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EMPLOYMENT AT ILLINOIS STATE UNIVERSITY

1984-present	Professor of Business Law, College of Business
1985-1991	Director, Business Study Abroad (this title varied annually), College of Business
1979-1984	Associate Professor of Business Law, College of Business
1979-1986	Advisor for contract majors and minors in International Business, College of Business
1975-1979	Assistant Professor of Business Law, College of Business

TEACHING ASSIGNMENT 2003-04

FIL 208	Legal Environment of Business (Honors Section)
FIL 312	International Business Law
FIL 405	Legal Aspects of Business Decisions (MBA Program)
BUS 100	Enterprise (Honors Section)

BUSINESS AND PROFESSIONAL EXPERIENCE

1980 – Present	Farm Manager, Varner Farms, Edgar County, Illinois Duties include marketing grain, negotiations with tenants, upkeep of land and structures, legal work including taxes on 1000 acres.
1994 – Present	Portfolio Manager Duties include investment decisions on funds under my control.
1974 – 1975	Tax Lawyer, Gulf-Oil Corp.

EDUCATION AND PROFESSIONAL CERTIFICATION

1976		Designated Attorney at Law through Illinois Bar Examination
1975	JD	University of Oklahoma, Norman, Oklahoma
1972	MBA	University of Oklahoma, Norman, Oklahoma
1969	MA	Northwestern University, Evanston, Illinois
1966	BA	Miami University, Oxford, Ohio
1963	Diploma	New Trier High School, Winnetka, IL

PROFESSIONAL CERTIFICATION

1975 – Present Attorney-at-Law, Illinois

ADDITIONAL INTERNATIONAL STUDY

- 1984 Langueurop, Nice, France, French Language
- 1981 Fulbright Scholarship University of Bonn, Bonn, Germany, Deutschlandkunde Seminar
- 1979 Carl Duisberg Sprachinstitut, Cologne, Germany, Business German
- 1978 Harvard Law School, Cambridge, Massachusetts, International Law, Soviet Law
- 1967 University of Strasbourg, Strasbourg, France, French Language
- 1966-1967 University of Reading, Reading, England, year in residence

PROFESSIONAL MEMBERSHIPS

- Academy for Legal Studies in Business
- Normal Rotary Club
- Illinois Farm Bureau
- Illinois Corn Growers Association

INTERNATIONAL TEACHING EXPERIENCE

- 1993 Serendipity, Russian Consulting & Development, Ltd., American Home, Vladimir, Russia, seminars on American business
- 1989-1992 Visiting Professor, Ecole Superieure des Sciences Commerciales d'Angers, Angers, France
Courses Taught: The Environment of American Management American Business Law
- 1991 Guest Lecturer in International Business, Fachhochschule Reutlingen, Germany
- 1989 Visiting Professor, Universität - Gesamthochschule, Paderborn, Paderborn, Germany
- 1982 Guest Professor, Thunderbird School, Glendale Arizona
- 1982 European Business Seminar, Focus -- Germany, University of Waikato, Hamilton, New Zealand

1979-1981 German Business Seminar, Illinois State University. Teachers and businesspersons from 26 states participated.

Illinois State University International Business Program Development (includes drafting proposals, negotiating programs, supervising implementation, recruiting and preparing student participants)

COURSE DEVELOPMENT AT ILLINOIS STATE UNIVERSITY

2002 BUS 100 Enterprise (Honors Seminar)

2000 FIL 419 Ethical Leadership and Western Thought

1999 BUS 100 Enterprise

1999 FIL 412 International and Comparative Business Law (MBA elective)

1998 FIL 405 Legal Aspects of Business Decisions (MBA Foundation Course)

1989 Deutschlankunde für Wirtschaftswissenschaften (team taught in German with Prof. Franz Kaiser, Paderborn, Germany)

1987 IDS 102 Doing Business in Europe (Honors Seminar) 1987-88

1986 IDS 102 Colloquium in International Business (Honors Seminar) 1986-87

1986 FAL 245 Business Studies Abroad. Preparation course for study abroad in France, Germany and England 1986-91

1982 FAL 410 Legal Aspects of Business Decisions (offered twice as a seminar and now a required MBA course)

1978 FAL 108 German for Business (Interdisciplinary course offered every semester for 10 years)

1977 FAL 312 International Business Law (Offered every semester)

HONORS

1991 Distinguished Teacher Department of Finance & Law

1988 Burlington-Northern Faculty Achievement Award, ISU

1981 Fulbright Scholarship (Germany)

1981 Distinguished Teacher (College of Business, ISU)

INTERNATIONAL BUSINESS PROGRAM DEVELOPMENT

(Developed and directed ISU business programs which sent in excess of 400 students abroad through 1991 and exchanged in excess of 700)

