

## Curriculum Vitae of Dr. Robert A. Lloyd

### PERSONAL INFORMATION

(785) 628-4329  
600 Park Street, Hays, KS 67601  
[ralloyd@fhsu.edu](mailto:ralloyd@fhsu.edu)

### EDUCATION

George Fox University Newberg, OR  
Doctorate of Business Administration (Management)

Fort Hays State University Hays, KS  
Master's in Business Administration  
Concentration: Management

Fort Hays State University Hays, KS  
Bachelor of Arts, *Cum Laude*  
Major: Spanish

Fort Hays State University Hays, KS  
Bachelor of Business Administration, *Cum Laude*  
Major: Management

### ADMINISTRATIVE RESPONSIBILITIES

Director of Strategic Partnerships and Associate Professor – RCOBE (2020-present)  
Executed articulation agreements with universities in Turkey, Taiwan, Bolivia, Malaysia, Czech Republic, China, and Poland, resulting in an increase in enrollment of 200+ students per annum  
Provide leadership to 14 full time faculty members and 8 adjuncts at SNU and SIAS  
Lead the search and selection process for RCOBE international faculty  
Develop international faculty development programs  
Resolve inquiries arising between RCOBE faculty and partner school administration  
Maintain staffing plans to ensure faculty coverage of teaching obligations at partnerships  
Manage performance of faculty through ASR's and performance evaluations  
Assist faculty with professional development funds applications  
Build and sustain relationships with partner school administrations

Chair, Department of Management (2023-2024)  
Facilitated assessment process and report, which had not been completed for 3 years  
Facilitated revisal of merit, tenure, promotion document, which had not been revised for 15 years  
Managed faculty within the department - 9 full time faculty and 7 adjunct faculty  
Trained and managed staff within the department – 1 full time and 3 part time staff  
Conducted annual performance evaluations  
Lead the assessment efforts, submitted first departmental report in 3 years  
Mentored faculty through promotion and tenure review process  
Guided the work of 3 full time graduate assistants  
Assigned faculty workload and class assignments

## COURSES TAUGHT

### FORT HAYS STATE UNIVERSITY



MGT 301 – Management Principles  
ENTR 301 – Introduction to Entrepreneurship  
MGT 411 – Organizational Behavior  
MGT 611 – Human Resource Management \*\*  
MGT 612 – Recruitment, Selection, & Retention\*\*  
MGT 894 – Culminating Experience in HR\*\*  
MBA 831 – Organizational Behavior in a Global Context\*\*

MGT 650 – Business Policy  
GBUS 673 – Special Topics  
MGT 475 – Business, Society & Ethics  
MBA 800 – Success Seminar\*\*  
MGT 614 – Training & Development\*\*

### BETHEL COLLEGE



BUSD 364 – Organizational Behavior  
BUSD 381 – Human Resource Development  
BUSD 301 – Management Principles  
BUSD 330 – Strategic Selling  
BUSD 235 – Small Business & Entrepreneurship  
IDS 333A – International Business Travel Course (Panama, Colombia, Ecuador)  
IDS 333B – International Business Travel Course (Brazil, Argentina, Uruguay, Chile)

BUSD 443 – International Business  
BUSD 455 – Business Ethics  
BUSD 481 – Senior Research Design  
BUSD 482 – Senior Research Analysis  
BUSD 491 – Senior Internship

### NEWMAN UNIVERSITY



BSAD 9114 – Human Resource Development\*\*\*  
BSAD 8212 – Quantitative Research Methods\*\*\*  
BSAD 9115 – Accounting & Finance\*\*\*  
BSAD 9902 – Dissertation Research II\*\*\*  
DNAP 8049 – Biomedical Statistics\*\*\*

\*\* taught at Master's level

\*\*\* taught at doctoral level

#### Dissertation committees chaired

- David Lechleitner – Newman University DBA  
The impact of perceived ERP implementation success and organizational usage on employee job satisfaction in small and mid-market manufacturers
- Constance Mansaw – Newman University DBA  
Black women in academia: A qualitative investigation of barriers addressing professional identity and acceptance
- Jonathan Madsen – Newman University DBA  
Public attitude inquiry of a central bank digital currency to replace paper currency in the United States

#### Dissertation committees served

- Judy Bell – Newman University DBA  
Focusing on the needs of remote or hybrid employees to accomplish engaged employees in remote or hybrid work environments

- Angie McCoy – Newman University DBA  
Shared governance in higher education: the reliance on collective understanding in decision-making
- Terri Rice – Newman University DBA  
Association between emotions and diverse marketing in consumer purchase decisions: Assessing two cultures
- Derek Schartz – Newman University DBA  
Untitled
- Candace Davis – Newman University DBA  
Black women in higher education: Coaching, mentoring, and sponsorship

