

Curriculum Vita

Name: Allen C. Barclay, Ph.D.
Title: Assistant Professor of Management and Marketing
Address: School of Business
Northern State University
1200 S. Jay St.
Aberdeen, SD 57401
Tel: 605-626-7718

Education

Doctorate – Ph.D., Colorado State University, Education and Human Resource Studies with a focus on Organizational Performance and Change (2012)

Dissertation topic: *Measuring Teacher Immediacy and Communication Competence on Student Achievement in Calculus: A Sequential Explanatory Mixed Method Design*

Master of Education, University of Minnesota, Human Resource Development (2003)

Focus on training and development with a supporting program of Adult Education

Master Thesis topic: *Training and Development in a Retail Environment*

Bachelor of Science, University of Minnesota, Human Resource Development (2000)

Focus on training and development, organization development with a minor in Business and Industry Education

Academic Experience

Graduate Teaching Experience

Chair, Management, Marketing and MIS, Northern State University, 2014 – Present
Department Chair in the School of Business supervising the Management, Marketing, and Management Information Systems Programs

Assistant Professor of Management and Marketing, Northern State University, 2011 – Present
Faculty Member in the School of Business teaching *Organizational Management, Business Leadership, Retail Management, Supervisory Management and Sales Management*. Teach lecture based, hybrid, and on-line courses to a diverse population of graduate and undergraduate students in the Management, Marketing, and Banking and Financial Services Programs

Interim Chair - Management, Marketing and Management Information Systems, Northern State University, Spring Semester, 2014
Interim Chair in the School of Business supervising the Management, Marketing, and Management Information Systems Programs

Visiting Community Faculty, Metropolitan State University, Summer Sessions, 2012 – 2014
Taught, *Management Strategy and Policy* in the MBA program in the College of Management

Graduate Teaching Assistant, Colorado State University, January 2011 – August 2011
Graduate Teaching Assistant in the College of Education assisting in the teaching of *Quantitative Research Methods*, EDRM 700 (Graduate Course) and *Proposal Development – Seminar*, EDRM 792B (Graduate Course)

International Teaching Experience

Delegation Professor, Confucius Institute, University of Jinan, 2015 Summer Semester, Jinan, China. Represented Northern State University School of Business as Delegation Member for the Confucius Institute in Beijing and Jinan China

Visiting Professor, Satakunnan Ammattikorkeakoulu, Satakunta University of Applied Sciences, 2013 Fall Semester, Rauma, Finland. Taught *Innovation and Change* (Graduate Course) to a group of Satakunta University students in the Masters of Business Administration (MBA) Program

Faculty Led/Study Abroad Professor, Okanagan College, School of Business, 2013. Summer Cultural Exchange Program in Kelowna, British Columbia, Canada. Taught *Foundations of International Management and Marketing* to a group of Northern State University Study Abroad students and international students

Visiting Professor, Fachhochschule Schmalkalden, University of Applied Sciences, 2012 Summer ISSS program in Schmalkalden, Germany. Taught *International Organizational Development* to a group of international students

Undergraduate Teaching Experience

Community Faculty Member, Metropolitan State University, August 2005 – August 2011
Community Faculty Member in the College of Management, courses taught: *Organizational Behavior* and *Management Principles and Practices*. Taught lecture based and on-line courses to a diverse population of students

Adjunct Faculty Member, Dunwoody College of Technology, March 2007 – August 2011
Faculty Member in the Business College, courses taught: *Financial Accounting*, *Supervisory Management*, and *Operations Management* in the Bachelor of Applied Business program

Adjunct Professor, Colorado Technical University, April 2010 – June 2011
Faculty Member in the Management Department, courses taught: *Financial Accounting I*, *Financial Accounting II*, and *Managerial Accounting*

Publications

Merkel, B., Barclay, A., & Ohmer, D. (2016). Teaching Appreciative Inquiry to Management Students to Engage Generation Y in the Workplace. Fourteenth Annual *Hawaii International Conference on Education*, 2016 Conference Proceedings.

Barclay, A. (2015). The Disrespectful Student. In W. M. Timpson & D. K. Holman (Eds.), *Controversial Case Studies for Teaching Sustainability, Conflict, and Diversity*. Madison, WI: Atwood Publishing.

