THE TUI NETWORK
Celebrating 10 Years of Success!

ISSUE 2
JANUARY 2009

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COMMENCEMENT 2008
KEYNOTE SPEAKER: ALEXANDER HAIG

THIS ISSUE:
– 7th Annual Graduation Success
– National Academy of Management
– Military Outreach Program
– 2008 Physician Executive of the Year
– Remembering Dr. Harlan Hammond

10th Anniversary
Featuring TUI President
Dr. Yoram Neumann
Ten Years of Success—Featuring the University and its Founding President and CEO

DR. YORAM NEUMANN

TU University was formerly known as Touro University International. Touro University International was established by its founder, Dr. Yoram Neumann as a branch campus of Touro College, a New York not-for-profit educational corporation, and TUI began operations in July 1998. From the outset, TUI has operated with autonomy from its parent institution. Accordingly, all academic and administrative aspects of operations, including curriculum design/changes, faculty and staff hiring, information technology, finances, resource allocation and related decisions, are made by TUI's executive management headed by its founder Dr. Yoram Neumann, the President and CEO.

TUI was initially included as a branch campus in the accreditation of Touro College by the Middle States Commission on Higher Education. Because of TUI's location in California, its robust growth, fiscal and operational stability and unique online learning delivery model, a discussion was initiated among WASC, Middle States, Touro College, Touro University and TUI to transfer the accreditation for TUI from Middle States to WASC in 2005. This was accomplished in February 2005.

In November 2007, Touro University International was acquired by Summit Partners, a private equity and venture capital firm and its name was changed to TUI University. The previous management team continued to provide leadership and oversee the operations going forward.

Dr. Bernard Lander, the President of Touro College, praised the work of Dr. Yoram Neumann, an internationally recognized authority on online learning, who established and developed Touro University International and had led the institution since that time. Professor Neumann is the founder and President and Chief Executive Officer of TUI University (formerly Touro University International).

Dr. Neumann has had a distinguished educational career including professorial and executive appointments at: Boston University, Ben Gurion University (Beer-Sheva, Israel), California State University Dominguez Hills, and TUI University (Touro University International).

Dr. Neumann has served as a consultant to national and international organizations and corporations. His areas of consultancy in management include strategic management and leadership in higher education, the effective management of universities, the development of learning-centered and cost effective programs, the development of effective online learning programs, and outcome assessment and accreditation of online programs.

Dr. Neumann has published four books and numerous articles in peer-reviewed journals on higher education management, online learning, organizational behavior, and strategic management. He received a Ph.D. from Cornell University in Organizational Behavior and Management.

At TUI, Dr. Neumann has pioneered a cutting edge e-learning education. He has set the standard for quality learning in this field by implementing a student centered approach utilizing qualified and experienced full-time faculty with doctoral degrees, exemplary pedagogy, and affordable education. TUI was the first regionally accredited university to offer, completely on the Internet, Bachelor, Master and Doctorate degree programs.

TUI University is a leading online educational institution accredited by the Accrediting Commission for Senior Colleges and Universities of the Western Association of Schools and Colleges, one of the seven regional bodies that accredit most independent and public colleges and universities. Through its technology-enabled online learning model, TUI University provides its students with a convenient, cost-effective, and high-quality education. TUI University offers programs that lead to bachelor’s, master’s, and doctoral degrees in business administration, health sciences, education, and information systems, primarily to working adults and members of the U.S. military.

"TUI University is a pioneer in the online education industry with a proven track record of delivering the highest quality education to its students, many of whom serve our nation as members of the U.S. Armed Forces," said C.J. Fitzgerald, a general partner with Summit Partners. "We are pleased to partner with TUI University and help its experienced management team continue to build a world-class online university. We enthusiastically support TUI University’s mission and goals, and we are committed to TUI University’s learning model, student services, faculty, staff, and academic quality systems."

The vision for TUI started several years prior to the formal organization of TUI in 1998, by Dr. Yoram Neumann. In his career as a professor, educator and high-level administrator in higher education, Dr. Neumann pioneered many innovative
approaches for the improvement of student learning through enhanced pedagogical models and innovative delivery systems. At its inception the specific charge for TUI was to develop and deliver degree programs via distance learning using a unique, state-of-the-art pedagogy focused on learning effectiveness. This had to be accomplished with the requisite faculty resources, information technology support, student services and overall organizational effectiveness necessary to achieve high levels of learning effectiveness. TUI was founded on the basis of a Robust Learning Model which has Learning Effectiveness as its primary focus.

To achieve Learning Effectiveness in a distance learning delivery mode, a Unique Pedagogy was designed and developed so that Learning could be effectively supported by Information Technology, Faculty, Student Services and overall Organizational Effectiveness. High quality Faculty focused on, and committed to, Organizational Effectiveness and Learning Effectiveness were recruited and hired. Information Technology was developed to support Faculty, Student Services, Organizational Effectiveness and Learning Effectiveness. Student Services was established to provide high quality student service in order to enhance organizational effectiveness and learning effectiveness. Organizational Effectiveness was envisioned, designed and developed to ensure that efficient and effective use of resources result in Learning Effectiveness.

The Robust Learning Model serves as the core from which all other TUI activities and policies are derived. The TUI mission and goals, derived from the Robust Learning Model, emphasizes the following principles relating to educational objectives. TUI is to:

- Serve all university eligible students with focus on adult learners and typically under served student populations
- Deliver student centered, rigorous, high quality courses, developed by highly qualified faculty, using effective e-learning delivery systems
- Emphasize accessibility to a high-quality learning experience through affordable tuition and flexible access to courses regardless of time or location
- Become one of the best e-learning universities noted for the quality of its academic programs, its student centeredness, and the quality of its faculty

TUI programs are offered through four colleges: Business Administration, Education, Information Systems, and Health Sciences offering four Baccalaureate, four Master's and three PhD degree programs, TUI also offers 13 graduate certificates which provide specialized education. At present, approximately 9,500 students are enrolled in TUI courses. Student enrollment growth continues at a managed, controlled rate on a session by session (semester) basis.

Dr. Neumann has pioneered a cutting edge e-learning education. He has set the standard for quality learning in this field ... TUI was the first regionally accredited university to offer, completely on the Internet, Bachelor, Master and Doctorate degree programs.
Happy New Year 2009 to the community of TUI NETWORK Welcome to the 2nd Issue of TUI NETWORK, the newsletter for alumni, friends of TUI, students, faculty, and prospective students. In this issue, the focus is on several themes: (1) the 10th anniversary year of TUI and new strategic changes which will further enhance TUI in the years ahead, (2) alumni who share their success stories and appreciation for TUI, and (3) introduction of faculty and staff at TUI who continue to make student centered education their highest priority. Within these themes are various articles and photos which highlight people and accomplishments. In successive issues, other individuals will be highlighted and their profiles and stories will be shared with you. We invite you to share your stories and experiences with us so in future issues, we can highlight a wider variety of accounts of the TUI educational model and benefits. Please contact any of the individuals listed on the TUI Alumni Association page at http://www.tuiu.edu/alumni/office.html if you have items of interest to share. The TUI NETWORK will be published quarterly beginning with this issue.

We also welcome a new TUI staff member to the TUI NETWORK team. Art Duran, is TUI’s new resident graphic artist and has done the layout, the graphics, and all the creative aspects of TUI NETWORK. Art has great experience in the graphics arts field and will not only be working on TUI NETWORK but will be tasked with many other creative projects at TUI. He works under the direction of VP of Administration, Tom Finaly.
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Update From The
VICE PRESIDENT OF
ACADEMIC AFFAIRS
CORNER-
DR. EDITH NEUMANN

The Vice President for Academic Affairs reports directly to the President of TUI University and is the chief academic officer of the institution who provides guidance and leadership for all of the university’s academic community.

