

Sharon R. Lydon, Ph.D.

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ACADEMIC EXPERIENCE:

- 2/11 – Present **ASSOCIATE DEAN OF MBA PROGRAMS, Rutgers Business School** Newark and New Brunswick, NJ
- Led the Office of Graduate Admissions, Career Management and Student Services in Newark and New Brunswick with 6 direct reports and over 20 staff members in total.
 - Supported 160 Full-Time MBA students and over 1,000 Part-Time MBA students on two campuses and two off-campus sites in Jersey City and Morristown.
 - Oversaw our team consulting program, our capstone course for all MBA students where students work on real consulting projects for fortune 500 companies.

Key Accomplishments:

- Led the MBA Program to reach top fifty MBA Programs at #48 in both the Full Time and Part Time MBA Programs in U.S. News and World Report's 2016 Edition for the first time in the history of the Rutgers Business School by raising the peer score component of the ranking within a three year period.
- Instrumental in achieving the Supply Chain Management ranking in U.S. News and World Report with #20 in 2013 (tied with Harvard Business School), #13 in 2014, and #11 in 2015.
- Host and attend conferences such as the Mid-Atlantic Association of Colleges of Business Administration (MAACBA), MBA Director's Conference, GMAC Regional Conference, GMAC Leadership Conference, Big Ten Pre-Conference, MBA Roundtable, and the AACSB International Conference and Meeting.

- 11/08 – 2/11 **SENIOR ASSOCIATE DEAN, Rutgers Business School** Newark and New Brunswick, NJ
- Led and managed nine academic programs: EMBA, MBA (Full-time and Part-time), MBA in Professional Accounting, Master of Accounting (Tax, Financial Accounting and Governmental Accounting), Master of Quantitative Finance, the Master of Business and Science, and the Undergraduate Program in Newark.
 - Systemized the Accreditation process for 10 academic programs, 6 departments, 8 campus locations and over 250 faculty members including tenured, instructors and part-time lecturers.
 - Developed the strategic vision for the Business School as a member of the Executive Committee.

Key Accomplishments:

- Directed the entire AACSB Accreditation process that led to School's reaccreditation until 2013/2014 and created the report for the visiting team and faculty sufficiency tables by gaining buy-in from department chairs, faculty and program directors.
- Conducted significant curriculum changes to add a Supply Chain Management major and entrepreneurship minor/concentration and revised the liberal arts courses with the school of arts and sciences in the undergraduate program.
- Redesigned the curriculum and strategy for improving the academic integrity of the School's online, team consulting and off-campus programs.
- Gained buy-in from Executive Committee to secure over \$100,000 to re-design the School's website and met an aggressive launch date of February 1, 2011.
- Identified strategies that improved rankings for the EMBA program (#21 in WSJ), MBA (#17 nationwide in MBA employment outcomes - US News & World Report, 2010) and MQF (Top 10 Quant Schools by Advanced Trading.com) by increasing student satisfaction, career placement and peer ranking.
- Developed the marketing strategy and monitored recruitment activities to increase enrollment of the undergraduate program by 15%, the MBA program by 29% and the graduate programs by 19% in 2 years (fall 2008 – fall 2010).
- Served as Rutgers Business School's representative to the Chancellor's school-wide Community Based Learning Initiative to enhance the School's community outreach and hands on research in the classroom.

- Advised the Undergraduate Dean's Advisory Council to serve the neighboring community. We received the Chancellor's Community Service Award (2010) for our contributions to the City of Newark.
- Expanded the Board of Advisors' Undergraduate Mentoring program from 30 to over 100 mentors on the Newark and New Brunswick campuses.
- Managed collaborative efforts among the SBDC (Small Business Development Center), CUEED (The Center for Urban Entrepreneurship and Economic Development), BEST (Business Engineering Science and Technology Commercialization), RUTAP (Rutgers University Technical Assistance Program) to increase the number and quality of MBA Team Consulting Capstone Course projects.

11/05 – 11/08

ASSOCIATE DEAN, Rutgers Business School

Newark, NJ

- Led and managed the Undergraduate Program, which consisted of over 1,700 students.
- Facilitated students' undergraduate academic experience from application to graduation.
- Supervised seven people, including three Academic Advisors and a Career Management Specialist.
- Interpreted and implemented academic policy and changes to the curriculum with faculty, staff and students.

Key Accomplishments:

- Established the student-led Dean's Advisory Council and worked with students and staff to create a permanent funding source to retain a dedicated Career Management Specialist for undergraduate students.
- Chaired the faculty-represented Undergraduate Program Policy Committee and led the effort to create Management Information Systems major to meet market demand of employers.
- Created and managed an interdisciplinary, faculty committee across the New Brunswick and Newark campuses to create the joint degree Science MBA, a BA/BS/MBA degree program. Received a \$10,000 grant from the Academic Excellence Fund, and the Rutgers University Bridge Award.
- Increased academic quality by developing rigorous academic probation and dismissal policies.
- Enhanced students' collegiate experience by initiating Academic Success workshops, a monthly e-newsletter, a peer advisor program, town halls, Major Fair and leadership training for clubs.

9/10 – Present

ADJUNCT PROFESSOR, Rutgers Business School

Beijing, China and Newark, NJ

- Developed the curriculum and taught the Global Leadership course in Beijing, China in the Rutgers International Executive MBA program.
- Taught sessions on Leading Change and Mergers/Acquisitions using the case study method in the highly ranked domestic Executive MBA program in fall 2010 and spring 2011.
- Taught an introductory business course, Business Forum, to over 250 students every semester from November 2005 to January 2009.
- Planning to teach additional courses this year in Beijing and Singapore.

