

**MARY L. TANKE, Ph. D., CFBE, FMP**  
**Curriculum Vitae**  
Updated March 2008

School of Hospitality and Tourism Management  
Florida International University  
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**Education:**

**Ph.D.**, Educational Administration, Purdue University, May 1984. Minor areas of concentration in Hospitality Management and Statistics.

**M.S.**, Restaurant, Hotel and Institutional Management, Purdue University, August 1980. Specializing in Equipment Layout and Design under the guidance of Dr. Arthur C. Avery.

**B.S.**, Restaurant Management, Florida International University, Miami, Florida, 1975. Upon graduation was presented with the Dean's Award for Outstanding Student. Active member of HOSTS; initiated a resolution for an Honor System on a university-wide basis.

**Professional Certifications/Continuing Education:**

WebCT Institute Six Week Program for Course Designers, Fall 2001 and Spring 2002.

Foodservice Management Professional (FMP), Educational Foundation of the National Restaurant Association, July, 1991.

Management Development Center Graduate, Saga Corporation, Contract Foodservice Provider, 1986.

Certified Food and Beverage Executive (CFBE), Educational Institute of the American Hotel & Motel Association, January, 1985.

National Sanitation Foundation, March, 1980

Valparaiso University, Continuing Education Credits, *The Art of Oriental Cooking*, August, 1977.

**Professional Interest:**

Multiculturalism and Human Resources Management Issues: Primary areas of interest include Cultural Diversity in the Workplace, Literacy and AIDS in the Workplace. Secondary interests include Accreditation and Quality of Education Issues.

**Professional Experience:**

ERNEST R. GRAHAM DISTINGUISHED PROFESSOR, ASSOCIATE PROFESSOR, Human Resources Management, Tenured, Editor, *FIU Hospitality Review*, School of Hospitality and Tourism Management, Florida International University, Miami, Florida; present status.

EDITOR, *FIU HOSPITALITY REVIEW*, School of Hospitality and Tourism Management, Florida International University, Miami, Florida; Fall, 2007-present.

GRADUATE FACULTY, Member, Florida International University, Miami, Florida, 2003 – present.

ERNEST R. GRAHAM DISTINGUISHED PROFESSOR, School of Hospitality and Tourism Management, Florida International University, Miami Florida, 2001 to present. Teaching responsibilities include courses in Multicultural Human Resources Management (graduate), Training and Development in Service Industries (graduate), Human Resources Management, Introduction to Hospitality Industry and Beverage Management.

CHAIRPERSON, Academic Learning Compacts Committee for the School of Hospitality and Tourism Management. Responsibilities included the development, process and procedure design and development of Student Learning Outcomes and Assessment measures for the state mandated initiative, 2004-2007.

CHAIRPERSON, Program Review Committee for the School of Hospitality and Tourism Management. Responsibilities included the development and preparation of a formal review following guidelines and procedures implemented by the State of Florida, 2002-2007.

CHAIRPERSON, SACS Reaffirmation of Accreditation for the School of Hospitality and Tourism Management. Responsibilities included leading the faculty through the self-assessment process, development and preparation of the School's Self Study and coordination of the on-site visitation, 1996-2000.

ASSOCIATE (TENURED) PROFESSOR, HUMAN RESOURCES MANAGEMENT, School of Hospitality Management, Florida International University, Miami, Florida, 1990 to present. Teaching responsibilities include courses in Multicultural Human Resources Management (graduate) and Human Resources Management. Other responsibilities include counseling activities, research, publications, and committee assignments at both the School and University level.

VISITING PROFESSOR, *Centre International de Glion*, Glion-sur-Montreux, Switzerland, Fall, 1990. Was re-invited to teach my Multicultural Human Resources Management and Human Resources Management courses.

ASSISTANT PROFESSOR, School of Hospitality Management, Florida International University, Miami, Florida, 1985-1990. Courses taught included Statistics (graduate), Multicultural Human Resources Management (graduate), Human Resources Management and Restaurant Seminar. Developed the first course in the United States that dealt with managing cultural diversity in the hospitality industry.

VISITING PROFESSOR, *International Centre de Glion*, Glion-sur-Montreux, Switzerland, Fall, 1986. Was invited to teach my Multicultural Human Resources Management and Restaurant Seminar courses to the School's final semester students. This was the first time an American woman had taught professional business courses at the school.

