

# Kenneth Knox, Ph.D.

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## ACADEMIC PREPARATION:

**Doctor of Philosophy Degree**, Capella University, Minneapolis, MN 2008

Major Field of Study: Organization and Management

Dissertation Topic: *The Relationship Between Leadership Style and Financial Results: A Study of Small Business Owners in Southeastern Ohio – Published by ProQuest 2002*

Dissertation Mentor: Richard Murphy, DBA

**Master of Science Degree**, Mountain State University, Beckley, WV 2004

Major Field of Study: Strategic Leadership

Thesis Topic: *Team vs. Individual Decision-Making: A Case Study*

**Bachelor of Arts Degree**, Wheeling Jesuit College, Wheeling, WV 1989

Major Field of Study: Human Resources Management

## PUBLICATIONS:

***Carpe Diem: Simple Strategies to Move from Average to Extraordinary***

Dog Ear Publishing, 2018 ISBN No.: 978-1-4575-6352-2

***Put Me in the Game Coach: A Practical Guide to Becoming an A+ Adjunct and Facultypreneur***

DogEar Publishing, 2017 ISBN No.: 978-1-45755-8566

***Community College Entrepreneurship***

Contributing Columnist, 2008 - 2009

## **PROFESSIONAL ACADEMIC EXPERIENCE:**

**Salem University**, Salem, West Virginia

2016 – 2023

### **Provost and Chief Academic Officer**

Full responsibility for Academics of this private university of 850 students

### **Dean of the Business School**

Responsible for all aspects of the School of Business, the largest program of the University including assessment of student learning and program review

Maintain accreditation standards of the Accrediting Council of Business Schools and Programs (ACBSP)

Initiated Professional Development Program for Faculty

Member of the Academic Leadership Team

Chair of Retention Committee

### **Faculty**

#### Undergraduate Courses

Business Planning and Small  
Business Management  
Organizational Theory  
Human Resources Management  
International HR Management  
Organizational Behavior  
Principles of Management  
Governance and Ethics in Sports  
Senior Capstone Project

#### Graduate Courses

Global Challenges of HR and Communications  
  
International Law and Public Policy  
Sports and Recreation Finance  
Governance and Ethics in Sports  
Enterprise Strategic Planning and Change Management  
Global Business Operations  
Directed Readings and Research  
International Finance

Business Program Advisory Committee Member

### **Doctor of Business Administration Program**

Lead Faculty/Course Designer – The Craft of Dissertation Research

Steering Committee Member

**Franklin University, Columbus, OH**

2012 – 2023

**Adjunct Faculty**

Courses taught at the baccalaureate, graduate, and doctoral levels:

Learning Strategies

Introduction to Finance

Human Resources Management (MBA)

Organizational Leadership (DBA)

Management Theory (DBA)

Leadership Theory (DBA)

Organizational Behavior, Culture, and Effectiveness (DBA)

**Doctorate of Business Administration Program**

Doctoral Advisor

Dissertation Committee Member

Dissertation Committee Chair

Program Advisory Committee Member

**Eastern Gateway Community College, Steubenville, OH** 2004 – 2023

**Interim Vice-President of Academic Affairs** 2016-2017

Responsible for cost-savings initiative by reducing adjunct costs

Oversaw the consolidation of academic affairs from three deans to two

Continued on-line growth begun while Interim Vice-President of Online Learning and Special Projects

Assured academic integrity and rigor during unprecedented growth of online programs

Reinstated Department of Workforce Development

Initiated Academic Program Review process resulting in more fiscally responsible academic programs

Coordinated Higher Learning Commission (HLC) reaffirmation efforts

Authored change request to HLC resulting in Youngstown, Ohio location being designated a branch campus

Initiated faculty-driven division chair structure

**Interim Vice-President of Online Learning and Special Projects** 2015-2016

Supervised start-up of online programming from start-up to 180 students in first semester to more than 40,000 current students

