

**Darin Layton Gerdes**  
Curriculum Vitae  
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### *Educational History*

- *Ph.D., Organizational Leadership*, Regent University, [School of Business and Leadership](#), Virginia Beach, VA, August 2003, 3.79 GPA.
- *M. A., Public Policy*, Regent University, [Robertson School of Government](#), Virginia Beach, VA, May 1998, 3.55 GPA.
- *M.B.A.*, Regent University, [School of Business and Leadership](#), Virginia Beach, VA, December 1996, 3.706 GPA.
- *B.S., B.S., Government & Psychology*, [Liberty University](#), Lynchburg, VA, May 1995, 3.466 GPA.

### *Instructional History*

- *Professor of Management and Director of Instructional Technology. August 2018-present*, [Charleston Southern University](#), [College of Business](#)
  - Designed interdisciplinary minor in leadership
- *Associate Professor of Management (Tenured) August 2016-2018*, [Charleston Southern University](#), [School of Business](#)
  - Currently teach Leadership and management courses in the School of Business.
- *Associate Professor & Director of Graduate Programs, School of Business: Charleston Southern University, School of Business*, August 2013-July 2016
  - Designed and developed a MA in Organizational Leadership program
  - Co-designed the MS in Human Resource Management.
  - Created three graduate certificate programs (Human Resource Management, Organizational Leadership, and Entrepreneurship).
- *Assistant Professor & Director of the MBA Program: Charleston Southern University, School of Business*, Aug. 2011-Aug. 2013
  - Managed the MBA Program and faculty
  - Taught graduate and undergraduate courses in the School of Business
  - Oversaw graduate program faculty in the School of Business and Economics
- *Adjunct Professor: LCC International University, International Business Administration*, 2015 - 2018.
  - Taught Organizational Behavior
- *Adjunct Professor: Geneva College Adult Degree Program*, 2015 - present.
  - Taught organizational change
- *Associate Professor of Business: Liberty University School of Business*, 2005-2011.
  - Developed and managed the MBA Leadership Track
  - Taught seven undergraduate courses
- *Master-Teacher: StoneBridge School*, Chesapeake, Virginia 1999-2005.
  - Responsible to oversee the history department as a Master-Teacher (equivalent to a department chair)
- *Adjunct Professor: Averett University School of Graduate and Professional Studies*, 2008-2011
  - Taught leadership and organizational behavior courses at the Lynchburg and Roanoke campuses

### *Honors and Awards*

- 2020 Excellence in Service Award, College of Business, Charleston Southern University
- Best Case Award, [Southeast Case Research Association](#) (SECRA), 2020
- 2019 Award for Research, College of Business, Charleston Southern University
- Best Case Award, [Southeast Case Research Association](#) (SECRA), 2019
- The Teaching Award, [Christian Business Faculty Association](#) (CBFA), 2018
- Most Valuable Networker Award (July 2016) [Great Business Networking](#) (GBN).
- Tenure (April 2016)
- Faculty Member of the Year, 2012, [Charleston Southern University School of Business](#)

### *Professional Associations*

- President, Southeast Case Research Association (SECRA), 2019-2020
- Member, Editorial Board, Southeast Case Research Journal, 2019-present
- Site coordinator, Southeast Case Research Association (SECRA), 2017-2019
- Associate Site Coordinator & Track Chair for Leadership, Change, and Org. Behavior, Southeast Case Research Association (SECRA), 2015-2016
- Member, [AOM](#), Academy of Management, 2008-2020
- Member, [CBFA](#), Christian Business Faculty Association, 2006-2011, 2016-Present.

### *Honor Societies*

- [Psi Chi](#) (ΨΧ) - The National Honor Society for Psychology
- [Sigma Beta Delta](#) (ΣΒΔ) – The International Honor Society for Business, Management, and Administration

### *Civic and Community Activities*

- Director of Education, Great Business Networking, 2016 – present
- Stewards of Children Facilitator, Darkness to Light, 2016 - present
- Board Member, South Carolina Home Educators Association (SCHEA), 2015 - 2019
- President, South Carolina Home Educators Association (SCHEA), 2019-2020
- President, South Carolina Home Educators Association (SCHEA), 2018-present

### Thesis Committees:

Honors Thesis Reader (2004-2005) for Chris Lyons's Senior Honors Thesis "The civil government's role in a free market economic system" Liberty University, Lynchburg, VA

Thesis Reader (2005-2006) for Tyler Barstow's Senior Thesis: "A True Catastrophe: Hurricane Relief and the General Welfare Clause" Stonebridge School, Chesapeake, VA

