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CURRICULUM VITAE

EDUCATION

Doctor of Philosophy, Organization and Management, Leadership Specialization, Capella University, Minneapolis, MN	2012
Master of Leadership and Liberal Studies, Duquesne University, Pittsburgh PA	2004
BA, English and BA, Psychology, Pennsylvania State University, State College, PA	1974

OTHER STUDIES, CERTIFICATIONS, & TRAINING

Executive Course, Asia-Pacific Center for Strategic Studies, Honolulu HI	2003
Graduate Studies, J.F. Kennedy School of Public Leadership, Harvard University Cambridge, MA	2000
Navy Civilian Personnel Management Course, Reeves-Martin Associates, Huntsville AL	2000
Health Promotion Director Certification, Cooper Institute for Aerobics Research, Dallas TX	1999
Commandant's Fellow, Foreign Service Institute Senior Seminar, Arlington, VA	1997
Executive Presentations Course, Charlotte Tighe Communications, Washington DC	1997
Graduate Certification, U.S. Army War College, Carlisle PA	1994
Wood Badge, Boy Scouts of America, Irving, TX	1979
Government Security Clearance: TOP SECRET/SCI	Background Investigation completed 2008

TEACHING & TRAINING EXPERIENCE

Associate Provost, U.S. Army War College, Carlisle Barracks, PA 2013 to present

- Works on behalf of the Provost to advance the U.S. Army War College's excellence as an educational institution as the chief academic officer; one of the Provost's two principal subordinates (with the Deputy Provost). Assists in supervision of all academic and leader development programs to ensure quality, coordination, and integration.
- Focuses his strategic activities in five principal areas: education, faculty, students, research, and support.
- In fulfilling his responsibilities, the Associate Provost works directly with the Dean of the School of Strategic Landpower and the Directors of the Strategic Studies Institute, Center for Strategic Leadership and Development, Army Heritage and Education Center, Peacekeeping and Stability Operations Institute. Additionally, he works closely with the Deputy Commandant, Chief of Staff, and other staff principals. Finally, he assists in key governance boards.
- Acts as the Provost's principle advisor and facilitator on civilian faculty issues for Title 10, Title 5, contracted, and adjunct faculty members. He monitors the work of the U.S. Army War College

Faculty Council, Personnel Officer, and Director of Resource Management regarding human resource issues pertaining to faculty members.

- Concurrently teaches three electives on Negotiations, the American Experience in World War I, and Campaign Analysis. Develops lesson plans, facilitates discussions, and lectures, and evaluates student academic contributions.

Professor of Theater Planning, U.S. Army War College, Carlisle Barracks, PA 2012 to 2013

- Facilitated graduate-level education of senior military, civilian, and international leaders for strategic decision-making and planning in a joint, interagency, and multinational environment. Developed curriculum and conducts research and liaison with U.S. theater commands, focusing on multinational issues, especially in the Asia-Pacific region.
- Guided a 16-person seminar annually throughout the academic year, provided graduate student counseling for five students (including an Arabic-speaking student officer from the Hashemite Kingdom of Jordan).
- Advised student authors on advanced strategic research papers on diverse topics such as the relationship of former senior leaders to policy in the public domain, the strategic implications for Northeast Asia of the Republic of Korea's proposed Jeju Island Naval Base, Pacific theater lift requirements, and the implications of Pacific theater training sites on Landpower projection.
- Concurrently taught two electives on the American experience in Vietnam and on campaign analysis. Developed lesson plans, facilitated discussions, and lectured.
- Contributed to the strategic arts film series program sponsored by the Association of the U.S. Army, acting as the U.S. Army War College's program point of contact and specifically lecturing on 19th and 20th century Chinese military and political history.