The Vice President for Academic Affairs is directly responsible for overseeing the Associate Vice President for Academic Affairs, Deans of all Colleges, all degree programs at TUI (undergraduate, master’s, and PhD levels), Faculty, Educational Advisement Center, responsible for Academic Transparency and Accountability, Institutional Research, Library and many student and other constituency related initiatives.

Academic Affairs is charged with ensuring the quality of academic programs offered; supporting the hiring of faculty who are top in their field and facilitating the growth of the university. A high priority of this office is to guide the university towards its goal of being a top quality model on-line teaching and research institution.

TUI University evolved from a branch campus to a stand-alone regionally accredited institution, with more than 9,500 students, with a strong emphasis to a top-tier teaching and research university.

Our adherence to the Robust Learning Model has resulted in a shared vision for our future that captures our rich traditions as well as defines exciting new opportunities. The learning model is comprised of a common body of knowledge that is constantly reviewed and assessed each session, and improved for each degree program. The Division of Academic Affairs also oversees the development of learning objectives for each course in a degree program so that the combination of all courses required for graduation covers all the learning outcomes for the degree program. TUI also develops learning objectives for each module in a given course so that the combination of all modules included in the covers all the learning objectives for the course.

The Robust Learning Model emphasizes the assessment of learning. TUI’s faculty review each course and examine the learning demonstrated in the course case assignments, session-long projects, threaded discussions, and the self-reflective essays provided by each student at the end of the course. The direct learning centered approach is further assessed through the examination of the learning demonstrated in each degree program’s capstone course. Additional assessments are built in the Robust Learning Model assuring the quality of learning experience and learning success of TUI students.

This past year we have accomplished quite a few achievements regarding development of specific concentrations catering to our military student’s needs. My emphasis was to review all TUI University course offerings and develop top quality courses. The Office of the Vice President for Academic Affairs encourages an environment of dialogue and discovery, where integrity, excellence, inclusiveness, respect, collaboration, and innovation are fostered. As a result of the TUI University re-accreditation cycle, we became a community of learners; faculty participates in the process of program review, and engages in the various re-accreditation activities. My goal is to ensure that together we achieve the goals of the university in terms of growth and maintain the high quality of all programs.

I am looking forward to the next few months to develop additional initiatives in the academic area of TUI University.
Queen Mary Hosts TUI to Celebrate 10 Years of Success

The Queen Mary, permanently anchored in Long Beach (California) harbor, was the site of the 10th anniversary celebration of TUI University held on August 8th, the day before TUI graduation. This semi-formal celebration was held in the Windsor Room with all the elegance of a cruise in the hey day of this grand ocean liner. VP of Administration, Tom Finaly, delegated all the planning and execution of the celebration to his able assistant, Kiele Iverson. The result was formal invitations being sent to all employees with the invitation to attend and to bring a guest.

Guests arrived to mingle as they were introduced to spouses, friends, significant others and were able to enjoy well appointed trays of hors dourves and beverages. A sumptuous four course meal was served on fine china in a candle light atmosphere with a band, Sounds of Music, playing eclectic music in the background. Men turned out in suits and ties (not often seen in the workplace!) and women were dressed in semi-formal dresses and party attire. After the dinner, Master of Ceremonies, Kendra Doyle, introduced President Yoram Neumann, who welcomed everyone and made a few remarks about the remarkable achievements of TUI and expressed gratitude to all who had worked together to achieve this milestone. He concluded his remarks with "Let's Dance", wherein he and his wife Dr. Edith Neumann showed everyone "how it's done" as they danced the night away! Others soon joined in and danced, visited with others, walked about the ship and just had a great time! Happy Tenth Anniversary to All Alumni and Others in this Anniversary Year!
Joining TUI in 1999, about one month before we opened our doors for business, was like stepping into the wild west of technology and teaching. We had a plan, we had a very detailed robust learning model to guide us, and it all conceptually was perfect. But actually making it happen, three, and soon five, faculty members (with maybe 9 students at first) getting our hands dirty and trying to figure out what would really work technologically, pedagogically, so this vision of quality education could be realized, well, they were days that will never come again. The sense of play in a start up organization is unnerving but fabulously exciting. And as Director of Instructional Services I made sure we played hard until we came up with a routine that really worked for the students.

Technology was always the main challenge. We were always about solving problems with ideas, not wasting money on shiny metal objects; the pedagogy always drove the choice of technologies. At the outset we were at the cutting edge, while our customers at times were slogging along with 28.8k modems. We could not be as aggressive online as we wanted since students could not download on slow modems; so we moved to CD-ROMs FAST. I can’t count the number of courses I developed for CDs in the early days, and I got a world class education in the process! The learning, from creating video lectures to developing cases and searching background information, in such a diverse range of courses, in business administration, health sciences, and general liberal arts, is any professional student’s dream.

Early on we contracted with Horizon Live to do live two way conferences, but the technology was typically used by corporate types for occasional meetings, once or twice a month. I think Dr. Flaschner and I could do 30 or 40 a week between us; we did so many live meetings that we crashed HL’s servers in Denver repeatedly, twice in one day I recall. Flash and I competed to see who could crash their equipment more often, until they finally put in enough servers to take care of us; we got their attention.

As an example of the evolution of TUI’s technology in the earliest days, a student would e-mail in a paper, we would then track changes on the paper, save it and send it back. Then the professor would create and record grades on an excel spreadsheet and eventually send the spreadsheet by e-mail to be manually entered by registration. Aside from being awkward, it was difficult to have proper oversight of the feedback and grading process. Oddly enough, a decade later, this would still be considered state of the art at many schools. However, we rapidly developed our web based learning management system called coursenet, where students upload their work and get feedback on one web page, while automatically interfacing with registration and other data bases. Quality control is a snap. This still seems like a miracle to me.

Out of nowhere military students started showing up and we very quickly bonded. Personally I knew that military people were the perfect TUI students when one soldier told me “Doc, we are pushing into Falluja and it is getting ugly; I might be a bit late on my papers”. Chuckling, but concerned, I said, “take your time soldier, stay in one piece and we’ll take care of it when things calm down, hooah”. Two days later I get an e-mail “GREAT NEWS Doc! I just got shot in the leg twice and I’m in hospital; all my work will be in on time!” Soldiers. Of course, it is vastly easier to teach an over achieving perfectionist to calm down and give it his or her best than it is to teach a non-motivated student to want to learn.

After 25 years of teaching I can say that, nowhere have I felt more in tune with pedagogical practices from day one, more supported as a teacher, and more in agreement with an ‘ethic of care’ that allows TUI not only to put the student first, but to create a true “community of learners”, where teachers and students are free to learn together with the complete support of administration and staff. Teaching at TUI has been a joy; nearly ten years of working with some of the nicest people anyone will ever find has been a real honor.

----- Steven J. Gold, Ph.D. (Dr. Gold is a professor in the College of Business Administration and is Associate Dean for Special Projects at the University level.)
Registrar’s Corner
A True Pioneer—Lisa Mobley Associate Registrar

The registrar’s office is a high energy, crucial component of TUI. This is the department which ensures quality control over grades, admissions, transcripts, graduation, and other crucial student records and also serves as a liaison to many of the other key departments at TUI. There are eleven employees in this department. This issue of the TUI Network features Lisa Mobley, the associate registrar and one of TUI’s earliest staff members.

Lisa joined TUI in September of 2000. At that time, there were two employees in the registrar’s office, the registrar, Wei Ren, and Lisa. Between them they handled everything related to students except courses and faculty. They handled all financial aid, finance, TA’s, admissions, degree plans, and were able to store all records in two file cabinets. Today, there are two file rooms to house student records in addition to the electronic record files.