**Interim Dean of Academics**

**Interim Dean of Health Sciences** 2016-2017

Reporting to the President, oversaw the transition of the academic divisions to permanent leadership

Assisted in the preparation of specialized accreditation for multiple programs

**Program Director for Business Management 2004-2015**

Assisted in selection and evaluation of adjunct faculty

Reviewed and adopted program textbooks

Met and communicated with advisory committee

Conducted and reported program assessment

Coordinated 3+1 and 2+2 transfer agreements with 4-year institutions

**Online Academic Consultant 2014-2015**

**(Special Assignment Reporting to President)**

Developed and executed opportunities to expand on-line course offerings to various publics

Researched and built relationships with various publishers and content providers

**Assessment Coordinator 2012-2014**

Coordinated campus-wide assessment activities and reporting

Coordinated academic assessment activities across multiple campuses

Coordinator of Trac Dat assessment software on campus

Conducted assessment-related training for full-time and adjunct faculty

**Presidents Council 2010-2015**

Participated in the policy and decision-making process for a multi-location community college

**Professor 2004-2022**

Courses Taught:

Principles of Management  
Organizational Behavior  
Leadership Development  
Introduction to Business  
Business Math  
Advertising and Promotion  
Business Ethics  
Microeconomics

Quality Improvement  
Human Resources Management  
Small Business Management  
Principles of Marketing  
Entrepreneurship  
Business Law  
Macroeconomics  
Salesmanship

Courses have been taught in traditional in-seat, on-line, hybrid, and accelerated formats.

## **Lead Faculty**

Principles of Management  
Organizational Behavior  
Quality Improvement

## **Achieving the Dream core team member**

Designed curriculum for first year experience course  
Assisted in selection, training, and evaluation of instructors

## **Faculty Development Committee (Founder and Chair)**

Initiated internal professional development and sharing of best practices among faculty

## **Other Committees:**

Institutional Planning	Diversity
Curriculum	Strategic Planning
Assessment (Chair)	Distance Learning
HLC Core Team Co-Chair – Criterion 2	

## **Ohio University – Eastern Campus, St. Clairsville, OH**

### **Adjunct Faculty**

Courses taught at the baccalaureate level:

Strategic Managerial Communications	Supervision Management
Consumer Marketing	Marketing Principles
Advertising	

## **Franciscan University of Steubenville, Steubenville, OH**

### **Adjunct Faculty**

Courses taught at the baccalaureate and graduate level:

Production Management (MBA)	Quantitative Management
Human Resources Management	Macroeconomics
Microeconomics	

## **Alliant International University, San Francisco, CA**

### **Adjunct Faculty - Online**

Courses taught at the baccalaureate and graduate level:

Compensation and Benefits	Managing Operations
Human Resources Management	Talent Management
Labor Relations	Global Economics (MBA)
Global Business (MBA)	

**Chancellor University, Seven Hills, OH**

**Adjunct Faculty**

Courses taught at the baccalaureate and graduate level:

Human Resources Development	International Business (MBA)
Principles of Management	Leadership
Graduate Capstone (MBA)	Talent Management (MBA)

**Mountain State University, Center Township, PA**

**Adjunct Faculty – School of Leadership and Professional Development**

Courses taught at the baccalaureate level:

The Adult Learner	Organizational Development and Change
Principles of Management	HR: An Analytical Approach
Organizational Behavior	HR: A Strategic Approach
Ethics	Human Resources Development
Leadership	Principle-Centered Leadership
Action Research	The Learning Organization

Courses taught at the graduate level:

The Art and Science of Leadership	The Leadership Challenge
Organization, Group, and Team Leadership	Reframing Leadership

**PROFESSIONAL and ACADEMIC PRESENTATIONS:**

**Turning Technologies** 2018

Webinar Presentation: Engaging Students with Clickers

**American Association of Community Colleges** 2017

National Conference – Maximizing Student Support for Online Students

**Online Learning Consortium** 2016

National Conference – Utilizing Online Courses in Competency-Based Learning Initiatives

