
Shonda A. Gibson, Ph.D.

Executive Director of Institutional Effectiveness and Research;
Global Learning, and Quality Enhancement Plan

Mail: P.O. Box 3011 | Commerce, TX 75428

Ship: 2600 South Neal Street | Commerce, TX 75429

Tel: 903.886.5743 | Fax: 903.468.8708 | www.tamuc.edu

Shonda.Gibson@tamuc.edu



Education

- 2012** **Doctor of Philosophy - Educational Psychology**
Texas A&M University-Commerce, Commerce, TX
Concentrations: Psychology and Research/Statistics, Cognate Area: Management
Dissertation: *Effects of framing the message of globalization and global citizenship on psychological processes.*
- 2011** **Master of Science in Psychology**
Texas A&M University-Commerce, Commerce, TX
Thesis: *Priming independent and interdependent self-construals: Effects on global citizenship identification.*
- 2009** **Master of Business Administration**
Texas A&M University-Commerce, Commerce, TX
Concentrations: Management and Economics
- 2008** **Bachelors of Applied Arts and Sciences (Cum Laude)**
Texas A&M University-Commerce, Commerce, TX
- 2007** **Associate of Science with Honors**
Paris Junior College, Paris, TX

Honors and Distinction

- 2015 Dedication to Leadership Development Award – NSLS
2015 Texas A&M University-Commerce Global Fellow
2014 National Outstanding Chapter of the Year Award – NSLS
2014 Dedication to Leadership Development Award – NSLS
2013 A&M-Commerce College of Business Alumni Ambassador
2012 Excellence in Teaching Award – National Society of Leadership and Success
2012 H. M. Lafferty Doctoral Scholarship
2012 Dollars 4 Scholars Doctoral Scholarship
2011-2012 J. E. Franklin Psychology Endowment Scholarship
2011-2012 Mr. & Mrs. J. T. Taylor Endowment Scholarship
2009-2012 Graduate STEM Scholarship
2011 Multicultural Education Course Scholarship
2011 Thesis Fellowship
2009-2012 Graduate Tuition Grant Awards
2009-2012 Graduate School Travel Awards
2007-2012 President’s Scholars, Dean’s List, Graduate Cum Laude

Honors and Professional Memberships

Sigma Alpha Pi - National Society of Leadership and Success
Beta Gamma Sigma - Honor Society for Collegiate Schools of Business
Sigma Beta Delta - International Honor Society for Business, Management, and Administration
Alpha Sigma Lambda - Honor society for continuing education students
Phi Theta Kappa - Honor society for two-year College honors students
Alpha Beta Gamma - International honor society for business colleges
Academy of Management - member
American Psychological Association - member
Society for Personality and Social Psychology - member
Southwestern Psychological Association - member

Service

Thesis and Dissertations

WIP, Doctoral Dissertation: Theresa Sadler (Psychology) Committee
SP 16, Doctoral Dissertation Defended: Rachel Cantrell (Applied Linguistics) Committee
SP 16, Master Defended: Ida Mohebour (Psychology) Committee
FL 15, Master Defended: Theresa Sadler (Psychology): Committee Member
SR 15, Master Proposal Defended: Theresa Sadler (Psychology): Committee Member
SP 15, Doctoral Dissertation Proposal Defended: Rachel Cantrell (Applied Linguistics) Committee
SP 15, Honors Thesis Defended: Skylar Parkerson (Psychology) Committee
FL 14, Honors Thesis Defended: Laura Heron (Psychology) Committee
FL 14, Honors Thesis Defended: Christina Hall (Honors College) Committee
FL 13, Doctoral Dissertation Proposal Defended: Julie Bouchard (Applied Linguistics) Committee

Committees and Projects

2016: University Program Review - Five academic program areas
2016: University Executive Council
2016: Council of Academic and Student Affairs
2016: International Student Recruiting Committee
2016: Strategic Planning Assessment Committee
2016: Search Committee Member - College of Humanities, Social Sciences, and Arts Institutional Effectiveness Liaison
2016: Search Committee Member - Competency Based Education Institute Director
2015 – **Present**: Admission Appeals Committee
2015 – **Present**: Writing Center IE Committee
2015: Advisor Team for Regents Study Abroad (June, 2015)
2015: Search Committee Chair - Director of Institutional Research
2015: Search Committee Member – Executive Director of Global Programs
2015: Search Committee Member - Recruiter
2015: Assisted with Grant Research and Application - Minority Male Initiative
2015: C-CAP “Think-Tank” Volunteer
2015: CIVITAS Data Analytics
2015: Academic Advising Survey Research and Creation
2015: Title IX Survey Research and Creation
2015: Leadership Engagement and Development (LEAD): Leadership Video Insights

2012 – **Present:** Texas Affordable Baccalaureate Program – Advisory Committee
 2012 – **Present:** A&M-Commerce Strategic Planning Committee, Globalization Sub-Committee Chair
 2012 – **Present:** A&M-Commerce SACS Quality Enhancement Plan (QEP) Associate Chair of Committee and Mentors
 2012 – **Present:** A&M-Commerce SACS Steering Committee
 2013 – **Present:** The National Society of Leadership and Success – National Advisory Board
 2013 – **Present:** The National Society of Leadership and Success (Sigma Alpha Pi) – Chapter Advisor
 2013 – **Present:** Annual Multicultural Festival – Judge
 2012 – 2016: Annual Small Business and Entrepreneurial Conference (SBECON) at A&M-Commerce, Member of Executive Planning Committee
 2012 – Present: A&M-Commerce Alumni organization: assisted with creation and execution of first (and subsequent) annual alumni receptions in Hopkins County.
 2009 – Present: Founding member of A&M-Commerce Organization of Future Entrepreneurs
 2013 – 2015: College of Business, Entrepreneurial Strategic Development Steering Committee
 2014 - Honors College Colloquium: Invited Speaker
 2014 - Leadership Engagement and Development (LEAD): Leadership Tip of the Week
 2009 - 2012: Business Research Experience Program (B-REP): creation of research participant pool and related faculty training and assistance (SONA Experiment Management System, IRB Training and Protocols, and study samples).
 2012: First Annual Entrepreneurial Boot Camp: worked in cooperation with the Red River Regional Business Incubator to host conference at A&M-Commerce
 2009 – 2011: Living Legacy interview series for College of Business: created entrepreneurial interview series that resulted in substantial endowment and scholarship.
 2009 – 2011: Multidisciplinary Academic Projects (MAPS): created and executed business consulting program for the College of Business and Entrepreneurship.
 2010 - 2011: IRB review board: student representative
 2009 – 2012: A&M-Commerce Global Learning Lab: volunteer researcher
 2009 – 2012: A&M-Commerce Quality Enhancement Plan (QEP): assistance with program evaluation, data gathering, data analysis, and reporting.
 2009 – 2012: Psychology/Counseling Graduate Students Organization (PCGSA): creation and execution of charter student organization, and public relations officer
 2010: Member of Golden Leos at A&M-Commerce
 Hopkins County United Way Board of Directors
 Hopkins County Chamber of Commerce Tourism Board
 Sulphur Springs Junior Symphony Association, President

