***Dr. Bari L. Courts***

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**Professional Objective**

Seeking a position as an Adjunct Professor. Bringing an excellent perspective of how an instructor can be an effective facilitator for online learning by using up-to-date tools and real-world professional experience in my online classrooms.

**Key Qualifications & Strengths**

* Over 13 years of online teaching experience
* International teaching experience in China, Africa, Mexico, Vietnam, Spain, and Romania
* Extensive experience in curriculum development
* Chair or committee member for multiple dissertation learners
* Proficient on most of the major online teaching platforms including Blackboard, Angel, Moodle, Canvas, D2L, and eCollege.

# Areas Qualified to Teach ( at least 18 graduate credit hours)

* Economics
* Statistics / Research methodologies
* Finance / Accounting
* International Business
* Management
* E-commerce
* Additional MBA classes—Marketing, Organizational Behavior, and Leadership

**International Teaching Experience**

* China—Fall 2015

I had the opportunity to teach a class on Organizational Behavior.

* Democratic Republic of Congo—Fall 2015

I had the opportunity to be a guest lecturer in Kinshasa

“Leadership in Social Media”

* Vietnam – Summer 2015, Winter 2013, Fall 2011, Fall & Winter 2010, Spring & Fall 2009

I had the opportunity to teach graduate students in Hanoi & Ho Chi Minh City.

Principles of Management Principles of Marketing

Organizational Research Theory Human Resource Management Methods

International Business Corporate Finance

Economics for Managers Advanced Marketing

* Mexico—October 2014

I had the opportunity to teach a class on Global Marketing.

* Spain**—**Fall 2012—Sponsored by Walden University

Ph.D./DBA Madrid Residency

I had the opportunity to teach classes on Research Methodologies.

* Romania-– January 2011

I had the opportunity to teach graduate students in Bucharest

Operations Management Accounting

* Russia **-** January 2011

I had the opportunity to be a guest lecturer in Moscow & Tver

“Utilizing the Internet to Facilitate Classroom Learning.”

**Curriculum Development Experience**

* + Ph.D. 706 - E Business and Technology Management
  + Ph.D. 714 - Analytical Methods for Research
  + DBA 702 - Global Business
  + MBA 508 - Marketing Management
  + MBA 509 - Introduction to Project Management
  + MBA 691 - Project Management: Planning and Control
  + MBA663 - Business to Business Marketing
  + BBA 316 - Small Business Management
  + BBA 320 - Business Law
  + BBA 306 - Essentials of Organizational Development.
  + BBA 307 - Fundamental of Organization Behavior
  + BBA 309 - Principles of Marketing
  + BUS 493 - Capstone
  + BUS 995 - Doctorial Project
  + BUS 975 - Multinational Business
  + ACTG 241- Accounting Principles
  + ACTG 341- Intermediate Accounting

# Education

Ph.D. – Capella University – Organization and Management

##### Minneapolis, Minnesota July 2001 – October 2005

Primary subjects – organizational development, e-business strategies, and research methods.

Dissertation: [FINAL AUCTION PRICE DETERMINANTS ON EBAY](http://www.tamoraonline.com/Courts-Dissertation-Final.doc)

University of Cincinnati ‘91 – Management

Cincinnati, Ohio August 1989 – June 1991

Primary subjects – management, leadership, quantitative analysis, marketing, strategic planning, and entrepreneurship

BA - Kenyon College ‘89 - Mathematics

Gambier, Ohio August 1985 – June 1989

Primary subjects – mathematics, computer science, and economics.

Senior Comprehensive Presentation Topic – Mathematics: Prime Numbers

Graduate Certificate – Online Instructional Design - Capella University ‘03

## Current Work Experience

Harrison College– Online Facilitator March 2005 – Present

I currently teach a number of Marketing and e-Business courses.

Columbia Southern University – Online Facilitator March 2006 – Present

I am currently an online instructor. I have taught numerous MBA / DBA courses.

Business Policy and Strategy Managerial Economics and Theory

Organizational Behavior ecommerce Marketing

Aspen University – Online Facilitator November 2008- Present

I teach numerous MBA courses including Managerial Accounting, Strategic

Management and Quantitative Analysis.

University of Northwestern Ohio – Online Facilitator April 2010 – Present

I currently teach Accounting, Economics and Finance courses.

