

# Rebecca A. Havens, Ph.D.

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## Education

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### Doctor of Philosophy in Economics

University of California San Diego – June 1987

Emphasis: labor economics, income distribution, and the economics of education

*Dissertation: "The Interstate Migration of College Students: Instrumental Variables Estimates of an Aggregate Discrete Choice Model"*

### Master of Arts in Economics

University of California San Diego – June 1982

Core areas: macroeconomics, microeconomics, and econometrics

*Empirical project: "Does Integration Affect Test Scores in San Diego Public Elementary Schools?"*  
*Analysis of the determinants of school achievement and the impact of racial integration.*

### Bachelor of Arts in Mathematics

Point Loma College, San Diego, California – June 1978

Graduation with honors: magna cum laude

## Experience

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### Professor of Economics – Point Loma Nazarene University – San Diego, California September 1987 – present

Tenure: August 1999

Promotions: Professor – August 1998; Associate Professor – September 1994

Entry: Assistant Professor – September 1987

### Teaching Responsibilities

- Instruct bachelors level general education economics, upper division economics, mathematics, women's studies, and masters (MBA) level mathematics and economics courses:
  - Principles of Microeconomics
  - Principles of Macroeconomics
  - International Economics
  - Industry and Government
  - Economic Development
  - Finite Mathematics
  - Intermediate Algebra
  - Introduction to Statistics
  - Personal and Consumer Financial Management
  - The Economics of Race, Class and Gender
  - Intermediate Microeconomics
  - Mathematical Economics
  - Econometrics
  - Urban Economics
  - Comparative Economic Systems
  - MBA Managerial Economics
  - MBA Business Statistics and Quantitative Methods
- Advise approximately 50 undergraduate students per semester

### Institutional Service

- Director, Scholarship Program, Fermanian School of Business (2019-2020)
- Member (elected), Rank and Tenure Committee (1995-1997, 2014-2019)

- Member (elected), Diversity Committee (2011-2013)
- Member (elected), Faculty Council (1996-1998, 2011-2012, 2019-2020)
- Speaker on Faith Integration in the Classroom, New Faculty Seminar (2012-2015)
- Interim Director, Margaret Stevenson Center for Women's Studies (Spring 1999, Spring 2011); advisory board member (2001-present)
- Advisor and Convener, Faculty Social Issues Discussion Group (1999-2007)
- Member (elected), Chief Academic Officer Search Committee (1994-1995, 2006)

### **Associate Dean for Undergraduate Business Education**

**Fermanian School of Business – Point Loma Nazarene University – San Diego, California**

**August 2012 – December 2017**

#### **Responsibilities and Contributions**

- Chair, Undergraduate Committee
- Academic quality and student support for undergraduate programs
- Curriculum review, proposal documentation, work with Academic Policies Committee, revision and implementation
- Co-champion, Accreditation Council for Business Schools and Programs (ACBSP)
- Member, Assessment Committee
- Faculty development support
- Class scheduling and support
- Student advising oversight and support
- Recognized for 33 years of dedicated service to the school of business

### **Dean of the College of Social Sciences and Professional Studies**

**Point Loma Nazarene University – San Diego, California**

**August 1999 – June 2010**

Assumed various titles with increasing responsibilities and contributions during eleven years as a full-time administrator:

Dean of the College of Social Sciences and Professional Studies – August 2004-June 2010

Dean of Social Sciences and Professional Studies – August 1999-July 2004

Vice Provost for Educational Effectiveness – August 2004-September 2008

Associate Provost for Faculty Development – August 2001-July 2004

#### **Responsibilities**

- Faculty hiring and performance, and curriculum quality and accreditation for nine schools and departments:
 

○ School of Business	○ Department of History and Political Science
○ School of Education	○ Department of Kinesiology and Athletic Training
○ School of Nursing	○ Department of Psychology
○ Department of Communication and Theatre	○ Department of Sociology and Social Work
○ Department of Family and Consumer Sciences	
- Chair, Institutional Educational Effectiveness (Assessment) Committee (2002-2009)  
*Responsible for building, improving and maintaining a university-wide assessment program to support reaffirmation of WASC accreditation in 2008.*
- Member, WASC Steering Committee for Reaffirmation of Accreditation (2004-2008)
- Chair, Graduate Studies Committee (1999-2001)

- Facilitator and Developer, New Faculty Seminar Program (1999-2009)  
*Developed, assessed, improved and implemented a new faculty development program that became an exemplar; PLNU president was invited to present it to a group of presidents.*
- Support for professional accreditations: ACBSP, ADA, BRN, CAATE, CCNE, CCTC, CSWE, NAEYC, NCATE
- Provost's Designee, Faculty Resources Committee (1999-2004)
- Provost's Designee, Strategic Planning Committee
- Provost's Designee, Academic Policies Committee (2007-2010)
- Provost's Designee, General Education Committee (2008-2010)
- Developer and Facilitator, Leadership Development Workshops for Chairs
- Creator, Developer and Facilitator, New Adjunct Orientation Program