Professional Development and Conference Attendance

July 2016: Attendee - Southern Association of Colleges and Schools, Commission on Colleges, Summer Institute – Grapevine TX
 2015-2016: Safe Spaces Training
 March 2016: SACSCOC Institutional Effectiveness Evaluator Training Workshop
 March 2016: Presenter - Texas A&M University-Commerce Professional Development Day sponsored by Training and Development
 January 2016: Xitrac Training
 December 2015: Presenter - Southern Association of Colleges and Schools, Commission on Colleges Annual Meeting, Houston TX
 March 2015: Presenter - Texas A&M University-Commerce Professional Development Day sponsored by Training and Development
 March 2015: Attendee – Campus Climate Matters
 February 2015: Attendee - CIVITAS Learning Summit, Austin TX

January 2015: Presenter - American Association of Colleges and Schools, Annual Conference, Washington DC
2014-2015: Safe Spaces Training
December 2014: Presenter - Southern Association of Colleges and Schools, Commission on Colleges Annual Meeting, Nashville TN
June 2014: Attendee - Southern Association of Colleges and Schools, Commission on Colleges, Summer Institute – New Orleans, LA
2012-2015: Attendee - Texas A&M University-Commerce Professional Development Day sponsored by Training and Development
2012-2014: Monthly meetings in Austin, TX related to creation of the Texas Affordable Baccalaureate Degree Program
2012-2014: Presenter and Judge - Texas Women's University – Research Federation, Denton TX
June 2013: Attendee - Southern Association of Colleges and Schools, Commission on Colleges, Summer Institute – Daytona Beach, Florida

Specialized Instruction and Student Assistance

(Fall, 2016)

Instructor – Organizational Leadership 497 – Developing Globally Competent Leaders
Instructor – Organizational Leadership 3321 – Data Driven Decision Making I
Instructor – Organizational Leadership 3331 – Data Driven Decision Making II
Hari Priya Mamilla (Computer Science): Supervised graduate research assistant
Rochana Kaushik (Business Analytics): Supervised graduate research assistant
Natalia Assis (Psychology): Supervised Doctoral graduate research assistant
Nijesh Dangol (Computer Science): Supervised graduate research assistant
Olatundun Modile (Marketing and Business Analytics): Supervised graduate research assistant

(May Mini, 2016 and Summer Sessions, 2016)

Instructor – Organizational Leadership 497 – Developing Globally Competent Leaders
Instructor – Organizational Leadership 3321 – Data Driven Decision Making I
Instructor – Organizational Leadership 3331 – Data Driven Decision Making II
Hari Priya Mamilla (Computer Science): Supervised graduate research assistant
Rochana Kaushik (Business Analytics): Supervised graduate research assistant
LaToya Ellis (Student Affairs and Counseling): Supervised graduate research assistant
Natalia Assis (Psychology): Supervised Doctoral graduate research assistant
Nijesh Dangol (Computer Science): Supervised graduate research assistant
Olatundun Modile (Marketing and Business Analytics): Supervised graduate research assistant

(Spring, 2016)

Instructor – Economics 595 – Business Research
Instructor – Organizational Leadership 497 – Developing Globally Competent Leaders
Instructor – Organizational Leadership 3321 – Data Driven Decision Making I
Instructor – Organizational Leadership 3331 – Data Driven Decision Making II
Hari Priya Mamilla (Computer Science): Supervised graduate research assistant
Christopher Woodard (Business Analytics): Supervised graduate research assistant
Rochana Kaushik (Business Analytics): Supervised graduate research assistant
LaToya Ellis (Student Affairs and Counseling): Supervised graduate research assistant
Natalia Assis (Psychology): Supervised Doctoral graduate research assistant
Sanchali Ray (Higher Education): Supervised Doctoral Research Study
Linda Jena (Higher Education): Supervised Doctoral Internship and Research Study

(Fall, 2015)

Instructor – Economics 595 – Business Research
Instructor – Organizational Leadership 497 – Developing Globally Competent Leaders
Instructor – Organizational Leadership 3321 – Data Driven Decision Making I
Instructor – Organizational Leadership 3331 – Data Driven Decision Making II
Christopher Woodard (Business Analytics): Supervised graduate research assistant
Rochana Kaushik (Business Analytics): Supervised graduate research assistant
Taylor Peasha (HHP): Supervised student worker - NSLS
Sam Ijeh (Student Affairs and Counseling): Supervised Masters Internship (L. Hendricks)
Sanchali Ray (Higher Education): Supervised Doctoral Internship (M. Justice)

(May Mini, 2015 and Summer Sessions, 2015)

