**Curriculum Vitae**

**MARIJANE ENGLAND HANCOCK**

Department of Management

College of Business

University of Nebraska-Lincoln

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# EDUCATION

**Ph.D. Community and Human Resources, University of Nebraska-Lincoln, 1991**

Concentration - Role of information and quantitative planning models for decision making and strategic planning; educational policy formulation and implementation; higher education and public administration.

Dissertation: *A Decision Support System Using Goal Programming for the Study of Resource Allocation*

**M. S. Animal Science, University of Nebraska-Lincoln, 1976**

Concentration - Animal breeding and quantitative genetics

**B. S. Mathematics and Statistics, University of Nebraska-Lincoln, 1974**

Concentration - Statistics

# PROFESSIONAL EXPERIENCE

**Associate Professor of Practice, Management 2015-present;**

**Director of Special Projects, Office of the Dean 2015-present,** College of Business, University of Nebraska-Lincoln

* Director of Special Programs responsibilities include producing reports on institutional data for Dean’s and Chairs and resource allocation modeling.
* Teach undergraduate courses in Management.
* Course taught:
  + Management 475 – Business Policies and Practices

Required course for all graduating seniors. The course is intended to provide the student with a systematic opportunity to integrate the tools and techniques acquired in other courses, apply them to competitive business situations, and communicate performance information to organizational stakeholders. The course emphasizes the role that strategic thinking and management can play when confronting business opportunities and problems.

* + Management 360 – Managing Behavior in Organizations

Required course for Management majors; elective for others. A course in Organizational Behavior provides the basic knowledge for managing people in organizations by surveying frameworks for individual, group, and system behaviors. The course builds critical thinking skills by examining the role of perception, personality and attitudes, motivation, leadership, group dynamics, employee engagement, organizational culture, communication and decision making in the management of work.

* + Management 360B – Managing Behavior in Organizations

Section for students in Clifton Builders Program. A course in Organizational Behavior provides the basic knowledge for managing people in organizations by surveying frameworks for individual, group, and system behaviors integrating theory and practice from a Clifton/Gallup Strengthsfinder focus. The course builds critical thinking skills by examining the role of perception, personality and attitudes, motivation, leadership, group dynamics, employee engagement, organizational culture, communication and decision making in the management of work.

**Certified-Gallup Strengths Coach & Faculty Associate, 2016-present** Clifton Strengths Institute, College of Business UNL

* Work to help individuals and teams develop their unique combinations of strengths.
* Partner with Clifton Strengths Institute to work with innovative Freshman Experience course by coaching student-peer coaches.
* Work with other faculty to incorporate Clifton Strengths philosophy into the curriculum in UNL-CBA
* Community Outreach seminars and coaching sessions
* Coach individual students on request

**Vice Chair/Lecturer (Vice Chair May 2014-present; lecturer August 2011 to May 2015),** Department of Management, College of Business Administration, University of Nebraska- Lincoln

* Vice Chair responsibilities include scheduling courses and faculty staffing, responding to student issues, and oversight of departmental support staff.
* Teach undergraduate courses in Management and Supply Chain Management. Courses taught:
  + Management 475 – Business Policies and Practices

Required course for all graduating seniors. The course is intended to provide the student with a systematic opportunity to integrate the tools and techniques acquired in other courses, apply them to competitive business situations, and communicate performance information to organizational stakeholders. The course emphasizes the role that strategic thinking and management can play when confronting business opportunities and problems.

* + Management 331 – Operations and Supply Chain Management

Required course for all undergraduate students. The course objective is to provide a basic understanding of production and transformation systems, the relationship among Supply Chain Management and other functional business areas and the role in corporate strategy, and approaches and methods used by operations managers in planning and controlling transformation systems.

* + Management 350 – Introduction to Management Information Systems

Required course for all undergraduate students. The course objective is to provide an understanding of the role of Management Information Systems (MIS) in advancing business strategies; how MIS are structured, specifically the use of relational databases; how “BIG” data is collected and used in business decisions; SCM, CRM and ERP computer systems; eBusiness forms and revenue models; and trends in computing including mobile and cloud computing.

* + Management 361 – Human Resources Management.

