Meet - Dr. Thomas Dukes

For Dr. Thomas Dukes, being a faculty member often means bringing more to the class than a textbook and notes. Dr. Dukes brings a wide range of hands-on experiences to the classrooms of the Sorrell College of Business, having worked in the private sector as a sales representative, accountant, entrepreneur, and consultant. He has also served as a contract specialist for the Department of Defense, and as a Naval officer. Dr. Dukes served at sea and as an advisor in Vietnam in the early 70’s. His military awards and decorations include the Navy Commendation Medal, Navy Achievement Medal, the Combat Action Ribbon, and more. After leaving military service, Dr. Dukes earned his doctorate from Louisiana Tech University in 1983, obtaining an MBA and a B.S. from Northeast Louisiana University.

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Professor Hoyt visits Turkey

Dr. Jim Hoyt, Assistant Professor, Troy University, visited Canakkale Onsekiz Mart University (COMU) in Turkey. He arrived in Turkey the end of January and worked with a doctoral student assigned to him to translate the notes for classes which started in February. During the semester Dr. Hoyt taught a graduate project management class and two undergraduate strategy classes. Because 90 percent of the 120 students in his strategy classes had little or no proficiency with the English language, Dr. Hoyt taught with Dr. Murat Kasimoglu translating. Fortunately, the project management students spoke English so he could lecture directly to them.

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Schraeder—Community and Classroom Leader

Dr. Mike Schraeder joined the Sorrell College of Business faculty in 2003 and enjoys the opportunity of working with adult students at the TROY Montgomery
Campus. Dr. Schraeder earned his Ph.D. in Management at Auburn University in 2001; however, his roots go back to Wyoming and the University of Wyoming-Laramie.

Noteworthy accomplishments during his career with Troy University include receiving the Wallace D. Malone Jr. Distinguished Faculty Award in 2006 and receiving the 2005 Best Reviewer Award—Organizational Development and Change Division—from the Academy of Management Conference. He also serves on the editorial review boards for the Journal of Organizational Development and Learning in Organization and the Journal of Quality and Participation. These journals reflect his research interest in quality of work-life issues, particularly employee attitudes and issues related to organizational change. Dr. Schraeder has published articles in more than 25 journals including, Leadership and Organization Development Journal, Public Personnel Management, and Military Psychology.

In addition to teaching and research, Dr. Schraeder is involved in building relationships between local businesses in the community, such as Hyundai and the College of Business in Montgomery. He noted that he is proud of the progress that leadership and faculty of the Montgomery campus have made in strengthening the college’s relationship with businesses in the region, particularly the founding of the new Business Advisory Council.

“Trying to gear lectures and course material to working adult students who are trying to balance a variety of competing priorities including work, family, and school is the biggest challenge in teaching at the Montgomery Campus,” Dr. Schraeder said.
Dr. Dukes’ academic experiences as a faculty member began over 30 years ago in Arkansas as an instructor at Henderson State University. Since then, he has served on the faculty of several institutions and was tenured as a full professor at two universities. As an administrator, Dr. Dukes held numerous positions, including Department Chair of Management and Marketing at Longwood University in Virginia, Dean of the School of Business and International Commerce at Merrimack College in Massachusetts, Dean of the School of Business at Christian Brothers University in Memphis, and Associate Vice President and Dean at City University’s School of Management in Washington state. Dr. Dukes joined Troy University in 2007 as Professor of Marketing on the Montgomery Campus.

Many universities often have teachers almost as young and inexperienced as their students. Dr. Dukes, however, exemplifies the seasoned professionals commonly found among the Troy faculty. With decades of experience outside of the classroom, Dr. Dukes gives his students “real-world” applications of the material covered in his classes. In a time when international commerce and a global perspective are increasingly important in all areas of study, Dr. Dukes teaches from experience. With his wife of 40 years, Dr. Dukes has lived in 15 different states and has visited many countries including Ireland, Sweden, Norway, Denmark, Britain, Scotland, Greece, Slovakia, Iceland, Mexico, Canada, France, Austria, China, and Russia.

Dr. Dukes’ most recent trip abroad was during the spring semester 2008 to Taganrog, Russia. Like Montgomery, Taganrog is a growing city of over a quarter million people and is home to a booming economy with a growing industrial infrastructure, including a large Hyundai assembly plant. It is also home to the Taganrog Management and Economics Institute, a nationally accredited and certified institution of higher education. Dr. Dukes was selected by the J. William Fulbright Foreign Scholarship Board as a Fulbright Senior Specialist to travel to Taganrog and lecture to third- and fourth-year students, PhD students, and faculty members on the topics of World Economy, Advertising, and Management. While there, he also consulted with administrators on faculty development issues. Not only did Dr. Dukes’ trip provide additional experiences to draw from in the classroom, it greatly increased the visibility of Troy University worldwide. As an ambassador for Troy, Dr. Dukes returned with a formal invitation from Professor Dr. Sergey Yurjevich Avakov, Rector of Taganrog Management and Economics Institute, for continued collaboration between the two universities.

