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December 2012

EMPLOYMENT AT ILLINOIS STATE UNIVERSITY

1975-present Department of Finance, Insurance and Law, Illinois State University
 Full Professor (since 1984)
 Associate Professor (1979-84)
 Advisor for contract majors and minors in International Business (1979-86)
 Assistant Professor (1975-1979)

TEACHING ASSIGNMENT

FIL 185 Legal, Ethical, and Social Environment of Business (Honors Section), since 1982
 FIL 312 International Business Law, since 1977
 FIL 405 Legal Aspects of Business Decisions (MBA Program), since 1983

BUSINESS AND PROFESSIONAL EXPERIENCE

2007 – Present Trustee, COUNTRY Mutual Funds Trust, COUNTRY Financial, Bloomington, Illinois
 2002 – Present Business Columnist, The Pantagraph, Bloomington, Illinois
 1994 – Present Portfolio Manager. Investment decisions on several portfolios containing mostly individual corporate equity issue
 1980 – Present Owner/Manager. Varner Farms – a family operation since 1853. Located in northern Edgar County, Illinois. Duties include marketing farm produce, supervision of operations, upkeep of land and structures, tax and other legal work.
 1974 – 1975 Tax Lawyer, Gulf-Oil Corp.

EDUCATION AND PROFESSIONAL CERTIFICATION

1976 Designated Attorney at Law through Illinois Bar Examination
 1975 Designated Attorney at Law through Oklahoma 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

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 AND LEADERSHIP

- 1993 Serendipity, Russian Consulting & Development, Ltd., American Home, Vladimir, Russia, seminars on American business
- 1990-91 Faculty Leader, ISU Student Program at Ecole Superieure des Sciences Commerciales d'Angers, Angers, France
- 1991 Guest Lecturer in International Business, Fachhochschule Reutlingen, Germany
- 1989-1992 Visiting Professor, Ecole Superieure des Sciences Commerciales d'Angers, Angers, France
Courses Taught: The Environment of American Management American Business Law
- 1989 Visiting Professor, Universitat - Gesamthochschule, Paderborn, Paderborn, Germany
- 1988 Faculty Leader, ISU Student Program at Ecole Superieure des Sciences Commerciales d'Angers, Angers, France
- 1985-1987 Faculty Leader, ISU Student Program, Universitat, 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

- 2005 FIL 185 Legal, Ethical and Social Environment of Business (Honors Section)
- 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

2009	MBA Teacher of the Year
2008	Professor Appreciation Award, ISU Panhellenic Association
2008	Guest Scholar at the University of Dresden, University of Dresden
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 between 1983 and 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. Universitat- 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

"Sustainable Agriculture: The United States versus the European Union, Issues and Attitudes," (with Katrin C. Varner). Proceedings for The Journal of International Business Research and Practice (JIRBP). Vol. 4, 2010, pp. 119-124.

"Sustainable Agriculture: The United States versus the European Union - Issues and Attitudes," (with Katrin C. Varner). International Journal of Social Ecology and Sustainable Development. Vol 1, No. 4, Oct-Dec 2010, pp. 26-31.

"Death Tax: Real Threat to Six Generation Farm." Farm Weekly. November 2010.

"A Fetish of the Freedom of the Press? The Terminator v. the Paparazzi," (with Katrin C. Varner). The Journal of Global Business Management. Vol. 6, No. 2, October 2010. pp. 331-336.

"USA CEO Pay is Up While Shareholders Lose Their Shirts: Legal and Ethical Communication Issues," (with Katrin C. Varner). Proceedings of the 74th Annual Convention of the Association for Business Communication. November 4-7, 2009, Portsmouth, Virginia, (Ed. Dr. Liza Gueldenzoph Snyder).

"Death Taxes of the Past, Now, and the Near Future." Farm Week. March 9, 2009

"Sex Stereotype Questions and Interviews." Proceedings of the Tri-State Academy of Legal Studies in Business. Vo. 27, pp. 124-128.

"Reconsider Investing in \$6,000-an-Acre Farmland." Farm Week. April 10, 2006.

