

RONALD L. DUFRESNE, PH.D.
Curriculum Vitae

EXECUTIVE SUMMARY

Accomplished scholar, educator, and administrative leader with 20+ years of progressive leadership experience in Catholic higher education. Proven success in strategic program development, curriculum innovation, faculty development, AACSB accreditation, and budget stewardship. Demonstrated commitment to mission-driven, values-based business education in line with Catholic Social Teaching, with deep expertise in ethical leadership development, organizational sustainability, and using business as a force for the common good.

Core Leadership Competencies:

Strategic Planning & Academic Program Innovation | AACSB Accreditation & Assessment | Faculty Recruitment, Development & Evaluation | Budget Management & Resource Allocation | Enrollment Management & Student Success | Advancement, Alumni Relations & Corporate Partnerships | Mission Integration in Catholic Higher Education | Collaborative Leadership & Shared Governance

ACADEMIC EXPERIENCE

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| <i>July 2026-
Present</i> | Dean, Providence College School of Business
Professor of Management |
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| <i>August 2021-
May 2026</i> | Professor of Management, Haub School of Business, Saint Joseph's University <ul style="list-style-type: none">• Senior Leadership Fellow (2024-2026)• Department Chair (2021-2024)• Founding Director of academic program (undergraduate major and minor) in Leadership, Ethics, and Organizational Sustainability• Founding Co-Director of co-curricular Dean's Leadership Program• Award-winning teacher in Undergraduate and Graduate programs• Award-winning developer and teacher of non-credit executive education in leadership development• Research on vulnerability and courage in leadership and development of ethical leaders |
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| <i>August 2012-
August 2021</i> | Associate Professor of Management, Haub School of Business, Saint Joseph's University <ul style="list-style-type: none">• Served as Department Chair as an Associate Professor in Spring of 2021 before being promoted and continuing as Chair |
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| <i>August 2006-
August 2012</i> | Assistant Professor of Management, Haub School of Business, Saint Joseph's University |

EDUCATION

Boston College, Wallace E. Carroll School of Management

Chestnut Hill, MA

- Ph.D. in Organization Studies
- M.S. in Organization Studies

United States Military Academy

West Point, NY

- B.S. in Engineering Management (concentration in Mechanical Engineering)
- Honor Graduate
- General Douglas MacArthur Award winner for commanding First Regiment

ADMINISTRATIVE LEADERSHIP IN CATHOLIC HIGHER EDUCATION

Chair of Management Department (January 2021-May 2024)

Haub School of Business, Saint Joseph's University

Strategic Leadership & Program Management

- Led department of 60+ faculty members (12-15 full-time, 40-50 adjunct) serving 700+ students across five on-campus undergraduate programs (Business Administration; Entrepreneurship; Human Resources and People Management; International Business; Leadership, Ethics, & Organizational Sustainability), one online adult undergraduate program (Organization Development & Leadership), and two graduate programs (MS in Organization Development & Leadership; MS in Human Resource Management)
- Supported co-op curricular options for all on-campus undergraduate programs
- Managed annual operating budget and departmental gift funds, ensuring fiscally sustainable program delivery and resource allocation aligned with strategic priorities
- Served on Haub School of Business Executive Committee, contributing to school-wide strategic planning, AACSB accreditation, and policy development
- Collaborated with enrollment management, admissions, marketing, and advancement to support recruitment and program growth

Curriculum Innovation & Academic Excellence

- Led comprehensive redesign of two graduate programs, creating modular, stackable curricula responsive to market demands
- Developed four graduate certificates (Diversity, Equity, and Inclusion; Leadership; Organization Development and Change; Human Resource Management) to expand enrollment pathways
- Contributed to development of new Doctorate of Business Administration program
- Achieved national recognition: MBA with Management tracks ranked #13, Undergraduate Management programs ranked #36 (U.S. News, based on 2023 data)

Faculty Development & Inclusive Hiring

- Provided performance evaluations and developmental feedback for all departmental faculty
- Supported faculty applications for grants, sabbaticals, research awards, and tenure/promotion
- Chaired search committee for tenure-track Assistant Professor, resulting in hire of department's first woman of color
- Responsible for recruiting, hiring, onboarding, and mentoring all adjunct faculty (40-50 annually)
- Managed complex faculty matters including FMLA, medical disability, and substance use disorder cases