As the Associate Registrar, Lisa is responsible to oversee admissions, registration, graduation checks, handle complaints, and serve as a liaison with other departments. She is also one of three Veteran’s Administration (VA) certified officials at TUI. Lisa “loves” her job and the years she has been at TUI. She has many special memories and shared two of them for this article. The first is being a recipient of the Seven Seals Award, sent by the Assistant Secretary of Defense. This is a special award given to those who provide extraordinary support to the National Guard and Reserves of the US Military Branches. She was nominated for this award by TUI MBA Graduate, Ted Hart (class of 2003). Another special recognition was the receipt of a Army medallion sent to her by a student, Captain Philip Marlowe, stationed in Macedonia. The medallion was used by the Army to recognize excellence among soldiers. Captain Marlowe sent the medallion to Lisa in recognition of her excellent student service.

Before coming to TUI, Lisa was a nurse tech at a child ward in Louisiana. She then moved to the area near TUI and contacted a temporary employment agency. Three days later she was employed by TUI, and almost 9 years later, she is here providing excellent service to students. In the meantime, she has taken courses at TUI for her undergraduate degree in Health Sciences and is a pending graduate. Before long she will have her degree achieved while working full-time at TUI!

Lisa, in her spare time enjoys playing sports such as tennis and basketball and being a cheerleader for her son who plays high school football. She also enjoys reading and going to movies. Lisa has seen a lot of changes at TUI but is excited about the growth and development and the future for TUI. She is happy to be part of such an excellent avenue for adult learners to achieve their educational goals.
The TUI University graduation ceremony was held on Saturday, August 9, 2008 at the Cerritos Center for the Performing Arts in Cerritos, California. Approximately 200 graduates and 800 guests came from around the United States and throughout the world, to join the faculty and staff for the occasion. The 2008 commencement was also special in that the university, founded in 1998, also celebrated its tenth anniversary. The keynote speaker was Alexander Haig, four-star general, Secretary of State, White House Chief of Staff, and Supreme Commander in Europe (NATO) during the Nixon and Ford administrations. General Haig is currently chairman of his own advisory firm assisting corporations around the world in providing strategic advice on global political, economic, commercial and security matters. He is also host of the weekly television program, “World Business Review,” and is a member of the board of directors of MGM Mirage, Inc. He was a founding director of America Online, Inc. General Haig’s speech was stimulating and inspiring to all who attended. Graduation participants also had the opportunity to meet and speak with General Haig and have pictures taken following the ceremony.

The 2009 graduation ceremony will be held on Saturday, August 15 at the Cerritos Center in Cerritos, California. Information about this year’s ceremony can be found on the TUI home page under “Alumni.”

Practice rather than preach. Make of your life an affirmation, defined by your ideals, not the negation of others. Dare to the level of your capability then go beyond to a higher level. Alexander Haig
TUI Vice President of Academic Affairs, Dr. Edith Neumann, Alexander Haig, TUI President & CEO Yoram Neumann

Left to right: Dr. Mihaela Tanasescu, TUI VP of Academic Affairs, Dr. Edith Neumann, Alexander Haig, Dr. Paul Watkins, Dr. Afshin Afrookhteh
TUI Alumni, Doctoral Students, and Faculty Present at the Academy of Management

The Academy of Management is the premiere professional association for management academics. It provides a wonderful opportunity for colleagues to connect with students and faculty, and to hear the latest research findings in their respective fields. This year’s meeting was held in Anaheim, California, the same weekend as the TUI graduation in August, 2008.
Five recent TUI College of Business Administration PhDs presented papers based on their doctoral research; given that only a third of papers submitted are generally accepted for presentation, this is quite an achievement for these TUI alumni!

1. **Dr. Ruthann Russo presented Knowledge Sharing, Learning and Quality of Care**, coauthored with her chair Dr. Steve Fitzgerald, in the Healthcare Management division. Their paper was nominated for a “Best Theory to Practice” paper award.

2. **Dr. Mark Woodhall presented Corporate Governance Across Cultures**, which he co-authored with his chair Dr. Debra Louis and committee member Dr. Alan Fiske, in the Gender and Diversity in Organizations (GDO) division.

3. **Also in the GDO division, Dr. Donna Capodacqua presented Invisible Diversity: Exploring the Work and Career Outcomes of Lesbian, Gay and Bisexual Employees**, which she co-authored with her chair Dr. Steve Fitzgerald and committee members Drs. Robyn Berkley and Barbara Wech.

4. **Dr. Shuk Wang presented A Study of the Relationship between IT Capability and Export Performance**, which she co-authored with committee member Dr. Yufeng Tu, in the Technology and Innovation Management Division.

5. **Dr. Harlan Hammond presented Antecedents to Affective Commitment to the Team and Their Impact on Team Effectiveness**, which he co-authored with his chair, Dr. Steve Fitzgerald, and committee member and TUI alumnus Dr. Ryan Savitz.

TUI doctoral student Julita Haber participated in a panel on Trends, Transitions, and Technology: Implications of Online Learning on Faculty Careers, co-sponsored by the TIM and Careers divisions, and doctoral student Johnny Peppers participated in the new doctoral student consortium. Doctoral students Eric Weinhold and Kristina Bowman also attended and were able to meet with their committee chairs and/or members, as well as other TUI faculty and students.

On Tuesday, August 12th, nearly 25 TUI students, alumni, and faculty gathered for lunch and to celebrate the strong TUI presence at this year’s Academy of Management Meeting (see photos).
Welcome New Full-Time Faculty to TUI

As part of the continuing growth at TUI, new full-time faculty are added as necessary. Below are some of the new faculty added to TUI University since March of 2008. Others will be featured in the upcoming issues of the newsletter. We welcome these excellent professors to TUI!

Dr. Alfred Basta is a full-time non-coordinating professor in the College of Business Administration & the College of Information Systems. He is currently a resident of Woodstock, Georgia, where almost seven years ago, he emigrated from cool, breezy Ontario, Canada. This was to find relief from the waist-high snow banks and the −40°C temperature that swept through Canada during the seven months of winter. He has now traded in his snowshoes for swim gear and two high-powered air-conditioners. Academically, he has a PhD in Mathematics and a Masters in Computer Science. Aside from his love of teaching, he also has authored three research projects in the area of differential equations published in Germany and Japan, the latest of which was published in July 2003. He also is the author of “Introductory Calculus”, “Voice and Data Integration” and “Hacking tools and Techniques” through the McGraw Hill publishing companies. He has been a practitioner in Information Technology since 1990 and currently does computer forensics, educational technology and development as a consultant. His research interests are in cryptology and education and he is also listed in the 2005 Who’s who among Americas teachers. His interests are: (1) Music, although he has a classical music degree he prefers the 80’s music. He plays guitar, bass and a little bit of piano. (2) He also enjoys computers and Cryptology, he enjoys teaching and reading about WWII cryptology systems. (3) His greatest and most important interests are in spending time with his family (wife, five year old daughter Rebecca and four year old son Stavros).

Dr. Anthony Culpepper is a full-time Associate Professor in the College of Business Administration in Accounting and Organizational Leadership. Dr. Culpepper has 16 years of corporate experience in the Logistics Industry ranging from Controller to CFO/V.P. of Finance. Also, he has been teaching for over 10 years. He began a career in academia teaching at the University of La Verne and Pepperdine University. Dr. Culpepper holds a B.S. degree in Accounting, an MBA, and Doctorate in Organizational Leadership. He is also certified in several areas of the accounting profession as a CPA (Certified Public Accountant), CMA (Certified Management Accountant), and CFM (Certified Financial Manager). Dr. Culpepper has been active in consulting, research and in making presentations at various academic conferences and professional societies.
**Dr. Jack Elson** is a full-time Associate Professor in the College of Business Administration. He has a broad career in both industry and academia. His 25 years of industrial experience includes positions in business, engineering, and management at several divisions of Fortune 500 companies that include the manufacturing of household hardware, fasteners, and aerospace systems. He also has experience in auto retailing and finance and state government. Besides teaching at TUI University, Dr. Elson has taught at The Ohio State University, University of South Carolina, National University, Rockford College, Cardean University, Edison State College, and Sinclair Community College. Courses he has developed and taught include the subjects of manufacturing, modeling, engineering economics, management, operations, quality, design of experiments, decision making, systems analysis and design, and ethics. His research includes the use of system dynamics modeling and virtual world simulations to study and improve decision making and cognition and learning. He also is interested in learning technologies, artificial intelligence, and the intelligent enterprise. Dr. Elson is a member of the Cognitive Science Society, Institute of Industrial Engineers (IIE), International Council on Systems Engineering (INCOSE) and the American Society of Engineering Educators (ASEE).