- 1991 Worked on exchange program development with Queretaro, Mexico, Nanzan U. Nagoya, Japan, and Humboldt University, Berlin, Germany and Fachhochschule, Reutlingen, Germany.
- 1989 Advanced Business Study Abroad. Academic year business study in Angers, France and Paderborn, Germany. Negotiated and developed program.
- 1989 Business Study Abroad. Bristol Polytech, Bristol, England. Negotiated summer study program.
- 1988 Business Study Abroad. Brighton Polytech, Brighton, England. Drafted proposal, negotiated program.
- 1986 Business Study Abroad. Universit t - Gesamthochschule, Paderborn, Germany. Drafted proposal, negotiated program.
- 1985 International Business Major - Drafted academic portion. 240 majors by 1988. The major is patterned after the contract major.
- 1983 Business Study Abroad at Ecole, Superieure des Sciences Commerciales d'Angers, Angers, France. Drafted proposal for summer study program.
- 1980-86 International Business Contract Program. Developed and advised 42 contract majors and minors.
- 1979-81 German Business Seminar, ISU. Teachers, businesspersons from 26 states participated.
(Summers)

INTERNATIONAL ADVISING FOR STUDENT HONORS

Fulbright Scholar Advisor

Cheryl Huenink	1984
Kim Davies	1986
Marsha Ginson	1987
Joy Boerckel	1988
Karen Greenlee	1990
Rebeca Wacaser	1991
Amy May	1991

Thunderbird School, Glendale, Arizona

30 students sent 1981-1989, including six Celia M. Howard Fellowship winners

Laura Bozich	1981	\$5,200
Cindy Jiu	1986	\$4,300
Stephanie Hollar	1989	\$10,000

Patricia Basche	1990	\$3,000
Lori Davis	1991	\$7,000
Becky Wacaser	1992	\$5,000 (University of Illinois Law School)

Recruited French students for ISU MBA program 12 students - 1986-1993 (from ESSCA, Angers), including outstanding full-time MBA Award Catherine Chaplais, 1988; Jean-Phillipe Medac, 1989; Arnaud Marchais, 1990; Fred Brunel, 1992; Nicholas Querette, 1993

Advised 12 M.A. in Foreign Languages candidates with Cognate fields in Business.

International Business Club. 130+ members. Founder, Co-sponsor - 1982-1991.

Placement: Assisted in placing graduates in import/export firm. Numerous overseas internships in France and Germany

ARTICLES

"Was that Question Illegal?" Review of Business. St. John's University Press, (with Katrin C. Varner), accepted for publication 2004.

"Farm Bureau Delegates Find Biotech Still a Contentious Issue in Europe." Beacon News. Paris, Illinois. May 30, 2003.

"Liberal Democracy and Business and the Legal Limitations on Professional Speech." Business Communication, Business and Globalization. Peter Long Pub., Frankfurt, Germany, November 2002

"Ethics in Law for Business" in Encyclopedia of Business and Finance ed. Kaliski, Burton Macmillan Reference, New York, 2000.

"Law in Business" in Encyclopedia of Business and Finance ed. Kaliski, Burton Macmillan Reference, New York 2000.

"Aufsichtsrat (Supervisory Board of Directors" and Betriebsrat (Works Council)" in Encyclopedia of Management, 4th ed. ed Helms, Marilyn Gale Research Publishers, Chattanooga, Tennessee, (with Iris I. Varner), 1999.

Mitbestimmung (Co-Determination) in Encyclopedia of Management, 4th ed. ed Helms, Marilyn Gale Research Publishers, Chattanooga, Tennessee, (with Iris I. Varner), 1999.