Accreditation & Quality Assurance

- Oversaw all AACSB and Middle States Commission on Higher Education accreditation activities for department
- Ensured compliance with faculty qualification standards, assurance of learning assessments, and positive societal impact documentation
- Required experiential capstone courses across all undergraduate programs to enhance applied learning outcomes

Faculty Senate President (May 2017-May 2019)

Saint Joseph's University

University-Wide Governance Leadership

- Elected by faculty campus-wide to serve as chief faculty representative and liaison to President, Provost, and Board of Trustees
- Led Faculty Senate, consisting of approximately 250 tenure-line faculty across all schools and divisions
- Member of University Council, representing faculty interests in institutional decision-making

Strategic Initiatives & Institutional Change

- Led development of School of Health Studies and Education, first new school at university in 40 years; restructured governance representation accordingly (groundwork for subsequent historic mergers with University of the Sciences and Pennsylvania College of Health Sciences)
- Spearheaded faculty-driven diversity, equity, and inclusion initiatives resulting in revised faculty expectations, core curriculum changes, and new one-credit course on inequality in American society
- Facilitated establishment of Center for Addiction and Recovery Education
- Advanced revisions to academic policies and faculty policies through consultative, consensus-building approach

Program Founder & Director (August 2011-May 2026)

Leadership, Ethics, and Organizational Sustainability Program and Dean's Leadership Program

Program Development & Recognition

- Founded and launched undergraduate major and minor in Leadership, Ethics, & Organizational Sustainability, focused on using business to serve the common good
- Achieved national recognition: Program ranked #1 undergraduate leadership program in nation by HR.com (2018)
- Program achieved highest percentage of double-majors in business school, demonstrating strong student demand and complementary curriculum design
- Co-developed and co-direct Dean's Leadership Program, a co-curricular leadership development initiative serving students from majors across the university

Student Success & External Relations

- Advise all prospective and current students in program
- Partner with admissions, marketing, advancement, and alumni affairs on recruitment and program visibility
- Partner with alumni affairs to develop alumni mentoring program connecting all students in both leadership programs with practicing professionals
- Connect Dean's Leadership Program to McNulty Program for Women in STEM through service on McNulty Program Advisory Board

Additional Strategic Leadership

Saint Joseph's University

- University Planning and Budgeting Committee (2025-2026): Represent the faculty in strategic planning and budgeting decisions
- Chair, Haub School of Business Council (2025-2026): Lead governance regarding all academic programs and initiatives and represent the School of Business in meetings with board of trustees
- Senior Leadership Fellow (2024-2026): Support strategic and cross-disciplinary leadership development among senior administrative leaders; Facilitate executive leadership growth in strategic thinking, change management, and mission integration
- University Board on Rank and Tenure (2024-2026): Review all tenure and promotion applications, making recommendations to the university president
- Provost Search Committee (2018): resulted in the hire of Dr. Cheryl McConnell, now President of Saint Joseph's University
- Member, Arrupe Center for Business Ethics Board of Advisors (2014-2026)

SELECT GRANTS, HONORS, AND AWARDS

- National Communication Association Top Paper Award, 2024
- Academy of Management's Management Education Division Best Paper Award, 2023
- Delivered Saint Joseph's University undergraduate Commencement Address, 2021
- Academy of Management's Management Consulting Division Outstanding Field Report Paper Award, 2020
- Faculty mentor of Flourish Prize-winning SDG-themed student case study team, 2020
- *Management Teaching Review* "Outstanding Reviewer" recognition, 2018
- Alpha Sigma Nu (SJU chapter) Teacher of the Year award, 2017
- Beta Gamma Sigma (SJU chapter) Professor of the Year award, 2014
- LEAD Award from HR.com for Innovation in the Development of a Leadership Program (non-credit), 2016
- Honorable Mention, Page Prize for Sustainability Issues in Business Curricula, 2014
- Saint Joseph's University Merit Award for Teaching, 2024 & 2010
- Saint Joseph's University Merit Award for Advising, 2015
- Saint Joseph's University Merit Award for Service, 2014
- Saint Joseph's University Merit Award for Research, 2010
- Four Pedro Arrupe Center for Business Ethics Professional Development Fellowships
- \$10,000 research grant from Abbott Laboratories
- \$65,000 research grant from Anesthesia Patient Safety Foundation
- \$5,000 Ellison C. Pierce, Jr. Award from the Anesthesia Patient Safety Foundation
- Boston College's Organization Studies Department dissertation research fellowship of \$23,000
- Boston College's Donald J. White Award for Excellence in Teaching

PEER AND EDITORIALY REVIEWED PUBLICATIONS

Chory, R.M., Dufresne, R.L., Offstein, E.H., & Childers, J.S. 2026. Cultivating courage, cowardice, or complacency? An identity-based perspective on faculty resistance to managerialism. *Academy of Management Learning & Education*, 25(1): 116-133.

