

DR. GARY L. WHALEY

Professor of Management

Professional Objectives

As a senior professor in the School of Business I wish to maintain an informal leadership role in moving a business program forward; to continue an active research program focusing on issues pertaining to diversity, leadership in the workplace, and sexual harassment. I would also look forward to assisting the school's faculty and students to achieve their full potential professionally and in service to the school and to the greater community.

Degrees

Ph. D., (1983) SUNY at Buffalo, Buffalo, NY, Major: Organization Behavior. Dissertation: An Empirical Examination of the Activation Concept as Part of a General Model of Organizational Behavior.

M.B.A., (1973) Miami University, Oxford, OH, Major: Management.

B. S. (1972) Miami University, Oxford, OH, Major: Personnel/Management.

Administrative Experience

2006-2009--Dean, School of Business, Norfolk State University, Norfolk, VA. Managed and lead 21 full-time workers, 12 part-time faculty and 6 staff with an annual budget of approximately \$3 million. Primary responsibilities included overseeing AACSB International reaffirmation process, fund raising, and developing relationships between the school, regional businesses and the community. Significant accomplishments included AACSB reaffirmation; and, the establishment of the School of Business Speaker Series which featured such internationally known speakers as Mr. Magic Johnson (entrepreneur and retired NBA star); Mr. Tim Reid (entrepreneur and actor/producer); and, Mr. Derek T. Dingle (Sr. VP and Editor-in-Chief of Black Enterprise Magazine). Returned to faculty August 2009.

2007-2011--Treasure, Board of Directors, Enterprise and Empowerment Foundation (E²F) of Norfolk State University (NSU). E²F is an independent, 501 (c) (3) affiliate of NSU whose mission is to provide brands and services that promote applied research and technological innovations that will contribute positively to the regional economy. The annual budget exceeded \$3.6 million.

2005-2006, Associate Dean, School of Business, Norfolk State University, Norfolk VA. Managed the internal processes for the School of Business to include scheduling, budgeting, student recruiting, and other duties assigned by the Dean.

2002-2005, Chair, Department of Management and Marketing. Managed the department of 8 full time faculty, oversaw scheduling, curriculum development, student recruiting, advising and registration for the department.

1988-1989, Acting Director of the Small Business Institute. Provided services to small businesses and entrepreneurs in local community.

1986-1988, Director, Graduate Business Program. Managed recruitment, admissions and placement of graduate students in the MBA program.

Teaching Experience

1984-Present, Professor of Management, Norfolk State University, Norfolk VA. Taught the following courses: Organization Behavior and Theory (undergraduate and graduate), Collective Bargaining, Strategic Management, Organization Development, International Management and Compensation Management. Important committee assignments included: member of Faculty Senate (1991-96), Chair of School Curriculum Development Team (1994-98), Chair, School of Business Scholarship Committee (2000-2001), Member, NSU Faculty Manual Revision Committee (2004-2005), University Budget Committee (2005-2008).

1981 to 1984--Assistant Prof. of Management, North Carolina A & T State University, Greensboro, NC. Taught Principles of Management, Organizational Behavior, Personnel Management and Introduction to Business.

1980 to 1981--Assistant Professor of Management, Meredith College, Raleigh, NC. Taught Principles of Management, Personnel Management and Business Policy.

1975 to 1979--Teaching/Research Assistant/Data Laboratory Consultant, Survey Research Center and School of Management, SUNY at Buffalo, Buffalo, NY. Taught Organization Behavior, served as a Research Assistant to faculty and worked as an SPSS Consultant for the Survey Research Center.

1973 to 1975--Instructor of Management, Marshall University, Huntington, WV. Taught Principles of Management, Organizational Behavior, and Statistics.