As funding at Alabama’s colleges and universities becomes an increasingly complex challenge, Troy continues to excel. With an increasingly global focus in all business disciplines, experienced faculty members such as Dr. Thomas A. Dukes are truly assets to the Sorrell College of Business.

Dr. Thomas Dukes
Faculty Activities

PRESENTATIONS TO SCHOLARLY GROUPS


Dewey Todd, Montgomery Campus, recent paper (co-authored with Dr. Craig Hill and Dr. Peter Zhang, both of Georgia State University) has been accepted for presentation and the Conference Proceedings at the 39th Annual Meeting of the Decision Sciences Institute (DSI Annual Conference) to be held November 22-25 in Baltimore, Maryland. Dr. Todd’s paper is titled, “The Effect of Motivation and Conflict Escalation on Decision Making: A Vignette Analysis.”

Rodger Morrison, Montgomery Campus, recent paper has been accepted for presentation at the 2008 Southern Management Association Meeting, “A Comparison of Online versus Traditional Student End-of-Course Critiques in Resident Courses,” The meeting will be held October 29—November 1, 2008, St. Petersburg Beach, Florida.

Ed Kamnikar, Montgomery Campus, recent paper has been accepted for presentation at the Academy of Business Administration’s International Conference, “State Financial Audits in the US, 2003-2006.” The conference will be held in Florence, Italy, August 2008.

Aaron Caillouet, Troy Campus, Charles Chekwa, Orlando Campus, Frederick Metivier, TROY student, Mmuta Chukwuanu, Allen University and Stacy C. LeJeune, Nicholls State University, “Employees’ Attitudes Toward Corporate Internet Security,” presented at the International Academy of Business and Public Administration Disciplines Conference (IABPAD), Dallas, Texas, April 25, 2008.

Aaron Caillouet, Troy Campus, Charles Chekwa, Orlando Campus, Thomas Lee, TROY student, Mmuta Chukwuanu, Allen University and Stacy C. LeJeune, Nicholls State University, “The Future of Female Leadership in the Military,” presented at the International Academy of Business and Public Administration Disciplines Conference (IABPAD), Dallas, Texas, April 26, 2008.

Aaron Caillouet, Troy Campus, Stacy C. LeJeune, Nicholls State University, Gregory Rush, TROY student, Charles Chekwa, Orlando Campus, and Mmuta Chukwuanu, Allen University, “Performance Pay...In Government?” presented at the SAM International Business Conference (SAM), Arlington, Virginia, April 6, 2008.


INTERNATIONAL ENGAGEMENTS

While in Turkey, Dr. Hoyt also had several other assignments in addition to his teaching.

- Dr. Hoyt made the keynote address at the International Strategic Management conference that was held in May. The conference attendees were academics mostly from Eastern Europe (Czech Republic, Ukraine, Poland, and Turkey). The title of the keynote address was The Emergence of Technology as a New Dimension of Strategic Management and Related Impact on Society.

- Dr. Kasimoglu and Dr. Hoyt presented a research paper at the conference: (Title: “An Empirically-based Description of the Agile Organization”). Interest in the paper was very promising and Dr. Kasimoglu and Dr. Hoyt are now setting up a research team that will include academics from the Czech Republic, Poland, Ukraine and Finland. In Turkey the University of Istanbul is also interested in participating. The remaining two members are COMU and Troy. They will be investigating ways to identify agile organizations and tools that can be used for supplier selection. It appears that the concept of agility is very important to EU countries, and Dr. Kasimoglu feels that we can get external funding for the project. We are moving forward on this.

- During the break after finals, Dr. Hoyt was asked to go to one of COMU’s satellite campuses (Yenice Vocational College, which in reality is a junior college) and made a presentation to approximately 600 students and faculty. He spent most of the session answering questions from the students and faculty related to the opportunities for college students in the working world. (Note: Yenice is pronounced: “Yenijay” in Turkish).

Dr. Hoyt completed teaching MBA 6611 in Guam and MGT 4476 in Hanoi and returned to the United States on July 28.
PRESENTATIONS TO COMMUNITY GROUPS


PUBLICATIONS


SCOB NEW FACULTY

Brian Goodson, 2008. Lecturer, Troy Campus, MBA /Accounting, Troy University, 2006.


Lawrence Hudack, 2008. Professor, Ph.D., Accounting, University of North Texas, 1989.

Dewey Wilson Todd, 2008. Assistant Professor, Ph.D., Decision Sciences, Georgia State University, 2005.

AWARDS AND RECOGNITIONS

Alan D. Campbell, Montgomery Campus, has been advised by the Florida Institute of Certified Public Accountants (FICPA) that it has selected the Accounting Shows Committee as an Outstanding Committee for 2007-2008. As a member of the committee, Dr. Campbell was among the award recipients who were announced at the Annual Meeting of the FICPA in Orlando, Florida. He received a plaque in recognition of the award.


Rodger Morrison, Montgomery Campus, has successfully completed all requirements of his Ph.D. program at Auburn University relating to his coursework and comprehensive evaluations. He is now an ABD and has only to complete and defend his dissertation.

Mike Schraeder, Montgomery Campus, has been asked for continued service as an ad-hoc reviewer of the Journal of Applied Psychology, a top-tier journal in the field of management.