### **ACADEMIC RANK**

Associate Professor (2022-present)

Assistant Professor (2017-2022)

### **DATE OF TENURE AWARDED AT FHSU**

Spring 2021

### **PRIOR SERVICE:**

Bethel College (Associate Professor tenure track)

August 2013 – July 2017

Served as Interim Department Chair (2013-2014)

Taught undergraduate courses in management, economics, and marketing

Served as academic advisor for ~40 students each year

Served as program director of “Business Honor Scholars Camp”

Represented department on campus committees

Served one year as Faculty Senate Recorder

Served as test interviewer for senior culminating project

### **FHSU UNIVERSITY, COLLEGE AND DEPARTMENT SERVICE**

University

Faculty Development Funding Committee – chair (2019-2022)

Open Educational Resource Committee (2020-2022)

Advisor for Tigers in Service (2019-2022)

Student Success Committee – chair (2018-2021)

Advisor for Mortar Board (2019-2021)

Graduate School Grant Committee (2020)

Search Committee for Dean of Libraries (2020)

University Strategic Plan Strategic Growth Subcommittee (2018-2019)

Summer Camp Committee (2018-2019)

Robbins College of Business and Entrepreneurship

Tenure Committee – Applied Business Studies (2023)

Director of MPS in HRIS master’s program (2019-2022)

Director of MPS in HR master’s program (2017-2022)

MDC Advisory Council (2018-2022)

MDC Lead Consultant (2018-2022)

Associate Editor – JIIBR (2017-2019)  
Strategic planning research committee (2018)  
BBA continuous improvement committee (2017-2018)  
RCOBE entrepreneurship committee (2017-2018)

#### Department of Management

Search committee (chair) - Management Instructor (2018-2019, 2023)  
Advisor for SHRM student chapter (2017-2022)  
Chair of Department Assessment Committee (2018-2021)  
Search committee - China faculty (2017-2018)  
Search committee - Chair of Management Department (2018)  
Director of the Entrepreneurship Camp (2018)

#### **SERVICE TO THE PROFESSION**

Editorial Board – *Organizational Management Journal* (2022-present)  
Editorial Board – *Journal of Management History* (2022-present)  
Executive Officer – Southwest Academy of Management  
    2023 – Proceedings Editor  
    2024 – Program Chair  
    2025 – President Elect  
    2026 – President  
    2027 – Past President  
Reviewer for *Total Quality Management & Business Excellence* (2019-present)  
Track Chair – *Southwest Academy of Management* (2021-present)  
Session Chair - *Southwest Academy of Management* (2021-present)  
Reviewer for *Southwest Academy of Management* (2017-present)  
Course Validation Reviewer – HRIS for *Northeastern Illinois University* (2022)  
Reviewer for *Academy of Collegiate Marketing Educators* (2022)  
Reviewer for *Great Plains Quarterly* (2022)  
Reviewer for *Midwest Academy of Management* (2018-2020)  
Reviewer for *Utilities Policy* (2020)  
Session Chair – Academy of Marketing Educators Conference (2020)  
Reviewer for *Journal of Management History* (2019)  
Session Chair – Interdisciplinary Conference on Entrepreneurship, Innovation and SMEs (2018)  
Reviewer for *Academy of Management* (2018)  
Reviewer for *International Journal of Management Review* (2018)  
Seminar on Integrated Organizational Strategy for HR – WKHRMA (2017)  
Reviewer for *IGI Global Publisher* (2016)  
Reviewer for *Latin American Business Review* (2015)  
Reviewer for *TBTEA Journal* (2015)

## PUBLICATIONS AND CONFERENCE PRESENTATIONS

### Books

**Lloyd, R. A.**, Vollrath, M., & Mertens, D. (2023). Writing the Literature Review. FHSU Digital Press: Hays, KS. [https://scholars.fhsu.edu/all\\_oer/8/](https://scholars.fhsu.edu/all_oer/8/)

**Lloyd, R. A.** (2021). *The History of Human Resources in The United States: A Primer on Modern Practice*. FHSU Digital Press: Hays, KS. [https://scholars.fhsu.edu/management\\_oer/2/](https://scholars.fhsu.edu/management_oer/2/)

**Lloyd, R. A.**, & Aho, O. W. (2020). *The Four Functions of Management: An Essential Guide to Management Principles*. FHSU Digital Press: Hays, KS. [https://scholars.fhsu.edu/managemen\\_oer/1/](https://scholars.fhsu.edu/managemen_oer/1/)

### Peer Reviewed Journal Articles and Book Chapters

Yamamoto, K., **Lloyd, R. A.**, Lavelle, B., Adatsi, J., & Okami, L. (2024). Review of High-Performance Work Systems for business practitioners. *Journal for Advancing Business Education*, 5(2), 37-46.

