

Peter J. Anthony, Ed.D.

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Career Profile

Quality focused facilitator with a passion for systems thinking, strategic management, organizational sustainability, and leadership. Over 30 years providing organizational consulting; and outcomes-based and results-oriented education to undergraduate, graduate, and doctoral level learners within military, civilian, and international classroom, hybrid, and online modalities. Specific expertise:

IRB oversight for graduate and doctorate levels	Program Development
Curriculum Development	Academic Compliance Governance
Scholarship and Research Grants Oversight	Classroom, Hybrid, Online Modalities
Faculty Development/Peer Reviewer	Developed Leadership and Strategy Courses
Developed Sustainable Leadership Program	Professional and National Presenter
Published Author	University Research Reviewer (URR)
Doctoral Chair and Committee Member	Doctoral Dissertation Director
Director of Office of Institutional Research	Organizational Leadership Consultant
Strategic Management Consultant	2015 CMT Doc Study of Year (as Chair)
Systems Thinking Consultant and Presenter	FlexIT and FlexIT Pro Mentor
2015 Walden Univ. Presidential Faculty Excellence Award	FlexIT and FlexIT Pro Content Coach
2019 Chair of Walden Univ. DBA Mixed Methods Outstanding Doctoral Study. Frank Dilly Award	2019 Rita Turner Award – Chair of Walden Univ. DBA Outstanding Doctoral Study

Higher Education Administration

- Doctoral Dissertations and Residencies Director
- Director of Institutional Research
- Institutional Review Board (IRB) oversight
- University Research Reviewer (Doctorate) (URR)
- International standards reviewer for academic assessment

- Research Scholarships and Grants Committee
- Program Director for MA in Leadership
- College Chair for GBAM and UBAM
- Grade Appeal Committee Chair
- Curriculum Committee Chair
- Turned unsuccessful leadership program with 4 students into the most successful program at the university with 130 students in 1 academic year
- Advisor for new Doctorate of Education in Leadership program
- Doctoral Chair and Committee Member (Ed.D., Ph.D., DBA)

Program/Curriculum Development

- Developed of Doctorate in Education in Leadership (EdD) (18 Core Leadership credits) and (30 Organizational Leadership Concentration credits); Doctoral Orientation, Residencies, Competency Examinations, and Dissertation Template, Rubric, and Process
- Developed MA in Leadership program (45 credits)
- Co-developed Certificate in Sustainable Business program
- Developed 13 leadership courses including capstone and practicum
- Developed 4 sustainable business courses
- Developed 3 international leadership courses
- Subject Matter Expert (SME) coordinating with Laureate, Inc. and Walden University representatives – developed MGMT 6110 – Critical Thinking for Effective Management (April – May 2010)
- Subject Matter Expert (SME) – development of MMSL 6160 – Taking the long view: Systems thinking and tools for sustainability – Walden University
- Subject Matter Expert (SME) – development of PhD MGMT 8020 – Managing Organizational Complexity – Walden University
- Subject Matter Expert (SME) – development of DDBA 8161 – Business Strategy and Innovation – Walden University

Teaching/Delivery Expertise

- Taught Undergraduate, Graduate, and Doctoral classroom, hybrid, and online programs
- Recognized as program director with most successful instructors rated 4.5 or above on student end-of-course evaluations
- Dissertation mentor currently advising 13 doctoral learners
- Developed and taught MA in Leadership program courses

- Developed and taught doctorate Business Strategy courses
- Hired, trained, evaluated, and empowered various leaders ranging from 3 to 120 full- and part-time faculty and staff
- Built a new FlexNet (Hybrid) Graduate Business program from 18 students and 8 faculty to 550 students and 232 faculty in one year.
- Certified Train-the-Trainer for Steven Covey's 7-Habits of Highly Effective Leaders
- Certified Train-the-Trainer for E-Portfolio/Assessment ChalkandWire
- Certified Blackboard Bb v 9 and 9.1
- Certified Folio 180 Assessment delivery
- Visiting professor to Beijing, China for graduate business
- Visiting professor to UAPEP, Puebla, Mexico for Strategic Planning and Leading Change in Diverse Organizational Cultures

Community Projects/Social Change Experience

- Active participant in annual Soroptomist Charity Event (2014-Present) where 100% donations are shared to support: Women's program for assisting low-income students; Hospitality house women's shelter; Milk fund for supporting infants in Malawi, Africa; Genesis Project to restore and release girls from commercial exploitation and trafficking; and Live Your Dream Scholarship to assist women who provide primary financial support for their families with scholarships.
- Lead instructor/development consultant with City University of Seattle for January 2015 US Department of Commerce pilot Camo2Commerce – Heroes Corporate Leadership Academy business management and leadership training and internship program to assist military transitioning from military duty to civilian business and commerce. After two 2015 cohort groups, 85% of fellows were hired as business leaders and project managers by local businesses. The pilot program success resulted in additional funding for local as well as nationwide and global programs starting in 2016. This grassroots workforce development effort has grown from a small group of fellows at one installation to over 900 across 16 installations by the close of 2019, with an over 90% job offer rate and an average starting salary of \$91,968 nationally.
- Active participant in Eastside Sustainable Business Alliance 2012 challenge to develop a platform for community/business progress in green management and sustainability. This was a 12-months event involving 32 local businesses in 7 Washington state cities. The combined total sustainable measured savings were: 10,957 metric tons of electricity, 2,938 metric tons of natural gas (therms), 1,049 tons of waste, and 81.5 gallons of water in swimming pools. Promoted expansion of the Sustainability/Green Management Challenge to the greater Seattle, Washington area for 2013 business challenge and ongoing counseling of businesses.
- Advisory Board for PIMA Medical Institute. Served last 5 years as a volunteer board member for educational program development for Seattle Washington area.

- Chair of President's Committee (CityU) for Organizational Sustainability (2009-2012).
- Appointed to Washington State Governor Gregoire's *Washington Learns Committee* to draft the 2006 initiative approved into Washington State law for bridging the gap in quality education from K-12 through higher education
- School District Diversity Awareness Chair for 2 community diversity celebrations/symposiums. Coordinated the cultural events with 200 organizers and over 3,000 participants (18 years as volunteer).
- Local and State DECA judge for business and leadership competition (4years as volunteer).
- Students in Free Enterprise (SIFE) Advisor with team being selected to National competition (5 years as volunteer) for various community low-income projects in the U.S. and in 7 foreign countries.
- Local high school culminating project/portfolio presentation judge (8 years as volunteer)
- Eagle Scout – Boy Scouts of America – Lifetime member

Publishing Acumen

- Awode, O. & Anthony, P. (2020). Strategies to Grow and Expand a Nonprofit Business. *International Journal of Emerging Trends in Social Sciences*, 8(2), 75-80. ISBN 2521-3539. doi:10.20448/2001.82.75.80.
- Aborbie, S., Anthony, P., & Masocha, E. (2019). In the Quest of Protecting Financial Investors. *Business and Economic Research Journal*, 9(4), 117-127. ISBN 2162-4860. doi:10.5296/ber.v9i4.15507.
- Amisano, D. & Anthony, P. (2017). Relationship between ethical leadership and sustainability in small businesses. *Journal of Leadership, Accountability and Ethics*, 14(3), 76-90. ISBN: 1913-8059.
- Au, A., & Anthony, P. (2016). Social media communication in the Artisan Economy. *International Journal of Mobile Computing and Multimedia Communications (IJMCMC)*, 7(3). doi:10.4018/IJMCMC.2016070103
- Sow, M., Anthony, P., & Berete, M. (2016). Normative organizational commitment and its effects on employee retention. *Business and Economic Research*, 6(1), 137-147. ISSN 2162-4869. doi:10.5296/ber.v6i1.9018.
- Sow, M., Anthony, P., & Berete, M. (2015). Relationship between continuance commitment and turnover intention among healthcare internal auditors in the US. *Academic Research International*, 6(6), ISSN: 2223-9944.
- Sow, M., Anthony, P., & Berete, M. (2015). Relationship between affective commitment and turnover intention among U.S. healthcare internal auditors. *The International Journal of Business & Management*, 3(10), 43-47. ISSN: 2321-8916.