ASSISTANT PROFESSOR, Restaurant, Hotel, and Institutional Management Department, Purdue University, West Lafayette, Indiana, 1984-1985. Teaching responsibilities included courses in Beverage Management, Layout/Design (graduate), Institutional Foodservice Management, and Career Planning in the Hospitality Industry. Other responsibilities included counseling activities and committee assignments.

TEACHING ASSISTANT, Restaurant, Hotel and Institutional Management Department, Purdue University, West Lafayette, Indiana, 1981-1984. Returned to Purdue University to pursue my Doctorate in the Division of Administration and Curriculum. Concurrently, I assumed the teaching responsibilities for Quantity Foods Production Management (lecture) and Beverage Management.

INSTRUCTOR, HRI Division, University of Minnesota-Crookston, 1980-1981. Teaching responsibilities included courses in Quantity Foods (lab and lecture), Engineering; Layout/Design (lab and lecture), Menu Planning, Housekeeping Techniques, and Tourism. Other responsibilities included counseling activities and committee assignments. In addition, I played a primary role in organizing and executing the HRI Division's function as campus host.

## **Work History:**

CAFETERIA MANAGER, RHI, Purdue University, West Lafayette, Indiana, 1978-1980. Responsibilities included purchasing for student labs and cafeteria operations, menu planning, quality and cost controls, hiring/firing, and supervision of all full and part time employees.

WORKING CHEF, Alabama Hotel, Winter Park, Florida, 1977-1978. Responsibilities included initial clean up and organization of a kitchen that had been out of operation for six months. Handled all menu planning, purchasing, hiring, training and scheduling of back-of-the-house personnel, supervision of preparation, production and cooking, and quality control.

LINE COOK, Holiday Inn, Merrillville, Indiana, Summer 1977. Responsibilities included set-up and production for evening meal.

HEAD COOK, Valparaiso, Indiana, 1976-1977. Main responsibilities included scheduling and directing a staff of 14 to prepare three meals a day for 500 students.

BAR MANAGER, Sneaky Pete's, Spring, 1976. Was placed in operation by consulting firm to institute a system of controls and perpetual inventory.

FOOD SPECIALIST, Amtrak, 1975-1976. Responsibilities included preparation and production of on-board meals for Amtrak passengers. Dining car kitchens utilized wood burning stoves for cooking and dry ice for refrigeration.

BANQUET CHEF, Steak and Brew, Spring, 1975. Was hired by new property in North Miami area to do all food preparation for parties, banquets, and meetings.

COOK, WAITRESS, Captain's Tavern, 1974-1975.

ASSISTANT MANAGER, Steak and Brew, 300-seat property with lounge. Resigned from my position since the hours were interfering with my pursuit of a B.S. degree. Remained in operation as a Broiler Cook.

ASSISTANT CHEF, The Depot, 70 seat new property. Responsibilities included preparation of food items for the Chef, plus purchasing, receiving, and inventory duties.

Strongbow Turkey Inn, Valparaiso, Indiana. Started as a busgirl at age 15, and worked my way up to supervisor in the three-year period I was employed. Worked on the turkey farm as well as in the restaurant. Gained experience in banquets, weddings, and catering.

### **Refereed Publications:**

Tanke, Mary L., "Accreditation: Implications for Hospitality Management Education." Reprint in World Travel and Tourism Review, 1992.

Tanke, Mary L., Review of "Innovation: Creativity Techniques for Hospitality Managers," by Florence Berger and Dennis H. Ferguson. The Cornell Hotel and Restaurant Administration Quarterly, 2 (4), 1991.

Tanke, Mary L., "Course Design for Multicultural Management," The Cornell Hotel and Restaurant Administration Quarterly, 29 (2), 1988.

Welsh, Trish; Tanke, Mary L.; and Glover, Gerald, "Multicultural Human Resources Management," Hospitality Education and Research Journal, 12 (2), 1988.

Tanke, Mary L., "Recruitment Success: A Decision-Making Model for the Selection of Hospitality Management Graduates," CHRIE Conference Proceedings, Boston, 1986.

