Elina Ibrayeva Ph.D

Associate Professor of Practice

Department of Management

College of Business

University of Nebraska Lincoln

Email: eibrayeva2@unl.edu

Highlights\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* I am passionate about teaching and have taught over 12,000 graduate and undergraduate students in my UNL courses over the past twelve years.
* I enjoy creativity and innovation in course design and have designed several new undergraduate and MBA courses that received excellent feedback from students.
* An early adopter of online teaching, I am enthusiastic to learn and implement new online and media technologies in my courses in ways that foster a learning community and increase student engagement.
* My current UNL position requirements & contract specify 80% teaching and 20% service.

Education\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* 1999 Ph.D in Management, University of Nebraska-Lincoln. Dissertation Title: "Entrepreneurship in Transitionary Economies: Testing a Social Cognitive Model"
* 1997 MA in Management, University of Nebraska-Lincoln
* 1994 Fulbright Research Program, University of Nebraska-Lincoln
* 1993 Executive Entrepreneurship Program, The Maastricht School of Management, Netherlands
* 1989 Candidate of Economic Sciences Degree in Political Economy, The Kazakh National State University, Kazakhstan
* 1983 Bachelor Degree in Political Economy, The Kazakh National State University, Kazakhstan

Professional Experience\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* 2018 - Present, Associate Professor of Practice, College of Business, UNL, Lincoln, Nebraska
* 2013-2018, Assistant Professor of Practice, College of Business, UNL, Lincoln, Nebraska
* 2012-2013, Lecturer, College of Business Administration, UNL, Lincoln, NE
* 2011-2012, Professor of Business at Peru State College, Peru, NE
* 1999-2011, Professor of Business, Department of Business and Public Affairs, Southwest Minnesota State University, Marshall, MN
* 1996-1999, Ph.D Student, University of Nebraska, Lincoln
* 1994-1996, Instructor, The Kazakh Institute for Management, Economics, and Strategic Research
* 1990-1993, Associate Professor, Kazakh National State University, Kazakhstan
* 1988-1990, Assistant Professor, Kazakh National Architecture Academy, Kazakhstan

Research\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* 2015 Ibrayeva E. “Destination Unknown: Duncan Aviation in a Global Economy” in The Case Journal, with Sebora, T.
* 2014 Ibrayeva E. “Expanding Cutts Floral Distributors” in The Case Journal, with Sebora, T.
* 2014 Ibrayeva E. “Union Pacific: Deregulation and Beyond” in American Journal of Management, with Sebora, T.
* 2014 Ibrayeva E. “SML Parking and RFID Technology” in Journal of Business and Economics, with Sebora, T.
* 2006 Ibrayeva E. Entrepreneurial Self-Efficacy in Central Asian Transition Economies: Quantitative and Qualitative Analyses in Journal of International Business Studies, with Luthans, F.
* 2006 Ibrayeva E. Entrepreneurial Behaviors in Central Asian Transition Economies. Proceedings of the 6th international business conference organized by the University of Economics. University of Economics in Bratislava and University of Economics Prague, Slovakia
* 2005 Ibrayeva E. Cultural Dimensions for Selected Countries in the East European Cluster. Proceedings of the 5th international business conference New Business Environment of the Slovak and the Czech Republics following their EU accession, University of Economics in Bratislava and University of Economics Prague, Slovakia
* 2004 Ibrayeva E. Major Collaborator for The Culture, Leadership & Organizations: The GLOBE Study of 62 Societies published by Sage and edited by R. House, et al.
* 2000 Ibrayeva E. Environmental and psychological challenges facing entrepreneurial development in transitional economies. Journal of World Business, with Luthans, F. & Stajkovic, A.
* 1998 Ibrayeva E. The potential for the "dark side" of leadership in post-communist countries. Journal of World Business, with Luthans F. & Peterson, S.
* 1998 Ibrayeva E. Activities of entrepreneur-managers in the former Soviet Union Central Asian republics: an observational study. Proceedings of the Midwest Academy of Management, with Luthans F.
* 1989-1993 Ibrayeva E. Eight management articles published in Kazakhstan.

Teaching at UNL\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* Applied Organizational Behavior, GRBA 814 (28 sections)
* Leadership in a Global Context, MNGT 828 (11 sections)
* Positivity for Managers, MNGT817 (14 sections)
* Managerial Negotiations, MNGT/MKTG859 (1 section)
* Foundations: Business Strategy GRBA808 (1 section)
* International Business, GRBA 852 (4 sections)
* Strategic Management, MNGT 475 (3 sections)
* International Management, MNGT 414 (11 sections)
* Human Resource Management, MNGT 361 (3 sections)
* Organizational Behavior, MNGT 360 (6 sections)
* Essentials of Management for Contemporary Organizations, MNGT 300 (11 sections)
* Introduction to Management, MNGT 301 (31 sections)
* BSAD 491 International Business (with trip to Uganda and Panama) (2 sections)
* MNGT399 Independent Study (2 sections)
* MNGT995 Independent Study (1 section)
* BSAD395 Professional Internship (4 sections)