- Smith, G., Brashen, H., Minor, M., & Anthony, P. (2015). Stress: The insidious leveler of good, unsuspecting, online instructors of higher education. *Journal of Social Change*, 7(1), 56-68. doi:10.5590/JOSC.2015.07.1.0x
- Anthony, P. & Weide, J. (2015). Motivation and career-development training programs: Use of regulatory focus to determine program effectiveness. *Higher Learning Research Communications*, 5(2), 24-33.
- AbdulCader, A. & Anthony, P. (2014). Motivational Issues of Faculty in Saudi Arabia. *Higher Learning Research Communications*. 4(4), 76-84. ISSN: 2157-6254.
- Nordin, E. & Anthony, P. (2014). Supporting online faculty holistically: Developing a support website resource. *Higher Learning Research Communications*. 4(1), 30-45. ISSN: 2157-6254
- Anthony, P., Gould, D, & Smith, G. (2013). Educational Attainment: Success to the Successful. *Higher Learning Research Communications*, 3(1), 38-43.
- Kirstein, D., Hinrichs, J., & Olswang, S. (2011). *Authentic Instruction and Online Delivery: Proven Practices in Higher Education*. ISBN: 9781461051428 (Contributing Author of Chapter 6: Self-Direction in Adult Learning: Best Practices)
- Smith, G, Anthony, P., Elliott, T., & Davis, K. (2009). *Inclusion implemented strategically: An inspirational resource for educators, parents, and administrators*. ISBN: 978-1-61582-944-6
- Anthony, P. (2008). *Determining courses of action for leaders of K-12 education to achieve adequate yearly progress (AYP)*. Proquest ISBN: 9780549766070
- Robbins, G. & Anthony, P. (1981, October). Effect of compensation and benefits packages on employee motivation. *Mid-Western Business Journal*.

Conferences/Academic Presentations

- Walden University Baldrige Consulting Capstone Program. Online Webinar *The Definitive Guide to Publication*. January 2021.
- Walden University Baldrige Consulting Capstone Program. Online Webinar *Consulting/Client Relationship Building*. September 2020.
- Walden University Baldrige Consulting Capstone Program. Online Webinar *Professional Consulting Skills*. December 2019.
- The Institute of Behavioral and Applied Management (IBAM) conference, San Diego, CA – November 2016 (Selected to co-present seminar: Technology Driven Change).
- Hiring America's Heroes – Camo2Commerce fellowship academy. Presented three 12-week seminars 2014-2015*. Joint Base Lewis McChord, Tacoma, WA.
- IBAM Leadership Conference*, San Diego, CA – Oct 2013 (Selected to co-present paper titled: Embracing Change from a Complex Adaptive Systems Perspective).

IBAM Leadership Conference, San Diego, CA – Oct 2013 (Selected to co-present seminar: The Barriers and Benefits of Change: Systems and Technological Paradigms).

Strategic and Systematic Leadership. Leadership Eastside, Renton, WA. Seminar – Oct 2012.

Leading Change in Diverse Organizational Cultures. Visiting professor to UPAEP, Puebla, Mexico. September 2011.

Strategic Planning. Visiting professor to UAPEP, Puebla, Mexico. September 2011.

Business Case for Sustainability. Society of Women Engineers, Renton, WA. Seminar – February 2011.

Sustainable Leadership. Washington State Radiological Technicians (WSRT) national conference, Everett, WA. Seminar – October 2009.

Leading Across Cultures. Seminar to Eastside Business Symposium, Bellevue, WA. Conference. April 2008.

Practical Plan for Developing Employees. National Society of Human Resource Managers (SHRM) convention, Bellevue, WA. National Conference. October 2007.

Instructional Courses Taught

(most recent two years)

- ADMG 545 – Research & Statistics
- ADMG 631 – Organizational Development
- ADMG 571 – Global Administrative Policy
- ADMG/IT/RMT 496 – Internship/Expanded Work Project
- ADMG 471 – Leading Change
- ADMG 424 – Administrative Management Policy
- ADMG 385 – Business Communication & Report Writing
- ADMG 372 – Leadership and Supervision
- DDBA 8100, 9000 – DBA Doctoral Study Mentorship
- MGMT 8020 – Managing Organizational Complexity (Ph.D.)
- DDBA 8160 – Business Strategy and Innovation (DBA)
- DDBA 8161 – Business Strategy and Innovation (DBA)
- MBA 405 – Organizational Leadership
- KMGT 633 – Business Leadership
- DDBA 8161 – Business Strategy and Innovation
- EDL 807 – History and Politics of K-12 Education
- EDL 817 – Building a K-12 Community
- MBA 450 – Human Resource Management
- LDRD 630 – Ethical Organizational Leadership
- LDRD 605 – Leadership Theories and Future Trends
- DIS 9301, 9302, 9303 – Dissertation Chair/Mentoring
- RSH 9101B and RSH 9101E – Research Topic, Problem, Purpose, and Questions

- MAL 650 – Leadership Capstone
- MAL 660 – Leadership Project, Practicum Experience, Internship

Professional Service/Organizations

- PIMA Medical Institute Advisory Board Member
- Society of Organizational Learners (SOL)
- Leadership Eastside (Bellevue, WA)
- Society for Human Resource Managers (SHRM)
- National Association of Boy Scouts – Lifetime Eagle Scout
- Chamber of Commerce (Guest Lecturer for Business and Change Management; and Leadership)
- District Diversity Committee

Research Interests

- Virtual Learning Teams
- Whole-Systems Thinking
- Collaborative Decision Making
- Sustainable Business
- Organizational Leadership
- Educational Leadership
- Diversity Awareness
- Strategic Management

Educational Credentials

- **Ed.D**, University of Phoenix, Educational Leadership, May 2008. Dissertation Title: Determining courses of action for educational leaders to achieve Adequate Yearly Progress (AYP). Dissertation Chair: Dr. David Gould. (HLC accredited)
- **MS**, Human Resource Management and Development, Chapman University, 1994
- **BS**, Business Administration, University of Northern Colorado, 1982

Completed Doctoral Dissertations (serving as Chair)

Linyard, Karen (March, 2021). Strategies Nonprofit Organizational Leaders Use to Increase Human and Financial Resources. Qualitative Baldrige Recommended Consulting Capstone DBA Single Case Study. Walden University. *Nominated for 2021 Walden University Leadership*

***Excellence Award** for distinguished leadership, scholarship, and mentorship contributing to the breadth and depth of Walden University communities.*

Winman, Alaina (January, 2021). Financial Impact of Social Responsibility on Publicly Traded Insurers. Quantitative Ex-Post Facto DBA Study. Walden University.

