

F. Randy Blass

Department of Management
College of Business
Florida State University
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EDUCATION

- Ph.D.** **Florida State University, 2003**
Business Administration
- M.A.** **Air University, 2004**
Military Operational Art and Science
- M.A.** **George Washington University, 1997**
Administrative Science
- B.A.** **University of South Florida, 1990**
American Studies
- A.A.** **Saint Leo College, 1988**

ACADEMIC POSITIONS

- Research Associate in Management:** College of Business, Florida State University,
Tallahassee, FL, 2011 - Present
- Senior Research Fellow,** Institute for Military Veterans and Families, Syracuse
University, NY, 2011 - 2015
- Wal-Mart EBV Fellow,** Wal-Mart Foundation EBV Grant, 2011- 2013.
- Associate in Organizational Behavior:** College of Business, Florida State University,
Tallahassee, FL, 2009 - 2011
- Assistant in Organizational Behavior:** College of Business, Florida State University,
Tallahassee, FL, 2006 - 2009
- Assistant Professor:** Management Department, US Air Force Academy, Colorado
Springs, CO, 2004 - 2006
- Adjunct Lecturer:** College of Business, University of Colorado at Colorado Springs,
CO, 2004-2006

Assistant Professor: Management Department, US Air Force Academy, Colorado Springs, CO, 1997-2000

ADMINISTRATIVE POSITIONS

Executive Director, Jim Moran Institute for Global Entrepreneurship, Florida State University, 2014 - Present.

Executive Director, Carl DeSantis Center for Executive Management Education, College of Business, Florida State University, 2020 - Present.

Executive Director, College of Business Center for Veteran Outreach (CVO) Florida State University, 2020 - Present.

Board Member, FSU Center for Human Resource Management Florida State University, 2007 - Present.

College of Business Veteran Liaison, FSU Student Veteran Center, 2013 - Present.

Chairman, FSU Council on Entrepreneurship, 2013-2016

Director, Jim Moran Institute for Global Entrepreneurship, Florida State University, 2011 - 2013.

Council Member, Small Business Administration's Council on Underserved Communities, 2011- 2013.

Chairman, Florida State University's Veteran Center Initiative Committee, 2011.

Executive Director, College of Business Center for Veteran Outreach (CVO) Florida State University, 2010 - 2013.

Faculty Advisor, Student Chapter of Society for Human Resource Management. Florida State University, 2007 - Present.

Managing Director, Jim Moran Institute for Global Entrepreneurship, Florida State University, 2009 - 2010.

Deputy Department Head for Human Resources: Management Department, US Air Force Academy, Colorado Springs, CO, 2004 - 2005.

Director of Faculty Development: Management Department, US Air Force Academy, Colorado Springs, CO, 2004 - 2005.

Director of Human Resources: Management Department, US Air Force Academy, Colorado Springs, CO, 1998 - 2000.

DEVELOPMENT ACTIVITIES

Personally raised over \$2 Million in funds and in-kind goods and services for FSU EBV, EBV National Conference, FSU EBV Families, & FSU College of Business Center for Veteran Outreach from 2008 - Present.

Principal agent in securing \$100 Million for Florida State University to expand the operations of the Jim Moran Institute and establish the Jim Moran College of Entrepreneurship.

PROFESSIONAL ACTIVITIES

Board Member, Institute for Nonprofit Innovation and Excellence (INIE), Tallahassee, FL 2015 - 2018.

Invited Consortium Member, *The White House Symposium on Promoting Economic Recovery and Job Creation Through Faith-Based and Community Partnerships*. The White House, Washington DC, 22 Sep 2011.

Council Member, Small Business Administration's Council on Underserved Communities Inaugural Meeting, Washington DC, 2 Aug 2011.

RESEARCH INTERESTS

Organizational socialization and veteran transition
Individual reputation and social influence
Entrepreneurial leadership
Social entrepreneurship
Mentoring and political skill
Social power and influence in organizations
Talent Acquisition and Management in Entrepreneurship

PROFESSIONAL MEMBERSHIPS

Academy of Management, 2002.
Florida State University, Center for Human Resource Management, 2006.
Society for Human Resource Management, 2004.
Southern Management Association, 2000.