"The State of Ethics Instruction in Colleges of Business: A Survey and Recommendations," *Southwestern Law Review*, Pepperdine University, (coauthored with Edmund Ficek, Joseph Solberg, Charles McGuire, and Dennis Kruse), 1995.

"A Culture Based Approach to Training in Russia," *Human Resource Management Quarterly*, (coauthored with Iris Varner), 1995.

- “A Book of Virtue: Shakespeare’s *Henry V*,” *Proceedings of Teaching and Training: Business Ethics in the 90s and Beyond Conference*, DePaul University, Chicago, Illinois, November 1994.
- “Comparative Constitutional Law: France, Germany, and Japan,” *Selected Papers of the American Business Law Association National Proceedings*, ed. Jan. W. Henkel, Philadelphia, Pennsylvania, 1987.
- “Communication and Business Agreements,” *The Handbook of Executive Communication*, ed. John DiGaetoni, Dow-Jones-Irwin, Homewood, Illinois, 1986, pp. 412-22.
- “Legal Issues in Business Communication,” *ABCA Bulletin*, September 1983, pp. 14-19. Reprinted in: Raymond A. Dumont and John M. Lannon, *Business Communications*, Boston: Little, Brown and Company, (coauthored with Iris Varner), 1985.
- “Ethics and the Corporation Part 1, Part II,” *Discussion Guide for Color VHS Video Cassette*, American Humanist Association, *Switching to Video*, (coauthored with Iris Varner), 1983.
- “Very Enterprising Women,” *Discussion Guide for Color VHS Video Cassette*, Small Business Administration, *Switching to Video*, (coauthored with Iris Varner), 1983.
- “Who’s in Charge Here,” *Discussion Guide for Color VHS Video Cassette*, Carroll House Production, *Switching to Video*, (coauthored with Iris Varner), 1983.
- “Labor Law in East Germany,” *American Business Law Association Regional Proceedings*, ed. Marinelli, Arthur J., 1982, pp. 162-68.
- “International Business and Illinois State University,” *Business News and Views*, Spring 1981, pp. 5-6.
- “Problems and Prospects in Teaching Business and Technical German,” ed. Buck, Kathryn, Helmers, Kristin, New York, pp. 45-48, *The Carl Duisberg Society, Inc.* (with Richard O. Whitcomb), 1981.
- “Interdisciplinary Cooperation and the Illinois State Model,” *Essays in Business and Technical German*, Widner & Son, New York, 1981.
- “The Estate Tax Alternative Evaluation of Farm Property,” *Chicago Daily Law Bulletin*, Vol. 23, May 1, 1981.
- “West German Labor Relations: Mitbestimmung,” *Chicago Daily Law Bulletin*, Vol. 127, January 1981.
- “Who is Qualified to Teach Business Communication?” *Eric*, Ed 202014, p. 21, (with Iris I. Varner), April 1981.
- “Liberal Education and Marketability,” *14 The Journal of Educational Thought*, pp.220-223, (with Iris I. Varner), December 1980.
- “Report Form in the ‘German for Business’ Course,” *American Business Communication Association Bulletin*, Vol. 43 No. 3, pp. 18-19, September 1980.

“Productivity Through Savings and Investment: Let’s Take a Cue from West Germany,” The Collegiate Forum of The Wall Street Journal, Dow-Jones & Co., Princeton, New Jersey, Fall 1980.

“Consumer Protection and Socialist Law in East Germany,” American Business Law Association-Regional Proceedings, edited by Fred J. Naffziger, March 1980.

“Business Communications and the Law,” (presented at ABCA National, Atlanta, GA, 1978) for Appendix in: Murphy and Peck, *Effective Business Communications*, 3rd ed., McGraw-Hill Book Co., 1980.

“The Illinois State Interdisciplinary Model for Teaching Languages for Business” in *New Frontiers in Foreign Language Education*, ed. Conner, Maurice W., National Textbook Co., Skokie, Illinois, pp. 77-89, (with Richard O. Whitcomb) 1980.

“Why Study German? - A Business Point of View,” Die Unterrichtspraxis, pp. 60-64, Spring 1980.

“Justice William O. Douglas: Defender of Competition,” Chicago Daily Law Bulletin, Vol. 126, February 1980.

“German Tax Incentives for Savings, Investment and Work,” Chicago Daily Law Bulletin, Vol. 125, December 1979.