Instructor – Organizational Leadership 397 – Educational Psychology
Instructor – Organizational Leadership 489 – Professional Leadership Development
Instructor – Organizational Leadership 197 – Introduction to Business
Instructor – Organizational Leadership 197 – Critical Thinking
Instructor – Organizational Leadership 297 – Supervision
Instructor – Organizational Leadership 3321 – Data Driven Decision Making I
Instructor – Organizational Leadership 3331 – Data Driven Decision Making II
Ashley Kimble (Social Work): Supervised graduate research assistant
Rochana Kaushik (Management): Supervised graduate research assistant
Brittini Mead (Finance): Supervised student worker - NSLS
Sanchali Ray (Higher Education): Supervised graduate research – volunteer internship

(Spring, 2015)

Instructor – Economics 595 – Business Research
Instructor – Management 305 – Organizational Behavior
Instructor – Organizational Leadership 489 – Professional Leadership Development
Instructor – Organizational Leadership 497 – Developing Globally Competent Leaders
Instructor – Organizational Leadership 197 – Critical Thinking
Instructor – Organizational Leadership 231 – Macroeconomics
Instructor – Organizational Leadership 232 – Microeconomics
Instructor – Organizational Leadership 3321 – Data Driven Decision Making I
Instructor – Organizational Leadership 3331 – Data Driven Decision Making II
Instructor – Freshman Success Seminar UNCO 111 – Infused with Leadership Training
Ashley Kimble (Social Work): Supervised graduate research assistant
Rochana Kaushik (Management): Supervised graduate research assistant
Sanchali Ray (Higher Education): Supervised graduate research – volunteer internship
Brittini Mead (Finance): Supervised student worker - NSLS

(Fall, 2014)

Instructor – Psychology 300 – Learning Processes and Human Development
Instructor – Management 305 – Organizational Behavior
Instructor – Organizational Leadership 489 – Professional Leadership Development
Instructor – Organizational Leadership 197 – Critical Thinking
Instructor – Organizational Leadership 231 – Macroeconomics
Instructor – Organizational Leadership 232 – Microeconomics
Instructor – Organizational Leadership 3321 – Data Driven Decision Making I
Instructor – Organizational Leadership 3331 – Data Driven Decision Making II
Ashley Kimble (Social Work): Supervised graduate research assistant
Adeyinka Akeju (Marketing): Supervised graduate research assistant
Brittini Mead (Finance): Supervised student worker - NSLS

(May Mini, 2014 and Summer Sessions, 2014)

Instructor – Organizational Leadership 397 – Educational Psychology
Instructor – Organizational Leadership 489 – Professional Leadership Development
Instructor – Organizational Leadership 197 – Introduction to Business
Instructor – Organizational Leadership 197 – Critical Thinking
Instructor – Organizational Leadership 297 – Supervision
Instructor – Organizational Leadership 3321 – Data Driven Decision Making I
Andrea Slobodnikova (Higher Education): Supervised Doctoral Internship 622 (M. Justice)
Ashley Kimble (Social Work): Supervised graduate research assistant
Adeyinka Akeju (Marketing): Supervised graduate research assistant
Brittni Mead (Finance): Supervised student worker

(Spring, 2014)

Instructor – Psychology 300 – Learning Processes and Human Development
Instructor – Management 307 – Operations Management
Instructor – BAAS Organizational Leadership 297 - Microeconomics
Ashley Kimble (Social Work): Supervised graduate research assistant
Adeyinka Akeju (Marketing): Supervised graduate research assistant
Brittni Mead (Finance): Supervised student worker

(Fall, 2013)

Instructor – Psychology 300 – Learning Processes and Human Development
Instructor – Management 307 – Operations Management
Instructor – BAAS 489 – Independent Study – Organizational Leadership (Sheila Vaughn)
Natalia Assis (MBA): Supervised graduate research assistant, and independent study
Adeyinka Akeju (Marketing): Supervised graduate research assistant
Ashley Kimble (Social Work): Supervised graduate research assistant

(Summer, 2013)

Natalia Assis (MBA): Supervised graduate research assistant

(Spring, 2013)

Instructor: Psychology 300 - Learning Processes and Human Development
Instructor: Management 305 – Management and Organizational Behavior
Andrea Slobodnikova (MS Management): Supervised research independent study
Natalia Assis (MBA): Supervised graduate research assistant

(Fall, 2012)

Nancy Lamphere: psychology lecture and class facilitation
Chad Beils (MBA): Masters student, supervised research independent study

(Fall, 2011 through Fall, 2012)

Dr. Stephen Reysen: social, industrial and organizational psychology lectures and class facilitation

(Spring, 2012, Summer, 2012; Fall, 2012)

Dr. Jennifer Flanagan: assisted with research independent studies supervision

(Fall, 2011 through Summer, 2012)

Armani Tillman (Human Resources): undergraduate student, McNair Scholar research paper

(Spring, 2012 through Fall, 2012)

Azadeh Mansour (Counseling): Doctoral student, assisted with survey software for dissertation
Lindsey Pierce (Psychology): Doctoral student, supervised management independent studies
Natalia Assis (MBA): Master student, supervised graduate research
Andrea Slobodnikova (Management): Master student, supervised graduate research

(Fall, 2010)

Frannie Miller: economics grading and course management
Dr. Christine Alexander: project management and MIS grading and course management
Dr. Jennifer Flanagan: research and statistics grading

(Spring, 2010)

Dr. Hal Langford: Tsingda, China, research methods course creation

(2009-2010)

Collyn McClendon (Finance): Master student, supervised graduate research
Meredith Rhodes (Finance): Master student, supervised graduate research
Lindsey Smith (Psychology): Master student, supervised graduate research

(2009-2012)

Special programs and projects for:
Department Head for Management and Marketing (Dr. Chris Myers)
Department Head for Accounting, Economics, and Finance (Dr. Steven Shwiff)
Dean of College of Business and Entrepreneurship (Dr. Dale Funderburk, Dr. Charlotte Larkin,
and Dr. Hal Langford)

Course Design and Instructional Support

(Fall 2013 through current)

BAAS Organizational Leadership: program and course development
Data Driven Decision Making 3321 and 3322
Educational Psychology 397
Professional Development – Organizational Leadership 489
Growing Globally Competent Leaders 497

