

September 2025

Curriculum Vitae

SAMANTHA DUKES WHITE

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University of West Georgia
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EDUCATION

Master of Business Administration **2008**
Georgia College & State University, Milledgeville, Georgia
G.P.A.: 4.0

Bachelor of Business Administration, Management **2005**
Summa Cum Laude
Georgia College & State University, Milledgeville, Georgia
G.P.A.: 4.0

TEACHING EXPERIENCE

Senior Lecturer **August 2017 – present**
Lecturer **August 2010 - August 2017**

Department of Management, Richards College of Business
University of West Georgia, Carrollton, GA

Teach 4 courses per semester

Undergraduate:

- MGNT 3600: *Management*
 - Developed a fully online version
- MGNT 4620: *Human Resource Management*
 - Developed a fully online version
- MGNT 4681: *Employee Total Rewards (previously: Compensation)*
 - Developed hybrid and fully online
- MGNT 3605: *Organizational Behavior*
- BUSA 2106: *Legal and Ethical Environment of Business*
- CISM 2201: *Fundamentals of Computer Applications*
- Internship Supervisor: average 1-2/year; supervised 4 in Spring/Summer 2025

Adjunct Faculty **January 2009 – July 2010**

Department of Management, J. Whitney Bunting School of Business
Georgia College & State University, Milledgeville, GA

Taught 1-2 courses per semester

Undergraduate:

- MGMT 3141: *Principles of Management*

- MGMT 4115: *Collective Bargaining & Labor Relations*

AREAS OF INTEREST

Management Theory
Human Resource Management
Pedagogy

Compensation Management
Motivational Theory
Total Rewards

COURSES TAKEN RELATED TO TEACHING INTERESTS

Organizational Management
Operations Management
International Management
Human Resource Management
Organizational Behavior
Applied Business Statistics
Collective Bargaining & Labor Relations

Communications Theory in Management
Business Ethics & Global Responsibility
Organizational Theory & Behavior
Strategic Management
Compensation & Benefits
Quantitative Methods
Travel & Tourism Management

CONFERENCE PROCEEDINGS

- White, S. & Pridmore, J. (2019) “Data Analytics in Human Resources” Southern Association of Information Systems. Saint Simons, GA.
- White, S., Pridmore, J., Rollins, M. (2018) “Panel: ERP Across the Curriculum” Southern Association of Information Systems. Atlanta, GA
- Brown, E., Velez-Castrillion, S., & White, S. “Human Resources Development: A Proposal for Engagement in Sustainability”, International Association of Business Disciplines. April 2018. San Francisco, CA
- Pridmore, Jeannie & White, Samantha (2017). “Integrating Technology Into a Management of Human Resources Course” Southern Association of Information Systems. March 2017. St. Simons Island, GA.
- Brown, E., White (Dukes), S., Velez-Castrillion, S., “Human Resources Development: A Proposal for Engagement in Sustainability”, Working Papers Series on Social Responsibility, Ethics & Sustainable Business, Volume 5 2016, Bocconi University, Milan, Italy
- Pridmore, J. & White, S. “ERP Building Blocks: How to Integrate SAP Curriculum to Create an Exciting Learning Environment”, SAP Academic Conference Americas, Coronado, CA, February 2016
- Sanchez, M. and Dukes, S. (2014) “Improving Student Engagement through Course Development: Challenges, Strategies & Successes”, presented at The Society of Business, Industry & Economics 16th Annual Conference, April 2014, Destin, FL
- Bergiel, E., Dukes, S., and Prince, B. (2012) “The Impact of Mobile Telecommunications on Developing Countries: Opportunities & Threats of Afghanistan”, presented at International

Association of Business and Public Administration Disciplines Fall Conference, October 2012, Las Vegas, NV

- Gainey, T. and Dukes, S. (2011), “Examining Student Perspectives of the College Experience: The Impact of Online Programs”, Academy of Business Research Winter Conference, Las Vegas, NV
- Dukes, S., Bergiel, E., Rooks, J. (2011), “Disconnecting the Taliban: Fighting for Cellular Supremacy in Afghanistan”, Academy of Business Research Winter Conference, Las Vegas, NV

