Dr. Steven Lewis Tidwell

<u>Profile</u>

As a professor of Business, I offer my students not only a quality education, but many years of business experience. I provide guidance and teach students by the traditional means of concepts and principles, but I utilize current events and practical business experience to illustrate the concepts and principles learned in the classroom. This type of application creates a greater understanding and retention resulting in a more proficient student application.

<u>Overall of Teaching Experience</u>

- Classroom Lecturer since 1999
- Online Professor for graduate and doctoral level courses for fourteen years
- Assessed Comprehensive Exams
- Doctoral Dissertation Committee Member

<u>Education</u>

A.A. Navarro College
BBA Northwood University
MBA Amberton University
DBA University of Sarasota (Argosy University)

<u>Work Experience</u>

- TXU – 18 years
- Collegiate Professor – 16 years
- Currently serve as a Board of Director for two Health Care Organizations

<u>Consultation</u>

- I have been a consultant and advisor for several businesses regarding human resource management, strategic management, legalities, negotiations, management practices, and the development of business and marketing plans.
- Of special interest, I have provided guidance in the area of sexual harassment. I have given seminars on sexual harassment. Employees were advised on actions that constituted sexual harassment within the workplace, past and current sexual harassment court cases, and how individuals can protect themselves from being a victim. Furthermore, I coordinated efforts in the development of an organizational sexual harassment policy.
- Creation of performance appraisals, training programs, and pay grade systems. In addition, I have created hiring and termination procedures for small business, and created a Capital Management assessment program.
- Developed job analysis, job specifications, and job descriptions.

- Representing clients in negotiating organizational buyouts
- Creation and implementation of contractual agreements including non-compete contracts.
- Advised individuals regarding workplace legalities and provided instruction on proper protocol in reporting illegal and unethical violations.
- Served on Project Cedar Hill – member of a committee that assisted the City of Cedar Hill develop business plans for new and small businesses.

Seminars, Presentation, and Public Speaking

- "Extreme Leadership" – Texas Christian University
- "Managing Employees" – Barnes & Noble
- "Community Involvement" – Corsicana High School
- "Leadership: Priorities and Timing" – Grand Prairie Chamber of Commerce
- "Motivating Employee" – Cedar Hill Chamber of Commerce
- "Business Plans" – Cedar Hill Chamber of Commerce
- "Networking" – Tarrant County College
- "Customer Service" – Cedar Hill Chamber of Commerce
- Presentation for the Cedar Hill Chamber of Commerce regarding "How to start a small business"
- Presentation at the Grand Prairie Chamber of Commerce regarding Leadership: Sacrificing and Prioritizing & Timing
- "The Desire to Success" – Multicam Corporation
- "Leadership" Army/Air Force Exchange Service (AAFES)
- "Change" – Mansfield Economic Development
- Negotiating with Confidence - Women in Transportation
- Negotiating with Confidence – Luna – Hispanic Contractors Associations
- Facilitator – Peace Through Business – six years
- Navarro College Occupational Therapy – Commencement Speaker

Doctoral Dissertation

- "There is an identifiable, measurable difference in the perception of sexual harassment as viewed by faculty and students in small southwest colleges and universities" – June 2005

Awards

- 2004 Sam Marotta Ethics Award Recipient
- 2004 Faculty Excellence Award Recipient
- Numerous softball and basketball awards
- Who's Who Among American Teachers
- 2006 Sam Marotta Ethics Award Recipient
- 2011 Sam Marotta Ethics Award Recipient
- 2010 Northwood University Outstanding Alumni Achievement Award
- 2011 Sam Marotta Ethics Award Winner

Association Memberships

- Society Human Resource Management
- Accreditation Council for Business Schools and Programs