

# KIMBLE A. BYRD

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College of Business:  
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## EDUCATION

**Juris Doctorate, JD,** *University of Pennsylvania Law School*, Philadelphia, Pennsylvania

**Bachelor of Arts, A.B. Political Science,** *Villanova University*, Villanova, Pennsylvania

## TEACHING EXPERIENCE

**Professor, Rowan University, College of Business** 1997-Present

Teaching of required and elective undergraduate courses involving legal and regulatory studies and ethics as well as MBA courses in strategy. Instructional development efforts have resulted in the integration of technology into the learning process and course content of the Business Policy Integrative Seminar Capstone and Environmental Issues and Business in the MBA and Web-based Legal Environment core and Legal Aspects of Human Resource Management elective undergraduate courses.

**Associate Dean,**

**Rowan College of New Jersey, College of Business** 1994-97

In consultation with a Dean from industry, exercised comprehensive responsibility for academic policy and practice, through leadership of program operations. This involved agenda setting, policy formulation, project and process conceptualization, implementation and review

With responsibility for oversight of AACSB accreditation efforts, guided College into candidacy. Coordinated the design, creation and implementation of related new administrative and programmatic initiatives and processes directed toward improving the effectiveness of instruction, enhancing the delivery of student services, and increasing faculty intellectual contributions. These new initiatives included faculty development plans, multi-layered outcomes assessment, benchmarked teaching evaluations, and pedagogical and advising workshops.

Assumed responsibility for leadership of internal committees, units and working groups, as well as liaison with external constituencies and communities.

**Visiting Faculty Fellow** (1987-88),

Woodrow Wilson School of Public and International Policy, Princeton University

**Assistant, Associate Professor, Glassboro State College, School of Business Administration 1984-88, 89-93**

Taught undergraduate (BSBA) and Master of Business Administration (MBA) courses involving the legal studies and ethics in business area, of the curriculum. Developed the present Legal Environment course; substantially revised the Legal Aspects of Human Resource Management course; and recast the Business Ethics course into one which is team-taught and multidisciplinary.

**Visiting Adjunct Professor of Law, Howard University, College of Pharmacy and Pharmacal Science 1981-1994**

Taught the Pharmacy Jurisprudence course for College of Pharmacy Bachelor of Science (BS) and Doctoral (Pharm. D) candidates. This course involves the study of federal and state statutory and administrative law governing biomedical practice, as well as professional responsibility and ethics.

**Instructor, Assistant Professor, Howard University, School of Business and Public Administration 1977-81**

Taught undergraduate courses in Business Law and Legal Environment, as well as Master of Business Administration (MBA) and Master of Public Administration (MPA) seminars in government regulation of business and health law.

**Adjunct, University of the District of Columbia, 1980-82**

Taught Legal Process and Civil Procedure courses in the Paralegal/Legal Assistant Certification program.

## **AWARDS**

**Innovation in Teaching Award**, Business Advisory Board, Rowan University (2006)

**Research Award**, Alumni Council (2006)

**Faculty Leadership Award**, Rohrer College of Business (2006)

**Faculty Member of The Year**, Co-Winner, Management/MIS, BOBA Students (2005)

**Inducted in International Honor Society, Phi Delta Kappa**, Rowan University (2004)

**Faculty Member of The Year**, Co-Winner, College of Business BOBA Students (2001)

**Innovation in Teaching Award**, Business Advisory Board, Rowan University (1999)

**Faculty Associate**, Institute for Urban and Public Policy, Rowan University (1997)

**Inducted in Leadership Honor Society**, Omicron Delta Kappa, Villanova University (1995)

**Faculty Teaching Award, Howard University, School of Business and Public Administration (1980)**

## PUBLICATIONS AND PAPER PRESENTATIONS

### Journal:

Byrd, Kimble; Managing the Worldwide Web: Why ICANN, Can't!, Volume VI, No.1, E-Business Review, pgs. 24-30, 2006

Byrd, Kimble; Global Initiatives in E-Commerce Taxation: An E-volution Encouraging Business Growth or Enhancing Revenue. Volume V, No.1, E-Business Review, pgs. 17-22, 2005