PRESENTATIONS

- White, S. & Sanchez, M. (2025), Integrating Generative AI in Education: Building Skills for the Future Workforce, Innovations in Pedagogy Conference, University of West Georgia, May 2025
- White, S. & Sanchez, M. (2024). “Driving Engagement: Empowering Students with Project Agency”, UWG Innovations in Pedagogy, May 2024
- Bergiel, Boone, & White (2023), “Assessing the Viability of Commandership for Non-Military Leaders” Academy of Business Research, January 2023.
- Ferrell, White, & Reaves (2023), “Metacognition: Creating Content & Generating Student Buy-In” Meaningful Living & Learning in a Digital World, February 2023
- White & Ferrell (2023), “Utilizing Mid-Semester Feedback for Improved Experiences in Online Courses” - UWG Innovations in Pedagogy Ten Talk
- Teal & White (2023), “This Class is the Place for Me: Fostering Belonging in the Classroom” - UWG Innovations in Pedagogy Ten Talk
- White, S. & Bergiel, E. (2022) “What Do I Bring to the Table? Designing Self-Assessments to Promote Positive Collaborative Experiences”, 10 Talk, UWG Innovations in Pedagogy Conference
- Baylen, D., Farmer, R., Kneiss, D., Ofoe, L., White, S. (2022) “Appreciating Small Things in University Teaching: Strategies that Make a Difference”, UWG Innovations in Pedagogy Conference
- Fernandez, S., Velez, S., White, S. (2022) “Managing Sustainable Entities”, International Association of Business Disciplines, virtual conference
- Reaves, P., Ferrell, L. White, S. (2022) “Applying Metacognition for Improved Learning: Framework for Application in Online Courses”, Conference on Meaningful Living & Learning in a Digital World
- White, S., Sanchez, M., Pridmore, J (2021) “Applying TILting Across the Curriculum”, UWG Innovations in Pedagogy Conference
- White, S. & Pridmore, J. (2020) “Applying TILting to Introductory Business Courses”, Academy of Business Research, Virtual Conference
- Ferrell, L., Reaves, P., White, S. (2020) “Applying Metacognition for Improved Learning: Strategies and Lessons Learned”, Western Business and Management, Virtual Conference
- Ferrell, L., White, S., Green, K. (2019) “A Framework for Identifying Student Perceptions: The One-Minute List”, Academy of Business Research. Las Vegas, NV
- Ferrell, L., Green, K. White, S. (2019) “Finding Frames of Reference: Fast Ways to Identify Student Perceptions” UWG Innovations in Pedagogy Conference. Carrollton, GA
- Bergiel, E., Prince, B., White, S, Herrea, A. (2019) “Looking for your next Employee or Job? Swipe Right”. Academy of Business Research. New Orleans, LA

