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Rutgers University Business School

Assistant Professor Professional Practice
Management & Global Business
Newark & New Brunswick
1 Washington Park
Office #1097
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Education:

MBA Fairleigh Dickinson University, 1968

BS LaSalle University, 1965

Presentations & Professional Development:

- 2019: Presentation at local SHRM meeting Teaching Key Competencies
- 2018: Invited reviewer for AOM: Three papers reviewed
- 2016: Invited reviewer for AOM; Four papers reviewed
- 2016: Invited Case Reviewer; New England Journal of Entrepreneurship, “Global Business Brigades: A Profitable Pig in Panama”
- 2016: Presentation at AOM “Got Competencies; How do I Teach Them”
- Technology Change; 90% of Managers are Unprepared, Workforce Management magazine, October 2014, vol.1 number 10
- 2014: Presented paper “Change Management and Culture Shift“ at NJ State SHRM conference
- 2013: Presented paper “Operational Justice and Employee Reviews” at NJ State SHRM conference
- Nobody Likes Change; Everyone Likes Change, Network HR magazine, October 2008

Industry & Consulting Experience:

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

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.

2011: Associate Dean, Undergraduate Education, Rutgers Business School, Newark:
Coordinated all administrative functions, class scheduling, graduation, student awards, student organizations and student advising activities.

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:

2015: RBS Student Government Award “Outstanding Faculty”

2014: Harvard Case Teaching Seminar

2013: Dean’s award for Meritorious Service

2010: Dean’s award for Meritorious Teaching

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

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

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

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)
334	Business Ethics
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:

2020/2021: Member of the Newark Commencement Speaker selection committee, Co-chair of the Senate Faculty and Personnel Affairs committee, member of the Newark UG Policy committee, Member and executive committee member of the Newark Faculty Council, faculty advisor to UG student organizations Phi Beta Lambda and Delta Sigma Pi. Anticipate facilitating the annual J&J case and NJC4 case competitions.

2018/ 2019: Member of the Commencement Speaker selection committee – Newark; Co-chair of the Senate Faculty and Personnel Affairs committee; member of the Newark UG Policy Committee, Coordinated the J&J case competition; author of case for NJC4 case competition, member of the Newark UG Policy committee; Member of the Newark Faculty council; elected executive committee member Newark Faculty Council, faculty advisor to Phi Beta Lambda, SHRM and Delta Sigma Pi; member Rutgers Senate; MGB representative at RBS Newark

Admitted Students Day, represented MGB at Student Presidents' recruiting breakfast and several award dinners. Maintained the listing of available MBA student graders for the MGB dept. Participated in Newark and New Brunswick commencement ceremonies.

2017/ 2018: Mentor in the Rutgers Connection; *Faculty to Faculty Mentoring Program* for Sharon Hillman, Co-Chair of the *Faculty & Personnel Affairs committee* (RU Senate) Served on: the RU Senate, Newark Faculty Council, Authored and coordinated judging for the Newark Community College Case Competition committee (NJC4), served on the Newark UG Policy Committee Faculty Advisor for: Phi Beta Lambda, Society for Human Resource Management, Delta Sigma Pi: Organized and coordinated the annual J&J case competition – Newark campus. Update and maintained a listing of MBA students as graders for UG courses, Participated in the Newark and New Brunswick commencement, Independent study: *Smartphones in the Workplace; a Blessing or a Curse*; Neelkamal Jha,

2016/2017: Co-Chair of the *Faculty & Personnel Affairs committee* (RU Senate), : Served on the RU Senate, Newark Faculty Council, Newark Community College Case Competition committee (NJC4) & Newark UG Policy Committee, Created and maintained a listing of MBA students as graders for UG courses, MGB representative at Fall UG “Majors Showcase” in Newark Mentor in the Rutgers Connection; *Faculty to Faculty Mentoring Program* Presenter at the AOM annual meeting (*Videos in the classroom*), Faculty advisor to SHRM (Society of Human Resource Managers) and Future Business Leaders of America, Organized and coordinated the annual J&J case competition – Newark campus, Participated in the RBS NB commencement, Presenter at Brazil MBA student forum (RBS NWK), MGB representative at Spring UG “Majors Showcase” in Newark, Faculty advisor for an UG Independent Study (*Recruitment in the 21st Century; Use of Technology Equates to Better Hiring*), Faculty advisor & Facilitated the creation of the business fraternity Delta Sigma Pi at Newark, Mentor in the Rutgers Connection Faculty to Faculty program for *Memory Ndange (RBHS)* – A PhD student at RBMS.