Byrd, Kimble And Weidman, Stephanie; A Cross Disciplinary Approach To Teaching Environmental Management. Volume 5 Journal of Management Research, pgs. 31-37, 2004

Byrd, Kimble and Rudin, Joel; Pay Equity Bills in the 107th Congress: Sheep in Wolves' Clothing, Volume 15, Number 4 Journal of Employment Practices and Principles, pgs. 183-191, 2003

Meric, Ilhan, Byrd, Kimble and Meric, Gulser; An Empirical Test of the DeAngelo-Masulis Tax Shields Hypothesis, Volume XV No. 2 American Business Review Journal, pgs. 85-90, June 1997

Byrd, Kimble ; Ethics Issues in Pharmacy, The Black Apothecary, Volume 13, No. 1, Howard University Press, pgs. 6-17 November 1991.

### Books:

Byrd, K. A.; Editor, Legal and Financial Guidelines for Local Economic Development Corporations, Howard University Press, 1980.

### Best Paper Awards

Byrd, Kimble and Rudin, Joel; Pay Equity Bills in the 107th Congress: Sheep in Wolves' Clothing Association on Employment Practices and Principles, **(Best Paper Award)** October 2002

Byrd, K., 2002, The Challenge of E-Commerce Growth and Tax Regulation in Latin America, International Western Academy of Management, **(Outstanding Applied Paper Award)**, CD Rom, p. 1-23

### Refereed Proceedings:

Byrd, Kimble; ERP Application Utilization of SME's: Patterns, Practices and Perspectives, A Status Report, Northeast Decision Sciences Institute (NEDSI) Pg. 195-200, April 2006

Byrd, Kimble; Managing the Worldwide Web: Why ICANN, Can't! , International Association of E- Commerce Business, Pg. 2-7, March 2006

Byrd, Kimble, Ross, Linda W. and Mendicino, Angela; Expanding Small and Medium-Sized Enterprises Access to Capital Through the Community Reinvestment Act, USASBE/SBI National Conference, pg.110, January 2006

Byrd, Kimble, Ross, Linda W. and Mendicino, Angela The CRA And Capital Formation For SME's: Financing The Future: A Trend Analysis, Small Business Institute (SBI) Eastern Regional Conference, pgs. 18-25, September 2005

Byrd, Kimble; Global Initiatives in E-Commerce Taxation: An E-volution encouraging Business Growth or Enhancing Revenue., International Association of E- Commerce Business, pgs.78-82, March 2005

Ross, L.W., D'Intino, R.S., Weaver, K.M. and Byrd, K.; Entrepreneurship is a General Education Course! The Why, How and Transferability of the Concept United Association for Small Business and Entrepreneurship, (USASBE) pg.160, January 2005

Byrd, Kimble; The E-Commerce Conundrum - Electronic Commerce Growth And Taxation In Latin America, Northeast Business And Economics Association (NEBA) pgs.78-82, October 2003

Byrd, Kimble and Rudin, Joel; Pay Equity Bills in the 107th Congress: Sheep in Wolves' Clothing Association on Employment Practices and Principles, pgs. 162-167, October 2002

Byrd, K., The Challenge of E-Commerce Growth and Tax Regulation in Latin America, International Western Academy of Management, (Outstanding Applied Paper Award), CD Rom, pgs. 1-23 April 2002

Byrd, K., E-Volving Strategies for Digital Commerce Taxation, Northeast Decision Sciences Institute, pgs.91-95, March 2002.

Meric, Ilhan Byrd, Kimble and Meric, Gulser; Tax Code Changes, Tax Shields, & Corporate Debt Financing, 1998 Edition Contemporary Readings in Global Business Trends: Academy of Business Administration Pgs.9-16, December 1997.

Meric, Ilhan Byrd, Kimble and Meric, Gulser; The Effects of Stock Exchange Listing on the Financial Characteristics of Firms, 1998 Edition, Proceedings of the Annual Meeting of the Academy of Business Administration Pgs. 273-280, April 1997.