- White, S. & Pridmore, J. (2019) “Data Analytics in Human Resources” Southern Association of Information Systems. Saint Simons, GA.
- White, S., Pridmore, J., Rollins, M. (2018) “Panel: ERP Across the Curriculum” Southern Association of Information Systems. Atlanta, GA
- Brown, E., Velez-Castrillion, S., & White, S. (2018) “Human Resources Development: A Proposal for Engagement in Sustainability”, International Association of Business Disciplines. San Francisco, CA
- Pridmore, Jeannie & White, Samantha (2017). “Integrating Technology Into a Management of Human Resources Course” Southern Association of Information Systems. March 2017. St. Simons Island, GA.
- Pridmore, J. & White, S. (2016) “ERP Building Blocks: How to Integrate SAP Curriculum to Create an Exciting Learning Environment”, SAP Academic Conference Americas, Coronado, CA
- Coninham, Radford, Horn, Sanchez, Gerard, Greeley, Knott, Spence, Pridmore, & Dukes (2015) “Using Emerging Technologies for Leadership & Management Development”, Professional Development Workshop, Academy of Management, Vancouver, BC
- Pridmore, J., Dukes, S., & Prince, B. (2015) “Integrating Real-Life Technology Into the Curriculum”, UWG Innovations in Pedagogy Conference, Carrollton, GA
- Pridmore, J., Dukes, S., & Prince, B. (2015) “Enhancing Student Learning of Human Resource Management with Hands-On ERP Exercises”, Richards College of Business Brown Bag Friday Presentation, Carrollton, GA
- Pridmore, J. & Dukes, S. (2014) “Enhancing Student Learning of Human Resource Management with Hands-on ERP Exercises”, Society of Business Research Conference, Nashville, TN
- Dukes, S. and Sanchez, M. (2014) “Student Engagement in Traditional v. Online Classes: Methods, Challenges, and Observations”, Roundtable, University of West Georgia Innovations in Pedagogy Conference, Carrollton, GA
- Bergiel, E., Dukes, S., and Prince, B. (2012) “The Impact of Mobile Telecommunications on Developing Countries: Opportunities & Threats of Afghanistan”, presented at International Association of Business and Public Administration Disciplines Fall Conference, October 2012, Las Vegas, NV
- Gainey, T. and Dukes, S. (2011), “Examining Student Perspectives of the College Experience: The Impact of Online Programs”, Academy of Business Research Winter Conference, Las Vegas, NV
- Dukes, S., Bergiel, E., Rooks, J. (2011), “Disconnecting the Taliban: Fighting for Cellular Supremacy in Afghanistan”, Academy of Business Research Winter Conference, Las Vegas, NV

PUBLICATIONS

- Sanchez, M. & White, S. (2024). “Transparency in Learning and Teaching for Collaborative Virtual Assignments in an Introductory Management Course.” *International Journal of Education Research*, Volume 19 Number 1
- Velez-Castrillion, S., White, S., Brown, E. (2018) “Human Resources Development: A Proposal for Engagement in Sustainability”, *Quarterly Review of Business Disciplines*

- Pridmore, J., Prince, B., & Dukes, S. (2015), “Enhancing Student Learning of Human Capital Management with Hands-On ERP Exercises”, *California Business Review*, International Academy of Business & Economics
- Pridmore, J., Prince, B., & Dukes, S. (2015), “Using the Flipped Classroom to Teach Undergraduate Students in an Introduction to Information Systems Course”, *Review of Business Research*, International Academy of Business & Economics
- Gainey, T. & Dukes, S. (2011), “Examining Student Perspectives of the College Experience: The Impact of Online Programs”, *American Journal of Educational Studies*

SERVICE TO INSTITUTION

- Member, AOL Subcommittee BBA LO 2.4 (Fall 2025)
- Advisor, UWG FBLA Collegiate (Spring 2024-present)
- Department of Management Representative, RCOB Welcome Back Event (Fall 2025)
- Department of Management Representative, It’s All Academic: College Welcome Sessions (Fall 2025)
- Volunteer, Unpack the Pack (Fall 2025)
- Member, SBDC Program Assistance Search Committee (Spring 2025)
- Member, Women Empowering Women Conference Thought Group (Spring 2025-present)
- Department of Management Representative, Becoming the Pack (Fall 2025)
- Department of Management Representative, RCOB Showcase (Spring 2025)
- Department of Management Representative, Admitted Students Day (Spring 2024)
- Department of Management Representative, RCOB Welcome Back Social (Fall 2024)
- Department of Management Representative, Majors Fall (Fall 2024)
- Member, AOL Subcommittee BBA LO3.2 (Spring 2024)
- Member, AOL Subcommittee BBA LO4.1 (Fall 2024)
- Member, Marketing Advisory Group, Richards College of Business (Fall 2024-Spring 2025)
- Guest Speaker on Career Readiness, Student-Athlete Advisory Council (Spring 2024)
- Member, Southwire Sustainable Business Leadership Program Selection Committee (Fall 2020, Spring 2021, Spring 2022, Spring 2023, Spring 2024)
- Member, Faculty Senate Academic Policies Committee – Fall 2022-present
- Chair, Increasing Student Enrollment Committee, Department (Fall 2023-present)
- Member, Student Recruiting Events Committee, Department (Fall 2023-present)
- Mentor, Richards College of Business International Student Mentor Program, Fall 2023-present,
- Coordinator, Department of Management Social Media (Fall 2016-Spring 2023)
- Faculty Sponsor, Honors Day Poster Presentation, “Managing Sustainable Entities”
- Member, Faculty Senate Academic Policies Committee (Fall 2022)
- Member, AOL Subcommittee, Richards College of Business (Fall 2022)
- Department of Management Representative, UWG Fall Showcase (Fall 2021)
- Department of Management Representative, Richards College of Business Preview Day (Spring 2021)
- Department of Management Budget Committee, committee member (Fall 2020)
- Department of Management Lecturer Search Committee, committee member (Summer 2020)
- Coca-Cola Scholarship Grant for First Generation Students, committee member (December 2019-December 2021)