"Law in Business." Encyclopedia of Business and Finance (2nd ed.). Kaliski, Burton, Macmillan Reference, New York, 2006. (Chapter)

"Making a Case Against 1031 Exchange Purchases." Farm Week. Sept. 26, 2005, p. 11.

"Ways of Being a Business Professional; Individual Responsibility." Enterprise (Ed. Kenneth E. Newgren). Pacific Crest, Lisle, Illinois, 2005, pp. 171-78. (Book Chapter)

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

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

"Law in Business." 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 I, 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

2012

"2 percent of population produces food we need." The Pantagraph. Bloomington, December 26, 2012.

"Private sector needs ownership of stock market." The Pantagraph. Bloomington, November 25, 2012.

"Definition of middle class grows murky." The Pantagraph. Bloomington, October 24, 2012.

"If history repeats, Dow Jones will bounce even higher." The Pantagraph. Bloomington, September 26, 2012.

"Clean energy efforts on display in Germany." The Pantagraph. Bloomington, October 7, 2012.

"Dividends have been habit with U.S. companies." The Pantagraph. Bloomington, July 5, 2012.

"Income inequality grows." The Pantagraph. Bloomington, May 20, 2012.

"Trick is to tax, maintain growth." The Pantagraph. Bloomington, May 13, 2012.

“Travels abroad reveal what’s same, different in U.S.” The Pantagraph. Bloomington, March 14, 2012.

2011

“‘Buffett rule’ sparks needed discussion.” The Pantagraph. Bloomington, November 20, 2011.

“Lotto winners, retirees face similar decision.” The Pantagraph. Bloomington, November 6, 2011.

“No easy fix when talking tax reform.” The Pantagraph. Bloomington, October 5, 2011.

“College education a good investment for most.” The Pantagraph. Bloomington, August 9, 2011.

“Caution Griping employers bad for growth.” The Pantagraph. Bloomington, July 16, 2011.

“Corporate, public pension plans explained.” The Pantagraph. Bloomington, April 10, 2011.

“Market investing a good bet when seeking life of leisure.” The Pantagraph. Bloomington, February 9, 2011.

“Family farm essential historically, in future.” The Pantagraph. Bloomington, February 6, 2011.

“Norms of ‘50s life give valuable lessons.” The Pantagraph. Bloomington, January 14, 2011.

2010

"U.S. needs business to get back in the game." The Pantagraph. Bloomington, November 17, 2010.

"Death tax back in play next year." The Pantagraph. Bloomington, October 24, 2010.

"October brings memories of MacArthur, market fears." The Pantagraph. Bloomington, September 30, 2010.

"Let self-interest guide immigration law." The Pantagraph. Bloomington, September 19, 2010.

"Arizona Immigration law legal, but not realistic." The Pantagraph. Bloomington, July 25, 2010.

"Oil spill raises multiple of legal concerns." The Pantagraph. Bloomington, June 26, 2010.

"Gladly learn and gladly teach and learn some more." The Pantagraph. Bloomington, May 18, 2010.

"Business theory applied to election, health care." The Pantagraph. Bloomington, April 21, 2010.

"Education needs several routes to build work force." The Pantagraph. Bloomington, April 15, 2010.

"As women advance in workplace, men also win." The Pantagraph. Bloomington, March 18, 2010.

"High court once again gets behind free speech." The Pantagraph. Bloomington, March 10, 2010.

"Good idea to have more than one financial adviser." The Pantagraph. Bloomington, January 28, 2010.

2009

"Decade in review." The Pantagraph. Bloomington, Illinois, December 26, 2009.

"Collapse of Berlin Wall a lesson for the ages." The Pantagraph. Bloomington, Illinois, November 8, 2009.

"Berlin's economic strength rose from war." The Pantagraph. Bloomington, Illinois, October 30, 2009.

"You pay more but get more for health care in U.S." The Pantagraph. Bloomington, Illinois, October 4, 2009.

"Rationality lost when it comes to investments." The Pantagraph. Bloomington, Illinois, September 20, 2009.

"The wonderful world of 1950s TV advertisements." The Pantagraph. Bloomington, Illinois, July 1, 2009.

"Wealth inequality and the entrepreneurial class." The Pantagraph. Bloomington, Illinois, June 4, 2009.