ENTREPRENEURSHIP

Principal at Lusory Publishing, 2020 - Present
Principal at Blass and Associates LLC, 2010 - Present
Partner at RSC Consulting Group LLC, 2009 - 2010
Principal at Blass Consulting, 2007-2009

Consulting activities are centered on the importance of critical thinking, social influence, and human resource management skills, and lean business principles in small businesses leader development.

PUBLICATIONS

- Blass, F. R. *Bonafide: Discovering your leadership locus*. (2020). Tallahassee, FL. Lusory Publishing.
- Mackey, J.D., Perrewe, P.L., Mcallister, C.D., Blass, F.R. Fit as a Resource to Reduce Workplace Stress: An Examination of Non-Veterans and Veterans. *Academy of Management Annual Meeting Proceedings 2014(1):13729-13729* · October 2014
- Blass, F.R., & Ketchen, D. J. (2014). So, you want to be an entrepreneur? Lessons learned from the Entrepreneurship Bootcamp for Veterans with Disabilities. *Business Horizons*, 57, 5-9.
- Ferris, G.R., Harris, J.N., Russell, Z.A., Ellen, B.P. III, & Martinez, A.D., & Blass, F.R. (2014). Reputation in the organizational sciences: A multi-level review, construct assessment, and research directions. In M.R. Buckley, A.R. Wheeler, & J.R.B. Halbesleben (Eds.), *Research in personnel and human resources management* (Vol. 32, pp. 241-303). Bingley, UK: Emerald Group Publishing Ltd.
- ** Outstanding Author Contribution in the 2015 Emerald Literati Network Awards for Excellence*
- Haynie, J.M., Blass, F.R., (2010). The role of reputation in the entrepreneurial process: A conceptual model. *Frontiers of Entrepreneurship Research: Vol. 30, Iss. 5, Article 8*.
- Blass, F.R., (2010). Associate Editor. *Attitudes Aren't Free: Thinking Deeply About Diversity in the Armed Forces*. Montgomery, AL, Air University Press.
- Ferris, G.R., Rogers, L.M., Blass, F.R., Hochwarter, W.A. (2009). Interaction of job-limiting pain and political skill on job satisfaction and organizational citizenship behaviour. *Journal of Managerial Psychology*, 24, 584-608.
- Drape, T. G., Levy, D. A., Blass F. R. (2009). Linking stories with on-line threaded discussions for critical thinking in management curriculum. *Developments in Business Simulation and Experiential Exercises*, 36, 28-32.
- Levy, D.A., Parco, J. E., & Blass, F. R. (2009). *The 52nd Floor: Thinking Deeply About Leadership*. Montgomery, AL: Enso Books.
- Van Iddekinge, C.H., Ferris, G.R., Perrewé, P.L., Perryman, A.A., Blass, F.R., & Heetderks, T.D. (2009). Effects of selection and training on unit-level

- performance over time: A latent growth modeling approach. *Journal of Applied Psychology*, 94, 829-843.
- Parco, J., Levy, D., Blass, R. (2008) Intolerable tolerance: The problem with diversity training in the military. *Armed Forces Journal*. (July 2008).
- Blickle, G., Schneider P.B., Perrewé, P.L., Blass, F.R., & Ferris, G.R. (2008) The Roles of Self-Disclosure, Modesty, and Self-Monitoring in the Mentoring Relationship: A Longitudinal Multi-Source Investigation. *Career Development International*, 13 (3).
- ** 2009 Outstanding Paper Award by Emerald Publishing Group
- Blass, F.R., Brouer, R.L., Perrewé, P.L., & Ferris, G.R. (2007) Politics understanding and networking ability as a function of mentoring: The roles of race and gender. *Journal of Leadership & Organizational Studies*, 14 (2), 93-103.
- Zinko, R., Ferris, G.R., Blass, F.R., & Laird, M.D. (2007). Toward a theory of reputation in organizations. In J.J. Martocchio (Ed.), *Research in Personnel and Human Resources Management* (Vol. 26, pp. 169-209). Oxford, UK: JAI Press/Elsevier Science Ltd.
- Blass, F.R., & Ferris, G.R. (2007) The roles of political skill, contextual learning, and adaptation in career effectiveness in military settings. *Human Resource Management Journal*, 46 (1), 5-19.
- Blass, F.R., & Levy, D.A. (2005). The Case for Management Expertise: An Elusive Argument. *Ethics and Critical Thinking*, 2005(3), 27-37.
- Blass, F.R., & Levy, D.A. (2005). Where am I and who are you? The interplay of organizational socialization and national culture. *Insights to a Changing World* 2005(3), 1-17.
- Hall, A. T., Blass, F. R., Ferris, G. R., & Massengale, R. (2004). Leader reputation and accountability in organizations: Implications for dysfunctional leader behavior. *The Leadership Quarterly*, 15(4), 515-536.
- Ferris, G. R., Blass, F. R., Douglas, C., Kolodinsky, R. W., & Treadway, D. C. (2003). Personal reputation in organizations. In J. Greenberg (Ed.), *Organizational behavior: The state of the science* (Second edition, pp. 211-246). Mahwah, NJ: Lawrence Erlbaum.
- Blass, F.R. (2003). Socialization tactics, content and career effectiveness: The role of political skill in contextual adjustment and effectiveness. Unpublished doctoral dissertation, College of Business, Florida State University.

