

**GREGORY L. BIER, Ph.D.**

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**Education:**

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**Doctor of Philosophy, Engineering Management**, Missouri University of Science and Technology, 1997. Dissertation Title: A Horizontal Diversification Methodology for Service Organizations.

**Master of Science, Engineering Management**, Management of Technology preference, Missouri University of Science and Technology, 1995.

**Bachelor of Science, Engineering Management**, Electrical Engineering emphasis, Missouri University of Science and Technology, 1986.

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**Academic Experience:**

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University of Missouri Columbia, MO 2011-current	Director, University of Missouri's Entrepreneurship Alliance
University of Missouri Columbia, MO 2009-current	Associate Teaching Professor of Management
University of Missouri Columbia, MO 2005-2008	Assistant Teaching Professor of Management
University of Missouri Columbia, MO 2005-2011	Director, Flegel Academy for Aspiring Entrepreneurs
Stephens College Columbia, MO 2004-2005	Director, MBA Program
Stephens College Columbia, MO 2004-2005	Department Chair, Entrepreneurship & Business Management
Stephens College Columbia, MO 2003-2005	Associate Professor of Management
Stephens College Columbia, MO 1999-2002	Assistant Professor of Management

Missouri University of Science & Technology      Teaching Fellow  
Rolla, MO  
1995-1996

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**Professional Experience:**

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The Eagle Cliff Company, LLC 2014-current	Owner
United States Department of Defense Counter-Mine Training Support Center Fort Leonard Wood, MO 1996-1999	Technical Director
Missouri Department of Corrections Jefferson City, MO 1995-1995	Capital Improvements Specialist
United States Army Engineer School Fort Leonard Wood, MO 1993-1995	Senior Instructor/Writer
United States Army Fort Stewart, GA 1991-1993	Company Commander
United States Army Fort Stewart, GA 1990-1991	Logistics Officer
United States Army Fort Riley, KS 1989-1990	Executive Officer

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**Publications:**

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- Peer reviewed journal articles (specify: learning and pedagogical research, contributions to practice, and/or discipline-based scholarship)
- Research Monographs (teaching/pedagogical, practice/applied and/or discipline-based research)
- Bier, G. & Richards, R. (1999) "Detector Training: More Than Lecture and Familiarization," Engineer Magazine, Fort Leonard Wood, MO
- Bier, G. & Estall, F. (1999) "A Guide for Humanitarian Deming", Proceedings of the Australian-American Joint Conference on the Technologies of Mines and Mine Countermeasures, 1999, Sydney, Australia
- Bier, G. (1997) A Horizontal Diversification Methodology for Service-Oriented Organizations, Dissertation, University of Missouri-Rolla, Rolla, MO  
Peer reviewed proceedings from teaching/pedagogical meetings, professional/practice meetings, and/or scholarly meetings
- Bier, G. (1998) "Anti-Personnel Landmine Policy," Engineer Professional Bulletin Magazine

- Bier, G. (1997) "The Significance of U.S. Involvement in Humanitarian Demining," Proceedings of the National Defense Industrial Association Global Demilitarization Symposium, Reno, NV
- Omurtag, Y., Bier, G., & Hubbard, K. (1999) "Engineer Educational Aids: The Whole is Greater Than the Sum of the Parts," Proceedings of the American Society for Engineering Education, Spring Conference, North Central Section, Charlotte, NC
- Non-peer reviewed journals (learning and pedagogical, contributions to practice, and/or discipline-based scholarship). School must provide substantive support for quality
- Bier, G. (1999) "Expanding Engineer Paradigms," Global Defence Review Ltd., Davina House Publications, London, England
- Bier, G. (1998) "Understanding and Expanding the U.S. Role in Humanitarian Demining," Landpower Essays, Association of the United States Army, Washington, D.C.
- Books (textbooks, professional/practice/trade, and/or scholarly)
- Field Manual 3-34.343: Military Non-Standard Fixed Bridging (1994). U.S. Army Training and Doctrine Command, Fort Monroe, VA. Lead author/reviewer.
- Field Manual 20-32: Landmine Warfare (1994). U.S. Army Training and Doctrine Command, Fort Monroe, VA. Lead author/reviewer.
- Training Circular 31-4: Humanitarian Demining (1998) U.S. Army Special Operations Command, Fort Bragg, NC. Contributing author and reviewer.
- Chapters in books (textbooks, professional/practice/trade, and/or scholarly)
- 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)
- Bier, G. (2013) "Adding Value to the College Experience" Bright Hub (<http://www.brighthub.com/education/college/articles/127766.aspx>) January 29, 2013.
- Bier, G. (2013) "Grow Your Student Organization Like a Business" Business Tips (<http://businesstips.com/Greg-Bier>) January 23, 2013.
- Bier, G. (2013) "Engage Your Students Over Break" Yahoo Voices (<http://voices.yahoo.com/engage-students-over-break-11959799.html?cat=74>) January 8, 2013.
- Bier, G. (2012) "10 Reasons Why Entrepreneurs SHOULD Enroll in College" Addicted 2 Success (<http://addicted2success.com/success-advice/10-reasons-why-entrepreneurs-should-enroll-in-college/>) December 3, 2012.
- Bier, G. (2012) "Want to Study Entrepreneurship? How to Get the Most Bang for Your Buck" Entrepreneur (<http://www.entrepreneur.com/article/225112#>) December 2, 2012.
- Bier, G. (2012) "Get More Adventurous with Your Company" SCORE (<http://www.score.org/resources/get-more-adventurous-your-company-good-way>) November 29, 2012
- Bier, G. (2012) "Want to Study Entrepreneurship? How to Get the Most Bang for Your Buck" Young Entrepreneur (<http://www.youngentrepreneur.com/blog/entrepreneurship/want-to-study-entrepreneurship-how-to-get-the-most-bang-for-your-buck/>) November 23, 2012.