"Teaching about Chicago reminds of its greatness." The Pantagraph. Bloomington, Illinois, May 6, 2009.

"Estate/death tax takes huge chunk of inheritance." The Pantagraph. Bloomington, Illinois, February 10, 2009.

"Stocks a good way to make money for nonconformists." The Pantagraph. Bloomington, Illinois, February 5, 2009.

"Forget economic numbers and look on the bright side." The Pantagraph. Bloomington, Illinois, January 15, 2009.

"Business building blocks make for solid foundation." The Pantagraph. Bloomington, Illinois, January 5, 2009.

2008

"Structure akin to socialism accounts for CEOs' inflated pay." The Pantagraph. Bloomington, Illinois, November 3, 2008.

"Keeping your head on straight during a crisis." The Pantagraph. Bloomington, Illinois, October 6, 2008.

"Good game plan needed to maneuver the markets." The Pantagraph. Bloomington, Illinois, September 29, 2008

"College education puts wage earners ahead of curve." The Pantagraph. Bloomington, Illinois, September 8, 2008

"For a view of typical Germany, jump on Bundesstrasse No. 1." The Pantagraph. Bloomington, Illinois, August 25, 2008.

"Ignore those who talk poor as economy hits a few bumps." The Pantagraph. Bloomington, Illinois, June 30, 2008.

"Market forces behind rise in gas prices and will be cause of fall." The Pantagraph. Bloomington, Illinois, May 27, 2008.

"Old money out, new money in: U.S. wealthiest list in state of flux." The Pantagraph. Bloomington, Illinois,

April 14, 2008.

"Think about whys, hows on path to professional success." The Pantagraph. Bloomington, Illinois, March 17, 2008.

"Business shouldn't repeat mistakes from the past." The Pantagraph. Bloomington, Illinois, February 4, 2008.

"*Tis a Gift to be Simple*' a favorite hymn and good advice." The Pantagraph. Bloomington, Illinois, January 21, 2008.

"1968 was a defining year that still reverberates this year." The Pantagraph. Bloomington, Illinois, January 7, 2008.

"Business building blocks make for a solid foundation." The Pantagraph. Bloomington, Illinois, January 5, 2008.

2007

"Big Three Autoworkers have Talent for Profitable Co-Existence." The Pantagraph. Bloomington, Illinois, October 27, 2007.

"Dress code in class helping to form well-rounded students." The Pantagraph. Bloomington, Illinois, October 5, 2007.

"Consumer credit a marvelous thing if used with common sense." The Pantagraph. Bloomington, Illinois, September 25, 2007.

"Skip the hedge fund, subprime and go for private equity! Huh?" The Pantagraph. Bloomington, Illinois, August 27, 2007.

"Dow may be a yo-yo, but the investments' results are solid." The Pantagraph. Bloomington, Illinois, August 13, 2007.

"Henry V – a model of ethical leadership." The Pantagraph. Bloomington, Illinois, July 23, 2007.

"Europeans ahead in recycling, global warming wars." The Pantagraph. Bloomington, Illinois, June 25, 2007.

"The ides of April every bit as significant as March." The Pantagraph. Bloomington, Illinois, May 1, 2007.

"Businesses can help improve world we live in." The Pantagraph. Bloomington, Illinois, April 23, 2007.

"Schools funded by property taxes good for business." The Pantagraph. Bloomington, Illinois, April 2, 2007.

"Students off to learn more of international business skills." The Pantagraph. Bloomington, Illinois, March 19, 2007.

"Fair Market Forces Should Help Determine Pay." The Pantagraph. Bloomington, Illinois, February 19, 2007.

"Wealthiest Americans Work for the Money." The Pantagraph. Bloomington, Illinois, January 29, 2007.

"Some skill, lots of luck needed to make stock gains." The Pantagraph. Bloomington, Illinois, January 22, 2007.

"International Business focus an ISU Tradition." The Pantagraph. Bloomington, Illinois, January 1, 2007.

2006

"The Dow Jones Average an index for the common man." The Pantagraph. Bloomington, Illinois, November 6, 2006.

"Consumers winners in ag battle of the yield." The Pantagraph. Bloomington, Illinois, October 16, 2006.