Chory, R.M., Offstein, E.H., Dufresne, R.L., & Childers, J.S. 2025. How executive coaches actually coach: Leveraging a relational lens. *Human Resource Management Review*, 35(1).

- Offstein, E.H., Kendrus, R., Dufresne, R.L., & Wassell, S. 2023. Managing metaphors: Executive coaching and the role and power of analogy. *Journal of Workplace Learning*, 35(4): 325-340.
- Dufresne, R.L., & Clair, J.A. 2023. Courage to strive: Hypocrisy monitoring, integrity striving, and ethical leadership. In R.T. By, B. Burnes, & M. Hughes (Eds.), *Organizational change, leadership and ethics*, 2nd ed, pp. 143-158. New York: Routledge.
- Dufresne, R.L., & Steingard, D.S. 2021. Teaching applied ethics and triple bottom-line leadership with an integrated undergraduate capstone course. In D.E. Wueste (Ed.), *Teaching ethics: Instructional models, methods and modalities for university studies*, pp. 79-91. Lanham, MD: Rowman and Littlefield.
- Dufresne, R.L. 2020. Using improvisation to develop leadership for a volatile world. *Journal of Leadership Education*, 19(4): 123-133.
- Offstein, E.H., Dufresne, R.L., & Childers, J.S. 2020. Executive coaching explained: The beginnings of a contingency approach. *Journal of Management Development*, 39: 1041-1056.
- Offstein, E.H., Dufresne, R.L., & Childers, J.S. 2017. Novel lessons on behavioral ethics from the U.S. Military Academy at West Point. *Journal of Management Education*, 41: 480-496.
- Dufresne, R.L., Botto, K., & Steele, E.S. 2015. Contributing to an Ignatian perspective on leadership. *Journal of Jesuit Business Education*, 6: 1-19.
- Steingard, D.S., & Dufresne, R.L. 2013. The evaluative framework for workplace spirituality assessments: Working our strengths and strengthening our work. In J.A. Neal (Ed.), *Handbook for Faith and Spirituality in the Workplace*, pp. 455-487. New York: Springer.
- Dufresne, R.L., & Clair, J.A. 2013. Mind the gap: Hypocrisy monitoring and integrity striving as a source of ethical leadership. In R.T. By & B. Burnes (Eds.), *Organizational change, leadership and ethics: Leading organizations toward sustainability*, pp. 97-119. New York: Routledge.
- Offstein, E.H., Dufresne, R.L., & Childers, J.S. 2012. Reconciling competing tensions in ethical systems: Lessons from the United States Military Academy at West Point. *Group & Organization Management*, 37: 617-654.
- Dufresne, R.L., & Offstein, E.H. 2012. Holistic and intentional student character development process: Learning from West Point. *Academy of Management Learning & Education*, 11: 570-590.
- Steingard, D.S., & Dufresne, R.L. 2011. Intentional Intelligence and the Intentional Intelligence Quotient (IIQ): Construct development and scale validation integrating mindfulness, self-agency, and positive thought flow. *Journal of Management, Spirituality, & Religion*, 8(1): 3-22.
- Dufresne, R.L., & Clair, J.A. 2008. Moving beyond media feast and frenzy: Imagining possibilities for hyper-resilience arising from scandalous organizational crisis. *Law and Contemporary Problems*, 71(4): 201-214.