Teaching at previous universities\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* International Business and Economics (undergraduate and graduate)
* International Management (undergraduate)
* International Marketing (undergraduate)
* Principles of Management (undergraduate)
* Organizational Behavior (undergraduate and graduate)
* Business Policy (undergraduate and graduate)
* Business Policy (undergraduate) at INTI College in Malaysia
* Production and Operations Management (undergraduate)
* Interpersonal Skills (undergraduate and graduate)
* Theories of Entrepreneurship (graduate)
* Principles of Microeconomics (undergraduate)
* Principles of Macroeconomics (undergraduate)

Executive education\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* 2023 Ibrayeva E. Consulted four UNL Yetter International Trade Institute Fellows on macroeconomic environment in Kazakhstan (economic development, foreign direct investment, entrepreneurship, social issues, government regulations)
* 2020 Ibrayeva E. Cracking the Code of Culture. Professional Development Day for Directors at Nelnet.
* 2020 Ibrayeva E. Cracking the Code of Culture. Presented at the CoB Professional and Executive Center’s Half Day Certificate Program.
* 2019 Ibrayeva E. Becoming a Mindful Leader. Presented at the CoB Professional and Executive Center’s Power Lunch.
* 2018, July: Organizational Strategic Planning workshop for 25 Young African Leaders from Mandela Washington Civic Leader Fellowship. Workshop presented at UNL, Lincoln, NE
* 2017 July: Three workshops for 25 Young African Leaders from Mandela Washington Civic Leader Fellowship. Workshops presented at UNL, Lincoln, NE.
* 2018 Ibrayeva E. Cracking the Code of Culture. Presented at the CoB Professional and Executive Center’s Power Lunch.
* 2017 Ibrayeva E. Understanding Cultural Differences at ResourcePro. Paper submitted to TMT at ResourcePro.
* 2017 Ibrayeva E. Cracking the Code of Culture. A whole-day workshop presented at Qingdao’s office of ResourcePro in China.
* 2010 – 2011 Ibrayeva E. Two (middle level and top level managers) international management seminars for the "Executive MBA Program" at Schwan's University, Schwan’s Food Company, Marshall, MN

National level teaching/pedagogical conference presentations (UNL)\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* 2025 Ibrayeva, E. “Teaching Cultural Differences with Best Learning Practices: Instructor - MBA Student Perspectives” proposal submitted for 85th AOM TLC conference in Copenhagen, Denmark, August 2025
* 2024 Ibrayeva, E. "Creating a Sense of Belonging in a Large Undergraduate Online Introduction to Management Course", 84rd Academy of Management TLC Presentation.
* 2023 Ibrayeva, E. "Designing a Super Course by Using Seven Research Based Best Learning Practices", 83rd Academy of Management TLC Presentation, August 6. Nominated as best TLC 2023 AOM proposal.
* 2022 Ibrayeva, E. "Online Course Design Incorporating Eight Best Learning Practices” Atlanta. National Teaching Professor Conference Presentation.
* 2022 Ibrayeva, E. McGraw Hill Faculty Podcast “Maximizing Pedagogy for On-Campus and Online Courses.”
* 2022 Ibrayeva, E. McGraw Hill Faculty Podcast “Three Ways to Engage Students in Undergraduate Management Courses.”
* 2021 Ibrayeva, E. Deconstructing Online MBA Assignments for Best Learning Practices. Presented at AACSB Online Learning Affinity Group Workshop.
* 2019 Ibrayeva, E. Using Self-Reflection Journal in a Massive Introduction to Management Course. McGraw Hill Podcast Series.
* 2019 Ibrayeva, E. Building Blocks for an Effective Online Course Design. McGraw Hill Podcast Series.
* 2017 Ibrayeva, E. Using MindTap and TopHat Technologies in a Massive Class. Poster Presentation at the National Teaching with Technology Conference in Baltimore MD
* 2016 Ibrayeva, E. Ten GLOBE Clusters Project in a Leadership in a Global Context course. Poster Presentation at the National Teaching Professor Conference, Washington, DC
* 2015 Ibrayeva, E. Applying Lean Principles to Online Course Design and Administration. Presentation at the National Teaching Professor Technology Conference, New Orleans, LA
* 2014 Ibrayeva, E. A Voyage to Brobdingnag: Small Company’s Fight for its Distributor Role between Chinese and Russian Giants on International BTB Market. Paper presented at the National North American Case Research Association (NACRA) Conference, Austin, TX
* 2013 Ibrayeva, E. Union Pacific: Deregulation and Beyond. Paper presented at the National North American Case Research Association (NACRA), Boston, MA
* 2013 Ibrayeva, E. Theory Application Discussions in an Online International Business Course. Poster Presentation at Creative Teaching conference hosted by University of London and Cambridge University
* 2012 Ibrayeva, E. Destination Unknown: Duncan Aviation in a Global Economy. Paper presented at the National North American Case Research Association (NACRA) Conference, Boston, MA
* 2012 Ibrayeva, E. October: Expanding Cutts Floral Distributors. Teaching Case presented at the Midwest Academy of Management. Chicago, IL
* 2012 Ibrayeva, E. October: SML Parking and RFID Technology. Teaching Case presented at the Midwest Academy of Management. Chicago, IL.