Meric, Ilhan Byrd, Kimble and Meric, Gulser; Investment-Related, Tax Shields and Financial Leverage, 26<sup>th</sup> Proceedings 1997 Annual Meeting of the Western Decision Sciences Institute Pgs.214-216, March 1997.

Meric, Ilhan Byrd, Kimble and Meric, Gulser; Industry Classification, Tax Shields and Financial Leverage, 1996 Edition Readings in Global Business Trends Pg.293-299 : Academy of Business Administration, December 1995.

## **Conference Presentations**

Byrd, K., 2002, Corporate Expatriation, The Decision to Redomicile Internationally for Tax Advantage. Profits or Patriotism? Academy Of Legal Studies in Business, July 2002

Byrd, Kimble, Taxing Global E-Commerce Transactions: The European Union Taxman Cometh to Cyberspace, Academy of Legal Studies in Business (ALSB) Annual Meeting, August 2001

Byrd, Kimble, Legislating Social Responsibility? The Travails of the CRA, Proceedings Academy of Management (AOM) Annual Meeting August 2001

Byrd, Kimble, Integrating Academic Experience with Professional Experience Utilizing Student Consulting Projects, Academy of Business Administration (ABA), International Conference, August 2000

Byrd, Kimble Project-Based Learning in an MBA Capstone Course, Annual Meeting Association of Private Enterprise Education (APEE), April 2000

Byrd, Kimble A Boundary-Spanning Pedagogical Approach to Teaching Environmental Management, Annual Meeting Academy of Management, August 1999.

Byrd, Kimble The Community Reinvestment Act (CRA) From Process to Performance, Legislating Social Responsibility, Annual Meeting, Pacific Southwest Academy of Legal Studies in Business, February 1999.

### **Works under Review:**

- Byrd, Kimble; Corporate Expatriation, The Decision To Re-Domicile Internationally For Tax Advantage. Profits Or Patriotism? American Business Law Journal
- Byrd, Kimble; Crafting a Knowledge Regimen for Emerging Business Law, A Merger of Equals, Journal of Legal Studies
- Byrd, Kimble, Romeo, George and Davis, Daniel; Self-Efficacy in the Internship Experience; Journal of Management Education

### **WORKSHOPS CONDUCTED**

Panel Presentation: *NAFTA Context and Consequences*, Eastern Academy of Management, Annual Meeting, Albany, N.Y., with Mirchandani, Dilip; and Lewis, Alfred; May 1994.

Invited Seminar Member, American Society for Pharmacy Law, Developments in *Pharmacy Law IV*, November 1993, Phoenix, Arizona.

Invited Presenter, *Minority Student Today Conference*, University of South Carolina, October 1993, San Antonio, Texas.

Invited Seminar Member, American Society for Pharmacy Law, Developments in *Pharmacy Law II*, November 1991, Phoenix, Arizona.

Speaker, *Contemporary Legal Issues in Pharmacy*, Annual Meeting District of Columbia Pharmaceutical Association, June 1990, Rockville, Maryland.

Panel Member, *Ethics in Business*, Management Institute Board, September 1989, Glassboro, New Jersey.

Panel Member, *Microcomputer Applications in Business Law*, Northeastern Regional Business Law Association, May 1989, Monticello, New York.

Speaker, *The New District of Columbia Pharmacy Law*, Annual Meeting and Convention District of Columbia Pharmaceutical Association, May 1987, Washington, D.C.

## PROFESSIONAL DESIGNATIONS

### **Bar Admissions**

Pennsylvania 1977

District of Columbia 1978

### **Founding Member**

Beta Gamma Sigma, Rowan Chapter (2002)

Sigma Beta Delta, Rowan Chapter (1996)