**Educause** 2016

National Conference – Accelerating Employability for Adult Learners through Innovative Online Learning Partnerships

<b>Executive Leadership Forum of Community Colleges</b>	2016
Driving a Consistently High Quality Learning Experience by Going Digital	
<b>American Association of Community Colleges</b>	2016
National Conference – Beyond Online How Implementing a Competency-Based Program Transformed Students and a Community College Co-Presented with College President	
<b>Pearson CITE Online Learning Conference</b>	2016
National Conference – Lessons Learned Implementing an Online Presence to Scale	
<b>Ohio Board of Regents</b>	2015
State Meeting – Information Brief on Online Programming	
<b>Pearson CITE Online Learning Conference</b>	2015
National Conference – Creating Consistent Assessment Strategies Across Delivery Modalities	
<b>STEMtech</b>	2014
National Conference – <i>Revenge of Soft Skills: Integrating Workplace Readiness in STEM Curriculum</i>	
<b>Ohio TechPrep Consortium</b>	2014
Professional Development – <i>Revenge of Soft Skills: Integrating Workplace Readiness in STEM Curriculum</i>	
<b>Kent State University</b>	2013
Human Resources Department Meeting <i>The Opportunities of Change</i>	
<b>Turning Technologies</b>	2011
National Users Conference - <i>The Clicking Point – Using Student Response Systems in the Classroom</i>	

<b>STEMtech</b>	2011
National Conference – <i>Technology in the Classroom</i>	
<b>The Ohio State University</b>	2011
Technology Conference - <i>The Clicking Point – Using Student Response Systems in the Classroom</i>	
<b>Harrisburg Area Community College</b>	2011
Faculty Welcome Program - <i>The Clicking Point – Using Student Response Systems in the Classroom</i>	
<b>Bayer Heritage Federal Credit Union</b>	2010/2011
Annual Managers Meeting – <i>Optimistic Leadership</i> Annual Managers Meeting - <i>The Opportunities of Change</i>	
<b>Achieving the Dream Strategy Institute</b>	2009
Annual Conference Break-Out Session – <i>Evolution to Revolution... How a First-Year Orientation Class Took a Campus by Storm!</i>	
<b>National Association of Community College Entrepreneurship</b>	2009
Annual Conference Break-Out Session - <i>Testing the Waters... A Deliberate Approach to Entrepreneurism Curriculum Design</i>	
Annual Conference Break-Out Session - <i>Customer Service... Not Just for the Entrepreneur</i>	
<b>National Association of Community College Entrepreneurship</b>	2008
Annual Conference Break-Out Session – <i>Entrepreneurial Education - A Success Story of Cross-Campus Cooperation</i>	
<b>West Liberty State College, West Liberty, WV</b>	2008
Professional Development for Faculty and Staff – <i>The Opportunities of Change</i>	
<b>New York Association of Convenience Stores, Albany, NY</b>	2008
Annual Convention Presentation – <i>Boost Your Batting Average – Increasing Average Customer Purchase</i>	



**West Virginia Rural Health Education Partnership**, Charleston, WV 2007  
Annual Conference Presentation – *Marketing Strategies for Non-Profit Organizations*

## **PROFESSIONAL BUSINESS EXPERIENCE:**

### **Reimagining Education Online Advisors, LLC, 2015 – 2023**

Provide consulting services to college and universities in the areas of online education, including course and program development, scheduling, student services and advising, and transfer opportunities.

### **Leadership Development Consultant, 1992 – 2023**

Opportunity Knox!, St. Clairsville, OH

Developed and presented training seminars throughout the United States and abroad. Topics included customer service, marketing, managing organizational change, team building, leadership development, and succession planning.

Authored on-line training manual for major grocery retailer in the southeast United States, 1993.

Contributing columnist to *Tri-State Food News*, 1993 - 1995.

Presented workshop at National Grocers Association National Convention, 1993.