National level conference presentations at previous universities\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* 2003 Ibrayeva, E. Political, legal, social, and cultural barriers to FDI in Central Asia. Presented at the National Conference on Corporate Governance and Investment in Transitioning Economies at the Northeastern University, Boston, MA
* 2000 Ibrayeva, E. The impact of environmental and personal variables on entrepreneurship in transitionary economies: An empirical analysis. Paper presented at the 2000 National Academy of Management (AOM) conference, Toronto, Canada.
* 2000 Ibrayeva, E. International implications of social cognitive theory. Presented at the Social Cognitive Approach to Organizational Behavior symposium at the 2000 National Decision Science Institute, Orlando, Florida.
* 1999 Ibrayeva, E. Environmental challenges facing entrepreneurial development in transformational economies: the case of Central Asia. Presented at the 1999 National Decision Institute, New Orleans, LA.
* 1993 Ibrayeva, E. Presentation at the First Annual Conference of CEEMAN (Central and East European Management Development Association), Lyublyana, Slovenia.

State level teaching/pedagogical conference presentations (UNL)\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* 2021 Ibrayeva, E. Using Canvas Discussion to Organize a Digital Storytelling Project in MNGT301. Presented at the 5th Annual Nebraska Canvas Users Event.
* 2020 Ibrayeva, E. Using Canvas Discussion Board to Do Weekly Self-Reflection Journal in a Massive Introduction to Management Class. Presented at the 4th Annual Nebraska Canvas Users Event.

UNL and College of Business level teaching/pedagogical conference presentations\_\_\_\_

* 2024 Ibrayeva, E. Presenter at “Women Lead” bi-annual UNL College of Business and Law Event. Presentation title: “Smashing Glass Ceilings with Goal Setting and Networking.”
* 2024 Ibrayeva, E. - Barnga cross cultural simulation training for CoB DIGS Center cultural learning workshop
* 2024 Ibrayeva, E. - Randomia Baloon Factory cross cultural simulation training for CoB DIGS Center cultural learning workshop
* 2021 Ibrayeva, E. Designing an Online Assignment with Best Learning Practices. College of Business Teaching and Learning Center Workshop.
* 2021 Ibrayeva, E. MBA Faculty Panel Presentation at MBA “Lunch and Learn” event.
* 2021 Ibrayeva, E. Faculty Discussion Facilitator at “Building Momentum in Teaching and Learning” Virtual Workshop at UNL’s College of Business.
* 2019 Ibrayeva, E. Becoming a Mindful Leader. Presented at the CoB Gallup Strengths Coach Brown Bag Lunch.
* 2019 Ibrayeva, E. BRIC Presentation: Russia (a part of the “Eyes on the World” talks organized by the International Business program at the College of Business)
* 2018 Ibrayeva, E. Central and Eastern Europe Presentation (a part of the “Eyes on the World” talks organized by the International Business program at the College of Business)
* 2018 Ibrayeva, E. Using Technology, Lean Management, and Positive Psychology to Teach a Massive Introduction to Management Class. Presented at the UNL Century Club (for UNL instructors of courses with more than 100 students)
* 2016 Ibrayeva, E. Setting Up Teams for Success and Managing and Assessing Teamwork. Panelist at the Fall Teaching and Learning Symposium at UNL Innovation Campus, Lincoln, NE
* 2015 Ibrayeva, E. Art and Best Practices in Online Education. Presented at the CBA MBA Faculty luncheon, Lincoln, NE
* 2015 Ibrayeva, E. MNGT 828 Ten GLOBE Clusters Project. Poster presented at the Teaching and Learning Symposium at UNL Innovation Campus, Lincoln, NE
* 2014 Ibrayeva, E. Lessons from 2013 Atlanta National Teaching with Technology Conference. Presented at the UNL Department of Management Brown Bag series, Lincoln, NE