- Ferris, G. R., Hochwarter, W. A., Douglas, C., Blass, F. R., Kolodinsky, R. W., & Treadway, D. C. (2002). Social influence processes in organizations and human resource systems. In G. R. Ferris (Ed.), *Research in personnel and human resources management* (Vol. 21, pp. 65-127). Oxford, UK: JAI Press/Elsevier Science.
- Perrewé, P. L., Young, A. M., & Blass, F. R. (2002). Mentoring within the political arena. In G. R. Ferris, M. R. Buckley, & D. B. Fedor (Eds.), *Human resources management: Perspectives, context, functions, and outcomes* (Fourth ed., pp. 343-355). Englewood Cliffs, NJ: Prentice-Hall.
- Hornyak, M. J., Blass, F. R., Holt, E. S. (2001). Integrating management curriculum: Linking courses with Frontpage. *Developments in Business Simulation and Experiential Exercises* (Vol. 28, 2001, pp. 106-110).

PRESENTATIONS

- Blass F.R. (2019) Logic of Profit. Florida State University Entrepreneurship Bootcamp for Veterans - Families, 16 Sep 2019, Tallahassee, FL.
- Blass F.R. (2019) Strategic Planning for Small Business Owners. Florida State University Entrepreneurship Bootcamp for Veterans - Accelerate, 5 Nov 2019, Tallahassee, FL.
- Blass F.R. (2019) Leveraging Social Capital. Veterans Florida Expo, 15 June 2019. Orlando, FL.
- Blass, F.R. (2019) Constructing a High Performance Work Team. Louisiana State University Entrepreneurship Bootcamp for Veterans - Accelerate, 2 May 2019. Baton Rouge, LA.
- Blass, F.R. (2018) The Secret Sauce: Maximizing your Social Capital Network. VWISE Pittsburgh, 1-3 June, Pittsburgh, PA.
- Blass F.R. (2018) The Veteran Social Capital Dilemma. Veteran EDGE Conference, 18 Feb 2018, Austin, TX.
- Blass, F.R. (2016) Own your Future: Entrepreneurship as a Way Forward. 2016 Annual Road to Recovery Conference, 12-13 Dec, Orlando, FL.
- Blass, F.R. (2015) Strategic Planning and Leadership Workshop. Stellar Group Executive Education Program. Florida State University College of Business, 29 May, Tallahassee, FL.