Anaraki, N., & **Lloyd, R. A.** (2024). Determinants of migration from Africa to EU: Empirical evidence of geopolitical and political factors. *European Economic Letters*, 14(1), 783-795.

**Lloyd, R. A.**, Mertens, D., Villegas, S., & Pálka, P. (2023). Emerging from the chaos of Management Theory Jungle: A historical analysis of the development of the four principles of management. *Journal of Management History*.

Mertens, D., Villegas, S., Vengrouskie, E. F., Ware, M., & **Lloyd, R. A.** (2023). Business process re-engineering leadership: Princes of Machiavelli. *Journal of Management History*, 30(1). 41-59.

Helens-Hart, R., Haugen, J., & **Lloyd, R. A.** (2023). Dissent in reality: Organizational dissent and change on Undercover Boss. *International Journal of Business Communication*.

Yamamoto, K., Samek, L., Aldred, G., & **Lloyd, R. A.** (2021). A content analysis of dissertations on business topics: A quantitative study. *Journal for Advancing Business Education*.

Villegas, S., & **Lloyd, R. A.** (2021). Crafting a business mindset: A theoretical model identifying influencers of professional reciprocity. *Journal of Organizational Psychology*, 21(5). 90-103.

Ham, D., Yamamoto, K., & **Lloyd, R. A.** (2021). Global competitiveness by the maquiladora manufacturing program in North America. *International Management Review*, 17(1). 18-25.

Villegas, S., Yamamoto, K., & **Lloyd, R. A.** (2021). Applicable & effective andragogy: A qualitative study of adult learners, faculty, and administrators in business education. *Journal of Business Management and Change*, 19(2), 120-133.

Adatsi, J., Yamamoto, K., & **Lloyd, R. A.** (2020). Accomplishing a high-performance government organization through leadership: Commitment in partnership with human resources management and development. *International Management Review*, 16(2), 29-39.

Okami, L., Yamamoto, K., & **Lloyd, R. A.** (2020). Exploring the return on customer (roc) model in the video sales and rental industry: An intramodal analysis of Blockbuster, Redbox, and Netflix. *Review of Integrative Business and Economics Research*, 10(3).

Thoman, D., **Lloyd, R. A.**, & Milstead, M. (2020). The emergence of defense contractors as knowledge workers and service providers: Expansion opportunities into BRIC nations. *International Journal of Qualitative Research in Services*, 4(2).

**Lloyd, R. A.**, Mertens, D., Adams, A., Pruden, C., & Bates, A. (2020). Cooperative advantage during the pioneer movement west: The lessons of Nicodemus, Kansas for modern Black communities. *Journal of Management History*, 10(4), 18-38.

Yamamoto, K., Nemetz, A., & **Lloyd, R. A.** (2020). An empirical examination of formal and informal institutional factors' influence on global food industry sustainability engagement. *Review of Integrative Business and Economics Research* (forthcoming).

Aho, O.W., & **Lloyd R. A.** (2019). The origins of robust supply chain management and logistics in the Caribbean: Spanish silver and gold in the New World (1492–1700). In: Bowden B., McMurray A. (eds) *The Palgrave Handbook of Management History*. Palgrave Macmillan: Basingstoke, UK.

Dolechek, R., Lippert, T., Vengrouskie, E. F., & **Lloyd, R. A.** (2019). Solving a whale of a problem: Introducing the four functions of management in a management principles course. *International Forum of Teaching Studies*, 15(2), 29-35.

Yamamoto, K., Milstead, M., & **Lloyd, R. A.** (2019). A review of the development of lean manufacturing and related lean practices: The case of Toyota production system and managerial thinking. *International Management Review*, 15(2).

Villegas, S., **Lloyd, R. A.**, Tritt, A., & Vengrouskie, E. (2019). Human Resources as ethical gatekeepers: Hiring ethics and employee selection. *Journal of Leadership, Accountability, and Ethics*, 16(2), 80-88.

Yamamoto, K., & **Lloyd, R. A.** (2019). Ethical considerations of Japanese business culture. *Journal of Business Diversity*, 19(2), 113-122

Vollrath, M. & **Lloyd, R. A.** (2019). The downside to big data: What triggers a backlash response in consumers to marketing? *Journal of Marketing Development and Competitiveness*, 13(2), 85-92.

Yamamoto, K., & **Lloyd, R. A.** (2019). The role of big data and digitization in just-in-time (JIT) information feeding. *American Journal of Management*, 19(2), 126-133.