Honors Thesis Reader (2006-2007) for Christopher Baker's Senior Honors Thesis "Program Evaluation of Child Advocacy Centers in West Virginia" Liberty University, Lynchburg, VA

Honors Thesis Reader (2007-2008) for Christopher Coultas's Senior Honors Thesis "Toward a Unified Theory of Motivation through Clustering of Motivational Factors" Liberty University, Lynchburg, VA

Honors Thesis Reader (2010) for David Purdue's Senior Honors Thesis "Social Marketing Media: Gaining a Competitive Advantage by Reaching the Masses" Liberty University, Lynchburg, VA

Honors Thesis Reader (2011) for Jin-seock Shin's Senior Honors Thesis "The West's Feet of Clay: Transmuting the Pillars of Liberty from Gold into Dross" Liberty University, Lynchburg, VA.

Dissertation Committee Member (2018) for Tim Rees's Doctoral Dissertation "Predicting enrollment Yield at a Faith-Based Institution: A Correlational Study" Liberty University, Lynchburg, VA.

Dissertation Committee Member (2021) for Connie Allison's Doctoral Dissertation "Linking Empowering Leadership and employee creativity: The mediating role of affective-based trust in leader" Eastern University, St. David's, PA.

### *Courses Taught at Charleston Southern University*

#### Undergraduate Courses Taught

- BUSI 105 – World of Business
- ECON 326 – Public Policy
- ECON 414 – Public Finance
- MGMT 320 – Organizational Behavior and Leadership
- MGMT 410 – Organizational Theory and Design
- MGMT 411 – Organizational Change and Development
- MGMT 395 – Leadership\*\*

#### Graduate Courses Taught

- BUSI 607 – Fundamentals of Leadership\*\*
- BUSI 609 – Servant Leadership\*\*
- BUSI 610 – Managing with Excellence and Integrity
- BUSI 612 – Advanced Organizational Behavior
- BUSI 619 – Power and Influence\*\*
- BUSI 623 – Business Ethics from a Christian Worldview
- BUSI 624 – Leadership Development\*\*
- BUSI 634 – Organizational Change and Transformation
- BUSI 644 – Leadership Dynamics and Decisions

\*\*Courses developed at Charleston Southern University

### *Additional Courses Taught:*

#### Colorado Christian University

- PAD 512 – Organizational Systems and Change\*\*
- PAD 525 – Leading Change\*\*

\*\*Courses developed

#### Geneva College:

- MLS 510 – Leadership and Communication
- MLS 525 – Leadership and Motivation
- MLS 653 – Capstone Project I\*\*
- MLS 657 - Capstone Project II\*\*

\*\*Courses developed

### Liberty University

- BUSI 223 – Personal Finance
- BUSI 260 – Leadership for the Professional
- BUSI 300 – Business Communications (Lab)
- BUSI 310 – Principles of Management
- BUSI 441 – Organizational Behavior II
- BUSI 500 – Organizational Behavior
- BUSI 501 – Executive Leadership and Management\*
- BUSI 502 – Servant Leadership\*\*
- BUSI 503 – Leadership Theory\*\*
- BUSI 504 – Leading Organizational Change\*\*
- BUSI 603 – Entrepreneurship
- ECNC 110 – Survey of Economics
- FRSM 101 – Freshman Seminar
- GOVT 200 – Constitutional Government & Free Enterprise

\*\*Courses developed

\*Course redeveloped

### Dissertation and Thesis

Gerdes, D. L. (2003). *The leadership assumptions of American statesmen during the federal convention and ratification debates, 1787--1789*. (Doctoral Dissertation, Regent University, 2003). Dissertation Abstracts International, DAI-A 64/11, p. 4188.

Gerdes, D. L. (1998). *The devolution of human life in Nazi Germany: Parallels to a modern America*. Unpublished Master's Thesis (Directed Research Project), Regent University, Virginia Beach, VA.

### Books

Gerdes, D. L. (2014). *The Bookshelf in your boss's brain: An overview of the best management books of all time*. [Kindle DX Version]. Amazon.com

Gerdes, D. L. (2011). *Case Studies in leadership and management*. Bright Images, Lynchburg, VA.

Gerdes, D. L. (2009). *The bottom line: Lessons in leadership and management*. Bright Images, Lynchburg, VA.

### Chapters

Gerdes, D. L. (2021). Virtual work-life balance. In J. Berkley & J. Goldberg (Eds.) *Farther Along the Learning Curve*. Healthy Learning. [Forthcoming]

Gerdes, D. L., & Embry, K. (2021). Running a virtual conference. In J. Berkley & J. Goldberg (Eds.) *Farther Along the Learning Curve*. Healthy Learning. [Forthcoming]

Gerdes, D. L. & Pearson, R. S. (2017). [Corporate Social Responsibility](#). [Christian Perspective Module]. In *Introduction to Microeconomics*. Oklahoma City, OK: EdBooks.