- Balwin, L., Bellairs, T., Blass, F.R., & Leon, M.L. (2015). Active duty to academia: challenge and success in post-graduate education. Service Members to Civilian Summit, May 2015, University of Alabama; Tuscaloosa, AL.
- Blass, F.R. (2015) Business Model Canvas. 2015 Veteran Women Igniting the Spirit of Entrepreneurship (V-Wise) Conference, 16-18 Jan, New Orleans, LA.
- Blass, F.R. (2015) People Matter: Recruiting, Hiring, and Retention. 2015 Veteran Women Igniting the Spirit of Entrepreneurship (V-Wise) Conference, 16-18 Jan, New Orleans, LA.
- Blass, F.R. (2014) Business Model Canvas for Startups, Existing Businesses, and Non-Profits. 2014 South Florida Small Business Leadership Conference, 29 June, Ft. Lauderdale, FL.
- Blass, F.R. (2014) People Matter: Recruiting, Hiring, and Retention. 2014 Veteran Women Igniting the Spirit of Entrepreneurship (V-Wise) Conference, 13-15 June, New York City, NY.
- Blass, F.R. (2014) Strategic Planning and Leadership Workshop. Stellar Group Executive Education Program. Florida State University College of Business, 24 January, Tallahassee, FL.
- Mackey, J. D., Perrewé, P. L., McAllister, C. P., & Blass, F. R. (2014) Fit as a resource to reduce workplace stress: An examination of non-Veterans and Veterans. Manuscript presented at the Academy of Management Annual Meeting in Philadelphia, Pennsylvania.
- Blass, F.R. (2013) Strategic Leadership and Planning: Invited Speaker. Stellar Corporation Executive Education Program, 26 Jan, Florida State University, Tallahassee, FL.
- Blass, F.R. (2013) Invited Speaker. Kiwanis International, Tallahassee Chapter, 27 Aug, Tallahassee, FL.
- Blass, F.R. (2013) People Matter; Being Both an Effective Leader and Business Owner. 2013 Veteran Women Igniting the Spirit of Entrepreneurship (V-Wise) Conference, 3-6 May, Chicago, IL.
- Blass, F.R. (2012) Coaching, Counseling, and Corrective Action. 2012 Entrepreneurship Bootcamp for Veterans with Disabilities Annual Conference, 19-21 Oct, Denver, CO.
- Blass, F.R. (2012) Introduction to Entrepreneurship. 2012 RETREAT, 31 May, Florida State University, FL.

- Blass, F.R. (2012) Developing Entrepreneurs as a Social Mission. 2012 Dalton Institute Conference, 3 Feb, Florida State University, FL.
- Blass, F.R. (2011) Acquiring and Managing Human Capital. 2011 Entrepreneurship Bootcamp for Veterans with Disabilities Annual Conference, 12-15 Oct, Orlando, FL.
- Blass, F.R. (2011) People Matter; Being Both an Effective Leader and Business Owner. 2011 Veteran Women Igniting the Spirit of Entrepreneurship (V-Wise) Conference, 25-27 Sep, Baltimore, MD.
- Blass, F.R. (2011) People Matter; Being Both an Effective Leader and Business Owner. 2011 Veteran Women Igniting the Spirit of Entrepreneurship (V-Wise) Conference, 5-7 May, San Antonio, TX.
- Blass, F.R. (2011) Thinking Critically About Leadership Seminar. Florida State University Advanced Level Leadership Program, 28 Apr, Tallahassee, FL.
- Blass, F.R. (2011) Invited Speaker. Military Officers Association of America (MOAA), Tallahassee Chapter, 27 Apr, Tallahassee, FL.
- Blass, F.R. (2010) Own your Future: Entrepreneurship as a Way Forward. 2010 Annual Road to Recovery Conference, 12-13 Dec, Orlando, FL.
- Blass, F.R., (2010) Entrepreneurial Leadership. Invited Presentation at Entrepreneurship Bootcamp for Veterans with Disabilities - Families, 8 Nov, Whitman School of Management, Syracuse University, Syracuse, NY.
- Blass, F.R. (2010) Invited Speaker. Air Force Association (AFA) Tallahassee Chapter, 19 Aug, Tallahassee, FL.
- Blass, F.R. (2010) Panel Member. Caring About Wounded Warriors: The Entrepreneurship Bootcamp for Veterans with Disabilities. Academy of Management Annual Conference, 6-9 Aug, Montreal, Canada
- Blass, F.R., (2010) Thinking About Leadership. Invited Presentation at Entrepreneurship Bootcamp for Veterans with Disabilities, 25 Jul, Whitman School of Management, Syracuse University, Syracuse, NY.
- Blass, F.R., (2010) Thinking Deeply About Leadership. Invited Presentation at Panama City Beach Chamber of Commerce, 27 May, Panama City Beach, FL.
- Blass, F.R. (2010) Invited Speaker. FSU Alumni Association Annual Emeritus Meeting. 9 Apr, Tallahassee, FL.