Professional Memberships and Offices

Reviewer, *SAM Advanced Management Journal*, 2003-present

Ad Hoc Reviewer for *Journal of Managerial Issues*, 2005-2010

Member, Academy of Management, 1978-92, 2004-2006

Member, Academy of Business Disciplines, 2003-2004

Member, Society for the Advancement of Management, 2001 to Present

Member, Beta Gamma Sigma, NSU Chapter, 1996 to Present

Vice President, Council on Employee Rights and Responsibilities, 1993 to 1999

Track Chair, Academy of Business Administration National Conference, 1999

Managing Editor of *Employee Rights and Responsibilities Journal*, 1997-1999

Track Chair, Association of Employee Practices and Principles National Conference, 1998

National Program Chair, Association of Employee Practices and Principles National Conference, 1996

Track Chair, Association of Employee Practices and Principles National Conference, 1995

Director of Placement Services, Southeast Chapter of the Institute Management Sciences, 1993

National Program Chair, Council on Employee Rights and Responsibilities National Conference, 1988

Awards

Summer Research Fellowship Award 1997, 1998, 1999, 2001, 2002 and Senior Research Fellow for 2018, Defense Equal Opportunity Management Institute, Patrick Air Force Base, Cocoa Beach, Florida. Funded by the Department of Defense.

Research in Books

Whaley, G. L., "Three levels of diversity: An examination of the complex relationship between diversity, group cohesiveness, sexual harassment, group performance, and time" in **Managing Diversity in the Military: Research Perspectives from the Defense Equal Opportunity Management Institute**, M. R. Dansby, J. B. Stewart, and S. C. Webb, Editors. Transaction Press, 2001, pp. 59-75.

Whaley, G. L., "Toward an integrative model of sexual harassment: An examination of power, attitudes, gender/role match and some interactions" in **Managing Diversity in the Military: Research Perspectives from The Defense Equal Opportunity Management Institute**, M. R. Dansby, J. B. Stewart, and S. C. Webb, Editors, Transaction Press, 2001, pp. 373-388.

Submitted for Journal Publication

Belhadjali, M., Abbasi, S., & Whaley, G. Submitted August 2025. Artificial intelligence applications: A snapshot of Americans' views about brain computer chip implants' Submitted to the Academic & Business Research Institute Journal.

Research in Journals

Belhadjali, M., Abbasi, S., & Whaley, G. The decision to select a major in college: an application of the analytic hierarchy process. In the Research in Higher Education Journal, February 2024.

Belhadjali, M., Abbasi, S., & Whaley, G. (2021). Personal Information Privacy: Some Findings on Gender Difference. Archives of Business Research, 9(7). 95-100.

Belhadjali, M., Whaley, G. and Abbasi, S., Assigning responsibility for preventing the spread of misinformation online: Some findings on gender differences, International Journal of Innovation Education and Research, 7(5) pp. 195-201, 2019.

Belhadjali, M., Whaley, G., and Abbasi, S. "Online Information Systems: Who Should be Responsible for Preventing the Spread of Fake News?" Archives of Business Research, 5(12), pp. 332-337, 2017.

Belhadjali, M., Whaley, G., and Abbasi, S. "Misinformation Online: A Preliminary Review of Survey Results on American's Perceptions by Gender, Ethnicity and Party Affiliation." *Competition Forum*, 15(2), pp. 324-328, 2017.

Belhadjali, M., Abbasi, S., and Whaley, G. "Social Media Applications Preference by Generation and Gender: An Exploratory Study." *Competition Forum*, 14(1), 2016.

Whaley, G. L., Belhadjali, M. and Abbasi, S., "Reshoring: Reassessing the Offshoring Strategy" in the *International Journal for Innovation Education and Research*, Vol. 3 No.11, pp. 42-48, 2015.

Abbasi, S., Belhadjali, M. and Whaley, G., "USA Reshoring: A Review of the Literature" in *Competition Forum*, Vol. 12, Number 1, pp 22-24, 2014.

Abbasi, S., Whaley, G. and Belhadjali, M., "An Overview of Creativity' in the Context of Innovation". *Competition Forum*, 2013.

Belhadjali, M., Abbasi, S. and Whaley, G., "Innovation: A Descriptive Approach to the New Form of Competitiveness". *Competition Forum*, Vol. 10 Number 1, 2012, pp 76-78.

Belhadjali, M., Abbasi, S., and Whaley, G., "A Text Mining Approach to the Health Care Debate". *Competition Forum*, Vol. 8, No. 2, 2010, pp 260-264.