**Dr. Michael S. Garmon** is a full-time non-coordinating assistant professor in the College of Business Administration, and a 2004 graduate of TUI's Ph.D. in Business Administration program. Dr. Garmon has taught finance, accounting, management, and organizational behavior courses at the undergraduate and graduate levels at TUI for the past four years, and also serves as a Doctoral Faculty Mentor. Dr. Garmon has more than 25 years of experience in the health care field in both the public and private business sectors. Presently, he is employed by ValueOptions, Inc., a managed behavioral health-care organization, as the Vice President of Administrative Product Development, where he is responsible for the development of the organization’s health and wellness programs. Dr. Garmon has previously held positions at ValueOptions as the CFO of Value Options’ Pennsylvania operations, as a Divisional CFO and COO, and most recently, as the Vice President of ValueOptions’ outcomes/research and integrated physical and behavioral health care initiatives. His academic research interests include Structural Equation Modeling, organizational learning, identity, and culture. Dr. Garmon’s personal interests include the study of world history and collecting classic literature, and watching M*A*S*H.

**Dr. Lisa Mohanty** is an Associate Professor of Business Administration. She received her M.A. and Ph.D. in Economics at the University of California, Riverside. She earned a B.A. with a minor in management from the University of California, Irvine. She has been teaching for more than ten years and enjoys working with students. She previously taught courses in Economics at CUNY-College of Staten Island, California State University, Long Beach and University of California, Irvine. Her current research interests include demographic economics, wealth inequalities among immigrant groups, and economic issues pertaining to women and children. Her most recent paper will appear in a forthcoming issue of The American Journal of Economics and Sociology.
**Dr. Sharon Nazarchuk** is a full-time non-coordinating professor in the College of Health Sciences. She has a nursing background and received her Master of Health Administration from Wilkes University, Pennsylvania. She also has a Master of Arts in Sociology and a PhD in Sociology from State University of New York, New York. She has taught for many years at Marywood University and the University of Scranton while working in the medical profession. She has completed over 35 years in the medical profession with the last fifteen years spent in skilled nursing care. She continues to maintain her status as a CPR and first-aid instructor for area facilities. Her most recent accomplishments have been in writing about disaster nursing.

**Dr. Wendy Wang** is a full-time (resident) associate professor in The College of Business Administration & The College of Information Systems. She has a passion for learning and teaching. Her academic training has spanned several different fields: Managing Information Systems, Computer Sciences, Marketing, Sociology, and American & British literature. Before she joined TUI University, she had taught business strategies, programming languages, and databases at College of Business, San Jose State University. Dr. Wang has published in academic journals and made many presentations in international and national information systems conferences. Her research areas include but not limited to natural language processing, text abstraction and extraction, IT adoption, ERP implementation, and Accounting Information Systems.

**Dr. Michael Wesolek** is a full-time non-coordinating professor in the College of Education. Dr. Wesolek has a diverse background in the field of Education. He currently serves as a Research Psychologist at the Army Research Institute for the behavioral and Social Sciences- Aviation Research Unit. His research interests focus on Adult Education, Human Cognitive Development, Pilot Section, and Instructional Design. While serving on active duty as an Army aviator, he was assigned to various roles as an instructor pilot and lecturer. He has also served as an elected school board member of the Department of Defense Dependent Schools at Fort Rucker, Alabama. He holds a Ph.D. in Educational Leadership and MA Ed. In Early Childhood Education from Touro University International, MS in Aeronautical Science from Embry-Riddle Aeronautical University, and BS from Fayetteville State University. Dr. Wesolek’s teaching experience at the college level spans more than a decade where he has taught graduate and undergraduate courses in Aeronautical Science, Research Methods and Statistics, Early Childhood Education, Adult Education, and Educational Leadership. He has numerous publications in refereed journals and has been an invited speaker at various conferences.
Dr. Dan Corcoran, is a full-time non-coordinating assistant professor of Business with the College of Business Administration at TUI University. Over the years Dr. Corcoran has worked as a public servant for the US Department of Labor - OSHA as an industrial hygienist and later as a public manager. He has also worked as a program manager in the non-profit sector and as a consultant. He attended the University of Nebraska at Omaha where he earned a Bachelor of Science degree in Biology and a Master of Public Administration degree (Environmental option). He earned his PhD at TUI University and worked at TUI as a core professor and doctoral mentor for the College of Business Administration since 2003. His research interests deal with corporate social responsibility and organizational sustainability.

Meet two of our celebrity ambassadors
Capt. Hessner was recently on wheel of fortune and Maj. Shabazz posing for a TUI poster
In Remembrance of

Dr. Harlan R. Hammond

March 2, 1947
To
September 15, 2008

May Dr. Hammond’s example serve as an inspiration to us all.
Dr. Harlan R. Hammond successfully defended his dissertation in March, 2008, and received his doctorate in Business Administration at the TUI University graduation in Cypress, CA, on Saturday afternoon, August 9. He presented a paper based on his dissertation at the Academy of Management Meeting the following Monday, August 11th. It was the first time that Dr. Hammond had met his dissertation committee and other TUI faculty and students in person. Tragically, he passed away on September 15, 2008 after a lengthy battle against West Nile virus.

Dr. Hammond served a year in Vietnam and received the Navy Commendation Medal with Combat V. He obtained his BS in engineering in 1973 from the University of Texas at Arlington, and his MBA in 1978 from the University of Dallas, which he achieved while raising two children, Danielle and Joel, with his beloved wife, Sue, and working full time at Bell Helicopter. For the last 26 years, Dr. Hammond worked for Lockheed Martin in various capacities, including the F-16 and F-22 programs.

Not one to rest on his laurels, Dr. Hammond returned to school in 2001 to work on his PhD in Business Administration at TUI. He did this while struggling with chronic lymphocytic leukemia; he had been diagnosed with that disease in 1994 and it compromised his immune system when fighting the West Nile Virus. He obtained his Ph.D while working full time, traveling on business trips, and following through on his other commitments, including taking the time to play with his grandsons. He always made time for his “Suzy” and let her know how very much he loved her. They were married for 42 1/2 years.

In 2002, Sue retired to become a full-time Nana when their two grandsons were born. A year prior to their birth, Harlan began working on his Ph.D in business. After seven years of research and writing, he defended his dissertation in March 2008. Harlan was never one to sit around and wait for life to happen; when he set a goal, he went for it all the way, and let nothing stand in his way. He valiantly persevered through the inevitable setbacks in his doctoral research until he achieved his ultimate goal.

After his presentation at the Academy of Management meeting, several members of the audience expressed interest in collaborating with Dr. Hammond on further research given the importance and potential impact of his work on team effectiveness. May Dr. Hammond’s example serve as an inspiration to us all.
Captain Willie Cacho

The United States Public Health Service (USPHS) award (2008 Physician Executive of the Year Award) was presented to Captain Willie Cacho, MD, MBA, USPHS, in recognition of outstanding leadership and managerial skills, unselfish service to others, and for being an inspiration and role model for his fellow officers. Captain Cacho is the Medical Branch Chief/Senior Medical Officer for the Samuel J. Call Health Services Center at the US Coast Guard Training Center at Cape May, New Jersey. He is a medical doctor, MD, and also a graduate of the TUI MBA program with an emphasis in health service administration.