University level presentations at previous universities\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* 2011 Ibrayeva, E. Fostering Cultural Awareness Among Students. Presented at Peru State College Faculty Discussion Series, Peru, NE
* 2010 Ibrayeva, E. Rising Stars: BRIC Countries as Emerging Economic Superpowers. Presented at SMSU New Work Faculty Forum, Marshall, MN
* 2010 Ibrayeva, E. Panelist at the teleconference between SMSU and the Center for North-American Studies at the Bratislava University of Economics in Slovakia, Marshall, MN
* 2009 Ibrayeva, E. Anatomy of the Global Economic Crisis. Presented at Danebod Folk Festival, Tyler, MN
* 2009 Ibrayeva, E. Social Corporate Responsibility. Presented at SMSU New Work Faculty Forum, Marshall, MN
* 2009 Ibrayeva, E. Course Design for Online Courses. Presented at the SMSU Professional Development Day, Marshall, MN
* 2008 Ibrayeva, E. A Mindful Foundation for Effective Teaching. Presented at SMSU New Work Faculty Forum, Marshall, MN, with Thompson, R
* 2008 Ibrayeva, E. Teaching with Mindfulness to Develop Student and Faculty Potential. Presented at "Realizing Student potential/I Teach: The First-Year Student in the 21st Century" at Minneapolis Community and Technical College, Minneapolis, MN, with Thompson, R.

Co-curricular activities with students (UNL)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* 2014-2022, Faculty Advisor, UNL Malaysian Students Organization (NUMSA)
* 2018-2022, Faculty Co-Advisor, CoB International Business Club
* 2012-2024 – supervised student internships with NE based businesses and organizations
* 2014-2024 - contracted multiple Honors credits in MNGT360 and MNGT301
* 2024 February 28 - lead student discussion for International Student Career Readiness program
* 2024 October 2 - presentation to COB’s International Business club students
* 2024 December 10 - served as a Judge for Inclusive Business Leaders Case Presentations
* 2024 December 12 – participated in International Week at CoB “Learn Foreign Language” event with students
* 2024 August 22 – participated in Inclusive Business Leaders student event
* 2023 April 21 - served as a Judge for International Business Global Case Competition
* 2023 December 7 - served as a Judge for Inclusive Business Leaders Case Presentations
* 2023 November 7- lead Inclusive Business Leaders Workshop
* 2020, July-August - taught 8 students from Egypt sponsored by USAID program as a part of Summer Two MNGT301 Section 800 class.
* 2019, September: Cracking the Code of Culture Presentation at the CoB International Business Club.
* 2019, March: Cracking the Code of Culture Presentation at the CoB International Student Readiness Certificate program
* 2019 March - CoB International Business Summit Participant
* 2018 March - CoB International Business Summit Participant
* 2018 August -Gallup Strengths Coaching with 8 MBA students
* 2018 April - Judge for Cob Nebraska Export Challenge Competition.
* 2018 January - Faculty Leader, supervised 20 undergraduate BSAD491 students in an experiential learning trip to Panama
* 2018 March - judge for UNL Undergraduate Research Conference
* 2017- 2018, UCARE Faculty Supervisor for 2 CoB undergraduate students
* 2016 March - Faculty Affiliate during UNL student trip to Uganda
* 2015 November - Trip to explore collaboration opportunities between Indian Institute of Technology in Kharagpur, India, and UNL

Co-curricular activities with students at previous universities\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* 2011-2012: Advisor to undergraduate students at Peru State College, NE
* 1999-2010: Advisor to undergraduate and graduate students at Southwest Minnesota State University, Marshall, MN
* 2002-2007: Co-advisor, SMSU SIGMA (Southwest Investment Group and Management Association) Club
* 1999-2002: Co-advisor, SMSU Malaysian Club
* 2006-2010: Taught multiple SMSU Senior College Courses: "Understanding World Cultures” (2006), "In Search of Happiness: Lessons From Around the World” (2007), "A Gift of Mindfulness” (2008), "Globalization: People and Competition: Part I” (2009), and "Globalization: People and Competition: Part II” (2010)
* 2007-2010: Co-organizer for SMSU Business Leadership Speaker Series (employer-student network)
* 1993-1999: Coordinator, SIFE (Students in Free Enterprise) International for Kazakhstan, Kyrgyzstan, Uzbekistan, and Tajikistan
* 1981-1983: President of the Undergraduate Research Organization at the College of Philosophy and Political Economy at the Kazakh National State University, Almaty, Kazakhstan

