

**Julie M. Little, MSM, PhD**  
**Associate Professor of Management**  
**Taylor University**  
Department of Business  
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**Rank:** Associate Professor, tenured

**Department:** Department of Business, School of Social Sciences, Education and Business (SSEB)

**Joined Taylor University:** 2015

### **Teaching Experience:**

#### **Taylor University Campus and Online (Full time, 2015 – Current)**

ENT310, Creativity and Concept Development – Online.  
ENT422, New Venture Planning – Online & Traditional format.  
ENT430, Leadership and Stewardship – Online & Traditional format.  
HRM362, Human Resource Management - Online & Traditional format.  
HRM365, SHRM Student Chapter - Traditional format.  
HRM 393, Practicum.  
HRM462, Organizational Behavior & Development - Online & Traditional format.  
HRM472, Hum Resource Mgt Topics Cases - Traditional format.  
MGT201, Introduction to Business – Traditional, Online, and HS Dual Credit Online  
MGT352, Management Analysis & Practice - Online  
MGT393, Practicum.  
MGT450, Directed Research.  
MGT462 Organizational Behavior & Development.  
SYS403/MGT403, Operations Management – Online & Traditional format.

#### **Taylor University MBA (2017- 2018) – LCC only (2019 – 2021)**

MGT535/MGT620, Business Creativity and Innovation - Online

#### **Indiana University-Purdue University Indianapolis (Visiting Lecturer, 2012-2015)**

OLS263, Ethical Decisions in Leadership - Online, Hybrid & Traditional formats.  
OLS328, International Management - Online.  
TCM320, Technical Communication - Online.  
OLS390, Leadership Theory - Online, Hybrid & Traditional formats.  
OLS487, Leadership Philosophy - Online, Hybrid & Traditional formats.

#### **Indiana University-Kokomo (Adjunct, 2011-2012 & 2015-Present)**

BUSM300, Introduction to Marketing - Online & Traditional format.  
BUSW430, Organizations and Organizational Change.  
BUSZ302, Managing and Behavior in Organizations.  
BUSW100, Principles of Business Administration - Online & Traditional format.

#### **Indiana University-Purdue University Indianapolis (Adjunct, 2011-2012)**

OLS274, Applied Leadership - Online.  
OLS328, Principles of International Management - Online.

#### **Purdue University-Kokomo (Adjunct, 2011)**

OLS386, Leadership & Organizational Change.

#### **Purdue University (Adjunct, 2010)**

IT104, Introduction to the Industrial Organization.

#### **Indiana Wesleyan University (Adjunct, 2007-2012)**

BUS105, Introduction to Business & Organizations.  
BUS150, Personal Finance.

MGT205, Professional Communication.  
MGT302, Management and Leadership.  
MGT450, Negotiation and Conflict Resolution.

## **Education Background**

Ph.D., Purdue University, 2012.

Major: Technology Management, Leadership, and Innovation

Minor Concentration: Educational Technology (Online design and pedagogy)

Dissertation Title: "An Examination of Leaders' Perceptions and Strategies in Addressing Faculty Recruitment, Retention and Support in Times of Economic Crisis"

Applied Management Principles (AMP) Program (Mini-MBA) Certificate, Purdue University, 2011.  
Program: Krannert Executive Education Program, Krannert School of Business.

Master of Science, Indiana Wesleyan University, 1999.

Major: Business Management

Thesis Title: "Analysis of the Communication of the Corporate Culture of Chrysler Corporation"

Bachelor of Science, Indiana University, 1997.

Major: Human Resources, Labor/Industrial Relations

Minor: Health & Safety

## **Prior Experience not in Education**

Chrysler Corporation Kokomo, IN, 1994 - 2009

Manufacturing Engineering Project Coordinator; Past: Documentation Manager

Stella Cheese Company – Peru, IN, 1992-1994

Purchasing and Shipping Administrative Leader

## **Professional Memberships**

AOM, Academy of Management

ASEE, American Society for Engineering Education

- Student Division Officer, 2011-2013
- Leadership Division Officer, 2013 - 2019
- Women's Division Officer, 2013-2015

ATD (Association of Talent Development)

