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Education:

B.S.E.E.	University of Pennsylvania
M.S.E.E.	New York University

Ph.D.,Computer & Information Sciences
University of Pennsylvania

Executive Education: Strategic Marketing for Senior Managers –
Harvard Business School
Finance for Senior Managers -- Wharton School, U. of Pa.
Material Logistics Management -- Stanford Univ.

Professional History:

<u>1996-Present</u>: *Lecturer, Rutgers University Faculty of Management*. Teaching courses in Strategic Planning, Management of Technology and Innovation, High-Technology Marketing, and Organizational Development. Excellent student feedback at all levels: Graduate, Executive MBA, International MBA (China, Singapore), and Undergraduate. Executive MBA Teaching Award, 2007; Outstanding Professor award, IEMBA class in Shanghai, 2004 and 2006

<u>1996 – Present</u>:   *General Business Consulting*: Clients: 3Com, Adobe Systems, American Bureau of Shipping, AT&T, Avaya, Bristol-Myers Squibb, FCCI Insurance, Honeywell, Kodak, Licensing Merchandisers Association (LIMA), Lucent Technologies, Thomson-CSF, and a variety of Technology start-ups. Engagements include strategic and market planning, operations, marketing and technology strategy and management. Also: Venture investment due-diligence

<u>2002- 2009:</u> *Senior Lecturer in Business Policy, College of Business Administration, University of South Florida, Tampa, FL.:* Teaching courses in Strategic Management, Policy, High-Technology Marketing, and Organization Analysis and Design. Outstanding Professor Award from Student Government in 2003.

<u>2001- 2002</u> *Interim CEO, Health Imagining Division, Eastman Kodak*
Responsible for developing and leading the recovery of $2.2B global division. Achieved 15-point margin improvement. Installed disciplined marketing approach and led effort that improved both quality and operational effectiveness. (Kodak sold the unit to Onex of Canada in 2007 for $2.55B)

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1996-Present: *Industrial Teaching. C*lients have included Ford, FCCI, GE, Korea Telecom, Lucent/Avaya, Morgan Stanley, Motorola, Tycom and Zenith Insurance. Primary areas: Strategy, Marketing, Technology Management, and Leadership.

1985-96: *Avaya/Lucent Technologies/AT&T -* A large variety of assignments in Marketing, Product Management, Strategic Planning, Sales and Service, Manufacturing, Logistics, R&D (Bell Labs), and Turnaround Leadership.

> 1989 - 96: *Vice President, Business Communications Systems* (a fully vertically-integrated Lucent/AT&T business unit (now Avaya) designing, manufacturing, selling and servicing Enterprise communication, Voice Messaging systems, and CRM software and systems, worldwide systems)

> *Vice President Marketing and Strategic Planning* (1989 - 1995) - Led turnaround planning and implementation that improved this business from one that was losing triple-digit millions of dollars per year and shrinking, to one that achieved significant profitability and growth; managed large Sales/Service Region as pilot; P&L responsibility for this $4.5B business; responsible for all planning and marketing, domestic and international; responsible for all of Business Unit's strategic partnerships.

> *Vice President R&D (Bell Laboratories), Manufacturing, and Supply Chain Management* (1995-96); leadership of 2,000 R&D professionals and worldwide manufacturing and logistics structure with output of $3B annually, employing 5,000 people. Responsible for major re-engineering of processes. Achieved 18% improvement in COGs, ten percentage point improvement in delivery performance, and improvement in inventory turns, along with significantly improved employee morale in a little over one year.

> 1988 - 1989: *Executive Director, UNIX System R&D*; led successful development of versions of the UNIX System as well as large-scale database and other applications, managing the AT&T-Sun Microsystems partnership; managed 800 R&D professionals; managed a complicated partnership, and brought to successful conclusion a troubled development project.

Previous:
> Assignments in Bell Laboratories including Research (Software Engineering, Languages and Algorithms, and Digital Communication Theory and Systems), and Development.