Teaching development (UNL)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* 2025 February 19 - CoB DIGS Cultural Learnings Workshop
* 2025 January 18 - CoB TLC lunch and learn workshop
* 2025 April 5 - Coursera Academy Workshop
* 2024 March 22 - CoB TLC Seacrest Workshop
* 2024 April 8 - UNL Diversity event at Nebraska Union
* 2024 September - Participated in DIGS Center cultural learning workshop.
* 2024 August 22 - CoB TLC lunch and learn workshop
* 2024 October 4 - CoB TLC lunch and learn workshop on teaching observations
* 2023 November - CoB TLC Generative AI Faculty Panel
* 2023 October 20 - Participated in October 20 TLC Seacrest Workshop
* 2023 November 6 - Participated in DIGS Center cultural learning workshop.
* 2023 December 5 - Participated in DIGS Center cultural learning workshop
* 2022 September 21 - “What does friend-shoring mean for agricultural trade?” UNL’s Yetter International Trade Institute’s conference
* 2022 - November 2 - “New Patterns of Trade Integration” UNL’s Yetter International Trade Institute’s conference
* 2022 October 21 - Participated in AACSB Online Learning Affinity Group’s webinar “Disengagement is not Yang of Engagement” by Dr. Jean Starobin
* 2021 January-December - Five group and individual workshops organized by McGraw Hill to master new Connect assignments as well as Proctorio online testing platform.
* 2021 November 19 - AACSB Online Learning Affinity Group’s webinar: Digital Transformation of the HBS Case Method: Creating Engaging and Versatile Remote and Hybrid Solutions for Faculty and Students at the Harvard Business School.
* 2021 November 18 - UNL Teaching and Learning Symposium.
* 2021 November 9 - Listening to America. Yetter Trade Institute’s Online Conference.
* 2021 October 25 - Talent Acquisition Workshop by CoB HRM Society. Speaker – Larry Reiter from Ameritas.
* 2021- National Academy of Management Online Conference.
* 2021 June-July -Teaching Professor Conference Participation and Feedback Discissions Within a Team of College Faculty Facilitated by Teaching and Learning Center at CoB.
* 2021 June - Arizona State University Online Leadership Conference.
* 2021 May - UNL Teaching and Learning Symposium.
* 2020 June-August - Zoom Teaching and Learning workshops organized by the TLC at CoB, UNL, and AACSB.
* 2020 June15-19 - Adobe Creative Cloud Development Workshop.
* 2020 February 21- UNL’s Teaching and Learning Symposium at the Innovation Campus.
* 2020 February 7- Work Based Learning at UNL. Teaching and Learning Workshop at Knoll Hall.
* 2019 December 10 - Feedback Culture: Making It Work workshop by Amanda Gonzales organized by UNL’s Center for Transformative Teaching.
* 2019 November 20-21 - Peter Drucker Global Management Forum Vienna, Austria.
* 2019 November 2 - UNL Faculty Senate “Understanding University Budgets” workshop
* October 25, 2019 - UNL Teaching and Learning Symposium, UNL Innovation Center
* 2019 September 18 - CoB Adobe Training workshop
* 2019 September 13 - CoB Digital Signage workshop
* 2019 April 24 - Managing Creativity UNL ExecEd Power Lunch by Samantha Fairclough
* 2019 February 7-9 - McGraw-Hill Faculty Workshop in Ft. Lauderdale, FL
* 2018 and 2019 - Monthly MBA course design workshops
* 2018 October 5-7 - Teaching with Technology Conference in St. Lious MI
* 2018 September 19 - How to Record Effective Class Videos, UNO Webinar
* 2018 July 19-23 - Asia, Latin America, and Africa presentations, a part of the four “Eyes on the World” talks organized by the International Business program at the College of Business
* 2018 June 3-8 - Faculty Development in International Business, International Management and Global Strategy Workshop, University of South Carolina, Colombia, Moore School of Business
* 2018 May 18 & 25 - Summer Assessment Camp for UNL Faculty
* 2018 May 8 - UNO Teaching and Learning Symposium
* 2018 April 17- “Evolve or Die, Remaining Relevant in a Rapidly Changing World” Webinar
* 2018 - April 12 – CoB Executive Insights Panel Discussion
* 2017-2018: UNL Century Club Monthly Workshops (for instructors teaching classes with over 100 students)
* 2017-2018 - CoB Teaching and Learning Center workshops for instructors of large classes, monthly meetings
* 2018 March 29 -Teach Smarter: Maximize Your Impact in the Online Classroom by Jean Mandernach, UNO webinar
* 2018 March 7 - Leading Teams Lecture at the Lied Center
* 2018 March 1- Improv Master Class on developing spontaneous teaching style
* 2017 May 9 - UNO Teaching and Learning Symposium
* 2017 March 8 - Digital Badge Programs & Gamification: New Value, New Revenues Webinar
* 2016 May 10 - Digital Strategies for Student Success. Innovation in Pedagogy and Technology Symposium, Cornhusker Hotel
* 2016 - May 19 - Canvas Workshop, Brace Lab
* 2016 - May 24 - Canvas Workshop, Brace Lab
* 2016 May 27- Canvas Tea Talk, Brace Lab
* 2016 June 13 - Cengage MindTap Webinar
* 2016 June 16 - Cengage MindTap Webinar
* 2016 June 21 - Box Training Webinar
* 2016 June 23 - Network Imperative HBR webinar
* 2016 June 27 - TopHat Webinar
* 2016 June 30 - Canvas Workshop, Brace Lab
* 2016 July 12 - Box Training Webinar
* 2016 September 14 - Inspire: Celebrating Women’s Leadership 2016 Event
* 2016 October 5 - Whole Foods Co-Founder John Mackey’s Presentation at the Lied Center
* 2016 October 6 - Campus Conversations: “Keys that Unlock Evaluating Online Teaching” Webinar by Thomas Tobin
* 2016 November 3 - State Farm Ethics Lecture at the Lied Center
* 2016 November 17 - CBA Executive Insights Presentation and Reception at the Sheldon Art Museum
* 2016 April 26 - “What is Canvas? A look at a New LMS Union Campus”
* 2016 April 22 - “Join Us to Learn More About a Revolutionary Approach to Principles of Management,” Cengage Webinar
* 2016 April 15 - “MindTap for Principles of Management – Bringing Management to Life with Experiential Exercises” Focus Group
* 2016 April 15 - “The Top Five Reasons No Classroom Should Be Without MindTap: A Panel Discussion”
* 2016 April 7 - “The Journey to Digital: Four Tips to Build Active Learning with Digital”
* 2016 April 1 - Creating an Inclusive Classroom: Spring Teaching and Learning Symposium, Nebraska Innovation Campus
* 2016 March 3-4 - Business Educators Forum, Cengage, Nashville, TN
* 2016 March 29 - Women in Business Leadership Conference: “Women, the Workplace, and a Life Well-lived,” hosted in partnership with the Lincoln Chamber of Commerce at the Country Club of Lincoln
* 2016 March 31 - University of Nebraska Campus Conversations Live Webcast Event: “How Technology is Reshaping Education”
* 2016 February 23 - Campus Conversations Conference: “Social and Academic Integration and Engagement in Distance and Blended Classes,” Nebraska City Campus Union
* 2016 January 28 - Data Analytics Seminar Series: “Digital Health, Analytics, and Behavior,” presented by Luis Lopez – CEO of Crumb
* 2015 November 13 - “Delivering High Value” Executive Education Workshop at CoB, Part 2
* 2015 November 12 - Fall Symposium “Creating Culture of Success,” sponsored by UNL Office of Online & Distance Education
* 2015 November 11 - “Building Transdisciplinary Research Collaboration,” sponsored by UNL’s Social and Behavioral Sciences Research Consortium
* 2015 November 5 - “Introduction to Canvas and Canvas Play Time” Seminar
* 2015 November 4 - Campus Conversations: University of Nebraska Online Worldwide Live Webcast Conference: “Driving evidence-based practices through research ensuring student success in blended and online education.”
* 2015 October 23 - “Delivering High Value” Executive Education Workshop at CoB, Part 1
* 2015 May 14 - Innovation in Pedagogy and Technology Symposium at the Cornhusker Hotel, Lincoln
* 2015 May 10-12 - The Thought Board Tasty Catering Strengths Conference in Chicago
* 2015 March 12 - Webinar 2015 UNO Campus Conversations: “Developing Quality Indicators for Online and Blended Learning,” with Kaye Shelton
* 2015 February 26-27 - Business Educators Forum, Cengage, Fort Lauderdale, FL
* 2015 February 24 - “Get 'Em Active and Get 'Em Learning” Pearson Webinar
* 2015 February 18 - McGraw-Hill Smartbook Walk-Through Webinar with J.D. Ice
* 2015 February 13 - “Teaching and Learning Symposium” with Ken Brown at the UNL Innovation Campus
* 2015 January 21 - “Cultural Complexity: Ethical Considerations for the Academy in a Transnational World,” Brown Bag Luncheon, City Campus Union
* 2014 November 13-14 - Peter Drucker’s 6th Global Management Forum, Vienna, Austria
* 2013 October 2013 - Teaching Professor Technology Conference, Atlanta, GA

