

# Gregory W. Ulferts

## EDUCATION

D.B.A. with Management Science concentration and minor areas of specialization in Economics, Finance, and Marketing, Louisiana Tech University, Ruston, LA, March, 1975.  
Dissertation: INTERCOUNTY COMMUTING: A PREDICTIVE MODEL Commuting Characteristics of Manufacturing Employees to Development Centers in Northwest Louisiana (Publisher: Southern Regional Education Board, Atlanta, GA) December, 1969.

M.B.A. with Management Science concentration, Louisiana Polytechnic Institute, Ruston, LA., November, 1969

B.S. with Mathematics concentration, Illinois State University, Normal, IL, June, 1968.  
Certified - Secondary Education

## EXPERIENCE

- 1983 - Present      University of Detroit Mercy, Detroit, MI  
Professor, College of Business Administration  
Faculty Excellence Award, 2014  
*Agere ex Missione* Award, 2013  
Director of Graduate Business Programs, 2009-2014  
Dean, College of Business Administration - Responsible for academic and operations leadership: internally and externally, 1983-1996
- 1979 - 1983      University of San Francisco, San Francisco, CA  
Associate Dean and Associate Professor of Business (Tenured)
- 1976 - 1979      University of Southern Colorado, Pueblo, CO  
Associate Professor (1977-1979) of Management (Tenured)  
Assistant Professor (1976-1977)  
Chairman of Management Department - Responsible for the representation, direction and evaluation of the Department  
Outstanding Faculty Award - State Board of Trustees, 1977 and 1978
- 1971 - 1976      Northwestern State University, Natchitoches LA  
Assistant Professor (1971-1975) – Associate Professor (1975-1976) of Quantitative Methods/Computer Science (Tenured)  
Coordinator (1972-1976) – Responsible for Walter Porter Forums involving local, state, and nationally known business people
- 1968 - 1971      Louisiana Tech University, Ruston, LA  
Graduate Teacher (1968-1970) - Instructor (1970-1971) of Business Courses: Data Processing, Statistics and Management

## NOTABLE CREATIVE WORK AND RESEARCH: Partial List 2010 - present

### Refereed Articles

- Ulferts, G., Howard, T., White, M., Kohn-Parrott, K., and Srivatsan, V. (2023). "Health care: Emerging supply chain solutions." *Journal of Management and Marketing Research*, 28, pp. 1-18.
- Peterson, E. and Ulferts, G. (2023). "An interdisciplinary approach to the study of business ethics, CSR,

