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EDUCATION

- EdD** *University of St. Thomas, Minneapolis, MN*
Dissertation: “*Diversity in an Organization: A Case Study of How Diversity is Addressed in a Multi-National Organization*”
- MBA** *University of Nebraska, Omaha, NE*
Concentration: Management
- BA** *University of State of New York, Albany, NY*
Major: Philosophy
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CONFERENCE PRESENTATIONS

Application of Socio-Economic Approach to Management (SEAM) in Enhancing Employee Diversity at the American Red Cross
Sixth Annual US SEAM Conference on the Socio-Economic Approach to Management
Duluth, MN, May 2018

Leading in the 21st Century: Intercultural Competence
2018 Serve Idaho Conference: Fostering Diversity & Inclusion
Boise State University, March 2018

“Cultural Diversity, Organization Development, and Socio-Economic Approach to Management (SEAM)”
Fourth Annual US SEAM Conference on the Socio-Economic Approach to Management
Duluth, MN, April 2016

“US Business Leader Reactions to the Socio-Economic Approach to Management (SEAM)”
Academy of Management Conference, University of Lyon, France, June 2011

PROFESSIONAL EXPERIENCE

- 2017 – Present** *The College of Idaho, Caldwell, ID*
Assistant Professor of Business
- Facilitate undergraduate-level learning in
 - Leadership in the New Millennium
 - Principles of Management
 - Legal Environment
 - Project Management,
 - Introduction to Business
 - Social Entrepreneurship Overseas Travel Study
 - Conduct academic advising

2016 – 2017

College of St. Scholastica, St. Paul, MN

Adjunct Professor – MBA in Leadership & Change

- Facilitate graduate-level learning; taught the following courses
 - Cross-Cultural Communication
 - Research Methods
 - Consulting Practice
 - Design & Scale of Change Intervention
- Conduct academic advising

2016 – 2017

American Red Cross, Minneapolis, MN

Regional Director, Service to the Armed Forces & International Services

- Lead and manage service delivery to military service members, veterans, and refugee communities
- Craft strategic goals to grow program services and outreach
- Formulate departmental plans and budgets to achieve strategic goals

2014 – 2015

American Refugee Committee, Minneapolis, MN

Program Manager

- Manage humanitarian response operation in Liberia during the Ebola epidemic
- Lead disaster response and recovery operation in the Philippines in the aftermath of Super Typhoon Haiyan/Yolanda

2012 – 2014

Minnesota School of Business, Brooklyn Center, MN

Chair, Business Program

- Manage the business program in one of the most demographically diverse campuses in the Twin Cities area
- Serve as lead instructor; taught the following courses
 - Organizational Behavior
 - Leadership and Management
 - Business Law and Business Ethics
 - Operations Management
 - Project Management
 - Economics
- Conduct academic advising
- Develop service learning consistent with students' areas of study

2010 – 2015

ITT Technical Institute, Eden Prairie, MN

Adjunct Faculty – Business and General Education Courses

- Facilitate undergraduate-level learning; taught the following courses
 - Leadership & Management
 - Group Dynamics
 - Economics

- Human Communication
- Research Methods
- Statistics
- Contemporary World Cultures
- Conduct academic advising

2009 – 2010

Center for Asian and Pacific Islanders, Minneapolis, MN

Deputy Director

- Lead an ethnically diverse team of 30 staff members in providing transitional assistance to refugees in the Minneapolis-St. Paul metropolitan area
- Develop sustainable social service programs
- Draft grant proposals and managed annual budgets

2004 – 2008

American Refugee Committee, Minneapolis, MN

Director, Humanitarian Security

- Serve as security advisor to the President, senior leadership, and field staff
- Develop and facilitate tailored risk management workshops for the executive leadership, board members, field staff, and safety & security managers
- Serve as Rapid Response Coordinator and led large-scale humanitarian relief operations in Darfur, Sudan and Azad Jammu Kashmir, Pakistan
- Pioneered the agency’s first humanitarian security and crisis management system providing institutional capacity to prevent, mitigate, and respond to safety and security risks in over 30 overseas locations

CONSULTING WORK

2011 – 2016

Winona State University, Winona, MN

Intercultural Development Assessment of Student Teachers

2013

*Minnesota Department of Public Safety, Driver & Vehicle Services,
St. Paul, MN*

Assessment of Organizational Culture in Preparation for Organizational Change

2013

*University of Minnesota, Humphrey School of Public Affairs, Minneapolis,
MN*

Intercultural Conflict Styles Workshop

2012

University of St. Thomas, Office of the Dean of Students, St. Paul, MN
Survey of School Experiences of Asian Undergraduate Students

2011

Ukrainian Catholic University, Lviv, Ukraine
Survey of Stakeholders' Perceptions of Ukrainian Catholic University

VOLUNTEER WORK

2018 – Present

American Red Cross Idaho & Montana Region
Board member & Diversity Committee Chair

SKILLS

Organizational Assessment
Organizational Change Leadership
Research Design
Project Management
Operations Management
Intercultural Development
Strategic Planning
Program Evaluation

TRAINING & CERTIFICATION

Intercultural Development Inventory (IDI)
Intercultural Conflict Styles (ICS)
Myers-Briggs Type Inventory (MBTI)
Conflict Resolution Level 1 – Mediation