(Fall, 2010 through Fall, 2012)

Executive MBA Program: course creation, development, and administrative assistance
EMBA 510: The Management of Organizations
EMBA 595: Research Methods for Executives
EMBA 535: Global Operations Management
EMBA 520: Sustainability - Profit, People & the Planet
EMBA 525: Managing Diversity in Organizations
EMBA 530: Innovation and Entrepreneurship
EMBA 515: Economics/Finance/Risk Management
EMBA 540: Accounting for the Executive
EMBA 545: Organizational Transformation
EMBA 550: Marketing Management
EMBA 560: The Executive: Position and Process
EMBA 555: Global Strategic Management

University Internal Reports:

- Su, D., & Gibson, S. (2016, July). *Summer 2016 graduation exit survey report*. Texas A&M University-Commerce, Commerce, TX: Authors.
- Su, D., & Gibson, S. (2016, May). *Spring 2016 graduation exit survey report*. Texas A&M University-Commerce, Commerce, TX: Authors.
- Su, D., & Gibson, S. (2016, January). *Fall 2016 graduation exit survey report*. Texas A&M University-Commerce, Commerce, TX: Authors.
- Reysen, S., Gibson, S., & Hendricks, L. (2015, February). *Spring 2015 graduation exit survey report*. Texas A&M University-Commerce, Commerce, TX: Authors.
- Reysen, S., Gibson, S., & Hendricks, L. (2014, November). *Fall 2014 graduation exit survey report*. Texas A&M University-Commerce, Commerce, TX: Authors.
- Reysen, S., Gibson, S., & Hendricks, L. (2014, February). *Spring 2014 graduation exit survey report*. Texas A&M University-Commerce, Commerce, TX: Authors.
- Reysen, S., Gibson, S., & Hendricks, L. (2013, October). *Fall 2013 graduation exit survey report*. Texas A&M University-Commerce, Commerce, TX: Authors.
- Reysen, S., Gibson, S., & Hendricks, L. (2013, March). *Spring 2013 graduation exit survey report*. Texas A&M University-Commerce, Commerce, TX: Authors.

Publications

- Raisinghani, M., **Gibson, S.**, Kaushik, R., & Assis, N. (2016). The global aptitude assessment model: A critical perspective. Manuscript submitted for publication to Decision Science Institute.
- Reysen, S., Katzarska-Miller, I., **Gibson, S.**, Mohebpour, I., & Flanagan, J. (2016). *Global citizenship identification and willingness to protest unethical corporations*. Manuscript submitted for publication.
- Mohebpour, I., Hendricks, L., **Gibson, S.**, & Reysen, S. (2016). *Religious tolerance, social interaction, and satisfaction with university experience*. Manuscript submitted for publication.
- Mazambani, G., Reysen, S., **Gibson, S.**, & Hendricks, L. (2016). *Sociostructural intergroup characteristics as predictors of intention to join university alumni association*. Manuscript submitted for publication.
- Blake, M. E., Pierce, L., **Gibson, S.**, Reysen, S., & Katzarska-Miller, I. (2015). University environment and global citizenship identification. *Journal of Educational and Developmental Psychology*, 5, 97-107.
- Reysen, S., Pierce, L., Mazambani, G., Mohebpour, I., Puryear, C., Snider, J. S., **Gibson, S.**, & Blake, M. E. (in press, 2014). Construction and initial validation of a dictionary for global citizen linguistic markers. *International Journal of Cyber Behavior, Psychology and Learning*, 4, 1-15.
- Gibson, S. A.**, Reysen, S., & Katzarska-Miller, I. (2014). Independent and interdependent self-construal and global citizenship. *International Journal of Business and Public Administration*, 11, 62-72.

- Gibson, S. A., & Reysen, S.** (2013). Representations of global citizenship in a school environment. *International Journal of Education Research*, 8, 116-128
- Reysen, S., Katzarska-Miller, I., **Gibson, S. A.**, & Hobson, B. (2013). World knowledge and global citizenship: Factual and perceived world knowledge as predictors of global citizenship identification. *International Journal for Development Education and Global Learning*, 5, 49-68.
- Gibson, S. A.** (2012). *Effects of framing the message of globalization and global citizenship on psychological processes (Dissertation)*. ProQuest Dissertations and Theses database. (UMI No. 3548522)
- Gibson, S. A., & Reysen, S.** (2012). Plagiarism as a threat to public identity. *International Journal of Business and Public Administration*, 9, 78-86.
- Gibson, S. A.** (2011). *Priming independent and interdependent self-construals: Effects on global citizenship identification (Master thesis)*. ProQuest Dissertations and Theses database. (UMI No. 1505070)
- Alexander, C., Lancaster, T., **Gibson, S. A.**, & Golden-Pryor, M. (2011). Technology adoption and assimilation by small businesses and entrepreneurs in rural East Texas. *International Journal of Education Research (ISSN 1932-8443)*.

Conference Proceedings and Presentations:

- Raisinghani, M., **Gibson, S.**, Kaushik, R., & Assis, N. (November, 2016). The global aptitude assessment model: A critical perspective. Presented by S. Kaushik and N. Assis at the Annual Meeting of the Decision Science Institute, Austin, TX.
- Assis, N., & **Gibson, S.** (2016, April). Evaluation of study abroad students' global competence aptitude assessment scores pre-departure and post-reentry. Presented by N. Assis at the Annual Research Symposium, Texas A&M University-Commerce, Commerce, TX.
- Ellis, L., **Gibson, S.**, Sadler, T., & Reysen, S. (2016, April). The effect of the national society of leadership and success training program on consideration of future consequences. Presented by L. Ellis at the Annual Research Symposium, Texas A&M University-Commerce, Commerce, TX.
- Jena, L., Ellis, L., **Gibson, S.**, & Sadler, T. (2016, April). Exploring the impact of mentorship on leadership programs. Presented by L. Jena at the Annual Research Symposium, Texas A&M University-Commerce, Commerce, TX.
- Kaushik, R., **Gibson, S.**, Su, D., & Adkins, T. (2016, April). Evaluation of the global competence aptitude assessment (GCAA) – Assessment of validity and mean differences analysis. Presented by R. Kaushik at the Annual Research Symposium, Texas A&M University-Commerce, Commerce, TX.
- Mamilla, H., Su, D., **Gibson, S.**, & Crews, M. (2016, April). Utilizing the graduate exit survey to investigate students' academic experiences and Texas core curriculum outcomes. Presented by H. Mamilla at the Annual Research Symposium, Texas A&M University-Commerce, Commerce, TX.