Tanke, Mary L., "Accreditation: Implications for Hospitality Management Education," FIU Hospitality Review, 4 (1), 1986.

Tanke, Mary L. "Accreditation: What It Is...And Is Not," FIU Hospitality Review, 3 (1), 1985.

Hayes, David K. and Tanke, Mary L., "Student Evaluations in the Hospitality Curriculum," Hospitality Education and Research Journal, 8 (1), 1983.

### **Non Refereed Publications and Proceedings:**

#### **Books:**

Tanke, Mary L., *Human Resources Management for the Hospitality Industry*, 2<sup>nd</sup> edition, Delmar Publishers, 2001.

Tanke, Mary L., Instructor's Manual for *Human Resources Management for the Hospitality Industry*, 2nd edition, 2001.

"Hospitality Human Resources Management": Management Development Course based on *Human Resources Management for the Hospitality Industry*, 1<sup>st</sup> edition, 1990, The Educational Foundation of the National Restaurant Association, 1993.

Kotschevar, Lendal and Tanke, Mary L., *Managing Bar and Beverage Operations*, Educational Institute of the American Hotel & Motel Association, 1991.

Tanke, Mary L., *Human Resources Management for the Hospitality Industry*, Delmar Publishers, 1990.

Tanke, Mary L., Instructor's Manual for *Human Resources Management for the Hospitality Industry*, 1<sup>st</sup> edition, 1990.

Unpublished Papers:

Program Review Self Study for School of Hospitality and Tourism Management, developed for State of Florida mandate, Florida International University, Fall 2007.

Reaffirmation of Accreditation Self Study for School of Hospitality and Tourism Management, developed for SACS Accreditation Commission, Florida International University, Fall, 1999.

Procedures for Completion of the Hospitality Industry Project, School of Hospitality Management, Florida International University, Fall 1986.

Manual for the Preparation of the Hospitality Industry Project, School of Hospitality Management, Florida International University, Fall 1986.

Independent Studies, School of Hospitality Management, Florida International University, Fall 1986.

Registered Dieticians: Job Duties and Demographics, 1984.

**Professional Appearances, Papers Presented:**

International

Keynote Speaker: Commencement Address, *Centre International de Glion*, Montreux, Switzerland, December 1990.

Keynote Speaker: Commencement Address, *Centre International de Glion*, Geneva, Switzerland, December 1986.

Invited Speaker: "Women in Management," Centre International de Glion, Montreux, Switzerland, November 1986.

### National

Panel Participant: "What an Author Wants from a Publisher," Text and Academic Authors Association, Seattle, June 1994

Invited Speaker: "Diversity in Foodservices," Educational Foundation of the National Restaurant Association, Chicago, May 1994.

Invited Speaker: "Is That What You Thought I Said," Women's Foodservice Forum, Chicago, March 1993.

Invited Speaker: "Diversify Your Assets," International Council of Hotel-Motel Management Companies, Dallas, December 1992.

Panel Participant: "How to Manage the Changing Workforce," 76<sup>th</sup> International Hotel/Motel and Restaurant show, New York, November 1991.

Keynote Speaker: "The Changing Workforce-Managing Cultural Diversity," Women's Foodservice Forum, San Francisco, October 1991.

Panel Participant: "Accreditation, Certification and Articulation: Where Are We Headed?" Council of Hotel, Restaurant and Institutional Education, Annual International Conference, Houston, July 1991.

Panel Participant: "The Changing Workforce-Managing Cultural Diversity," Elliot Associates Annual Invitation Only Human Resources Management Conference, Teaneck, New Jersey, April 1991.

Panel Participant: "Graduate Degree Programs: Pathways to Professionalism," Council of Hotel Restaurant and Institutional Educators Annual International Conference, Las Vegas, July 1989.

Panel Participant: "Teaching Future Hospitality Managers Cultural Awareness Skills," Council on Hotel, Restaurant and Institutional Education Annual International Conference, Las Vegas, July 1989.

Invited Speaker: "Multicultural Management and the Hospitality Industry," American Hotel and Motel Association's Industry Advisory Council, November 1987.

Invited Speaker: "Managing Management Time," Concessions International, Inc., Los Angeles, August 1986.