Elective. The course objective is to present the integrated nature of human resource management, policies and principles in the contemporary firm. Materials cover challenges and opportunities faced by those responsible the acquisition, development and deployment of the workforce.

**Fiscal Officer (January 2011-August 2011),** Nebraska Humanities Council, Lincoln, NE

* Responsible for financial accounting of federal, state and private funds received by the Nebraska Humanities Council and the Nebraska Foundation for the Humanities and all funds paid or dispersed to grantees, employees, vendors and contractors according to GAAP.
* Prepared program and administrative costs analyses for the Executive Director.
* Participated in developing long-term and strategic plans.
* Served as Human Resources officer.
* Staff liaison to the Board of Directors Finance and Audit Committees.

**Dean of Administration (January 2008-July 2010),** Bryan College of Health Sciences, Lincoln, NE.

* Responsible for College strategic planning, updating information technology infrastructure, and administrative support. Reduced FTE from 4.0 to 2.6 with increased productivity.
* Developed a system for oversight and fiscal control of the operating budget of approximately $5.5 million dollars. Brought College in 1% under budget in FY2010; the first time the College had ended the year within budget for at prior last ten (10) fiscal years.
* Developed strong relationships between the College and the units of the Medical Center with responsibility for finance, budget, human resources, and information technology.
* Prepared capital equipment and operating budget of the College.
* Served as Human Resources officer for the College.
* Served as a liaison to the College Board of Trustees for Business and Finance. Ex-officio member of the Board of Trustees Business and Finance Committee**.**

**Assistant Vice President and Director Institutional Research and Planning** **(May 2006-January 2008; Interim Sept 2005-May 2006)**, University of Nebraska System, Lincoln, NE.

* Developed policy analyses and position papers for President and Board of Regents for University strategic planning.
* Provided the President and Provost with timely information on resource allocation and issues related to academic and research programming.
* Led efforts to coordinate NU system and campus Institutional Research offices to improve quality and standardize data collection and analyses. Results: a coordinated central student information database, and a dramatic reduction in *ad hoc* data requests to campuses.
* Led the University of Nebraska Computing Services Data Warehouse Team, together with Chief Information Officer, to improve the integration of university-wide databases and data collection systems.
* Monitored and reported on national developments in higher education related to student and academic issues.
* Led publication of first NU system Factbook. Public web access April 2007.
* Responded to data and information requests from constituents, including accrediting organizations, federal and state government, Nebraska Coordinating Commission on Postsecondary Education, and Legislative Fiscal Office.
* Supervised three Managerial/Professional staff members.

**Senior Lecturer** **(August 2000-May 2006),** Management, College of Business Administration, University of Nebraska-Lincoln, Lincoln, NE.

* Taught undergraduate and MBA courses in Operations Management and Management Information Systems. Most undergraduate sections ranging from 99-200 students. Research interests included supply chain management, operations in high-risk areas, and virtual teams.
* Awarded Excellence in Teaching Award 2004 and 2006.
* Participated in Peer Review of Teaching. My portfolio was one of five selected nationally for a demonstration web-site.
* Advisor for Management students in College of Business Administration Learning Community.
* Courses taught:
* Management 331 – Operations and Resources Management.

Required course for all undergraduate students. The course objective is to provide a basic understanding of production and transformation systems, the relationship among Operations and other functional business areas and their roles in corporate strategy, and approaches and methods used by operations managers in planning and controlling transformation systems.

* Management 350 – Introduction to Management Information Systems Required course for all undergraduate students. The course objective is to provide an understanding of the role of Management Information Systems (MIS) in advancing business strategies; how MIS are structured, specifically the use of relational databases; how “BIG” data is collected and used in business decisions; SCM, CRM and ERP computer systems; Ebusiness forms and revenue models; and trends in computing including mobile and cloud computing.
* Graduate Business Administration 815 – Operations and Information Systems Strategy. Required for all MBA students. The course objective is to develop and understanding of the need to construct Operations and Information Systems Strategies that support corporate level strategies and simultaneously coordinate with other functional areas of the firm.

**Associate Director, Science Support Services (Assistant Director 1994-1998; Associate Director 1998-2000),** Polar Ice Coring Office University of Nebraska-Lincoln, Lincoln, NE.

