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**Creative, energetic, and tireless strategic/tactical Senior Executive** with impeccable record of accomplishment as a consultant, administrator, and educator. Solution-oriented entrepreneur with success enhancing educational systems, integrating emerging technology, developing environmental and multicultural programs, and establishing global partnerships. Pioneering leader with reputation as change agent and problem solver in academic, technology, international, multimedia, government, and association arenas. Passionate in promoting programs that aid underserved populations, incorporate the voices of all stakeholders, and leverage cutting-edge social media and the Internet. **Demonstrated success in...**

- **Executive Advisement:** Delivered value as consultant to executives from diverse industries, providing organization-wide needs assessment, development of strategic organizational and technology plans, and implementation and integration of new and innovative systems. Self-directed in initiating and implementing business productivity and continuous improvement projects that consistently achieved cost-effective, world-class results.
- **Training and Development Leadership:** Convened focus groups of educators, community leaders, and subject matter experts in designing technology and learning tools. As neutral facilitator, gained consensus on strategic plans, bringing together opposing factions. Formed partnership with IBM for district-wide network for telecommunications, email, and educational content.
- **Operations Oversight:** Promoted technology into all operations through structured planning process that achieved mission, vision, and specific metric goals. Fearless in taking aggressive approach in building programs and businesses from the ground up, as well as turning around underperforming ventures.
- **International Business-Education/Training:** Directed/facilitated projects in the United Kingdom, Finland, Spain, Germany, France, China, Singapore, Egypt, Russia, Japan, Chile, Brazil, Argentina, Ethiopia, Uganda, South Africa, and Nicaragua. Applied conversational skills in Spanish and German with basic understanding of Russian and Mandarin. Optimized time and resources through both telework and onsite involvement.

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### Strengths that Drive Business Growth

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| ▪ Strategic and Tactical Leadership      | ▪ Group Decision Support Systems |
| ▪ Multimillion-dollar Budget Oversight   | ▪ Team and Consensus Building    |
| ▪ Grant Writing and Funding Development  | ▪ Organizational Development     |
| ▪ Civil Rights and Regulatory Compliance | ▪ Assessment and Evaluation      |

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### Success Delivering Breakthrough Solutions On Time and On Budget

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**Capital City Technical Consulting, Inc.**, Washington, DC

*Division of a strategic and technical consulting practice, providing operational guidance and structuring of eLearning programs and organizational solutions for international and domestic businesses, nonprofits, and education institutions. Produced \$1M in 2011 revenues.*

#### **PRESIDENT/CTO**

2001 – Present

Consult with international and domestic clients among primary, secondary, and higher education institutions, government agencies, nonprofit organizations, and corporations, providing project leadership, organizational planning, program development and management, team building, strategic problem solving, curriculum development, and executive leadership coaching. Specialize in emerging education technologies, program evaluation, and international conference planning and facilitation. Oversee the division's administration and finances, assist with business development, and recruit and supervise subcontractors. **Representative engagements included:**

- **United Kingdom's Department for Education, London, UK:** As lead consultant, created, planned, and implemented three-day global summits (annually for four years) of 200+ education ministers from 60+ countries, meeting in London to exchange ideas about education innovations, technology, and policy.
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- **The British Council, London, UK:** Served as senior consultant in designing and executing a series of “Wired Communities” conferences where UK educators collaborated on best practices with peers in China, Egypt, Singapore, and Russia. Additionally, worked on expanding online education presence in Argentina, Chile, China, Finland, Germany, Russia, Singapore, and Spain. Conducted TIPD (Teacher International Professional Development) and NCSL (National College of School Leadership) workshops in the US with UK teachers and headmasters.
- **University of Hawaii, Institute of Marine Biology:** Co-managed marine science curriculum development project for K-12 Hawaii schools, sponsored by the National Oceanic and Atmospheric Administration (NOAA), involving collaboration by culturally diverse marine biologists, oceanographers, classroom teachers, and graduate students.
- **NOAA Environmental Literacy Project:** Served as senior consultant to develop the Pacific Region’s (Hawaii, Guam, American Samoa, and Micronesia) Environmental Literacy Program. Created strategic cradle-to-grave program plan based on consultations and facilitative listening with indigenous and community leaders and NOAA scientists.
- **NOAA Pacific Services Center:** Won \$524K competitive grant from US Department of Commerce for 18-month assessment project, titled Strategic Positioning of NOAA Education Products and Services, which resulted in creation of a curriculum/materials alignment website, which includes a two-dimensional database and hyperlinks to a prototype 3D virtual world.
- **Hawaii Department of Education:** As third-party evaluator, assessed effectiveness of the state’s innovative STEM initiative on the island of Kauai, which combines multidisciplinary lessons and teacher professional development with an integrated science curriculum to create a more holistic approach to science education.
- **Bladder Cancer Advocacy Network:** Developed annual conference, for four years, for 100+ of the US and Canada’s leading bladder physicians and oncology and bladder cancer researchers; served as program facilitator.
- **Riverside Publishing Company, Houghton Mifflin Harcourt:** Functioned as marketing consultant on two projects: GMRT5, which determines reading scale and comprehension, and Edusoft/DataDirector, which supports education reform across hundreds of school districts by informing classroom instruction and improving student achievement through data-driven decision-making. Created Customer Advisory Panel.