- Bier, G. (2012) "Ready for a Challenge? Attend the Conference That Pushes Collegiate Entrepreneurs" Under 30 CEO (<http://under30ceo.com/ready-for-a-challenge-attend-the-conference-that-pushes-collegiate-entrepreneurs/>) October 30, 2012.
- Bier, G. (2012) "Real World 101: Startup Weekend and the Value of Experiences Beyond the Classroom" Killer Startups (<http://www.killerstartups.com/startups-tools-and-guides/startup-weekend-experiences-beyond-the-classroom/>) October 28, 2012.
- Bier, G. (2012) "Don't Wear Sweats to Work, Don't Use Text-Speak and Take Off Those Headphones" Washington Post Business ([http://www.washingtonpost.com/blogs/on-small-business/post/dont-wear-sweats-to-work-dont-use-text-speak-and-take-off-those-headphones/2012/05/25/gJQAHxmxwU\\_blog.html](http://www.washingtonpost.com/blogs/on-small-business/post/dont-wear-sweats-to-work-dont-use-text-speak-and-take-off-those-headphones/2012/05/25/gJQAHxmxwU_blog.html)) May 28, 2012.
- Bier, G. (2012) "Red Flags: How to Tell if Your Interns are a Good Fit" Blogtrepreneur (<http://www.blogtrepreneur.com/2012/05/25/red-flags-how-to-tell-if-your-interns-are-a-good-fit/>) May 25, 2012.
- Bier, G. (2012) "Five Traits That Distinguish True Entrepreneurs from Everyone Else" Business (<http://www.business.com/blog/five-traits-that-distinguish-true-entrepreneurs-from-everyone-else/>) May 18, 2012.
- Bier, G. (2012) "Lessons in Developing and Motivating a Young Entrepreneur" Under 30 CEO ([http://under30ceo.com/lessons-in-developing-and-motivating-a-young-entrepreneur/?doing\\_wp\\_cron=1349198591.2427549362182617187500](http://under30ceo.com/lessons-in-developing-and-motivating-a-young-entrepreneur/?doing_wp_cron=1349198591.2427549362182617187500)) May 1, 2012.
- Bier, G. (2012) "5 Ways To Increase Risk Tolerance and Become a More Successful Entrepreneur" Young, Fabulous, and Self-Employed (<http://yfsentrepreneur.com/2012/04/21/5-ways-to-increase-risk-tolerance-and-become-a-more-successful-entrepreneur/>) April 21, 2012.
- Bier, G. (2012) "Spending Your Time Wisely: How to Get the Maximum Benefit from Your College Years" Business 2 Community (<http://www.business2community.com/strategy/spending-your-time-wisely-how-to-get-the-maximum-benefit-from-your-college-years-0162095>) April 11, 2012.
- Bier, G. (2012) "Greg Bier – Director of the University of Missouri's Entrepreneurship Alliance" Idea Mensch (<http://ideamensch.com/greg-bier/>) April 5, 2012.
- Bier, G. (2012) "How to Balance Your Dream with Your Education" (<http://epiclaunch.com/how-to-balance-your-dream-with-your-education/>) March 5, 2012.
- Bier, G. (2012) "Focus, Focus, Focus: What Teaching Entrepreneurs Has Taught Me About Marketing" The Agency Post (<http://www.agencypost.com/focus-focus-focus-what-teaching-entrepreneurs-has-taught-me-about-marketing/>) February 20, 2012.
- Bier, G. (2012) "Can Entrepreneurship Be Taught" Getting Smart (<http://gettingsmart.com/blog/2012/01/can-entrepreneurship-be-taught/>) January 26, 2012.
- Bier, G. (2012) "Perfect Pitch: 6 Tips You Can Learn from Student Pitch Competitions" Under 30 CEO (<http://under30ceo.com/perfect-pitch-6-tips-you-can-learn-from-student-pitch-competitions/>) January 19, 2012.
- Bier, G. (2012) "Getting Ready For The Real World: Networking Between Campus And The Community" Young Entrepreneur (<http://www.youngentrepreneur.com/blog/getting-ready-for-the-real-world-networking-between-campus-and-the-community/>) January 5, 2012.