The recipient of the 2008 Physician Executive of the Physician Executive of the Year Award is expected to play a key role in the successful administration or management of an office or program activity in the USPHS and to make exceptional contributions to the accomplishments, goals and objectives of the USPHS while serving as a manager, administrator or supervisor. The recipient exercises exceptional judgment in making managerial decisions and develops innovations that provide increased effectiveness in the management of programs and makes choices that maximize the use of available resources and enhances the goodwill between the United States government and the general public.

Captain Cacho credits the TUI MBA degree with making it possible to accomplish the goals and objectives described above for his organization. He indicates that the professional skills acquired in this program were very beneficial. In his words: “Thank you for the quality of education delivered by TUI to the community on behalf of all alumni professionals that have successfully put into practice everything learned during our postgraduate training at TUI.”

Prior to receiving the above award, Commander Willie Cacho received the Coast Guard Commendation Medal. In the citation accompanying that award, a more in-depth view may be gained of Captain Cacho’s background. “Commander CACHO is cited for outstanding achievement while serving as the Senior Medical Officer at Coast Guard Training Center Cape May, New Jersey from May 2005 to September 2006. As the Division’s Medical Branch Chief, Commander CACHO’s foresight was instrumental in maintaining the highest standard of care and the safest environment for the treatment of over 6,800 recruits, over 1,600 active duty members and their dependents.

Additionally, Commander CACHO implemented the Coast Guard’s first Sports Medicine Clinic with specialized recruit treatments of muscular-skeletal conditions providing injury prevention strategies to the training division. Commander CACHO played a major role in the Health Services Division in receiving full accreditation from the Health and Safety Directorate Clinic Certification Program and the Accreditation Association for Ambulatory Health Care in April of 2006. Commander CACHO provided comprehensive medical oversight while supervising and mentoring mid-level medical providers and numerous Health Services Technicians. As senior medical advisor to the Quality Assurance, Pharmacy and Therapeutics, Patient Affairs, Patient Unit and Executive Steering committees, Commander CACHO is the vital linchpin for managing patient care in the Coast Guard’s largest health care facility. His astute organizational and managerial skills proved valuable during the creation of the Medical Branch Steering Committee that excelled communication and camaraderie. Commander CACHO demonstrated superb leadership and clinical competence in his development of the Methicillin Resistant Staphylococcus Aureus skin and soft tissue infection’s clinical protocols with written guidelines that prevented different clinical approaches for the management of this condition that does not have defined clinical guidelines nation wide. Commander CACHO’s dedication, judgment and devotion to duty are most heartily commended and are keeping with the highest traditions of the United States Coast Guard.

TUI is very pleased to have the caliber of students in our degree programs exemplified by Captain Cacho.
TUI Alumni, earns teaching position
Bob Vella,

HIV surveillance epidemiologist, recently graduated Summa Cum Laude with a master’s in Health Education from TUI University. Because of his expertise he was asked to develop and teach a health statistics class at his Alma mater, Excelsior College. Congratulations Bob Vella!

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TUI Alumni Promoted to Command Sergeant Major Nichelle Fails

Nichelle wrote: “The picture is me, my husband, 2 sons, and best friend at my CSM Appointment Ceremony. TUIU helped me receive this promotion, so I am indebted to this institution.”

Please join me in congratulating Command Sergeant Major Fails on her recent promotion.

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Congratulations Ambassador Captain John Lopes

for placing 3rd overall in the Logician of the Year Category at the 2008 Defense Logistics Awards Ceremony

(See Beyond the Call at http://www.wbresearch.com/defenselogisticsusa/awards.asp).

Please join me in congratulating Captain Lopes at john.f.lopes@afghan.swa.army.mil.
TUI Alum and Core Professor Goes Extra Mile for Student

Dr. Greg Herbert, the Associate Dean in the Colleges of Business & Information Systems at TUI received the following e-mail from then current student, Claude A. Hungerford:

“I am retiring from the Air Force in the next three weeks and will actually submit my last MBAs assignment five days before I retire; December 19th. However, the Air Force doesn’t consider me officially done until grades are filed. As a result, the Air Force is requiring me to ask TUI for a letter of good standing that states I am progressing satisfactorily through my coursework to date. I am currently taking BUS599 with Dr. Hascall and MKT501 with Dr. Woodhull. On another topic, I understand that it takes a few weeks to get a degree conferred. However, if I was able to get all my last assignments turned in NLT the 15th, would there be any way possible to have my diploma, or an unofficial dummy diploma, available for show during my retirement ceremony on December 19th?” Then an excerpt from a subsequent e-mail: “I really appreciate your checking on the diploma for me. I understand it may be difficult to do, but it would sure be a nice touch for my wife and daughters to see it in public.”

Dr. Herbert contacted the registrar’s office to see if this would be possible, not knowing the Dr. Woodhull, Claude's professor had also contacted the registrar’s office and asked if he could present the diploma to Claude in person, since the Claude’s retirement ceremony was near where Dr. Woodhull resides. The registrar in cooperation with the Dean and VP for Academic Affairs did what was necessary for this to happen. Dr. Woodhull was able to go to the celebration and present the diploma on behalf of TUI. As Dr. Woodhull stated “Claude, we retired Air Force guys are everywhere.”

Congratulations to Claude and to Dr. Mark Woodhull, who earned his PhD at TUI and is now an excellent core professor. We strive for excellent student service and it doesn’t get much better than this!

“We strive for excellent student service and it doesn’t get much better than this!”

Dr. Mark Woodhull presents MBA diploma to retiring Airforce Veteran Claude A. Hungerford
Military Outreach Program to Expand at TUI

The TUI Military Outreach Program has reached a new milestone according to its director, Kendra Doyle. In January, 2009, TUI hired the first full-time remote staff member, Kristina Norris, who will serve as the Northwest Military Education Liaison.

Kristina will report to Kendra and will be responsible for 21 bases in Oregon, Washington, Idaho, Montana, and Alaska. These bases represent all branches of the US Military: Air Force, Army, Coast Guard, Marine Corps, and Navy, including Reserve and National Guard units. Kristina will visit all bases, attending education fairs and holding office hours on a regular basis, as permitted. These prescheduled office hours will enable military men and women and their spouses and families to gain more information about TUI and have their transcripts evaluated for transfer to TUI. Kristina will be able to do on-the-spot evaluations and to assist prospective students with TUI’s application process. She will have all the tools and resources necessary to enable students to evaluate TUI and to select TUI as the University of Choice for pursuing their educational goals.

Kristina knows the military life first hand as the wife of a soldier who is stationed at Fort Lewis, Washington. Prior to joining TUI Kristina earned a BS in English at the State University of New York (SUNY) College at Oneonta, which is near New York’s state capital, Albany. She worked briefly as a Substitute Teacher in the Watertown School District, outside of Fort Drum, NY, and enjoyed working for the education center at Fort Lewis for two years. She wasn’t familiar with TUI University at that time but met Tom Finaly, TUI’s VP of Administration, at a Defense Activity for Non-Traditional Education Support (DANTES) conference. Tom, who has the top-level administrative responsibility for the Military Outreach Program, met with Kristina and helped her understand more about TUI, its programs, and its dedication to providing flexible, high quality educational opportunities to military men, women, and families. Tom conveyed his very positive impressions of Kristina to Kendra, who then arranged an interview. The rest is history: the first full-time, remote staff employee for TUI! Before accepting the position Kristina did a great deal of research about TUI because she is only willing to be affiliated with an institution that cares about students, is focused on student success and achievement, and is truly military-friendly.