"Predicting the future mostly luck, opportunity." The Pantagraph. Bloomington, Illinois, October 9, 2006.

"Money made with hard, smart, honest work OK with God." The Pantagraph. Bloomington, Illinois, September 25, 2006.

"Retirement thoughts? Better plan to work hard." The Pantagraph. Bloomington, Illinois, September 10, 2006

"Make sure to monitor the value of your pension." The Pantagraph. Bloomington, Illinois, August 21, 2006.

"Selling a stock can be a cold, calculating business." The Pantagraph. Bloomington, Illinois, August 14, 2006.

"It's up to shareholders to keep corporate 'clubs' in check." The Pantagraph. Bloomington, Illinois, June 6, 2006.

"Free trade has given economic boost to Mexico, US." The Pantagraph. Bloomington, Illinois, May 8, 2006

"Story of farming one of joy, risk, some hardship." The Pantagraph. Bloomington, Illinois, April 24, 2006.

"Educational Diversity lead to amazing stuff." The Pantagraph. Bloomington, Illinois, April 17, 2006.

"Policy chasing valuable citizens from U.S. society." The Pantagraph. Bloomington, Illinois, April 10, 2006.

"Tax Code makes it impossible to buy pricey land." The Pantagraph. Bloomington, Illinois, March 27, 2006.

"Fear of Foreign keeps slithering into business." The Pantagraph. Bloomington, Illinois, March 19, 2006.

"When Investing, it is good to stick with the stocks." The Pantagraph. Bloomington, Illinois,

March 6, 2006.

"This is the year to get back into the stock market." The Pantagraph. Bloomington, Illinois, February 19, 2006.

"To raise or not to raise taxes – that is question." The Pantagraph. Bloomington, Illinois, January 30, 2006.

"ISU's College of Business still thriving." The Pantagraph. Bloomington, Illinois, January 23, 2006.

2005

"Bosses setting up their workers for job 'failure.'" The Pantagraph. Bloomington, Illinois, November 28, 2005.

"Who counts as America's Rich always evolving." The Pantagraph. Bloomington, Illinois, September 12, 2005.

"Global economy changes good for America." The Pantagraph. Bloomington, Illinois, September 12, 2005.

"China, India as business giants a trend to stay." The Pantagraph. Bloomington, Illinois, September 11, 2005.

"Investing in the stock market is an opportunity." The Pantagraph. Bloomington, Illinois, September 1, 2005.

"Pension plans shift to defined contributions." The Pantagraph. Bloomington, Illinois, June 30, 2005.

"Consumers win when ethanol is part of future." The Pantagraph. Bloomington, Illinois, April 14, 2005.

"Varner Farms set for another growing season." The Pantagraph. Bloomington, Illinois, April 7, 2005.

"Social Security overhaul fears are overblown." The Pantagraph. Bloomington, Illinois, March 14, 2005.

"Partially private social security may be best." The Pantagraph. Bloomington, Illinois, March 1, 2005.

"Guest workers didn't pay off for Germany." The Pantagraph. Bloomington, Illinois, February 22, 2005.

"More children are way to save Social Security." The Pantagraph. Bloomington, Illinois, February 11, 2005.

"Y2K mentality came back to bite investors." The Pantagraph. Bloomington, Illinois, January 17, 2005.

2004

"Fair tax rate will generate more revenue." The Pantagraph. Bloomington, Illinois, October 29, 2004.

"ISU's College of Business grows with the times." The Pantagraph. Bloomington, Illinois, October 15, 2004.

"Be skeptical of research methodology." The Pantagraph. Bloomington, Illinois, September 24, 2004.

"The Governator." The Pantagraph. Bloomington, Illinois, September 23, 2004.

"Quick cash no longer goal for investors." The Pantagraph. Bloomington, Illinois, September 21, 2004.

"Law protects UAL retirees' pension fund." The Pantagraph. Bloomington, Illinois, September 7, 2004.

"Timing to play crucial role in Google IPO." The Pantagraph. Bloomington, Illinois, August 18, 2004.

"Business legacy of Ron Reagan still being felt." The Pantagraph. Bloomington, Illinois, June 29, 2004.