## Previous Work Experience

Walden University—Online Facilitator September 2010-July 2013

I taught numerous undergraduate and graduate business courses. In addition, I was either the chair or on the committee for multiple dissertation learners.

Indiana Wesleyan University – Online Facilitator February 2003 – November 2014

I taught numerous undergraduate and graduate business classes.

Operation Management Principles of Self-Management

Organizational Behavior Information Systems Technology

## Western Governors University – Online Mentor July 2004 – November 2008

I was an online mentor for both graduate and undergraduate students. In addition, I

participated in graduate degree item writing, writing of test questions for their graduate

Business programs and I developed curriculum for their MBA program.

Convergys May 2000 – July 2004

I aided Convergys in the full implementation of PeopleSoft 7.5 in 2000, and I was the reporting

team lead for the PeopleSoft 8.4 upgrade. I worked in the financial reporting department where

we produced and maintained reports built with the following tools.

NVision Crystal Reports SQR

My responsibilities included building new reports, troubleshooting existing reports, and

modifying reports due to organizational changes. The help desk calls were filtered though my

desk, and I either corrected the problem myself or passed it on to fellow co-workers.

Emerging Business Concepts, Inc. November 1999 – May 2000

I was the database administrator and webmaster for a small marketing company using Windows NT and a Goldmine database. I created a website for them that allowed online sales. The site is currently offline as the company has changed marketing directions, but the site can be made available if needed.

Courts Financial Services November 1991- November1999

I was the owner of my own insurance practice. I held a license with over 20 insurance companies. My main markets consisted of:

* Tax-Sheltered Annuity business in the 403(b) and 501(c) markets with an emphasis on

primary school district employees

* Business Group Insurance – Health, Life, Disability, 125 Plans (including Vision)
* Business Individual Plans – Deferred Compensation and Buy-Sell Agreements
* Investments – 401(k) plans, SEP’s, SAR-SEP’s, and IRA’s
* Fixed and Variable Annuities
* Life Insurance – both Whole Life and Universal Life

**Presentations & Conferences**

* 2017 June, Social Media Week Conference, Lima, Ohio
* 2016 June, Social Media Week Conference, Lima, Ohio
  + 2015 October, The Effective Organization. Sponsored by City University of Seattle-Guest Speaker, Shenzhen, China
  + 2015 July, Advanced Marketing and International Business. Sponsored by Columbia Southern University - Guest Speaker, Vietnam
  + 2015 June, Social Media Week Conference, Lima, Ohio
  + 2014 November, Global Marketing - Professional Conference Lecturer, Mexicali, Mexico
  + 2013 November, International Business, Marketing Management, Behavior in Organization and Strategic Management. Sponsored by Columbia Southern University-Guest Speaker, Vietnam
  + 2013 April, Mind Tap - Personal Learning Conference, Columbus, Ohio
  + 2012 May, August / September, December, Doctorate Residencies. Sponsored by Walden University, Madrid, Washington DC, Houston
  + 2011 December, Principles of Management - Professional Conference Lecturer, Ho Chi Minh City, Vietnam
  + 2011 January, Financial Accounting and Operations Management. Co-Sponsorship Tiffin University and the University of Bucharest, Romania, Bucharest
  + 2011,” Utilizing the Internet to Facilitate Classroom Learning”- Professional Conference Lecturer, Russia, Moscow
  + 2010 Spring / Summer, Corporate Finance & Economics for Managers, Hanoi, Vietnam
  + 2009 Winter, Advanced Marketing, International Business, Principles of Management, Principles of Marketing, Strategic Management and Ethics, Hanoi, Vietnam
  + 2009 October, Presentation: “Using Multimedia in Online Education”- Sloan- C Conference on Online Learning
  + 2009 October, The Benefits of Multimedia in the Online Classroom. 2nd Annual Distance Education Conference at Youngstown State University. Bari Courts & Jan Tucker, Youngstown, Ohio
  + 2007 June, Presentation: “Easy Listing Strategies to Maximize Profits.” EBay Live, Boston
  + 2006 June, Presentation: “Word of Mouth Marketing in 5 Simple Steps.” EBay Live, Las Vegas
  + 2005 June, Presentation: “How to Effectively Market Your eBay Store.” EBay Live, Chicago
  + 2004 June, Presentation: “Business Planning & Financial Management for Success.” EBay Live, San Jose

**Publications**

Courts, B.L., & Tucker, J.P. (2017) The Influence of Social Media on 21st-Century

Leaders. Journal of Business & Technology. 3(1), 5-13.