“Common Market Law Guide,” Chicago Daily Law Bulletin, November 21, 1979.

“Propensity to Save Can Be Encouraged,” The Wall Street Journal, p. 22, October 15, 1979.

“The Justices’ New View of Advertising,” Chicago Daily Law Bulletin, March 2, 1979.

“The Law of Slippery Sidewalks,” Chicago Daily Law Bulletin, March 2, 1979.

“Illinois Alien Land Law-Investment and Constitutional Issues,” Chicago Daily Law Bulletin, Vol. 124, October 1978.

“Toward a New Law of Interstate Succession for Illegitimate Children in Illinois,” Chicago Daily Law Bulletin, Vol. 123, August 1977.

“The Statute of Frauds Under the Uniform Commercial Code,” Chicago Daily Law Bulletin, Vol. 123, May 1977.

“The Koran and Coca-Cola: The Islamic Legal Process,” Chicago Daily Law Bulletin, Vol. 124, February 1978.

THE PANTAGRAPH BUSINESS ARTICLES

"Let's welcome illegal aliens into country." The Pantagraph. Bloomington, Illinois, October 19, 2003.

- Social Security system likely to be in trouble." The Pantagraph. Bloomington, Illinois, October 12, 2003.
- "Scandal again starts school year off wrong." The Pantagraph. Bloomington, Illinois, September 28, 2003.
- "EU subsidies bargaining tool in name game." The Pantagraph. Bloomington, Illinois, September 21, 2003.
- "Biotech block leaves French farmer behind." The Pantagraph. Bloomington, Illinois, July 13, 2003.
- "Stock market investing part of American life." The Pantagraph. Bloomington, Illinois, June 8, 2003.
- "Envy, jealousy basis for dislike of Americans." The Pantagraph. Bloomington, Illinois, May 4, 2003.
- "Biotechnology puts learning in a bag of seed." The Pantagraph. Bloomington, Illinois, April 27, 2003.
- "Checking out reasons behind price of food." The Pantagraph. Bloomington, Illinois, March 23, 2003.
- "Europeans provide model of downtown." The Pantagraph. Bloomington, Illinois, March 16, 2003.
- "Growth proving false gospel for business." The Pantagraph. Bloomington, Illinois, February 9, 2003.
- "Bush's tax proposal will benefit all." The Pantagraph. Bloomington, Illinois, February 2, 2003.
- "Decisions distorted by tax trap." The Pantagraph. Bloomington, Illinois, December 22, 2002.
- "There's much to give thanks for this year." The Pantagraph. Bloomington, Illinois, November 24, 2002.
- "That which is plausible isn't always possible." The Pantagraph. Bloomington, Illinois, November 10, 2002.
- "Character derived from history lessons." The Pantagraph. Bloomington, Illinois, November 3, 2002.
- "CEO pay: Little guys strike back." The Pantagraph. Bloomington, Illinois, October 27, 2002.
- "Cost of living statistics must be questioned." The Pantagraph. Bloomington, Illinois, September 22, 2002.
- "Andersen succumbed to temptation." The Pantagraph. Bloomington, Illinois, September 1, 2002.
- "Investment advice: It's the best of times." The Pantagraph. Bloomington, Illinois, August 18, 2002.
- "Cooked books damaging U.S. reputation." The Pantagraph. Bloomington, Illinois, July 21, 2002.
- "Euro brings positive change for rest of world." The Pantagraph. Bloomington, Illinois, June 16, 2002.
- "Government farm payments good business." The Pantagraph. Bloomington, Illinois, June 9, 2002.
- "Globalization: Despite perils, it's road to take." The Pantagraph. Bloomington, Illinois, May 19, 2002.

"Consequences of tax rates must be weighed." The Pantagraph. Bloomington, Illinois, March 17, 2002.

SCHOLARLY PAPERS PRESENTED AT ACADEMIC CONVENTIONS

"Sex Stereotyped Questions in Job Interviews." TriState Academy of Legal Studies in Business, Cleveland, Ohio. November 7, 2003, with Katrin C. Varner.

"Law Suits Lurk in Business Records." Association for Business Communication International Meeting. Albuquerque, New Mexico. October 23, 2003, with Katrin C. Varner.