**Chair, Department of Accountancy, Business and Economics**  
**Point Loma Nazarene College** – San Diego, California  
**June 1994 – July 1997**

#### **Responsibilities and Contributions**

- Led department through its first program review
- Initiated extensive curriculum review and overhaul
- Led department through pursuit and achievement of initial accreditation by Accreditation Council of Business Schools and Programs (ACBSP), achieved 2000
- Proposal for students to use laptops during their business education, starting with ACC 202 (second semester sophomore year)
- Organized workshops for faculty development in the use of classroom technology
- Award, Excellence as Servant Leader – given and presented by the faculty

### **Professional Leadership Service Activities**

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#### **Christian Business Faculty Association (CBFA)**

Elected, Board (2000-2004, 2010-2013)

Chair, Board (2002-2003)

Editorial Board, JBIB

Conference paper reviewer

Conference Host (2005, 2017)

Developer and Facilitator, Dialogical Conference Series (2013-present)

2013: Micah 6:8

Western: Ontario, CA

2014: Philippians 4:8

Western: Ontario, CA

Eastern: Columbus, OH

2015: Psalm 37:1-7

Western: San Diego, CA

2016: James 3:17

Western: San Diego, CA

2017: Ephesians 6:10-18

Western: Riverside, CA

2019: Proverbs 11:10

Western: Azusa, CA

Co-Facilitator, Women's Networking & Dialog Group (2015-present)

#### **Accreditation Council of Business Schools and Programs (ACBSP)**

Elected, Board of Directors (2002-2004)

President, Western Region (1997-1998)

Conference Host, Western Region (1998, 2009, 2010, 2016)

Accreditation Site Visitor and Evaluator

## Research Publications and Presentations

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- Havens, R., LaShaw, M., Underwood, J., and Smith, Y. (forthcoming). Christian perspectives on identity and work. Christian Business Faculty Association, Siloam Springs, AK.
- Havens R. and Underwood, J. (2018, October 5). The impact of values on culture, work, and economic outcomes. Christian Business Faculty Association, Chattanooga, TN. Paper presentation and proceedings. *Received Best Academic Paper Award.*
- Havens, R. (2018, August 21). Reducing inequality or reinforcing privilege? American education and economic outcomes. Faculty Scholarship Day, Point Loma Nazarene University, San Diego, CA.
- Havens, R. (Spring 2018). Investing in opportunity or reinforcing privilege? Access to education in America. Sabbatical project.
- Havens, R. and Hogelucht, K. (2017, October 20). Infusing values in an online environment using devotions and faith reflections. Christian Business Faculty Association, San Diego, CA. Workshop presentation and proceedings. *Received Best Academic Paper Award.*
- Underwood, J. and Havens, R. (2017, October 21). Celebrating five years of faith in practice: The dialogical conference series. Christian Business Faculty Association, San Diego, CA. Workshop presentation and proceedings.
- Havens, R. and Underwood, J. (2016, June 21). Using the dialogical approach to deliver, engage and evaluate student learning of values-based concepts. Accreditation Council of Business Schools and Programs (ACBSP) National Conference. Paper presentation and proceedings.
- Underwood, J. and Havens, R. (2016, June 20). Creating cosmopolitan thinkers and communicators using the dialogical approach. Accreditation Council of Business Schools and Programs (ACBSP) National Conference. Paper presentation and proceedings.
- Underwood, J. and Havens, R. (2016, Spring). Pathways to integration: the dialogical approach. *Christian Business Academy Review*, 26-36.
- Smith, Y., Burns, D., Havens, R., LaShaw, M., and Underwood, J. (2015, October 31). The adventure that Aslan sends us: Shalom in the mid-to-late academic career. *Christian Business Faculty Association, Virginia Beach, VA.* Panel and proceedings.
- Havens, R. (2015, October 21). Workshop on Publishing. *Accreditation Council of Business Schools and Programs, Western Region, San Francisco, CA.* Invited workshop.
- Havens, B (2015). "Misbehaving" on Sabbath. *Journal of Biblical Integration in Business*, Special Issue on Sabbath, 18(1), 67-71.
- Underwood, J.J., Havens, R. & LaShaw, M. The peace imperative: Reflecting an anchored soul in a turbulent world. *Working paper.*