CBFA, Christian Business Faculty Association

ILA, International Leadership Association

SHRM, Society for Human Resource Management

## **Professional Meetings Attended**

ASEE, American Society of Engineering Education, Annual Conference 2010 – 2015

FIE, Frontiers in Education Annual Conference 2010, 2012, 2014

ILA, International Leadership Association Annual Conference 2010 - 2015

## Papers and Presentations

- Little, J., Hirschy, J., Bates, M., Sherlock, J., Poucher, D., & Stucky, A. (2021 CBFA Conference) *Improving Classroom Effectiveness in Real Time Through Formative Feedback*
- Little, J., Hirschy, J., & Cummings, A.\*\* (2019 CBFA Conference) *Making an Impact – How One University’s Enactus Group Embraced Fundamental Change to Gain Greater Project and Student Development Success*
- Little, J., Hirschy, J., & Eversole, D.\* (2018 CBFA Conference) *A "Fresh" Approach to Business Advisory Council Service*
- Little, J., Sherlock, J., Hirschy, J. & Spoutz, D.\* (2017 CBFA Conference) *Using Project Management to Acquire ACBSP Accreditation*
- Little, J., Hernandez, E., and Cummings, A.\*\* (2017 CBFA Conference) *Changing the World: Developing a Student Lead Service Learning Enactus Group*
- Hutson-Stone, A.\* , Little-Wiles, J., Fernandez, E. & Fox. P. (2015 ASEE GSW Conference) *Student Engagement Online – Does Gender Make a Difference?- Phase Two*
- Hutson-Stone, A.\* , Little-Wiles, J., Fernandez, E. & Fox. P. (2014 ASEE Conference, Indianapolis, IN) *Student Engagement Online – Does Gender Make a Difference?*
- Little-Wiles, J., Fernandez, E. & Fox. P. (2014 FIE Conference Madrid, Spain) *Understanding Gender Differences in Online Learning*
- Little-Wiles, J., Fox, P., Feldhaus, C., Hundley, S. & Sorge, B. (2013 ASEE Conference Atlanta) *Student Engagement Strategies in One Online Engineering and Technology Course*
- Little-Wiles, J., Hundley, S., Worley, W., & Bauer, E. (2012). *An 18 Month Study of Student Embracement and Use of a Learning Management System at an Urban, Research Institution*. 2012 ASEE Conference Proceedings, San Antonio, TX
- Little-Wiles, J. & Hundley, S., Worley, W., & Bauer, E. (2012). *Faculty Perceptions and Use of a Learning Management System at an Urban, Research Institution*. 2012 ASEE Conference Proceedings, San Antonio, TX
- Little-Wiles, J. & Hundley, S. (2012). *Leadership Emergence among Groups in an Online Environment*. 2012 FIE Conference Proceedings, Seattle, WA
- Little-Wiles, J., Daugherty, J., & Hackney, K.\* (2012 ILA Conference) *Identifying the Technology Leader Across Contexts: A Discussion of Common Characteristics*. 2012 ILA Global Conference Proceedings, Denver, CO
- Little-Wiles, J., Hundley, S., & Kohler, A.\* (2011). *An Examination of Student Perceptions and Engagement of an Online Learning Management System (Oncourse)*. 2011 ASEE Conference Proceedings, Vancouver, Canada
- Little-Wiles, J. & Naimi, L. (2011). *An Examination of Traditional Undergraduate Student Engagement in a Learning Management System (Blackboard)*. 2011 ASEE Conference Proceedings, Vancouver, Canada
- Little-Wiles, J. & Naimi, L. (2011). *Faculty Perceptions of Blackboard Learning Management System*. 2011 ASEE Conference Proceedings, Vancouver, Canada
- Little-Wiles, J., Hundley, S., & Bauer, E. (2010). *Designing an Online Learning Management System for a Growing Student Population: the Urban, Commuter Student*. 2010 ASEE Conference Proceedings, Louisville, KY

Little-Wiles, J., Hundley, S., & Kohler, A.\* (2010). *Maximizing Student Engagement in an Online Learning Management System (Oncourse)*. 2010 FIE Conference Proceedings, Washington DC

\*denotes graduate student and \*\*undergraduate student as co-authors

## Publications

### Journals

Hutson-Stone, A.\* , Little, J., Fernandez, E. & Fox, P. (2015). Is Gender a Factor within Student Engagement Online? *Journal of Online Engineering Education*, 6(1), 1.

Little-Wiles, J., Feldhaus, C., & Fox, P. (2013). Are they engaged? Strategies for determining student engagement online. *Journal of Online Engineering Education*, 4(2), 1.

### Book Chapters

Little, J., Hirschy, J., Yordy, K., Stucky, A., & Davis, C. \*\* (In process). The Coaching Leadership Style. In A. Wefald (Ed.), *Critical Perspectives on Intersections of Coaching and Leadership*

Little, J., Gaier, S. & Spoutz, D. (2017). The Role of Values, Beliefs, and Culture in Student Retention and Success. In R. Black (Ed.), *Critical Assessment and Strategies for Increased Student Retention*.