Day, Aretha (December, 2020). Nonprofit Strategies for Alternative Revenue Generation and Sustainability. Qualitative Baldrige Recommended Consulting Capstone DBA Single Case Study. Walden University.

Stanley, Reginald (December, 2020). Strategies Leaders in Nonprofit Organizations Use to Expand Capacity. Qualitative Baldrige Recommended Consulting Capstone DBA Single Case Study. Walden University.

Smith, Loreley (October, 2020). Youth Leadership Development Program Evaluation. Summative Program Evaluation DBA Single Case Study. Walden University.

Ambrosio, Daniel (July, 2020). Strategies for Providing Quality Patient Care in the Healthcare Industry. Qualitative Baldrige Recommended Consulting Capstone DBA Single Case Study. Walden University. ***Nominated for Walden University Winter 2020 Outstanding Doctoral Study of the Year (DSOY).***

Porter, Berkina (June, 2020). Program Evaluation of a Black Barbershop Health Outreach Campaign. Qualitative DBA Summative Program Evaluation Study. Walden University.

Awode, Olusegun (June, 2020). Strategies to Grow and Expand a Nonprofit Business. Qualitative Baldrige Recommended Consulting Capstone DBA Single Case Study. Walden University. ***Nominated for Walden University Winter 2020 Outstanding Doctoral Study of the Year (DSOY).***

Bryant, Lynette (May, 2020). Funding Sources and Marketing Strategies to Sustain Small-to-Midsized Nonprofit Businesses. Qualitative Baldrige Recommended Consulting Capstone DBA Single Case Study. Walden University.

Dobek, Cynthia (May, 2020). Motivating Factors for Nurses Aged 65 Years and Older to Extend their WorkLife. Qualitative DBA Single Case Study. Walden University. ***Awarded 2020 Walden University Leadership Excellence Award** for distinguished leadership, scholarship, and mentorship contributing to the breadth and depth of Walden University communities. **Nominated for Walden University Winter 2020 Outstanding Doctoral Study of the Year (DSOY).***

Essel, Bernard (December, 2019). Employee Retention in Small Retail Businesses. Qualitative DBA Multiple Case Study. Walden University.

Stephenson, Laxley (October, 2019). Implementing Motivational Strategies to Increase Funding in Nonprofit Organizations. Qualitative Baldrige Recommended Consulting Capstone DBA Single Case Study. Walden University.

Knox, Timothy (August, 2019). Organizational Strategies to Grow Mature Small Information Technology Businesses. Qualitative Baldrige Recommended Consulting Capstone DBA Single Case Study. Walden University.

HunterNikolaus, Sharon (August, 2019). The Role of Team Development in Ensuring Small Business Profitability. Qualitative DBA Multiple Case Study. Walden University.

Kieler, Bryan (August, 2019). Reducing Reliance on Government Funding in the Nonprofit Sector. Qualitative Baldrige Recommended Consulting Capstone DBA Single Case Study. Walden University.

Cannon, Jennifer (July, 2019). Strategies for Improving Data Protection to Reduce Data Loss from Cyberattacks. Qualitative DBA Single Case Study. Walden University. ***Nominated for Walden University 2020 Outstanding Doctoral Study of the Year (DSOY).***

Kirilov, Iglia (June, 2019). Strategic Intelligence Strategies for Improving Performance in the Nonprofit Sector. Qualitative Baldrige Recommended Consulting Capstone DBA Single Case Study. Walden University.

Scott, Douglas (April, 2019). Financial Management Strategies Used to Market Investment Services to Retiring Military Personnel. Qualitative DBA Multiple Case Study. Walden University.

Uhuegbulem, Ikenna (April, 2019). Strategies for Oil and Gas Asset Retirement Sustainability in Alberta, Canada. Qualitative DBA Multiple Case Study. Walden University.

Long, Mark (October, 2018). Leadership, Perceptions, and Turnover in Fire and Emergency New Zealand. Sequential Explanatory Mixed Methods study. Walden University. ***Awarded 2019 Walden University Frank Dilley Award for Outstanding Doctoral Study of the Year (DSOY).***

Bede, Abdulkadir (September, 2018). Strategies for Immigrant Minority Small Business Sustainability. Qualitative DBA Multiple Case Study. Walden University.

Sparks, Joseph (September, 2018). Leadership Styles Manufacturing Business Managers Use to Reduce Workplace Injuries. Qualitative DBA Case Study. Walden University.

Duncan, Michelle (August, 2018). Successful Strategies of Small Business Owners to Recruit Veterans. Qualitative DBA Multiple Case Study. Walden University.

Simpson, Peter (June, 2018). Relationship Between Airline Category, Geographical Region, and Safety Performance. Quantitative DBA Correlation Study. Walden University.

Chan, Tit Yee Taylor (June, 2018). Strategies to Improve Business Performance with Information from Social Media. Qualitative DBA Multiple Case Study. Walden University.

Huo, Karin (June, 2018). Relationship Between Return on Equity, Total Shareholder Return, and CEO Compensation. Relationship Between Return on Equity, Total Shareholder Return, and CEO Compensation. Quantitative DBA Correlation Study. Walden University.

Simmons, Michael (March, 2018). Strategies for Hiring Skilled Furniture Manufacturing Workers. Qualitative DBA Multiple Case Study. Walden University.

Hubbard, Lyle (February, 2018). Small Business Restaurant Marketing Strategies for Sustainability. Qualitative DBA Multiple Case Study. Walden University.

Tingling, Janet (February, 2018). Successful Hospital Executive Succession Planning Strategies. Qualitative DBA Single Case Study. Walden University.

Justus, Georgia (December, 2017). Strategies to Reduce Voluntary Employee Turnover in Small Retail Businesses in Jamaica. Qualitative DBA Multiple Case Study. Walden University.

Aniemene, Fabian (December, 2017). Strategies for Increased Productivity Through Control of Process Constraints. Qualitative DBA Multiple Case Study. Walden University.

Rieschick, Giselle (December, 2017). Corporate Social Responsibility and Corporate Financial Performance in the Food and beverage Industry. Quantitative DBA Correlational Study. Walden University.

Williams, Alisa (November, 2017). Sustainability Strategies for Small Business Restaurant Owners. Qualitative DBA Multiple Case Study. Walden University.

Gamble, Paul (October, 2017). Successful Strategies for Recruitment and Hiring of Veterans. Qualitative DBA Multiple Case Study. Walden University.

Mostofi, Oscar (September, 2017). Offshore outsourcing of the United States Semiconductor Manufacturing: Management Approaches and Strategies. Qualitative DBA Single Case Study. Walden University.

Basdeo, Tejram (July, 2017). *Ranking of Mortgage Underwriting Criteria for Multifamily Rental Property*. Quantitative DBA Causal Comparative Study. Walden University.

Kirk, Malee (May, 2017). *Strategies for Health Care Administration Leaders to Reduce Hospital Employee Turnover*. Qualitative DBA Case Study. Walden University.

Vann, Joseph (February, 2017). *Relationships Between Job Satisfaction, Supervisor Support, and Profitability Among Quick Service Industry Employees*. Quantitative DBA Correlational Study. Walden University.

Amisano, David (January, 2017). *The Relationship Between Ethical Leadership and Sustainability in Small Businesses*. Quantitative Correlational DBA Study. Walden University. ***Nominated for Walden University 2017 Outstanding Doctoral Study of the Year (DSOY)***.