- Blass, F.R. (2010). Human Resource Management for Small Businesses. Jim Moran Institute Round Table Session, 20 Jan, Tallahassee, FL.
- Blass, F. R., Haynie, J.M. (2009). Indirect ties in entrepreneurial relationships: Reputation as a bridge to structural holes. Southern Management Association Annual Conference, 11-15 Nov, Asheville, NC.
- Brouer, R., Gallagher, V.C., Giordano, G., & Blass, F.R. (2009). Individual and team needs: The consequences of person-team fit and implications of assessing needs compatibility in virtual workplaces. Southern Management Association Annual Conference, 11-15 Nov, Asheville, NC.
- Blass F. R., (2009) Social Entrepreneurship. Invited Presentation at Entrepreneurship Bootcamp for Veterans with Disabilities, Whitman School of Management, Syracuse University, Syracuse, NY.
- Blass F. R., (2009) Partners & Teams, Human Resources, & Other People Issues. (2009) Invited Presentation at Entrepreneurship Bootcamp for Veterans with Disabilities, Whitman School of Management, Syracuse University, Syracuse, NY.
- Blass F. R., (2009) Social Entrepreneurship as a Learning Venture. Invited Presentation at Syracuse Entrepreneurship Classroom (SEC09) program, Whitman School of Management, Syracuse University, Syracuse, NY.
- Blass, F.R. Transformational Teaching. (2009). Invited speaker for Doctoral Student Professional Development Workshop. 10 April, Florida State University, Tallahassee, FL.
- Levy, D. A., Drape, T. G., Blass F. R. (2009). Experiential learning exercise: A dramaturgical approach to understanding organizational interaction. Presentation at the Eastern Academy of Management Annual Conference, May 16-18, Hartford, CT.
- Drape, T. G., Levy, D. A., Blass F. R. (2009). Linking stories with on-line threaded discussions for critical thinking in management curriculum. Presentation at the Association of Business Simulation and Experiential Learning Conference, Mar 18-20, Seattle, WA.
- Rogers, L.M., Ferris, G.R., Blass, F.R., & Hochwarter, W. A. (2008) Interaction of Job-Limiting Pain and Political Skill on Job Satisfaction and Organizational Citizenship Behavior. Southern Management Association Annual Meeting, St Petersburg Beach, FL.
- ** Best Doctoral Paper award*

- Blass, F. R. (2008) Invited Panel Member on Culturally Responsive Entrepreneurship session. Global Consortium of Entrepreneurship Centers Annual Conference. Tucson AZ.
- Blass F. R., (2008) Partners & Teams, Human Resources, & Other People Issues. Invited Presentation at Entrepreneurship Bootcamp for Veterans with Disabilities, Whitman School of Management, Syracuse University, Syracuse, NY.
- Van Iddekinge, C.H., Ferris, G.R., Perryman, A.A., Perrewé, P.L., & Blass, F.R. (2008). It's all about execution: Selection and training implementation and unit performance. In J.C. Molloy (Chair), *Bridging micro and macro HR: Emerging theoretical and empirical research*. Symposium presented at the Academy of Management, 68th Annual National Meeting, Anaheim.
- Blass, F.R., Perrewe, P., & Ferris, G., Political Skill at Work. (2007) Presentation at the Florida State University Center for Human Resource Management, Bi-Annual meeting, Ft Lauderdale, FL.
- Blass, F.R., Strategic Human Resource Management. (2007) Invited speaker for Executive Education Training Program, Waikato Management School, Waikato University, Hamilton, New Zealand.
- Blass F. R., (2007) Partners & Teams, Human Resources, & Other People Issues. (2007) Invited Presentation at Entrepreneurship Bootcamp for Veterans with Disabilities, Whitman School of Management, Syracuse University, Syracuse, NY.
- Political Skill Workshop. (2007) New Jersey Resources University, January 12, May 10, 2007, July 23.
- Blass, F.R., & Brouer, R. Socialization Tactics, Content, and Political Skill: The role of mentoring in political skill development. (2006) Southern Management Association Annual Conference, 25-29 Oct, Clearwater, FL.
- Ferris, G.R., Zinko R., Blass, F.R., Laird, M.D. (2006) Toward a theory of reputation in organizations. Academy of Management Annual Meeting, August 11-16, in Atlanta, Georgia.
- Blass, F.R., & Levy, D. "Where am I and who are you? (2005) The interplay of Organizational Socialization and National Culture". Ethics and Critical Thinking Conference, December 10, 2005, Arlington, Texas.

