

# **VITA**

**Timothy Waid**  
**Associate Teaching Professor**  
**Department of Management**  
**University of Missouri**

## **ADDRESS**

510 Cornell Hall  
Columbia, MO 65211

## **EDUCATION and CERTIFICATIONS**

- Bachelor of Science in Industrial Engineering (BSIE), University of Missouri (1985)
- Masters of Business Administration (MBA-Management), University of Missouri (2001)
- Ph.D. in Career and Technical Education (Human Resources Education), University of Missouri (2006)

## **ACADEMIC EXPERIENCE**

- University of Missouri Department of Management (2003-present)
- Columbia College Department of Business (2002-04)
- William Woods University MBA Program (Fulton, MO) - (2001)
- University of Missouri:
  - Department of Mathematical Sciences (2001-02)
  - Department of Information and Access Technology (1999-2001)
  - Department of Statistics (1987-89)
  - Department of Engineering (1986-87)

## **BUSINESS/PROFESSIONAL EXPERIENCE**

- Cost Estimator, McDonnell Douglas (Boeing), St. Louis, MO (1985-87)
- Assistant Manager, Les Bourgeois Winery, Rocheport, MO (1988-90)
- Manufacturing Systems Engineer, Hubbell Corporation [AB Chance Company, Centralia, MO; Hipotronics, Inc., Brewster, NY] (1991-94)
- Inventory & Distribution Manager, Scholastic, Inc. [Jefferson City, MO; Manhattan, NY] (1995-98)
- Distribution Manager, Orscheln (Farm & Home) Industries, Moberly, MO (1998-99)
- Timothy Waid Consulting, LLC (2004-2009)
- Timothy Waid Properties, LLC (1999-present)

## **PUBLICATIONS**

- Research Monographs (teaching/pedagogical, practice/applied and/or discipline-based research)
- Waid, T.R. (2006). Levels of Career Satisfaction, Job Satisfaction, and Job Performance Evaluation for Participants in the 2004-4005 Advanced

## **PUBLICATIONS (continued)**

- Manufacturing Specialist Training Program, University of Missouri-Columbia, May 2006.

Non-peer reviewed journals (learning and pedagogical, contributions to practice, and/or discipline-based scholarship). School must provide substantive support for quality

- Waid, T.R. (2004). Race Issues in Career and Technical Education: A Snapshot in Black and White, Techniques.

Chapters in books (textbooks, professional/practice/trade, and/or scholarly)

- Tim Waid is a contributing author for John Wiley & Sons, Inc., “Exploring Management” 3<sup>rd</sup> edition (2012) and 4<sup>th</sup> edition (2014) by John Schermerhorn.

Others (peer reviewed cases with instructional materials, instructional software, publicly available material describing the design and implementation of new curricula or courses, technical reports related to funded projects, publicly available research working papers, etc. please specify)

- Test Bank Reviewer for “Management” by Christopher Neck, 2e (2017), John Wiley & Sons, Inc.
- "The Question of Happiness: On Finding Meaning, Pleasure, and the Ultimate Currency" - A Book Review for the Columbia Business Times, May 2006.

## **PRESENTATIONS**

Faculty Research Seminar (teaching/pedagogical, practice oriented, and/or discipline-based research seminar)

- "Classroom Magic: Ideas for Hands-On, Phones-Off Active Learning" Celebration of Teaching Conference, University of Missouri, May 2019
- "Online Course Design - Principles of Management 3000" eLearning Showcase, University of Missouri College of Business, October, 2018
- “Course, Classroom, and Lesson Design: Flipped Classroom Exercises, Online Assessments, and Customized Individual Research” Celebration of Teaching Conference, University of Missouri, May 17, 2017.
- “Course, Classroom, and Lesson Design: Flipped Classroom Exercises, Online Assessments, and Customized Individual Research” Academy of International Business Western Region Annual Conference, San Jose, CA, February 24, 2017.
- “Reaping the Benefits and Avoiding the Pitfalls in the Flipped Classroom” – Celebration of Teaching Conference, University of Missouri, May 2015
- “Reducing the Cost of Course Materials with Digital Initiatives” – Celebration of Teaching Conference, University of Missouri, May 2015
- Association of Career and Technical Education 2004 National Convention and Career Exposition, Roundtable Discussion of "Race Issues in Career and Technical Education", December 2004, Hilton Convention Center, Las Vegas, Nevada.