Coleman, Pheobie (December, 2016). *Executive Management Methods to Prepare Employees for Future Positions*. Qualitative DBA Multiple Case Study. Walden University.

Johnson, Mackie (December, 2016). *Retail Inventory Control Strategies*. Qualitative DBA Multiple Case Study. Walden University.

Pryce, Amelia (November, 2016). *Strategies to Reduce Employee Turnover in Small Retail Businesses*. Qualitative DBA Case Study. Walden University.

Jackson, Alan (August, 2016). *Core Leader Competencies for Implementing Sustainability Strategies in Small and Medium-Sized Enterprises*. Qualitative DBA Multiple Case Study. Walden University.

Cal, Anthony (August, 2016). *Strategies Among Health Care Business Professionals to Increase Productivity and Revenue*. Qualitative Single-Case DBA doctoral study. Walden University.

Roddy, Jackie (August, 2016). *Retention Strategies for Financial Stability in Community Colleges*. Qualitative Multiple Case DBA doctoral study. Walden University.

Ragab, Soha (June, 2016). *Information Technology Adoption by Small business Owners*. Qualitative Multiple Case DBA doctoral study. Walden University.

Reese, Angela (June, 2016). *Strategies for Organizational Sustainability in Higher Education*. Qualitative Multiple Case DBA doctoral study. Walden University.

ReyesTorres, MariaDelC (April, 2016). *Water Management Efficiency in the Food and beverage Industry*. Qualitative Multiple-Case DBA doctoral study. Walden University. ***Nominated for Walden University 2016 Outstanding Doctoral Study of the Year (DSOY)***

Lynch, Carmela (February, 2016). *The Effect of Healthcare Reform on the Sustainability of Nonprofit Hospitals*. Qualitative Descriptive DBA doctoral study. Walden University. **Nominated for Walden University 2016 Outstanding Doctoral Study of the Year (DSOY)**

Lolovich, Michael (December, 2015). *The Effect of In-State-Tuition on California Undocumented Immigrant Postsecondary Students*. Quantitative Causal-Comparative dissertation. Grand Canyon University.

Cook, Andy (December, 2015). *Succession Planning in a Global Electronics Company*. Qualitative DBA Case Study. Walden University. **Nominated for Walden University 2016 Outstanding Doctoral Study of the Year (DSOY)**

Au, Angela (November, 2015). *Social Media Strategies Used in Marketing Custom Bicycle Framebuilding Companies*. Qualitative DBA Multiple Case Study. Walden University. **Nominated for Walden University 2016 Outstanding Doctoral Study of the Year (DSOY)**

Harris, Kristina (August, 2015). *Networking the Relationships of Microenterprise Development in Bulgaria*. Qualitative DBA Case Study. Walden University. **Nominated for Walden University 2016 Outstanding Doctoral Study of the Year (DSOY)**.

Sow, Mouhamadou (August, 2015). *Relationship Between Organizational Commitment and Turnover Intentions Among Healthcare Internal Auditors*. Quantitative Correlational study. Walden University.

Aborbie, Solomon (March, 2015). *Narrowing the Gap of Financial Fraud Detection in Corporations*. Qualitative DBA Exploratory Case Study. Walden University.

Taylor, James (November, 2014). *Environmental Literacy Development: A Comparison between Online and Traditional Campus Courses*. Quantitative Causal Comparative Dissertation. Grand Canyon University.

Buschman, Cindy (Aug, 2014). *A Total Cost Matrix and the Impact of International Supplier Management*. Qualitative DBA doctoral study. Walden University

Schauer, Timothy (July, 2014). *Effective Marketing Communication Channels for Nonprofits Targeting Millennial Donors*. Qualitative DBA doctoral study. Walden University.

Patterson, Christopher (April, 2014). *Determining Methods for Leaders to Manage a Multigenerational Workforce*. Qualitative DBA doctoral study. Walden University.

Weide, Jeffrey (March, 2014). *The Role of Regulatory Focus in Determining Career-Development Training Program Effectiveness*. Qualitative DBA doctoral study. Walden University. **Awarded Doctoral Study of the Year (DSOY) for Walden University CMT/DBA program.**

Poore, Bethany (March, 2014). *The Relationship Between Organizational Identity and Social Impact Scores for Benefit Corporations*. Quantitative DBA doctoral study. Walden University. **Nominated for Walden University 2014 Outstanding Doctoral Study of the Year (DSOY)**.

Desper, Deane (December, 2013). *Characteristics and Leadership Strategies of Effective Virtual Team Leaders*. Qualitative DBA doctoral Study. Walden University.

Crossman, Wendy (November, 2013). *Supply Chain Professionals' Motivation in a South-Central Kansas Aerospace Manufacturing Company*. Qualitative DBA Doctoral Study. Walden University.

Bublak, Diane (October, 2013). *Barriers to Small Business Participation in Federal Overseas Contracts and Subcontracts*. Qualitative DBA doctoral study. Walden University. **Nominated for Walden University 2013 Outstanding Doctoral Study of the Year (DSOY)**.

Marticek, Mike (July, 2013). *Aviation Management Perception of Biofuel as an Alternative Fuel Source*. Qualitative DBA doctoral study. Walden University

Nordin, Eric (May, 2013). *Exploring Effective Communication for Organizational Change*. Qualitative DBA doctoral study. Walden University.

Staier, Michael (May, 2013). *Senior Officer Diversity in the United States Coast Guard*. DBA Qualitative doctoral study. Walden University.

DiManna, Leslie (October, 2012). *Exploring Opportunities for Conflict Resolution in Higher Education*. DBA Qualitative doctoral study. Walden University.

Melton, Amye (October, 2012). *Phenomenological Analysis of Rationale for School Transfer Credit Policies*. DBA Qualitative doctoral study. Walden University.

Watrous-Kelley, Tracy (July, 2012). *Financial Performance of Logistics in Three Small International Companies*. DBA Quantitative doctoral study. Walden University.

AbdulCader, Akram (February, 2012). *Motivational Issues of Faculty in Saudi Arabia*. DBA Mixed Methods doctoral study. Nominated for Doctoral Study of the Year. Walden University

Cook, Nancy (January, 2012). *Effects of Forced Distribution on Performance Evaluation on Employee Motivation in a Manufacturing Environment*. DBA Qualitative doctoral study. Walden University.

Azzellino, Dayner (December, 2011). *The Impact of Corporate Social Responsibility Policy on Manufacturing Firm Productivity in Trinidad and Tobago*. DBA Qualitative doctoral study. Walden University

Masocha, Elliot (December, 2011). *Global Sustainability and the Universality of Creative Processes*. DBA Qualitative doctoral study. Walden University.

Berete, Moussa. (May, 2011). *Relationship between Corporate Social Responsibility and Financial Performance in the Pharmaceutical Industry*. DBA Qualitative doctoral study. Walden University.

Thomas, Brooks (October, 2010). *Establishing Collaborative Best Practices of Middle School Data Teams*. EdD Qualitative dissertation. Northcentral University

Lewis, Lawanna. (October, 2010). *Teachers' Perceptions of the Effectiveness of Benchmark Assessment Data to Predict Student Math Grades*. EdD Quantitative dissertation. Northcentral University

Martin, Gayle. (March, 2010). *Inclusive Classrooms: An Examination of the Attitudes and Perspectives of K-5 General Education Teachers*. EdD Quantitative dissertation. Northcentral University

Completed Doctoral Dissertations (serving as Committee)

Onwuka, Ukaegbu (May, 2021). *Strategies for Improving Local Content Development in Nigeria Oil and Gas Industry*. Qualitative DBA Multiple Case Study. Walden University.