- Barclay, A. (2015). Introduction for Section III: Sustainability. In W. M. Timpson & D. K. Holman (Eds.), *Controversial Case Studies for Teaching Sustainability, Conflict, and Diversity*. Madison, WI: Atwood Publishing.
- Klipfel, J., & Barclay, A. (2015). Corporations and Social Media: How Brand Managers Choose a Strategy. Twenty Second Annual *South Dakota International Business Conference, 2015 Conference Proceedings*.
- Merkel, B., & Barclay, A. (2015). Appreciative Inquiry for Business. Twenty Second Annual *South Dakota International Business Conference, 2015 Conference Proceedings*.
- Barclay, A. (2015). Teaching methods in calculus: a literature review of calculus failure rates. Thirteenth Annual *Hawaii International Conference on Education, 2015 Conference Proceedings*.
- Klipfel, J., Barclay, A., & Bockorny, K. (2014). Self-Congruity: A determinant of brand personality, *Journal of Marketing Development and Competitiveness, 8*(3) 130-143.
- Barclay, A., & Marshall, L. (2014). More ethnic diversity within an urban setting could result in greater economic stability, Twenty-first Annual *South Dakota International Business Conference, 2014 Conference Proceedings*.
- Kilber, J., Barclay, A., & Ohmer, D. (2014). Seven tips for managing generation Y, *Journal of Management Policy and Practice, 15*(4) 80-91.
- Barclay, A. (2014). Using active case studies to teach leadership, management and supervision, Twelfth Annual *Hawaii International Conference on Education, 2014 Conference Proceedings*.
- Barclay, A., & Spaulding, M. (2013). Marketing techniques involved in the Women's National Basketball Association, Twentieth Annual *South Dakota International Business Conference, 2013 Conference Proceedings*.
- Barclay, A., Bockorny, K., & Klipfel, J. (2013). Self-congruity: a determinant of brand personality. Twentieth Annual *South Dakota International Business Conference, 2013 Conference Proceedings*.
- Ohmer, D., & Barclay, A. (2013). Doing nothing can be the undoing of organizations: finding compassion in training programs, Twentieth Annual *South Dakota International Business Conference, 2013 Conference Proceedings*.
- Barclay, A., & Kilber, J. (2012). Understanding generation Y as a manager, Nineteenth Annual *South Dakota International Business Conference, 2012 Conference Proceedings*.
- Barclay, A. (2012). Measuring Teacher Immediacy and Communication Competence on Student Achievement in Calculus: A Sequential Explanatory Mixed Method Design, Nineteenth Annual *South Dakota International Business Conference, 2012 Conference Proceedings*.
- Barclay, A. (2012). Measuring Teacher Immediacy and Communication Competence on Student Achievement in Calculus: A Sequential Explanatory Mixed Method Design. Available from *ProQuest Dissertations and Theses* data base, UMI Dissertations 3551589.

- Barclay, A. (2011). Managing for Strategic Leadership. *AHRD International Research Conference*, 2011 Conference Proceedings.
- Barclay, A., & Barclay H. (2011). Recession Compassion: 7 steps on how to treat employees to get the best performance during these global economic times, *Journal of Management Policy and Practice*, 12(1) 21-26.
- Barclay, H., & Barclay, A. (2010). Managing up: fight or flight, the power of winning at upward cultural management challenges, *Seventeenth Annual South Dakota International Business Conference*, 2010 Conference Proceedings.
- Barclay, A. (2010). Managing for strategic leadership: Requiring both management and leadership skills. *AHRD International Research Conference*, 2010 Conference Proceedings.
- Barclay, A. (2010). Economic organization culture. *Journal of Management Research*, 2(1) 1-5.
- Barclay, A. (2009). Employee change agents: the foundation for effective organizational change. *Journal of International Business Research*, 2(4) 6-12.
- Barclay, A., & Barclay, H. (2009). Recession Compassion: 7 Steps on how to treat employees to get the best performance during these global economic times. *Sixteenth Annual South Dakota International Business Conference*, 2009 Conference Proceedings.