Bier, G. (2012) "Entrepreneurship Files: Building Confidence in Others" Linked 2 Leadership (<http://linked2leadership.com/2012/01/09/ef-building-confidence-others/>) January 9, 2012. Completed 3 - 10 page original case studies as part of Russell's Operations Management (7e) published by John Wiley & Sons, Inc. (2011)

Reviewed under contract Operations and Supply Management: The Core (3e) by Bob Jacobs and Dick Chase with McGraw-Hill/Irwin (2011)

Reviewed under contract a book proposal, Operations: Managing Achievement, for McGraw-Hill/Irwin (2010)

Created the Testbank "Test Item File" for Operations Management, 10e, by Heizer and Render, published by Pearson Publishing. Contract was awarded fall 2009. (2010)

Selected as a reviewer by Pearson Publishing for a chapter review of Operations Management, 1<sup>st</sup> edition by Barin Nag (2009)

Selected as a reviewer by McGraw-Hill/Irwin Publications for a contractual full-text review of Operations & Supply Management: The Core, 2<sup>nd</sup> edition by Jacobs and Chase (2009)

Selected as a reviewer for McGraw-Hill's new text, Managing Operations Across the Supply Chain by Swin, Melnyk, Cooper and Hartley (2010)

Operations Management (10e) by Heizer and Render Pearson Prentice Hall Publishing *Reviewer* (2008)  
Kauffman Foundation TechVenture *Reviewer* (2006)

United States Association for Small Business and Entrepreneurship Conference (2000-2004, 2006)  
*Reviewer/Editor*

International Business (10e) by Daniels, J., Radebaugh, L., & Sullivan, D. (2003) Prentice Hall *Authored Instructors Material Supplement*

Fashion Entrepreneurship: Retail Business Planning (1e) by Granger, R. & Sterling, T. (2002) Fairchild Publishing *Reviewer*

Management: Competing in the New Era (5e) by Bateman, T., & Snell, S. (2002) Irwin McGraw-Hill *Reviewer*

Understanding Business (6e) by Nichels, W., McHugh, J., & McNugh, S. (2001) Irwin McGraw-Hill *Reviewer*

Bier, G. (2010) Presented a special session for the Mid-Missouri Section, Society of Women Engineers on "Weighted Factor Matrix Group Decision Making Processes". This event served as continuing education credits for those members maintaining their professional engineer's license.

Bier, G. (2006) "Project Management". Presentation made to the Board of Directors for the Medical Group Management Association of Missouri, Lake Ozark, MO

Bier, G. (2004) "Entrepreneurship Outreach for Fine and Performing Arts Students". Presentation made to the United States Association for Small Business and Entrepreneurship Conference, Tucson, AZ

Bier, G. (2003) "The Economic Impact of Landmines on Developing Countries," International Journal of Social Economics, West Yorkshire, England

Unpublished Submissions

Research in Progress

**PRESENTATIONS**

Peer reviewed paper presentations at teaching/pedagogical meetings, professional/practical meetings, and/or academic meetings

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

Other

Bier, G. (2002) "Job Satisfaction, Recruiting and Retention". Presentation made to the University Physicians Supervisors Seminar, Columbia, MO

Bier, G. (2000). "Economic Reconstruction: Through Demining and Infrastructure Development," Proceeding of the International Business and Economics Conference, St. Norbert College, Green Bay, WI