- Dufresne, R.L., & Offstein, E.H. 2008. On the virtues of secrecy in organizations. *Journal of Management Inquiry*, 17: 102-106.
- Rudolph, J.W., Simon, R., Rivard, P., Dufresne, R.L., & Raemer, D.B. 2007. Debriefing with good judgment: Combining rigorous feedback with genuine inquiry. *Anesthesiology Clinics*, 25: 361-376.
- Clair, J.A., & Dufresne, R.L. 2007. Changing poison into medicine: How companies can experience positive transformation from a crisis. *Organizational Dynamics*, 36: 63-77.
- Offstein, E., & Dufresne, R.L. 2007. Building strong ethics and promoting positive character development: The influence of HRM at the United States Military Academy at West Point. *Human Resource Management*, 46: 95-114.
- Rudolph, J.W., Simon, R., Dufresne, R.L., & Raemer, D.B. 2006. There's no such thing as "non-judgmental" debriefing: A theory and method for debriefing with good judgment. *Simulation in Healthcare*, 1: 49-55.
- Clair, J.A., Dufresne, R.L., Jackson, N., & Ladge, J. 2006. Being the bearer of bad news: Challenges facing downsizing agents in organizations. *Organizational Dynamics*, 35: 131-144.
- Clair, J.A., & Dufresne, R.L. 2005. Phoenix rising: Organizational crisis and organizational flourishing. In R.A. Giacalone, C.L. Jurkiewicz, & C. Dunn (Eds.), *Positive psychology in business ethics and corporate social responsibility*, pp. 143-164. Greenwich, CT: Information Age.
- Blum, R.H., Raemer, D.B., Carroll, J.S., Dufresne, R.L., & Cooper, J.B. 2005. A method for measuring the effectiveness of simulation-based team training for improving communication skills. *Anesthesia & Analgesia*, 100: 1375-1380.
- Nielsen, R.P., & Dufresne, R.L. 2005. Can ethical organizational character be stimulated and enabled? "Upbuilding" dialog as crisis management method. *Journal of Business Ethics*, 57: 311-326.
- Clair, J.A., & Dufresne, R.L. 2004. Playing the grim reaper: How employees experience carrying out a downsizing. *Human Relations*, 57: 1597-1625.
- Dufresne, R.L. 2004. An action learning perspective on effective implementation of academic honor codes. *Group and Organization Management*, 29: 201-218.
- Taylor, S.S., Fisher, D., & Dufresne, R.L. 2002. The aesthetics of management storytelling: A key to organizational learning. *Management Learning*, 33: 313-330.
(Article reprinted in Grey, J., & Antonacopoulou, E. [Eds.] 2004. *Essential readings in management learning*. Thousand Oaks, CA: Sage.)

REFEREED OR INVITED PRESENTATIONS AT SCHOLARLY MEETINGS

- Offstein, E.H., Chory, R.M., Dufresne, R.L., & Childers, J.S. 2024. How executive coaches actually coach: Leveraging a relational lens. Paper presented at the annual meeting of the National Communication Association 110th Annual Convention, New Orleans. Selected for *Top Paper Award*.
- Offstein, E.H., Dufresne, R.L., & Childers, J.S. 2023. Holding out for a hero: The need for courage from business management faculty. Paper presented at annual meeting of the Academy of Management, Boston, MA. Selected for Management Education Division *Best Paper*. Published in *AOM Proceedings*.
- Offstein, E.H., Kentrus, R., Wassell, S., & Dufresne, R.L. 2022. Managing metaphors: Executive coaching and the role and power of analogy. Paper presented at annual meeting of the Academy of Management, Seattle, WA.
- Offstein, E.H., Dufresne, R.L., & Childers, J.S. 2020. Executive coaching explored: Toward a contingency approach. Paper presented at annual meeting of the Academy of Management, virtual conference. Selected for Management Consulting Division *Outstanding Field Report Paper Award*. Published in *AOM Proceedings*.
- Dufresne, R.L., & Welde, B. 2020. Leaders should be vulnerable, just not about everything: The dimensions of leadership vulnerability. Paper presented at annual meeting of Eastern Academy of Management, virtual conference.
- Dufresne, R.L. 2019. B Corp consulting project in an integrative capstone. Paper presented at the B Academic Conference, Los Angeles, CA.
- Ford, L.R., & Dufresne, R.L. 2019. A case study of servant leadership development through action learning. Paper presented at European Association of Work and Organizational Psychology (EAWOP) annual meeting, Turin, Italy.
- Dufresne, R.L. 2016. Using Dr. King's "I Have a Dream" speech to teach the connections between authentic and charismatic leadership. Paper presented at the annual meeting of the Northeast Business & Economics Association, West Point, NY. (Published in *Proceedings*)
- Dufresne, R.L. 2013. Learning from critical incidents by ad hoc teams: The impact of storytelling on psychological safety. Paper presented at the annual meeting of the Academy of Management, Orlando, FL.
- Dufresne, R.L., Clair, J.A., & Ren, I.Y. 2013 Embracing leadership vulnerability. Paper presented at the European Group for Organizational Studies colloquium, Montreal, Canada. *Nominated for the "That's Interesting" Best Paper Award*.
- Dufresne, R.L., & Botto, K. 2013. Contributing to an Ignatian perspective on leadership. Paper presented at the Colleagues in Jesuit Business Education annual meeting, St. Louis, MO.
- Offstein, E.H., & Dufresne, R.L. 2010. Closing the loop: Ethical character development through action learning at West Point. Paper presented at the annual meeting of the Academy of Management, Montreal, Canada.