Presenter and Moderator: "The Changing Role of Women in the Hospitality Industry," 70<sup>th</sup> International Hotel/Motel & Restaurant Show, New York, November 1985.

Invited Speaker: "Accreditation in Hospitality Management Programs at the Baccalaureate Degree-Granting Level," Council on Hotel, Restaurant, and Institutional Education Annual International Conference, Denver, 1984.

Session Moderator: "Competencies Important for Hotel Manager Trainees" and "Education of Prospective Hospitality Management Employees in 4-year University Programs," Council on Hotel, Restaurant, and Institutional Education Annual Conference, Denver, 1984.

Panel Participant: "Accreditation in Hospitality Management Education," Council on Hotel, Restaurant and Institutional Education Annual International Conference, Orlando, 1983.

Invited Speaker: NIFDA, "Menu Planning/Pricing; Controlling Labor Costs; Successful Salad Bars," The Craig Distributing Company Regional Seminar and Food Show, Salem, Missouri, 1983.

Invited Speaker: "Preparation Practicalities and Serving Standards," Achieving Cost Effective Quality Foodservice in Health Care Facilities Seminar, Chicago, 1979.

### Regional

Invited Speaker: "Cultural Diversity," Convocation of National Hospitality and Tourism Industry Associations, Florida International University, February 1993.

Keynote Speaker: "Cultural Diversity," Hotel Personnel Association Conference, St. Petersburg, August 1992.

Invited Speaker: "Managing Cultural Diversity," Lee County School Food Service, Ft. Myers, October 1991.

Invited Speaker: "Managing Cultural Diversity," Hotel Personnel Associations of Central Florida, Orlando, July 1990.

Invited Speaker: "Managing a Multicultural Workforce," Florida Restaurant Association Exposition, Orlando, August 1989.

Moderator: "Leading Industry Panel Discussion," 1986 Food Service Conference, School of Hospitality Management, Florida International University, February 1986.

Invited Speaker: "Women in Foodservice," Indiana Restaurant Show, Indianapolis, 1984.

Invited Speaker: "Personal Skill Development for Management," Club Managers Association of America, International Workshop, Purdue University, 1983.

Workshop Presenter: State School Foodservice Workshop, "Successful Salad Bars," Purdue University, 1982.

Invited Speaker: "Perceived Work Responsibilities and Demographics of the R.S.: A View from Indiana," Purdue University, Regional Meeting of the Council of Educational Preparation of the American Dietetics Association, 1982.

Invited Speaker: "Successful Salad Bars," Purdue University, State Workshop, Division of Continuing Education, 1980.

### Seminars and Consulting

Flag Star Corporation: Designed and wrote a series of self-study guides for a training program in *Managing Cultural Diversity*, 1993-1994.

Society for Foodservice Management: Speaker on "Managing Cultural Diversity," San Diego, September 1993.

Kentucky Fried Chicken: Conducted seminar for divisional human resources management group on increasing their cultural sensitivity, St. Louis, September 1993.

CMAA: National Regional Workshop, "The Changing Workforce-Managing Cultural Diversity," Ft. Lauderdale, August 1993.

Denny's: Conducted training seminar for regional management group on managing cultural diversity, Ft. Lauderdale, March 1993.

ARA Services: Conducted training session on "Managing Cultural Diversity" for regional managers in Healthcare Nutrition Services Division, Philadelphia, September 1992.

Brinker International: Conducted training seminars for executive management team and corporate office staff on managing cultural diversity, Dallas, Spring 1992.

Fairfax County Public Schools: Conducted training seminar, "Understanding a Multicultural Workforce," Springfield, Virginia, November 1991.

National Society for Healthcare Foodservice Management: Speaker on "How to Manage an Ethnically Diverse Workforce," Washington, D. C., October 1991.

ARA Services: Conducted training session on "Managing Cultural Diversity" for Human Resources Professionals, Baltimore, June 1991.

Concessions International, Inc.: Conducted Training Seminar, "Multicultural Workforce Management," 4<sup>th</sup> Annual General Managers' Conference, Atlanta, June 1990.

American School Foodservice Association: Speaker on "Managing a Multicultural Workforce," Major City Directors and Supervisors Meeting, Chicago, May 1990.