- sustainability, and human rights” *Journal of Law, Business and Ethics*, 30.
- Howard, T., Peterson, E., and Ulferts, G.:(2023) “Fostering the Value of Diversity in Organizations During the Pandemic Period,” *International Journal of Management and Decision Making*, 22, 4.
  - Howard, T., Ulferts, G., White, M., Kohn-Parrott, K. Bhattacharya, M., Srivatsan, V. (March 2023). “The Importance of Data Accuracy and Management in Healthcare.” *Journal of Technology Research*.
  - Howard, T. & Ulferts, G. (2022). Role of technology in increasing productivity: As evidenced by the current pandemic” has been accepted for publication in the *Journal of Technology Research*, 11, 1-18.
  - Howard, T. & Ulferts, G. (2022). The supply chain: Before. During, and after covid-19. *Research in Business and Economics Journal*, 15, 1-20.
  - Howard, T., Ulferts, G., & Rashid, M. (2021). Currency in a changing technology environment. *Journal of Finance and Accountancy*, 29, 1-16.
  - Ulferts, G., Peterson, E., Howard, T. (2021). Human resource planning in education. *Journal of Organizational Psychology*, 21(1), 69-79.
  - Ulferts, G., Cannon, N., & Howard, T. (2021). The changing landscape for funding research and development. *Research in Higher Education Journal*, 40, 1-20, May.
  - Bhattacharya, M., Ulferts, G. W., & Howard, T. L. (2020). Radio-Frequency Identification Adoption Trends in Retail: A Delphi Study. *International Journal of Strategic Decision Sciences (IJSDS)*, 11(4), 49-64. <http://doi.org/10.4018/IJSDS.2020100104>
  - Bhattacharya, M., Howard, T., Ulferts, G. (2020). A study of students’ perceptions about online versus traditional teaching. *Journal of Higher Education Theory and Practice*, 20(15), 117-125.
  - Howard, T. & Ulferts, G. (2020). Entrepreneurial financing based on (dis)ability. *Open Journal of Business and Management*, 2020, 8, 2178-2194 DOI: 10.4236/ojbm.2020.85133
  - Howard, T., Ulferts, G., & Hannon, J. (2019). Leadership styles of small business owners: Linking theory to application, 16, 2, 47-55. *Journal of Leadership, Accountability and Ethics*. doi:10.33423/jlae.v16i2.2021
  - Ulferts, G., Howard, T., & Cannon, N. (2018). Strategic impacts of advanced manufacturing technology on American textile industry, 9, 2, 54-69. *International Journal of Strategic Decision Sciences*. doi:10.4018/IJSDS.2018040104
  - Howard, T., Peterson, E., & Ulferts, G. (2017). A note on the value of diversity in organizations, 16, 3, 187-195. *International Journal of Management and Decision Making*. doi:10.1504/IJMDM.2017.085629
  - Ulferts, G. & Howard, T. (2017). North Korean human rights abuses and their consequences, 13, 2, 66-74. *North Korean Review*.
  - Howard, T. & Ulferts, G. (2017). A note on the impact of leadership style on organizational culture, 16, 2, 97-106. *International Journal of Management and Decision Making*. doi:10.1504/IJMDM.2017.084197
  - Tolksdorf, A., Howard, T., & Ulferts, G. (2016). Strategic perspectives on the genuine progress indicator and gross domestic product. *International Journal of Strategic Decision Sciences*, 7, 4, 53-57. doi:10.4018/IJSDS.2016100104
  - Bhattacharya, M., Ulferts, G., & Howard T. (November, 2015). A Delphi study of RFID adoption trends in retail. *Decision Sciences Institute Proceedings*. (Refereed)
  - Peterson, E., Griffin, C., Ulferts, G. & Howard, T. (2015). Law, business strategy, and social change in the global environment. *International Journal of Management & Information Systems* 19, 4, 123-128.
  - Cannon, N., Ulferts, G., & Howard, T. L. (2014). Research and development investment. *Journal of Business and Economic Research*, 12, 3, 291-94.
  - Maier, N., Ulferts, G., Howard, T. (2012). Organizational hiring practices of persons with disabilities. *Journal of Diversity Management*, 7, 2, 79-82.
  - Ulferts, G. & Howard, T. L. (2012). Transforming business and society: The impact of IT. *International Journal of Management and Information Systems*, 16, 4, 345-48.
  - Meier, W., Ulferts, G., & Howard, T. (2011). Transforming city governments through IT. *Review of Business Information Systems*, 15, 4, 1-3.

### Invited Articles

- Howard, T. & Ulferts G. (2017). *Universal access and design in the tourism and travel industry*. Retrieved from [www.watterston.com/](http://www.watterston.com/)