* Directed the Arctic Logistics and Science Support Section of the Polar Ice Coring Office operated by UNL under a contract from the National Science Foundation (NSF).
* Administered the Arctic Logistics budget of approximately $7.2 million in FY99.
* Responsible for increasing NSF funding from $1.8 million in FY95 to $6.5 million in FY99. Contracts and grants awarded to Arctic Logistics Section from 1994-1999 totaled approximately $17.6 million.
* Managed grants from NASA and other federal agencies.
* Developed annual program plan, prepared budgets, and led negotiations with NSF and NASA.
* Joint oversight with Director of Administrative and Business functions, including meeting Federal-reporting requirements.
* Managed $3.5 million facilities upgrade to Alaskan research facility in 1999.
* Supervised eight Managerial/Professional permanent staff members and 30 seasonal employees.

**Interim Associate Dean** **(May 1994 to October 1994),** College of Business Administration, University of Nebraska-Lincoln, Lincoln, NE.

* Responsible for College oversight of on-going accreditation self-study and report to American Assembly of Collegiate Schools of Business.
* Coordinated College strategic planning process, budget, finance, and personnel administration.
* Supervised 10 professional and clerical staff members.

**Policy Research and Planning Associate** **(1993 to 1994)**, Office of Institutional Research and Planning and Office of Vice Chancellor for Academic Affairs, University of Nebraska-Lincoln.

* Initiated studies and prepared reports and briefings on planning and policy alternatives.
* Responded to data and information requests from constituents.

**Academic Systems Coordinator** **(1984 to 1993)**, Office of Vice Chancellor for Academic Affairs, University of Nebraska-Lincoln, Lincoln, NE.

* Maintained fiscal control over Academic Affairs funds.
* Served as personnel officer for academic personnel. Functions parallel Director of Human Resources.
* Developed methodology and conducted study on Faculty Workload as required by Nebraska Legislature.
* Led implementation of Voluntary Tenure Settlement Program, Voluntary Phased Retirement Program, and related contract negotiations.
* Responsible for all Academic Affairs reports and items for Board of Regents; represented Academic Affairs on the UNL and University-wide teams.

**Consulting Statistician/Systems Analyst** **(1982 to 1984), Research Technologist** **(1976 to 1982)** University of Nebraska West Central Research and Extension Center, North Platte, NE.

# RECENT OUT REACH ACTIVITIES

# - Start with Talent: Finish with Strengths - Institute for Real Estate Management, Chicago 2018

**-** Crucial Conversations – Westminster Presbyterian Church, Lincoln 2018

# -Start with Talent; Finish with Strengths - Maternal, Children and Adolescent Health Unit,

# NE Department of Health and Human Services 2017

# -Start with Talent; Finish with Strengths - JTECH Construction, Lincoln 2017

-Being Your Best You: Understanding your strengths – Evangelical Free Church Youth Group, Lincoln 2017

-Living your Strengths – Westminster Presbyterian Church, Lincoln 2016

-Team Building Using Strengths – Your Membership, Chicago 2016

# RECENT SEMINARS AND WORKSHOPS

Gallup Strengths Summit 2018

College of Business Teaching and Learning Center Seminars 2017, 2018

Canvas LMS Training

Teaching and Learning Symposium sponsored by UNL Exec VCAA Fall & Spring, 2015, 2016, 2017, 2018

Innovation in Pedagogy & Technology Seminar sponsored by NU Online 2014, 2015, 2016, 2017, 2018

Accelerated Gallup Strengths Coach Seminar 2016

Women in Business Leadership Conference hosted in partnership with CoB & Lincoln Chamber of Commerce 2014, 2014, 2016, 2016, 2017

AACSB Seminar on Curriculum Development: Leadership

Harvard Case Study Seminar

Innovation in Pedagogy and Teaching Symposium – NU Information Technology and NU Online Worldwide

Business Educators Forum – Engaging Students in a Digital World – Cengage Learning