- Offstein, E.H., Dufresne, R.L., & Childers, J.S. 2010. Reconciling competing tensions in ethical systems: Qualitative lessons from West Point. Paper presented at the annual meeting of the Academy of Management, Montreal, Canada.
- Steingard, D.S., & Dufresne, R.L. 2010. The Intentional Intelligence Quotient (IIQ) measure: Integrating mindfulness, agency, & positivity. Paper presented at the annual meeting of the Academy of Management, Montreal, Canada.
- Miori, V.M., & Dufresne, R.L. 2008. Evaluation of individual contribution to Executive MBA team performance using analytic hierarchy process. Paper presented at the annual meeting of the Decision Sciences Institute, Baltimore, MD. Paper published in the *Proceedings of the 39th Annual Meeting of the Decision Sciences Institute*.
- Volpe, E.H., Murphy, W.M., & Dufresne, R.L. 2008. OB in the “Real World”: Multiple approaches for integrating current events into your classroom. Paper presented at the annual Organizational Behavior Teaching Conference, Wellesley, MA. Paper published in the *OBTC Proceedings*.
- McKechnie, S.P., & Dufresne, R.L. 2008. Unconscious bias: That may be true of others, but in my case the test was flawed. Paper presented at the annual Organizational Behavior Teaching Conference, Wellesley, MA. Paper published in the *OBTC Proceedings*.
- Clair, J.A., & Dufresne, R.L. 2007. Moving beyond media feast and frenzy: Imagining possibilities for renewal arising from scandalous organizational crisis. Invited paper presented at Court of Public Opinion Conference, Duke Law School, Durham, NC.
- Dufresne, R.L. 2007. Ad hoc team learning: The proposed effects of swift psychological safety and team leadership. Paper presented at the annual meeting of the Academy of Management, Philadelphia, PA.
- Dufresne, R.L. 2007. Developing ethical leaders: A qualitative review of ethical learning at the United States Military Academy. Paper presented at the annual meeting of the Society for Business Ethics, Philadelphia, PA.
- Lamm, E., & Dufresne, R.L. 2006. If you build it, they will learn: Using sports metaphors to teach organizational dynamics. Paper presented at the annual meeting of the Academy of Management, Atlanta, GA.
- Dufresne, R.L., Hamilton, E.A., & Marcinkus, W.C. 2006. OB in the “real world”: The just-in-time case approach. Paper presented at the annual Organization Behavior Teaching Conference, Rochester, NY. Paper published in the *OBTC Proceedings*.
- Dufresne, R.L., & Offstein, E. 2005. Ethics in management education: Perspectives from the United States Military Academy at West Point. Paper presented at the annual meeting of the Academy of Management, Honolulu, HI.
- Clair, J.A., & Dufresne, R.L. 2004. Phoenix rising: A positive perspective on organizational crisis. Paper presented at the annual meeting of the Academy of Management, New Orleans, LA.

- Blum, R.H., Raemer, D.B., Carroll, J.S., Dufresne, R.L., & Cooper, J.B. 2003. The probe methodology for measurement of team information sharing in the simulated environment. Paper presented at the International Meeting on Medical Simulation, San Diego, CA.
- Dufresne, R.L., & Beatty, J.C. 2003. Walking the talk: Exploring and creating behavioral integrity in the classroom. Paper presented at the annual Organizational Behavior Teaching Conference, Springfield, MA. Paper published in the *OBTC Proceedings*.
- Dufresne, R.L., Carboni, I., Leigh, J., & Peckham, E. 2003. Action learning workshop. Presented at the annual Organizational Behavior Teaching Conference, Springfield, MA. Paper published in the *OBTC Proceedings*.
- Dufresne, R.L. 2002. An action learning perspective on ethics codes and changing ethical culture. Paper presented at the Eastern Academy of Management, New Haven, CT. Best Paper nominee, published in the *Proceedings of the Eastern Academy of Management*.
- Dufresne, R.L., & Clair, J.A. 2002. Dignity in dirty work. Paper presented at the annual meeting of the Academy of Management, Denver, CO.
- Nielsen, R.P., & Dufresne, R.L. 2001. Upbuilding dialogue as ethics tradition informed crisis management method. Paper presented at "Moral lives in a moral community" conference, Santa Clara University.