Blass, F.R. *Ideas to Promote Quality Student Thinking*. (2005). Invited speaker for New Faculty Orientation, 13 July, USAF Academy, CO.

Hall, A.T., Blass, F.R., & Ferris, G.R. (2003). Leader reputation and accountability: Implications for leader behavior. In A.P. Ammeter (Chair), *Leadership in a democratic organization: Positive and negative impacts of leader political skill*. Symposium presented at the Academy of Management, 63rd Annual National Meeting, Seattle.

Blass, F. R. (2002). Individual reputation in organizations: A preliminary conceptualization. Presentation at the Annual Southern Management Association Conference, November 6-9, Atlanta, GA.

Hornyak, M. J., Blass, F. R., Holt, E. S. (2001). Integrating management curriculum: Linking courses with Frontpage. Presentation at the Association of Business Simulation and Experiential Learning Conference, April 4-6, San Diego, CA.

Strbiak, C. A., & Blass, R. (1998) Air Expeditionary Force: An integrative (Air Force) management exercise. Presentation at the 40th Annual Mountain Plains Management Conference. Denver, Colorado.

RESEARCH IN PROGRESS

Paustian-Underdahl, S.C., Palmer, J.C., Halliday, C., & Blass, F.R. The Role of Stress Mindsets in Improving the Growth, Engagement, and Health of Small Business Owners during the COVID-19 Pandemic. Under review at: *Journal of Applied Psychology*.

Blass, F.R., Ferris, Leader Political Skill and Social Capital Accumulation: An Entrepreneurial Imperative. *Manuscript in preparation*.

Mackey, J., Perrewe, P.L., & Blass, F.R. The Role of Chronic Strain and Personal Resources on Veterans' Transition to Traditional Workplace Roles. *Manuscript in preparation*.

Blass, F.R., Hirsch, D.J., Ross, A.D., & Ferris, G.R. Entrepreneurial Cultures: Creating Contexts to Maximize Innovation Development and Transfer. *Manuscript in preparation*.

Blass, F.R. Rainmaker. *Book Manuscript in preparation*.

Blass, R. Organizational Anthropology. *Book Manuscript in preparation*.

Blass, R., Business Modeling Handbook. *Book Manuscript in preparation*.

Blass, F. R., Haynie, J. M. The De-Institutionalization of the American Soldier: Re-integration and identity transition through entrepreneurship. *Manuscript in preparation.*

TEACHING/SERVICE

Awards/Distinctions

2018 - Florida State University Undergraduate Teaching Award
2017 - *Florida Trend's* People to Know in Florida
2013 - *Military Times'* FSU College of Business Best for Vets Distinction
2011 - Florida State University College of Business Core Values Award
2011 - *Inc. Magazine*, EBV as Top Ten Best Entrepreneurship Courses in Country
2010 - Nominated for National Professor of the Year Award by FSU College of Business
2009 - Outstanding Paper Award by Emerald Publishing Group
2009 - Garnet and Gold Key Leadership Honorary Vires Award
2009 - Florida State University Undergraduate Teaching Award
2008 - Florida Campus Compact Community Engagement Educator Award
2000 - Outstanding Educator Award - Air Force Academy award for distinguished teaching excellence
1999 - Snyder Award - Air Force Academy award for student mentoring
1998 - Helmer Award - Air Force Academy award for teaching excellence