8/97 - 5/01

ADJUNCT PROFESSOR, The George Washington University, School of Business

Washington, DC

- Taught MBA-level courses on leadership, group dynamics, and organizational behavior, as well as information technology sessions in Word, Excel, Power Point, and the Internet.
- Developed curriculum for new information systems laboratory course for 10 classes of 200 undergraduates.
- Prepared syllabus, in-class lectures and activities, weekly projects, grading schema, and final exam.
- Taught 2 - 4 information systems labs per semester while supervising and training 6 graduate students.

7/98 - 5/01

FACULTY IN RESIDENCE, The George Washington University, Washington, DC

- Provided academic advising and support services for 1,100 first-year students.
- Advised students about academic concerns during weekly office hours and hosted monthly dinners.
- Created and fostered a leadership program to train and counsel a community of student leaders.

- Coordinated bi-weekly “Food for Thought” lunch series to invite faculty to discuss research interests.

CORPORATE EXPERIENCE:

- 2/04 - 11/06 **MANAGEMENT CONSULTANT, Estée Lauder Companies** New York, NY
- Devised professional development seminars on topics such as leadership, strategy, and communication for over 2,000 employees at all levels of the company.
 - Rebuilt content and design of department’s Web site in collaboration with an external partner.
 - Advised employees on career development issues and recommended academic and internal programs.
 - Orchestrated an Executive Speaker Series to promote a dialogue between employees and management.
 - Administered the department’s million dollar budget.
 - Identified the future leaders of the company by expanding succession-planning efforts.
- 4/03 - 2/04 **ANALYST, Accenture** Florham Park, NJ
- Developed and integrated a software system that improved manufacturing processes at the Harley Davidson Motor Company’s new motorcycle plant.
 - Solicited management and employee feedback on new software enhancements.
 - Conducted a comprehensive training program for over 150 employees and supervisors.
- 12/01 - 4/03 **INTERNATIONAL MARKETING ASSOCIATE, Estée Lauder Companies, Inc.** New York, NY
- Selected to participate in a highly competitive, year-long leadership development program.
 - Completed projects in the International Sales and Marketing Department.
 - Facilitated product launches for promotional programs by writing marketing bulletins, posting Information on the Intranet, responding to market inquiries, and recording forecasts.
- 6/01 - 8/01 **TECHNOLOGY COORDINATOR, Allen Guthrie & McHugh** Charleston, WV
- Applied troubleshooting and problem-solving techniques to resolve computer-related challenges.
 - Trained and assisted employees with technical problems regarding software, hardware, and peripherals.
 - Researched and proposed technology-related solutions in order to automate business processes.
- 5/96 - 8/97 **HUMAN RESOURCE ASSOCIATE, D. E. Shaw & Co., L. P.** New York, NY
- Managed and conducted new employee seminars as the firm doubled in size from 200 - 400 employees.
 - Analyzed firm’s upward management reviews and assisted in development of a corporate handbook and departmental Web pages on the Intranet.

EDUCATION:

THE GEORGE WASHINGTON UNIVERSITY
School of Business and Public Management
 Ph.D., May 2001 GPA: 3.93 / 4.0
 Major: Organizational Behavior & Development Minor: Information Systems
 Dissertation: “Entrepreneurial Leadership in High-Technology Firms: Toward a Competency-Based Model”

TEACHERS COLLEGE, COLUMBIA UNIVERSITY
 MA, October 1996 GPA: 3.95 / 4.0
 Major: Organizational Psychology

GETTYSBURG COLLEGE
 BA, *cum laude*, May 1995 GPA: 3.30 / 4.0
 Major: Psychology Minor: Spanish

HONORS/AWARDS:

- J. Andrew Marsh Memorial Award (1993)
- Dr. Carl A. Hanson, President Emeritus Award (1994)
- Linnaean Award (1994)
- Keith Pappas Memorial Award (1994)
- Leadership Award (1994)
- Who's Who Among Students in Colleges and Universities (1994)
- Charles R. Wolfe Memorial Award (1995)
- Gettysburg College Student Leadership Award (1995)
- Gettysburg College Psi Chi National Honor Society (1993 - 1995)
- Columbia University Kappa Delta Pi International Honor Society (1996)
- Rutgers University President's Recognition Program Bridge Award (2008)
- Dean's Meritorious Staff Service Award awarded by Glenn Shafer and the Dean's Office in Recognition of Outstanding Service and Contributions (2012- 2013)
- Honorary Faculty Member awarded by the Center for Supply Chain Management (2013)
- Awarded \$5,000 Research Decanal Account through the Dean's Office for 3 years (December 11, 2014)

PUBLICATIONS:

- Lydon, Sharon R. and Paul M. Swiercz, "Entrepreneurial Leadership in High-Tech Firms: A Field Study." *The Leadership & Organization Development Journal*, Vol. 23, No. 7, (2002).
- Lydon, Sharon R. and Paul M. Swiercz, "From Me to We: A Model for Sustainable Success." *The Washington Business Journal*, Vol. 20, No. 41, (2002).
- Lydon, Sharon R., "Entrepreneurial Leadership in High Technology Firms: Toward a Competency Based Model." Ann Harbor, MI: UMI Dissertation Services, A Bell & Howell Company (2001).