Professor of Joint Landpower/Deputy Director, Joint Force Land Component Commander Course, US Army War College, Carlisle, PA 2004 to 2012

- Planned, organized, and directed three courses each year for multinational general and flag officers educating senior leaders in the competencies necessary to command and control large land components on the future battlefield.
- Designated topics, set objectives, and arranged senior-level presentations; coordinated the execution of each course; and evaluated after-action performance.
- Contributed to the professional development of 345 joint, multinational, and interagency general and flag-level officers and diplomats since course inception in February, 2004, many subsequently serving in key leadership positions in ongoing operations in Afghanistan and Iraq.
- Conducted academic outreach and support to multinational commands worldwide, consulting for and providing courses and presentations on joint land operations for NATO, Joint Forces Command, I Marine Expeditionary Force, the Taiwanese National Defense University, the U.S. Air University, and the U.S. Naval War College, and U.S. Army theater commands.
- Managed a \$560,000 program budget, including contracts and task orders appropriate to the Joint Force Land Component Commander Course, consistently reducing costs in each consecutive year of program operation.

Adjunct Faculty Instructor, Duquesne University, Pittsburg, PA

2004 to present

- Organized and taught term-length courses, both online and face-to-face, on the introduction to graduate study of leadership, multicultural relations, and business ethics; responsible for curriculum development, facilitation of seminar discussions, and academic assessments of participation and research papers. Consistently cited by the Dean of the School of Leadership and Professional advancement for exceptionally high student evaluations.
- Developed and facilitated two short courses on professional ethics for the U.S. Naval Supply Depot. Mechanicsburg, PA, including curriculum development, development of class support materials, and practical exercises.

Faculty Instructor, US Army War College, Carlisle, PA

2001 to present

- Director, Expeditionary Maneuver Warfare, US Army War College, August 2001 to February 2004
- Facilitated graduate-level education of senior military, civilian, and international leaders for strategic decision-making and planning in a joint, interagency, and multinational environment.
- Instructed 16-person seminars annually in eleven academic-year classes, providing graduate student counseling, curriculum development, and research and liaison with U.S. theater commands, focusing on Pacific rim issues.
- Personally advised authors on 41 advanced strategic research thesis papers and directed studies on topics ranging from leadership and recruiting to U.S.- China policies and expeditionary warfare.
- Implemented and taught four highly subscribed elective courses in expeditionary warfare, military campaign analysis, military ethics, and 20th century joint and multinational military campaign planning. Developed lesson plans, facilitated discussions, and currently lectures specifically on 19th and 20th century Chinese military and political history.

PUBLICATIONS

“A View on the Future of U.S. Humanitarian Demining Programs,” James Madison University Humanitarian Demining Information Center, Harrisonburg VA, 1997, published electronically at <http://www.state.gov/www/global/arms/pm/hdp/pubs.html>

“Mine Action Centers: The Fundamental Prerequisite for Success,” Convention for the Prohibition of the Use, Stockpiling, Production and Transfer of Anti-personnel Mines and on their Destruction, Ottawa, Canada, 1997, published electronically at <http://www.state.gov/www/global/arms/pm/hdp/pubs.html>

“A View on Mine Action,” Jane’s Conference on Mines and UXO: Spending and Technology Priorities, Washington DC, 1998, published electronically at <http://www.state.gov/www/global/arms/pm/hdp/pubs.html>

"Economic Realities of the U.S. Government Humanitarian Demining," 1998, Washington, DC, published electronically at <http://www.state.gov/www/global/arms/pm/hdp/pubs.html>

"Landpower in Traditional Theory and Contemporary Application." Published 2008 in J. Boone Bartholomees's anthology, *The U.S. Army War College Guide to National Security Issues*, pp. 107-128. Carlisle, PA: Strategic Studies Institute.

Review of Bill Sloan's 2007 book, *The Ultimate Battle: Okinawa 1945—The Last Epic Struggle of World War II*, New York, NY: Simon & Schuster. Published Autumn 2009 in *Parameters*, 39(3), pp. 118-119. Carlisle, PA: U.S. Army War College.

"Systems Thinking for Strategic Leaders," coauthored with Charles D. Allen & Janeen M. Klinger. Published 2010 in *Strategic Thinking: Selected Readings*, pp. 141-174. Carlisle, PA: U.S. Army War College.