Kristina has been at TUI for a full week of training and acculturation and is ecstatic with the mind set of unity and dedication among all administrators, faculty, and staff, who are focused on high quality, student-centered education and are “all on the same page.” She has witnessed firsthand the positive impact that education has on the military community. “It affects students and their families, enhancing competence, confidence, and hope for the eventual transition back to civilian life.” Kristina states that her family has a long-standing tradition of military service and working with the military is her way of giving back. “Military education is very close to my heart.” She is passionate about education and especially wants to convey the message that TUI educational opportunities are not only available for the men and women who serve, but also for their spouses and families. This benefit should have profound impact on the lives of those who take advantage of these programs at TUI.

Kristina invites all TUI alumni, current students and family members of students or alumni who are in the northwest US area indicated above to contact her and to come by and visit and support her as she visits these bases. There is no better endorsement of TUI programs than to have current or former students and/or family members drop by to meet with prospective students and to give firsthand accounts of their experiences at TUI. Kristina may be reached at norrisk@tuiu.edu and/or by phone: 866-670-8923.

Kendra Doyle has been with TUI since 2005 when she had decided to change careers from musical theater to a more stable employment environment. She thus came to TUI via a temporary employment agency. After starting as a receptionist, her talents were discovered and she became an assistant to the Director (now VP) of Administration for TUI. In that role she became the Human Resource administrator for TUI and also was responsible for planning and carrying out TUI events and activities. She graduate from UCLA with a degree in musical theater and performed in the theater throughout the US and on a cruise line for a number of years. She is a great asset to TUI. She is very organized, energetic and goal driven and is doing an excellent job with the Military Outreach Programs. She spends many days “on the road” traveling to military bases all over the US and visiting with education centers and setting up TUI displays at education fairs. The new direction for setting up full-time employee to serve military bases throughout the US is very exciting to Kendra and she is very focused on “making this happen”.

Kendra, will be evaluating this first effort in the Pacific Northwest with Kristina and use it as a model to setup other similar employees all over the US. The goal is to have TUI employees serve military men, women and families at all bases in the US as this program grows over time. If you would like to get involved and become an employee of TUI in this endeavor, or if you can refer high quality individuals with a passion for TUI education like Kristina exudes, please contact Kendra Doyle at TUI: kdoyle@tuiu.edu. Please send a resume or letter of recommendation for those you may recommend.
Dr. Shelia Lewis, Director of Institutional Research – A Living Example of Self-Determination and Success in Life

Dr. Shelia Lewis is a determined, "hard working" individual who has risen from being a truck driver in 1979 with the California National Guard to achievement of a distinguished career in the US Army and now, with an earned PhD, is serving in a very important position at TUI. Dr. Shelia Lewis is the Director of the Office of Institutional Research, an assistant professor in College of Business Administration, and coordinator of the TUI Alumni Association Ambassadors. She is an excellent role model for all who want to achieve their goals and dreams via the path of determination, hard work, and perseverance.

As the Director of Institutional Research, she works under the direction of the Vice President of Academic Affairs, Dr. Edith Neumann. Dr. Lewis is responsible for analyzing and generating reports relating to student and faculty achievements, university trends, and a variety of other projects which may be derived from the data gathered and retained at TUI about programs, enrollments, trends, and feedback from students. As an assistant Professor, she participates in the various activities of the College of Business Administration and contributes to committee work as time allows. She is very active in the TUI continuous improvement programs including reaccreditation documentation and reporting. She initiated the TUI Ambassadors program with the TUI Alumni which utilizes alums to "get out the word" about the high quality, affordable education offered by TUI and to encourage all within their circle on influence to enroll at TUI. She is always seeking new alums to serve as ambassadors and would like to hear from any alumni who may wish to participate.

Dr. Lewis is a native of North Richmond, California and the youngest of 7 remaining siblings. She completed a 3-year contract with the California National Guard as a Truck Driver that started in 1979, and received an Associates of Arts degree from Los Angeles City College in 1981. Desiring to do more with her life, she joined the U.S. Army in November 1982 and served 20+ years in the Signal Corps.

Dr. Lewis’ Army career included a host of assignments in locations such as Fort Bragg, Germany, Korea, and a Drill Instructor at Fort Leonard Wood, Missouri. Her final duty assignment was at Fort Hood, Texas where she retired as a First Sergeant. Dr. Lewis’ military accomplishments consist of numerous awards and commendations. Even though she was quite busy during her career, Dr. Lewis earned a Bachelor’s of Science degree in Management Studies from the University of Maryland (European Division).

Upon retirement in 2002, Dr. Lewis served as an Instructor and key advisor of Computer and Information Literacy Courses at Fort Hood, Texas for both Central Texas College and the Noncommissioned Officers Leadership and Development Program. She assisted in creating numerous courses in the NCO LEAD program and designed the accredited Academic Research Using the Internet Course, which all Excelsior College students must pass to earn a degree. At the same time Dr. Lewis pursued and earned a MBA in November 2003 from TUI University (formerly known as Touro University International). Still thirsty for knowledge and impressed with her quality education, Dr. Lewis was accepted for TUI University’s Winter ’04 PhD program, completing it in Fall 2006.

Dr. Lewis’ leadership philosophy echoes that of the Army’s that “leaders lead from the front” and encourages junior military personnel by their own personal examples. Her focus on leadership is a driving force by which she continually shares military/educational lessons learned with Senior Enlisted personnel in the military, TUI University colleagues, Alumni, and Ambassadors.

Dr. Lewis believes in order to achieve “good” success one must look beyond visual circumstances and/or capabilities, and surpass merely being successful. She gives all the credit for her good success to faith instilled in her at an early age, and adds that her duty in life is to pass-on the success to inspire others. Her personal philosophy is that “anyone can be successful, but it’s truly ‘good’ when one is successful based on the successful insights passed forward from another.”

There is no doubt that Dr. Lewis has achieved success and continues to exude a positive example and wonderful image of what an individual can achieve with the qualities that she possesses. TUI is pleased to have Dr. Lewis working to help attract other students to TUI who may in turn achieve their educational goals and dreams.
College of Health Sciences Faculty Corner –

Dr. Frank Gomez Exudes a Healthy Attitude

As TUI celebrates its tenth anniversary year, it also celebrates some of the faculty and staff who were “pioneers” in the early days of TUI. Dr. Frank Gomez is in his 9th year at TUI having joined the university in September of 2000. He is a professor of Health Sciences and has both a distinguished career at TUI and in his profession prior to joining TUI.

Dr. Gomez has the distinction of chairing the first successful PhD graduate of TUI. Since then Dr. Gomez has been heavily involved in the PhD program in the College of Health Sciences and is currently serving as the Director of the PhD Program for that college and also as that college’s faculty representative on the TUI Academic Council. He has served as the chair for a number of PhD students who have found great success after graduating from TUI. For example, one student is the head of Counter Terrorism Defense; another works for Cedar Sinai Hospital, another is heavily involved in laboratory work with stem cells in Florida and others have found similar success. A number of scholars outside of TUI at institutions such as UC Berkeley, and Stanford University have validated the work of Dr. Gomez’s PhD students dissertation research which has been cited over 120 times in various prestigious journals.

Dr. Gomez was one of the primary forces in the adoption of the requirement of advanced statistical analyses through use of SPSS (a statistical analysis package) for all PhD students at TUI. He believes that the high level of rigor in the PhD program has a trickle down effect throughout the other curricula at TUI and has a positive impact on all degree programs. He has also been very successful in working with undergraduate and masters level students in the health sciences at TUI. Dr. Gomez is very proud of TUI students at all levels of education for the work quality and the overall quality of students. In his words “TUI is a student centered university, with flexibility, whose professors work with adult students to gain quality education. Those principles learned at TUI can be applied in life. We care about students and help them.” Dr. Gomez further states “At TUI there is no faculty tenure and faculty tend to work closely together for the benefit of students in a shared, mutually supportive manner. We grow and learn from each other.”