Other

- “Marketing the Booming Workforce - Nurturing Big Baby” – CEO Roundtable Luncheon (Zimmer Radio Group), Courtyard Marriott, Columbia, MO, November 2018
- “Workforce Generations: Leading Millennials” – MBA Professional Development Program, University of Missouri, October, 2018

### **PRESENTATIONS (continued)**

- “Using Connect to Flip the Classroom” - Faculty Symposium “Principles of Management” sponsored by McGraw-Hill in Tucson, AZ, March 19-22, 2015
- “The Crossing Millennials”, The Crossing Staff Retreat, Columbia, MO, May 2014
- "Facebook and Social Media: Do's and Don'ts", North Hall Peer Education Event, March 2014.
- "Workplace Generations: The Rising Millennials", Missouri Forest Products Association, July 27, 2013.
- "Sexual Discrimination in the Workplace" and *The Office* TV Show, North Hall Peer Education Event, April 2013
- "Workplace Generations: Managing Millennials", Independent Stave Company, September 19, 2012"Speed Dating for Majors", Hatch/Schurz Residence Hall, March 6, 2012.
- "Lessons of Professional Development", Delta Epsilon Chi, November 2010.
- "Starting Your Own Business", Legion of Black Collegians Finance Committee, February 2010.
- "Career Satisfaction, Job Satisfaction, and Job Performance", Missouri Association of Advanced Manufacturing Annual Conference, September 2006.
- "Be the Solution", University of Missouri, Legion of Black Collegians Senate Meeting, May 2006.
- "Management Advice from 'The Office' TV Show", Dobbs Group Business FIG, April 2006.
- "Why Industrial Engineers Fail", University of Missouri Industrial Engineering student seminar, April 2005.

### **PROFESSIONAL MEMBERSHIPS/COMMITTEES/OFFICES**

- Licensed Realtor/Member, State of Missouri Real Estate Commission (1992-present)

### **PROFESSIONAL ACTIVITIES**

#### Reviewer

- John Wiley & Sons Inc., Test Bank Reviewer for “Management” (2016) 2<sup>nd</sup> edition by Christopher Neck
- John Wiley & Sons, Inc., Management Advisory Board for the textbook “Exploring Management” by John Schermerhorn (2010-2015)

#### Prof. Development/Training

- Principles of Management & Organizational Behavior 2020 Symposium Event: Addressing the Next Level of Learning (Active Learning, Critical Thinking, and Career Readiness), February 6-8, Fort Lauderdale, FL
- Wiley Teaching and Learning Summit: Preparing Students For The Future Of Work, October 3-4, 2019, Kansas City, MO

### **PROFESSIONAL ACTIVITIES (continued)**

- McGraw-Hill Education Management/Organizational Behavior Evolved: A Symposium Addressing the Paradigm Shift in Principles Courses, March 7-9, 2019, Nashville, TN.
- 2019 Digital Learning Summit in Business and Economics, presented by Pearson, February 21-23, 2019 Kissimmee, FL
- 2017 Teaching with Technology Summit in Business and Economics, presented by Pearson, October 26-28, 2017 Chicago, IL
- Faculty Symposium “Principles of Management” sponsored by McGraw-Hill in New Orleans, LA, March 9-11, 2017
- Academy of International Business Western Region National Conference in San Jose, CA, February 23-26, 2017
- Faculty Symposium “Principles of Management” sponsored by McGraw-Hill in Tucson, AZ, March 11-13, 2016
- University of Missouri Teaching Renewal Workshop, January 11-14, 2016.
- Academy of International Business Southeastern Region National Conference in Savannah, GA, November 11-15, 2015
- Certified Global Business Professional Workshop (NASBITE CGBD Exam Prep), MU TCoB International Center/MU SBDC, August 11-15, 2015.
- Faculty Symposium “Principles of Management” sponsored by McGraw-Hill in Tucson, AZ, March 19-22, 2015
- University of Memphis Center for International Business Education and Research Workshop, June 5-8, 2014
- 2014 Celebration of Teaching Conference, University of Missouri, May 20-22, 2014
- University of Missouri Internationalization, and, Diversity & Inclusion Workshops:
  - Global Mindset: Ernst & Young Workshop for TCoB, May 2014
  - Skills for Creating Inclusive Work Environments: The Traffic Light Model, October 2014
  - Title IX: Requirements, Reporting, and Responses, November 2014
  - “Microaggressions”, December 2015
- Teaching Workshop “Managing Millennials in the Digital Age” sponsored by Wiley in Kansas City, MO, March 28-29, 2014
- Faculty Symposium “Principles of Management” sponsored by McGraw-Hill in Las Vegas, NV, March 20-22, 2014
- Wiley Faculty Network Principles of Management Workshop, March 2013, Las Vegas, NV
- McGraw Hill Management Symposium, February 2011, Laguna, CA
- Wiley Faculty Network Principles of Management Workshop, October 2010, New Orleans, LA.