OTHER PUBLICATIONS

- Dufresne, R. 2019. The role of Ignatian leadership in shared governance. *Conversations on Jesuit Higher Education*, Fall: 14-15.
- Dufresne, R.L. 2018. The Ignatian way of solving the busyness of business. *Saint Joseph's University Magazine*, Spring: 39.
- Dufresne, R.L. 2017. Remembering a soldier, roommate, friend. *Philadelphia Inquirer*, May 26, 2017. (Reprinted in newspapers nationwide.)
- Dufresne, R.L. 2016. Nurturing the leader within. *Philadelphia Inquirer*, November 13, 2016. (Reprinted in newspapers nationwide.)

PRESENTATIONS ON ETHICAL AND IGNATIAN LEADERSHIP

- Dufresne, R.L. 2022, 2023, and 2024. Character-based ethical leadership. Leadership and Ethics Conference at Saint Joseph's University.
- Dufresne, R.L. Principles of Ignatian leadership. Presented annually to Saint Joseph's University's Ignatian Leadership Program, 2016-2025.
- Dufresne, R.L. 2022. Ignatian leadership in practice. SJU National Alumni Board Executive Committee.
- Dufresne, R.L. 2020. Character-based ethical leadership. Leadership and Ethics Conference at Villanova University.

MANUSCRIPTS IN PROGRESS

- Dufresne, R.L. The role of habits in effective leadership. (*Manuscript in development*)

Dufresne, R.L. The evolutionary roots of leadership tensions and dilemmas. (*Manuscript in development*)

Swift, T., & Dufresne, R.L. Subsidiarity in organizational decision-making (*Case study manuscript in development*)

COURSES TAUGHT

Graduate

- HR & People Research (MBA, MSODL, MSHRM)
- Leadership and Development I & II (EMBA)
- Empowering Work Organizations (EMBA)
- Leadership and Development (Food Marketing EMBA; Pharmaceutical Marketing EMBA)
- Empowering Individual Potential for the Practicing Executive (Food Marketing EMBA)
- Empowering Groups and Teams for the Practicing Executive (Food Marketing EMBA)
- Empowering Human Potential at Work (MBA)
- Practicum for Non-Profit Organization (MBA)
- Graduate Leadership Independent Study (MBA)
- Dissertation committee member for Patricia Rafferty, Ed.D.

Undergraduate

- Perspectives on Leadership
- Applied Sustainable Leadership
- Organizational Behavior
- Management Skills
- Management Internship
- Organizations in Perspective
- Honors Independent Study

NON-CREDIT EXECUTIVE EDUCATION ENGAGEMENTS

- Wawa, Inc.
- SEI Investments Company
- Saint Charles Borromeo Seminary
- Kennedy Health (honored with LEAD award from HR.com for best custom leadership development program)
- Jefferson Health
- Unity Recovery
- Comcast
- Ferrero
- Liberty Health
- Cardinal Health
- Snack Food Association
- KeyImpact Sales and Systems

PREVIOUS TEACHING EXPERIENCE

Boston College, Organization Studies Department

- Doctoral teaching fellow with full responsibility for designing and teaching undergraduate Organizational Behavior, Spring and Fall, 2002

- Instructor of Work-based Team Learning course in MS in Accounting program; introduced, designed, and coordinated new course from Fall, 2002 through Spring, 2006.

Harvard University, Center for Medical Simulation

- Adjunct instructor teaching medical professionals on team learning
- Adjunct instructor teaching for the Simulation Institute on leadership in medical simulation centers

OTHER PROFESSIONAL EXPERIENCE

- 1997-1999* Operations Manager, McMaster-Carr Supply Company, Dayton, NJ
- Manager of receiving department, consisting of approximately 100 employees
 - Responsible for department budget and operations
 - Responsible for employee development and all personnel decisions
- 1997-1999* United States Army Reserve Military Intelligence Corps officer, Edison, NJ
- Assistant Division Intelligence Officer, 78th Division
 - Responsible for force protection and security compliance
- 1994-1997* United States Army Military Intelligence Corps officer, Fort Huachuca, AZ, and Aberdeen Proving Ground, MD
- Battalion finance officer, responsible for all budget functions
 - Company executive officer, responsible for company training, equipment, and readiness
 - General Potts Award winner as honor graduate of Officer Basic Course