Teaching development at previous universities\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* 2011, Institute for Behavioral and Applied Management (IBAM) Conference, Orlando, Florida
* 2009, “Strategies to Assess and Improve Student Critical Thinking Performance,” SMSU Workshop
* 2007, National Academy of Management Conference, Philadelphia, PA
* 2005 - 2010: SMSU Faculty Book Club (discussions of books on best teaching practices)
* 2005, National Academy of Management Conference, Denver, CO
* 2005, “Talking about Teaching and Significant Learning Experiences,” Conference, presented by Dee Fink and organized by Minnesota State University, Mankato
* 2004, Faculty Development in International Business, International Marketing Workshop, University of South Carolina, Colombia, Moore School of Business
* February 8, 2003: “Active Learning: Energizing the Classroom,” Seminar, MnSCU Center for Teaching and Learning, SMSU, Marshall, MN
* October & December, 2003: “Redesign your course to create a significant learning experience,” Workshop, SMSU
* 2002, “Engaging Students through Technology” Seminar, MnSCU Center for Teaching and Learning, White Bear Lake, MN
* 2000 - 2005, Various teaching technologies (WebCT, SouthwestNet, and D2L) Workshops at SMSU
* 1993: Participant in the First Global Management Forum, Spain, Barcelona
* 1992-1993: Participant in a series of International Business Education Conferences in Russia: Moscow, 1992, St. Petersburg, 1993, Nizhni Novgorod, 1993