Publication Contributions

- Gliner, J.A., Morgan, G.A., & Leech, N.A. (2009). *Research in Applied Settings: An integrated approach to design and analysis*. New York, NY: Routledge: Taylor & Francis. Contributed to the chapter discussions, questions, and summaries as a student project

Presentations

- Merkel, B., Barclay, A., & Ohmer, D. (2016). Teaching Appreciative Inquiry to Management Students to Engage Generation Y in the Workplace. *Fourteenth Annual Hawaii International Conference on Education*, 2016.
- Barclay, A. (2016). *From Finland to China: cultural diversity in business*, Dept. de Comunicación, Universidad de Puerto Rico - Recinto de Río Piedras, 2016.
- Barclay, A. (2015). *Using active case studies to teach leadership, management and supervision*, *Twelfth Annual Hawaii International Conference on Education*, 2015.
- Klipfel, J., & Barclay, A. (2015). Corporations and Social Media: How Brand Managers Choose a Strategy. *Twenty Second Annual South Dakota International Business Conference*, 2015.
- Merkel, B., & Barclay, A. (2015). Appreciative Inquiry for Business. *Twenty Second Annual South Dakota International Business Conference*, 2015.

- Barclay, A. (2015). Teaching methods in calculus: a literature review of calculus failure rates. Thirteenth Annual *Hawaii International Conference on Education*, 2015 Conference Proceedings.
- Barclay, A., & Marshall, L. (2014). *More ethnic diversity within an urban setting could result in greater economic stability*, Twenty-first Annual *South Dakota International Business Conference*, 2014.
- Barclay, A., & Spaulding, M. (2013). *Marketing techniques involved in the Women's National Basketball Association*, Twentieth Annual *South Dakota International Business Conference*.
- Barclay, A., & Klipfel, J. (2013). *Self-congruity: a determinant of brand personality*. Twentieth Annual *South Dakota International Business Conference*.
- Ohmer, D., & Barclay, A. (2013). *Doing nothing can be the undoing of organizations: finding compassion in training programs*, Twentieth Annual *South Dakota International Business Conference*, 2013 Conference Proceedings.
- Barclay, A., & Kilber, J. (2012). *Understanding generation Y as a manager*, Paper presented at the 19th Annual *South Dakota International Business Conference*, Deadwood, SD.
- Barclay, A. (2012). *Measuring Teacher Immediacy and Communication Competence on Student Achievement in Calculus: A Sequential Explanatory Mixed Method Design*, Paper presented at the 19th Annual *South Dakota International Business Conference*, Deadwood, SD.
- Colbert, D., & Barclay, A. (2011). *Adult Learning Principles*, Paper presented at the *Colorado State University Professional Development Institute*, Fort Collins, CO.
- Barclay, H. & Barclay, A., (2010). *Managing Up: fight or flight, the power of winning at upward cultural management challenges*, Paper presented at the *17th Annual South Dakota International Business Conference*, Rapid City, SD.
- Barclay, A. (2010). *Learning styles for undergraduate students. The Institute for Learning and Teaching, Academic and Study Skills Workshops*. Colorado State University, Fort Collins, CO.
- Green, E., Landers, H., & Barclay, A. (2010). *Academic Success: reviewing the case studies, Office of International Programs*, International Student Orientation, Colorado State University, Fort Collins, CO.
- Barclay, A. (2010). *Learning programs for sociology students guest speaker. Sociology 105, Colorado State University, TILT Learning Programs and Workshops*. Colorado State University, Fort Collins, CO.
- Barclay, A. (2010). *Learning programs for adult and veteran students. Office of Adult and Veteran Students, Critical Thinking Programs and Workshops*. Colorado State University, Fort Collins, CO.
- Barclay, A., & Ibrahim, B. (2009). *Statistical analysis of college of natural sciences tutorial hall. Poster Presentation to the Deans of the College of Natural Sciences*, Colorado State University, Fort Collins, CO.

Barclay, A. (2009). *Recession Compassion: 7 Steps on how to treat employees to get the best performance during these global economic times*. Paper presented at the *16th Annual South Dakota International Business Conference*, Rapid City, SD.