"21st Century Business Ethics: 16th Century Advice from Will S." Midwest Academy of Legal Studies in Business Annual Meeting. Chicago, Illinois. March 18, 2002.

"Was That Question Legal?" Cases and Comment. Association for Business Communication International Convention. Hyatt Regency, Cincinnati, Ohio, October 26, 2002, with Dr. Katrin C. Varner.

"Yahoo! In the Marketplace of Ideas, International Attempts at Censorship of the Internet." Academy of Legal Studies in Business National Convention. Las Vegas, Nevada. August 5, 2002, with Dr. Katrin C. Varner and Dr. Charles R. McGuire.

"Business Ethics Issues in Aristotle's Rhetorica." Midwest Academy of Legal Studies in Business. Palmer House, Chicago, Illinois. February 28, 2002.

"Educating Ethical Business Communicator." The School of Aristotle, Association for Business Communication International Convention. San Diego, California. November 10, 2001.

"Legal Limitations on Professional Speech." Association for Business Communication European Regional Convention. Dresden, Germany. May 24, 2001.

"Aristotle's Politics as a Model for Corporate Ethics." MBAA Annual Midwest Academy Meeting for Legal Studies in Business. Palmer House, Chicago, Illinois. March 8, 2001.

"Aristotle's Rhetoric as a Model for Business Ethics." Midwest Academy of Legal Studies in Business. Chicago, Illinois. March 1, 2001.

"How to Communicate with Lawyers Who Don't Want to Communicate." Association for Business Communication International Convention. Atlanta, Georgia. October 19, 2000.

"A Secular Model for Ethical Decisions in Business." The Midwest Business Administration Annual Meeting. The Palmer House, Chicago, Illinois. March 3, 2000.

"Forget the Law - Think Communication Assertion." Business Communication International Convention. Los Angeles, California. November 4, 1999.

"Copyright - How Is My Right Protected in Other Countries?" The Association for Business Communication European Regional Convention. Helsinki, Finland. May 21, 1999.

"Legal Liability and Liability and Letters of Recommendation," The Wisconsin Conference on the Business of Communication. University of Wisconsin - Stevens Point, Stevens Point, Wisconsin. March 26, 1999.

"The Virtuous Aristolelian Business Person." Midwest Business Administration Annual Meeting. The Palmer House, Chicago, Illinois. March 19, 1999.

"Can You Be Sued For That Letter You Just Wrote?: A Lawyer's Prospective." The Association for Business Communication International Convention. The Alamo Hilton, San Antonio, Texas. November 12, 1998.

"Ethics of the Protestant Reformation in a Secular University." Midwest Business Administration Association - Legal Studies in Business Section. Chicago, Illinois. March 26, 1998.

"Copyright in the Internet Age: A Lawyer's Prospective." Association for Business Communications International Convention. Washington, D.C. November 14, 1997.

"'But, I Never Read the Lease!' The Cost of Ineffective Business Communication." Association for Business Communication International Convention. Washington, D.C. November 13, 1997, with Paula Pomerence and Iris Varner.

"E-mail and the Wiretrap Act: Legal Aspects of Electronic Business Communication." Association for Business Communications International Convention. Chicago, Illinois. November 8, 1996.

"Observations on Comparative Law and French Legal Thinking." Midwest Business Administration Association - Legal Studies in Business Section. Chicago, Illinois. March 14, 1996.

"The French Droit Civil Philosophy and Methodology." Midwest Business Administration Association - Legal Studies in Business Section. Chicago, Illinois. March 31, 1995.

"A Book of Virtue: Shakespeare's *Henry V*, Teaching and Training." Business Ethics in the 90s and Beyond Conference. DePaul University, Chicago, Illinois. November 11, 1994.

"Changing from Centralized to A Market-Oriented Economy: The Implications for Business Communication." Association for Business Communication Annual Convention. Montreal, Quebec, Canada. October 30, 1993, with Iris Varner.

"A Word Means Just What I Choose It To Mean - Until You Are in Court." Association for Business Communication Annual Convention. Montreal, Quebec, Canada. October 28, 1993.

"Kunstrecht German Law Protecting Art and Artists." Midwest Business Administration Association. Chicago, Illinois. March 25, 1993.