Adkins-Provost, Adrienne (November, 2020). Scottish Nonprofit Mental Health Organizational Strategies to Commercialize Innovative Products and Services. Qualitative Baldrige Recommended Consulting Capstone DBA Single Case Study. Walden University.

McKinley, Jasmine (July, 2020). Successful Marketing Strategies for Small Business Sustainability. Qualitative DBA Multiple Case Study. Walden University.

Hanzes, Todd (July, 2020). Succession of Power and Transferring Knowledge in a Small Family Business. Qualitative DBA Single Case Study. Walden University.

Xie, Dan (March, 2020). Strategies for Multinational Corporate Leaders Managing Expatriates. Qualitative DBA Multiple Case Study. Walden University.

Layton, Cheryl (December, 2019). Relationship Between Hospital Size, Staff Communication, Physician Communication, and Patient Experience Scores. Quantitative DBA Correlational Secondary Data Analysis Study. Walden University.

Schultz, Spencer (December, 2019). Program Evaluation of a Rich Media Implementation Program. Mixed Method, DBA Summative Program Evaluation. Walden University.

Bradley-Swanson, Orna (October, 2019). Stakeholder Engagement Strategies for Nonprofit Organization Financial Sustainability. Qualitative DBA Single Case Study. Walden University.

White, Jennifer (July, 2019). Relationship Between SBA Loans, Personal Capital Finances, Government Regulations, and Business Profitability. Quantitative DBA Ex-Post Facto Study. Walden University.

Colwell, Floyd Jordan (April, 2019). Leadership Strategies to Improve Nurse Retention. Qualitative DBA Multiple Case Study. Walden University.

Boykins, Regenia (March, 2019). Nonprofit Leaders' Strategies for Succession Planning. Qualitative DBA Single Case Study. Walden University.

Walton, Kendra (March, 2019). Strategies Investment Banking Leaders Used to Retain Front-Line Employees. Qualitative DBA Multiple Case Study. Walden University.

Nwagbo, Alfred (September, 2018). Strategies to Minimize Profit Loss From Small business Enterprise Credit Rejections. Qualitative DBA Multiple Case Study. Walden University.

Shannon, Chad (August, 2018). Effective Management Communication Strategies. Qualitative DBA Single Case Study. Walden University.

Norris-Jones, Renee (October, 2017). Relationships Between Critical Business Performance Variables and Solo Criminal Law Practitioners Success. Quantitative DBA Correlational Study. Walden University.

Walker, Susan (August, 2017). *Retention Strategies for Reducing Voluntary Turnover in a Higher Education Institution*. Qualitative DBA Case Study. Walden University. Qualitative DBA Case Study. Walden University.

Sharaaz, Mohamed (August, 2016). *Strategy and Profitability: Managing Profits in Inflation Economy*. Qualitative Multiple Case DBA doctoral study. Walden University.

Onyebuenyi, Kingsley (August, 2016). *Factors Affecting Job Satisfaction in Nigerian International Oil Companies*. Quantitative Correlational DBA doctoral study. Walden University.

Walker, Susan (July, 2016). *Retention Strategies for Reducing Voluntary Turnover in a Higher Education Institution*. Walden University.

Harris, Jimly (June, 2016). *National Center for Healthcare leadership Competency Model Use in a Midwestern Healthcare Organization*. Qualitative Exploratory Case DBA doctoral study. Walden University.

Miller, Dawn (June, 2016). *The Relationship between Corporate Social Performance and Financial Performance*. Quantitative Correlational DBA doctoral study. Walden University.

Solis, Colonel (June, 2016). *Small Retail Business Owner Strategies needed to Succeed Beyond 5 Years*. Qualitative Descriptive Multiunit Case DBA doctoral study. Walden University.

Peterson, Reginald (May, 2016). *Exploring Customers' Perceptions of Third Party Maintenance, Repair, and Operating Programs*. Qualitative Descriptive Case DBA doctoral study. Walden University.

Barbosa-McCoy, Vanessa (January, 2016). *Hotel Managers' Motivational Strategies for Enhancing Employee Performance*. Qualitative Multiple Case DBA doctoral study. Walden University.

Riley, Kimberly (January, 2016). *Strategies for Transitioning Workforces from a Baby-Boomer to Millennial Majorities*. Qualitative Single Case Study DBA doctoral study. Walden University.

Hobson, Mary (December, 2015). *Exploring the Financial Management Skills of Independent Rock Bands*. Qualitative Single Case DBA doctoral study. Walden University.

Gholston, Sylvia (December, 2015). *Developing Strategies for Hiring Managers: A Case Study on Hiring Employees*. Qualitative Exploratory Case Study DBA doctoral study. Walden University.

Eason, Erika (December, 2015). *Consumer Reactions to Diminishing Retirement Funds: A Financial Crisis By-Product*. Qualitative Phenomenological DBA doctoral study. Walden University.

Matyus, Jason (December, 2015). *Increasing Productivity of Retained Employees After a Workforce Reduction*. Qualitative Case Study DBA doctoral study. Walden University.

Diete-Spiff, Josephine (December, 2015). *Determining Sustainable Strategies for Directors of Microfinance Banks in Nigeria*. Qualitative Phenomenological DBA doctoral study. Walden University.

Ighobor, Kingsley (November, 2015). *Experiences and Perceptions of Liberian Business Leaders' Transformational Leadership Skills*. Qualitative Phenomenological Study. Walden University.

Darweesh, Mohamed (October, 2015). *Correlation Between Corporate Governance, Financial Performance, and Market Value*. Quantitative Correlational DBA doctoral study. Walden University.

Pham, Phat (April, 2015). *Correlates of Knowledge Behaviors in Public Housing Authorities*. Quantitative Correlational DBA doctoral study. Walden University.

Gandy, Denise (April, 2015). *Small Business Strategies for Company Profitability and Sustainability*. Qualitative Descriptive Multiunit DBA doctoral study. Walden University.

Adjagbodjou, Paulin (April, 2015). *Aligning Sales Promotions Strategies with Buying Attitudes in a Recession*. Quantitative Comparative DBA doctoral study. Walden University.

Burgess, Rita (December, 2014). *Examining Empowerment, Experience, and Change Resistance Among Health Care Managers*. Quantitative DBA doctoral study. Walden University.

Moten, Kenneth (October, 2014). *The Impact of Industrial Technician Skill Losses at a West Tennessee Manufacturer*. Qualitative DBA doctoral study. Walden University.

Baapogmah, Fabian (July, 2014). *The Challenges of Financial Accountability and Operational Controls in Nonprofit Organizations*. Qualitative DBA doctoral study. Walden University.

Almazeedi, Mohammad (January, 2014). *Role of Intrafirm Factors Regarding Carriers Joining Strategic Liner Shipping Alliances*. Qualitative DBA doctoral study. Walden University.

Shannon, Noah (October, 2013). *Exploring the Impact of Marine Corps Recruiters on Entry-Level Attrition*. Qualitative DBA doctoral study. Walden University.

Tripp, Mary (October, 2013). *Integrating Facebook Into the Initial Response Stage of Corporate Crisis Communication*. Qualitative DBA doctoral study. Walden University.

Nyaribo, Obed (September, 2013). *Exploring Foreclosure-Related Costs in the City of Minneapolis*. Qualitative DBA doctoral study. Walden University.