## PROFESSIONAL/BUSINESS ACTIVITIES IN SUPPORT OF BUSINESS & COMMUNITY

### **Professional Affiliations**

Academy of Legal Studies in Business

Academy of Management

American Bar Association

American Society of Pharmacy Law

Industrial Relations Research Association

Small Business Institute SBI

United States Association of Small Business and Entrepreneurship USASBE

### **Boards**

Board Member, Clinical Pharmaceutical Associates Incorporated

Board Member, Mednovations

### **Civic and Community Organizations**

Alpha Phi Alpha

Prince Hall F&AM

Member, Executive Board, Villanova University Alumni Association

### **OTHER INFO:**

#### **ACADEMIC RESEARCH GRANTS**

**University Courseware Development Grant: Technology Mediated Instruction, 1999-2000** Rowan University

**Curriculum Development Grant: Integrating Business Ethics in the Undergraduate Core, 1991-2**

Johnson and Johnson Corporation, Public Affairs Grant

**GSC Separately Budgeted Research Grant: Ethics Across the Curriculum, Alternative Implementation Strategies, 1990.**

**GSC Separately Budgeted Research Grant: Analysis of Institutional Approaches to Business Ethics, 1990**

**Seminar Grant Funding: Ethics in a Competitive Society, Professionals Summer Institute, 1989**

**Professional Development**

Nominated and Invited, Academic Leadership Institute, American Association of State Colleges and Universities (AASCU), 1993

Invited Seminar Member, American Bar Association, Committee on Undergraduate Legal Education (CULE), Annual Conference, *Law, Litigation, and the Public Good*, April 1991, San Diego, California.

Invited Seminar Member, New Jersey Humanities Institute, *Law and Society in the Undergraduate Curriculum*, June 1990, Ramapo College, Ramapo, New Jersey

**SERVICE TO THE DEPARTMENT/COLLEGE  
(MGMT/MIS, COB, SOBA)**

**2005-2006**

ADVISOR, NATIONAL HISPANIC BUSINESS ASSOCIATION  
MEMBER, SENATE CONSTITUTION COMMITTEE  
MEMBER, MANAGEMENT DEPARTMENT PROMOTIONS COMMITTEE  
MEMBER, CORE ASSESSMENT WORKING GROUP  
MEMBER, ETHICS ASSESSMENT WORKING GROUP

**2004-2005**

ADVISOR, NATIONAL HISPANIC BUSINESS ASSOCIATION  
MEMBER, SENATE CONSTITUTION COMMITTEE  
MEMBER, MARKETING DEPARTMENT PROMOTIONS COMMITTEE  
MEMBER, CORE ASSESSMENT WORKING GROUP  
MEMBER, ETHICS ASSESSMENT WORKING GROUP

**2003-2004**

CHAIR, MGMT/MIS, TENURE RECONTRACTING COMMITTEE  
ADVISOR, NATIONAL HISPANIC BUSINESS ASSOCIATION

**2002-2003**

CHAIR, MGMT/MIS, TENURE RECONTRACTING COMMITTEE  
BOARD MEMBER, CENTER FOR TEACHING EXCELLENCE  
ADVISOR, NATIONAL HISPANIC BUSINESS ASSOCIATION  
MEMBER, UNIVERSITY PROMOTIONS COMMITTEE

**2001-2002**

CHAIR, MGMT/MIS, TENURE RECONTRACTING COMMITTEE  
BOARD MEMBER, CENTER FOR TEACHING EXCELLENCE  
ADVISOR, NATIONAL HISPANIC BUSINESS ASSOCIATION

**2000-2001**

MEMBER, COB PROMOTIONS COMMITTEE  
CHAIR, SPECIALIZATION ASSESSMENT AACSB WORKING GROUP  
CHAIR, MGMT/MIS, TENURE RECONTRACTING COMMITTEE  
MEMBER, MGMT/MIS, MANAGEMENT SPECIALIZATION ASSESSMENT COMMITTEE  
ADVISOR, NATIONAL HISPANIC BUSINESS ASSOCIATION

**1999-2000**

MEMBER, COB PROMOTIONS COMMITTEE  
MEMBER, INSTRUCTIONAL RESOURCES AACSB WORKING GROUP  
CHAIR, MGMT/MIS, TENURE RECONTRACTING COMMITTEE  
CHAIR, MGMT/MIS, MANAGEMENT SPECIALIZATION ASSESSMENT COMMITTEE  
MEMBER, MGMT/MIS A-328 REVIEW COMMITTEE  
MEMBER, MGMT/MIS SEARCH COMMITTEE, OPERATIONS  
MEMBER, MGMT/MIS SEARCH COMMITTEE, ORG BEHAVIOR  
MEMBER, MGMT/MIS SEARCH COMMITTEE, HRM/ORG BEHAVIOR