Whaley, G. L. and Belhadjali, M., "A Comparative Analysis of Ethnic Groups in Military and Federal Services on Measures of Perceived Organizational EO Climate, Commitment and Job Satisfaction." *Journal of Academic and Business Ethics*, Vol. 2, 2009, pp. 1-8.

Belhadjali, M., Tucker, S. H., Whaley, G., Abbasi, S. "A quick look into the state of diversity in AACSB accredited business schools." *Competition Forum*, Vol. 5, 2007, pp. 207-210.

Whaley, G. L., "Leading the way in management education." *Norfolk State University Research*, Volume 1, Number 1, Spring, pp. 6, Invited Article, 2006.

Belhadjali, M., Whaley, G. L., and Abbasi, S. "Training a neural network for knowledge discovery." *Competition Forum*, 4(1), 2006, pp. 131-134.

Belhadjali, M. and Whaley, G. L. "A data mining approach to neural network training." In *Information Management and Computer Security*, Volume 12, Number 1, March 2004, pp. 117-124.

Abbasi, S., and Whaley, G. L. "Senior citizens' freedom to work act of 2000: A closer look at employment and retirement issues." In *IEEE Engineering Management Review*, Fourth Quarter, 2003, pp. 141-144.

Youssef, M. A, Zubair, M., Sawyer, Grandville, Jr. and, Whaley, G. L. "Testing the Impact of the Ability of Small to Medium Size Firms to Respond to their Customer Needs." In *Total Quality Management*, Vol. 13, No. 3, 2002, pp. 301-313.

Tucker, S. H., and Whaley, G. L., "A typology of three levels of diversity." In *Journal of the Business and Behavioral Sciences*, Vol. 7, No. 2, Fall, 2000, pp. 104-111.

Whaley, G. L., and Tucker, S. H., "An Integration of Sexual Harassment Models." In *Equal Opportunities International*, Vol. 17, No. 1, 1998, pp. 21-29.

Whaley, G. L., and Tucker, S. H., "The Selection of a College: A Cross-Cultural Analysis of Freshmen at One Historically Black and One Predominantly White Institution." *Virginia Social Science Journal*, Vol. 27, Winter 1992, pp. 60-71

Tucker, S. H., and Whaley, G. L., "An Exploratory Analysis of Factors Influencing Minority Business Students' Selection of a College/University." *Journal of Social and Behavioral Sciences*, Summer, 1990, Vol. 35, No. 2, pp. 89-98.

Research in Proceedings

Whaley, G. L., and Harris, R., "An expanded model of diversity management, inclusiveness and their impact on individual and organizational outcomes." Published in the Proceeding of the International Academy of Business and Public Administration Disciplines Winter Virtual Conference, January 2-5, 2021, pp 244-259.

Whaley, G. L., Belhadjali, M., Abbasi, A. and Hall, T., "An Examination of Some Competing Perspectives of Corporate Social Responsibility in Strategic Management." In the Proceedings for the International Academy of Business and Public Administration Disciplines Conference, Orlando, FL, January 2-5, 2013.

Abbasi, S., Whaley, G. L., Belhadjali, M., and Hollman, K., "Colin Powell's Leadership Style: A Commentary on Knowledge Intensive Organizations and Management". In the *Proceedings for the 2007 SAM International Business Conference*, Las Vegas, Nevada, March 25-28, 2007.

Whaley, G. L., Abbasi, S. and Belhadjali, M., "Prejudice, Power and Discrimination: Lessons to be Learned from Rosa Parks". In the *Proceedings by Society for Advancement of Management International Business Conference*, Orlando, Florida April 6-9, 2006.

Race on Measures of Perceived Organization Climate and Job Satisfaction." In the *ASBBS Proceedings*, The American Society of Business and Behavioral Science, 12th Annual Meeting in Las Vegas, February, 2005, Vol. 12, No. 1, pp. 1918-1924.

Abbasi, S. M., Whaley, G. L., and Hollman, K. W., "A Look at Some Employment and Retirement Issues and the Impact of the Senior Citizens' Freedom to Work Act of 2000." In the *Proceedings of the National Conference*, Academy of Business Disciplines: An Interdisciplinary Business Organization, in Fort Myers Beach, Florida, November 13-15, 2003.