**Lloyd, R. A.**, & Vengrouskie, E. (2019). Digital circumvention as a means to overcome geographic limitations: Defining the new rural entrepreneurial ecosystem. *Journal of Strategic Innovation and Sustainability*, 14(4), 63-70.

Aguilar, S., Vengrouskie, E., & **Lloyd, R. A.** (2019). Driving organizational innovation as a form of intrapreneurship within the context of small businesses. *Journal of Strategic Innovation and Sustainability*, 14(3), 25-28.

**Lloyd, R. A.**, Martin, M. J., Hyatt, J., & Tritt, A. (2019). A cold call on work-based learning: A “live” group project for the strategic selling classroom. *Higher Education, Skills and Work-Based Learning*, 9(3), 329-346.

Yamamoto, K., & **Lloyd, R. A.** (2019). Issues in international labor: A study of Japanese expatriates in Japan-based MNEs in the United States. In George, B., & Roberts, J. (Eds.), *The Changing Landscape of Global Business: Principles and Practices*, Cambridge Scholars Publishing.

Allen, W. E., **Lloyd, R. A.**, & Peer, R. (2019). Chinese ethics: An empirical study of idealism and relativism. *Business and Management Studies*, 5(4), 1-12.

Thoman, D., & **Lloyd, R. A.** (2018). A review of the literature on human resource development: Leveraging HR as a strategic partner in the high-performance organization. *Journal of International & Interdisciplinary Business Research*, 5(1), 147-160.

**Lloyd, R. A.**, & Mertens, D. (2018). Expecting more out of Expectancy Theory: History urges inclusion of the social context. *International Management Review*, 14(1), 28-43.

**Lloyd, R. A.** (2017). The Panama Canal as a determinant of FDI inflows in Panama. *Review of Integrative Business and Economics Research*, 7(2), 87-102.

**Lloyd, R. A.** (2017). The impact of CSR efforts on firm performance in the energy sector. *Review of Integrative Business and Economics Research*, 7(3), 25-65.

Vollrath, M., **Lloyd, R. A.**, & Liu, Y. (2017). A new standard for global education: A case study of Duke Kunshan University. In Alphin, H. C., Lavine, J., & Chan, R. Y. (Eds.), *Exploring the Future of Accessibility in Higher Education*, IGI Global, 21-36.

**Lloyd, R. A.**, Zhang, C., & Rydin, S. (2017). The Halloween indicator is more a treat than a trick. *The Journal of Accounting and Finance*, 17(6). 96-108

**Lloyd, R. A.** (2016). CHS Country Operations’ international business strategy. *Journal of the North American Management Society*, 10(1), 66-84.

**Lloyd, R. A.** (2015). A brief history of globalized markets: Implications for managers. *Journal for Global Business Education*, 14, 5-11.

**Lloyd, R. A.** (2015). National competitiveness of the U.S. natural gas industry. *Texas Business and Technology Educators Association Journal*, 8(1), 88-103.

**Lloyd, R. A.** (2015). Experiential learning approaches to principles of management, *Administrative Issues Journal*, 3(5), 29-36.

**Lloyd, R. A.** (2015). An analysis of fertilizer markets in BRIC countries. *Administrative Issues Journal*, 5(3), 77-88.

**Lloyd, B.** (2014). The Settlers of Catan® form a provincial government: An experiential exercise for the small business classroom. *Journal for Global Business Education*, 13, 15-22.

### Conference Presentations

Fu, W., & **Lloyd, R. A.** (2024). Corporate Social Responsibility to employees under the influence of pandemic and artificial intelligence. Integration of Business, Digital Technologies, and Social Sciences for a Sustainable ASEAN and Beyond Conference. Phnom Penh, Cambodia.

Mertens, D., **Lloyd, R. A.**, Schwaller, H., & Brown, L. (2024). Experiential learning in business strategy: Jumpstarting the classroom to maximize student engagement. Integration of Business, Digital Technologies, and Social Sciences for a Sustainable ASEAN and Beyond Conference. Phnom Penh, Cambodia.

**Lloyd, R. A.**, Lippert, T., & Pruden, C. (2024). Pulling back the Iron Curtain: Discovering managerial contributions obscured by Soviet Rule in Eastern Europe (1917-1989). Integration of Business, Digital Technologies, and Social Sciences for a Sustainable ASEAN and Beyond Conference. Phnom Penh, Cambodia.

Deal, N., & **Lloyd, R. A.** (2024). Retracing Expectancy Theory: An evolution of management studies' second-best known motivation theory. Academy of Management. Chicago, IL.