- Faculty Advisor, Beta Gamma Sigma (Spring 2019)
- New Faculty Mentor (Spring 2019)
- Department of Management Lecturer Search Committee (Fall 2018)
- Advisor to Management Club (Fall 2012-Fall 2019)
- Best of the West End of Year Celebration Committee (Spring 2017-Fall 2019)
- Advisor to Circle K International – UWG Chapter (Summer 2015-Summer 2018)
- Work-Life Balance Task Force, Chair (Fall 2016)
- Entrepreneurship Certificate Task Force (Fall 2016)
- UWG 1101 Instructor (Fall 2013, Fall 2015, Fall 2016)
- Research Day & Big Night Committee (Spring 2011-Spring 2018)
- Richards College of Business Big Night Co-Coordinator (Spring 2011-Spring 2018)
- Advisor to UWG Ultimate Frisbee (Fall 2014-Spring 2015)
- Faculty Chaperone Management Department Study Abroad Ireland (Spring 2014)
- Richards College of Business Mentor Program (Fall 2010-Spring 2014)
- Department of Management Limited-Term Instructor Search Committee (Spring 2012)
- Undergraduate Programs Committee (Fall 2011-Spring 2012)
- Co-Advisor to Management Club (Fall 2011-Spring 2012)
- Accompanied SIFE Team to National Competition in Minneapolis, MN (Spring 2011)
- Department Mentor Program (Spring 2011, Fall 2012)
- Department Representative at Festival of Majors (February 2011)
- Department Representative for UWG Preview Day (January 2011)
- Department Promotion & Tenure Committee Secretary, non-voting member (Fall 2010)
- Department of Management Lecturer Search Committee (Fall 2010)

SERVICE TO COMMUNITY

- Board Member, Central Elementary School PTO (Summer 2025-present)
- Volunteer, Central Elementary School (Fall 2024-present)
- Volunteer, First Baptist Church Carrollton, VBS Instructor (2022-present), Pre-K Sunday School Teacher (Summer 2023-present), Thriving Communities Implementation Team (Fall 2024-present), Sunday School Advisory Team (Fall 2025-present)
- Guest Speaker on Career Readiness, Carrollton High School (Spring 2024)
- Volunteer, Agape/Embrace Hospice Volunteer Pet Program (2011-2019)
- Volunteer, West Georgia Walk to End Alzheimer's Committee (Spring 2015)
- Carroll County Kiwanis Young Professionals (2011-2014)
- Customer Service Presentation for Hospice Advantage – Wrightsville (2012)
- UWG Wonder Walkers, Relay for Life in Carroll County (2011)
- Credit Lecture for High School Economics Class, Georgia Military College Prep School (2009)
- Relay for Life in Baldwin County (2004, 2006-2008)
- United Way Coordinator for Magnolia State Bank (2005-2009)
- Bank Day at Baldwin High School (2007)