Professor Gomez believes that his keys to success are: to build credibility with students and then to teach to the highest level. In so doing, we bring people up to higher level rather than lowering the quality of education down to a lower level. The resulting quality of students outcomes often results in them becoming extraordinary in life.

Captain Frank Gomez served in the Air Defense Artillery of the US Army for four years. Later, after his undergraduate, and masters level education, Frank Gomez became Dr. Frank Gomez after earning his doctorate in Public Health from UCLA. He then worked for 29 years for the Los Angeles County Department of Health in his area of expertise which is environmental health. There he trained many of the leading health inspectors who serve on the California State Board. He led LA County to national accreditation and was involved in many significant research projects. He has taught courses at UCLA, California State University at Los Angeles (CSLA), and California State University at Dominguez Hills (CSDH). While at CSDH, Dr. Edith Neumann, Dean of the College of Health Sciences there, and now Vice President for Academic Affairs at TUI, invited him to join the new university, TUI. He because intrigued with the stimulating idea to “do” distance learning. He believes now that with distance learning, students can learn more at a higher level than in prior educational experiences. TUI is glad that Dr. Gomez “took a chance” on a new university with a new learning model. Past, current and future students benefit from that decision over 9 years ago!
Tara Santos, Working & Living Life to the Extreme

Tara Santos is a key member of the office of the Dean of the College of Business Administration and the College of Information Systems. She joined TUI in the Fall of 2002 as a secretary to the Dean of the above colleges. Shortly thereafter she was given the title of Coordinator of Special Projects and has had increased responsibilities in these areas over the duration of her tenure at TUI.

She is best known among core and remote full-time faculty in the Colleges. She currently coordinates all the core faculty appointments, payment schedules, contracts and related matters for the colleges. One of the recurring tasks she performs each session at TUI is to allocate faculty teaching assignments to students in coursenet. This means calculating and assigning student ranges to faculty which is a labor intensive task. Tara is always committed to getting the work done on time, and most often this means coming in early and staying late or working at home on weekends. She never complains and is very loyal and dedicated to the tasks at hand. She often fields telephone calls from students and core faculty who call the office of the Dean and resolves problems before they are elevated to the Associate Dean or Dean.

Tara provides support to the associate deans, director of PhD program, dean and, more recently, is working on projects with the Vice President of Academic Affairs. Tara always asks to take on more work and responsibilities in order to keep a full-load of things to do. In her words, “doing little or nothing is very boring”. She is task oriented and very organized with detailed calendaring of tasks, deadlines and milestones for accomplishment. She has developed and maintains a number of key databases for the colleges.

Tara attended high school near TUI and then attended Cypress College in California and the University of Guam. In Guam, she met her husband and lived there for a time before moving back to California and finding TUI through a temporary employment agency. She “works hard” for TUI but also “plays hard”. She is known among her colleagues at TUI as a snowboarding expert because she spends many evenings and weekends at the nearby snowboarding resorts. In addition, she likes to live on the edge with sky diving, whitewater river rafting, hiking, bungee jumping, and her husband’s extreme activities as an active (and former professional) motocross rider. She also finds time to enjoy the more sedate things in life: hanging out with friends, family, concerts, theater, her two dogs and participating in a book club!
Educational Adviser Corner –
Ms. Jasmine Khong,
Director of Student Advising

Student Service & Retention are Top Priorities

In the first issue of TUI Network, several educational advisors shared their views of TUI and their relationship with TUI students. In this edition of TUI Network, the focus is on Ms. Jasmine Khong, the Director of Student Advising for TUI. Jasmine is responsible for the effective performance of the advising team of 14 individuals. Her philosophy is to effectively train and empower her advisors to serve prospective and current students at a very high level.

After graduating from the University of California, Irvine in 2002 with a degree in International Studies, she decided it was time to get a “real” job. She registered with a temporary employment agency which quickly sent her to TUI in April of 2003. Her first position as a temporary employee was as an advisor for the BS in Health Sciences program, which resulted in her becoming a full-time TUI employee. Over the years she has been promoted to Team Leader for the Health Sciences programs, Senior Educational Advisor, Co-Director of Student Advising, and her current position in July of 2008.

Jasmine describes her role and the role of the advisors as twofold:
1. Provide outstanding customer (student) service.
2. Ensure high student retention.

As the Director of Student Advising, she oversees the advisors, ensures high quality control over degree plans for students, deals with all student complaints which are related to the advising center, and works on many special projects related to TUI degrees under the direction of the Vice President of Academic Affairs. She is very happy at TUI and indicates that the greatest personal satisfaction comes from the strong relationships developed with students. This relationship begins with admission and culminates in graduation. It is very gratifying for Jasmine to meet students who have traveled to graduation to receive their degrees and to be able to converse face to face and share in this great accomplishment with the students.

In her limited spare time, Jasmine enjoys hiking, eating out, movies, tennis, reading and just hanging out! But she also indicates that these days her life is pretty much centered around TUI in a role which she immensely enjoys.

She is very happy at TUI and indicates that the greatest personal satisfaction comes from the strong relationships developed with students.
Finance Corner –
Scott Pak Knows What It Takes to Earn a Degree at TUI

Scott Pak is the Director of Finance Services for TUI and reports directly to the Chief Financial Officer. Scott earned his BS degree in Business Administration from the University of Houston in 2002 with a major in Management/Finance.

Scott indicates that the job prospects were not particularly good in his fields in Texas at the time. Later, while visiting relatives near Cypress, California, the current home of TUI, he decided to try and get a job by visiting a temporary employment agency. They immediately placed him with TUI in the shipping department. Although not his “dream” job, Scott believed that any job was better than no job and so he accepted the position in January of 2003 where he packaged and shipped CDs to TUI students located all over the world. It turned out to be an excellent decision for Scott and for TUI. He was “discovered” and offered a full-time position in the Finance department which he accepted, first as an assistant Bursar, then Billing Coordinator, Director of Billing and ultimately to his current position as Director of Finance Services which includes all activities in finance. These include settlements of accounts, billing, collections, and liaisons with Veterans affairs and the Financial Aid department.

While busy climbing “up the ladder” in Finance, Scott found time to earn a masters degree in the College of Education (MAED) at TUI. He knows first hand what it requires to work full-time and also be a student in a graduate program. Through hard work, and lots of self-discipline, Scott accomplished this goal. This experience has given Scott great empathy with TUI students who are faced with similar challenges of the adult learner: family, work, community, and other aspects of living life. He indicates that the finance department is usually not the most favorite department at TUI because of the nature of the department activities: billings, collections and so on! But with his experience as a adult learner in distance education, he is able to relate and work with students who may need some special care and attention.

Scott does have a life outside of TUI and enjoys spending time with his wife and being involved in family activities. He is a “man’s man” who enjoys spectator sports and “hanging out” with the family. He states that “TUI is a great work environment and his family motivates him to do his best.” Scott believes in great student service and support. TUI is glad he is part of the team committed to student excellence and excellent student support!
Faculty Research

Below are scholarly and other activities accomplished by TUI faculty, alumni, and students. In the case of multiple authors, TUI faculty, alumni and students are highlighted.

Published

Afroz Afghani, PhD* and Elizabeth Barrett-Connor, MD† (Dr. Afghani is a faculty member in the College of Health Sciences)

The Effect of a Reduced-Calorie Diet on alpha-2 Adrenergic Receptor Responsiveness in Abdominal Adipose Tissue in Obese Men During Exercise
Roy R. Estrada1, Joseph O. Schmelz, David Turbow3, & Edith Neumann4
(1. TUI Alum, 3. TUI Faculty, 4. TUI VP for Academic Affairs)

Job factors and work outcomes of public sector expatriates (p 75-90)
Jan Selmer, Charles R. Fenner, Jr. Published Online in Human Resource Management Journal. Dr. Charles Fenner is a TUI Alum and a core professor at TUI and Dr. Jan Selmer is a Doctoral Mentor at TUI.