Shirley H. Tucker, Kathy L. Hill, and Gary L. Whaley, "Sex Role and Stereotype Influence on Females: Field Study of Career Decisions and Subsequent Career Achievement" In the 21st Century US Workforce," American Association of Business and Behavioral Sciences Tenth Annual Meeting, Las Vegas, Nevada, February, 2003.

Curtis W. Kofoed, Shirley H. Tucker, Kathy L. Hill, & Gary L. Whaley, "An Historical Development of Maquiladora Factories and Their Social, Physical, and Emotional Impacts on Mexico's Female Labor Market: An Exploration," Academy of Business Disciplines 2002 Conference, Ft. Meyers, Florida, November, on CD.

Whaley, G. L., and Tucker, S. H., "Understanding and Measuring Sexual Harassment: Domains of Sexual Discrimination." In the Proceedings of the American Society of Business and Behavioral Sciences 8th Annual Conference in Las Vegas, Nevada, February 23-26, 2001.

Tucker, S. H., and Whaley G. L., "A Model of Diversity, Sexual Harassment, Time and Group Performance. In the *Global Business Trends: Contemporary Readings, 2001 Edition*, D. Moore and S. Fullerton Editors, Academy of Business Administration 2000 Global Business Trends Conference, December 18-23, 2000, in Cancun, Mexico, pp. 253-261.

Whaley, G. L., and Tucker, S. H., "A Typology of Three Levels of Diversity." *American Society of Business and Behavioral Sciences Conference*, Las Vegas, Nevada, February 17-21, 2000, Steven Hall and Dawn Martin Editors, pp. 29-35.

Whaley, G. L., and Belhadjali, M., "Predicting Trends in Small Business Failures Through Neural Networks." In *The Proceedings of the 35th Annual Meeting of the Southeastern Chapter of the Institute for Operations Research and the Management Sciences*, Myrtle Beach, SC, October 1999, pp. 475-479.

Whaley, G. L., and Tucker, S. H., "Pilot Test of an Integrated Model of Sexual Harassment." In *Reading Book* of the 1999 National Conference of the Academy of Business Administration, Reno, Nevada, April 1999, p.p. 7-17.

Whaley, G. L., Tucker, S. H. and Chester, M., "Influence of Sex Role Attitudes on Accounts' Sexual Harassment Perceptions." In *Contemporary Business Readings, 1998 Edition*, Frank Marvasti, Editor, pp. 53-57.

Whaley, G. L., and Tucker, S. H., "An Examination of Concepts that May Influence an Integrated Model of Sexual Harassment." In *Proceedings of the 1997 AEPP Annual Conference*, The Association on Employment Practices and Principles, Miami, FL, October 9-11, 1997, pp. 1-5.

Tucker, S. H., and Whaley, G. L., "Perceptions of Sexual Harassment of Women by Houston Oil Accountants: The Continued Development of a Sexual Harassment Index. " In *Proceedings of the 1995 Annual Conference*, The Association on Employment Practices and Principles, New Orleans, LA, Oct.12-14, 1995, pp. 201-205.

Tucker, S. H., and Whaley, G. L., "Perceptions of Sexual Harassment of Women: The Effects of Demographics and Attitudes Toward Women." *Academy of Business Administration, 1995 Annual Conference Proceedings*, March 14, Reno, Nevada, pp. 154-165.

Chester, M., Whaley, G. L., and Laverdiere, R., "An Empirical Profile of Foreign Firm Accounting Ratios: Do They Reflect Differences in Management Cultures?" In *Proceedings*, S. E. TIMS Conference, Myrtle Beach, SC, October 6-7, 1994, pp. 22-24.

Tucker, S. H., and Whaley, G. L., "A Questionnaire Pilot: Influence of Sex Role Attitudes on Perceived Sexual Harassment of Women". In *World Business Trends*, International Academy of Business Administration 1994 Conference, London, England, June 1994, pp. 196-205.

Tucker, S. H., Carson, G. L., and Whaley, G. L., "A Questionnaire Pilot: Descriptive Terms Test and Definition Comparison." In *Business Trends for the 21st Century*, Academy of Business Administration, 1994 Annual Conference, Feb. 22-27, Las Vegas, Nevada, pp. 232-240.