2015/2016: Served on the MGB curriculum committee, Served on the Newark Faculty Council Served on the University Senate representing RBS, Served on the NWK UG Dean's committee on Community College Case Competition (NJC4), Elected co-chair: Faculty & Personnel Affairs Committee; RU Senate, Represented the MGB dept. at NWK UG Open House Faculty advisor for an UG Independent study (*Difference in Leadership Between Women's and Men's Professional Sports*), Represented RBS on the SAS Honors Program Faculty Advisory Board, Organized & coordinated the annual J&J case competition – Newark campus, Participated in the RBS NB commencement, faculty advisor to SHRM and Future Business Leaders

2014/2015: Participated in the RBS NB commencement, Represented the MGB dept. at the MBA Open House (gave a presentation), Participant at annual Faculty & Industry Symposium, Faculty advisor to Future Business Leaders of America, Faculty advisor to SHRM (Society of Human Resource Managers), RBS faculty representative at the NJ State Future Business Leaders

of America Conference, Member of the Case Competition Task Force, Organized and facilitated the UG AT&T case competition, Member of the NWK UG Policy committee, facilitated the J&J case competition

2013/ 2014: Advised and assisted new PTL Jeff Koepfel in the UG HR Mgt. class, Participated and presented at the MGB PTL orientation, Participated in the RBS Newark and New Brunswick commencements, Faculty advisor for two UG Independent studies, Senator on the University Senate, Initiated and facilitated two UG case competitions, TARGET and AT&T, Presentation to NWK Business Forum class on “Dealing with Difficult People”, Represented the MGB department at the MBA Open House (fall & spring semesters), Organized all PTL information for the MGB dept., Served on the committee developing Management Skills 302 curriculum, Faculty Advisor to the Rutgers Future Business Leaders of America; Phi Beta Lambda

2012/2013: Mentored Aparna Krishna (PhD student) and Jin Cheng (visiting Chinese scholar) in teaching methods, participated in the RBS NB commencement, Initiated the formation of a student SHRM (Society for Human Resource Management) chapter on the Newark campus, Conducted a one day seminar on leadership at the Essex County Urban League; a volunteer effort in the name of RBS, Participated in Mock Interview training of UG students – conducted 23 Interviews per semester, Coordinated J&J case competition, Faculty Advisor to the Rutgers Future Business Leaders of America; Phi Beta Lambda

2011/ 2012: Documented and presented results of student cheating survey (with Leon Fraser) at annual Faculty Retreat, Organized and facilitated annual BLOOMBERG testing (BAT) @ NWK, Organized and facilitated annual TARGET case competition, Associate Dean UG Education, RBS Newark Campus, Created and taught one section of Byrne Seminar, participated in RBS NB commencement, Coordinated J&J case competition, Faculty Advisor to the Rutgers Future Business Leaders of America; Phi Beta Lambda

2010/ 2011: Created and facilitated Symposium on “Innovation in Management” , Sakai Faculty Mentor to four Honors students, , participated in the RBS NB commencement, Coordinated J&J case competition, New Brunswick Faculty Council member, Faculty Advisor to the Rutgers Future Business Leaders of America; Phi Beta Lambda

2009/ 2010: Honors Thesis Faculty Advisor (Student Dean Braswell), Member of the RBS Core Curriculum Committee, Member of the RBS New Brunswick Fellows, Member of the AACSB certification committee, Served on the SAS Honors Committee and SAS Affiliate representing RBS, Coordinated J&J case competition, participated in the RBS NB commencement, New Brunswick Faculty Council member, Faculty Advisor to the Rutgers Future Business Leaders of America; Phi Beta Lambda

2008 / 2009 : Faculty Advisor for Independent Studies and/or UG Honors thesis, New Brunswick Faculty Council member, Faculty Advisor to the Rutgers Management Organization (RMO), Coordinated J&J case competition, participated in the RBS NB commencement, Faculty Advisor to the Rutgers Future Business Leaders of America; Phi Beta Lambda

2007/2008: Served on the MGB committee on consolidation of course topics, Hosted the November Dinner & Dialogue for Business Discovery House students, : Represented MGB at the Diverse Business Student Association Forum, Coordinated J&J case competition, participated in the RBS NB commencement, Faculty Advisor to the Rutgers Future Business Leaders of America; Phi Beta Lambda,

2006/2007: Faculty advisor & RBS instructor in FIGS (First year Interest Group Seminar), Faculty Mentor for two MBA students, Faculty Advisor to the Rutgers Future Business Leaders of America; Phi Beta Lambda, Mentored two new PTL Instructors; one in MBA and UG courses, Mentored two PhD candidates (Liuba Belkin & Daniel Dunn) in their teaching of UG courses, Organized and facilitated the annual Newark Undergraduate J&J Case Competition, Served on Search Committee for the Senior MBA Program Director

Prior to 2006: Served on Academic Standards Committee, Newark, Honors Seminar (12.090.289) faculty 2004, 2005, 2006, Senator on the University Senate