"Legal Aspects of Intercultural Communication." Association for Business Communication International Convention. New Orleans, Louisiana. November 5, 1992.

“The Concept of Liberty in French Law: Education and the Right to Privacy.” Midwest Business Administration Convention - Law Section. Chicago, Illinois. March 27, 1992.

“Teaching Business Ethics Revisited.” Midwest Business Administration Convention - Law/Ethics Section. Chicago, Illinois. March 27, 1992.

“Concepts of Family and Women’s Rights in the German Civil Code (BGB),” American Business Law Association National Convention. Portland, Maine. August 16, 1991.

“The German Civil Code: Burgerliches Gesetzbuch (BGB).” American Business Law Association Midwest Regional Convention. The Palmer House, Chicago, Illinois. April 4, 1991.

“Letters of Recommendation: A Lawyer’s Perspective.” Association for Business Communication International Convention. San Antonio, Texas. November 8, 1990.

“French Employment Law: Women’s Rights in the Workplace vs. Protection of Women in the Workplace,” American Business Law Association National Convention. Toronto, Ontario, Canada. August 17, 1990.

“Declaration des Droits De l’Homme and The Bill of Rights of 1789.” American Business Law Association National Convention. Los Angeles, California. August 17, 1989.

“The French Paper Chase - Learning French Legal Thinking.” Midwest Business Administration - Law Section. Chicago, Illinois. March, 1989.

“Business Ethics - The Business Clergy Debate.” Midwest Business Administration - Ethics Section. Chicago, Illinois. March, 1989.

“French ‘Droit du Travail’: Employment Law and Plant Closing and Layoff Legislation.” American Business Law Association National Convention. New Orleans, Louisiana. August 12, 1988.

“Comparative Constitutional Law: France, Germany, and Japan.” American Business Law Association National Convention Philadelphia, Pennsylvania. August 21, 1987.

“Employee Evaluations, Letters of Recommendation and Legal Liability.” Association for Business Communication. Los Angeles, California. November 14, 1986.

“Comparative Study of French and American Contracts.” Midwest Business Administration - Law Section. Chicago, Illinois. March 20, 1986.

“Copyright and Modern Technology - A Lawyer’s Views.” Association for Business Communication International Convention. Chicago, Illinois. November 1, 1985.

“Observations on French Commercial Law.” Midwest Business Administration Presentation - Law Section. Chicago, Illinois. March 21, 1985.

“Teaching along with Ethical Considerations in Legal Environment.” Midwest Business Administration Association - Law Section. Chicago, Illinois. April 1984.

“The Collection Series - A Lawyer’s Perspective.” American Business Communications Association-International Meeting. New York. November 22, 1983.

“Preparing Students in American Business Colleges to Successfully Encounter Host Country Perspectives.” Academy of International Business-Midwest Region. Chicago, Illinois. March 25, 1983.

“Employee Participation on Corporate Boards: The West German Law of Mitbestimmung.” Midwest Business Administration Association - Law Section. Chicago, Illinois. March 24, 1983.

“Labor Law in East Germany.” Midwest Business Administration Association - Law Section. Chicago, Illinois. March 25, 1982.

“Defining ‘Substantial Participation’ for the Estate Tax Alternative Evaluation of Farm Property.” Midwest Business Administration Association - Law Section. Chicago, Illinois. April 2, 1981.

“Who is Qualified to Teach Business Communications.” American Business Communication Association International Convention. Washington, D.C. December 30, 1980, co-presenter Dr. Iris Varner.

“French and Business: A Natural Alliance.” Illinois Foreign Language Teachers Association, Chicago, Illinois. November 8, 1980, co-presenter Prof. M. O’Connell.

“German for Business.” Central States Conference on the Teaching of Foreign Languages. Milwaukee, Wisconsin. April 11, 1980.

“The Team Teaching Interdisciplinary Approach to Foreign Language and International Business.” Midwest Business Administration Association - International Business Section. Chicago, Illinois. March 28, 1980.

“Consumer Protection Law in a Communist Country: Theory and Everyday Practice.” Midwest Business Administration Association - Law Section. Chicago, Illinois. March 28, 1980, co-presenter Dr. Iris Varner.

“German for Business and Business for German,” American Association of Teachers of German (National). Atlanta, Georgia. November, 1979, co-presented workshop.