#### **Gwynedd Mercy University** Ambler, PA

*Gwynedd Mercy University is one of the 16 Catholic colleges and universities that comprise the Conference for Mercy Higher Education. Our heritage is based on the traditions of the Sisters of Mercy, the Catholic order founded by Catherine McAuley in Dublin, Ireland in 1831. Her mission was to serve people who were suffering injustices due to poverty, sickness, and a lack of education, especially women and children.*

#### **ADJUNCT INSTRUCTOR-LECTURER IN THE SCHOOL OF GRADUATE AND PROFESSIONAL STUDIES** 2014-Present

- Provide direct instruction online and in person to students in the School of Education-Master’s and Doctoral Degree.
- Provide Dissertation Advisement to candidates for the Degree of Doctorate in Education (Ed.D.)
- Specialty academic research areas: Educational and Organization Development, Instructional and Administrative Technology, Social Justice and Diversity Training, Leadership Development, School Administration, and International (Global) Education Policy and Development.

#### **American Council on Education (ACE)** Washington, DC

*The American Council on Education serves as the nation’s most visible and influential higher education association. The ACE College Credit Recommendation Service (CREDIT) is the most widely used course evaluation program that stresses academic integrity. The ACE CREDIT recommendation is used as a guideline by colleges and universities to make their decisions about awarding course credit.*

#### **DIRECTOR OF CREDIT EVALUATIONS PROGRAM**

2012 – 2013

Having a broad-based experience in building business programs, began the process of systematically evaluating the ACE CREDIT® review process and business sustainability. Implemented new technology review standards and established financial/revenue goals.

- Managed a \$3M budget with an initial staff of 4 that grew to 6.
- Successfully completed the first-ever MOOC (Massive Online Open Courses) CREDIT Evaluation for Coursera, ushering in a new-era in college credit and education attainment.
- Initiated a technology systems evaluation and work-flow analysis of existing database use.

**Lancaster-Lebanon Intermediate Unit #13 (IU 13)**, Lancaster, PA

*Regional educational agency that assisted 22 area school districts by providing quality, cost-effective technology products and services. IU 13 had a workforce of more than 1,600 employees.*

**DIRECTOR OF TECHNOLOGY SERVICES**

2005 – 2007

Based on exemplary performance, transitioned from consultant to permanent position, leading modernization of the agency's technical infrastructure and coordinating new technology integration into Pennsylvania school districts. Managed 36-member staff and \$3M budget. Hired, trained, and mentored successor.

- Spearheaded major agency reorganization, resulting in more than \$275K in annual savings, as well as reduced staff time of up to 25% through technology-assisted scheduling and meeting organization.
- Led conversion of five legacy independent email and calendaring systems into a Microsoft Exchange Server environment for the entire enterprise across 26 campuses, and created a training initiative for all staff members.
- Constructed policy on intellectual property and Internet usage to protect the organization and employees.

**Academy of Educational Development (AED)**, Washington, DC

*Interactive Web portal where teachers worldwide share lesson plans and innovative practices. Pilot project included Brazil, Nicaragua, Ethiopia, Uganda, and South Africa and was a joint partnership between AED, Sun Microsystems, and the United States Agency for International Development (USAID).*

**FOUNDING PROJECT DIRECTOR, GLOBAL LEARNING PORTAL**

2002 – 2004

Created and implemented cutting-edge website portal that offered diverse educational materials ranging from lesson plans to policy documents in French, Spanish, Portuguese, and English. Supervised 11-person staff and managed \$2.1M budget.

- Secured grants from the World Bank and USAID, as well as in-kind assistance from Yahoo.
- Formulated strategic plan, trained teachers and government officials on use of the Web portal, and championed and funded national educational research projects in developing countries.

**HighWired.com**, Watertown, MA

*Startup Internet media company developing technology to produce online high school yearbooks. More than 13,000 US high schools and high schools in 76+ countries used the technology.*

**NATIONAL DIRECTOR OF EDUCATION**

2000 – 2001

Supervised development of on-site training program for students and in-service training program for teachers.

- Successfully developed business partnership with CNN-Turner Learning.

**American Association of School Administrators (AASA)**, Arlington, VA

*Membership of 11,000 educational leaders (superintendents, assistant superintendents, and central office personnel). Association provided conferences, seminars, and executive advisement.*

**DIRECTOR OF INFORMATION TECHNOLOGY**

1998 – 2000

Recruited to serve as Chief Information Technology Officer for national organization of K-12 school system leaders. Developed and led educational seminars for superintendents and other school system executives on the value of investing in technology to improve teaching, learning, and school administration. Managed five-member staff and \$1.2M project budget.

- Co-authored and managed US Department of Education Innovation Grant on the use of achievement data by school superintendents and boards of education.
  - Developed partnership with AOL@School to evaluate online educational material.
  - Collaborated with superintendents and their leadership teams on development of comprehensive district-wide technology plans for improving teaching, learning, and administrative functions.
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Prior experience (1987 – 1998) as **Director, Division of Technology** for Rose Tree Media School District, **Director, Team Decision Center, Continuing and Distance Education** with The Pennsylvania State University, **Education Industry Specialist** at IBM and Bassco, Inc., and **Assistant to the Superintendent** for the Springfield City School District.

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## Education

**PhD Educational Administration and Technology**, The Pennsylvania State University, University Park, PA  
Recipient of The Pennsylvania State University Alumni Association's Diversity Award

**MS Public School Administration**, The University of Dayton, Dayton, OH

**BA Elementary Education**, Wittenberg University, Springfield, OH

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## Academic Certifications

**The National Institutes of Health (NIH) Office of Extramural Research  
Protecting Human Research Participants—Certification #2037348**

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