Teaching awards\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* 2018-2020, 2023-2024 UNL’s Family and Friends Recognition Award
* 2022-2023, CoB Online Graduate Programs MBA Teaching Award
* 2017-2018, CoB Distance MBA Teaching Award
* 2014-2015, CoB Distance MBA Teaching Award
* 2018, UNL Senior Honor Society Mortar Board Outstanding Professor Award
* 2023-2016: Nomination for CoB Excellence in Teaching Award
* 1999-2002, SMSU (Southwest Minnesota State University) Honor Roll faculty award for excellence in teaching four years in a row

Teaching and entrepreneurship grants\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* 2025 TLC grant to develop GRBA808 Foundations of Business Strategy course for CoB online MBA program
* 2024 TLC grant to develop MNGT/MKTG 859 Managerial Negotiations course for CoB online MBA program
* 2019 TLC grant to develop MNGT828 Leadership in a Global Context course for CoB online MBA program
* 2018 TLC grant to develop GRBA814 Applied Organizational Behavior course for CoB online MBA program
* 2018 International Business program grant to develop BSAD 320 Global Issues course for Global Leadership minor
* 2011 Peru State College grant to enrich student experience in Operations Management course
* 1996-1999: Research Associate, Nebraska Center for Entrepreneurship, Department of Management of the University of Nebraska-Lincoln. Assisted on writing and securing research proposals and grants for management training in Central Asian countries. Secured funding of about $175,000 from Eurasia Foundation
* 1998, Nebraska Center for Entrepreneurship. Organized seminars and wrote several grant proposals. Assisted in writing a $200,000 Women’s Leadership Grant Proposal to USIA to promote women’s grassroots activities in Kazakhstan and Kyrgyzstan

Service to Management Department (UNL)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* 2023-2024 Member of three Professor of Practice in Management position searches
* 2016-2018 Member of Management Department’s Curriculum Committee
* 2018-2012 Member of Search Committees for MBA Professor of Practice position, Professor of Practice in Management position, and International Business Director / Professor of Practice position

Service to College of Business (UNL)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* International Business Fellow at UNL’s College of Business
* Teaching and Learning Center Fellow at UNL’s College of Business
* 2024, February 28 Lead student discussion for International Student Career Readiness program
* 2024 October 2 - presentation to COB’s International Business club students
* 2024, December 10 Served as a Judge for Inclusive Business Leaders Case Presentations
* 2024, December 12 International Week at CoB event with students
* 2024, August 22 Inclusive Business Leaders student event
* 2022 August 3 - Employers Partners Day Faculty Lead Discussion for CoB Business Career Center
* 2019 Summer - TAPL Volunteer (Take Parents to Lunch) CoB program
* 2018 - Presentation at the CoB International Business program Advisory Board
* 2018-2021: Advising CoB International Student Readiness Certificate students
* 2017 Summer - TAPL Volunteer (Take Parents to Lunch) CoB program
* 2016 - Meet With Professors event for CBA freshmen

Service to UNL\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* 2017 - Present: UNL Faculty Senator
* 2024 - Reviewed two UCARE student research proposals
* 2024 May 19 - UNL Marshal, Undergraduate Graduation Ceremony
* 2023 May 19 - UNL Marshal, Graduate and Undergraduate Graduation Ceremony
* 2022 May 13-14 - UNL Marshal, Graduate and Undergraduate Graduation Ceremony
* 2021-2022, ACE 8&9 Redesign University Level Faculty Task Force Member
* 2019 May 3-4 - UNL Marshal, Graduate and Undergraduate Graduation Ceremony
* 2019 August 17- UNL Marshal, Graduate and Undergraduate Graduation Ceremony
* 2018 March - Judge for UNL Undergraduate Research Conference
* Fall 2017-Spring 2018, UCARE Faculty Supervisor for two CoB undergraduate students
* 2018 - Discussion Facilitator, UNL Husker Dialogues
* 2017 - Discussion Facilitator, UNL Husker Dialogues