SERVICE TO PROFESSION

- Reviewer, 2025 UWG Innovations in Pedagogy (IiP) Conference (Spring 2025)
- Reviewer, 2025 USG Teaching & Learning Conference – Reviewed 4 Submissions (Fall 2024)
- Member, Pearson Forage Job Simulation Community (Fall 2024-Spring 2025)
- Reviewer, UWG Innovations in Pedagogy (IiP) Conference Review Team (Spring 2024)
- Reviewer, UWG Innovations in Pedagogy Conference (Spring 2021)
- Session Chair, Academy of Business Research Conference (October 2020)
- Reviewer, UWG Innovations in Pedagogy Conference (May 2019)
- Developed and taught Professional in Human Resources Certification Prep Course for UWG Continuing Education (Spring 2018)
- Reviewer, Southern Association of Information Systems Conference (March 2018)
- Session Chair, Society of Business Research Conference (October 2014)
- Session Chair, International Association of Business & Public Administration Disciplines Conference (October 2012)
- Session Chair, International Association of Business Disciplines Conference (April 2011)
- Reviewer, International Association of Business Disciplines Conference (April 2011)

PROFESSIONAL CERTIFICATIONS

- Professional in Human Resources (PHR) – January 30, 2015-October 31, 2027
- Society for Human Resource Management – Certified Professional (SHRM-CP) – February 23, 2015-October 31, 2027

PROFESSIONAL AFFILIATIONS

- Society of Human Resource Management, professional member
- Academy of Management, former member
- Beta Gamma Sigma, member
- Society for the Advancement of Management (SAM), former member

PROFESSIONAL DEVELOPMENT

- Attendee, Scholarship of Teaching and Learning (SoTL) Summit, Virtual, Kennesaw State University (Fall 2025)
- Attendee, Reshaping Higher Education with AI Fluency, Webinar, Cengage (Fall 2025)
- Attendee, Pearson Digital Leadership Conference, (Spring 2025)
- Attendee, SOAHR 2024, SHRM Atlanta Conference (Spring 2024)
- Attendee, Classroom Behavior and Due Process Rights, UWG Office of Community Standards (Spring 2024)
- Attendee, Teaching for Learning: Evidence-Based Approaches for Online and Blended Learning, Richards College of Business Faculty Development Workshop (Fall 2023)
- Attendee, Tech in the Classroom Workshop, Richards College of Business (Fall 2023)
- Attendee, Diversity, Equity, & Inclusion Training, Richards College of Business (Spring 2023)
- RSI Certificate of Completion, Institute of Faculty Excellence (Spring 2023)
- Elements of High Impact Practices, MomentumU @ USG (Spring 2023)
- Attendee, Women Empowering Women (Spring 2023)

- Member, Reflective Teaching CTL Faculty Reading Group, UWG (Spring 2022)
- Cohort Participant, High Impact Practices in Online Education, UWG CTL Faculty Learning Community (Spring 2022)
- Attendee, Women Empowering Women Event, Richards College of Business (March 2022)
- Attendee, Encouraging Growth Mindset Workshop, UWG CTL (Fall 2021)
- Attendee, Real HR Symposium (March 2021)
- Attendee, Women Empowering Women Symposium, Richards College of Business, Virtual (January 2021)
- Cohort Participant, USG Faculty Learning Community Program, Transparency in Teaching & Learning (Spring 2020)
- Attend the SHRM Atlanta SOAHR Conference. (March 2019.)
- Cohort Participant, USG Faculty Learning Community Program, Backward Course Design, (Spring 2019)
- Employment Law Certificate. Center for Legal Studies at the University of Georgia. Fall 2017.
- Attend SHRM-Atlanta SOAHR Annual Conference, Atlanta, GA, March 29-30, 2017
- Certified Online Instructor from UWG|Online (January 2015)
- QM Program Training: Designing Your Online Course (November 2014), Applying the Quality Matters Rubric (December 2014), & Peer Reviewer Course (January 2015)
- CTL Lecture “Strategies, Pedagogies, & Technologies for Collaborative Online International Learning” (March 2014)
- Blackboard Collaborate Now Conference, Atlanta, GA (April 2013)
- Faculty Workshop - “First Impressions & Lasting Impressions: How to Make it Stick”, University of West Georgia (March 2013)
- Certified Online Instructor Cohort, University of West Georgia (Fall 2012)
- National Academic Advising Association Conference, Nashville, TN (October 2012)
- AACSB Assessment Seminar, Houston, TX (March 2012)
- EDUCAUSE Learning Initiative 2012 Online Annual Meeting (February 2012)
- iTunesU Initiative, University of West Georgia (Spring 2011)
- Large Enrollment Workshop, University of West Georgia (Fall 2010-Spring 2011)