Daspit, J., **Lloyd, R. A.**, Walker, L., & Winton, B. (2024). Teaching strategies for doctoral students and new faculty. Southwest Academy of Management. Galveston, TX.

**Lloyd, R. A.**, & Vengrouskie, E. F. (2024). The entrepreneurial mindset revisited. Southwest Academy of Management. Galveston, TX.

**Lloyd, R. A.**, Mertens, D., Villegas, S., & Pálka, P. (2023). The origins of management education: A historical analysis of the four principles of management. Academy of Management. Boston, MA.

Mertens, D., Villegas, S., Ware, M., Vengrouskie, E., & **Lloyd, R. A.** (2023). The conservative professor: An endangered species? Southwest Academy of Management. Houston, TX.

Lechleiter, D., & **Lloyd, R. A.** (2023). The impact of perceived ERP implementation success and organizational usage on employee job satisfaction in small and mid-market manufacturers – A literature review. Southwest Academy of Management. Houston, TX.

Villegas, S., Mertens, & **Lloyd, R. A.** (2023). The perception gap: Addressing business workforce readiness misalignment between students and workforce managers. Southwest Academy of Management. Houston, TX.

Mertens, D., & **Lloyd, R. A.** (2023). Engaging capstone seniors starting day one – An experiential exercise. Society of Business, Industry, and Economics. Destin, FL.



Villegas, S., Mertens, D., **Lloyd, R. A.**, & Anaraki, N. (2022). Examiner la relation entre les valeurs d'entreprise, le retour sur investissement et la durabilité dans le secteur mondial de l'énergie. Western Business & Management Conference. Reims, France.

**Lloyd, R. A.**, & Bauer, F. (2022). Nicht freiwillig: Eine phänomenologische Studie zum Subsistenzunternehmertum. G-Forum Summit, Dresden, Germany.

**Lloyd, R. A.**, Perdomo, D. (2022). Digital transformation of entrepreneurship: Leveraging social networks, prior knowledge, and personality traits to find relevant information for entrepreneurial ventures. G-Forum Summit, Dresden, Germany.

**Lloyd, R. A.** (2022). Keynote address: Solving the world's sustainability questions with entrepreneurial answers. Economics Management Finance Conference. Zlin, Czech Republic

**Lloyd, R. A.**, Sanford, R., & Flores-Ruiz, D. (2022). Not by choice: A phenomenological study of subsistence entrepreneurship. Southwest Academy of Management. New Orleans, LA.

Villegas, S., **Lloyd, R. A.**, & Mertens, D. (2022). Practice what you preach: Examining the relationship between corporate values, sustainability, and performance within the global energy sector. Southwest Academy of Management. New Orleans, LA.

Villegas, S., **Lloyd, R. A.**, & Vengrouski, E. F. (2022). On Machiavelli and business process reengineering: A comparative theoretical analysis with modern implications. Southwest Academy of Management. New Orleans, LA.

Vollrath, M., Mertens, D., Thomas, D., Ware, M, & **Lloyd, R. A.** (2022). Why bother with the liberal arts? Academy of Collegiate Marketing Educators Conference. New Orleans, LA.

Budge, J., Cooper, Z., **Lloyd, R. A.**, & Lippert, T. (2022). CSR and its influence on marketing activities and outcomes. Academy of Collegiate Marketing Educators. New Orleans, LA.

Cooper, Z., Budge, J., **Lloyd, R. A.**, & Lippert, T. (2022). The impact of event sustainability using the triple bottom line. Academy of Collegiate Marketing Educators. New Orleans, LA.

Griffin, S., Gravois, R., Xu, Z., & **Lloyd, R. A.** (2022). On advising student research. Academy of Collegiate Marketing Educators Conference. New Orleans, LA.

Scott, B., Ham, D., & **Lloyd, R. A.** (2021). Lean systems and waste: Early covid-19 pandemic impacts on supply chain and production. Southwest Academy of Management. Galveston, TX.

Ham, D., **Lloyd, R. A.**, & Yamamoto, K. (2021). The impact of succession planning effectuation on managerial transition within the two-family owned business. Southwest Academy of Management. Galveston, TX.

Villegas, S., & **Lloyd, R. A.** (2021). Crafting a business mindset: A theoretical model of factors that influence professional reciprocity. Southwest Academy of Management. Galveston, TX.

Villegas, S., Yamamoto, K., & **Lloyd, R. A.** (2020). Applicable and effective andragogy: A qualitative study of adult learners, faculty, and administrators in business education. Western Business Management Association Conference. Napa, CA.

Helens-Hart, R., Sevak, K., & **Lloyd, R. A.** (2020). Digital information behavior of rural entrepreneurs. Association for Business Communication Annual International Conference. San Diego, CA.