Le Meridian: Seminar "Marketing in the Lodging Industry," North American Divisional Meeting, November 1987.

Piccadilly Cafeterias, Inc.: Assessment and development of a program to improve recruitment efforts, Spring 1987.

Saga Corporation: Evaluation of managerial training and development program. Kalamazoo, Michigan and Menlo Park, California, Summer 1986.

Lembke Golden Inn: Layout and design for restaurant renovation, Valparaiso, Indiana, 1982.

Indiana School Food Service Association: Conducted hands-on food preparation workshops for school foodservice managers on a statewide basis, Indiana, 1981.

Riverview Hospital: Layout and design of kitchen facilities for proposed remodeling, Crookston, Minnesota, 1981.

### **Service:**

#### University Service

Chair: Sabbatical Leave Committee: Florida International University, 2007-2008.

Volunteer: South Beach Wine and Food Festival, South Beach, Florida, February, 2008.

Chair: Management Team, School of Hospitality and Tourism Management, 2006-present.

Member: Undergraduate Curriculum Committee, School of Hospitality and Tourism Management, 2006-present.

Member: University Athletic Council, Spring 2005-present.

Coordinator: Tianjin Students Specializing in Human Resources Management, 2005-present.

Faculty Lead Professor: Human Resources Management, School of Hospitality and Tourism Management, 2005-present.

Chair: Search and Screen Committee; Lodging Professor, School of Hospitality Management, Florida International University, Spring, 2007.

Volunteer: South Beach Wine and Food Festival, South Beach, Florida, February, 2007.

Liaison: Program Review Outside Reviewer Site Visitation, School of Hospitality and Tourism Management, April, 2007.

Co-Chair: Institutional Effectiveness Committee: Florida International University, School of Hospitality and Tourism Management, 2004-2007.

Chair: Sabbatical Leave Committee: Florida International University, 2005-2006.

Chair: Sabbatical Leave Committee: Florida International University, 2004-2005.

Volunteer: South Beach Wine and Food Festival, South Beach, Florida, February, 2005.

Member: Golden Panther Club, Florida International University, 2003-2004.

Member: Council of 51, Departmental Chairpersons & Directors, SHM Faculty Representative, 2002-2003.

Chair: Sabbatical Leave Committee: Florida International University, 2002-2003.

Member: Cross Functional Action Planning Committee-Local and Global Engagement, 2002-2003.

Member: Faculty Representative, School of Hospitality Management Administrative Staff, 2002-2003.

Academic Student Athlete Support Liaison: School of Hospitality Management Student-Athletes, University Park Campus, Florida International University, 2002-2003.

Volunteer: South Beach Wine and Food Festival, South Beach, Florida, March, 2003.

Contributor: Judy Blucker Endowment Scholarship Fund, Department of Intercollegiate Athletics and Campus Recreation, Florida International University, February, 2003.

Member: Higher Educational External Scanning Team, Sub-committee of Strategic Planning Commission, Florida International University, 2000-2001.

Member: Values Statement Sub-committee of Strategic Planning Commission, Florida International University, 2000-2001.

Member: Millennium Strategic Planning Commission (SPC), Florida International University, 2000-2001.

Member: Search and Screen Committee, Dean of Graduate Studies, Florida International University, 2000-2001.

Faculty Advisor: Eta Sigma Delta Honor Society, School of Hospitality Management, Florida International University, Fall, 2000-2001.

Chair: Search and Screen Committee; Lodging Professor, School of Hospitality Management, Florida International University, Spring, 2000.

Member: Search and Screen Committee; Instructor's Position, School of Hospitality Management, Florida International University, Spring, 2000.

Chair: University Sabbatical Committee, Florida International University, 2000-2001.

Member: Committee for Continuous Improvement, School of Hospitality Management, Florida International University, Spring, 2000-2004.

Member: Cultural Awareness Day Planning Committee, Biscayne Bay Campus, Florida International University, Fall, 2000.

Member: Graduate Council, Florida International University, 1999-2001.

Co-Chair: SHM Management Team, Florida International University, 1999-2005.

Chair: University Sabbatical Committee, Florida International University, 1999-2000.

Member: University Sabbatical Committee, Florida International University, 1998.

Member: University Research Council, Florida International University, 1995-1997.