# RECENT PROFESSIONAL ACTIVITIES, SERVICE and MEMBERSHIPS

Academy of Management, member

Society for Human Resource Management, member

CBA Undergraduate Curriculum and Assessment Committee – Chair 2017-18

Chair Professor of Practice Search Committee 2016

# RECENT COMMUNITY ACTIVITIES AND SERVICE

Westminster Presbyterian Church

Elder; Clerk of the Session

Member of two Capital Campaign Committees

Board of Directors, Bright Lights – 2010-2015

Board of Directors, CASA Lancaster County – 2010-2013

Leadership Lincoln XXIV 2010

## HONORS AND AWARDS

Excellent in Teaching Award College of Business Administration 2004, 2006, 2017

Nominated for Excellence in Teaching Award College of Business Administration 2012, 2013, 2014, 2015, 2016, UNL Parents Association Recognition Award 2015

Phi Delta Kappa initiated 1987

Gamma Sigma Delta initiated 1976

Phi Beta Kappa initiated 1974

Pi Mu Epsilon initiated 1972

**GRANTS AND CONTRACTS**

**1998-99** •Kuivinen, K. C., England, M. E. Logistical Support by the Polar Ice Coring Office. National Science Foundation. $6,810,695.

•Kuivinen, K. C., England, M. E. Drilling Support by the Polar Ice Coring Office. National Science Foundation. $569,325.

•Kuivinen, K. C., England, M. E. Coordination of Surface Glaciological Investigations and Field Operations for the NASA PARCA Program, Greenland, 1999. National Aeronautics and Space Administration. $561,471.

**1997-98** • Kuivinen, K. C., England, M. E. Logistical Support by the Polar Ice Coring Office. National Science Foundation. $2,585,917.

•Kuivinen, K. C., England, M. E. Coordination of Surface Glaciological Investigations and Field Operations for the NASA PARCA Program, Greenland, 1998. National Aeronautics and Space Administration. $348,655.

•Kuivinen, K. C., England, M. E. Coordination of Surface Glaciological Investigations and Field Operations for the NASA PARCA Program, Greenland, 1998. National Aeronautics and Space Administration. $15,000.

•Kuivinen, K. C., England, M. E. Support of USGS Fremont Glacier Thermal Drilling. Department of Interior-GS. $20,000.

•Kuivinen, K. C., England, M. E. Logistical Support for European Science Foundation in Greenland, 1997**.** University of Copenhagen. $30,285.

**1996-97** •Kuivinen, K. C., England, M. E. Logistical Support by the Polar Ice Coring Office. National Science Foundation. $3,136,975.

•Kuivinen, K. C., England, M. E. Logistical Support for European Science Foundation in Greenland, 1997**.** University of Copenhagen. $30,000.

•Kuivinen, K. C., England, M. E. Coordination of Surface Glaciological Investigations and Field Operations for the NASA PARCA Program, Greenland, 1997. National Aeronautics and Space Administration. $727,801.

**1995-96** •Kuivinen, K.C., England, M. E., and J. T. Collins. Logistical and Drilling Support by the Polar Ice Coring Office. National Science Foundation. $4,756,883**.**

•Kuivinen, K. C., and England, M. E. Logistical Support for French Polar Programs, 1995 and 1996 field seasons. French Institute of Geophysics. $158,990.

•Kuivinen, K. C., and England, M. E. Logistical Support for European Science Foundation in Greenland, 1995 and 1996**.** University of Copenhagen. $64,305.

## PUBLICATIONS

**A. Book Chapters**

Hancock, M.E. 2013. Domain 1: Balanced Scorecard. In American Marketing Association Certified Marketing Master (AMA CMM) Study Guide. (pp. 1-18). Chicago: American Marketing Association.

Creswell, J. W., and England, M. E., 1994. Improving Informational Resources for Academic Deans. In M. W. Kinnick (Ed.), Providing useful information for deans and department chairs. (pp. 5-18). New Directions for Institutional Research No. 84. San Francisco: Jossey-Bass.

**B. Refereed Journal Articles**

Hancock, M. and Schneiderjans, M. 2007 Multi-criteria University decision support system: an operations

research prototype case study. International Journal of Operations Research. Vol. 4, No. 4, 230-237.

Lee, S., and Hancock, M. 2005. Disruption in the supply chain due to September 11, 2001. Decision Line. Vol. 36 (2): 8.

Yan, X., Potter, J., Krug, N., Kuivinen, K., and England, M., 1998. Polar field tent shelters and well-being of users. Environment and Behavior. CA:Sage Publications. Vol. 30.3: 398.