Little, J. & Fox, P. (2020) (2017). Developing an Engaging Online Engineering Ethics Course for Future Engineers. In S. Kumar (Ed.), *Optimizing Student Engagement in Online Learning Environments*. Republished in *K-12 Online Learning E-Book Collection 2020 – IGI Global*

Little, J. & Feldhaus, C. (2015). Critical Thinking Skills in Virtual Learning Environments. In S. Wisdom and L. Leavitt (Eds.), *Handbook of Research on Advancing Critical Thinking in Higher Education*.

Feldhaus, C., Little-Wiles, J., & Sorge, B. (2015). Conflict Resolution and Ethical Decision Making for Engineering Professionals in Global Organizations. In S.S. Sethy (Ed.), *Contemporary Ethical Issues in Engineering*.

Daugherty, J. L., Mentzer, N. J., Lybrook, D. O., & Little-Wiles, J. (2013). Philosophical Perspectives on Technology Leadership. In S. Wang, & T. Hartsell (Eds.), *Technology Integration and Foundations for Effective Leadership* (pp. 42-56). Hershey, PA: Information Science Reference. doi:10.4018/978-1-4666-2656-0.ch003

## Professional Growth and Faculty Enrichment Activities

Officer Positions, ASEE, American Society for Engineering Education:

- Leadership Division, Awards Chair, 2014-2018
- Student Division, Student Chapter Chair, 2012 - 2014
- Women in Engineering Division, Director of Positions, 2013 - 2015

Paper Reviewer, ASEE, American Society for Engineering Education Annual Conference:

- College and Industry Partnerships Division, 2012-2013
- Engineering Technology Division, 2012-2017
- ERM (Educational Research & Methods) Division, 2016-2017
- Leadership Division, 2013-2019
- Student Division, 2011 - 2015
- Women in Engineering Division, 2010 – 2017
- PIC II Best Paper Award Committee 2016

- Award Reviewer, ASEE, American Society for Engineering Education,
- ERM (Educational Research & Methods Division) Apprentice Faculty Grant, 2013
  - Women's Division, Mara H. Wasburn Early Educator Grant, 2013 – 2015
  - Leadership Division, Best Paper Award, 2013 – 2016

BCTLE Faculty Workshops, Various Workshops attended, 2015-2019, 2021

BCTLE New Faculty Orientation Program, Taylor University, 2015-2016

BCTLE New Faculty Mentor Program, Taylor University, Dr. Donna Downs - mentor, 2015-2016

Promising Ventures Faculty Colleague, Taylor University, 2016-2017

## **Professional Presentations and Speeches**

Guest Instructor presenting on the topic of "Diversity in International Operations" for the International Engineering Graduate Student Bridge Program, IUPUI, 2013

## **Institutional Services Performed**

Faculty Advisor, SHRM Student Chapter, Taylor University, 2016 - present

Academic Technology Committee (ATC), Taylor University, 2017-2018

Institutional Review Board (IRB) Committee, Taylor University, 2016-present

- Vice Chair 2020\_2021
- Chair 2021\_2022
- Past Chair 2022\_2023

Business Dept. Accreditation Efforts, Taylor University, 2015-2016, 2023

Business Dept. new HRM concentration on the management major, 2021-2023.

Business Dept. Practicum Redesign Initiative, Taylor University, 2017-2018

Graduate Thesis/Directed Project Defense Committees, IUPUI, 2012-2016

Undergraduate Curriculum Program Committee, Technology Leadership, IUPUI, 2012-2014

Undergraduate Curriculum Revision Committee, IUPUI, 2013-2014

## **Recognition and Honors**

Women's Giving Circle Grants, Taylor University, 2016-2018

Promising Ventures Faculty Stipend Grant, Taylor University, 2016-2017

Summer Cohort Design Mini-Grant, Taylor University, 2016

Faculty Ethics Mini-Grant, Taylor University, 2015

Faculty Course Redesign Mini-Grant, Taylor University, 2015, 2017, 2018, 2021

Faculty Course New Design Mini-grant, Taylor University, 2016, 2018, 2021, 2023

Part-Time Faculty Scholarly Presentation Travel Grant, IUPUI, 2011

Award College of Technology PhD Grant to attend Applied Management Principles (AMP) Program (Mini-MBA) Krannert Executive Education Program, 2011

**Professional Consulting Services**

Center for Leadership Development - Indianapolis Strategic Planning project, 2014-2015