"Close corporate loophole with 35 percent tax." The Pantagraph. Bloomington, Illinois, April 18, 2004.

"'Outsourcing' is the latest in scare tactics." The Pantagraph. Bloomington, Illinois, April 11, 2004.

"Fewer loopholes better than higher taxes." The Pantagraph. Bloomington, Illinois, March 14, 2004.

"German mind revealed in trip on autobahn." The Pantagraph. Bloomington, Illinois, February 29, 2004.

"Cars in future will be moved by today's ideas." The Pantagraph. Bloomington, Illinois, February 15, 2004.

"Bush tax cuts are both fair and just." The Pantagraph. Bloomington, Illinois, February 1, 2004.

2003

"Prediction: Dow to 100,000 Mark." The Pantagraph. Bloomington, Illinois, December 21, 2003

"What's there not to like about ethanol." The Pantagraph. Bloomington, Illinois, December 7, 2003.

"Drug research cost necessary pill to swallow." The Pantagraph. Bloomington, Illinois, November 23, 2003.

"Shareholders must reform corporations." The Pantagraph. Bloomington, Illinois, November 16, 2003.

"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.

2002

"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

"Business Law of Agriculture." Midwest Academy of Legal Studies in Business Annual Convention, The Drake Hotel, Chicago, IL. February 21, 2013

"Brave New World of Social Media: Law Lags Technology?" Association for Business Communication International Convention, Honolulu, Hawaii. October 25, 2012 with Dr. Katrin C. Varner.

"Income Inequality: It's the Women's Movement." Midwest Academy of Legal Studies in Business Annual Convention at the MBAA International, The Drake Hotel, Chicago, IL. March 29, 2012.

"Free Speech (Almost) Unlimited: The NAACP, Citizens United, and on to the Next Round." Association for Business Communication International Convention, Montreal, Canada. October 20, 2011.

"Teaching Ethics with Authority: With a Little Help from Aristotle." Midwest Academy of Legal Study in business, MBAA International, The Drake Hotel, Chicago, IL. March 2011.

"Privacy in Public Places: Paparazzi and the Expectation of Privacy." Association for Business Communication 75th Annual Convention, Chicago, IL. October 2010 with Katrin C. Varner.

"Sustainable Agricultures: The United States versus the European Union, Issues and Attitudes." Midwest Academy of International Business. March 26, 2010 with Katrin C. Varner.

"Judeo-Christian Attitudes Toward Commerce: A Christian Bible as Guide." Midwest Academy of Legal Studies in Business, Chicago, Illinois. March 25, 2010 with Katrin C. Varner.

"USA CEO Pay is Up While Shareholders Lose Their Shirts: Legal and Ethical Communication Issues." 74th Annual Convention of the Association for Business Communication, Portsmouth, Virginia. November 4-7, 2009 with Katrin C. Varner.

"Culture or Law in the Driver's Seat? Studies in Comparative Law." First Tricontinental Conference on Global Advances in Business Communication, Eastern Michigan University, Ypsilanti, Michigan. June 25, 2009 with Katrin C. Varner.

"Sustainability in Midwest Agriculture: Legal, Ethical, and Social Issues." MBAA – International Convention, Chicago, Illinois. March 19, 2009 with Katrin C. Varner.

"Sustainability and Midwest Agriculture: Legal, Ethical, and Social Issues." Midwest Academy of Legal Studies in Business, Chicago, Illinois. March 2009 with Katrin C. Varner.

"What Law Lurks in Privacy Policies." Association for Business Communication International Convention, Lake Tahoe, Nevada. October, 2008 with Katrin C. Varner.

"Privacy Rights and Public Figures: How far can the enquiring media go?" Midwest Academy of Legal Studies in Business, Chicago, Illinois. April, 2008 with Katrin C. Varner.

"Privacy Rights and Public Figures: How far can the enquiring media go?" Association for Business Communication International Convention. Washington, D.C. October 10, 2007 with Katrin C. Varner.

"Developments in the Family and Medical Leave Act of 1993." MBAA – International Convention. Chicago, Illinois. March 30, 2007.