### **GRANTS**

- Tim Waid participated as Business Leadership Module Leader in a \$2.1M grant from the U. S. Department of Labor's H1-B Technical Skills Training Grant Program. This grant addressed professional skill training in Advanced Manufacturing and

## **GRANTS (continued)**

was administered by the Missouri Incutech Foundation and Missouri Enterprise Business Assistance Center at the University of Missouri-Rolla. The grant period was 2004 through 2007. The grant provided training funds for the Advanced Manufacturing Specialist Training (AMST) Certificate Program, which included an extensive 7-week in-class training program for manufacturing, distribution, service, and educational professionals in the state of Missouri. The program took approximately 13 months to complete, and followed a 1-week in-class, 5-weeks back-at-work cycle. Participants completed three training modules, including a 2-week Lean Manufacturing session, a 2-week Business Leadership session, and a 3-week Six Sigma session. Participants completed projects in workplace and passed a certification exam for each session/module.

## **TEACHING**

### Undergraduate

- Principles of Management Hybrid Online (Summer) – three sections of 50 students each (SS2015-present)
- Principles of Management HONORS – regular section of 40 students each (2015-present)
- Principles of Management Large Lecture – two sections of 500 each (2003-present)
- Crisis Management – regular section of 30 students each (2005-present)
- International Management – regular section of 40 students each (2013-2019)
- Human Resources Management – regular section of 45 students each (2012-2013)
- Professional Development Internship – 50 students each summer (2012- 2015)
- Electronic Commerce – regular section of 45 students each, (2009-2010)
- Business Communication (Columbia College 2002-2004)
- Management of Information Systems (Columbia College 2002-2004)

### Graduate

- Management of Information Systems (Columbia College 2002-2004)
- Business Communication (Columbia College 2002-2004)
- Management of Information Systems (William Woods University 2001)

## **UNIVERSITY ACTIVITIES**

- Trulaske Internationalization Committee (2020-present)
- Trulaske Technology Committee (2018-present)
- Trulaske Teaching Excellence Council (2018 -2020)
- MU Connect Early Alert Advisory Board (2017- 2019)
- Intercollegiate Athletics Committee, (2014-2017)
- Committee on Student Organizations, Government, and Activities (2012-2014)
- Management Department Transfer Equivalency Committee Chair (2008-2019)
- Faculty Advisor Phi Delta Theta Fraternity (2008-2014)
- College of Business Week Kiss the Pig Champion (2010)
- Dancing with The Stars of Mizzou Emcee (2010)

**UNIVERSITY ACTIVITIES (continued)**

- G.A.M.M.A. Jam Judge (2009)
- Mizzou Homecoming King & Queen Judge (2008)
- Mizzou Business Week Kiss the Pig Champion (2008)
- Mizzou Greek Week King & Queen Judge (2007)
- Mizzou Greek Week Fling Judge (2006, 2007)

**AWARDS AND RECOGNITIONS**

- Honorary Women's Basketball Coach (2019, 2016, 2014))
- Honorary Women's Volleyball Coach (2014)
- Honorary Women's Gymnastics Coach (2013)
- Honorary Mizzou Men's Baseball Coach (2005, 2007)

**AWARDS AND RECOGNITIONS (continued)**

- Delta Sigma Pi Honorary Member (2006)
- Walter Scott Monroe Research Fellowship (2002-2003)
- Beta Gamma Sigma Honors (2001)
- Outstanding Mizzou MBA -MIS Student (2001)
- Alpha Pi Mu Member (1985)
- G. H. Bunch Engineering Scholarship (1981)