

Daniel M. Wentland, Ph.D.
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Brandon, Mississippi
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EDUCATION

Ph.D.	Jackson State University, Educational Leadership, 2010 Jackson, MS 39217
MBA	Mississippi College, 2004 Clinton, MS 39058
B.A.	State University of New York at Buffalo, Economics, 1994
M.S.	State University of New York College at Buffalo, Distributive (Marketing) Education, 1991
B.S.	State University of New York College at Buffalo, Distributive (Marketing) Education, 1980

PROFESSIONAL EMPLOYMENT

2014-present	Visiting Assistant Professor Fall 2015 - Present Jackson State University Jackson, Mississippi 39217 Adjunct Graduate Faculty (Fall 2014) Teaching graduate/doctoral courses in EDAD 701- (current educational issues) Contemporary Contexts Educational Programs & Services, EDAD 638 - The Community College, and EDAD 720 - Professional Development Workshop for graduate students and faculty. "What it Takes to Get a Book Published" April 15, 2015
2001-2015	Business Administration Department Holmes Community College Ridgeland, MS 39157 Chair (January 2012-August 2014)

Administrative responsibilities include budget preparation, strategic planning, and working with stakeholders to develop a world class learning environment for students and the faculty.

As chair, a leadership lecture series was established, facilities were updated, a business advisory board was instituted, curriculum changes were implemented including adding majors and courses, and the department website was revised including adding a donation link.

Courses taught include: Management, Marketing, Business Law, Economics, Introduction to Business, and Basic Statistics.

1999-2001

**Teaching Assistant
School of Management
Jackson State University
Jackson, MS 39217**

Taught Introduction to Marketing while taking Ph.D. courses in management (twenty-seven hours of course work).

Presented papers at The 3rd Annual Rommel Benjamin Research Symposium (April 19, 2000); The 10th Annual Economic Research Symposium (November 15, 2000); and The Annual Academy of Management Conference (August 6, 2000)

1998-1999

**Lecturer
One-year appointment
Buena Vista University
Harold Walter Siebens School of Business
Storm Lake, Iowa 50588**

Taught courses in Principles of Marketing, Introduction to Business/Management, Sales Management, and Principles of Economics.

Additional responsibilities included: student advisement, supervising academic assistants, participating in department meetings, and co-supervising a student trip to New York City.

Contacted and persuaded a successful concert organizer from New York City to come to the university so that the students could meet and interact with this extremely successful professional.

- 1991-1998** **Adjunct: Canisius College, Daemen College, State University of New York College at Buffalo, Villa Maria College, and Bryant & Stratton Business Institute.**
(All colleges located in Buffalo, New York)
- Taught courses in Marketing, Macroeconomics, Microeconomics, Organizational Behavior, Money and Banking, Credit Management, and International Management
- 1986-1989** **Customer Service Manager**
Consumer Credit Division
Goldome Bank (Merged into M&T Bank)
One M&T Plaza
Buffalo, New York 14203
- Administrative responsibilities included budget preparation and control as well as strategic planning. Supervised hundreds of employees, operating budget in the millions of dollars, and customer assets worth hundreds of millions of dollars.
- Reduced operating costs by purchasing “state-of-the-art” equipment and streamlining operational procedures while improving the quality of service.
- 1981-1986** **Credit Originations Manager**
Citigroup (Maryland and NYS)
Corporate Headquarters: Citicorp Retail Services
5889 South Syracuse Circle, Suite 200
Englewood, Colorado 80111
- Administrative responsibilities included overseeing the credit origination activity for a national credit card program. Reduced application processing costs by negotiating lower input prices and improving productivity standards.
- Additional experience included working at the branch level. Responsibilities consisted of supervising branch personnel, selling bank products/services and resolving customer problems.

CAREER SUMMARY/COMMENTS

In each administrative position my main objectives consisted of striving for excellence, being collaborative (not top-down), developing the full potential of each employee, keeping procedures as simplified as possible, and never violating the unity of command principle. Regarding leadership, my philosophy can be summarized by the words of Michael Fullan, “A leader’s job is to help change context meaning introducing new

elements into the situation that influences behavior for the better.” An effective leader is a trust builder.

My educational background includes a Ph.D., MBA, editorial positions, books, articles published in peer reviewed periodicals including the *Ivey Business Journal* and I hold adjunct graduate faculty status at Jackson State University as approved by the Graduate Council and the Dean of the Division of Graduate Studies (Fall 2014).