**Lloyd, R. A.**, Diaz, E., & Kohler, B. (2020). The moderating impact of globalization on entrepreneurship. Southwest Academy of Management. San Antonio, TX.

Vollrath, M., Diaz, E., Scott, B., Milstead, M., Kohler, B., & **Lloyd, R. A.** (2020). Emerging nexus between self-brand and place branding: City attributes that contribute to strong self-brand connections. Association of Collegiate Marketing Educators Conference. San Antonio, TX

**Lloyd, R. A.**, Mertens, D., Helens-Hart, R., Sevak, K. (2019). Validating digital social networks in entrepreneurship. Society of Business, Industry, and Economics. Destin, FL.

**Lloyd, R. A.** (2019). On macro-grading: A methodology to reduce turnaround time and improve feedback robustness. Summer Institute on Distance Learning and Instructional Technology. Hays, KS

**Lloyd, R. A.** (2019). A human approach to facilitating student engagement in the online classroom. Summer Institute on Distance Learning and Instructional Technology. Hays, KS

**Lloyd, R. A.** (2019). Developing students' skill-sets for the professional context: Bringing the international community into the classroom. Summer Institute on Distance Learning and Instructional Technology. Hays, KS

**Lloyd, R. A.**, Adams, A., & Pruden, C. (2019). Cooperative advantage during the Exoduster Movement: The lessons of Nicodemus, Kansas for modern Black Communities. The Midwest Academy of Management. Omaha, NE.

Villegas, S., **Lloyd, R. A.**, Tritt, A., & Vengrouskie, E. (2019). Ethical gatekeepers: Hiring ethics and employee selection. Southwest Academy of Management. Houston, TX.

Aguilar, S., Vengrouskie, E., & **Lloyd, R. A.** (2019). Driving organizational innovation as a form of intrapreneurship within the context of small businesses. Southwest Academy of Management. Houston, TX.

**Lloyd, R. A.**, & Vengrouskie, E. (2019). Digital affordances, traditional enablers, and defining the rural entrepreneurial ecosystem. Southwest Academy of Management. Houston, TX.

**Lloyd, R. A.,** Martin, M. J., & Hunsicker-Walburn, M. (2018). Experiential cold calling: An innovative teaching exercise for the strategic sales classroom. MABDA Innovation in Business Education. Chicago, IL.

**Lloyd, R. A.,** Whitaker, W., & Lopez, C. (2018). Measuring the entrepreneurial mindset: Reliability, validity, and relevance. 22<sup>nd</sup> Annual Interdisciplinary Conference on Entrepreneurship, Innovation and SMEs, Stuttgart, Germany

**Lloyd, R. A.,** Helens-Hart, R., & Mertens, D. (2018). Digital technologies as an enabler of social cognition: Mobilizing the rural entrepreneurial ecosystem. 22<sup>nd</sup> Annual Interdisciplinary Conference on Entrepreneurship, Innovation and SMEs. Stuttgart, Germany

Helens-Hart, R., & **Lloyd, R. A.** (2018). Mediated portrayals of co-constructed organizational dissent in Undercover Boss. SACAD Conference. Hays, KS

**Lloyd, R. A.** (2017). The Panama Canal as a determinant of FDI inflows in Panama. SIBR 2017 Hong Kong Conference. Hong Kong

**Lloyd, R. A.** (2017). The impact of CSR efforts on firm performance in the energy sector. SIBR 2017 Hong Kong Conference. Hong Kong

Thoman, D., Rydin, S., & **Lloyd, R. A.** (2017). High performance work systems: The impact on employee performance and customer satisfaction. Association of Human Resources Development - International Research Conference in the Americas. San Antonio, TX

**Lloyd, R. A.,** & Mertens, D. (2015). A re-examination of Vroom's expectancy theory: Motivation within the social context. Southwest Academy of Management. Houston, TX

**Lloyd, R. A.** (2015). Experiential learning approaches to principles of management. Administrative Issues Conference: Challenge of Change. Weatherford, OK

**Lloyd, R. A.** (2015). Analysis of fertilizer markets in BRIC nations. Administrative Issues Conference: Challenge of Change. Weatherford, OK

### **PROFESSIONAL CONFERENCES ATTENDED**

8<sup>th</sup> World Sustainability Forum - Geneva, Switzerland (2020)

Indiana University Assessment Institute – Indianapolis, IN (2019)

Society of Human Resource Management Annual Conference – Las Vegas, NV (2019)

RESIN Conference – Brussels, Belgium (2018)

The Experiential Classroom XVIII: University of Florida, USASBE - Gainesville, FL (2017)