Gerdes, D. L. & Pearson, R. S. (2017). [Marketplace Ethics](#). [Christian Perspective Module]. In *Introduction to Microeconomics*. Oklahoma City, OK: EdBooks.

Pearson, R. S. & Gerdes, D. L. (2017). [Organizations and Markets](#). [Christian Perspective Module]. In *Introduction to Microeconomics*. Oklahoma City, OK: EdBooks.

Gerdes, D. L. (2015). Leadership is what you think it is. In S. A. Quatro and R. R. Sims. (2015). [Executive ethics II: Ethical dilemmas and challenges for the C-suite](#) (2<sup>nd</sup> ed.). (pp. 73-91) Charlotte, NC: Information Age Pub.

## Articles

### Journal Articles:

Gerdes, D. L., Fuss, M., O'Brien, Rollins, M., & Rudebock R. (2021, Spring). Four Models for Conducting the Introductory Business Course. *CBAR: Christian Business Academy Review*. (75-83).

Gerdes, D. L. (2020, Summer). Treason or Reason *Southeast Case Research Journal*. 17(1), 1-4; 115-119

Gerdes, D. L. & Pearson, R. S. (2020, Summer). Why didn't the process work? *Southeast Case Research Journal*. 17(1), 34-39.

Gerdes, D. L. (2019, Fall). [Humble Leadership by Edgar Schein and Peter Schein](#). *Journal of Biblical Integration in Business*, 22(1), 65-66.

Gerdes, D. L. (2019). Good problems: How excellence in execution leads to greater operational difficulty. *Southeast Case Research Journal*, 16(1), 62-72.

Gerdes, D. L. (2016, February 21) Where enemies bring victory and allies bring defeat: A case study in organizational change. *Southeast Case Research Journal*, 13(2), 93-114.

Wilkerson, J. K. and Gerdes, D.L. (2015). [Viewing accommodation of employees' disabilities through a faith lens](#). *The Journal for Biblical Integration in Business*, 18(2), 12-23.

### Popular Articles:

Gerdes, D. L. (2021, Jan 29). 100 Proverbs that teach us how to speak, listen, and respectfully disagree. *Faithfully Magazine*. <https://faithfullymagazine.com/100-proverbs-wisdom/>

Gerdes, D. L. (2021, Jan 1). Rules for Revolutionaries. *CEO WORLD*. <https://ceoworld.biz/2021/01/01/rules-for-revolutionaries>

Gerdes, D. L. (2020, Oct 25). What happened to #weneednine? *Flagandcross.com*.  
<https://flagandcross.com/what-happened-to-weneednine-opinion/>

Gerdes, D. L. (2020, Nov 2). How the Electoral College works (And why it matters).  
*Flagandcross.com*. <https://flagandcross.com/how-the-electoral-college-works-and-why-it-matters-an-opinion-piece/>

## Presentations

### Academic Presentations

Gerdes, D. L., Rollins, J. M. (2021, February 26). “*The Missionary, the prostitutes, and the coffee*” Southeast Case Research Association (SECRA), Myrtle Beach, South Carolina. [Online]

Embry, K., & Gerdes, D. L. (2021, February 26). “*The Podcasters’ dilemma*” Southeast Case Research Association (SECRA), Myrtle Beach, South Carolina. [Online]

Gerdes, D. L., Pearson, R. S. & Rollins, J. M. (2020, February 27-29). “*It’s a done deal*” Southeast Case Research Association (SECRA), Myrtle Beach, South Carolina.

Gerdes, D. L. & Pearson, R. S. (2020, February 27-29). “*Why didn’t the process work?*” Southeast Case Research Association (SECRA), Myrtle Beach, South Carolina.

Gerdes, D. L., Peters, S., and Redmer, T. (2020, February 28). “*Next Steps Workshop*” Southeast Case Research Association (SECRA), Myrtle Beach, South Carolina.

Gerdes, D. L. & Pearson, R. S. (2019, October 19). *Using the meta-case to teach economics*. Delivered to the 88<sup>th</sup> International Atlantic Economic Conference, Miami, Florida

Gerdes, D. L. (2019, February 21-23). “*Treason or Reason*” Southeast Case Research Association (SECRA), Myrtle Beach, South Carolina.

Gerdes, D. L., Fuss, M., O’Brien, R., & Rollins, J. M. (October 5, 2018). *The value of the introduction to business course* [Panel discussion]. Paper presented at the 2018 Annual Conference of the Christian Business Faculty Association. Chattanooga, TN.