Dr. Larry Flegle, a core professor at TUI has been appointed to the Peer Review Editorial Board of the International Leadership Journal. The International Leadership Journal is a peer-reviewed, online publication devoted to leadership, including theory and research, education and development, practice and application, and to all organizational phenomena that may affect or be affected by leadership. He has also been recognized by MERLOT (Multi-media Educational Resource for Learning and Online Teaching). MERLOT is supported by 22 systems and institutions of higher education as well as the National Science Foundation. MERLOT is also endorsed by the Educational Learning Initiative (ELI) of EDUCAUSE. Over 150 faculty members from these institutions have been performing the peer review of instructional technology, modeled after the peer review process for research and scholarship.

Dr. Mark Brand, a TUI PhD Alum was able to land a nice job at St. Ambrose University heading their new sports marketing program. Dr. Mark Brand will begin in Spring 2009.

Dr. Amarjit Gill is a TUI PhD Alum and also a full-time non-coordinating assistant professor at TUI. Dr. Nahum Biger is a Professor of Business Administration at TUI University. The following Finance Research Papers have been accepted for publications:
   Gender Differences and Factors that Affect Stock Investment Decisions of Western Canadian Investors
2) The Open Business Journal (To be published in December, 2008)
   Debt Policy and Corporate Performance: Evidence from the Service Industry (with Smita Bhutani, Geography Department, Panjab University, Chandigarh, India)
   Corporate Performance and the Chief Executive Officer’s Compensation in the Service Industry (with Smita Bhutani, Geography Department, Panjab University, Chandigarh, India)

The Open Education Journal, 2008, 1, 9-14, Building Commitment to Continue Studies among Asian Students
Amarjit Gill*,1, Nahum Biger2 and Harjinder Dhalliwal3
1. College of Business Administration, TUI University, CA, 90630, USA
2. College of Business Administration, TUI University, CA, 90630, USA
3. Kwantlen University College, Surrey, BC Canada

“The Open Business Journal”: Factors That Affect Canadian Propensity to Direct Investment Abroad: Evidence from the Indian Real Estate Market
Amarjit Gill
College of Business Administration, TUI University, CA, 90630, USA
Nahum Biger
College of Business Administration, TUI University, CA, 90630, USA


Dr. Indira Guzman’s book based on her dissertation has now been published and is available through Amazon.com

Dr. Indira Guzman and PhD student Santos Galvaz had a paper accepted “Social Cognitive Theory: Information Security Awareness and Practice Theory Social Cognitiva: Concientización y Prácticas de la Seguridad de la Información” in its current form for publication in the 14th Americas Conference on Information Systems. The conference was held in Toronto, Canada.


Dr. Indira Guzman is participating in the Panel – What are we doing to Improve Recruitment and Retention in Information Technology Majors? that has been accepted for presentation at the ACM SIGMIS conference to be held in Charlottesville, Virginia, USA, April 3-5, 2008. The panel will discuss findings from NSF funded projects and recent intervention programs. The participants of the panel are: Indira R. Guzman (TUI University), Mike Gallivan (Georgia State University), J. McGrath Cohoon (University of Virginia), Jeffrey M. Stanton (Syracuse University), Amy Bell (Virginia Tech), Jeria L. Quesenberry (Carnegie Mellon University), Elizabeth G. Creamer (Virginia Tech).
Dr. Indira Guzman and Dr. Ken Myers (both of TUI University) have been invited to submit a co-authored chapter (tentatively titled; “The Fairness Factor: A Prime Motivator for the Malicious IT Insider?” in the 2008 book entitled: “Cyber-Security and Global Information Assurance: Threat Analysis and Response Solutions” edited by a USAF Academy professor.

Guzman, I. R., & Stanton, J. M. (In press). Women’s Adaptation to the IT Culture. Women’s Studies: Special Issue on Women and Technology: Reversing the Trends of Attrition and Obtaining a Balance.

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MANAGERIAL OWNERSHIP, FIRM SIZE AND EARNINGS MANAGEMENT

Nahum Biger
TUI University
Quyen Hoang
TUI University


A paper entitled, “Oil and Gas Companies and Auditing” (co-authored with Ralph Wayne Ezelle Jr.), was accepted for presentation at the GLOBAL FINANCE CONFERENCE in Hangzhou, People's Republic of China (May 18 - 20, 2008) by Dr. Nahum Biger, TUI University.

Dr. Debra Louis and Dr. Mark Woodhull (TUI PhD Alum) have the following accepted for the August 2008 Academy of Management Meeting:
Comparing Relational Models Across Cultures: Mexican Maquiladora and US/CAN Parent Company Managers
Author: Mark D. Woodhull; Schreiner University;
Author: Debra J. Louis; TUI University;
Author: Alan P. Fiske; UCLA;
The Healthcare Management division of AoM nominated the paper that Dr. Ruthann Russo and Dr. Stephen Fitzgerald submitted based on her dissertation as a “best theory to practice” paper award nominee. Apparently another paper won the award, but only several papers are nominated from among all submissions to that division. The paper was entitled: Knowledge Sharing, Learning and Quality of Care

Clinical documentation: implications for health care quality and cost
Author: Ruthann Russo; TUI Alumni
Author: Stephen P Fitzgerald; TUI University;

Recent TUI PhD student’s achieve success at the AOM. Dr. Harlan Hammond’s paper was accepted for presentation in the Organizational Behavior division (one of the largest and ostensibly toughest divisions), Dr. Ruthann Russo’s paper was accepted for presentation in the Healthcare Management Division, and Dr. Capodacqua’s paper was accepted for presentation in the Gender and Diversity in Organizations division. Dr. Stephen Fitzgerald of TUI was their mentor and assisted them in this endeavor.

COME OUT, COME OUT WHEREVER YOU ARE? AN EXAMINATION OF DISCLOSURE AT WORK IN AN E I T CONTEXT (Dr. Capodacqua)
ANTECEDENTS TO AFFECTIVE COMMITMENT TO THE TEAM AND THEIR IMPACT ON TEAM EFFECTIVENESS (Dr. Harlan Hammond)
CLINICAL DOCUMENTATION: IMPLICATIONS FOR HEALTH CARE QUALITY AND COST (Dr. Ruthann Russo)

“Managerial Ownership, Firm Size and Earnings Management” (co-authored with Quyen Hoang), has been published in The International Journal of Finance, Volume 20, No. 1, 2008, Dr. Nahum Biger, TUI University.

Carole Angolano, whose dissertation I am chairing, submitted her proposal to the ACM SIGMIS doctoral consortium. “Information Technology Security Task-Technology Fit based on the Technology-to-Performance Chain Theory” was accepted. Dr. Indira Guzman of TUI is the chair of the dissertation.


TUI NETWORK REQUESTS YOUR HELP

The next issue of TUI Network is scheduled to be published at the beginning of April 2009 and then two more issues in July and October, respectively. We want to feature alumni in these subsequent issues and would like you to submit stories, news events, or experiences with TUI or for which TUI education has had an impact in your life or the lives of those you associate with in your work, home, or other endeavors. We are proud of our alumni and want to share positive experiences with alumni, current and future students, and other constituents of TUIU. If you are TUIU faculty, staff, and/or administration and know of items of potential interest to the readers of TUI Network, please also contact us with a short description of the item and we’ll follow-up with you. Please send submissions to tuinetwork@tuiu.edu or contact the TUI Network editor, Dr. Paul Watkins at pwatkins@tuiu.edu with your ideas!