“German Studies and the Business World.” Illinois Foreign Language Teachers Association. St. Louis, Missouri. October, 1979 (State).

“Why Foreign Language for Business? They All Speak English Now Don’t They?” Central States Conference on the Teaching of Foreign Languages (Regional). Minneapolis, Minnesota. April, 1979.

“The Enforceability of Oral Contracts Admitted in Court Under the Uniform Commercial Code.” Midwest Business Law Association Meeting. Chicago, Illinois, (Regional). April, 1979.

“Business Communications and the Law.” American Business Communications Association. Atlanta, Georgia (National). December, 1978.

“German for Business, The Illinois State Interdisciplinary Model.” American Association of Teachers of Foreign Languages (National). Chicago, Illinois. November, 1978.

“The Value of German Study From the Perspective of Modern International Business.” American Association of Teachers of German, Southern Illinois Chapter. Normal, Illinois, (Local). April, 1978.

“The Effect of Zoning Laws on Housing Style.” Midwest Econ. Association and The Association for Cultural Econ. Chicago, Illinois, (Regional). April, 1978.

PRESENTATIONS, SPEECHES, AND WORKSHOPS

"Biotechnology and the European Union – Hope or Fear," Keynote Speaker, Edgar County Farm Bureau Annual Meeting, Paris, Illinois, February 15, 2004.

"Facing Ethical Dilemmas in Business," Business Administration Club, Illinois State University, February 13, 2003.

“Issues in the 2000 Election,” St. John’s Lutheran Church, Bloomington, Illinois, October 18, 2000.

“Global Connections Seminar Series,” Illinois State University, October 11, 2000.

"Managing Ethics in a Global Society," International Business Ethics - Panel Discussion of the Practical Ethics in the Insurance Industry, Katie School of Insurance, Illinois State University, March 25, 1999.

"Globalization Issues in Business," The Normal Rotary Club, Normal, Illinois, February 17, 1999.

“Legal Aspects of Privacy and Electronic Communication,” Symposium on Business Communications, Continuing Learning Center, University of Wisconsin, Stevens Point, Wisconsin, April 5, 1998.

“E-mail and Privacy - A Lawyer’s Prospective Workshop,” Association for Business Communication, International Convention, Washington, D.C., November 12, 1997.

“Your Career Path in International Business,” International Business Club, Illinois State University, October 25, 1994.

“The American Legal System,” The English Language Institute, Illinois State University, April 16, 1994.

“To Strive To Seek, To Find and Never To Yield,” Gold Key Honor Society, Keynote Speech, Illinois State University, March 28, 1994.

“Business and International Conflict Resolution,” _____ Study Program, Department of History, Illinois State University, November 17, 1993.

- “The Changing Culture of Russia,” Rotaract (Youth Chapter of Rotary), Illinois State University, October 14, 1993.
- “Business Opportunities in Russia,” Bloomington/Normal Lyons Club, Ironwood Country Club, Normal, Illinois, October 6, 1993.
- “The Future of the EEC,” Panel Discussion, Midwest Business Administration - Law Section, Chicago, Illinois, March 27, 1992.
- “Liberal Education for the 21st Century,” ODK initiation address, Illinois State University, March 21, 1992.
- “Foreign Language Competence and World Business,” First Annual Foreign Language Chataqua, Illinois, October 24, 1992.
- “American Business Culture,” American Studies Seminar for the Universitat Gesamthochschule - Paderborn, Germany; Normal, Illinois, September 15, 1991.
- “American Managerial Culture,” Fachhochschule Reutlingen, Reutlingen, Germany, March 14, 1991.
- “American Business Law,” Fachhochschule Reutlingen, Reutlingen, Germany, March 13, 1991.
- “Opportunities in Eastern Europe,” Foreign Language Department, Illinois State University, February 9, 1991.
- “Business and Industry” American Studies Seminar for the Universitat Gesamthochschule - Paderborn, Germany; Normal, Illinois, September 15, 1990.
- “American Education for Business and the MBA,” Fachhochschule Reutlingen, Reutlingen, Germany, June 25, 1990.
- “The EEC in 1992,” Department of Agriculture, ISU, Farm Managers Seminar, Normal, Illinois, February 8, 1990.
- “Business and Industry,” American Studies Seminars for the Universitat Gesamthochschule - Paderborn, Germany; Normal, Illinois, September 14, 1989.
- “Orientation to American Life and Culture,” at the Universitat Gesamthochschule, Paderborn, Germany, June 27, 1988.
- “Current Issues in International Law” for the Illinois Agricultural Leadership Program, Normal, Illinois, November, 1987.
- “Business and Industry,” American Studies Seminar for the Universitat Gesamthochschule - Paderborn, Germany; Normal, Illinois, September, 1987.

