Kenneth W. Cromer

# Curriculum Vitae

**OBJECTIVE**

Online Faculty, Trident University International

**ACADEMIC PREPARATION**

PhD in Business Administration – TUI University, Cypress, CA (2009)

Coursework in Introductory Data Analysis, Organizational Studies I, Organizational Studies II, Research Design & Fieldwork, Organizational Change, Advanced Data Management & Analysis, Organizational Communication, Advanced Multivariate Data Analysis, Effective University Teaching, Current Research in Business & Management, and Dissertation Proposal Seminar.

Dissertation: *A Conceptual Model Of Volunteer Engagement: The Influence Of Organizational Assimilation And Psychological Capital Constructs As Reflections Of Overall Volunteer Engagement Attitude On Multi-Dimensional And Overall Individual Effective Volunteer Behavior*

### Master of Education –Troy University, Troy, AL (2005)

Concentration: Instructional Technology

### Master of Arts in Education –Trident University, Troy, AL (2013)

Concentration: Early Childhood Education

##### Diploma, U. S. Navy Senior Enlisted Academy, Newport, RI (1997)

**RELEVANT SKILLS:**

Utilized SPSS and AMOS statistical programs

Survey and evaluation research techniques

Skilled in Structural Equation Modeling (SEM) techniques

Expert level Microsoft Office skills

##### RELEVANT EXPERIENCE

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* 12/2010 – Pres. – Trident University, Cypress, CA

**Background:** Part-time Faculty. Currently facilitating BUS101 – Technology Innovation and Critical Thinking for Business HRM and Leadership and ORG602 – Organizational Studies II. Recently facilitated MGT607 – Strategic Management and ORG605 – Organizational Change. Have also facilitated DBA699 Dissertation Proposal Seminar, MGT499 –Strategic Management, MKT301 – Principles of Marketing, MKT401 – Buyer Decision-Making and Behavior, MKT403 Marketing Research, MGT490 – Capstone in General Management, MGT492 Capstone in Leadership Concentration, MGT422 Decision-Making for Leaders, HOS490 – Capstone in Hospitality Management, and MGT301 – Principles of Management. Also facilitated BUS504 – Contemporary Business Research Methodology, BUS510 – Introduction to Academic Research, MGT403 – Entrepreneurship, MGT411 – Advanced Topics in Human Resource Management, and ETH401 – Business Ethics. Currently serve as Dissertation Chair for four students.

* 12/2009 – Pres. - University of Phoenix School of Advanced Studies, Phoenix, AZ

**Background:** Part-time Faculty. Facilitate DBA 731 & 732: Transforming the Business I & II, which is the DBA capstone course. Also facilitate MGT711 – Strategic Opportunities in an Internet-based Global economy, ORG711 21st Century Issues in Organizational Behavior, and MGT448 – Global Business Strategies. Currently serve on ten dissertation committees.

* 03/2006 – Pres. – American Red Cross Emergency Services

**Background**: Certified Disaster Services Program Manager. Also completed a number of FEMA Disaster Institute courses. Served in several positions including Northwest Florida Regional Senior Director of Emergency Services, Florida American Red Cross Disaster Response Standardization Task Force Director, and operations director for seven major disaster relief operations. Designed and instructed seminars on prevention and response to pandemic flu events and disaster mental health for children during disasters. Served as CPR, AED, and Standard First Aid Instructor. Currently a volunteer in case management.

* 12/1975 – 5/2006 – United States Navy

**Background**: Chief of Naval Operations directed Command Master Chief for Navy Recruiting Command and Command Master Chief for several afloat and ashore commands. Duties included serving on the Master Chief Petty Officer of the Navy (MCPON) Senior Enlisted Advisory Panel to the Chief of Naval Operations, Navy Basic Training Board of Advisors, and Navy Military Board of Advisors during the 3 years following the 9/11 Terrorist attack. One of our primary tasks was redesign of the basic training curriculum to better prepare recruits for service in anti-terrorism urban environments. Previous military experience included over 20 years on Shipboard Security Forces, including qualification and assignment as Security Duty Officer, Surface Warfare Specialist, On-scene Leader for CBR Defense response, and senior enlisted leader during over a dozen anti-drug operation deployments. Military decorations include Global War on Terrorism Service Medal.

**EMPLOYMENT HISTORY**

* 01/2012- Present… Emergency Services Program Chair and other volunteer leadership positions , American Red Cross, Pensacola, FL
* 04/2006 – 12/2011… Senior Director, Emergency Services, American Red Cross, Crestview, FL.,

Supervisor: Jerry Kindle - (850) 682-3356

**Background:** Emergency Services Department Head, American Red Cross of Northwest Florida. Coordinate all aspects of Chapter service to military families and disaster service programs. Operations Director for Northwest Florida disaster relief operations, mentor volunteers wishing to become relief operation directors, and ensure mentoring programs are effective and inclusive. Design and instruct training workshops to develop proficiency and performance improvement interventions for disaster response personnel. Works with external partners to educate and communicate services, programs and capabilities. Develop training and development plans for subordinates and volunteers. Facilitated a countywide business continuity of operations tabletop exercise. Worked with emergency management personnel to develop and conduct realistic exercises and simulations to continuously improve the performance of emergency responders.

* 2005 - 2006…Senior enlisted leader, Navy Recruiting Hurricane Recovery Command

 **Background:** Directed all aspects of Navy Recruiting Command recovery efforts in a five state area following Hurricanes Katrina. Coordinated closely with non-profit organizations and government agencies to enable continuity of business operations and support the recovery efforts of military families.

* 2001-2004…Force Master Chief, Navy Recruiting Command, Millington, TN

 **Background:** Second executive leader in a 10 thousand person national organization dispersed in five countries. Personally researched, developed, and oversaw a major organizational consolidation. Analyzed personnel, budgetary, and training requirements, yielding millions of dollars in efficiencies. Developed and taught a senior leader training course credited with reducing annual operating level manager turnover by 70 percent. Awarded Department of Defense Meritorious Service Medal for leadership resulting in a level of organization effectiveness unequaled in command history. Also served on the Chief of Naval Operations Senior Enlisted Advisory Panel and national Board of Advisors for Navy basic and ongoing military training activities.

* 1993-2001…Command Master Chief, Navy Recruiting District Montgomery, AL, USS YORKTOWN (CG-48) and JACK WILLIAMS (FFG 24)

 **Background:** Awarded Department of Defense Meritorious Service Medal for developing and supervising the prototype of consolidated active and reserve recruiting organization in advance of national implementation. Facilitated key national focus groups planning merger and distribution of active and reserve manpower assets. Hand-selected as senior enlisted leader of the Navy SmartShip Project, testing innovative ways to reduce manpower requirements with technology, reduced administrative overhead, and modified operating procedures. Technical advisor and enlisted leader of a training and transition crew for Foreign Military Sale of ship to the State of Bahrain.