ADVISOR, NATIONAL HISPANIC BUSINESS ASSOCIATION

**1998-99**

CHAIR, MGMT/MIS TENURE AND RECONTRACTING COMMITTEE  
MEMBER, FACULTY HIRING COMMITTEE  
MEMBER, ASSESSMENT WORKING GROUP  
MEMBER, MBA CAPSTONE TEACHING GROUP  
ADVISOR, NATIONAL HISPANIC BUSINESS ASSOCIATION

**1997-98**

FOUNDING ADVISOR, NATIONAL HISPANIC BUSINESS ASSOCIATION  
MEMBER, MBA CURRICULUM REVISION GROUP  
MEMBER, MGMT/MIS TENURE AND RECONTRACTING COMMITTEE  
LIAISON, MGMT/MIS LIBRARY  
MEMBER, WORKING GROUP

**1996-97**

ASSOCIATE DEAN  
EX-OFFICIO MEMBER, 7 FACULTY WORKING GROUPS  
ADVISOR, BUREAU OF BUSINESS ASSOCIATIONS

**1995-96**

ASSOCIATE DEAN  
EX-OFFICIO MEMBER, 7 FACULTY WORKING GROUPS  
ADVISOR, BUREAU OF BUSINESS ASSOCIATIONS

**1994-95**

ASSOCIATE DEAN  
EX-OFFICIO MEMBER, 7 FACULTY WORKING GROUPS  
ADVISOR, BUREAU OF BUSINESS ASSOCIATIONS

**1993-94**

ADVISOR, NATIONAL ASSOCIATION OF BLACK ACCOUNTANTS  
INTERIM DEAN (Managed Transition w/d.hamilton from Deans Fleming to McNeil)

**1992-93**

ASSISTANT DEAN  
ADVISOR, BUREAU OF BUSINESS ASSOCIATIONS  
ADVISOR, NATIONAL ASSOCIATION OF BLACK ACCOUNTANTS

**1991-92**

ASSISTANT DEAN  
ADVISOR, BUREAU OF BUSINESS ASSOCIATIONS

**1990-91**

MEMBER, MBA ADVISORY COMMITTEE  
CHAIR, RETENTION COMMITTEE

**1989-90**

CAMDEN CAMPUS BUSINESS ADVISOR  
CHAIR, DEPARTMENTAL TENURE AND RECONTRACTING COMMITTEE

**1988-89**

SOBA ACADEMIC ADVISER  
MEMBER TENURE AND RECONTRACTING  
MEMBER LIBRARY COMMITTEE

MEMBER, SOBA CURRICULUM COMMITTEE  
MEMBER, DEPARTMENTAL CURRICULUM COMMITTEE

**1986-87**

MEMBER, ADVISEMENT COMMITTEE  
MEMBER, SCHOOL CURRICULUM COMMITTEE

**1985-86**

MEMBER, SOBA ADVISEMENT COMMITTEE  
MEMBER, SOBA CURRICULUM COMMITTEE  
MEMBER, SOBA FACULTY SEARCH COMMITTEE

**1984-85**

MEMBER, SOBA ADVISEMENT COMMITTEE  
MEMBER, SOBA CURRICULUM COMMITTEE

## **SERVICE TO THE UNIVERSITY (RU, RCNJ, GSC)**

### **2002-2003**

MEMBER, UNIVERSITY PROMOTIONS COMMITTEE  
MEMBER, FACULTY CENTER FOR TEACHING AND LEARNING BOARD  
MEMBER, PRESIDENTIAL LECTURE SERIES STEERING COMMITTEE  
MEMBER, AFRICAN-AMERICAN STUDIES PLANNING BOARD  
MEMBER, AFRICAN-AMERICAN HISTORY MONTH COMMITTEE