Courts, B.L., & Tucker, J. P. (2012) Using technology to create a dynamic classroom

experience. *Journal of College Teaching and Learning,* 9(2), 25-31.

Courts, B. L., & Tucker, J. P. (2010). Utilizing the internet to facilitate classroom

learning. *Journal of Teaching and Learning*, *7*(7), 37-44.

Courts, B. L., & Tucker, J. P. (2010). Grade inflation in the college classroom "foresight”. *The*

*Journal for Future Studies, Strategic Thinking, and Policy*, *12*(1), 45-53.

Courts, B. L. (2009). Using multimedia in online education. *Education and Information*

*Technologies*, *97*, 17-19.

Courts, B. L. (2008). Are we helping students by automating education? *eLearning Developers*

*Journal*, *5*, 85-89.

Disbrow, L. M. (2008). Review of faculty the overall effect of online audio conferencing in

communication courses: What do students really think? *Journal of Online Learning and Teaching*, *3*, 226-248.

Farhang, M. R., & Daughterty, L. D. (2007). Review of supporting the hybrid learning model: A

new position. *Journal of Online Learning and Teaching*, *3*, 67-90.

Villar, L. M., & Alegre, O. M. (2006). Review of faculty learns curriculum and teaching

capacities: Online training evaluation. *Journal of Online Learning and Teaching*, *3*, 122-

128.

* 2017 September, David Bull, Chair

*The Relationship between Situational Leadership® and Subordinate Job Satisfaction in Hospitals: Subordinate Perspective*

* 2017 August, Raed Nasser, Chair

*Predicting Leadership Style of iGeneration*

* 2015 August, Maria Bundy, Chair

*Veterans Measure the Efficacy of Their Complementary and Alternative Therapies*

* 2015 January, Jonathon Tiston, Chair

*Exploring Entrepreneurial Competence of Small and Medium Enterprise Owners in Tacloban*

*City*

* 2014 September, John Rares Almason, Chair

*Insights into the Contentious and Intricate Role of Corporate Social Responsibility*

* 2014 July, Ahmed Eshra, Chair

*Assessing the Impact of Options Trading on Informativeness of Trades*

* 2013 January, Dennis Yerby, Committee

*Examining the Relationship between Online Travel Agency Information and Traveler Destination Transaction Decisions*

* 2012 December, Stephanie A. Diggs-Ofoe, Committee

*African American Business Accountants Perspective on Career Advancement and Workplace*

*Discrimination*

* 2012 August, Cheryl A. Stiefel, Committee

*K-12 Single-District Supplemental Online Curriculum: analysis of instructors perceived ability and willingness to create and instruct*

* 2012 August, Eric Mainu, Chair

*Exploring Perceptions of Private University Education by Hiring Professionals in Ghana*

* 2012 July, Russell Walker, Chair

*Comparing Information Retrieval Effectiveness of Learning Object Recommendation Strategies for Course Developer*

* 2012 July, Russell Walker, Chair

*Comparing Information Retrieval Effectiveness of Learning Object Recommendation Strategies for Course Developer*

* 2012 April, Ebenezer Robinson, Chair

*Exploring the Barriers to Online-Business Profitability for Small Business*

* 2011 June, Abbas Yousefi, Chair

*Analysis of ERP Efficiency in Real Time Monitoring System in the Context of Value and Performance*

* 2011 May, Dan Brunton, Chair

*Identifying and Reducing the Impact of Delays in Aircraft Development Projects*

* 2011 January, Katy Ellis, Committee

*Exploring Perceptions of Consistency in University Curriculum Content for Supply Chain Management*

* 2010 November, Magdy Sharoupim, Chair

*Examining the Impact of Culture and Human Elements on OLAP Tools Usefulness*

* 2010 July, Mahmood Awan, Chair

*The Relationship between Internet Use and Perceptions of Barriers Facing Small Business Exporters in Pakistan*

* 2010 July, Danny Hurd, Committee

*Comparing Teleworker Performance, Satisfaction, and Retention in the Joint Interoperability Test Command*