In my role as an educator, I have gained valuable experience working with individuals from various economic, educational, religious, and cultural backgrounds. In the classroom, I have always tried to establish a positive environment in which everyone is respected and encouraged to pursue excellence, develop a life-long passion for learning, and never blindly follow an ideology but instead do their best to uncover the facts related to complex issues.

SCHOLARLY AND PROFESSIONAL HIGHLIGHTS/ACTIVITIES

Business Honors:

“You’re the Best” award (Goldome Bank, Buffalo, NY 1988). This award was based on exemplary contributions in such areas as cost savings, income generation and customer service. To qualify, the contribution had to be clearly above the expected level of performance. I received the award for cost savings.

Elected officer of Citibank (MD) National Association (October 30, 1984)

Granted signing authority for general ledger entries (Citibank NYS National Association, June 10, 1982)

Academic Honors:

Adjunct Graduate Faculty Status at Jackson State University as approved by the Graduate Council and the Dean of the Division of Graduate Studies (2014)

Exemplary Doctoral Scholar, Jackson State University (2010)

Member of Alpha Epsilon Lambda National Honor Society for graduate and professional students, November 2006

Nominated for the John Robert Gregg Award sponsored by the National Business Education Association (2006). This award focuses on individuals who make an outstanding, meritorious contribution to business education in one or more of the following areas: teaching, business and industry, professional literature, research, administration of business education programs, and organizational activities such as committees, associations and so forth.

Summa Cum Laude (Mississippi College, 2004)

Member of Delta Mu Delta National Honor Society in Business Administration (Mississippi College, 2004)

Executive and Editorial Positions:

Editorial Reviewer, *Community College Journal of Research and Practice* (September 2012)

Editorial Reviewer, *Leadership and Policy Quarterly* (September 2012)

Appointed as a Commissioner for Accreditation Educational Services (AES) which accredits associate and bachelor's degrees for business and business-related programs (May 2012 - May 2015)

Administrative positions in the banking industry (Citibank NY/MD and Goldome Bank)

Presentations:

Workshop for graduate students and faculty at Jackson State University. "What it Takes to Get a Book Published" April 15, 2015.

The 10th Annual Economic Research Symposium at Jackson State University (November 15, 2000). Developed a model for classifying human resource information systems utilizing a decision support system framework; the model was developed for a class paper in decision support systems.

Academy of Management Annual Conference in Toronto, Canada (August 6, 2000). Was a co-presenter in a role-play situation focusing on employee mentoring. Workshop Chairs: Joycelyn Finley-Hervey, Jackson State University, and Lisa Gundry, DePaul University. Discussants: Stacy Blake-Beard, Harvard, Belle Rose Ragins, University of Wisconsin and Terri A. Scandura, University of Miami/Hong Kong.

The Romel Benjamin's Research Symposium at Jackson State University (April 19, 2000). Presented my model for classifying economic teaching methods and improving how economic information is communicated to students.

Conference Attended:

Association for Supervision & Curriculum Development (ASCD) Annual Conference (March 15-17, 2008 in New Orleans, Louisiana)

The Fourth Annual Worldwide Lessons in Leadership Series (November 17, 1999 at Jackson, Mississippi site). Featured speakers: Ken Blanchard, Robert Cooper, Stephen Covey, Tom Peters, Margaret Wheatley, Richard Branson and Ted Turner.

Memberships:

Association for the Study of Higher Education (ASHE) (10/2006-Present)

Society for the Advancement of Management (SAM) (2004-present)

Association for Supervision & Curriculum Development (ASCD) (4/2006-2/2014)

Text and Academic Authors Association (TAA) (7/2010- 8/2013)

American Economic Association (1/2005-12/2006)

Academy of Management (2000-2002)

Institute for Operations Research and the Management Sciences (2000-2002)

American Marketing Association (1998-2000)

Courses Taught

Higher Education

Ph.D. course: (EDAD 701) Contemporary Contexts Educational Programs & Services

Undergraduate courses in Marketing, Macroeconomics, Microeconomics, Organizational Behavior, Business Statistics, Introduction to Business, Money and Banking, Principles of Management, Credit Management, Sales Management, and International Management

Secondary Education

Distributive (Marketing) Education as a student teacher

Publications

Most Notable Publications in Education

Knowing the Truth About Education. (Aug-Sept 2015). Lanham, MD: The Rowman & Littlefield Publishing Group. Numerous endorsers and book blurbs.