Gerdes, D. L. (May 8, 2018). *The first lecture I give to my students in the Master of Arts in Organizational Leadership Program*. Paper presented at the North Charleston Chamber of Commerce Lunch and Learn, North Charleston, SC.

Gerdes, D. L. (2018, April 25). *How to become a leader*. South Carolina Home Education Association. Blatt Building, 110, South Carolina State House, Columbia, SC

Gerdes, D. L. (2018, February 22-24). *Good problems*. Paper presented at the annual meeting of the Southeast Case Research Association (SECRA), Myrtle Beach, SC.

- Gerdes, D. L. & Pearson, R. S. (2018, February 22-24). *Voting my conscience*. Paper presented at the annual meeting of the Southeast Case Research Association (SECRA), Myrtle Beach, SC.
- Gerdes, D. L. (October 2017). *How to become the kind of boss you would want to follow*. Paper presented at the North Charleston Chamber of Commerce Lunch and Learn, North Charleston, SC.
- Gerdes, D. L. (2017, April 5). *Raising up the next generation of leaders*. South Carolina Home Education Association. Blatt Building, 110, South Carolina State House, Columbia SC.
- Gerdes, D. L. (2017, February 23-25). *We are family*. Paper presented at the annual meeting of the Southeast Case Research Association (SECRA), Myrtle Beach, SC.
- Gerdes, D. L. (2016, August 15). *Teaching as ministry*. Paper presented at Louisiana College. Pineville, LA.
- Gerdes, D. L. (2016, August 16). *Teaching in an Online Environment*. Paper presented at Louisiana College. Pineville, LA.
- Gerdes, D. L. (2016, February 26). *The cost of leadership*. Paper presented at the annual meeting of the Southeast Case Research Association (SECRA), Myrtle Beach, SC.
- Gerdes, D. L. & Rollins, J. M. (2015, February 20). *That's not fair: Perspectives of organizational justice*. Paper presented at the annual meeting of the Southeast Case Research Association (SECRA), Myrtle Beach, SC.
- Gerdes, D. L. (2014, March 18). *Developing leadership at a distance: Theory and practice*. Paper presented at the International Academy of Business and Economics Winter 2014 conference, Orlando, FL.
- Gerdes, D. L. (2014, March 18). *If you want leaders, stop teaching them to be managers*. Paper presented at the International Academy of Business and Economics Winter 2014 conference, Orlando, FL.
- Gerdes, D. L. (2014, February 21) *Where enemies bring victory and allies bring defeat: A case study in organizational change*. Paper presented at the annual meeting of the Southeast Case Research Association (SECRA), Myrtle Beach, SC.
- Gerdes, D. L. (2013, 12 July). *Why 'Good' leadership in Business is 'bad' leadership for Government*. Delivered to Professor Grant Ferguson's American National Government Class Texas A & M, College Station, TX (online).
- Gerdes, D. L. (2013, 5 May). *Moving toward a model of leadership education*. Paper presented at the Institute of Strategic and International Studies 2013 Key West Interdisciplinary Conference Key West, FL [Internet division].

Gerdes, D. L. (2013, 9 March). Toward a re-evaluation of the role of leadership in management. Paper presented at the 8<sup>th</sup> International conference of the American Institute of Higher Education, Buffalo, NY [Internet division].

Gerdes, D. L. (2012, 30 May). *Teaching leadership in an online environment*. Paper presented at the 2012 Commission on Technology Conference of the Council for Christian Colleges and Universities, Charleston, SC.

Gerdes, D. L. (2012, 9 March). *The Founding Fathers on leadership: Agreement between rivals and disagreement with modern leadership thinkers*. Paper presented at the 7<sup>th</sup> International conference of the American Institute of Higher Education., Williamsburg, VA.

Gerdes, D. L. (2009, June 13). *Commencement Address*, StoneBridge School. Chesapeake, Virginia

### ***Consulting & Consulting***

- Co-Founder, Excellence in Leadership Institute, 2020
- Pro-bono consulting for select non-profits (e.g. Masters Academy, Vero Beach, FL; StoneBridge School, Chesapeake, VA; Act Justly, Love Mercy, China, LCC International University).
- External Reviewer for Southern Christian University's School of Leadership and Human Services for the Southern Association of Colleges and Schools (SACS) Accreditation process, February-March 2005

### **Additional Training**

- Blackboard Teaching and Learning Online Certification, August 2016
- Moodle Certificate in Online Instruction, February 2015
- Social Media Marketing Certificate, University of Richmond, 2014
- Blackboard Certification, April 2007