Phillip Mixon, Troy Campus, has successfully completed all requirements of his Ph.D. program at Mississippi State University relating to his coursework and comprehensive evaluations. He is now an ABD and has only to complete and defend his dissertation.

2008 ACBSP REGIONAL AWARDS RECOGNIZE TROY FACULTY MEMBER AND TROY ALUMNUS

When the Regional Teaching Excellence Awards were announced at the ACBSP Annual Meeting in New Orleans in June, two Troy University recipients came forward for acceptance. Dr. Steve Garrott, Professor of Marketing on the Troy Campus was the recipient of the award for the Southeast, and Dr. Bonnie Tiell was recipient for the North Central. The two had not seen each other since Bonnie’s college days at Troy.

Dr. Garrott joined the Troy faculty in September 1971 and for many years has served as a leader for the marketing program. Dr. Garrott holds the B.S. and MBA degrees from Murray State University and the Ph.D. in Marketing from the University of Arkansas. Dean Hines indicated “I cannot tell you how proud I am to see Dr. Garrott receive this well-deserved recognition. He has served as a mentor to our students and has provided significant leadership in the development of Troy’s marketing program.”
Dr. Bonnie Tiell, currently Chair of Marketing and Sports Management at Tiffin University in Ohio, received comparable recognition for her efforts. Bonnie was a 1985 graduate of the Troy Campus and has since completed an M.A. from UNC-Chapel Hill and her Doctorate in Sports Management from the United States Sports Academy. Dean Hines said, “It is a great day for Troy University when two of seven awards go to Troy connections.”

Pictured below (not in order) are Steven Painchaud, Irwin Siegel, Terry Coalter, Marshal Wright, and Maura Blease along with Dr. Garrott and Dr. Tiell. Bruce Toews was also a recipient, but could not attend the conference.
Technology Update

**McAfee Antivirus Download**

Troy University provides McAfee antivirus software at no charge to all faculty, staff and students. The download can be found at [http://it.troy.edu/downloads/virussoftware.htm](http://it.troy.edu/downloads/virussoftware.htm).

Before installing this anti-virus software, make sure to uninstall any existing antivirus software first. Having more than one antivirus package on your computer will lead to unpredictable results, such as application crashes, reduced performance or no network connectivity.

**McAfee SiteAdvisor—Avoid Bad Web Sites!**

An increasingly common source of malicious software (malware) infections is web sites that have been set up or compromised by criminals. By visiting the web site, malware may be installed on your computer. This type of attack is often referred to as a “drive-by-download.”

It is easy to accidentally visit a compromised site. The site may show up in Google search results, for example. In order to protect yourself from such sites, you can install McAfee’s SiteAdvisor. It is a no charge web browser extension that will check the sites you visit or the sites that show in search results against a database maintained by Network Associates. If the site contains malicious content, the search result will be clearly labeled as such, or the icon in your web browser’s window will change to red (see figures).

![Search result leads to questionable web site.](image1.jpg)

![Search result leads to good web site.](image2.jpg)

SiteAdvisor works with search results from Google, Yahoo! and Live Search (MSN).

Note that SiteAdvisor should be used in addition to antivirus software and a network firewall, not instead of it. After all, SiteAdvisor will not block you from visiting sites that have been rated “red.” It is still up to the user to make a sound decision about visiting the site.

McAfee SiteAdvisor can be downloaded from [http://www.siteadvisor.com](http://www.siteadvisor.com).
TROY UNIVERSITY POLICY STATEMENT

Troy University does not discriminate on the basis of sex, age, color, race, national origin, religion, handicap, veteran status, or sexual orientation in its admissions, education, employment, or access to its programs. The University fully complies with the following: Civil Rights Acts of 1964 and its amendments; Federal Executive Order 11246; Educational Amendments of 1972; Family Educational Rights and Privacy Act of 1974; and the Uniformed Services Employment and Reemployment Rights Act of 1994.

ACCREDITATION

Troy University is accredited by the Commission on Colleges of the Southern Association of Colleges and Schools to award the associate degree, the bachelor’s degree, the master’s degree, and the education specialist degree. Contact the Commission on Colleges at 1866 Southern Lane, Decatur, Georgia 30033-4097 or call 404-679-4500 for questions about the accreditation of Troy University. The Commission is to be contacted only if there is evidence that appears to support an institution’s significant non-compliance with a requirement or standard.

Troy University, through its Sorrell College of Business, is nationally accredited by the Association of Collegiate Business Schools and Programs (ACBSP) to offer baccalaureate degree programs in accounting, finance, general business, information systems, management, and marketing. The ACBSP has also accredited TROY to offer the Master of Business Administration.

USEFUL LINKS

Master Syllabi: http://business.troy.edu/MasterSyllabi

TROY Academic Operating Procedures: http://www.troy.edu/academics/aop/index.html

SCOB Academic Operating Procedures: See the SCOB Admin. organization in Blackboard

Sorrell College of Business: http://business.troy.edu

ACBSP: http://www.acbsp.org

Faculty Database: http://www.digitalmeasures.com/login/troy/faculty