Palombo, Vincent (September, 2013). *Exploring Turnaround Strategies for Small Machine Shops*. Qualitative DBA doctoral study. Walden University.

Kelley, George (June, 2013). *Service Learning: An Action Oriented Program Evaluation*. PhD Dissertation. External Reviewer for Fielding University

Mula, David (June, 2013). *Examining Emotional Intelligence and Transformational Leadership within U.S. Army National Guard Leaders*. DBA Quantitative DBA doctoral study. Walden University.

Okechukwu, Ekekwe (January, 2013). *Relationship Between Institutional Frameworks and Growth of SMEs in Nigeria's Petroleum Industry*. Quantitative DBA doctoral study. Walden University.

Welch, Melinda (December, 2012). *Exploring the Impact of Communication Technologies on Business Air Travel*. DBA DBA Qualitative doctoral study. Walden University.

Fuller, Christine (October, 2010). *Factors that Contribute to the Engagement of Latino Immigrant Parents through Student-led Conferences*. Northcentral University

Smith, Cheryl (March, 2010). *Examining the Effectiveness of Peer-Tutoring and Computer-Aided Instruction for Mastery of Multiplication Facts*. Northcentral University (ATT 3405891)

Completed Doctoral Dissertations (serving as University Research Reviewer)

Oke, Dare (May, 2021). *Strategies for Technology Selection in the Retail Sector*. Qualitative DBA Multiple Case Study. Walden University.

Merville, Peterson (March 2021). *Communication Strategies for Increasing Nonprofit Organizations' Fundraising Revenues*. Qualitative Baldrige Recommended Consulting Capstone DBA Single Case Study. Walden University.

Washington, James (January, 2021). Program Evaluation of a Hospital Patient Transportation Service. Qualitative Formative Program Evaluation DBA Study. Walden University.

Simms, Katharina (October, 2020). Strategies for Implementing Human Resource Information Systems for Nonprofit Organizations. Qualitative DBA Multiple Case Study. Walden University.

Enchil, Robert (May, 2020). Nonprofit Leaders' Strategies for Retaining Donors. Qualitative DBA Single Case Study. Walden University.

Iwao, Kimihiro (April, 2020). Strategies from Cultural Following Cross-Border Mergers and Acquisitions. Qualitative DBA Multiple Case Study. Walden University.

Said, Khalid (February, 2020). Working Capital Management Strategies to Increase Bank Profitability. Qualitative DBA Multiple Case Study. Walden University.

Maylor, Christopher (December, 2019). Social Connectedness and Financial Independence Strategies Supporting Nonprofit Sustainability. Qualitative DBA Single Case Study. Walden University.

Johnston, Debora (October, 2019). Building Long-Term Relationships in Nonprofit Organizations Through Social Media. Qualitative Single Case Study. Walden University.

Kamara, Emmanuel (September, 2019). Leadership Strategies for Reducing Regulatory Citations to Maintain Tax-Exempt Statuses in Nonprofit Organizations. Qualitative DBA Case Study. Walden University.

Niswonger, Jennifer (August, 2019). Effective Revenue Diversification Strategies in Nonprofit Organizations. Qualitative DBA Single Case Study. Walden University.

White, Jennifer (July, 2019). Relationship Between SBA Loans, Personal Capital Finances, Government, Regulations, and Business Profitability. Quantitative Ex-Post Facto DBA Study. Walden University.

Heengama, Ganga (July, 2019). Revenue Diversification to Improve and Maintain Service Offerings of Nonprofit Organizations. Qualitative DBA Single Case Study.

Edwards, Tiffany (June, 2019). Relationship Between Self-Determination and Employee Retention. Quantitative Correlational DBA Study. Walden University.

Middleton, Cassandra (June, 2019). Successful Strategies of Retaining Profitability for an Education Sector IT Project. Qualitative DBA multiple case study. Walden University.

Dean, Curtis (June, 2019). Small Retail Business Owners Social Media Marketing Strategies Use to Increase Sales. Qualitative DBA Multiple Case Study. Walden University.

Caster, Marcus (June, 2019). Strategies to Improve Customer Services in Urgent Care Businesses. Qualitative DBA Embedded Single Case Study. Walden University.

Calecas, Kristina (May, 2019). Job Satisfaction, Employee Engagement, and Turnover Intention in Federal Employment. Quantitative Ex-Post Facto DBA Study. Walden University.

Slappy, LaTasha (April, 2019). Strategies for Not-for-Profit Sustainability. Qualitative DBA Single-Case Study. Walden University.

Schmith, David (April 2019). The Relationship Between Leadership Style, Job Satisfaction, and Turnover Intentions Among Junior Executives. Qualitative Correlational Case Study. Walden University.

Etukudo, Rosaline (April, 2019). Strategies for Using Analytics to Improve Human Resource Management. Qualitative DBA Descriptive Multiple Case Study. Walden University.

Aleruchi, Thankgod (March, 2019). Strategies to Minimize Perishable Food Loss in the Retail Grocery Business. Qualitative DBA Multiple Case Study. Walden University.

Howard, Cheryl (March, 2019). Management of Virtual Employees. Qualitative DBA Multiple Case Study. Walden University.

Coy, John (February, 2019). Customer Engagement Strategies Leaders Use to Sustain Small Businesses. DBA Qualitative Baldrige Recommended Consulting Capstone Single Case Study. Walden University.

Adoukonou, Victor (February, 2019). Strategies for Small Business Sustainability. Qualitative DBA Multiple Case Study. Walden University.

Gunnerson, Alan (January, 2019). Strategies to Diversity Funding Sources in Nonprofit Organizations. Qualitative DBA Single Case Study. Walden University.

Travis-Johnson, Cheryl (December, 2018). Mortgage Services Regulations and Compliance Strategies. Qualitative DBA Multiple Case Study. Walden University.

Stafford, Keith (December, 2018). Leadership Strategies for Retaining Key Employees. Qualitative DBA Descriptive Case Study. Walden University.

Hoang, Dee Thi Thuy (December, 2018). Strategies for the Effective Management of Human Resources Outsourcing and Performance. Qualitative DBA Descriptive Multiple Case Study. Walden University.

Blake, Hugh (December, 2018). Strategies to Sustain Small and Medium-Sized Enterprises in Jamaica. Qualitative DBA Descriptive Multiple Case Study. Walden University.

King, Stetson (November, 2018). Marketing Strategies for Small Business Sustainability Beyond 5 Years. Qualitative DBA Multiple Case Study. Walden University.

Dawson, Gwendolyn (October, 2018). Strategies to Combat Tenant Fraud in the Rental Housing Market. Qualitative DBA Multiple Case Study. Walden University.

Burnside, Lisa (October, 2018). Strategies to Attract and Retain Customers for U.S. Private Country Clubs. Qualitative DBA Multiple Case Study. Walden University.

Nwoseh-Streeter, Elizabeth (October, 2018). Strategies for Reducing Corporate Accountants' Turnover Through Implementing Workplace Flexibility. Qualitative DBA Single Case Study. Walden University.

Fillingim, Wayne (September, 2018). Small Business Sustainability in the U.S. Rocky Mountains during Boom-Bust Cycles. Qualitative DBA Multiple Case Study. Walden University.

Teng, Hsiao-Ching (August, 2018). Successful Marketing Strategies for Promoting Clinical Diagnostic Instrument Validation Packages. Qualitative DBA Single Case Study. Walden University.

