

# MARK R. SHANNON, PHD

## EDUCATION

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- PhD** Regent University, Organizational Leadership August 2018  
Dissertation: “The Transformational Effect of Trigger Events and Leadership Crucibles in the Lives of Authentic Leaders Development”  
Committee: Dr. Bruce Winston (chair), Dr. Maurice Buford, Dr. Andy Wood
- MBA** Oklahoma Wesleyan University, Managerial Finance, High Honors May 2013  
Thesis: “Outsourcing at eBay”  
Advisor: Dr. Wendel Weaver
- BA** Covenant College, Interdisciplinary Studies May 1986

## HONORS AND AWARDS

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- Faculty Member of the Year** 2018, 2019  
Selected by colleagues for exemplary professorial actions with faculty and students.
- Promising Teacher Award** 2018  
Selected by the student body for academic excellence and future promise.

## TEACHING EXPERIENCE

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- Oklahoma Wesleyan University, Oklahoma** July 2013 to Present  
**Associate Professor**, Chesapeake Energy School of Business
- Instruct Management, Leadership, and Communication courses to both graduate and undergraduate students. Topic covered include, business management, human resource management, business ethics, influential leadership, organizational behavior, public speaking, negotiation strategy, and persuasion and motivation. Classes range from 100 to 10 students
  - Develop an engaging curriculum that includes quizzes, exams, presentations, and homework
  - Revised the syllabus to meet accreditation standards
  - Coordinated grading and labs with a team of four teaching assistants
- Liberty University, Virginia** January 2019 to Present  
**Adjunct Professor**, School of Business
- Organizational Behavior, a graduate course averaging 24 students per semester, covering the following topics: personality, attitude and emotion, leadership and followership, conflict negotiation, organizational culture, managing change
  - Developed quizzes, exams, and evaluated course projects

- Established strong professor presence through consistent online interactions and using media in synchronous and asynchronous methods

**Regent University, Virginia**

**Adjunct Professor, School of Business and Leadership**

- Instruct domestic and international student in the Contemporary Perspectives in Organizational Leadership Theory. This is an asynchronous course that requires a brief residency. In depth studies of organizational leadership and demonstrated practical application is essential.
- Provide constructive feedback on all papers and a major project. Hold online collaborate sessions to set the expectations for the period sessions.

**RESEARCH EXPERIENCE**

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**Dissertation, Regent University, Virginia Beach, Virginia** 2018

Advisor: Dr. Bruce Winston

- Researched the effects that trigger events and leadership crucibles play in the development of “authentic leaders”

**Oklahoma Wesleyan University, Bartlesville, Oklahoma** 20017 to 2018

**Researcher**

- Discovered that purposefully planned groups perform better than emergent groups in purposefully designed projects

**PUBLICATIONS**

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*Journal Papers in Review*

Shannon, M., Winston, B., Buford, M., Wood, A., “Trigger Events and Crucibles in Authentic Leaders’ Development,” Journal of Management Development.

*Conference Papers in Review*

Kudek, D. and Shannon, M., “The Importance and Impact of Follower Communication within Student Teams,” International Leadership Association, October 24-27, 2019.

Shannon, M, “The Transformational Effect of Trigger Events and Leadership Crucibles in the Lives of Authentic Leaders,” International Leadership Association, October 24-27, 2019.

**PRESENTATIONS AND INVITED LECTURES**

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**Paper Presentation, “Leading with Authenticity” Oklahoma State University Medical Center Annual Leadership Conference, 2018.**

**Paper Presentation**, “Is a Market’s Rule of Law a Significant Factor in an Entrepreneurs Decision to Enter a Market?” Chesapeake Energy School of Business Annual Leadership Conference, 2017.

**Workshop**, “Professor Presence in the On Line Environment,” Adult Graduate Studies Conference, 2019.

## **PROFESSIONAL AFFILIATIONS**

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International Leadership Association, 2017-Present

Toastmasters, 2010-2012  
President

Society of Human Resource Managers, 2017-2019

## **PROFESSIONAL SERVICE**

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### **Peer-Reviewed Presentation Proposals for:**

- International Leadership Association Annual Conference in Ottawa, Canada

### **Peer-Reviewed Papers for:**

- Regent University School of Business Leadership

## **COMMUNITY SERVICE**

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### **Oklahoma Soccer Association**

Treasurer, Oklahoma Soccer Association, Oklahoma, 2019-2020

### **Church on the Move**

Director of the Next Move, Oklahoma 2017-Present

Director of the Baptism Team, Oklahoma 2019

## **REFERENCES**

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**Dr. Brian Epperson**, Chair of Graduate Business Programs

School of Business

Newman University

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**Dr. Wendel Weaver**, Dean

Chesapeake Energy School of Business

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Email: [WWeaver@okwu.edu](mailto:WWeaver@okwu.edu)