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**Rutgers University Business School**

Assistant Professor Professional Practice  
Management & Global Business  
Newark & New Brunswick  
1 Washington Park  
Office #1097  
Newark, NJ 07102

**Education:**

MBA Fairleigh Dickinson University, 1968

BS LaSalle University, 1965

**Presentations & Professional Development:**

- Nobody Likes Change; Everyone Likes Change, Network HR magazine, October 2008
- 2013: Presented paper “Operational Justice and Employee Reviews” at NJ State SHRM conference
- 2014: Presented paper “Change Management and Culture Shift” at NJ State SHRM conference
- Technology Change; 90% of Managers are Unprepared, Workforce Management magazine, October 2014, vol.1 number 10
- 2016: Presentation at AOM “Got Competencies; How do I Teach Them”
- 2016: Invited Case Reviewer; New England Journal of Entrepreneurship, “Global Business Brigades: A Profitable Pig in Panama”
- 2016: Invited reviewer for AOM; Four papers reviewed
- 2018: Invited reviewer for AOM: Three papers reviewed

**Industry & Consulting Experience:**

2016 – present: Trainer/ Facilitator. RBS Executive Development Program. Designed the new supervisor “BOSS” (Basic Organizational & Supervisory Skills) workshop

2011: Associate Dean, Undergraduate Education, Rutgers Business School, Newark:

Coordinated all administrative functions, class scheduling, graduation, student awards, student organizations and student advising activities.

2004 – 2016: Senior Consultant & Director of Professional Services, Datamatics Inc.

Creates and facilitates training activities for various companies and organizations. Manages a staff of 5 independent consultants.

2001 – 2003: Trainer for North America, Firmenich Inc.

Designed and facilitated various training classes and seminars throughout the Firmenich network of companies.

Wrote and coordinated a \$292K state training grant

Developed a student intern program with five universities

1993 – 2001: Deputy Director of Manufacturing, Firmenich Inc.  
Responsible for Customer Service, Supply Chain Management and Logistics at a 200,000 square foot facility handling 1800 orders and \$4.8 million in sales each month.

1988 – 1993: Director of Commercial Operations, Firmenich Inc.  
Coordinated all in-house sales, sales support, pricing and sales projects.  
Account Manager for seven accounts generating over \$1.3 million in sales  
Created the first sales training program for the company  
Directed a staff of 6

1986 – 1988: Assistant VP, Ayerst Inc.  
Overall responsibility for Human Resources, Safety & Security, Maintenance and Facility Services with a staff of 28

1973 – 1986: Assistant VP Human Resources, Director of Corporate Services, Director of Administration, Manager of Facilities Planning, Hoffmann LaRoche Inc.

**Professional Memberships:**

- Academy of Management
- Society for Human Resource Management (SHRM)
- American Society of Training and Development (ASTD)

**Awards/ Honors:**

2005: New Jersey State SHRM Conference award for outstanding training program

2007, 2008, 2009, 2014 Presenter at NJ State SHRM conference

2008: Phi Beta Lambda local Business Person of the Year and Local Faculty Advisor of the Year

2010: Dean’s award for Meritorious Teaching

2013: Dean’s award for Meritorious Service

2014: Harvard Case Teaching Seminar

2015: RBS Student Government Award “Outstanding Faculty”

**Teaching:**

1969 to Present: PTL, Adjunct or NTT, Rutgers University Business School.

Courses taught under subject curriculum 620 include:

201	Management Process
202	Management of Human Relations
298	Honors Seminar
300	Principles of Management (start 1999)
301	Business Forum
302	Small Business Management
302	Management Skills (starting 2013)
303	Entrepreneurship
311	Operations Management
313	Production Systems II
320	Executive Leadership (UG)
345	Human Resource Management
351	Sales & Selling
365	Human Resource Development
369	Multinational Business

375	Principles of Purchasing
376	Office Management
401	Organization Behavior (through 1980)
401	Sales Management (start 1995)
402	Administration Decision Simulation
407	Public Relations
410	Executive Leadership (UG)
418	Business Policy & Strategy
481	Advance Topics in Management
490	Business Policy & Strategy
492	Business Policy & Strategy
495	Human Resource Management
499	Independent Management Projects
540	Organizational Behavior (MBA PA Program)
585	Organizational Behavior (MBA program)
603	Executive Leadership (MBA program)
604	HR Management (MBA program)
621	Global Management Strategy (MBA)