Kroeten, Christl (July, 2018). Hotel Manager Strategies to Reduce Voluntary Employee Turnover. Qualitative DBA Multiple Case Study. Walden University.

Bradley, Devin (May, 2018). Leadership Development Strategies to Build Leaders through Mentorship Programs. Qualitative DBA Multiple Case Study. Walden University.

Bundschuh, Alan (May, 2018). Relationship Between Project Cost, Project Team Member Role, Project Schedule, and Burnout. Quantitative Correlation DBA study. Walden University.

Pepaj, Dritan (April, 2018). Profitability Strategies for Small and Medium Entrepreneurs in Michigan. Qualitative DBA Multiple Case Study. Walden University.

Abuarqoub, Mohammad (February, 2018). Strategies to Reduce Excessive Transition Costs to the International Financial Reporting Standards. Qualitative DBA Single Case Study. Walden University.

Morsi, Atef (February, 2018). Saudi Market Strategies for Transforming Local brands into Global Brands. Qualitative DBA Case Study. Walden University.

Gnonlonfoun, Raimi (December, 2017). Restaurants Owners Strategies for Financial Sustainability Beyond 5 years. Qualitative DBA Multiple Case Study. Walden University.

Smith, Amber (December, 2017). Communication Strategies Used During Organizational Change in a Health Care Organization. Qualitative DBA Single Case Study. Walden University.

Murphy, Fredrick (October, 2017). Strategies for Small Businesses to Win Federal Contracts. Qualitative Multiple Case Study. Walden University.

Mosley, Shelly (October, 2017). Exploring Strategies of American Small Business Owners in United Arab Emirates. Qualitative DBA Multiple Case Study. Walden University.

Iwejor, Ike (September, 2017). Internal Controls: Identifying Control Elements and Implementation Dynamics Facing Retail Companies. Qualitative DBA Single Case Study. Walden University.

Johnson, Kenneth (August, 2017). The Training Deficiency in Corporate America: Training Security Professionals to Protect Sensitive Information. Qualitative DBA Exploratory Case Study. Walden University. Qualitative DBA Single Case Study. Walden University.

McDonald, Johnny (August, 2017). Customer Relationship Management Strategies at Historically Black Colleges and Universities.

King, Jamie (August, 2017). Strategies Used to Retain Talent. Qualitative DBA Case Study. Walden University.

Lawrence, Nathan (May, 2017). *Driving Strategies in Performance Excellence*. Qualitative DBA Multiple Case Study. Walden University.

Dean, Susan (May, 2017). *Soft Skills Needed for the 21st Century Workforce*. Qualitative DBA Multiple Case Study. Walden University.

Addison-Laurie, Evelyn (May, 2017). *The Role of an Ombudsman in Mitigating Conflict*. Qualitative DBA Exploratory Case Study. Walden University.

Beasley, Grace (April, 2017). *Strategies to Improve Productivity of a Multigenerational Workforce*. Qualitative DBA Multiple Case Study. Walden University.

Al-Jallad, Tariq (March, 2017). *Strategies for Business Capacity Expansion in Jordanian Pharmaceutical Companies*. Qualitative DBA Descriptive Case Study. Walden University.

West-Barnett, Angela (March, 2017). *South Carolina State Government: Organizational Succession Plans*. Qualitative DBA Case Study. Walden University.

Chikano, Nathan (February, 2017).

Chesley, Daisy (February, 2017). *Succession Planning in Family-Owned Businesses*. Qualitative Descriptive DBA Case Study. Walden University.

Chikono, Nathan (February, 2017). *Leadership Practices that Improve the Workplace Safety Environment*. Qualitative DBA Multiple Case Study. Walden University.

Mashal, Huda (January, 2017). *Uncontrolled Workplace Breaks and Productivity*. Quantitative Correlational DBA Study. Walden University.

Holand, Aneatra (January, 2017). *Nonprofit Leaders' Strategies for Capturing the Attention of Committed, Large Donors*. Qualitative DBA Multiple Case Study. Walden University.

Bailey, Rose (December, 2016). *Exploring the Process of Lean Training in the Healthcare Industry*. Qualitative DBA Single Case Study. Walden University.

Brock Zehr (December, 2016). *Entrepreneurial Qualities for Successful Development and Sustainability of New Small and Medium-Sized Enterprises*. Qualitative Phenomenological DBA study. Walden University.

Gregory, Teresa (December, 2016). *Impact of Regulatory Burden on Small Community Banks in Pennsylvania*. Qualitative DBA Multiple Case Study. Walden University.

Wilson, Dovie (August, 2016). *Small Business Crisis Management Strategies*. Qualitative DBA Multiple Case Study. Walden University.

Varadarajan, Balasubramanian (June, 2016). *Branding Strategies of Private International Schools in India*. Qualitative Exploratory Case DBA doctoral study. Walden University.

Barton, Eric (June, 2016). *Perceived Best Practices of Small Business Executives in War Zones*. Qualitative DBA Exploratory Multiple Case Study. Walden University.

Akande, Oyebola (June, 2016). *Corporate Governance Issues in the Nigerian Banking Industry*. Qualitative DBA Multiple Case Study. Walden University.

Mills, Blaine (April, 2016). *U.S. Federal Government Telework Management Strategies*. Qualitative DBA doctoral case study. Walden University.

Shettlewood, Horacio (April, 2016). *Effects of Management Cultural Integration on Merger and Acquisition Failures*. Qualitative DBA Questionnaire doctoral study. Walden University.

Young, Cynthia (March, 2016). *Knowledge Management and Innovation on Firm Performance of United States Ship Repair*. Quantitative Correlation DBA doctoral study. Walden University.

Edwards, Douglas (February, 2016). *Strategic Managerial Responses to Critical Service Events in Restaurants*. Qualitative Exploratory DBA doctoral case study. Walden University.

Buowari, Preye (December, 2015). *Factors Required for Small Business Sustainability in Nigeria*. Qualitative Multiunit Case Study DBA doctoral study.

Ullah, Mohammed (October, 2015). *Strategies for Providing Employee Health Benefits in Small Businesses*. Qualitative Phenomenological DBA doctoral study. Walden University.

Turner, Susan (October, 2015). *Success Factors of Small Business Owners*. Qualitative DBA Multiple-Case doctoral study. Walden University.

Williams, Anne (August, 2015). *Evaluating a Strategic Initiative's Efficiency to Enhance Community College Financial Sustainability*. Quantitative Correlational DBA doctoral study. Walden University.

Dinh, Thomas (February, 2014). *Factors That Influence Grocery Sales in Northeastern Florida*. Qualitative DBA doctoral study. Walden University.

Clanton, Thomas (October, 2013). *Emotional Intelligence and Performance of Civilians in Federal Government*. Quantitative DBA doctoral study. Walden University.

Aligba, Anthony (September, 2013). *Exploring the Motivations and Entrepreneurial Characteristics of Youths in the Niger*. Qualitative DBA doctoral study. Walden University.

Williams, Cecil (April, 2013). *Church Leaders' Financial Coping Strategies During a Recession*. Qualitative DBA doctoral study. Walden University.

Gogarty, Maurice (February, 2013). *First Responder Volunteer Aviation Pilot Shortages in the Aftermath of Hurricane Katrina*. Qualitative DBA Doctoral Study. Walden University.

Brill, Judie (February, 2013). *A Company's Response to Culture Change in a Time of Reorganization*. Qualitative DBA doctoral study. Walden University.