Minnesota Crop Production Retailers Ag Expo – Minneapolis, MN (2007-2012)

Wisconsin Agribusiness Association Classic - Madison, WI (2008-2013)

North Dakota Agribusiness Conference – Fargo, ND (2009-2012)

South Dakota Ag Expo – Sioux Falls, SD (2010, 2011)

Southwest Fertilizer Conference – San Antonio, TX (2008-2012)

## **GRANTS AND AWARDS RECEIVED**

- \$4,000 – *Kansas Academy of Math and Science*  
KAMS Camps Grant to fund a survival science summer camp (2024)
- \$4,000 – *Kansas Academy of Math and Science*  
KAMS Camps Grant to fund a free-market economics summer camp (2023)
- \$2,600 – *Erasmus Program – European Union*  
Faculty exchange to The University College of Enterprise & Administration (2022)
- \$5,000 – *Kansas Academy of Math and Science*  
KAMS Camps Grant to fund a data science summer camp (2022)
- \$5,000 – *Undergraduate Research Experience*  
Fort Hays State University to fund student research (2021)
- \$3,000 – *Open Textbook Grant Program*  
Fort Hays State University to fund authorship of OER HR textbook (2021)
- \$35,000 – *Dane G. Hansen Foundation* (co-author with Sabrina William)  
Fort Hays State University to fund Management Development Center (2020)
- \$10,000 – *William and Anita Lusk Faculty Member of Distinction*  
Fort Hays State University to fund research on subsistence entrepreneurship (2020)
- \$3,000 – *Open Textbook Grant Program*  
Fort Hays State University to fund authorship of OER Management textbook (2020)
- \$3,000 – *Undergraduate Research Experience*  
Fort Hays State University to fund student research (2020)
- \$60,000 – *Dane G. Hansen Foundation* (co-author with Sabrina William)  
Fort Hays State University to fund Management Development Center (2019)
- \$19,000 – *Fred and Mary Koch Foundation*  
Fort Hays State University to fund Entrepreneurship Camp (2018)
- \$3,000 – *Werth Family Foundation*  
University of Connecticut to fund FDIB Ireland faculty trip (2018)
- \$15,000 – *Charles Koch Foundation*  
Bethel College to fund Entrepreneurship Camp (2017)

## **HONORS AND DISTINCTIONS AWARDED**

- President's Distinguished Scholar – Fort Hays State University (2024)
- Faculty of the Year – Department of Management at Fort Hays State University (2022)
- Outstanding Educator Award – Southwest Academy of Management (2021)
- Best Reviewer – Southwest Academy of Management (2021)
- Outstanding Research Award – Robbins College of Business & Entrepreneurship (2021)
- My Go-to Mentor – Robbins College of Business & Entrepreneurship (2020)
- Tiger Transfer Champion Award (2020)
- William and Anita Lusk Faculty Member of Distinction (2020)
- Best Paper – Association of Collegiate Marketing Educators Conference (2020)
- Best Reviewer – Southwest Academy of Management (2020)
- Outstanding Teaching Award – Fort Hays State University (2020)
- Outstanding Teaching Award – Robbins College of Business & Entrepreneurship (2020)
- Advancing Assessment Award – Fort Hays State University (2019)
- Best Reviewer – Southwest Academy of Management Conference (2019)
- 1<sup>st</sup> Place - MABDA Innovation in Business Education Competition (2018)

Best Reviewer – Southwest Academy of Management Conference (2017)  
Excellence in the Entrepreneurship Classroom for Creative Teaching - USASBE (2017)

### **HONORS AND DISTINCTIONS NOMINATED**

*Nominee* Emerging Scholars Award – Academy of Management (2024)  
*Finalist* Pilot Award – Fort Hays State University (2022)  
*Finalist* Outstanding Research Award – Fort Hays State University (2021)  
*Finalist* Faculty Member of the Year – Fort Hays State University (2020)  
*Nominee* Pilot Award – Fort Hays State University (2020)  
*Finalist* Ed Shearer Advisor of the Year – Fort Hays State University (2018)