- Woodard, C., **Gibson, S.**, & Adkins, T. (2016, April). Incorporating six principles of influence into creation of a marketing campaign. Presented by C. Woodard at the Annual Research Symposium, Texas A&M University-Commerce, Commerce, TX.
- Dahiya, R., Toombs, L., Reysen, S., & **Gibson, S.** (2016, April). Predictors of intention to join a university alumni association. Presented by R. Dahiya at the Texas Women's University, Federation Graduate Student Research Symposium, Texas Woman's University, Denton, TX.
- Woodard, C., Assis, N., & **Gibson, S.** (2016, April). Investigation of the relationship between students' global competence and study abroad experience. Presented by C. Woodard at the Texas Women's University, Federation Graduate Student Research Symposium, Texas Woman's University, Denton, TX.
- Kaushik, R., **Gibson, S.**, Su, D., & Adkins, T. (2016, April). Assessment of Validity and Mean Differences Analysis of Global Competence Aptitude Assessment (GCAA) Instrument. Presented by R. Kaushik at the Federation Graduate Student Research Symposium, Texas Woman's University, Denton, TX.
- Ellis, L., **Gibson, S.**, Sadler, T., & Reysen, S. (2016, April). Examining the impact of a leadership training program on undergraduate students' consideration of future consequences. Presented by L. Ellis at the Federation Graduate Student Research Symposium, Texas Woman's University, Denton, TX.
- Assis, N., & **Gibson, S.** (2016, April). Evaluation of study abroad students' global competence aptitude assessment scores pre-departure and post-reentry. Presented by N. Assis at the Graduate Assistant Research Symposium, Texas A&M University-Commerce, Commerce, TX.
- Ellis, L., **Gibson, S.**, Sadler, T., & Reysen, S. (2016, April). The effect of the national society of leadership and success training program on consideration of future consequences. Presented by L. Ellis at the Graduate Assistant Research Symposium, Texas A&M University-Commerce, Commerce, TX.
- Jena, L., Ellis, L., **Gibson, S.**, & Sadler, T. (2016, April). Exploring the impact of mentorship on leadership programs. Presented by L. Jena at the Graduate Assistant Research Symposium, Texas A&M University-Commerce, Commerce, TX.
- Kaushik, R., **Gibson, S.**, Su, D., & Adkins, T. (2016, April). Evaluation of the global competence aptitude assessment (GCAA) – Assessment of validity and mean differences analysis. Presented by R. Kaushik at the Graduate Assistant Research Symposium, Texas A&M University-Commerce, Commerce, TX.
- Mamilla, H., Su, D., **Gibson, S.**, & Crews, M. (2016, April). Utilizing the graduate exit survey to investigate students' academic experiences and Texas core curriculum outcomes. Presented by H. Mamilla at the Graduate Assistant Research Symposium, Texas A&M University-Commerce, Commerce, TX.
- Woodard, C., **Gibson, S.**, & Adkins, T. (2016, April). Incorporating six principles of influence into creation of a marketing campaign. Presented by C. Woodard at the Graduate Assistant Research Symposium, Texas A&M University-Commerce, Commerce, TX.
- Gibson, S.** & Adkins, T. (2015, December). *High Energy Practices (HEP's) for Quality Enhancement Plans (QEP's)* accepted for group discussion at SACSCOC Annual Meeting to take place in

Houston, Texas, December 5-8, 2015.

- Ray, S., **Gibson, S.**, & Reysen, S. (2015, October). *Antecedents and Outcomes of Global Citizenship Identification in Academic Settings* accepted for 60 minute concurrent session presentation for the conference American Association of Colleges and Schools Conference: Global Learning In College – Defining, Developing, and Assessing Institutional Roadmaps to take place in Fort Lauderdale, Florida, October 8-10, 2015.
- Gibson, S.**, Adkins, T., & Hunter, C. (2015, October). *Assessing Global Learning: Incorporating and Evaluating Global Perspectives* accepted for 60 minute concurrent session presentation for the conference American Association of Colleges and Schools Conference: Global Learning In College – Defining, Developing, and Assessing Institutional Roadmaps to take place in Fort Lauderdale, Florida, October 8-10, 2015.
- Mohebpour, I., Reysen, S., **Gibson, S.**, & Flanagan, J. L. (2015, April). *Global citizenship identification and willingness to protest unethical corporations*. Paper presented at 61st annual Southwestern Psychological Association conference, Wichita, KS.
- Sadler, T., **Gibson, S.**, & Reysen, S. (2015, April). *Leadership training: The effects of leadership programs on consideration of future consequences*. Paper presented at the 19th annual Western Hemispheric Trade Conference, Laredo, TX.
- Ray, S., & **Gibson, S.** (2015, April). Exploring leadership training, students' sense of belonging, and social identity. Presented by S. Ray at the Annual Graduate Research Symposium, Texas A&M University-Commerce, Commerce, TX.
- Kaushik, R., **Gibson, S.** & Reysen, S. (2015, April). Graduate exit survey: Next steps. Presented by R. Kaushik at the Annual Graduate Research Symposium, Texas A&M University-Commerce, Commerce, TX.
- Kimble, A., & **Gibson, S.** (2015, April). Exploring global competence. Presented by A. Kimble at the Annual Graduate Research Symposium, Texas A&M University-Commerce, Commerce, TX.
- Ray, S., & **Gibson, S.** (2015, April). Effects of a leadership training program on international students' sense of belonging and social identity. Presented by S. Ray at the Annual Science Research Symposium, Texas A&M University-Commerce, Commerce, TX.
- Kaushik, R., **Gibson, S.** & Reysen, S. (2015, April). Predicting propensity to join alumni association following exposure to persuasive messaging. Presented by R. Kaushik at the Annual Research Symposium, Texas A&M University-Commerce, Commerce, TX.
- Kimble, A., & **Gibson, S.** (2015, April). Global competence amongst first year students. Presented by A. Kimble at the Annual Science Symposium, Texas A&M University-Commerce, Commerce, TX.
- Kimble, A., **Gibson, S.**, & Fox, H. (2015, April). First-year college students' levels of global competence. Presented by A. Kimble at the Texas Women's University, Federation of Research, Denton, Texas.
- Mazambani, G., Reysen, S., Gibson, S., & Hendricks, L. (2015, February). *Sociostructural intergroup characteristics as predictors of intention to join university alumni association*. Poster presented at 16th annual meeting of the Society of Personality and Social Psychology, Long Beach, CA.