Yan, W. England, M., Kuivinen, K., Potter, J., and Krug, N., 1998. A critical review of design and use of field tent shelters in polar regions. Polar Record 34 (189). UK: Scott Polar Research Institute, Cambridge University. Vol. 34 (189): 113.

Clanton, D. C., Jones, L. E., and England, M. E., 1983. Effect of rate and time of gain after weaning on the development of replacement beef heifers. Journal of Animal Science. 56:230.

Clanton, D. C., England, M. E., and Parrott, III, J. C., 1981. Effect of monensin on efficiency of production in beef cows. Journal of Animal Science. 53:873.

Clanton, D. C., and England, M. E., 1980. Methionine hydroxy analog in supplements for lactating beef cows. Journal of Animal Science. 51:539.

Cunningham, P. J., England, M. E., Young, L. D., and Zimmerman, D. R., 1979. Selection for ovulation rate in swine: correlated response in litter size and weight. Journal of Animal Science. 48:509.

England, M. E., Cunningham, P. J., Mandigo, R. W., and Zimmerman, D. R., 1977. Selection for ovulation rate in swine: correlated response in carcass traits. Journal of Animal Science. 45:983.

### C. Technical Articles and Reports

England, M. E., 1999. 1999 Greenland Field Season After Operations Report. Polar Ice Coring Office. University of Nebraska-Lincoln.

England, M. E., 1999. 1999 Alaska Field Season After Operations Report. Polar Ice Coring Office. University of Nebraska-Lincoln.

England, M. E., 1998. 1998 Greenland Field Season After Operations Report. Polar Ice Coring Office. University of Nebraska-Lincoln.

England, M. E., 1998. 1998 Alaska Field Season After Operations Report. Polar Ice Coring Office. University of Nebraska-Lincoln.

England, M. E., 1997. 1997 Greenland Field Season After Operations Report. Polar Ice Coring Office. University of Nebraska-Lincoln.

England, M. E., 1997. 1997 Alaska Field Season After Operations Report. Polar Ice Coring Office. University of Nebraska-Lincoln.

England, M. E., 1996. 1996 Greenland Field Season After Operations Report. Polar Ice Coring Office. University of Nebraska-Lincoln.

England, M. E., 1996. 1996 Alaska Field Season After Operations Report. Polar Ice Coring Office. University of Nebraska-Lincoln.

England, M. E., 1995. 1995 Greenland Field Season After Operations Report. Polar Ice Coring Office. University of Nebraska-Lincoln.

England, M. E., 1995. 1995 Alaska Field Season After Operations Report. Polar Ice Coring Office. University of Nebraska-Lincoln.

Egbert, R., and England, M., 1992. Follow Through: A brief history. In E. Ramp and C. Pederson (Eds.) Follow Through: Program and policy issues. Lawrence, KS: University of Kansas.

England, M. E., 1988. An analysis of policies effecting the development of new programs at the University of Nebraska-Lincoln Teachers College. In Egbert, R. L., The extended elementary teacher education program (EETEP): Program assessment report. University of Nebraska-Lincoln. Report to U. S. Department of Education, Appendix D.

Clanton, D.C., and England, M.E., 1981. Rumensin for cows. Nebraska Beef Cattle Report. EC 81-218. p.39.

Clanton, D. C., England, M.E., and Berger, L.L., 1980. Winter nutritional programs for beef cows. Nebraska Beef Cattle Report. EC 80-218. p.9.

Clanton, D.C., Berger, L.L., and England, M.E., 1980. Slow release urea in range supplements. Nebraska Beef Cattle Report. EC 80-218. p.13.

Clanton, D.C., England, M.E., and Berger, L.L., 1980. Whole and/or rolled corn in a finishing ration. Nebraska Beef Cattle Report. EC 80-218. p.32.

Clanton, D.C., Berger, L.L., and England, M.E., 1980. Cow-calf summer management systems. Nebraska Beef Cattle Report. EC 80-218. p.11.

Clanton, D. C., Berger, L.L., and England, M.E., 1979. Slow release urea in silage supplements. Nebraska Beef Cattle Report. EC 79-218. p.15.

Clanton, D.C., Heldt, J. D., England, M.E., and Berger, L.L., 1978. Feeding systems for crossbred steers. Nebraska Beef Cattle Report. EC 78-218. p.12.