Dumdum L. Y., and Whaley, G. L., "Encouraging Ethical Conduct: The Neglected Task in the Pedagogy of Ethics." In *The Proceedings*, Southeast Chapter of the Institute of Management Sciences Annual Conference, Myrtle Beach, SC, October, 1992, pp. 493-497.

Dr. Whaley
page 6

Dumdum, L. Y. and Whaley, G. L., "Redefining the Fundamental Challenge of Ethics: A Requisite for Ethical Behavior." In *The Proceedings*, Southeast Chapter of The Institute of Management Sciences Annual Conference, Myrtle Beach, SC, October, 1990, pp. 147-149.

Whaley, G. L., "An Empirical Test of Blau and Boal's Conceptual Model of Employee Absenteeism and Turnover." In *HRMBO Proceedings*, Vol. II, of the Association of Human Resources Management and Organizational Behavior National Conference, Long Beach, CA, October, 1988, pp. 191-195.

Whaley, G. L., "An Empirical Examination of the Activation Concept as Part of a General Model of Organizational Behavior." In *The Proceedings*, Southeast Chapter of The Institute of Management Sciences Annual Conference, Myrtle Beach, SC, October 1988, pp. 201-206.

Whaley, G. L., "Job Involvement and Absenteeism: A Multi-Dimensional Analysis." In *The Proceedings*, Southeast Chapter of The Institute of Management Sciences Annual Conference, Myrtle Beach, SC, October, 1987, pp. 49-52.

Larson, E., Whaley, G. L., Naughton, T., Nachman, S. and Huh, C., "An Exploratory Analysis of Commitment and Satisfaction as Components of a Generalized Organization Orientation." In *Proceedings of the 15th Annual Meetings of the Eastern Academy of Management*, New York City, NY, May, 1978, pp. 3-6.

Published Abstracts

Kofoed, C. W., Tucker, S. H., Hill, K. L., and Whaley, G. L., "An Historical Development of Maquiladora Factories and Their Social, Physical, and Emotional Impacts on Mexico's Female Labor Market: An Exploration." *Proceedings Abstracts*, Academy of Business Discipline's 2002 Conference, Ft. Myers, Florida, November 6-9, 2002.

Tucker, S. H., and Whaley, G. L., "Decision Model Students Use to Select Colleges: A Comparative Analysis of Freshmen at Black and White Institutions." In *Abstracts*, Association of Social and Behavioral Scientists National Conference, Atlanta, GA, March 1989.

Presentations

Whaley, G. L., "Looking into the black box: Coming to understand how inclusiveness impacts individual and organizational outcomes", Presented to the Defense Equal Opportunity Management Institute at Patrick Air Force Base, Cocoa Beach, Florida, July 2018.

Abbasi, S., Belhadjali, M. and Whaley, G., "USA Reshoring: A Review of the Literature", presented at The American Society for Competitiveness National Conference, Washington, DC, October 16-17, 2014.

Whaley, G. L., Belhadjali, M., Abbasi, A. and Hall, T., "An Examination of Some Competing Perspectives of Corporate Social Responsibility in Strategic Management." In the Proceedings for the International Academy of Business and Public Administration Disciplines Conference, Orlando, FL, January 2-5, 2013.

Belhadjali, M., Tucker, S. H., Whaley, G., Abbasi, S. American Society for Competitiveness 2007 Conference "A quick look into the state of diversity in AACSB accredited business schools." Tulsa, OK, November 6-9, 2007.

Belhadjali, M., Whaley, G., Abbasi, S., International Academy of Business Disciplines, "Neural Networks: An Application to Job Satisfaction by Race/Ethnicity and Gender", San Diego, CA, April 7, 2006.

Whaley, G., Abbasi, S., Belhadjali, M., Research Expo 2006: Global Challenges, Local Solutions, "Prejudice, Power and Discrimination: Lessons from Rosa Parks", Norfolk, VA, April 5, 2006.

Whaley, G., Belhadjali, M., The American Society of Business and Behavioral Science, 12th Annual Meeting, "A Comparative Analysis of Military and Federal Service Employees by Race on Measures of Perceived Organization Climate and Job Satisfaction", Las Vegas, Nevada, February 2005.