"Systems Thinking in Campaign Design," coauthored with Charles D. Allen. Published 2010 in *Strategos*, 2(2), pp. 3-20.

"Eastern Strategic Traditions: Un-American Ways of War." Published 2012 in J. Boone Bartholomees's anthology, *The U.S. Army War College Guide to National Security Issues, Vol. I*, pp. 133-143. Carlisle, PA: Strategic Studies Institute.

"Applying Clausewitz and Systems Thinking to Design," coauthored with Charles D. Allen. Published 2012 in J. Boone Bartholomees's anthology, *The U.S. Army War College Guide to National Security Issues, Vol. I*, pp. 245-255. Carlisle, PA: Strategic Studies Institute.

"A Phenomenological Study of the Use of Intuition by Senior Military Leaders." Dissertation manuscript, November, 2012. Capella University. Minneapolis, MN: School of Business and Technology.

"An Exploration of Intuition Among Senior Leaders," coauthored with Johnny Morris. Published April 2013 in Caldorarola, R. A. L. (Chair), *The Academic Forum*. Paper presented at the April 2013 conference of The Academic Forum, Williamsburg, VA.

PROFESSIONAL ASSOCIATIONS

American Society for Training and Development	2010 to present
American Sociological Association	2010 to present
Academy of Management,	2005 to present
Military Officers Association of America	2004 to present
Society for Human Resource Management	1998 to 2012
Boy Scouts of America; National Eagle Scout Association	1981 to present
Marine Corps Association	1974 to present

VOLUNTEER COMMUNITY SERVICE & AWARDS

Volunteer Adult Scout Leader and Trainer, Boy Scouts of America	1976 to present
Thomas A. Monson Award, Church of Jesus Christ of Latter-day Saints	2014
George Albert Smith Award, Church of Jesus Christ of Latter-day Saints	2010
Oscar A. Kirkham Award, Church of Jesus Christ of Latter-day Saints	2010
Venturing Leadership Award, Keystone Area Council, PA	2004
Outstanding Venturing Advisor Award, Keystone Area Council, PA	2002
National Silver Beaver Award, National Capital Area Council, MD/VA	2000
Wood Badge Staff Instructor/Counselor, Trans-Atlantic Council, Dauphte, FRG	1996
District Award of Merit, Kamehameha District, Aloha Council, HI,	1989

CIVILIAN & MILITARY HONORS & AWARDS

(Personal awards only listed, excluding many unit, campaign, and service awards)

Defense Superior Service Medal	2004
Legion of Merit	2001
Department of State Superior Honor Award (two awards)	1997, 1998
Defense Meritorious Service Medal (three awards)	1990, 1996, 1998
Meritorious Service Medal	1987

Navy Commendation Medal (two awards)	1983, 1983
Combat Action Ribbon	1983
Joint Service Commendation Medal	1981
Military Outstanding Volunteer Service Medal (three awards)	1996, 2001, 2004
Parachutist Badge	1973

NONACADEMIC WORK HISTORY

Chief of Staff, Marine Corps Recruiting Command 1998-2001

Marine Corps Manpower Center, 3280 Russell Road, Quantico VA 22134

Chief of Humanitarian Demining Programs, US Department of State 1996-1998

Bureau of Political-Military Affairs, US Department of State, Washington DC 20520

Early Work History 1974-1996

Commissioned officer in the United States Marine Corps (1974-2004), developing leadership and executive management skills in a variety of command and staff positions in peacetime and combat operations, worldwide. Commanded units of over 1008 marines and sailors and performed executive roles in high-level joint and multinational headquarters. Experienced in senior leadership and executive staff management, strategic and operational planning, recruiting operations and training, military operations and weapons employment, and physical security management.

TECHNICAL & COMPUTER SKILLS

Proficient in Microsoft applications for Word, PowerPoint, Outlook, and Excel
 Proficient in Blackboard 9 distance learning enabling applications