Barclay, A., & Book, C. (2008). *Team building for better tutoring*. Presentation to the *College of Natural Science's Mathematics and Science Tutorial Hall*, Colorado State University, Fort Collins, CO.

Barclay, A., & Barclay, H. (2008). *Managing with compassion*. Paper presented at the *Central Association of College and University Business Officers (CACUBO)*, Fort Lauderdale, FL.

Barclay, A., Barney, E., & Kolasa, S. (2003). *Delivering great service in an academic setting*. Paper presented at the *Big Ten Center for Human Resource Development Conference*, Minneapolis, MN.

Fellowships, Scholarships & Grants

The Online Learning Consortium (OLC) Grant Funding: 2014 participant in an online learning effectiveness and quality delivery method program (\$1700 course, \$1500 stipend).

Graduate School of Banking at Colorado (CU), 2012 Jentz Fellowship recipient in the Graduate Banking Program at the University of Colorado, summer 2012 (\$5000 Scholarship and Fellowship)

Association of Students in Education and Human Development: Scholarship for Students in Human Development (\$1000 Scholarship)

Academic Service and Training Experience

Assistant Director of Learning Programs, Colorado State University, May 2010 – August 2011
Supervised twenty student tutors in the Institute for Learning and Teaching (TILT), Designed and developed programs to help improve student retention in the university, Managed payroll (Oracle Database) and budgeted projections for three programs, Organization recruiting, hiring, and staffing tutorial program, Wrote semester reports, ran statistics, and reported findings to the Vice Provost and Director of TILT

Coordinator of Undergraduate Retention, Colorado State University, August 2008 – May 2010
Supervise forty student tutors in the College of Natural Sciences, Design and develop programs to help improve student retention in the college, Manage payroll (Oracle Database) and budget projections for three programs, Organization recruiting, hiring, and staffing for three collegiate programs, Write semester reports, run statistics, and report finding to the Dean, Graduate Instructor for NCSI 394, *Supervised Student Teaching*

Community Education Facilitator, St Michael, MN, January 2006 – February 2008
Taught community education based classes on job interview skills through the St. Michael/Albertville Community Education Center including interpersonal skills, communication skills, active listening, and coaching for better interview techniques

Consultant, Allen Barclay Consulting, January 2005 – June 2008

Specialize in providing customer service programs which include developing and delivering sessions for diverse populations, Created and taught several classes for Minneapolis financial organizations including team building, strategic planning, and interpersonal skills, Mentor and coach individuals on interviewing skills, resume writing, and interpersonal communication skills

Training Coordinator, University of Minnesota, February 2001 – January 2005

Trained over fifty different classes including soft skills and technical payroll software (PeopleSoft/ORACLE) and financial software to University of Minnesota faculty, staff, and students, Designed and developed training for management and supervisory skills, communication skills, listening skills, time management, and delivering great customer service, Created classroom and e-learning technical training courses, Developed materials, timelines, agendas, and objectives used in training courses, Consulted to various departments on problem solving and productivity techniques while maintaining high retention and morale

Facilitator, University of Minnesota, February 2001 – January 2005

Facilitated over 800 hours of classroom training sessions to employees at the University of Minnesota over a five year period, Specialized in leading focus groups as the moderator, including experience as a facilitator, recorder, and supervisor

Relevant Leadership Experience

Senior Accountant, University of Minnesota, January 2005 – June 2008

Serve as budget officer to multiple departments on adhering to policies and procedures, Created spreadsheets consisting of all departmental financial information

Operations Director, Furniture & Things Inc., September 1999 - January 2001

Created sales training and data management manuals, Trained sales skills to newly hired sales associates

Assistant Manager, Pier 1 Imports, September 1997 – September 1999

Trained all personnel on the day to day activities of the organization

Yeoman Second Class, US Coast Guard, San Diego, September 1989 – September 1996

Worked with the financial and Human Resource systems used by the US Coast Guard and Honorably Discharged after completing seven years of active military service

University and Public Service

Session Moderator, *Hawaii Conference on Education*, (2015)

Served as a session moderator for conference presentations

Session Moderator, *South Dakota International Business Conference*, (2011-2014)