* 2012 May, Neil Glennie, Chair

*Examining Trust Factor Relationships in the Online Business-To-Consumer Enviroment*

* 2010 April, Joe Kempker, Chair

*Exploring Executive Views on Regulation and Deregulation Principles in New Jersey*

* 2009 August, Darlene Ringhand. Chair

*Assessing the Relationship of Knowledge Management Effectiveness and Assessment Quality Improvement*

* 2009 April, Ken Flick, Chair

*Assessing Consumer Acceptance of Online Shopping: Examining Factors Affecting Purchase Intentions*

* 2008 December, Matt Reagan, Committee

*Comparison of Dutch and American Leadership Practices in NATO Organization*

* 2008 November, Chris McCheseny, Committee

*Examining RIO and Time on Market Differences for Various Levels of Homeowners’ Associations*

* 2008 July, Steven Black, Committee

*Examination of Extent and Success of E-Business Adoption in Rural Small Businesses*

* 2008 June, Jan Tucker, Chair

*Evaluation of Communication Plans and the Acceptance of Organizational Change*

* 2008 April, Mary Doran, Committee

*An Examination of the Impact of Middle School Laptop Programs on Rural Online Shopping Behaviors*

**Webinars Attended**

2016

Unlawful Harassment Prevention—Workplace Answers

Respect & Inclusion Series: The Power of Respectful Language—Workplace Answers

Hall Pass from Elijah: Strategies for Using Technology in the Classroom—Turnitin

How People Learn: What Educator Should Know--Turnitin

2015

Online Course—Quality Matters: Independent Applying the QM Rubric

Wired & Inspired! The Intelligent Use of Technology in Higher Education—Cengage

Grade Smarter, Not Harder—ASCD

Teach, Reflect, and Learn…--ASCD

Teaching With Technology—Inside Higher Ed

Online Course—Certificate in Online Instruction—The Learning House, Inc.

2014

Teaching for Critical Thinking—Wiley Learning Institute

Incorporating Tutoring Into Your Course—Tutor.com

Flipped Learning: Gateway to Student Engagement—ASCD

Attended the Online Teaching Conference in San Diego, CA—June 2014

Creating Dynamic Discussions to Energize Your Class

Thinking Outside the Text Box: Connecting with Students through Video

Ten Best Practices for Teaching Online

Engaging Students Using Live Chats

Google Apps for Education

2012

Student Outreach for Student Success – Journal of Online Learning & Teaching

Putting Some Jing in Your Classroom – Google

Discussion Teaching and Using Case Studies - Google

Your Future – the World 2012-2050 – Journal of Online Learning & Teaching

The Student Conversation – In and Out of the Classroom - Google

Documentation of Student Outreach – Sloan-C

Education on Air – Teachers as Innovators and Entrepreneurs – Sloan-C

Google + Higher Education

**Professional memberships**

* National Council on Measurement in Education 2011-2017

The National Council on Measurement in Education (NCME) is a professional organization for individuals involved in assessment, evaluation, testing and other aspects of educational measurement.

* Performance Management Schools- September 2011 -Present

I am an active board member for a charter school management company.

# Insurance Awards

###### Million Dollar Round Table 1994 - 1997

Qualifying members represent the top 6% of the licensed insurance professionals

worldwide.

# Training Experience

Training Leader – I was the leader responsible for teaching a three-hour training course on the new OLAP reporting tool at Convergys. It was taught through a combination of Internet (visual) and conference call (audio). I was responsible for course content. In addition, I was the co-team lead for the PeopleSoft 8.4 upgrade end user training team where we trained over 1000 employees over the Internet.

Seminars - Conducted over seminars on financial planning and long term care. I created, organized, and presented the seminars over a five-year period to over 2000 attendees.

Computer Courses– While at Kenyon College I was a student teacher in the computer lab where I taught non-credit introduction and intermediate computer courses to incoming freshman.

# Insurance Certifications

ChFC - Chartered Financial Consultant American College Bryn Mawr, Pa.

This required 10 courses with competency exams for each course.