## Refereed Presentations

- Howard, T. and Ulferts, G. “Value of Human Resources” 28th IAJBS World Forum, Universidad Loyola, Seville, Spain.
- Ulferts, G., Howard, T., Hightower, R. (July, 2023) “Integrating Alumni Into The Learning Environment and Developing Global Competence” 28th IAJBS World Forum, Universidad Loyola, Seville, Spain.
- Ulferts, G., Howard, T., White, M., Kohn-Parrott, K., Srivatsani, V. (March, 2023). “Health care: Emerging supply chain solutions?” AABRI International Conference, San Antonio, Texas.
- Ulferts, G., Howard, T., White, M., Kohn-Parrott, K., Srivatsani, V. (March, 2023). “Health care: Emerging supply chain solutions?” AABRI International Conference, San Antonio, Texas.
- Howard, T., Ulferts, G., White, M., Kohn-Parrott, K. Bhattacharya, M., Srivatsan, V. (March 2023). “The Importance of Data Accuracy and Management in Healthcare.” AABRI International Conference, San Antonio, Texas
- Peterson, E. and Ulferts, G. (March, 2023). “The Sustainability Case Challenge: How Interdisciplinary Collaboration Meets Preparation for Real-World Business Practice.” AABRI International Conference, San Antonio, Texas.
- Ulferts, G. and Howard, T. (November, 2022). “Supply chain for health care: what we have learned?” 2022 Annual Conference of the Decision Sciences Institute, Houston, Texas
- Ulferts, G. and Howard, T. (July, 2022). “DEI: What is Different?” 27th IAJBS World Forum, Georgetown University, Washington D.C
- Howard, T. & Ulferts, G. (Fall, 2021). Role of technology in increasing productivity: As evidenced by the current pandemic. AABRI Fall 2021 Virtual Conference.
- Howard, T. & Ulferts, G. (Fall, 2021). The supply chain: Before. During, and after covid-19. AABRI Fall 2021 Virtual Conference.
- Howard, T., Ulferts, G., & Rashid, M. (2021). Currency in a changing technology environment. AABRI Spring 2021 Virtual Conference, March 23-25, 2021.
- Ulferts, G. & Howard, T. (2021). Changing landscape for funding research and development. AABRI Spring 2021 Virtual Conference, March 23-25, 2021.
- Ulferts, G. & Howard, T. (November, 2020). Technology and social relations. Presentation at the Decision Sciences Institute 2020 Annual Conference.
- Howard, T. & Ulferts, G. (November, 2020). Technology and the relevance of currency. Presentation at the Decision Sciences Institute 2020 Annual Conference
- Howard, T. and Ulferts, G. (November, 2019). "Entrepreneurs with Disabilities and Financing Options." 50th Annual Conference Decision Sciences Institute, New Orleans, LA.
- Howard, T. and Ulferts, G. (July 2019). “Impact of Technology on Social Relations.” 25th IAJBS World Forum and Inaugural CJBE South Asia Regional Chapter Meeting, Xavier University Bhubaneswar, India.
- Bhattacharya, M., Howard, T., Ulferts, G., & Fioritto, S. (July, 2019). "Changing Expectations in Online Classes." 25th IAJBS World Forum and Inaugural CJBE South Asia Regional Chapter Meeting, Xavier University Bhubaneswar, India.
- Ulferts, G., Howard, T., & Hightower, R. (July, 2019) "Integrating Alumni Mentors into the Study Abroad Course Component" 25th IAJBS World Forum and Inaugural CJBE South Asia Regional Chapter Meeting, Xavier University Bhubaneswar, India.
- Howard, T. and Ulferts, G. (July, 2019). "Impact of Technology on Social Relations." 25<sup>th</sup> IAJBS World Forum and Inaugural CJBE South Asia Regional Chapter Meeting, Xavier University Bhubaneswar, India.
- Howard, T. (January, 2019). “Leadership Styles of Small Business Owners” 2019 USASBE Conference, St. Pete Beach, Florida
- Howard, T. (23 July, 2018). *Entrepreneurs with disabilities can create and sustain successful small businesses*, 24th IAJBS World Forum, Seattle, WA, Poster Session. Retrieved from [iajbs.org/](http://iajbs.org/)
- Ulferts, G., Howard, T., & Hightower, R. (23 July, 2018). *International study abroad mentoring project*, 2018 IAJBS World Forum, Seattle, WA. Retrieved from [iajbs.org/](http://iajbs.org/)
- Howard, T. & Ulferts, G. (July, 2016). *The value of diversity*. 2016 IAJBS World Forum, Nairobi, Kenya. Retrieved from [iajbs.org/](http://iajbs.org/)