- Sadler, T., **Gibson, S. A.**, & Reysen, S. (2014, April). Leadership training: The effects of leadership programs on consideration of future consequences. Presentation by T. Sadler at the Annual Research Symposium, Texas A&M University-Commerce, Commerce, TX.
- Akeju, A., **Gibson, S. A.**, & Toombs, L. (2014, April). Global competence: A marketing case study of Texas A&M University-Commerce. Presentation by A. Akeju at the Annual Research Symposium, Texas A&M University-Commerce, Commerce, TX. Awarded Excellence in Graduate Research.
- Kimble, A., & **Gibson, S. A.** (2014, April). Global competence: Baseline assessments at Texas A&M University-Commerce. Presentation by A. Kimble at the Annual Research Symposium, Texas A&M University-Commerce, Commerce, TX.
- Akousa, A.K., **Gibson, S. A.**, Reysen, S., & Hendricks, L. (2014, April). Sociocultural intergroup characteristics as predictors of intention to join the university alumni association. Poster presentation by A. at the Annual Research Symposium, Texas A&M University-Commerce, Commerce, TX.
- Slobodnikova, A., **Gibson, S. A.**, Reysen, S., Hendricks, L., & Justice, M. (2014, April). Sociocultural intergroup characteristics as predictors of university identification. Poster presentation by A. Slobodnikova at the Annual Research Symposium, Texas A&M University-Commerce, Commerce, TX.
- Akeju, A., **Gibson, S. A.**, & Toombs, L. (2014, April). Global competence: Visual representations for marketing. Presentation by A. Akeju at the Annual Graduate Research Symposium, Texas A&M University-Commerce, Commerce, TX.
- Kimble, A., & **Gibson, S. A.** (2014, April). Assessing students' global competence. Presentation by A. Kimble at the Annual Graduate Research Symposium, Texas A&M University-Commerce, Commerce, TX.
- Slobodnikova, A., **Gibson, S. A.**, Reysen, S., Hendricks, L., & Justice, M. (2014, April). Sociocultural intergroup characteristics as predictors of university identification. Poster presentation by A. Slobodnikova at the Annual Graduate Research Symposium, Texas A&M University-Commerce, Commerce, TX.
- Gibson, S. A.**, Reysen, S., & Katzarska-Miller, I. (2014, April). Independent and interdependent self-construal and global citizenship. Presentation at International Academy of Business and Public Administration Disciplines annual conference, Dallas, TX.
- Slobodnikova, A., **Gibson, S. A.**, & Assis, N. (2013, May). *Examination of E-Portfolio Systems*. Presentation by A. Slobodnikova at Graduate Research Symposium, Texas A&M University-Commerce, Commerce, TX.
- Gibson, S.**, & Toombs, L. (2014, December). Utilizing Evidence-Based Decision Making in the Strategic Development of a QEP. Presentation by S. Gibson at Southern Association of Colleges and Schools, Commission on Colleges, Annual Meeting in Nashville, TN.
- Sadler, T., **Gibson, S. A.**, & Reysen, S. (2014, April). *Overview of a Quality Enhancement Plan (QEP) Proposal*. Presentation by N. Assis at Graduate Research Symposium, Texas A&M University-Commerce, Commerce, TX.

- Gibson, S. A.** (2013, April). *Examination of Aptitude Assessment in Relation to Global Competency*. Presentation by N. Assis at International Academy of Business and Public Administration Disciplines annual conference, Dallas, TX.
- Gibson, S. A.** (2014, April). Accepted as session chair and discussant for International Academy of Business and Public Administration Disciplines annual conference, Dallas, TX.
- Gibson, S. A.,** Reysen, S., & Katzarska-Miller, I. (2014). Independent and interdependent self-construal and global citizenship. Presentation by S. Gibson at International Academy of Business and Public Administration Disciplines annual conference, Dallas, TX.
- Assis, N., & **Gibson, S. A.** (2013). Employer and student perceptions of global competency. Presentation by N. Assis at 11th annual Pathways Student Research Symposium, Kingsville, TX.
- Kimble, A., **Gibson, S. A.,** & Assis, N. (2013). Student perceptions of electronic portfolios. Presentation by A. Kimble at 11th annual Pathways Student Research Symposium, Kingsville, TX.
- Akeju, A., Toombs, L., **Gibson, S. A.,** & Assis, N. (2013). Marketing of global competencies. Presentation by A. Akeju at 11th annual Pathways Student Research Symposium, Kingsville, TX.
- Gibson, S. A.** (2013, May). Judge for graduate and undergraduate research presentations at Texas Women's University, Federation of Research, Denton, Texas.
- Slobodnikova, A., **Gibson, S. A.,** & Assis, N. (2013, May). *Examination of E-Portfolio Systems*. Presentation by A. Slobodnikova at Graduate Research Symposium, Texas A&M University-Commerce, Commerce, TX.
- Assis, N., & **Gibson, S. A.** (2013, May). *Overview of a Quality Enhancement Plan (QEP) Proposal*. Presentation by N. Assis at Graduate Research Symposium, Texas A&M University-Commerce, Commerce, TX.
- Assis, N., & **Gibson, S. A.** (2013, April). *Examination of Aptitude Assessment in Relation to Global Competency*. Presentation by N. Assis at International Academy of Business and Public Administration Disciplines annual conference, Dallas, TX.
- Gibson, S. A.** (2013, April). Session chair and discussant for International Academy of Business and Public Administration Disciplines annual conference, Dallas, TX.
- Gibson, S. A.,** & Reysen, S. (2013, April). *Representations of Global Citizenship in a School Environment. Research Award*. Presentation by S. Gibson at International Academy of Business and Public Administration Disciplines annual conference, Dallas, TX.
- Gibson, S. A.,** & Reysen, S. (2013, April). *Globalization: Message Frame Matters*. SWPA Awards Showcase presentation by S. Gibson at 59th annual Southwestern Psychological Association conference, Ft. Worth, TX.
- Assis, N., & **Gibson, S. A.** (2013, April). *Examination of Aptitude Assessment in Relation to Global Competency*. Presentation by N. Assis at Texas A&M University-Commerce Annual Research Symposium, Commerce, TX.
- Blake, M., **Gibson, S. A.,** & Reysen, S. (2013, April). *School Environment and Global Citizenship*.

