**PROFESSIONAL PROFILE**

Retired Army officer with 30 years’ leadership experience, and four years of university/college facilitating and faculty lead experience. Drawing from past efforts to instruct and develop junior military leaders and present university/college course facilitating, skilled and experienced at guiding and leading adult students to succeed in their programs. Effective and comfortable public speaker, including on short notice. Strong expertise in operating in other countries, contributing to efforts of global scope, and leading or advising in teams of globally diverse membership. Deep experience and competency in the following:

Course Professorship and Facilitating Overseas Operations

Online Course Design and Construction Information Operations Management and Planning

Course Review and Change Designing Transportation Management

Team Leading and Training CBRN and Hazardous Materials Management

Overseas Diplomacy Weapons of Mass Destruction Protection Planning

Operations and Projects Management and Planning

**EDUCATION**

**Doctor of Management** in Organizational Leadership (DMOL)

University of Phoenix, Phoenix, Arizona, 2012

* Induction into Delta Mu Delta international business honor society
* Dissertation research and findings were in the area of cross-cultural communications

**Master of Business Administration**

Liberty University, Lynchburg, Virginia, 1993

* Focus included business ethics and capitalism dynamics

**Master of Science,** International Relations

Troy State University, Fort Bragg, North Carolina campus, 1992

* Program was funded and jointly designed by U.S. Army Special Operations Command
* Thesis research and estimated findings were of Canada’s political future

**Bachelor of Science**

United States Military Academy, West Point, New York, 1981

* No majors existed at West Point in 1981 - learning concentration was in applied sciences, geology, global history, sociology, and the military art

**MILITARY EDUCATION**

**Command and General Staff College,** Fort Leavenworth, Kansas

* Command and General Staff Officer Course, 1993
* Combined Arms and Services Staff School, 1986

**U.S. Army John F. Kennedy Special Warfare Center and School**, Fort Bragg, North Carolina

* Regional Studies Course (Russia concentration), 1995
* Psychological Operations Officer Course, 1992
* Special Forces Qualification and Civil Affairs Courses’ academic blocks, 1988-1993

**U.S. Army Infantry Center and School**

* Ranger Course, 1982
* Airborne Course, 1979; Jumpmaster Course with 20th SF Group, 1988

**TEACHING EXPERIENCE**

**Online Faculty Lead, Organizational Leadership Postgraduates 2017 - Present**

Columbia Southern University, Orange Beach, Alabama

* College of Business

**Online Full-time Faculty 2013 - 2017**

Columbia Southern University, Orange Beach, Alabama

* College of Business, professor of leadership and organizational dynamics courses

**Online Part-Time Faculty 2013 - Present**

Trident University International, Cypress, California

* College of Health and Human Services, professor of terrorism, emergency/disaster management, and epidemiology courses

**Online Adjunct Faculty 2013 - 2015**

**Yavapai College, Prescott, Arizona**

**•** Business Division, professor of business strategy and business ethics courses

**Combat Advisor 2010 - 2011**

Middle Euphrates District, Republic of Iraq

* 3d Armored Cavalry Regiment advisor to Iraqi Army’s 8th Infantry Division

**Government Advisor 2007 - 2008**

International Zone and National Offices, Republic of Iraq

* III Armored Corps/Multinational Corps-Iraq advisor on chemical weapons defense and environmental protection efforts to Iraqi ministries

**Instructor, Tactical Officer, and Mentor 1985 - 1986**

U.S. Army Chemical Center and School, Fort McClellan, Alabama

* Combined Arms Division, platoon trainer/instructor of leadership in combat, tactics, weapons use and maintenance, fundamentals of fighting

# RELATED VOLUNTEER ACTIVITIES

**Recent Graduate Doctoral Mentor 2012 - Present**

On doctoral student Facebook page, advisor for various segments of the doctoral journey

**Civil Air Patrol, U.S. Air Force Auxiliary Officer 2013 - Present**

Squadron Commander, Logistics Officer, Emergency Services Officer and Aircrew / Mission Base Instructor

**Sharlot Hall Museum Docent 2013 - Present**

19th Century Army Officer Re-enactor and tour guide of Fort Whipple, Arizona museum

# PROFESSIONAL ACHIEVEMENTS

**UNIVERSITY / COLLEGE COURSE FACILITATING and FACULTY LEAD**

Past and present achievements in facilitating, instructing, and mentoring of students in on-campus and online undergraduate and graduate courses of three or four credit hours. Professorship of courses includes offering additional literature and discussion of learning objective points, assisting failing or nonparticipating students in resuming successful efforts; and course development, online construction, and adjusting techniques to institutional changes. As faculty lead, supervised about 12 online university professors facilitating postgraduate courses.