Garrett-Howard, Camille (December, 2011). *Factors Influencing Advancement of Women Senior Leaders in Aerospace*. DBA Qualitative doctoral study. Walden University.

Moore, David (April, 2012). *Revaluating the Chinese Renminbi: A Qualitative Analysis of Differing Opinions*. DBA Qualitative doctoral study. Walden University.

Appointments and Professional Assignments

Central Washington University

(2016-Present)

- Information Technology and Management (ITAM) faculty. Teach Business Communication and Report Writing, Leading Change, and Global Managerial Communications, Doctoral Research & Statistics, Internships, and FlexIT and FlexIT Pro Coach and Mentor.

Strategic Management, Systems Thinking, and Organizational Leadership Consultant (1996-present) – (most recent two years active consulting listed below):

- Business Consultant to Local Northwest radio station. Provided initial analysis and will provide ongoing consulting twice a month for the next 3 years related to organizational change management and strategic systems analysis to provide leaders with guidance for whole systems thinking methods to implement organizational changes over the next 3 years. Average of 650 yearly billable hours. (2012 – present)
- Organizational Sustainability Consultant for three Pacific Northwest firms that are developing sustainable measures and green management initiatives. Average of 250 yearly billable hours. (2010 – present)
- Organization and Program Development Advisory Board member to PIMA Medical Institute. Average of 150 yearly billable hours. (2009 – present)

Laureate/Walden University (HLC/NCA/ACBSP accredited)

(2009-Present)

- Rita Turner Award – Chair of 2019 Outstanding Doctoral Study.

- Chair of DBA Mixed Methods Outstanding Doctoral Study of the Year (Frank Dilly Award) for 2019.
- Presidential Outstanding Faculty of the Year for 2015.
- Outstanding CMT/DBA Faculty of the Year for 2015
- Chair of Doctoral Study selected as CMT/DBA Outstanding Doctoral Study for 2014
- Member of Walden University First Term Doctoral Scholars Community marketing pilot study program (2014-2015).
- Subject Matter Expert (SME) – development of DDBA 8161 – Business Strategy and Innovation – Walden University (April – June 2013)
- Subject Matter Expert (SME) coordinating with Laureate, Inc. and Walden University representatives – developed MGMT 6110 – Critical Thinking for Effective Management (April – May 2010)
- Subject Matter Expert (SME) coordinating with Laureate, Inc. and Walden University representatives developing PhD. MGMT 8020 – Managing Organizational Complexity course for PhD. Management program (February – July 2010)
- Subject Matter Expert (SME) coordinating with 21st Century Learning Solutions, Laureate, and Walden University - developed MMSL 6160 - systems thinking and sustainability course for MA in Leadership program (July-August 2009)
- Lead Faculty for DDBA 8100 (DBA Doctoral Study Mentoring) – supervising an average of 15 faculty
- Lead Faculty for DDBA 9000 (DBA Doctoral Study Chair) – supervising an average of 10 faculty
- Lead Faculty for DDBA 8160 (Doctoral Business Strategy) – supervising an average of 12 faculty
- DDBA Doctoral Study Chair (2010 - Present)
- University Research Reviewer (URR) (2010 - Present)
- Doctoral Residency Facilitator (2009 - Present)

City University of Seattle (NWCCU /IACBE/ACBSP accredited) (2012-present)

- Associate Faculty and EdD Dissertation Chair (Organizational Leadership)
- Mentor and Grader for Business Arts and Management Performance-Based program (PBAM)

City University of Seattle (NWCCU /IACBE/ACBSP accredited) (2007-2012)

Director of Office of Institutional Research

Doctoral Dissertations and Residencies Director

Chair for President's Committee on Organizational Sustainability

Trainer for Organizational Leadership and Change Management

Doctorate in Education in Leadership (EdD) Director for Core Leadership and Organizational Leadership Concentration

- Oversee implementation of Doctorate in Education in Leadership (EdD) program (nationally and internationally)
- Co-developer of first offering of Doctorate in Educational Leadership program (EdD)
- Curriculum developer and coordinator for 18 credits of core leadership and 30 credits of organizational leadership concentration doctoral courses
- Developed doctoral orientation
- Co-developer of Doctoral Dissertation process
- Led team of 5 full-time staff and 250 part-time faculty to increase graduate programs enrollment from 105 students to 455 students; and enrollment attrition from 47% to 2% in three years

Program Director for Graduate Leadership; Faculty/Program Coordinator for Organizational Behavior/Human Resource Management programs

- Oversee implementation and continuous improvement of graduate leadership and Human Resource Management programs (nationally and internationally)
- Chair of University's Grade Appeal Committee
- Chair of University's School Curriculum Committee
- Co-Chair of University's Research grants and scholarships committee
- Institutional Review Board (IRB) Committee member
- Supervise site area manager for Organizational Behavior/HRM programs
- Supervise Society of Human Resource Managers (SHRM) professional certification program to prepare students for SPHR and PHR certification
- Serves on City University governance committees: Internationalization initiatives, IRB, curriculum, grade grievance, MBA, Student Assessment, Online/e-campus, Faculty Development & Standards, Scholarship, Leadership advisory and grant approval committees, policies and standards, President's Committee on Sustainability.
- University Research Reviewer (URR)

Northcentral University (ACBSP/HLC accredited) (2009-2011)

Mentor for dissertation courses for DBA doctoral learners

Franklin Covey certified Train-The-Trainer for Steven Covey's 7-Habits of Highly Effective Leaders (2004-present)

- Selected by Franklin Covey staff as one of eighteen trainers for UOPs pilot corporate training program
- Facilitated UOP courses based on the guidance and instruction provided through Covey staff related to Steven Covey's 7-Habits program

University of Phoenix (HLC accredited)

(2004-2007)

Campus College Chair (UBAM & GBAM) - Seattle

- Instruct classes in undergraduate and graduate business
- Oversee administrative issues for FlexNet modality for graduate and undergraduate business and management instructors (hiring, training, termination, coaching, mentoring, and evaluating)
- Direct and maintain the development of the Washington Campus Faculty Web site
- Faculty Recruiter, Trainer, and Developer

University of Phoenix (HLC accredited)

(2001-2004)

Area Chair for UBAM

- Conducted quarterly Area Chair meetings with the 116 instructors. Training and development of modules and syllabi development for business management courses
- Trainer of formative assessment techniques
- Generated innovative ideas to UOPhx curriculum developers and program chairs to continuously improve delivery of educational programs in all modalities (grounded, FlexNet, and Online)

Diversity Program Developer and Trainer

(1998-2009)

- Developed curriculum and program for training based on a K-12 district-wide Diversity Needs Assessment. Co-chaired committee forums to develop the program to encompass diversity training for over 8,500 school administrators, staff, students, and community business members. The first year was dedicated to implementation and the subsequent two years towards training and development. This project culminated in a district/community-wide Diversity Symposium with 3,000 participants

U.S. Navy Submarines - Active Duty (20 years honorable retirement) (1977-1996)

- Interim Executive Officer of Submarine Squadron – held junior officer position as a senior enlisted – special hand-picked position monitoring water management of submarines and the management and leadership of 1,700 union civilian contractors, non-union, and military personnel.
- Senior Chief Yeoman/Administrative Officer – Submarines
- Certified TQM train-the-trainer – Total Quality Management and Leadership
- Senior Diving Officer for Battle Stations operations
- Senior Contact Coordinator for submarine operations