**Service to Rutgers University:**

1998, 1999, 2001, 2002, 2004, 2005, 2007, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2018 Faculty Advisor for Independent Studies and/or UG Honors thesis  
2002 to 2010: Senator on the University Senate  
2004 to 2010: New Brunswick Faculty Council member  
2004 to 2009: Faculty Advisor to the Rutgers Management Organization (RMO)  
2005, 2006 2009: Honors Seminar (12.090.289) faculty  
2006: Served on Academic Standards Committee, Newark  
2007: Served on Search Committee for the Senior MBA Program Director  
2007 **to present**: Organized and facilitated the annual Newark Undergraduate J&J Case Competition (7 teams per year)  
2007: Mentored two PhD candidates (Liuba Belkin & Daniel Dunn) in their teaching of UG courses  
2006 – 2007: Mentored two new PTL Instructors; one in MBA and UG courses  
2007 **to present**: Faculty Advisor to the Rutgers Future Business Leaders of America; Phi Beta Lambda  
2007: Faculty Mentor for two MBA students  
2007: Faculty advisor & RBS instructor in FIGS (First year Interest Group Seminar)  
2007: Represented MGB at the Diverse Business Student Association Forum  
2007: Hosted the November Dinner & Dialogue for Business Discovery House students.  
2007: Served on the MGB committee on consolidation of course topics  
2008, 2009: Served on the SAS Honors Committee and SAS Affiliate representing RBS  
2008, 2009: Member of the AACSB certification committee  
2008: to 2011 Member of the RBS New Brunswick Fellows  
2009 to 2011: Member of the RBS Core Curriculum Committee  
2009: Honors Thesis Faculty Advisor (Student Dean Braswell)  
2010: Sakai Faculty Mentor to four Honors students  
2010: Created and facilitated Symposium on “Innovation in Management”  
2011: Created and taught one section of Byrne Seminar  
2011: Associate Dean UG Education, RBS Newark Campus  
2011, 2012: Organized and facilitated annual TARGET case competition  
2011, 2012: Organized and facilitated annual BLOOMBERG testing (BAT) @ NWK  
2011: Documented and presented results of student cheating survey (with Leon Fraser) at annual Faculty Retreat

2012 & 2013: Participated in Mock Interview training of UG students – conducted 23 Interviews per semester

2012: Conducted a one day seminar on leadership at the Essex County Urban League; a volunteer effort in the name of RBS

2012 **to date**: Initiated the formation of a student SHRM (Society for Human Resource Management) chapter on the Newark campus

2012: Mentored Aparna Krishna (PhD student) and Jin Cheng (visiting Chinese scholar) in teaching methods.

2013 & 2014: Served on the committee developing Management Skills 302 curriculum

2013: Initiated & organized the MGB Speaker’s Bureau

2013: Organized all PTL information for the MGB dept.

2013: Represented the MGB department at the MBA Open House (fall & spring semesters)

2013: Presentation to NWK Business Forum class on “Dealing with Difficult People”

2013: Initiated and facilitated two UG case competitions, TARGET and AT&T

2013: Senator on the University Senate

2013: Faculty advisor for two UG Independent studies

2013: Participated in the RBS Newark and New Brunswick commencements

2014: Participated and presented at the MGB PTL orientation

2014: Advised and assisted new PTL Jeff Koepfel in the UG HR Mgt. class

2014 Member of the NWK UG Policy committee

2014: Organized and facilitated the UG AT&T case competition

2014: Member of the Case Competition Task Force

2014: RBS faculty representative at the NJ State Future Business Leaders of America Conference

2014: Faculty advisor to SHRM (Society of Human Resource Managers)

2014: Faculty advisor to Future Business Leaders of America

2014: Participant at annual Faculty & Industry Symposium

2014: Represented the MGB dept. at the MGA Open House (gave a presentation)

2014: Participated in the RBS NB commencement

2015: Served on the MGB curriculum committee

2015: Served on the Newark Faculty Council

2015: Served on the University Senate representing RBS

2015: Served on the NWK UG Dean’s committee on Community College Case Competition (NJC4)

2015: Elected co-chair: Faculty & Personnel Affairs Committee; RU Senate

2015: Represented the MGB dept. at NWK UG Open House

2015: Faculty advisor for an UG Independent study (Difference in Leadership Between Women’s and Men’s Professional Sports)

2015: Represented RBS on the SAS Honors Program Faculty Advisory Board

2015: Organized & coordinated the annual J&J case competition – Newark campus

2015: Participated in the RBS NB commencement

2016: Co-Chair of the *Faculty & Personnel Affairs committee* (RU Senate)

2016: Served on the RU Senate, Newark Faculty Council, Newark Community College Case Competition committee (NJC4) & Newark UG Policy Committee

2016: Crated and maintained a listing of MBA students as graders for UG courses

2016: MGB representative at Fall UG “Majors Showcase” in Newark

2016: Mentor in the Rutgers Connection; *Faculty to Faculty Mentoring Program*

2016: Presenter at the AOM annual meeting

2016: Faculty advisor to SHRM (Society of Human Resource Managers) and Future Business Leaders of America

2016: Organized and coordinated the annual J&J case competition – Newark campus  
2016: Participated in the RBS NB commencement  
2017: Presenter at Brazil MBA student forum (RBS NWK)  
2017: MGB representative at Spring UG “Majors Showcase” in Newark  
2017: Faculty advisor for an UG Independent Study (Recruitment in the 21<sup>st</sup> Century;  
Use of Technology Equates to Better Hiring)  
2017: Faculty advisor & Facilitated the creation of the business fraternity Delta Sigma Pi  
at Newark  
2017: Participated in the Newark commencement  
2017/ 2018: Mentor in the Rutgers Connection; *Faculty to Faculty Mentoring Program*  
2017/2018: Co-Chair of the *Faculty & Personnel Affairs committee* (RU Senate)  
2017/2018: Served on: the RU Senate, Newark Faculty Council, Newark Community  
College Case Competition committee (NJC4) & Newark UG Policy Committee