Heldt, J.D., England, M.E., and Clanton, D.C., 1978. Energy efficiency--A guide for marketing. Nebraska Beef Cattle Report. EC 78-218. p.15.

**D. Refereed Published Abstracts and Meeting Presentations**

Hancock, M.E., and Lee, S.M. 2004. Disruption in the supply chain due to September 11, 2001. Paper presented at Pan-Pacific Conference XXI, Pan-Pacific Business Association, Alaska

Lee, S.M., Garvin, T., England, M.E. 2001. The role of information systems in the world-class organization.

Paper presented at Pan-Pacific Conference XVIII, Pan-Pacific Business Association, Chile

England, M. E., Yan, X. W., and Kuivinen, K. C. 1999. Facilities design and management in extreme and remote environments. Paper presented at Pan-Pacific Conference XVII, Pan-Pacific Business Association, Fiji.

Yan, X. W., Kuivinen, K. C. and England, M. E. 1998. The build environment in polar and circumpolar environments: an environmental behavior approach of design. Paper presented at Biannual Meeting of the International Association for People‑Environment Studies, Eindhoven, The Netherlands.

England, M. E., 1991. The use of computer simulation to assist university administrators study resource allocation issues. Paper presented at the 1991 Annual Meeting of the American Association of Colleges for Teacher Education, Atlanta, GA.

England, M. E., Golden, B. L., Clanton, D. C., and Nichols, J. T., 1984. Determining optimal beef calf development strategies using computer simulation. 17th Annual Meeting Midwest Section of American Society of Animal Science Abstracts.

Golden, B. L., England, M. E., Clanton, D. C., and Nichols, J. T., 1984. Determining optimal winter and spring forage programs for beef cows using computer simulation. 17th Annual Meeting Midwest Section of American Society of Animal Science Abstracts.

Peterson, M. K., Clanton, D. C., Klopfenstein, T. K., Walker, G. L., and England, M. E., 1981. Abomasal nitrogen flow, nitrogen balance, and dry matter digestibility as influenced by nitrogen source in range supplements. 14th Annual Meeting Midwest Section of American Society of Animal Science Abstracts. University of Nebraska.   
p. 117.

Powell, D. J., Clanton, D. C., England, M. E., Knott, M. J., and Walker, G. W., 1980. Effect of range condition on diet and performance of grazing steers. 13th Annual Meeting Midwest Section of American Society of Animal Science Abstracts. Kansas State University. p. 97.

England, M. E., Walker, G. L., and Nichols, J. T., 1979. Response of yearling steers to RALGRO implants.   
71st Annual Meeting of American Society of Animal Science Abstracts. University of Arizona. p. 275.

Walker, G. L., England, M. E., and Nichols, J. T., 1979. Effect of nitrogen fertilizer on forage nitrogen and animal gain. 71st Annual Meeting American Society of Animal Science Abstracts. University of Arizona. p. 275.

Clanton, D. C., England, M. E., and Greuter, H. P., 1978. Rumensin for beef cows in drylot. 70th Annual Meeting of American Society of Animal Science Abstracts. Michigan State University. p. 411.

England, M. E., Clanton, D. C., and Berger, L. L., 1978. Feeding systems for different crossbred steers. 70th Annual Meeting of American Society of Animal Science Abstracts. Michigan State University. p.416.

Clanton, D. C., and England, M. E., 1977. Methionine hydroxy analog in beef cow supplements post calving.   
69th Annual Meeting American Society of Animal Science Abstracts. University of Wisconsin. p. 18.

Danielson, D. M., England, M. E., and Pollmann, D. S., 1977. Changing grain sources in growing-finishing diets. 69th Annual Meeting of American Society of Animal Science Abstracts. University of Wisconsin. p. 84.

England, M. E., Young, L. D., Cunningham, P. J., and Zimmerman, D. R., 1977. Ovulation rate selection in swine: correlated response in litter traits. 69th Annual Meeting American Society of Animal Science Abstracts. University of Wisconsin. p. 18.

England, M. E., Cunningham, P. J., Zimmerman, D. R., and Mandigo, R. W., 1976. Selection for ovulation rate: correlated response in carcass traits. Journal of Animal Science. 42:1338 (Abstr.).