Featured speaker at Food Marketing Institute Regional Operators Conferences, 1993.

Developed and presented on-line web seminars for the Ohio Funeral Directors Association, 2002.

Highest rated workshop at West Virginia Conference on Entrepreneurship, 2003.

### **Regional Sales Manager, 1997 – 2000**

Fleming Foods, Massillon, Ohio

Developed strategic marketing plan for eighteen independent food retailers.

Increased regional sales from \$57 million annually to \$75 million.

**President and CEO, 1995 – 1997**

Wheeling Wholesale Grocery Company, Glen Dale, WV

Full operational responsibility for small, publicly-owned wholesale grocery distributor.

Directly responsible for securing new accounts which increased annual revenue from \$35 million to \$50 million.

**President and CEO, 1993 – 1995**

West Virginia Grocers Association, Wheeling, WV

Full operational responsibility for trade association with 350+ members.

**Owner/Operator, 1989 – 1992**

Heritage IGA, Shadyside, OH

Owned and operated this local supermarket with 30 employees and annual revenues of \$3.5 million.

Named to Honor Roll of Outstanding Independent Operators by *Progressive Grocer* magazine, 1990.

**PROFESSIONAL MEMBERSHIPS:**

National Association for Community College Entrepreneurship, 2006 – Present  
Turning Technologies Panel of Distinguished Educators, 2010 – Present

**PROFESSIONAL DEVELOPMENT:**

Achieving the Dream Strategy Conference, 2009  
National Association of Community College Entrepreneurship Conference, 2008  
and 2009  
Teaching Academic Survival Skills Conference, 2008  
HLC/NCA Annual Conference, 2006  
Zenger-Miller Training Systems, Facilitator Certification, 1994  
Dale Carnegie Course in Human Relations and Public Speaking, 1991  
Quality Matters – Completed Peer Reviewer Course  
Quality Matters – Completed QM Rubric Course  
Proficient in Microsoft Word, Excel, PowerPoint, and Publisher

## **COMMUNITY SERVICE:**

### **The Knox Family Scholarship**

Together with wife, funded and endowed two \$500 scholarships for Eastern Gateway Community students

### **PTK Dues Scholarship**

## Philosophy of Education – Ken Knox, Ph.D.

Education is the dynamic interaction of text-book author, student commitment, conducive environment, and active facilitation that invites the student to reach beyond his/her current limitations and make an extraordinary impact on his/her family, organization, and community.

The interaction between instructor and students should be one of mutual involvement and understanding. In my classes, I urge the students to make a commitment to this process (if only for the current semester). I encourage dialogue within the classroom; it is this sharing of experiences that makes collegiate learning such a compelling process. The college experience brings together people from across life's experiential spectrum and it's this diversity of experiences that provide a lively background for learning. This approach is based on Kolb's learning model which allows that learners have concrete experiences, reflect on those experiences, create new thinking as a result of that reflection, and then active apply the new learning (Kolb, 1984).

I offer the following formula for learning to each of my classes at the beginning of each semester to illustrate my vision of a true learning experience:

Expert Theory and Principles + Practical Experience + Students' Commitment = Learning  
Textbooks, Case Studies, etc.      Facilitator/Instructor      Attendance/Participation

Understanding that adults possess varied learning styles (Buerck, Malmstrom, and Peppers, 2003), I use a variety of tools in the classroom. Group discussion and presentations, articles, case studies, power points, and videos are used to supplement the required text. I have found that using multiple techniques helps keep students focused and interested.

New technologies have added value to the learning process. In an on-line environment, student engagement is crucial to the learning process. I strive to bring the in-class excitement to the on-line environment.

### References:

- Buerck, J., Malmstrom, T., & Peppers, E. (2003). Learning environments and learning styles: non-traditional student enrollment and success in an internet-based versus lecture-based computer science course. *Learning Environment Research*, 6, 137-155.
- Kolb, D. (1984). *Experiential Learning*. Prentice Hall: Upper Saddle River, NJ