Service to profession at a national level (UNL)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* 2025 Reviewed three International Management Division papers submitted to AOM conference in Copenhagen, Denmark.
* 2024 Reviewed three International Management Division papers submitted to AOM conference in Chicago, IL
* 2024 Reviewed two chapters from a new leadership textbook by McGraw-Hill by Peter Harms from University of Alabama
* 2024 December 6 - McGraw-Hill Peter Harms Online Seminar on Leadership
* 2024 May 3 - Yeutter Institute USMCA update conference, East Campus
* 2024 October 29 -Yeutter Institute Conference on global trade developments, UNL’s Innovation Campus
* 2024 February 23 - McGraw-Hill Kinicki Insider Circle webinar
* 2024 March 15 - McGraw-Hill Kinicki Insider Circle zoom webinar
* 2024 - Participated in three monthly AACSB Online Learning Affinity Group’s workshops
* 2023 November 30-December 1 - Participated in Global Management Forum, Vienna Austria
* 2023 - Reviewed three International Management Division and one Teaching and Learning Conference papers submitted to AOM conference in Boston, August 2023
* 2023 Reviewed 8th edition of McGraw Hill “Organizational Behavior” textbook by Colquitt, et all.
* 2023 October 27 - McGraw Hill Kinicki Insider’s Circle Workshop “Creating a Culture That Fosters Active Learning”
* 2022 March 6 - McGraw Hill Kinicki Insider’s Circle workshop on Diversity and Inclusion
* 2022 - Reviewed McGraw Hill Kinicki Introduction to Management textbook (Chapters 4-8 smartbooks, Learning Module 1, and Chapter 4-8 instructor materials)
* 2022 September 19 - Participated in Sage Review session (Introduction to Business textbook)

Membership in professional organizations\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* Academy of Management (AOM) member
* AACSB Online Learning Affinity Group member
* National Teaching Professor Conference network member
* Certified Gallup Strengths Coach
* Global Management Forum Peter Drucker’s network

Service to community\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* 2022 - Engaged in service on international non-profit organization A21 fighting Global Human Trafficking. Invited a guest speaker Allen Nunnally A21 Asia-Pacific Director to MNGT414 class and developed a new team MNGT414 course assignment where ten GLOBE clusters researched human trafficking in one country from their assigned cluster.
* 2022-2024 - Worked with a non-profit organized by a former MNGT300 student Zach Schafer “The Band of the Strong” serving Lincoln children who experienced a loss of a loved one. Donated $500 to buy kids tickets to Omaha Zoo.

Service at previous universities\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* 2005-2008: Liberal Arts Core (LAC) Transformation Taskforce member, SMSU
* 2002-2004: Chair of the Graduate Faculty Committee, SMSU
* 2001-2004: Women's Studies Committee member, SMSU
* 1999-2004: Graduate Faculty Committee member, SMSU
* 2002-2003: Retention Team member, SMSU
* 1999-2001: Malaysian Program Director, SMSU
* 1994-1995: Coordinator and Organizer, First Business Investment Symposium of U.S. - Kazakhstan Business Council, Almaty, Kazakhstan
* 1995: Coordinator and Organizer, United States Agency for International Development (USAID) sponsored seminar for Kazakh publishers, Almaty, Kazakhstan

Awards and honors\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Inside Nebraska Business CoB articles:

* <https://business.unl.edu/news/story.aspx?title=holweger-and-o-brien-named-poet-amp-quants-best-and-brightest-online-mbas&contentGroup=home&ampregionName=news_feed>
* <https://business.unl.edu/news/veteran-uses-mba-globally-at-garmin/?contentGroup=home&regionName=tile>
* <https://business.unl.edu/news/cohen-advances-dual-careers-with-mba-nebraska/>
* <https://business.unl.edu/news/mba-helps-prepare-richie-for-civilian-career/>
* <https://business.unl.edu/news/story.aspx?title=nunnally-pursues-mba-nebraska-to-maximize-service-in->
* <https://business.unl.edu/news/mba-bolsters-pham-s-leadership-in-military/?contentGroup=home>
* <https://business.unl.edu/news/buechel-transforms-mayo-career-through-mba-nebraska/?contentGroup=inside_nebraska_business&regionName=news_feed&analytics=inside-nebraska-business>
* <https://business.unl.edu/nebraskabusiness/2018/article/roby-ups-game-in-class-on-court/?contentGroup=nebraska_business_magazine_2018&regionName=article>
* <https://business.unl.edu/news/ibrayeva-lives-american-dream-at-college-of-business/?contentGroup=home>
* 2012, “Best Newcomer Case Award” for “Destination Unknown: Duncan Aviation in a Global Economy” case presented at North American Case Research Association (NACRA) conference in Boston
* 2005, M. Scott Myers Award for Applied Research in the Workplace Conferred by The Society for Industrial and Organizational Psychology (SIOP) for role as Major Collaborator for The Culture, Leadership & Organizations: The Globe Study of 62 Societies published by Sage in 2004 and edited by R. House, et al.
* 1999-2000, Southwest State University (SMSU) "Advisor of the Year" award shared with Professor Susan Jones for advising SMSU Malaysian Student Council
* 1996, University of Nebraska-Lincoln Center for Entrepreneurship Award for Outstanding Contribution to the Business Teaching Methodology Program in Central Asia
* 1995 -1997, University of Nebraska-Lincoln Center for Entrepreneurship Award for Outstanding Contribution to Central Asian Students in Free Enterprise
* 1982, Second Place Diploma for a paper on methods of improving productivity in an Ekibaztuz coal mine in Kazakhstan, USSR Undergraduate Student Research Competition in Social Sciences