- Kloppenborg, T. & Howard, T. (July, 2016). *A case for community engagement*. 2016 CJBE Annual Conference, Syracuse, NY. Retrieved from [cjbe.org/](http://cjbe.org/)
- Howard, T. & Ulferts, G. (October, 2015). *Leadership and culture*. 2015 International Academic Business Conference, Las Vegas, NV.
- Ulferts, G., Howard, T., & Cannon, N. (October, 2015). *Project management practice*. 2015 International Academic Business Conference, Las Vegas, NV.
- Ulferts, G. & Howard, T., Cannon, N. (October, 2015). *Growth in American textile manufacturing*. Academic and Business Research Institute Conference, Las Vegas, NV.
- Howard, T. & Ulferts, G. (October, 2015). *Product harm crisis*. Academic and Business Research Institute Conference, Las Vegas, NV.
- Tolksdorf, A., Ulferts, G., & Howard, T. (October, 2014). *Economic sustainability: Perspectives on the Genuine Process Indicator (GPI) and conventional GDP*. Academy of Legal, Ethical and Regulatory Issues at the Allied Academies International Conference, Las Vegas, NV.
- Peterson, E., Howard, T., Ulferts, G., Oziem, J. (October, 2014). *Social media privacy rights: The good, the bad and the ugly*. Presented to the Academy of Legal, Ethical and Regulatory Issues at the Allied Academies International Conference, Las Vegas, NV.
- Ulferts, G., Howard, T., & Cannon, N. (October, 2013). *Offshore outsourcing: Future impact*. Academic and Business Research Institute, Las Vegas, NV.
- Ulferts, G., Cannon, N., & Howard, T. (October, 2013). *Managing sustainability in a rapidly changing environment*. Academic and Business Research Institute, Las Vegas, NV.
- Cannon, N., Ulferts, G., & Howard, T. (September, 2013). *Research and development investment*. International Academic Conference, Las Vegas, NV.
- Howard, T. & Ulferts, G. (March, 2013). *Change creating value*. Academy of Business Research Conference, New Orleans, LA.
- Ulferts, G. & Howard, T. (March 2013). *Changing social systems*. Academy of Business Research Conference, New Orleans, LA.
- Cannon, N., Ulferts, G., Howard, T. (October, 2012). *Governance and data quality*. Academy of Information and Management Sciences, Las Vegas, NV.
- Ulferts, G. & Howard, T. (October, 2012). *Who holds the future?* Academy of Educational Leadership, Las Vegas, NV.
- Howard, T., Cannon, N., & Ulferts, G. (October, 2012). *Data management in the United States*. International Academic conference, Las Vegas, NV.
- Ulferts, G. & Howard, T. (October, 2012). *Globalization, technology and the future*. International Academic Conference, Las Vegas, NV.
- Paryani, K., Ulferts, G., Howard, T., & Trabin, J. (July, 2012). *Online versus traditional teaching update: Jesuit context*. 2012 CJBE Conference, Los Angeles, CA.
- Howard, T. & Ulferts, G. (January, 2012). *Supplier diversity includes disability-owned businesses*. United States Association for Small Business and Entrepreneurship, New Orleans, LA.
- Ulferts, G. & Howard, T. (October, 2011). *Transforming business and society: The impact of IT*. International Academic Conference, Las Vegas, NV.
- Maier, N., Ulferts, G., Howard, T. (October, 2011). *Organizational hiring practices of persons with disabilities: A study and review of businesses, non-profit organizations, and government*. International Academic Conference, Las Vegas, NV, Best Paper Award.
- Paryani, K., Ulferts, G., Howard, T., & Trabin, J. (July, 2011). *Online versus traditional teaching: Jesuit context*. 2011 CJBE Annual Conference, Cincinnati, OH.
- Meier, W., Ulferts, G., & Howard, T. (March, 2011). *The internet of things*. International Academic Conference, New Orleans, LA.
- Meier, W., Ulferts, G. & Howard, T. (October, 2010). *IT strategy and medium sized governments*. Teaching and Learning Conference, Las Vegas, NV.