“Introduction to American Culture” American Studies Seminar for the Universitat Gesamthochschule - Paderborn, Germany; Normal, Illinois, August, 1987.

Einführung in die Amerikanische Kultur” Universitat Gesamthochschule, Paderborn, Germany, June, 1987.

“Amerikanische Industrie und Gesellschaft” American Studies Seminar for the Universitat Gesamthochschule - Paderborn, Germany; Normal, Illinois, September 22, 1986.

“Einführung in die Amerikanische Kultur” American Studies Seminar for the Universitat Gesamthochschule - Paderborn, Germany; Normal, Illinois, September 22, 1986.

“The Law of Nations and High Tech Agriculture,” Illinois Agricultural Leadership Program, Normal, Illinois, November 15, 1985.

“Your Career in International Finance,” Financial Management Association of Illinois State University, Normal, Illinois, October 7, 1985.

“Why Foreign Language for Business,” Goethe Institute Seminar, Chicago, Illinois, May 4, 1985.

“Report on International Business Major,” Dean’s Advisory Council, College of Business, Illinois State University, Normal, Illinois, October 30, 1984.

“German for Business Careers,” Conference by Department of German - University of Illinois and Goethe Institute, Champaign, Illinois, October 12, 1984.

“Germany and Business,” American Association of Teachers of German - Southern Illinois Chapter, Normal, Illinois, March 17, 1984.

“International Law and the European Economic Community,” Illinois Agricultural Leadership Program, Normal, Illinois, November 4, 1983.

“Freedom of Speech and Press - John Milton and the First Amendment,” Department of English, Illinois State University, September 15, 1983.

“International Dimensions of United States Anti-Trust Law,” American Graduate School of International Management, Glendale, Arizona, July 22, 1982.

“Perspectives in International Business,” American Marketing Association, Illinois State University, November 18, 1981.

“Foreign Language and International Business Careers,” AIESEC - The International Association of Economics and Management Student, Miami University, Oxford, Ohio, November 4, 1981.

“Can Labor and Management Cooperate. The West German Model,” Foreign Language Department, Miami University, Oxford, Ohio, November 4, 1981.

“Foreign Languages and Business,” Bradley-Bourbonnais Community High School Workshop on Foreign Languages.

“The Reagan Administration - What to Expect,” Illinois State University Law Club, February 2, 1981.

“Being Where the Action Is,” Delta Sigma Pi of Illinois State University, February 25, 1981.

“Women, Careers, and International Business,” Women’s Business Club, Illinois Wesleyan University, Bloomington, Illinois, March 20, 1980.

“Foreign Language and Careers: A Business Point of View,” Millikin University Foreign Language Department Articulation Day (keynote speaker), Decatur, Illinois, September 27, 1980.

“Teaching German Business Seminar,” Presented two days of six days Goethe Institute Seminar, Cincinnati, Ohio, June 1-2, 1980.

“German and Business,” American Association of Teachers of German (Chicago Chapter), Main Speaker, March 15, 1980.

“Legal Problems of Becoming a Community,” European Common Market Panel Discussion, International House, ISU, December, 1979.

“German for Business: Interdisciplinary Cooperation involving Business and the Liberal Arts,” Faculty and Instructional Development Program, Illinois State University, (local), September 25, 1979.

“German Studies and the Business World,” Workshop on German Studies, Faculty and Instructional Development Program, Illinois State University, September, 1979.

“Why Study German: A Business Point of View,” Beyond the Textbook Workshop, Foreign Language Department, Illinois State University, March, 1978.

“Should Education Be Marketable?” Friends of the New World Order, Normal, Illinois, February, 1978, co-presenter, Dr. Iris Varner.