

Scot Vaver

Managing Partner, The HSBS Group
CFO and Managing Partner, GolfLip, LLC

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Teaching Interests: Management, Ethics, Leadership

Research Interests: Research Interests: Management Ethics, Job Satisfaction with Relationship to Intention to Turnover, Virtual Teams

Education

- **ABD Organization and Management**
Walden University
Minneapolis, MN, 2018
- **MBA Business Administration**
Regis University
Denver, CO, 2006

Work Experience

Industry

- **The HSBS Group**
Managing Partner
December 2014 -
- **JDSS, LLC**
COO
September 2008 - January 2014

Academic - Post-Secondary

- **Globe University**, Business and Accounting
Adjunct Instructor
September 2008 - July 2014
- **MATC**, Taught certification classes for jail school
Instructor
2002 - 2006

Presentations

Workshop

- Vaver, S. (February, 2014). Dealing with Differences in your Environment: Adaptive Leadership.. HSSO Conference, University of Wisconsin - Stout.
- Vaver, S. (March, 2013). Diversity in the Workplace. HSSO Conference, University of Wisconsin - Stout.
- Vaver, S. (April, 2012). Entrepreneurship: Starting Your Own Business. Globe University , University of Wisconsin - Stout.

- Vaver, S. (April, 2012). Entrepreneurship: Starting Your Own Business. Globe University , Eau Claire, WI, United States.
- Vaver, S. (October, 2011). Entrepreneurship: Starting Your Own Business. Globe University , Eau Claire, WI, United States.
- Vaver, S. (January, 2011). Business Plan Development. Globe University , Eau Claire, WI, United States.
- Vaver, S. (August, 2009). Business Plan Development. Globe University , Eau Claire, WI, United States.
- Vaver, S. (January, 2009). Using Education in Your Job Search. Globe University , Eau Claire, WI, United States.
- Vaver, S. (June, 2008). Project Leadership: Taking Charge of Your Assignments. Ingenix, Eau Claire, WI, United States.
- Vaver, S. (April, 2008). The Importance of Critical Thinking. Ingenix, Eau Claire, WI, United States.
- Vaver, S. (February, 2008). Time Management Skills. Ingenix, Eau Claire, WI, United States.

Applied Research

Uncategorized

- **DcDegallier Aerial Videos**
(2014 - 2014)
- Small Business SWOT Analysis - Globe University (January 2013 - March 2013)
- **Phony Network, LLC (Menomonie, WI)**
(2012 - 2012)
- Small Business SWOT Analysis - Globe University (January 2012 - March 2012)
- Small Business Feasibility Study - Globe University (April 2011 - June 2011)
- **Hofer Meats (Fall Creek, WI)**
(2010 - 2010)
- Small Business SWOT Analysis - Globe University (July 2010 - September 2010)
- Small Business SWOT Analysis - Globe University (January 2010 - March 2010)
- **Creative Farming Studios (Eau Claire, WI)**
(2009 - 2009)
- **Scott Properties Management (Minneapolis, MN)**
(2009 - 2009)
- Small Business SWOT Analysis - Globe University (July 2009 - September 2009)
- Small Business SWOT Analysis - Globe University (January 2009 - March 2009)
- **Jana Kucera Music Studios (Minneapolis, MN)**
(2006)

Grants, Contracts, and Sponsored Research

Grant

- Vaver, S. Doctorial Education Grant . \$3000 (Funded).
- Vaver, S. 2014) Idea Advance: Stage 1 Seed Money. \$25000 (Funded).
- Hoel, A., Schultz, K., & Vaver, S. Curricular Incubation Center Curriculum grant. \$1759 (Funded).

Reviewer / Editor

Reviewer, Ad Hoc Reviewer

- **Academy of Management**
Reviewer for Organizational Behavior Division Reviewer for Management and Education Division (MED) (2008 - Present)

Awards, Fellowships, Honors, and Scholarships

Honor

- Student Athlete Appreciation Recipient, UW-Stout (April 2015)

Award

- Faculty of the Year, UW-Stout (August 26, 2014)

Professional Memberships

- Academy of Management
- American Management Association

Service

Department / School

- **Developer**, Online Course Template for BUMGT 304 (February 2014 - May 2014)
- **Committee Member**, Course Survey Revisions (November 2013 - February 2014)
- **Committee Member**, WinTerm Syllabus Development (BUMGT 235) (November 2013 - November 2013)
- **Committee Member**, WinTerm Syllabus Development (BUMGT 304) (November 2013 - November 2013)
- **Committee Member**, Course Change Proposal (BUMGT 490) (July 2012 - July 2012)
- **Committee Member**, Course Change Proposal (BUMGT 304) (November 2011 - November 2011)

College

- **Committee Member**, Course Development, BUMGT 235 (April 2012 - August 2012)

University

UW Stout

- **Committee Member**, Ethics and Competition Review Committee (August 2014 - August 2016)
- **Undergraduate Honors Thesis Advisor**, Recognizing and Overcoming Stress as a College Student (June 2014 - September 2014)
- **Interviewer for University Scholarships**, Interviewer for University Scholarships (Incoming Freshman) (February 2014 - February 2014)
- **Committee Member**, Committee for Guidelines and Recommendations regarding Social Media in the Classroom (March 2013 - May 2013)
- **Committee Member**, Student Center Advisory Committee (May 2011 - May 2013)
- **Interviewer for University Scholarships**, Interviewer for University Scholarships (Incoming Freshman) (February 2013 - February 2013)
- **Interviewer for University Scholarships**, Interviewer for University Scholarships (Incoming Freshman) (February 2012 - February 2012)

- **Interviewer for University Scholarships** , Interviewer for University Scholarships (Incoming Freshman) (February 2011 - February 2011)

Professional

- **Committee Member**, Pastoral Council (March 2014 - Present)