Reality and Education: A New Direction for Educational Policy. (2013). Lanham, MD: The Rowman & Littlefield Publishing Group. The book is endorsed by Choice Magazine and **Frederick Hess**.

Examining and Testing Michael Fullan's Eight Elements of Sustainability *UMI Publication* 3451857 (2010-2011)

Most Notable Publications in Management/Leadership/Business/Organizational Behavior

Is Your Organization a Great Workplace? (2015). Charlotte, NC: Information Age Publishing (IAP). The book is endorsed by **Stephen Bernhut**, former editor of the *Ivey Business Journal*.

Organizational Performance in a Nutshell (2009). Charlotte, NC: Information Age Publishing (IAP).

Strategic training always puts employees first. (July/August 2007). *Ivey Business Journal*.

A new practical guide for determining expatriate compensation: The comprehensive model. (May/June 2003). *Compensation & Benefits Review*, 35(3).

Books

Knowing the Truth About Education. (Aug-Sept 2015). Lanham, MD: The Rowman & Littlefield Group.

Is Your Organization a Great Workplace? (January 2015). Charlotte, NC: Information Age Publishing (IAP).

Reality and Education: A New Direction for Education Policy. (September 2013). Lanham, MD: The Rowman & Littlefield Publishing Group. The book has been endorsed by **Frederick Hess**.

Organizational performance in a nutshell. (2009). Charlotte, NC: Information Age Publishing (IAP).

Strategic training: Putting employees first. (2007). Amherst, MA: Human Resource Development Press (HRD).

Refereed Journals

A guide for determining which teaching methodology to utilize in economic education: Trying to improve how economic information is communicated to students. (Summer 2004). *Education*, 124(4).

The strategic training of employees model (STEM): Balancing organizational constraints and training content by utilizing a four Ps approach. (Winter 2003). *Advanced Management Journal*, 68 (1).

Non-theoretical research: A major concern for marketing education. (September 1992). *College Student Journal*, 26(3)

Trade or Practitioner Periodicals

Strategic training always puts employees first. (July/August 2007). *Ivey Business Journal*.

A new practical guide for determining expatriate compensation: The comprehensive model. (May/June 2003). *Compensation & Benefits Review*, 35(3).

Managing the image of marketing education. (May 1991). *Perspectives on Marketing*.

Electronic Publications

Multiculturalism and economic education. (January 2009). *Social Science Research Network (SSRN)*.

A study of marketing (distributive) education research methods. (June 1993). *ERIC System: Clearinghouse on Adult, Career, and Vocational Education. The Ohio State University and the U.S. Department of Education*.

Image improvement ideas for marketing education. (November 1991). *ERIC System: Clearinghouse on Teacher Education. American Association of Colleges for Teacher Education*.

A guide for expatriate training. (May 1991). *ERIC System: Clearinghouse on adult, career, and vocational education. The Ohio State University and the U.S. Department of Education*.

Doctoral Thesis

Examining and Testing Michael Fullan's Eight Elements of Sustainability *UMI Publication 3451857* (2010-2011)

Future Publications

Books:

Human Resource Management in a Nutshell

Management/Leadership in a Nutshell

Educational Leadership in a Nutshell

Articles:

Teaching versus research in higher education

Understanding the impact of P-12 on higher education

Examining the role of the federal government in secondary and higher education including tenure, accountability, and financial aid issues

Creating an effective learning environment in secondary and higher education

Applying the principles that were outlined in *Organizational Performance in a Nutshell* to secondary and higher education

Developing a new strategic planning process for secondary and higher education

BOOK SUMMARIES AND BLURBS

Education Books

Knowing the Truth About Education (Rowman & Littlefield- Aug-Sept 2015)

Book Summary:

The truth is often hard to face, but if educators and politicians continue to avoid the realities associated with the educational process, then enormous amounts of time and energy will continue to be spent chasing a variety of educational illusions.

Simply put, chasing educational mirages ultimately leads to nowhere.

The information in this book redefines how we understand education.

Book Blurbs:

As an educator, Dr. Wentland clearly articulates valuable strategies that focus on education not politic as the vehicle for school success. His evidently logical points focus on the long term viability of our educational system. This information is useful and timely to maximize positive learning outcomes for a new generation of students.