AWARDS AND HONORS

Professional

- Richards College of Business Great Colleague – Above & Beyond (2024)
- Richards College of Business Student Co-Authored Research Award (2023)
- Richards College of Business Annual Faculty Service Award (2020-2021)
- Richards College of Business Annual Student Research Award (2018-2019)
- George Martin Outstanding Kiwanis Advisor Award, Georgia District of Circle K International, February 18th, 2017
- Best Research Publication in Journal Award for “Enhancing Student Learning of Human Capital Management with Hands-On ERP Exercises”, published in California Business Review (Spring 2015)
- Richards College of Business Annual Faculty Teaching Award (2014-2015)
- Office of First-Year Experience Influential Person Award (Fall 2013)
- Richards College of Business Annual Faculty Service Award (2012-2013)

- 5-Star Online Course Award for MGNT 3600 Online from UWG|Online (Fall 2012)

Graduate

- Outstanding Master of Business Administration Student, Georgia College & State University (2008)
- Phi Kappa Phi (National Honor Society)
- Fenton Art Glass Collectors of America Scholarship (2006-2008)

Undergraduate

- Outstanding School of Business Student Award, Georgia College & State University (2005)
- Outstanding Department Major, Management, Georgia College & State University (2005)
- National Dean's List
- GCSU President's List
- Phi Kappa Phi (National Honor Society)
- Fenton Art Glass Collectors of America Scholarship (2003-2005)
- GCSU Presidential Scholarship (2001-2005)
- Foundation & Alumni Scholarships (2001-2005)

TECHNOLOGY

Course Management: WebCT, iTunesU, USG Podcasting Server, D2L, BanWeb

Software: Microsoft Word, Microsoft Excel, Microsoft PowerPoint

Analytical Software: Microsoft Excel, Minitab, SPSS

ERP Software: SAP, Success Factors

RELATED PROFESSIONAL EXPERIENCE

Loan Officer	July 2009-July 2010
Mortgage Processor	August 2006-July 2010
Management Associate	May 2005-July 2006
Employer: Magnolia State Bank, Milledgeville, GA	

Loan Officer/Mortgage Processor

- Processed mortgage applications for the secondary market
- Acted as liaison between customers, appraisers, closing agents, and lender
- Sold products such as deposit accounts, credit cards, and consumer loans
- Created print and radio advertisements for mortgage products
- Originated loans as a consumer lender for a diverse clientele, including loans such as personal, automobile, and real estate loans
- Participated in business development activities in the local community with the Chamber of Commerce and Homebuilder's Association
- Served as staff advisor for Milledgeville Junior Board of Directors

- Served as Security & Safety Officer for Milledgeville offices, which includes responsibility for training & compliance with banking and OSHA regulations

Management Associate

- Developed a working knowledge of all departments: teller operations, proof, customer service, consumer and commercial loan processing, mortgage lending, collections, and credit cards
- Explained banking procedures and effectively meet customer needs
- Established strong working relationships with coworkers in all branches of the bank

Assistant Manager

August 2004-December 2009

Employer: Crossroads BBQ, Gibson, GA

- Solved problems related to customer service
- Communicated effectively with a varied clientele
- Trained new employees in applicable skills and procedures
- Designed new menus

PROFESSIONAL TRAINING

- Analyzing Personal & Corporate Financial Statements, Community Bankers Association of Georgia (January 2007)
- Consumer Lending School, Community Bankers Association of Georgia, (September 2006)
- Fundamentals of Loan Processing, Capstone Institute of Mortgage Finance (July 2006)
- The Loan Processor's Guide to Getting Organized, Capstone Institute of Mortgage Finance (July 2006)