## Invited Presentations

- Howard, T. & Ulferts, G. (December, 2020). Accessible and inclusive - The way forward for events. International webinar sponsored by Event Associates LLP.
- Howard, T. (15 May, 2017). *Global tourism and the disability market*. ICCA (International Congress & Convention Association) UK & Ireland Chapter, Frankfurt, Germany.
- Ulferts, G. and Howard, T. (September, 2013). *What is governance and governance issues?* IMEX America Conference, Las Vegas, NV.
- Ulferts, G. & Howard, T. (October, 2012). *Governance in international organizations*. IMEX-America, Las Vegas, NV.
- Howard, T. & Ulferts, G. (20 April, 2012). *Strategy for a sustainable organization*. US Business Leadership Network.

**NOTE:** Approximately 200 scholarly activities (presentations, proceedings, books, etc.) not included.

**NOTABLE PROFESSIONAL ACTIVITIES: Partial List 2010 - present**

Decision Sciences Institute (American Institute for Decision Sciences)

Charter Attendee 1969

National Conferences: regular meeting attendance; service as session chair, discussant, and referee for papers during the years.

Regional Conferences (Western, Southwestern, Southeastern and Midwestern): meeting attendance; service as session chair, discussant, and referee for papers during the years

Alpha Iota Delta (Academy of Decision, information, and Operations Sciences):

National President, 2003-2005

Executive Director, 2005-2016

Treasurer, 2016-present

American Statistical Association

Detroit Chapter: meeting attendance

International Association of Jesuit Business Schools:

Board Member and Charter Member, 1990-present

Executive Director (1999-2019); Board Member and Corporation Secretary (1999-present)

Past President, 2000-2001

Colleagues in Jesuit Business Education; Board Member (2014-2019)

Web Site Development

Committees: Constitution and Bylaws, Chair; Curriculum, Chair; Africa Initiative, and other

American Assembly of Collegiate Schools of Business (AACSB) National:

Meeting attendance and seminar attendance, 1976-present

Financial Executives International

Board Member and Corporate Secretary, 2012-2015

Area Director and Board Member, 2007-12

Vice President, 2010-2012

National meeting attendance and regular Chapter attendance

Detroit Chapter

Board Member and Emeritus, 1995-present

President, 2003-2004; Vice President, 2002-2003, Secretary, 2001-2002; Treasurer, 2000-2001

Committees: Academic Relations, Web Site Development, and Sponsorship

Attendance at meetings beyond the organizations cited above

American Accounting Association	USASBE
Financial Management Association	Association of Collegiate Honor Societies
Academy of Management	Data Processing Management Association

Professional memberships beyond the organizations cited above

Beta Gamma Sigma	Beta Alpha Psi
Omicron Delta Epsilon	Blue Key
Alpha Iota Delta	Global Jesuit Business Student/Alumni

Certifications and Licenses

- Cost Estimator/Analyst
- Data Processing Management Association
- U.S. Department of Labor: Disability Navigator
- Workforce Development Professional
- Professional Fundraiser

Editorial Boards:

- International Journal of Applied Decision Sciences, 2007-19
- SAM Advanced Management Journal
- Journal of Global Information Management
- Quarterly Journal of Electronic Commerce
- Multinational Business Review, 1990-2000
- Journal of Management for Global Sustainability, 2013-present
- Journal of Jesuit Business Education