Member: University Sabbatical Committee, Florida International University, 1996.

Member: University Sabbatical Committee, Florida International University, 1995.

Member: University Sabbatical Committee, Florida International University, 1994.

Member: Search and Screen Committee; Tourism and Marketing Professor, School of Hospitality Management, Florida International University, 1993.

Member: Academic Policies Committee, Florida International University, 1991-1993.

Member: University Sabbatical Committee, Florida International University, 1991.

Member: Search and Screen Committee; Human Resources Management Professor, School of Hospitality Management, Florida International University, 1991.

Member: Golden Panther Blue Club, Florida International University, 1989-1991.

Member: Faculty Advisory Committee, Center for Multilingual and Multicultural Studies, Florida International University, 1989-1991.

Member: University Park Housing Committee, Florida International University, 1988-1990.

Academic Advisor: Student-Athletes, School of Hospitality Management, Florida International University, 1986-1989.

Invited Speaker: "Recruitment Techniques in the Hospitality Industry," International Food Service Executives Association, Florida International University, September 1987.

Member: Athletic Academic Support Committee, Florida International University, 1986-1987.

Member: Curriculum Committee, School of Consumer and Family Sciences, Purdue University, 1984-1985.

Advisor: RHI Society, Purdue University, 1982-1983.

Co-Chairperson: Awards Committee, University of Minnesota, Crookston, 1980-1981.

### Professional Service

Trainer: Site Visitation Team Members and Chairpersons, ACPHA, Chicago, August 1993.

Member: Management Skills Program Certification Exam Committee, Educational Foundation of the National Restaurant Association, Spring, 1993.

Trainer: Site Visitation Team Members and Chairpersons, ACPHA, Orlando, July 1992.

Trainer: Site Visitation Team Members, ACPHA, Chicago, May 1992.

Member: Advisory Committee, "Hospitality Human Resources Management," video series and skill book, Educational Foundation of the National Restaurant Association, 1991-1992.

Jury of Experts: Member for John N. Mellon, Maywood College, "Accreditation Curriculum Standards for Hospitality Administration Baccalaureate Programs," 1991.

Trainer: Site Visitation Team Members and Chairpersons, ACPHA, Houston, July 1991.

Trainer: Site Visitation Team Members, ACPHA, Chicago, May 1991.

Member: Foodservice Management Professional (FMP) Certification Examination Committee, Spring and Summer 1991.

Trainer: Site Visitation Team Members and Chairpersons, ACPHA, Washington D.C., July 1990.

Participant: "The Changing Workforce: Bridging the Cultural Gap," Restaurant Business/CHART Roundtable, Orlando, January 1990.

Chairperson: Accreditation Commission for Programs in Hospitality Administration (ACPHA), November 1989-1992.

Acting Chairperson: Accreditation Commission for Programs in Hospitality Administration (ACPHA), 1988-November 1989.

Dining Room Supervisor: Culinary Olympics Training Session, Purdue University, 1983.

Chairperson: Regional School Foodservice Workshop, Purdue University, 1983.

Co-Chairperson: State School Foodservice Workshop, Purdue University, 1982.

Supervisor: American Culinary Olympics Training Session, Purdue University, 1980.

Honoree: Student Delegate, Foodservice Consultants Society International, Chicago, 1979.

### Community Service

Volunteer: Greater Humane Society Miami-Dade County and Adopt-a-Pet, December 1997-Present.

Chairperson: Career Day 2003, Coral Reef Elementary, 2002-2003.

Volunteer: Miami Runners Club, January 1996-June, 2002.

Caterer: Coral Reef Elementary, Miami-Dade Public Schools, Media Center Building Dedication, Supplied all Food and Labor, February, 2001.

Chairperson: Career Day 2001, Coral Reef Elementary, 2000-2001.

Room Parent: Second Grade, Coral Reef Elementary, 2000-2001.

Volunteer: Hurricane Andrew Relief Efforts, August 1992-1993.

Speaker: "Managing Cultural Diversity," Miami Dietetic Association, February 1992.

Chairperson: Board of Education, Concordia Lutheran School, May 1989-Dec. 1989.

Trainer: "Classroom Management," Concordia Lutheran School, August 1988.