**PROFESSIONAL MEMBERSHIPS/COMMITTEES/OFFICES**

- Board of Directors, Member, Collaboration Leadership and Innovation for Missouri Business (2011-present)
- Board of Directors, Member, Boone County Missouri Board of Adjustment (2002-2006 and 2009-present, Chairman 2006, Vice-Chairman 2005)
- Board of Directors, Member, Boone County Missouri Industrial Development Authority (2008-2011)
- Minority Partner, Entrepreneur MO, LLC
- Co-Director, Flegel Academy for Aspiring Entrepreneurs (2005-2011)
- Freshman Interest Group Co-Facilitator, Exploring Business (2007)
- University of Missouri Department of Management Undergraduate Program Review Committee (2007 and 2008)
- Board of Examiners, Missouri Quality Award (2007)
- University of Missouri College of Business Entrepreneurship and Economic Development Task Force (2006)
- University of Missouri Entrepreneurship Education Faculty Workshop (2006)
- Stephens College Strategic Planning Steering Committee (2003-2004)
- Stephens College Facilities, Finance, and Fundraising Committee, Chair, (2003-2004)
- Stephens College Director of Assessment (2003-2005)
- Student Athletics Advisory Committee (Founder, and Co-Director 2002-2004)
- Stephens College Strategic Planning Committee (1999-2004)
- Stephens College Planning and Budget Committee (1999-2005, Chair 2000-2003)
- Stephens College Faculty Representative to the NAIA (2004-2005)
- Stephens College Faculty Representative to the NCAA (1999-2004)
- Special Counselor to the Board of Directors of the Wilson Institute (not-for-profit civic engineer organization registered in Virginia, 1999)

## **PROFESSIONAL ACTIVITIES**

### Prof. Development/Training

- State of Missouri Quality Award Board of Examiners member (2007)
- Campus Writing Program, University of Missouri (2007)
- U.S. Army Psychological Operations Office Course (2005)
- U.S. Army Basic Airborne Refresher (2004)
- Outcomes Assessment in Higher Education (2002)
- Fundamentals of Personnel Law for Managers and Supervisors 2001 (conducted by the National Human Resources Council)
- Partnership Work Teams (1999)
- Instructor Supervisor Course (1998)
- Department of the Army Certified Distance Learning Instructor (2000)
- Tele-Training and Distance Learning Certification (1999)
- U.S. Army Engineer Basic & Advanced Officer Course (1986/1989)
- U.S. Army Airborne Parachutist School (1984)

### Other

Collegiate Entrepreneurs Organization, League of Innovators, Institute of High Performance Planners (engineer consortium studying operations and planning process effectiveness), Academy of Management, Missouri Student Veterans Association, Army Engineer Association (founding member), United States Association for Small Business and Entrepreneurship, Mine Warfare Association, Wilson Institute for Demining and Humanitarian Assistance (non-government association that promotes the involvement of technical expertise in developing countries), Southern Management Association.

## **GRANTS**

Coleman Foundation grant for student support to attend the annual Collegiate Entrepreneurs Organization conference (2007).

Coleman Foundation grant for building a multidisciplinary entrepreneurial studies program that is accessible by all students on campus (2004).

Jesse B. Dupont Grant for faculty workshops on instructional technologies (2003).

Hughes Charitable Foundation Grant: Developing and Delivering Entrepreneurship Education to Artistically-Oriented Liberal Arts Majors at a Women's Institution (2002).

National Collegiate Athletic Association Initiative Grant entitled: Building a Communication Network for Student Athletes (2002).

Davis Summer Study Grant (2002) to pursue a Student-Athlete Taking Active Responsible Role (STARR) program at Stephens College.

National Collegiate Athletic Association Initiative Grant entitled: Building a CHAMPS/Life Skills Program for Student-Athlete Welfare (2001).

## **TEACHING**

### Undergraduate

Experiential entrepreneurship, operations management, total quality management, project management, contemporary business practices, international business, entrepreneurship, and entrepreneurship for non-business students, principles of management, human resources, and engineering economics.

### Graduate

Production/operations management, quantitative methods, management seminar for entrepreneurship, organizational behavior, policy and strategy, advanced international business, advanced human resource management, economic decision analysis, management for engineers, and project management.

## **UNIVERSITY ACTIVITIES**

## **AWARDS AND RECOGNITIONS**

- Mortar Board National Honor Society Honorary Inductee (2012)
- O'Brien Excellence in Teaching Award in the Trulaske College of Business. (2011)
- Delta Sigma Pi Business Honor Fraternity (Alpha Beta Chapter, 2007)
- Beta Theta Pi invitee for "faculty appreciation" (2007)
- Coleman Scholar, United States Association for Small Business and Entrepreneurship Conference (2006)
- Class of 2006 Faculty Advisor, Stephens College
- Class of 2004 Faculty Advisor, Stephens College
- "Outstanding Nominee" for the Coleman Entrepreneurship Faculty Mentoring Seminar (2002)
- Century Award, Stephens College, for Most Engaged Faculty Member (2000, 2003)
- Class of 2001 Faculty Advisor, Stephens College
- U.S. Army Representative on International Landmine Treaty (Selected by the Commandant of the U.S. Army Engineer School and confirmed by the Department of Defense) to represent the U.S. military in international matters relating to landmines. (1998)
- Outstanding Faculty Member, US Army Engineer School (1994, 1995)