### **INVITED LECTURES:**

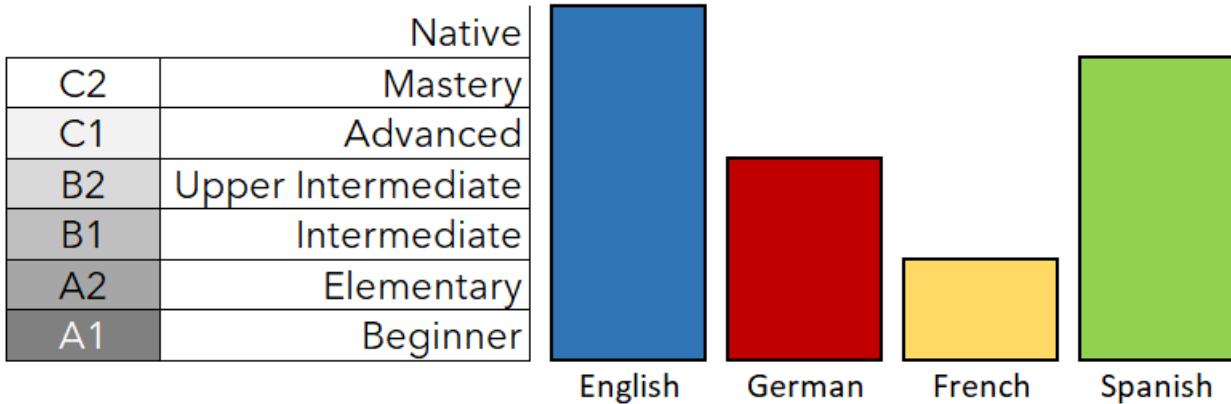
Trinity College, San Antonio, Texas (2024)  
“Role of creativity in the development of strategy”  
Tomas Bata University, Czech Republic (2021)  
“Risk adjusted decision making in strategic planning”  
Ohio Wesleyan University, USA (2021)  
“Why MBA’s need Melville and startups need Shelley”  
Radboud University, Netherlands (2018)  
“Sustainability and serial entrepreneurs in energy markets”  
Saint John Institute, USA (2018)  
“Maintaining your core values as a business professional”  
Temple University, Japan (2017)  
“Global marketing and sustainability”  
Temple University, Japan (2017)  
“Economics, energy, and ecology: Crossroads for CSR”  
University of Florida, USA (2017)  
“The difference between a viable product and a good idea”  
University of Alaska Southeast, USA (2017)  
“Mintzberg’s culture school as effective business strategy”  
Our Lady of the Lake University, USA (2017)  
“A comparative analysis of research methodologies”  
Fort Hays State University, USA (2016)  
“Building an effective ethical climate”  
Oral Roberts University, USA (2015)  
“Marketing lessons from the U.S. Antarctic Program”

### **COMMUNITY SERVICE:**

Trego Business Pathway Advisory Board (2018-2021)  
Future Business Leaders of America – State conference judge, Topeka, KS (2017-2018)  
Future Business Leaders of America – Chapter mentor, Hesston, KS (2017)

## LANGUAGE SKILLS

Language proficiencies are gauged at the following levels, based on the metrics of the Common European Framework of Reference for Languages (CEFR)



## PROFESSIONAL WORK EXPERIENCE

Koch Fertilizer, Wichita, KS (2007-2013)

Commodities Sales Manager

- Managed liquidity for fertilizer production assets, marketing tons into Wisconsin, Minnesota, North Dakota and South Dakota.
- Developed regional point-of-view and strategies, accounting for supply/demand, key drivers, product trends, value chains and trade flows
- Traded third-party tons to capture opportunities in marketing strategies
- Executed 100,000 tons in sales of nitrogen-based fertilizer, marketing tons into Wisconsin, Minnesota, North Dakota and South Dakota
- Recognized shortage in MN during fall ammonia market and positioned 3,000 tons at competing terminals, capturing \$500k gross profit
- Initiated analysis of shortage on phosphate supply in ND and sold 16,000 tons at a \$24 per ton premium, resulting in \$380k gross profit
- Negotiated commercial resolutions in seven non-performance situations during 2008 market volatility, resulting in \$2.0 million in re-captured earnings
- Leveraged trucking capabilities to sell 8,000 tons of ammonia delivered to customers at a \$300k gross profit during fall 2010 season

Raytheon, McMurdo Science Research Station, Antarctica (2005-2006)

Auxiliary Staff

- Assisted in gear preparation and safety protocols of arctic diving excursions
- Obtained “Happy Camper” Antarctic survival certification
- Cleaned dormitory, recreation and science research facilities daily
- Garnered “Man of the Match” award in rugby match between USA and New Zealand
- Volunteered more hours than any staff member on station to assist with cafeteria and dishwashing duties during season with abnormally high injury rate

Great Alaska Adventure Lodge, Sterling, AK (2002-2007 summers)

Outdoor Guide and Manager

- Managed 12 outdoor guides for hiking, camping, kayaking, biking, glacier tours, and whitewater rafting itineraries on the Kenai Peninsula
- Created "Client Itinerary Management Program" to facilitate savings on float plane costs and group discounts to third-party vendors
- Maintained 100% safety record of 3 remote wilderness out camps
- Coordinated daily logistics and provisioning of 3 remote out camps