* HS 315 Personal Risk Management and Insurance
* HS 320 Fundamentals of Financial Planning
* HS 321 Income Taxation
* HS 322 The Financial System and the Economy
* HS 323 Individual Life Insurance
* HS 328 Investments
* HS 329 Wealth Accumulation Planning
* HS 330 Fundamentals of Estate Planning
* HS 332 Financial Planning Applications
* HS 336 Financial Decision Making at Retirement

## Technical Certification and Training

PeopleSoft Technical Pro Certification

This is PeopleSoft’s professional certification program for independent consultants.

* PeopleSoft: People Tools I Course
* PeopleSoft: People Tools II Course
* PeopleSoft: SQL/SQR Course
* PeopleSoft: People Code Course
* PeopleSoft: Process Scheduler Course
* PeopleSoft: Financial Overviews Course
* Deloitte & Touche Training for PeopleSoft: Query Course
* Deloitte & Touche Training for PeopleSoft: Advanced Query Course
* Deloitte & Touche Training for PeopleSoft: Crystal Reports Course
* Deloitte & Touche Training for PeopleSoft: Advanced Crystal Reports Course
* Deloitte & Touche Training for PeopleSoft: General Ledger I Course
* Deloitte & Touche Training for PeopleSoft: nVision for General Ledger

**Visual Basic 6 courses:**

* Object –Oriented Programming: Visual Basic I
* Object –Oriented Programming: Visual Basic II

**Microsoft Certified System Engineer (MCSE) courses:**

* Networking Essentials

**Microsoft Office Proficiency Levels:**

* Word **–** Intermediate Skill Level
* Excel – Advanced Skill Level
* PowerPoint – Intermediate Skill Level
* Access – Intermediate Skill Level

**Seagate Crystal Reports**

* Two years experience with Crystal Reports in generating forms.
* Data pulled from a dBase IV database (Maximizer Contact Manager).
* Typical reports included: Sales Reports, Income Reports, Project Management Reports, Production Reports, Telemarketing Reports, and Prospect Tracking Reports.
* Experience using criteria, table-joins, formulas, and sub-reports.
* Attended Crystal Reports Power Users training course (03-12-02, 3 days)

#### Maximizer - Contact Management program

##### Installation and upgrade of the program

* Customization of database and client files to manage all client data
* Merging client data with telemarketing module. This increased the efficiency resulting in more than doubled the number of phone calls made per hour.

**SalesForce - Customer Relationship Management**

* Integrated web program to systematize current business model
* Support business to business as well as business to consumer interaction

# Additional Skills

* Management - Managed the operation of a telemarketing team who supplied appointments to agents.
* Organization - Organized and budgeted for recruitment of agents and the distribution of 30,000 hand-delivered leads in a 4 state territory.
* Software implementation - Implemented office computers with telemarketing and contact management software.
* Creativity - Built a company website that accepts orders and offers customer feedback.
* Excellent problem solving capabilities and able to work under time constraints.
* Strong rapport with peers and confident in abilities

# Community Involvement

* President of the Johnny Appleseed District of the Barbershop Harmony Society 2011-2012.
* Contest Administrator candidate – Barbershop Harmony Society.
* Recent Host Chairman for the JAD Spring Barbershop Convention.
* Served 10 years as the junior varsity women’s soccer coach at Glen Este High School.

**Hobbies**

* I am an active member of the award winning Southern Gateway Barbershop Chorus in

Cincinnati and The Alliance Barbershop Chorus in Columbus.

* I sing and perform in an active Barbershop Quartet.
* I play soccer at least three times a week on various teams.

# References

Jan Tucker Ph.D.

10855 Cory Lake Drive

Tampa, FL 33647

813-495-8459

[JPTucker@tampabay.rr.com](mailto:JPTucker@tampabay.rr.com)

Professional Associate / Curriculum Developer

Years Known-12

Brian Wright, MBA

5 Gumtree Rd. Unit E7

Hilton Head, SC 29926

513-535-0438

awbw@yahoo.com

Online Instructor /Professional Associate

Years Known-15

David Skeens, MBA

6568 Wind field Ct.

Loveland, OH 45140

513-455-7827

[dskeens@cinci.rr.com](mailto:dskeens@cinci.rr.com)

Project Manager / Jergens International

Years Known-25

Jim Rudy

4525 New Market Ct.

Batavia, OH 45103

513-227-2715

jimrudy227@gmail.com

Adjunct Faculty/Professional Associate

Years Known-9