- Underwood, J. and Havens, R. (2014, October 11). Dialogue on scripture and its impact on the CBFA: The CBFA dialogical conference series. *Christian Business Faculty Association, Nashville, TN*. Paper presentation and proceedings.
- Havens, R. (2013). Womenomics and the new American workforce majority. *Journal of Biblical Integration in Business*, Special Issue on Gender, 16(1), 7-28.
- Havens, R. (2013). Left behind by globalization: Why Christians care about educating women. *Journal of Biblical Integration in Business*, Special Issue on Gender, 16(1), 65-89.
- Havens, B. (2013). A husband is not a financial plan. Chapter in L. Beail and S. C. Masyuk (Eds.), *Results May Vary: Christian Women Reflect on Post-College Life* (pp. 154-165). Point Loma Press, Wipf and Stock Publishers.
- LaShaw, M., Havens, R., Burns, D., Watkins, H., Jackson, K. and LaShaw, L. (2013, October 18). The continuous battle of overconsumption: What is a Christian response in balancing marketing to promote economic activity and responsible consumption to minimize consumer debt? *Christian Business Faculty Association, Bourbonnais, IL*. Panel and proceedings.
- Underwood, J., Havens, R., Burns, D., LaShaw, M., Lightner, R., Schooling, B., and Smith, Y. (2013, October 18). The Western Regional Dialogical Conference: A new conversation within the CBFA. *Christian Business Faculty Association, Bourbonnais, IL*. Panel and proceedings.
- Underwood, J. and Havens, R. (2012, September 21). Economic stress and issues in the workplace. *Why We Work Retreat, Azusa Pacific University*.
- Havens, R. (2012, June). Female Leadership Advantage in Economic Crisis. Invited paper in a special track on empowering women, *Accreditation Council of Business Schools and Programs (ACBSP) national conference, Baltimore, Maryland*. Paper presentation and proceedings.
- Havens, R. and Heinrichs, R. (2011, January 21). Female Leadership Advantage in Economics Crisis. *Accreditation Council of Business Schools and Programs Western Regional Conference, Las Vegas, NV*. Paper presentation and proceedings. Runner up for best paper award.
- Havens, R. and Heinrichs, R. (2011, June 28). Familiar or Different? Gendered Aspects of Leadership in Economic Crisis. *Christian Business Faculty Association, Mount Vernon, OH*. Paper presentation and proceedings.
- Havens, R., Underwood, J. and Smith, Y. (2010, October 23). Womenomics and the New American Workforce Majority: Equipping Business Faculty and Students for Changing Times. *Christian Business Faculty Association, Lakeland, FL*. Paper presentation and proceedings.
- Havens, R. and Heinrichs, R. (2010, October 1). Boom or Bust: How does Leadership Respond in Times of Economic Crisis? *Council of Christian Colleges and Universities Gender Conference, Changing Faces: Changing Opportunities and Campus Climates for Women and Men, Abilene, TX*. Paper presentation and proceedings.
- O'Quinn, D., Havens, R., Bogan, K. and Wood, H. (2010, March 25). Formal and Informal Approaches to Mentoring People of Color. *Christians on Diversity in the Academy Conference, Azusa Pacific University*. Paper presentation and proceedings.

- Havens, R. (2006, Spring). The redemption of love: Rescuing marriage and sexuality from the economics of a fallen world. Review of Book by Carrie A. Miles, Grand Rapids, MI: Brazos Press, 2006. Review published in *Faith and Economics*, Association of Christian Economists.
- Havens, R. (2002). Broken Trust, Healing Grace. Devotional published in *College Faith: 150 Christian Leaders and Educators Share Faith Stories from Their Student Days* (pp. 166-167). Andrews University Press.
- Havens, R. (2008, October 17). Mining Assessment Data for Meaningful Change. *Western Association of Schools and Colleges Level II Assessment Workshop*. Poster presentation.
- Havens, R., Hawthorne, J. and Wood, H. (2008, April 19). Data Mining for Meaningful Institutional Change. *Western Association of Schools and Colleges Annual Conference*, San Diego, California.
- Havens, R. (2007, January). Best Practices: Using Dashboard Indicators for Institutional Improvement. *Association of Collegiate Business Schools and Programs, Western Region Annual Conference, Phoenix, Arizona*. Paper presentation and proceedings.
- Havens, R. (2004, October). Assessment: Cursed from Below, Blessed from Above. *Christian Business Faculty Association, San Antonio, Texas*. Paper presentation and proceedings.
- Havens, R., Armstrong, K., Dunn S., Strand, L. and Simpson, S. (2003, October). Best Practices in Program Quality Improvement. *Christian Business Faculty Association, Virginia Beach, VA*. Panel and proceedings.
- Havens, R. (2003, March 28). Are American Women Down and Out in a Global Economy? *Midwest Economics Association, Committee on the Status of Women in the Economics Profession, St. Louis, MO*. Paper presentation and proceedings.
- Havens, R. (2003, February 6). Best Practices in Assessment. *Association of Collegiate Business Schools and Programs Western Region Conference, San Diego, CA*. Paper presentation and proceedings.

## **Professional Development Activities and Awards**

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Sharon Johnson Award, Christian Business Faculty Association – October 2018

Best Academic Paper Award, Christian Business Faculty Association – October 2017 and October 2018

Richard C. Chewning Award, Christian Business Faculty Association – October 2010

Fellow, Advanced Leadership Institute (ALI)  
Council of Christian Colleges and Universities – June 2008 and June 2009

Fellow, Women’s Leadership Development Institute (WLDI)  
Council of Christian Colleges and Universities – June 2000

Fellow, Summer Seminars in Christian Scholarship, Calvin College  
“Globalization and Inequality,” sponsored by PEW Charitable Trust – Summer 1997