



UNIVERSITY OF NEBRASKA-LINCOLN  
**COLLEGE OF BUSINESS ADMINISTRATION**

**NEW FACULTY**

**2014**



# **DONDE ASHMOS PLOWMAN**

**James Jr. and Susan Stuart  
Endowed Dean  
College of Business  
Administration  
University of Nebraska–  
Lincoln**

**is pleased to announce  
the appointments of  
11 new faculty**

# 2014-2015 NEW FACULTY

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## RESEARCH FACULTY

**Tammy Beck**

Associate Dean of Academic Programs  
and  
Associate Professor of Management

**James Downes**

Assistant Professor of Accountancy

**Jin Yeub Kim**

Assistant Professor of Economics

**Jing Wang**

Assistant Professor of Finance

## PROFESSORS OF PRACTICE

**Heather Clemens**

Assistant Professor of Practice in  
Actuarial Science

**Jennifer Davidson**

Assistant Professor of Practice in  
Economics and President of Nebraska  
Council on Economic Education

**Imran Khan**

Assistant Professor of Practice in  
Marketing

**Chad Mardesen**

Assistant Professor of Practice in  
Marketing

**Jina Morris**

Assistant Professor of Practice in  
Accountancy

**Bryan Slone**

Executive in Residence in Accountancy

**T. Shawn Strother**

Assistant Professor of Practice in  
Finance



# TAMMY BECK

Associate Dean of  
Academic Programs and  
Associate Professor of  
Management

Dr. Tammy Beck comes to CBA from the University of North Carolina at Charlotte where she was an assistant professor of management and organization science. She received her Ph.D. at the University of Texas at San Antonio. Her research interests include macro-level strategic management, inter-organizational collaboration and organizational resilience.

Beck's research has been published in top journals including "Experiencing Rare and Unusual Events Richly: The Role of Middle Managers in Animating and Guiding Organizational Interpretation" and the forthcoming article "Temporary, Emergent Interorganizational Collaboration in Unexpected Circumstances: A Study of the Columbia Space Shuttle Response Effort," both in *Organization Science*. "Radical Change Accidentally: The Emergence and Amplification of Small Change" was published in the *Academy of Management Journal* and awarded the best paper award in 2007.

She has previously held management positions in publicly traded firms in roles related to strategic financial and tax planning. Beck also has more than 20 years of professional experience as a CPA.



# JAMES DOWNES

Assistant Professor of  
Accountancy

Dr. James Downes received his Ph.D. in accounting from the Spears School of Business at Oklahoma State University in 2014. His research interests include cash holdings, management and valuation, accounting for derivatives and international accounting.

Downes' dissertation is titled "Foreign Subsidiary Cash Holdings." In 2012, he was an American Accounting Association Doctoral Consortium Fellow.





**JIN YEUB KIM**

Assistant Professor of  
Economics



Dr. Jin Yeub Kim earned her Ph.D. in economics from the University of Chicago in 2014. Her research interests include microeconomic theory, game theory, mechanism design, political economy and international relations.

Kim's recent publication includes "The Strategy of Manipulating Joint Decision-Making" in *Economics Letters*. Her dissertation is titled "Models to Understand Incentives in Conflict."



**JING WANG**

**Assistant Professor of  
Finance**

Dr. Jing Wang earned her Ph.D. in finance from the Krannert School of Management at Purdue University. She was a visiting assistant professor of finance at the Fisher College of Business at The Ohio State University last year. Her research interests include empirical corporate finance, financial contracting and creditor control rights.

Wang's article "Debt Covenant Renegotiations and Creditor Control Rights" is forthcoming in the *Journal of Financial Economics*.



# HEATHER CLEMENS

Assistant Professor of  
Practice in Actuarial Science

Heather Clemens received her bachelor of science in actuarial science from the University of Nebraska–Lincoln. She comes to CBA with over 18 years experience in the field and has a master of arts in leadership from Bellevue University.