**LEADER TRAINING**

Trained, developed, and motivated approximately 120 newly-commissioned officers to effectively lead, manage, plan, and supervise. Both in the capacity of an officer trainer and many occasions as a leader, designed plans and programs to establish, improve or document unit and individual training levels.

**OPERATIONS and PROJECTS MANAGEMENT AND PLANNING**

Throughout 31 years in executive positions as a direct supervisor, commander, staff officer, advisor to allied forces, and consultant, planned, coordinated, staffed, gave updated reports, supervised, and closed out numerous projects in steadily increasing scope, complexity, and sophistication. These projects were mostly operational, but many others were administrative, technical, strategic or logistic in nature. These projects were planned and executed, in the U.S. or other countries, as locally directed or as part of a national or coalition strategy, in peacetime or combat. Published three articles and a doctoral dissertation on how to improve military organizations through enlightened leadership, visions, organization, and management, and recommended techniques.

**INFORMATION OPERATIONS MANAGEMENT and PLANNING**

## Managed a special forces group’s Information Operations management program, including its components of plans, public affairs, operation security, military information, force protection, knowledge management, and information security. Managed information exchange in the U.S. and other countries over several years.

**WEAPONS OF MASS DESTRUCTION (WMD) PROTECTION PLANNING, HAZARDOUS MATERIALS MANAGEMENT**

In six different military duty positions and as a civilian, planned, coordinated, established, and documented procedures for managing hazardous materials and contingency measures for protection, detection, and decontamination in the event of the use of chemical, biological, radiological, or nuclear weapons or agents. Completed numerous compliance inspections, designed and conducted training, developed WMD staff experts, supervised detection and protective equipment maintenance, and advised commanders on countermeasures.

## INTERNATIONAL ARMS CONTROL

## As a certified U.S. Chemical Weapons Arms Control Treaty Inspector and Team Chief, organized, established procedures for, and trained several inspection teams on, international treaty provisions, inspection techniques, protective and detection equipment use, international protocol, and special contingencies. Participated in one Chemical Weapons Convention escort mission. As a U.N. Special Commission (UNSCOM) biological weapons inspection team operations officer, assisted in leading an inspection team of international experts on a highly dangerous inspection of several sites in Iraq. As a credentialed diplomatic Arms Control Executive Representative in the U.S. Embassies in Ukraine and Kazakhstan, represented the United States in several major projects involving the dismantlement of Former Soviet Union nuclear missiles and associated efforts to convert military infrastructure to peaceful use. As the U.S. On-Site Inspection Agency Current Operations Division Chief, supervised 24-hour, 7-days-a-week communications and operations of the nation’s executive agency for international arms control. As a contracted NBC subject matter expert, documented observations to communicate how the details of defensive measures lead to restoration of strategic importance. As the deputy CBRN officer of Multi-National Corps-Iraq, supervised the planning of countermeasures and remediation against Al-Qaeda’s chlorine attacks.

**COURSES TAUGHT**

BBA 2026, Organizational Communication

BBA 3451, Organizational Theory and Behavior

BBA 3651, Leadership

BSL 4060, Team Building and Leadership

BSL 4160, Negotiation/Conflict Resolution

MSL 5200, Crisis Communication Management

MSL 6040, Leadership

BHS 210, Introduction to Epidemiology

BHS 411, Issues of Terrorism

BHS 412, Disaster Relief

BHS 413, Survey of Emergency and Disaster Management

BHS 417, Emergency Planning and Operation

BHS 419, Risk Assessment

BHS 432, Vector Control

BHS 438, Hazardous Materials

BHE 314, Environmental Health and Safety

HLS 320, Homeland Security and Interagency Planning

HLS 450, Catastrophic Events and Responses

MHE 509, Emergency Planning and Methodology

BSA 229, Management Problems (Business Strategy)

BSA 132, Business Ethics

**COURSES WRITTEN**

BSA 229, Management Problems (Business Strategy)

BBA 3602, Principles of Management

MSL 5080, Methods of Analysis for Business Operations

MSL 5200, Crisis Communication Management

**PUBLICATIONS**

Published three articles for military specialty journals:

> on commanding a Headquarters Company, *Chemical Journal*, 1988

> on combat-oriented training for chemical units, *Chemical Journal*, 1989

> on commanding a Psychological Operations Company, *PSYOP Magazine*, 1995

Dissertation: U.S. Army Soldiers’ Experiences in Cross-cultural Communications: A Phenomenological Study, 2012

In draft and submitted for publication, a co-authored article: A Phenomenological Study of U.S. Army Soldiers’ Experiences in Cross-cultural Communications

**OVERSEAS EXPERIENCE (ALL MILITARY)**

Korea, 1992; Panama, 1993 (Special Operations exercises)

Haiti, 1994 (Operation Uphold Democracy)

Ukraine, 1996-7; Kazakhstan, 1998 (Arms Control Chief to Embassies)

Iraq, 1998 (UNSCOM inspections/Operation Desert Thunder)

Bosnia-Herzegovina, 1998 (Operation Joint Forge)

Germany, 1998, 1999, 2000, 2001 (Support to Operation Joint Forge)

Kosovo, 2000 (Operation Joint Guardian)

Australia, New Zealand, Antarctica, 2000-1 (Operation Deep Freeze)

Thailand, Korea, 2002 (coalition exercises with allies)

Turkey, 2003-4 (III Turkish Corps/Operation Enduring Freedom)

Iraq, 2006-8 (Operation Iraqi Freedom/Surge Campaign)

Afghanistan, Bahrain, Qatar, 2009 (Operation Enduring Freedom)

Iraq, 2010-11 (Operation New Dawn)

**OTHER OVERSEAS EXPERIENCE**

Peru, 1977, 2004, 2014 (visiting relatives and tourism)

**EMPLOYMENT CHRONOLOGY**

01/13 –

> Faculty Lead, Columbia Southern University, Orange Beach, Alabama

> Full-time professor, Columbia Southern University, Orange Beach, Alabama

Courses: Leadership, Communications, Organizational Behavior, Team Leadership, Negotiation/Conflict Resolution

> Part-time professor, Trident University International, Cypress, California

Courses: Issues of Terrorism, Disaster Relief, Emergency and Disaster Management, Emergency Planning and Operations, Risk Management, Epidemiology

> Adjunct professor, Yavapai Community College, Arizona

Courses: Business Strategy, Business Ethics

08/06 – 10/12

> Brigade Modernization Command Officer **(Military Capability Fielding Integrator)**

> Military Advisor to an Iraqi Division **(Senior Executive Operations Advisor)**

> Air Defense Artillery Command Chief of Early Warning **(Senior Monitor of Missile Launches**

**and Trajectories, Senior Weapons of Mass Destruction Staff Officer)**

## > Corps Deputy Chemical Officer (Senior Weapons of Mass Destruction Staff Officer)

## 08/04 – 08/06

> **Contracted SME / Consultant, Battelle**

07/03 – 07/04

> NATO Military Assistant to a Turkish Corps Chief of Staff **(Senior Executive Aide)**

## 06/01 – 07/03

## > Infantry Division Chemical Officer (Senior Weapons of Mass Destruction Staff Officer)

## 08/98 – 06/01

## > Special Forces Group Plans and Information Operations Officer (Senior Information Operations Officer, Contingency Planner)

07/95 – 07/98

> Arms Control Agency Current Operations Division Chief **(24-hour operations center, treaty lists and passports, command brief)**

> Embassy Strategic Arms Control / Threat Reduction Manager **(Ukraine, Kazakhstan)**

07/95 – 07/98

> Chemical Weapons Arms Control Treaty Inspector (CWC, UNSCOM)

08/92 – 03/95

> Psychological Operations Detachment and Company Commander **(Information Operations Executive Officer, Chief Executive Officer)**

10/88 – 07/91

> Infantry Brigade S3 Air, Reserve Component Training Planner (**Air Movement Operations Planner, Organization Training Advisor)**> Infantry Brigade Assistant Operations Officer **(Contingency Operations Planner)**

> Infantry Division (Assistant) and Brigade Chemical Officer **(Weapons of Mass Destruction Staff Officer)**

Before 10/88

> US Army Chemical School Unit Manual Officer **(Doctrine Author)**

> Headquarters and Headquarters Company Commander **(Headquarters Director)**

> Chemical Officer Basic Course Platoon Trainer **(Executive Trainer)**

> Smoke Generator Platoon Leader and Company Executive Officer **(Executive Officer)**

> Mechanized Infantry Battalion Chemical Officer **(Weapons of Mass Destruction Staff Officer)**

> Radio Announcer, KYCA-AM (1975-1977) and KDET-FM (1977-78)