules that will be offered on a series of Fridays**. Classes will meet for 6 hours on each Friday (plus a one-hour lunch at the McCoy College). There will be time for **networking** with faculty, speakers, and fellow participants during breaks, lunch, and before and after each of the 3-hour learning segments.

Participants who **complete all six modules and an integrated project proposal will be awarded a certificate of completion**. All classes will be held in the state-of-the-art and conveniently located McCoy College of Business building at Texas State University in San Marcos.

## COST OF 2020 AML CERTIFICATE PROGRAM

The 6-module, 36-hour program costs \$5,000 per participant.

### INCLUDED IN THE PROGRAM

1. Learning from engaging and knowledgeable faculty and speakers.
2. Exposure to career-advancing managerial leadership classes.
3. Training materials and related handouts.
4. Networking opportunities with faculty and fellow program participants.
5. Learn in state-of-the-art facilities at the McCoy College of Business.
6. Onsite program director to ensure a stellar experience.
7. Access to top students (for internships and hiring) through faculty instructors and certificate program director.
8. Lunches are provided on all session days.

### MODULES AND TENTATIVE SCHEDULE

Networking and light breakfast at 8:30 am; learning modules from 9:00 am – 12:00 pm and 1:00 – 4:00 pm; lunch from 12:00 – 1:00 pm. All held at Texas State's McCoy College of Business in San Marcos, Texas.

**Module 1 – Strategic Planning and Critical Thinking** will be facilitated by Dr. Phillip Davis on Friday, 1st Q 2020 (Date TBD).

**Module 2 – Data Analytics and Innovative Decision Making** will be facilitated by Drs. Sam Lee and Francis Mendez on Friday, 1st Q 2020 (Date TBD).

**Module 3 – Financial Planning and Analysis** will be facilitated by Dr. Bill Chittenden on Friday, 1st Q 2020 (Date TBD).

**Module 4 – Strategic and Interpersonal Communication** will be facilitated by Ms. Christina Moore on Friday, 2nd Q 2020 (Date TBD).

**Module 5 – Labor and HR Law** will be facilitated by Dr. Alexis Stokes on Friday, 2nd Q 2020 (Date TBD).

**Module 6 – Talent Management** will be facilitated by Dr. Kay Nicols on Friday, 2nd Q 2020 (Date TBD).

**AML**  
**Registration**  
**Deadline is**  
**Jan. 15, 2020**

**For information, contact**  
**Dr. Rob Konopaske**  
**Program Director**  
**[rkonopaske@txstate.edu](mailto:rkonopaske@txstate.edu)**