"Celebrities and the Paparazzi: A Discussion of Relevant Legal Issues." Tri-State Academy of Legal Studies in Business. East Lansing, Michigan. 2007.

"Perils of Private Communication by American Corporate Employees." Association for Business Communication International Convention. San Antonio, Texas. October, 2006.

"Statistics and Lurking Legends that Trap the Unwary Communicator." Association for Business Communication Meeting. Irvine, California. October 22, 2005.

"Literary Model for Teaching Business Ethics: Shakespeare's Henry V." Association for Business Communication International Convention. Boston, Massachusetts, October 2004.

"21st Century Ethics, 16th Century Advice from William Shakespeare." Midwest Academy of Legal Studies in Business Annual Meeting. The Palmer House, Chicago, Illinois, March 10, 2004.

"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

"American Democracy is Messy." Illinois State University for University of Paderborn, Germany, exchange students. September 21, 2012.

"Investing in Choppy Waters." *Kaffeheust* (retiree group), St. John's Lutheran Church, Bloomington, Illinois, January 25, 2012.

"American and German Law Compared." Before Paderborn, Germany guest students, Illinois State University, September 21, 2011.

"Then and Now – How much has changed in 50 years?" Symposium Department of Theater, Illinois State University, February 11, 2011. Presentation for "How to Succeed in Business without Really Trying."

- "American Legal Structure." Paderborn, Germany, Guest Illinois State University, September 20, 2010.
- "Election: Issues and Predictions." *Kaffeeheust* (retiree group), St. John's Lutheran Church, Bloomington, Illinois, October 20, 2010.
- "Health Care Issues." Faculty Panel, Honors Program, Illinois State University. November 30, 2009.
- "Estate Tax." Interview. RFD Radio (Illinois Farm Bureau). March 24, 2009.
- "Historical Perspective on American Market Development: Why Chicago is Midway." Speech to English Journalists sponsored Neptune Investment Mgmt, London, England, 2009.
- "Tax Policy and Wealth Creation and the New Administration." Kiwanis Club, 2008.
Testified before the Illinois Department of Agriculture for the Illinois Corn Growers Association.
Topic "University Research and the Corn Checkoff." May 1, 2007.
- "Capitalism – The World's Greatest Anti-Poverty Project." Global Review, Illinois State University, October 25, 2007.
- "Selling a Stock can be a Cold Calculating Business." Y's Investment Club, Bloomington, Illinois, May 2, 2007.
- "European Union '07: Old Europe is 50 Years Young." International Studies Seminar Series, Illinois State University, Normal, Illinois, April 14, 2007.
- "Smoking and the Law." University Program Board, Redbird Series, Illinois State University. February 14, 2006.
- "The 1031 Like-Kind Exchange Issue," RFD Today (Illinois Agricultural Association Radio Network), Bloomington, Illinois, November 21, 2005.
- "Privatizing Social Security – The Issues," *Kaffeeheust* (retiree citizen group), St. John's Lutheran Church, Bloomington, Illinois, April 21, 2005.
- "Something Old, Something New: India and China Emerge as Business Superpowers," ISU Mornings with the Professors, St. John's Lutheran Church, Bloomington, Illinois, April 4, 2005.
- "Issues in Globalization of Business," Bloomington/Normal Rotary Club, The Chateau, Bloomington, Illinois, April 15, 2004.
- "Political Issues in World Trade," The Young Men's Club, Bloomington, Illinois, March 2, 2004.
- "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.

SERVICE

Service to the University

2008-2009	Faculty Search and Screen Committee, Member
2003-2007	Honors Team, Chair

Service to the Community – Member of Committee

- 2008 Illinois Corn Growers Association
- 2008 Illinois Farm Bureau Association
- 2008 Roll of Illinois Attorneys
- 2008 Midwest Academy of Legal Studies in Business
- 2008 Academy of Legal Studies in Business

OTHER

- 2009 Radio Interview with RFD network of Illinois Agriculture Association, March 29, 2009
- 2008 Trustee, COUNTRY Mutual Funds (4 meetings each year)
- 2008 Writing for Normal Rotary Club
- 2007 Testified before the Illinois Department of Agriculture for the Illinois Corn Growers Association. Topic: *University Research and the Corn Checkoff*