Served as a session moderator for conference presentations

School of Business Recruitment Coordinator

Meet with prospective high school students who are interested in attending NSU
Serve as a School of Business representative at Northern Bound Days

Northern State University Faculty Travel and Sabbatical Committee, (2013-2014)

Serve as a voting faculty member on the travel and sabbatical committee

Northern State University Faculty Athletic Committee, 2013-2014

Serve as a voting faculty member on the athletic committee

Northern State University School of Business Curriculum Committee

Serve as a voting faculty member on the business school curriculum committee

Northern State University Liaison to the South Dakota Board of Regents, Commercialization Summit

Current representative to the South Dakota Board of Regents for the annual summit on commercialization conference

Board of Directors, University of Minnesota Federal Credit Union (2006-2008)

Past member of the Board of Directors for the University of Minnesota Federal Credit Union helping to create a strategic plan and vision for the organization

Board of Directors, University of Minnesota Financial Systems Users Network (2004-2008)

Past member of the Board of Directors for the University of Minnesota Financial Systems Users Network

Association of Students in Education and Human Development, University of Minnesota

Served as a member of a Student Association, that volunteered in Minneapolis that helped bring University of Minnesota outreach to the community (1998).

Avondale Elementary School, Topeka, Kansas

Volunteered weekly as a mentor to third grade students where I supported the teacher as a role model for underprivileged children (1992-1994).

Board of Directors, Aberdeen Gymnastics Association (2012-2013)

Past Vice President of the Board of Directors for the Aberdeen Gymnastics Association helping to organize and plan for area gymnastics program

Professional Affiliations

Academy of Management (AOM): July 2013 - Present

Peer Review Editor, Journal of Management and Sustainability: January 2013 - Present

Academy of Human Resource Development (AHRD): November 2009 – August 2011

Midwest Academy of Management (MAM): January 2009 – August 2011

Volunteer Service

Make-A-Wish South Dakota, Aberdeen, South Dakota

Volunteer as a grant wisher, fund raiser, and scholarship coordinator

Loveland High School Crimson Regiment, Loveland, Colorado

Volunteered with the Loveland High School Marching Band

Animal House, Pet Rescue, Fort Collins, Colorado

Volunteered to take care and foster dogs waiting to be adopted

College of Natural Sciences, Colorado State University, Fort Collins, Colorado

Volunteered to help with Ram Welcome for incoming freshman, 2008, 2009, and 2010

Volunteered with College of Natural Sciences Undergraduate Graduation, June 2009

St Michael Community Center, St. Michael, Minnesota, September 2006 – June 2008

Volunteered as an Assistant Coach for youth gymnastics

St Michael Community Center, St. Michael, Minnesota, May 2003 – July 2006

Volunteered as an Assistant Coach for youth soccer

Volunteered as an Assistant Coach for youth gymnastics

Honors

Jentz Fellowship, Graduate School of Banking at Colorado, 2012

University of Minnesota Dean's List, 1998, 1999, and 2000

US Coast Guard Achievement Medal

Presidential Letter of Commendation, US Coast Guard

US Coast Guardsman of the Quarter, 1992

References

Mike Palmquist, Ph.D. Associate Vice Provost and Director, the Institute of Learning and Teaching, Colorado State University. 801 Oval Drive, Fort Collins, CO 80523, (970) 491-3132
mp@colostate.edu

Jack McGrew, Ph.D. Assistant Dean, College of Natural Sciences, Colorado State University. 117 Statistics Building Fort Collins, CO 80523, (970) 491-1300
Jack.McGrew@colostate.edu

Ken Hess, Ph.D. Associate Professor, Management Coordinator, Metropolitan State University. 1501 Hennepin Ave Minneapolis, MN 55403, (612) 659-7265
Ken.Hess@metrostate.edu

Gene Gloeckner, Ph.D. Professor, School of Education, Colorado State University. 241 Education Building, Fort Collins, CO 80523, (970) 491-7661
Gene.Gloeckner@colostate.edu

Debora Colbert, Ph.D. Continuing Education Liaison, the Institute of Learning and Teaching, Colorado State University. 801 Oval Drive, Fort Collins, CO 80523, (970) 491-2645
Debora.colbert@colostate.edu