Director, Outdoor Activities: Concordia Lutheran Church, Vacation Bible School, July 1988.

Director, Outdoor Activities: Concordia Lutheran Church, Vacation Bible School, July 1987.

Advisory Board Member: International Center, West Lafayette, Indiana, 1984-1985.

**Reviewer:**

Editorial Review Board: The Journal of Human Resources in Hospitality and Tourism, Holworth Press, 2001 – present.

Consulting Editor: Hospitality & Tourism Educator, 1993-1995.

Reviewer: “Diversity: Working Together in Food Service,” video scripts, Educational Foundation of the National Restaurant Association, Fall, 1993.

Program Review Team Chairperson: Site Visitation for ACPHA, University of New Haven, April 1992.

External Reviewer: Hotel, Restaurant and Institutional Management Department, University of Delaware, March 1992.

Reviewer: 1992 Southern Management Association Conference, Spring 1992.

Reviewer: Journal of College & University Foodservice, Spring 1992.

Program Review United States Representative: Site Visitation Team, Hong Kong Polytechnic, Kowloon, June 1991.

Program Review Team Chairperson: Site Visitation for ACPHA, University of Hawaii, March 1991.

Program Review Team Chairperson: Site Visitation for ACPHA University of New Orleans, January 1991.

Reviewer: International Journal of Hospitality Management, May 1990.

Reviewer: Management Textbook Manuscript, Van Nostrand Reinhold, May 1990.

Reviewer: Proposal for a Baccalaureate Degree in Hotel and Restaurant Administration at Tennessee State University, Spring 1989.

Reviewer: Frozen Foods Textbook, Frozen Food Action Committee Team, RHIMI, Purdue University, 1983.

**Professional Awards and Grants:**

Sabbatical Leave: Florida International University, Miami, Florida, 2001-2002.

Recipient: Ernest R. Graham Professorship, School of Hospitality Management, Florida International University, Spring, 2001.

Recipient: CHRIE Achievement Award, Council on Hotel, Restaurant and Institutional Education, 1991.

Recipient: Summer Matching Funds from Provost to support research in multicultural management, Summer 1989.

Recipient: Teacher Work-Study Grant, National Restaurant Association, Summer 1988.

Recipient: NACE Foundation Grant. Was awarded funds from this grant given to the School of Hospitality Management to research a course in catering management, Summer 1988.

Recipient: Minority Faculty Development Award, Florida International University, Spring 1988.

Recipient: Center for Multilingual and Multicultural Studies Faculty Research Award, Florida International University, December 1987.

Recipient: University's Excellence in Research/Scholarship Award, Florida International University, January 1987.

Recipient: Microcomputer, "Computers for Research" program, Florida International University, September, 1986.

Project Co-Coordinator: *A Computer Assisted Laboratory, A Project Description for the I.B.M. Corporation*, RHI Department, Purdue University, August 1983. (Funded, 1985; Laboratory opened for students, 1986).

## **Positions Held in Professional Associations:**

### National

#### Accreditation Commission for Programs in Hospitality Administration (ACPHA)

Founding Member, 1989-1993.  
Founding Chairperson, 1989-1992.  
Member, Executive Committee, 1992-1993.

#### Council on Hotel, Restaurant and Institutional Education

Member, 1982-1994, 2000-2001, 2007-present.  
CHRIE, Human Resources Planning and Development SIS, 1989-1994.  
CHRIE, Multicultural Management SIS, 1990-1994.  
CHRIE, Paper Review Committee, 1992-1994.  
CHRIE, Committee for Graduate Education, 1986-1991.  
CHRIE, Committee for the Professional Development of Women in  
Hospitality/Tourism, 1987-1990.  
CHRIE, Committee on Continuing Education, 1988-1990.  
CHRIE, Co-Chair, Accreditation Committee, 1984-1989.

#### National Restaurant Association

Member, NRA Educational Task Force, 1988-1989.

#### Roundtable for Women in Foodservice

Member, Board of Directors, 1985-1986.  
Co-Chair, Education Committee, 1985-1986.

#### Society of Wine Educators

Member, 1984-1985.

#### Text and Academic Author's Association

Member, 1990-1994.

#### Women's Foodservice Forum

Member, 1991-2006..