Presentation by M. Blake at 59th annual Southwestern Psychological Association conference, Ft. Worth, TX.

Toombs, L., **Gibson, S. A.**, & Reysen, S. (2013, March). *Engendering information technology expertise*. Presentation by L. Toombs at Academy of Educational Leadership annual conference, New Orleans, LA.

Assis, N., **Gibson, S. A.**, Reysen, S., & Katzarska-Miller, I. (2013, January). *Influence of religious motivations on antecedents, identification, and outcomes of global citizenship*. Presentation by N. Assis at 14th annual meeting of the Society of Personality and Social Psychology, New Orleans, LA

Slobodnikova, A., **Gibson, S. A.**, Reysen, S., & Katzarska-Miller, I. (2013, January). *Faculty constructions: Examination of instructors' presentations and attitudes toward global education topics*. Accepted for presentation 14th annual meeting of the Society of Personality and Social Psychology, New Orleans, LA

Gibson, S. A., Katzarska-Miller, I., Reysen, S., & Hobson, B. (2013, January). *Effects of factual knowledge of the world and the antecedents, identification, and outcomes of global citizenship*. Submitted for research award. Presentation by S. Gibson at 14th annual meeting of the Society of Personality and Social Psychology, New Orleans, LA.

Gibson, S. A. (2012, November). Judge for undergraduate and master poster and oral presentations at the 10th annual Pathways Student Research Symposium, Galveston, TX.

Duncan, E., **Gibson, S. A.**, Flanagan, J., Francis, A., Larkin, C., & Reysen, S. (2012, November). *Student subject pools in business*. Paper presented by E. Duncan at the 10th annual Pathways Student Research Symposium, Galveston, TX.

Sosa, F., Lancaster, T., **Gibson, S. A.**, & Reysen, S. (2012, November). *Engendering information technology expertise*. Poster presented by F. Sosa at the 10th annual Pathways Student Research Symposium, Galveston, TX.

Mzila, A., Lancaster, T., **Gibson, S. A.**, & Reysen, S. (2012, November). *Internally motivated students' perception of information technology as a learning tool*. Poster presented by A. Mzila at the 10th annual Pathways Student Research Symposium, Galveston, TX.

Rotimi, M., Lancaster, T., **Gibson, S. A.**, & Reysen, S. (2012, November). *Information technology expert identification and psychological well-being*. Poster presented by M. Rotimi at the 10th annual Pathways Student Research Symposium, Galveston, TX.

Assis, N., **Gibson, S. A.**, & Reysen, S. (2012, November). *The influence of political orientation on antecedents, identification, and outcomes of global citizenship*. Paper presented by N. Assis at the 10th annual Pathways Student Research Symposium, Galveston, TX.

Slobodnikova, A., **Gibson, S. A.**, & Reysen, S. (2012, November). *Difference in degree of American identification between business and psychology participant pools*. Paper presented by S. Gibson at the 10th annual Pathways Student Research Symposium, Galveston, TX.

Gibson, S. A., & Reysen, S. (2012, November). *Faculty global awareness and global citizenship*. Paper presented by S. Gibson at the 10th annual Pathways Student Research Symposium, Galveston, TX.