**NOTABLE UNIVERSITY ACTIVITIES**

University of Detroit Mercy

- Founding Sponsor for Alpha Iota Delta – Delta MU Chapter
- Undergraduate and Graduate Curriculum and Standards Committees, Chair and Member
- Student Grievance Committee
- Promotion and Tenure Committees, College and University
- Assessment Committee
- AACSB Accreditation Committees, Chair and Member
- University Disability Committee
- University Computer Competency Exam Committee
- Co-Chair for Academic Consolidation of University of Detroit and Mercy College of Detroit
- Tracy Entrepreneurial Lecture Series, Coordinator - University forums in which regionally and nationally prominent leaders speak
- University Core Curriculum Committee
- Faculty Union: Board, Contract Subcommittees
- MFA Representative
- Planning Committees: University and College
- Business Board of Advisors and Student Advisory Boards

University of San Francisco

- Western Association of Schools and Colleges Accreditation Committee

Institute for Business and Community Services: responsible for all conferences, workshops,  
and seminars offered by College  
Center for Business Education and Research: Manager

University of Southern Colorado  
North Central Accreditation, Chairman for the University  
University Faculty Senate, President  
University Curriculum Committee, Chairman  
School of Business Curriculum Committee, Chairman

Northwestern State University  
Faculty Senate, President  
School of Business Curriculum Committee

### **NOTABLE CONSULTING ACTIVITIES**

Lecturer at various universities in China, Taiwan, Poland, Netherlands, France, England, Mexico,  
Spain, Brazil and Nigeria

Accreditation consultant for numerous universities

Management consultant for the American Society of Employers and the National Association of  
Manufacturers: responsible for strategic planning, grant writing, change management and  
technology planning; served on task forces for One-Stop Employment System; worked on  
projects with the Institute for Educational Leadership

Management consultant for Greater Detroit Health Care Council: responsible for planning and  
implementation of health technology standards, including HIPAA

Management consultant for Gifford-Hill-American, Inc.: responsible for the review of the  
management information system and the implementation of proposed new systems

Management consultant for the Pueblo City-County Health Department: responsible for organizational  
review, analysis of personnel problems, and writing of job descriptions

Textbook reviewer for various publishing companies

Management consultant for the Boise Southern Company: responsible for identifying the needs and  
opinions of employees

### **NOTABLE COMMUNITY ACTIVITIES: Partial List 2000 - present**

Job Corps – Business Advisory Board, 2004-2016

Juvenile Assessment Center – Board Member and Treasurer, 2004-2010

Detroit Workforce Development Board – Disability Sub-Committee, 2001-2003

Disability Monitoring Committee – City Council of Detroit, 2004-2005

ASE Educational Foundation – Board Member, 1997-2004

Michigan Hispanic Foundation – Board of Directors, 2006-2009; Steering Committee Member, 2001-  
2006

Economic Club of Detroit - premier public forum with weekly attendance of approximately 600  
Program Committee: Member, 1983-2005 and Chairman, 1987-2004

Business Leadership Network of Michigan – Steering Committee Member, 2001-2006; Board  
Member, 2006-present

Greater Detroit Health Care Council: Board Member, 1984-2000

Boys and Girls Clubs of Southeastern Michigan: Board Member, 1984-present; Service Award

Detroit Executive Service Corps - Board Member, 1994-2004; Strategic Planning for Pontiac Urban  
League, 1999-2000

Detroit Empowerment Zone: Board Member and Chair of Human Services Committee 1995-2002

Detroit Regional Chamber of Commerce

Business Education Alliance: Board Member, 1984-2001

Workforce Development Committee, 2001-2010

Women's Economic Club: Member, 1985-present

Mobilization of Disabled Youth Leadership - Board Member, 1988-present

Lions Clubs

New Center Lions Club: President, 1987; Member

American Society of Employers – Distinguished Service Award

Service League - Community Leader of America Award

State of Michigan

Governor's Honor Roll of Volunteers

Governor's Award for Community Service

Certificate of Recognition for State of Michigan Career Clusters' Initiative