Dr. Whaley
page 7

Tucker, S. H., Hill, K. L. and Whaley, G. L., "Implications of AACSB International Accredited Schools of Business Diversity Initiatives to AACSB Diversity Standards." Presented at the Academy of Business Disciplines Fifth Annual Conference, Fort Myers Beach, Florida, and November 13-15, 2003.

Abbasi, S. M., Whaley, G. L., and Hollman, K. W., "The Senior Citizens' Freedom to Work Act of 2000: A Closer Look at Employment and Retirement Issues." Presented at the Academy of Business Disciplines Fifth Annual Conference, Fort Myers Beach, Florida, November 13-15, 2003.

Whaley, G. L., "Prejudice, Power and Discrimination." Presented to the Defense Equal Opportunity Management Institute at Patrick Air Force Base, Cocoa Beach, Florida, July 2002.

Whaley, G. L., "Bridging the Gap Between the Directorates of Research and of Academics-Curriculum: An Organization Development at DEOMI." Presented at the Defense Equal Opportunity Management Institute, at Patrick Air Force Base, Cocoa Beach, Florida, July 2001.

Belhadjali, M., and Whaley, G. L., "Neural Network Training: An Investigation of Some Relevant Questions." Presented at the Academy of Business Administration 2000 Global Business Trends Conference, Cancun, Mexico, December 18-23, 2000

Abbasi, A. and Whaley, G. L., "A Seminar on Change Management." Presented for the School of Business Faculty, Norfolk State University, October 24, 2000.

Whaley, G. L., "Sexual Harassment Risk Assessment: A Proposal for the MEOCS 2000." Presented at the Defense Equal Opportunity Management Institute, at Patrick Air Force Base, Cocoa Beach, FL, July 1999.

Tucker, S. H., Whaley, G. L. and Chester, M., "Influence of Sex Role Attitudes on Accountants' Sexual Harassment Perceptions". Presented at the Academy of Business Administration 1997 National Conference in Cancun, Mexico, April 15-20, 1997.

Professional Development

QEP faculty training seminar in blackboard, reading comprehension for college, reading rubrics and aligning classroom assignments with CREW guidelines, February, 2020

School of Extended Learning Distance Education Faculty Symposium, June 2016

AACSB International Conference and Annual Meeting, "Business Schools Building a Better World, Orlando, Florida, April 26-28, 2009.

6th Annual National HBCU Business Deans Roundtable Summit, "Building Homegrown Alliances: The Role and Impact of HBCU Business Schools, Nashville, TN, June 5-7, 2008.

AACSB International Conference and Annual Meeting, "The Expanding World of Management Education, Honolulu, Hawaii, April 13-15, 2008.

Federation of Business Disciplines, 35th Annual Meeting, Houston, TX March 4-8, 2008.

Dean's Conference, "Driving the Mission", AACSB International, San Antonio, Texas, February 6-9, 2008

International Downtown Association 53rd Annual Conference and World Congress, New York, New York, September 14-18, 2007.

5th Annual National HBCU's School of Business Summit, "Providing Effective Leadership: A Vision for the Future". Savannah, Georgia, June 7-9, 2007.

Advisory Council Seminar, "Making your business advisory council a strategic asset of your institution." AACSB International, World Headquarters, Tampa, FL, March 1-2, 2007.

Dean's Conference "Beat the Odds for Global Success". AACSB International, Las Vegas, Nevada, February 7-9, 2007.

4th Annual National HBCU's School of Business Summit, "Managing the "B" School in a Global Virtual Environment". St. Thomas, Virgin Islands, June 11-13, 2006

New Deans Seminar, "What Every New Dean Needs to Know About Being the Dean". AACSB International, World Headquarters, Tampa, FL, June 25- 28, 2006.

Building B-Schools: Development and Communications Conference, "Making Your Message Heard". AACSB International, New York City, NY, March 3-5, 2006.

Associate Deans Conference and Data Management Conference, "Making the Right Call". AACSB International, Georgia State University, Atlanta, GA, December 4-6, 2005.

Undergraduate Programs Conference, "Pumping Up Your Curriculum". AACSB International, Crystal City, VA, November 7-9, 2003.

Distance Learning Seminar, AACSB International, Villanova University, PA, May 2003.