Michael J. Littman, Chair and Associate Professor of Business, SUNY: Buffalo State and a Fellow at the Schusterman Center for Israel Studies, Brandeis University

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Our schools are of this world, not separate from it. Today's students will need to be civil, employable, entrepreneurial, curious, and resilient, among other things. This book extends our thinking about what happens today and how it helps to shape tomorrow's reality.

Gary Marx, Author, Twenty-One Trends for the 21st Century

**

Daniel Wentland does a skillful job of meshing economics, psychology, philosophy and common sense in proposing a pathway for leaders to follow if they really want to improve education in America. Refusing to bow down to the false god of politics in designing schools that work, Dr. Wentland dares his readers to envision an American school system that is responsive, effective and respectful. His blueprint for change is one that needs to be listened to by education policy makers and practitioners.

Dr. James R. Delisle, Distinguished Professor of Education (Retired), Kent State University and author of *Dumbing Down America: The War On Our Nation's Brightest Young Minds (And What We Can Do To Fight Back)*

**

Contemplating the array of issues facing education in the US keeps many policy makers awake at night. Dr. Wentland's writings provide a candid look at why we should rethink strategies, pressures, and conceptual understanding of what our country really needs in its schools. If we are to regain a leadership role in ensuring an educational system built on excellence for all communities, exploring new ways of thinking about the educational endeavor, as detailed by Dr. Wentland, is critical.

Dr. House is the former Associate Commissioner of Academic and Student Affairs, MS Institutions of Higher Learning (IHL) and the former Interim State Superintendent of Education for the state of Mississippi

Reality & Education: A New Direction for Educational Policy (Rowman & Littlefield-2013)

Book Summary:

A poorly designed system produces poor results. Problems with the public education system are reported every day in periodicals and books. Improving student achievement is too important of a societal issue to continue stumbling along the same unending path of “let’s try this educational fad” and then move to the next proposed solution.

The uniqueness of this book is that the myths surrounding education and learning are exposed; it’s like cleaning the lenses of your glasses so you can get a clear view of the world. Once myths are moved aside, reality can settle in and a practical model for improving education can be developed.

Book Review from Choice Magazine

Reality and Education serves as a handy primer for sorting out what is important in education policy. Wentland argues that the purpose of pre-collegiate education is simply learning, not solving an array of societal problems. Learning is elicited by effective teachers who provide clear explanations of what children should learn, what is considered an acceptable quality or level of performance, opportunities for practice and regular feedback, and an explicit understanding of the conditions under which this learning should take place. Teachers are also responsible for conveying to students that successful learning results from effort, time, and persistence. The author emphasizes that, ultimately, students are responsible for their learning. This point varies from current policy, which places full responsibility on teachers for student acquisition of knowledge. In spite of this reviewer's views on the significant impact that teachers can have on student motivation and self-conception as learners, the arguments are persuasive and this book is recommended to readers wishing to fully examine the complexities of education policy. **Summing Up:** Recommended. Upper-division undergraduate, graduate, research, and professional collections.

R. F. Subotnik, American Psychological Association

Book Blurbs:

In this pithy volume, Daniel Wentland surveys the landscape of K–12 education and illuminates a number of important truths. This volume is a useful guide for those seeking to understand our educational challenges

Frederick M. Hess, director of education policy studies, American Enterprise Institute

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The shelves in bookstores are weighed down with “fix-it books,” many of which provide opinions more often than solutions to fix the problems in our education system. In *Reality and Education*, Dr. Wentland offers a no-frills, commonsense solution to improving education leadership, school culture, and student achievement. This is definitely an approach that will make educators stand up and take notice!

Dr. Susan P. Lee, director of academic affairs, Mississippi Institutions of Higher Learning

**

Daniel Wentland's book is an excellent analysis of the learning environment and where and how it lets us down. His prescription for fixing it is reasonable and practical, and one that is bound to make educators eager and enthusiastic to take a good second look at the system and make it more enriching and responsive.”

Stephen Bernhut, management writer and former editor of the *Ivey Business Journal*

Management/Leadership/Business/Organizational Behavior Books

Is Your Organization a Great Workplace? (Information Age Publishers- 2015)

Book Summary:

In this book, the chapters are designed to move us towards a complete understanding of what a great place to work is, how to develop such an organization, and how to measure whether your organization is a great place to work.

The writing is concise and straightforward, and the book details how to increase the probability of organizational sustainability and how to develop a better awareness of who we are, for not every person wants to create a great place to work.

