

## VITAE

Dr. Scott Ray  
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### EDUCATION:

Doctor of Business Administration, 2004  
Nova Southeastern University  
Ft. Lauderdale, Florida

Masters of Business Administration, 1996  
LeTourneau University  
Longview, Texas

Bachelor of Science Business Management, 1993  
LeTourneau University  
Longview, Texas

Associate of Arts, 1993  
Kilgore College  
Kilgore, Texas

### TEACHING EXPERIENCE:

**Adjunct Professor**, LeTourneau University, 2022-2023

- Teaching responsibilities included undergraduate courses online.

**Adjunct Professor, ETBU, 2016 – 2018**

- Teaching responsibilities for undergraduate and graduate courses in the business curriculum.

**Professor, Dean**, East Texas Baptist University, 2015 to 2016

- Promoted to full professor in 2015.
- Teaching responsibilities for undergraduate and graduate courses in the traditional business curriculum.

**Associate Professor, Dean**, East Texas Baptist University, 2011 to 2015

- Teaching responsibilities for undergraduate and graduate courses in the traditional business curriculum.

**Adjunct Professor**, Bethel College, 2014

- Developed and taught online courses in the graduate business program

**Associate Professor**, LeTourneau University, 2010 to 2011

- Full time assignment with teaching responsibilities for both undergraduate and graduate courses in the non-traditional and traditional business curriculum.

**Assistant Professor**, LeTourneau University, 2004 – 2005 and 2008 to 2010

- Full time assignment with teaching responsibilities for both undergraduate and graduate courses in the non-traditional and traditional business curriculum.

**Adjunct Professor**, Dallas Baptist University, 2000-2001

- Taught management and marketing courses in the Dallas/Fort Worth metroplex.

**Adjunct Professor**, LeTourneau University, 1997 - 2004

- Teaching responsibilities included undergraduate courses in the non-traditional business curriculum delivered in Longview, Tyler, Dallas and Bedford.

## **OTHER WORK EXPERIENCE:**

**S2 Associates, LLC**, 2023-present

- Part owner and operator
- Contractor for new home builders and East Texas Real Estate companies providing site preparation and maintenance services

**SR Cattle Company, LLC** 2022-present

- Owner and operator involving the management and marketing of Angus cattle, forage production, and 200 acre ranch facility

**East Texas Baptist University - Dean and Professor Fred Hale School of Business**  
2011-2016

- Retired May 31, 2016
- Provide leadership for the School of Business including faculty recruitment, selection and evaluation; Development of MBA; Curriculum and program development; University's first online program (MBA).
- Director of Graduate Programs in the School of Business
- Chair of the Business Department

**LeTourneau University - Associate Vice President Graduate and Professional Studies**, 2005 – 2008

- Provide leadership for the School of Graduate and Professional Studies, including nontraditional faculty recruitment, selection and evaluation; student and academic services, facilities, program implementation, budget development and management and personnel.
- Provided leadership responsible for the enrollment of over 3,000 students during this time period, a multi-million budget, marketing of the SGAPS program, and negotiated lease contracts for educational centers in Austin, Dallas, Bedford, and Houston.
- Reported to the Vice President of Academic Affairs, served as a member of the Dean's council and a standing member of the university strategic planning committee.

**LeTourneau University - Assistant Vice President University Advancement**, 2001 - 2004

- Responsible for leadership and supervision of university communications, foundations and corporate relations, university web site, marketing services team, public relations, and chaired the university's integrated marketing team.
- Proposed, designed, and staffed the university marketing team.

**Scott Ray & Associates, 2000 - 2005**

- Owner and president of Scott Ray and Associates, a consulting firm specializing in corporate training, strategic planning and programmed change management. Clients have included General Physics Corporation, U. S. Steel, and Stemco Manufacture.

**SBC Communications, Inc., 1973 - 2000**

- Spent more than two decades in management and training roles with A.T. & T., Southwestern Bell Telephone Co., and SBC Communications, Inc. until retirement in December of 2000.
- Last assignment involved operational oversight for the delivery of corporate training to the Southwestern Bell Telephone Co. five state area. Responsibilities included management and supervision of the delivery of instruction, faculty recruitment and assignment, facilities forecasting and assignment, and development of a national corporate wide standardized training curriculum.

**PROFESSIONAL DEVELOPMENT EXPERIENCES:**

- Economics Seminar, *Building the Foundations of Freedom*, Acton University, 2014
- Academic Leaders Seminar, Baylor University, 2014
- Economics Seminar, *Free Market Forum*, Hillsdale College, 2013
- Economics Seminar, *The Role of Markets and Governments in Pursuing the Common Good*, Council of Christian Colleges and University & Hillsdale College, 2012
- Basic Coach Training Certification, Coaching4Clergy, 2011
- Trainer at Spring Faculty Workshop, LeTourneau University, 2011
- Trainer at Fall Faculty Workshop, LeTourneau University, 2010
- Trainer at Spring Faculty Workshop, LeTourneau University, 2010

**PRESENTATIONS AND PUBLICATIONS:**

- Ray, D.S. (2014). *MLED 503 Leadership and Applications*. Bethel College online course developed and taught during Spring 2014.
- Ray, D.S. (2010). *The Importance of Identifying Your Ethical Compass*. 2010 ISP Conference. Texas Juvenile Probation Commission. Austin, Texas.
- Ray, D.S. and Roller, R.H. (2005). Reducing teacher turnover: An empirical examination of antecedents of public school teacher turnover. *The International Journal of Business and Public Administration*, (2)1, 115-127.

- Ray, D.S. and Roller, R.H. (2004). Reducing teacher turnover: An empirical examination of antecedents of public school teacher turnover. Published in the proceedings of the *International Academy of Business and Public Administration Disciplines* Spring Conference, Tunica, MS, May 2004. ISSN 1547-4836. Note: Best Paper Award.
- *Case Studies: Integrating Live and Online Instruction*  
SBC & General Physics  
Training Magazine, January 2001. Contributing author.
- *SBC Invests in the Future*  
Human Capital Strategies & News, January 2001. Contributing author.

**OTHER RELEVANT INFORMATION:**

- Former Member of the Society of Human Resource Management (SHRM)

**CURRICULUM:**

***Undergraduate Discipline***

Management	(Developed and Taught for F2F and Online Delivery)
Marketing	(Developed and Taught for F2F and Online Delivery)
Research Methods	(Developed and Taught for F2F and Online Delivery)
Leadership	(Developed and Taught for F2F and Online Delivery)
Business Ethics	(Developed and Taught for F2F and Online Delivery)

***Graduate Discipline***

Management	(Developed and Taught for F2F and Online Delivery)
Business Research	(Developed and Taught for F2F and Online Delivery)
Leadership	(Developed and Taught for F2F and Online Delivery)