She has been a consulting actuary for Compass Health Analytics, Inc., in Portland, Maine, since 2011 where she assisted nonprofit managed care organizations with claim liability analysis, rate development, budget development and financial monitoring. Prior to that she was an associate actuary at WellPoint, Inc., in South Portland, Maine, where she served as the Maine valuation lead responsible for monthly valuation and forecasting of incurred claims and other liabilities.





# JENNIFER DAVIDSON

Assistant Professor of Practice  
in Economics and President  
of Nebraska Council on  
Economic Education



Jennifer Davidson received her master's in education with a focus in economics from the University of Nebraska–Lincoln. Her areas of focus include macroeconomics, microeconomics and economics for teachers.

Davidson is the president of the Nebraska Council on Economic Education which supports five Centers for Economic Education throughout the state. The centers work closely and partner with educators in their regions to provide world-class economic and financial literacy education programs to K-12 students in Nebraska. Some activities coordinated by the council include Economics Day at UNL, the Nebraska Economics Challenge, the Nebraska Finance Challenge and the Nebraska Stock Market Game.



# IMRAN KHAN

Assistant Professor of  
Practice in Marketing

Dr. Imran Khan received his doctorate of business administration from the Coles College of Business at Kennesaw State University in 2014. He was an assistant professor of marketing at the Arthur J. Bauernfeind College of Business at Murray State University last year. His research interests include marketing management strategy, business-to-business marketing and services marketing.

Khan's dissertation was titled "Vendor Firm Characteristics and Buyers' Perception of Transaction Costs and Relationship Governance."



# CHAD MARDESEN

Assistant Professor of  
Practice in Marketing

Chad Mardesen earned a bachelor of arts in journalism and mass communications from Iowa State University. He has over 20 years marketing and event management experience and earned his MBA from Bellevue University. His expertise is in marketing, customer service, event planning, direct response marketing, e-commerce marketing, sales and advertising.

Most recently Mardesen was a sales representative for Nike Golf responsible for building Nike into the premier golf brand in the territory. Prior to Nike, he was the Lexus of Omaha tournament director for the Cox Classic where he managed a staff responsible for sales, operations and fundraising.



**JINA MORRIS**

Assistant Professor of  
Accountancy



Jina Morris earned her MPA from the University of Nebraska–Lincoln. She is the MPA coordinator for the School of Accountancy.

Morris has over 15 years experience in the field of accountancy, including becoming a certified public accountant in 2000. She joined PricewaterhouseCoopers, LLP as a senior associate in the audit department where she was exposed to clients' yearly reporting and operating activities. She later served as controller for the Nebraska Community Foundation, Inc., and director of administration for the Nebraska State Bar Association.



# **BRYAN SLONE**

**Executive in Residence in  
Accountancy**

Bryan Slone received his J.D. from the University of Nebraska College of Law. He joins the School of Accountancy as the executive in residence.

Slone has over 30 years of tax consultation and tax legislation experience. He served as Ways & Means tax counsel to Congressman Hal Daub and assistant to the commissioner of the Internal Revenue Service during the Reagan administration. He was a partner at Wilmer, Cutler & Pickering, a prominent Washington, D.C., law firm. Slone later joined Deloitte in Omaha, Nebraska, as a managing partner and was a national resource for the firm in tax dispute resolution and tax risk management.

He was a candidate for Governor of Nebraska in 2014.



# T. SHAWN STROTHER

Assistant Professor of  
Practice in Finance

Dr. T. Shawn Strother earned his Ph.D. in finance from the University of Tennessee. He comes to CBA from the American University in Dubai where he was associate professor in finance. His research focus is in financial markets, commercial banking and capital markets.

Strother's recent publications include "Ratio Scoring: An Application to Rations Specified by Standard & Poor's to Be Key Input to Determining Credit Ratings" in the *Journal of Applied Finance* as well as several others.

Ranked

**51<sup>st</sup>**

in the nation for  
Best Undergraduate  
Business Program by  
*U.S. News &  
World Report*

**36**

new faculty have  
joined CBA in the  
last four years



66%

freshmen  
enrollment  
increase over  
last four years

Online MBA  
Program ranked

6<sup>th</sup>

in the nation by  
*U.S. News &  
World Report*



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