### **2000-2001**

MEMBER, FACULTY CENTER FOR TEACHING AND LEARNING BOARD  
MEMBER, SEARCH COMMITTEE, FACULTY CENTER DIRECTOR  
MEMBER, PRESIDENTIAL LECTURE SERIES STEERING COMMITTEE  
MEMBER, AFRICAN-AMERICAN STUDIES PLANNING BOARD  
MEMBER, AFRICAN-AMERICAN HISTORY MONTH COMMITTEE

### **1999-2000**

MEMBER, FACULTY CENTER FOR TEACHING AND LEARNING BOARD  
MEMBER, SEARCH COMMITTEE, VICE PRESIDENT FOR STUDENT AFFAIRS  
MEMBER, PRESIDENTIAL LECTURE SERIES STEERING COMMITTEE  
CO-DIRECTOR, AFRICAN-AMERICAN/LATINO MALE MENTORING PROGRAM  
MEMBER, AFRICAN-AMERICAN STUDIES PLANNING BOARD  
MEMBER, AFRICAN-AMERICAN HISTORY MONTH COMMITTEE

### **1998-99**

CO-DIRECTOR, AFRICAN-AMERICAN/LATINO MALE MENTORING PROGRAM  
MEMBER, AFRICAN-AMERICAN STUDIES PLANNING BOARD  
MEMBER, AFRICAN-AMERICAN HISTORY MONTH COMMITTEE

### **1997-98**

MEMBER, UNIVERSITY PRESIDENTIAL SEARCH COMMITTEE  
MEMBER, MIDDLE-STATES ACCREDITATION SUBCOMMITTEE  
CO-DIRECTOR, AFRICAN-AMERICAN/LATINO MALE MENTORING PROGRAM

### **1996-97**

MEMBER, SEARCH COMMITTEE, ASSOCIATE DEAN OF ENGINEERING  
CO-DIRECTOR, AFRICAN-AMERICAN/LATINO MALE MENTORING PROGRAM

### **1995-96**

CHAIR, SEARCH COMMITTEE, FINANCE AND ADMINISTRATION, DIRECTOR OF ACCOUNTING  
CO-DIRECTOR, AFRICAN-AMERICAN/LATINO MALE MENTORING PROGRAM

### **1994-95**

MEMBER, SEARCH COMMITTEE, ECONOMICS  
CO-DIRECTOR, AFRICAN-AMERICAN MALE MENTORING PROGRAM

### **1993-94**

CO-DIRECTOR, AFRICAN-AMERICAN MALE MENTORING PROGRAM

**1992-93**

CHAIR, ECONOMICS DEPARTMENT TENURE RECONTRACTING COMMITTEE  
CO-DIRECTOR, AFRICAN-AMERICAN MALE MENTORING PROGRAM

**1991-92**

MEMBER, ALL COLLEGE PROMOTIONS COMMITTEE

**1990-91**

MEMBER, DEAN SEARCH COMMITTEE, LAS  
MEMBER, AD HOC TEACHING FOR LEARNING COMMITTEE

**1989-90**

MEMBER, AD HOC TEACHING FOR LEARNING COMMITTEE  
MEMBER, WOODROW WILSON FELLOWS COMMITTEE  
MEMBER, COLLEGE ATHLETICS COMMITTEE

**1988-89**

MEMBER, MIDDLE STATES ACCREDITATION STEERING COMMITTEE  
MEMBER, AD HOC TEACHING FOR LEARNING COMMITTEE  
MEMBER, PROFESSIONAL STAFF STUDENT RELATIONS COMMITTEE  
MEMBER, RECRUITMENT, ADMISSIONS, RETENTION, COMMITTEE

**1987-88**

MEMBER, EXTERNSHIP REVIEW COMMITTEE  
MEMBER, PROFESSIONAL STAFF STUDENT RELATIONS COMMITTEE  
MEMBER, RECRUITMENT ADMISSIONS RETENTION COMMITTEE

**1986-87**

MEMBER, GENERAL EDUCATION REVISION TASK FORCE  
MEMBER, EXTERNSHIP REVIEW COMMITTEE