- Gibson, S. A.** (2012, August). *Creating a competitive advantage through value-added selling and service*. Presentation by S. Gibson at Red River Regional Business Incubator Entrepreneurial Boot Camp, Texas A&M University-Commerce, Commerce, TX.
- Gibson, S. A., & Reysen, S.** (2012, April). *Plagiarism as a threat to public identity*. Poster presented by S. Gibson at Graduate Research Symposium, Texas A&M University-Commerce, Commerce, TX.
- Gibson, S. A.,** Flanagan, J., Francis, A., & Larkin, C. (2012, April). *Business research experience program*. Poster presented by S. Gibson at Graduate Research Symposium, Texas A&M University-Commerce, Commerce, TX.
- Gibson, S. A., & Reysen, S.,** Flanagan, J., Slobodnikova, A., & Assis, N. (2012, April). *Global research project*. Presentation by S. Gibson at Business Research Experience Program, Texas A&M University-Commerce, Commerce, TX.
- Slobodnikova, A., Flanagan, J., **Gibson, S. A.,** & Reysen, S. (2012, April). *Global companies*. Poster presented by A. Slobodnikova at the Graduate Research Symposium, Texas A&M University-Commerce, Commerce, TX.
- Assis, N., Flanagan, J., **Gibson, S. A.,** & Reysen, S. (2012, April). *Global hiring*. Poster presented by A. Assis at the Graduate Research Symposium, Texas A&M University-Commerce, Commerce, TX.
- Gibson, S. A.** (2012, April). Session chair and discussant at the International Academy of Business and Public Administration Disciplines Annual Conference, Dallas, TX.
- Gibson, S. A., & Reysen, S.** (2012, April). *Plagiarism as a threat to public identity*. Paper presented by S. Gibson at International Academy of Business and Public Administration Disciplines Annual Conference, Dallas, TX.
- Gibson, S. A., & Reysen, S.** (2012, April). *Threats to public identity*. Paper presented by S. Gibson at the 4th annual Texas A&M University-Commerce Annual Research Symposium, Commerce, Texas.
- Slobodnikova, A., Flanagan, J., **Gibson, S. A.,** & Reysen, S. (2012, April). *Global companies research proposal*. Presentation by A. Slobodnikova at the 4th annual Texas A&M University-Commerce Research Symposium, Commerce, TX.
- Assis, N., Flanagan, J., **Gibson, S. A.,** & Reysen, S. (2012, April). *Global hiring research proposal*. Presentation by N. Assis at the 4th annual Texas A&M University-Commerce Research Symposium, Commerce, TX.
- Gibson, S. A., & Reysen, S.** (2012, April). *Plagiarism as a threat to public identity*. Poster presented by S. Gibson at 58th annual Southwestern Psychological Association conference, Oklahoma City, OK.
- Gibson, S. A.,** Reysen, S., & Katzarska-Miller, I. (2012, January). *Priming independent and interdependent self-construals: Effects on global citizenship identification*. Poster presented by S. Gibson at 13th annual meeting of the Society of Personality and Social Psychology, San Diego, CA.
- Gibson, S. A.,** Reysen, S., & Katzarska-Miller, I. (2011, November). *Self-construal and global citizenship*. Paper presented by S. Gibson at the 9th annual Pathways Student Research

Symposium, College Station, TX.

Tillman, A., **Gibson, S. A.**, Reysen, S., & Katzarska-Miller, I. (2011, November). *Faculty constructions*. Paper presented by A. Tillman at the 9th annual Pathways Student Research Symposium, College Station, TX.

Gibson, S. A., & Larkin, C. (2011, April). *Creation of executive MBA program at TAMUC*. Presentation by S. Gibson at Graduate Research Symposium, Texas A&M University-Commerce, Commerce, TX.

Alexander, C., Lancaster, T., **Gibson, S. A.**, & Golden-Pryor, M. (2011, April). *Technology support for small businesses and entrepreneurs*. Paper presented by S. Gibson at International Academy of Business and Public Administration Disciplines (IABPAD), Dallas, Texas.

Gibson, S. A. (2011, April). Session chair and discussant for International Academy of Business and Public Administration Disciplines annual conference, Dallas, TX.

Gibson, S. A. (2010, April). *Creation of business consulting program at TAMUC*. Presentation by S. Gibson at Graduate Research Symposium, Texas A&M University-Commerce, Commerce, TX.

Gibson, S. A. (2009, April). *Living legacy interviews*. Presentation by S. Gibson at Graduate Research Symposium, Texas A&M University-Commerce, Commerce, TX.

Industry Experience

Prior to joining academia in 2007, I served in a variety of management and leadership positions centered on recruiting, training, and team development. My ultimate goal is to combine the formal education I have earned with the industry experience I have gained in the past 20 years. My hope is that I will be able to significantly contribute excellence to the students' journey of learning and personal development, as well as contribute to the continuous improvement of the university.

- 2012-present Texas A&M University-Commerce
Executive Director of Institutional Effectiveness and Research, Global Learning and Quality Enhancement Plan; and Adjunct Instructor
*Leading and directing the university institutional effectiveness and planning programs, and goals assessment for support units; institutional research; university accreditation; and serving as a resource to strategic planning. Planning, organizing, and managing, the analysis, interpretation, and reporting of relevant data and information used in assessing institutional effectiveness. Fosters collaboration, creativity, and cohesion for data strategies and analyses that supports data informed decision-making. Coordinating efforts towards regional accreditation processes through Southern Association of Colleges and Schools (SACS), Commission on Colleges (COC), specifically in relation to the creation, implementation, and reporting of the Quality Enhancement Plan (QEP).
Adjunct instructor: College of Education and Human Services, Department of Psychology, and Texas Affordable Baccalaureate Program (BAAS-Organizational Leadership); College of Business and Entrepreneurship, Department of Management, and Department of Economics and Finance.*
- 2008-2012 Texas A&M University-Commerce
Graduate Research and Teaching Assistant
Background research, planning, creation, and execution of new programs; various research and teaching assistance (MAPS, EMBA, BREP, IRB, Living Legacy Series). College of Business and Entrepreneurship, Dean's office; and The Council for the Study of Global Learning Research Lab.
- 2008-present East Texas Horse and Ranch
Self-employed, Real-Estate
Family owned and operated real estate business. Web and social media management.
- 1990-2007 Sara Lee Corporation
Lead Management: Training and Operations Manager
*(Prior Corporate DBA: Henson and DMD; Currently DBA: HanesBrandsInc)
Traveling training and operations manager serving over 400 locations nationwide. Served in the capacity of lead manager responsible for recruiting, training, and development of management and sales teams. Certified training professional in hospitality, sales, team building, diversity and cultural sensitivity, loss prevention, safety, and security. Responsible for establishing and maintaining multi-million dollar budgets. Created and updated policy and procedure standards of excellence for both operations and sales. Continually recognized as outstanding contributor.*
- 1987-1990 FoxValley Corporation
Lead Regional Management

Managed 25 locations in 6 US states. Created and implemented training courses for new management teams. Responsible for recruiting, hiring, and training of sales teams. Recognized for speeding to record profitability and growth.

1985-1987

APEX Corporation

Sales Administrator

Created and expanded nation-wide distribution center and sales team. At opening, 1 account representative – growth to 50 representatives in first year. Created and expanded sales to include mass-market accounts over entire US within 2 years.