

SOULES

COLLEGE OF

BUSINESS



A MESSAGE FROM THE DEAN

DR. KRIST SWIMBERGHE



UT Tyler is one of only two UT System academic institutions ranked among the top 50 this year.

The Soules College of Business also welcomed our newest executive-in-residence, Dr. Rob Carpenter. Dr. Carpenter is a two-time Soules College of Business graduate. He holds an MBA in Healthcare Management and a PhD in Human Resource Development. He also is the current CEO of Advanta Genetics.

Faculty within all departments of the Soules College of Business are highly productive in all areas of scholarship. Dr. Marwan Al-Shammari was selected as the most recent recipient of the George W. and Robert Pirtle Professorship. Dr. Marwan Al-Shammari, Assistant Professor of Management, was nominated and selected by his peers for his research examining CEO characteristics, such as CEO narcissism and their influence on key organizational outcomes such as risk-taking, CSR and R&D spending.

However, our current and former students make us the proudest. In what follows, you can read about our Soules College of Business students who participated in the annual UTIMCO Scholars event. We are also grateful for our alumni who continue to give back to their alma mater and received the 2023 Distinguished Alumni Award and the 2023 Graduate of the Last Decade Award.

I continue to be honored to serve and lead the Soules College of Business as Dean. I am grateful to all of those who play a role in making the Soules College of Business what it is today, and look forward to partnering with all of you to continue to move the Soules College of Business and The University of Texas at Tyler forward.

Dr. Krist Swimberghe

The Soules College of Business had a full 2022-2023 academic year. Faculty, staff and students prepared for and hosted an external accreditation review team from the Association to Advance Collegiate Schools of Business in April. The college received notification in June that our accreditation has been extended for an additional five years.

The combined effort of faculty, staff, students and community stakeholders resulted in the Soules College of Business's online MBA program being ranked 46th nationwide by Fortune Magazine, as noted on the publication's Best Online MBA Programs in 2023 list.



Dr. Greg Wang

HIGHLIGHTS

HRD SPOTLIGHT ON DR. GREG WANG

Historically, HRD is known as an applied field rather than a scholarly discipline. Until 2022, the mainstream HRD textbooks still claimed that there was no single unique overarching theory of HRD. Since 2002, Dr. Greg Wang has focused on establishing HRD’s unique identity and challenging mainstream views in theory development research. From identifying the boundary of HRD to conceptualizing a new definition of HRD to deriving a new set of HRD assumptions under globalization, Dr. Wang’s decade-long stepwise research resulted in a unique general theory of HRD published after a two-year, seven-round extended peer-review process in 2022.

The research has received national and international scholarly communities’ recognition and interest. For example, the published article received the First Runner-Up recognition for the Elwood F. Holton III Research Excellence Award at the March 2023 AHRD Conference. AHRD also invited Dr. Wang to participate in an April HRD MasterClass series podcast on the topic of HRD national policy and theory development, covering the macro-components of the new theory, and the International Association of Chinese Management Research (IACMR) invited Dr. Wang to deliver a two-hour session and share the new theory with the international management research community on its applicability to Chinese indigenous management research at the 10th Biennial IACMR Conference held in Hong Kong. Most recently, Dr. Wang was awarded a Faculty Development Leave to develop the first HRD theory book, “*Advanced Theories of Human Resource Development*,” as a graduate- and doctoral-level textbook.

SOULES COLLEGE EARNS ACCREDITATION EXTENSION

Following a review by its Continuous Improvement Review Committee, the Association to Advance Collegiate Schools of Business has extended its accreditation of UT Tyler’s business programs. The review, conducted every five years, indicates Soules COB has documented continuous improvements in support of its mission and strategic management plan to sustain AACSB accreditation status. This accreditation ensures that the Soules College of Business meets the highest standards of excellence in teaching, research, curriculum and learner success.

FABLEFEST

On March 30, the Department of Accounting, Finance and Business Law held FABLEFEST (Finance, Accounting, Business Law, Ethics), a student success initiative designed to engage students and strengthen relationships with faculty, staff and business community constituents. Approximately 100 students, 18 faculty and staff, and 25 representatives from 14 East Texas accounting and finance firms enjoyed three hours of games, swag, Poke in Da Eye barbecue, Pokey O’s cookies and ice cream, and door prizes. The event was so well-received that the department hopes to make this an annual event.





UTIMCO SCHOLARS

The University of Texas/Texas A&M Investment Management Company (UTIMCO) is the first external investment corporation formed by a public university system and oversees investments for The University of Texas and Texas A&M Systems. Adamaris Lopez, Bryan Rivas Guzman and Bryson Richards represented UT Tyler at the annual UTIMCO Scholars event, where they engaged with scholars from other UT System entities and networked with industry professionals from Bridgewater, PIMCO, BlackRock and JP Morgan. These industry partners were highly impressed by the talent in the room.



DISTINGUISHED ALUMNI AWARDS

The Distinguished Alumni Award recognizes an honoree as a highly successful professional, engaged community member and supporter of higher education. John Boyd received his BBA in Accounting from UT Tyler in 1993. Mr. Boyd serves as a member of the Board of Directors of Garrett Metal Detectors in Garland, Texas. Mr. Boyd is also Partner and Principal of Saville CPPA and Advisors. Mr. Boyd additionally serves as a member of the Soules College of Business Advisory Board.



The Graduate of the Last Decade Award recognizes the accomplishments of a Soules College of Business alum. An honoree within 10 years of graduation from their last Soules College of Business degree is selected for their professional achievements, dedication to community service and support of higher education. Mr. Stephen Ray completed his BBA in Marketing in 2014. He serves as the Brand and Product Campaign Marketing Director at Texas Instruments. Mr. Ray was a UT Tyler Patriots men’s basketball team member and a member of the all-academic team.

PARTNERSHIP WITH JOHN SOULES FOODS

The Human Resource Development Department continued its partnership with John Soules Foods Inc. and deployed the East Texas Employee Engagement Survey for the second year. This year’s implementation included the development of an online application to allow managers and leaders to easily view how predictors of positive organizational outcomes varied by segments of the company. Select Soules employees also participated in focus groups, providing depth to the information identified in the engagement survey. According to the Soules Senior Director of Human Resources, Safety and Performance, the survey results and focus groups identified key areas of focus for individual development training that was held at all three of Soules’ facilities. Plans are underway to deploy the survey for the third year at Bethesda Health Clinic.



TECHNOLOGY

Dr. Heshium Lawrence, Associate Dean and Associate Professor of Technology, received the prestigious Epsilon Pi Tau (EPT) William E. Warner Professional Practice Award for Region 4 this year. In addition, Dr. Mark Miller, Chair and Professor of Technology, was awarded the EPT Distinguished Service Member Award at the past ATMAE Conference held in Louisville, Kentucky. Professor Dominick Fazarro, teamed up with Dr. David Scott from the criminal justice division of the social sciences department with a new patent-pending method for latent fingerprinting using microscopy at the nano level. The students in Lecturer RaeJean Griffin’s technology courses worked with Trinity Rail in Longview to assist with plant layout and Lean Six Sigma projects.