Many organizational decision makers and practitioners talk about developing a great place to work, but few actually move beyond the talk. It is very common for individuals in positions of power to make statements about how great it is to work in the organization, while the rest of the employees know the “real” work situation

Book Blurbs:

Imagine a workplace buzzing with energy and enthusiasm and you've got a great place to work. It's a workplace that makes your organization stand out and one that attracts and retains the best and the brightest employees. But building such an organization doesn't come easy. It takes hard work and dedication. Daniel Wentland's new book is a virtual road map for building the kind of high-energy organization that transforms a good workplace into a great one and an above-average employee into a standout.

Stephen Bernhut, Management writer and former editor of the *Ivey Business Journal*

**

After 35 years as one of Americas top independent retail furniture companies, I realize more than ever the value of hiring, motivating and retaining great employees. Dr. Wentland's book clearly and concisely gives you the keys to doing just that. It is a must read for any business person.

Chip Miskelly, President of Miskelly Furniture

**

One thing every employee and manager can agree on is that they want to work in an organization where effort, knowledge, and passion are valued and rewarded. We all want

workplaces that are energizing, ennobling, rewarding, dynamic, and remarkable. Here, Daniel Wentland offers a ready guide on how to help make that a reality.”

Frederick Hess, director of education policy studies, American Enterprise Institute

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Organizational Performance in a Nutshell (Information Age Publishers- 2009)

Book Summary:

The information in *Organizational Performance in a Nutshell* provides a comprehensive framework for understanding questions like why does one organization thrive while another struggles for survival even though both are operating in the same industry, or how can some of the largest global organizations such as GM, Ford, Chrysler, Home Depot, Sears, Kmart, Airbus, Citigroup, Gateway, and Dell perform so poorly after being such colossal leaders in their industry?

A new way of thinking about organizational effectiveness will emerge from the information contained in this book. In sum, organizational performance in a nutshell will be revealed.

Book Blurbs:

If, as many CEOs claim, employees are our most valuable resource, why are those resources being depleted? More precisely, why are employees being depleted of the energy, motivation and pride that make them fulfilled and proud employees – and human beings? Dysfunctional organizations and demoralized employees are the result, Daniel Wentland writes, of a management-employee relationship that must be redefined and revitalized. As he writes, when leaders truly value employees and treat them as partners rather than subordinates, everyone in the organization will find that giving forth their maximum effort is the best and easiest thing to do. Nothing less than a new paradigm is needed, and in the book Daniel combines his academic research with the insights he developed as a manager with large organizations to describe the important steps that will enable employees and managers to create that new, exciting paradigm.”

Stephen Bernhut, Editor, of the *Ivey Business Journal*

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Leaders everywhere can be grateful to Professor Wentland for providing comprehensive guidance that allows them to shape organizational culture in a way that releases the full potential of managers and staff members alike. Wentland effectively combines his hands-on knowledge of organizational best practices with a synthesis of the relevant scholarship available on key points. Managers will find this book a useful and provocative tool as they continue to move their organizations from "good" to "great."

Karen Halbersleben, President of Northland College, Ashland, Wisconsin (Retired)

**

Organizational Performance in a Nutshell addresses the growing need for a more effective relationship between leaders and employees. Using a research-based approach, the author skillfully addresses best practices that will provide the impetus for new and energizing relationships for managers and their employees. Wentland skillfully weaves a tapestry of anecdotes and viewpoints that enliven and provide a personal quality to the text discussion. Readers will appreciate the clear presentation of material, the helpful graphical representations, and the inclusion of current research in leadership and effectiveness.

Susan P. Lee, Mississippi Institutions of Higher Learning

Strategic Training: Putting Employees First (HRP Press- 2007)

Book Summary:

Your organization's survival depends on employee training- to brush off the importance of upgrading the skills of your employees is a dangerous strategic mistake. This book will show organizational decision-makers and human resource practitioners how to make quality employee training an integral part of the strategic planning process – and ensure the competitiveness of the organization.

The model outlined in this book provides a new insight into how to address the important training challenges every organization faces. In doing so, the information in the book enables organizational decision makers to better understand the type of training their organization needs, where to go for resources, how to get management's commitment and how to create an environment where employees are motivated to develop skills and excel.

Strategic Training: Putting Employees First introduces a comprehensive managerial tool call Strategic Training of Employees Model (STEM) - a methodology for developing training based on the belief that every organization must deal with scarcity and constraints.

STEM is the ultimate solution for developing highly trained employees and achieving organizational success.