Courses Developed and Taught

Contemporary Leadership Challenges (MAN 4143)
Entrepreneurship Bootcamp for Veterans with Disabilities (ENT 4934/MAN 4930)*
Market Research for Entrepreneurs (ENT 4934)
21st Century Entrepreneur (IFS 2076)**
Entrepreneurship Education (ENT 5901)
Entrepreneurship and Contemporary Society (ENT 2802)
Social Entrepreneurship (ENT 3503/GEB 4930)
Social influence for Entrepreneurs (MAN 4930)
Current Issues in Human Resource Management (MAN 4390)
Principles of Human Resource Management (MAN 4301)
Training and Development (MAN 4350)
Organizational Behavior (MAN 3240)
Concepts of Management (MAN 3025)
Social Influence (MAN 4930)**
Introduction to Management (MGT 200/210)
Perspectives in Management (MGT 303)
Human Resource Management for Air Force Officers (MGT 361/438/630)
Organizational Behavior for Air Force Officers (MGT 345/3240)
Power and Influence in Organizations for Air Force Officers (MGT 348/448)
Legal and Social Issues in Human Resource Management (MGT 439)

- * 2011 - Named as one of *Inc.* Magazine Top Ten list of Best Entrepreneurship Courses
- ** Honors Course

MILITARY EXPERIENCE

Military Assignments

- 1979 - 1980 Basic Military Training/Security Specialist Training Lackland, AFB, TX
- 1980 - 1983 Missile Security Dispatcher, Malmstrom AFB, MT
- 1983 - 1986 Emergency Actions Controller, Tyndall AFB, FL
- 1986 - 1988 Airborne Command and Control, Langley AFB, VA
- 1988 - 1990 ROTC Cadet, University of South Florida, Tampa, FL
- 1990 - 1992 Emergency Actions Training Officer, Holloman AFB, NM
- 1991 Chief, CENTAF Forward Operations Center, Operation DESERT STORM
- 1992 - 1994 Chief Operations Plans, Holloman AFB, NM
- 1994 - 1995 Chief, Wing Tactical Deception, Holloman AFB, NM
- 1995 - 1997 Air Force Intern, HQ USAF, Pentagon, Washington DC
- 1997 - 2000 Instructor, USAF Academy, Colorado Springs, CO
- 2000 - 2003 AFIT Doctoral Student, Florida State University, Tallahassee, FL
- 2003 - 2004 Student, Air Command and Staff College, Maxwell AFB, AL
- 2004 - 2006 Associate Professor, USAF Academy, Colorado Springs, CO

Training

- 1979 - Basic Military Training
- 1980 - Security Specialist Course
- 1983 - Command and Control Course
- 1987 - Non-Commissioned Officer Leadership School
- 1989 - ROTC Field Training
- 1990 - Operations Management Officer Course
- 1992 - Contingency Wartime Planning Course
- 1995 - Squadron Officer School
- 1996 - Air Force Intern Program
- 2004 - Air Command and Staff College

Military Decorations

- Meritorious Service Medal with two Bronze Oak Leaf Clusters
- Air Force Commendation Medal with Bronze Oak Leaf Clusters
- Air Force Achievement Medal
- National Defense Service Medal with one Bronze Star
- Southwest Asia Service Medal with one Bronze Oak Leaf Cluster
- Small Arms Expert Marksmanship with one Bronze Oak Leaf Cluster
- Air Force Organizational Excellence Award with two Bronze Oak Leaf Clusters
- Air Force Outstanding Unit Award

Military Honors and Awards

Distinguished Graduate, NCO Leadership School, 1987

Distinguished Graduate, ROTC, 1990

Tactical Deception Officer of the Year, 12th AF, 1994

Tactical Deception Officer of the Year, Air Combat Command, 1994

Company Grade Officer of the Year, 49 Operations Group, 1994

Distinguished Graduate, Squadron Officer School, 1995

Helmer Award - Departmental award for teaching excellence, 1998

Company Grade Officer of the Quarter, USAFA Dean of Faculty, 1999

Snyder Award - Departmental award for student development and mentorship, 1999

Outstanding Educator Award - Air Force Academy award for teaching excellence, 2000

Other Achievements

Chief Emergency Actions, Al Kharj AB, SA DESERT STORM, 1991

Outstanding Rating for Tactical Deception Wing Operational Readiness Inspection, 1994

Air Force Intern, Office of the Chief of Staff, USAF, 1996

Commander, Global Engagement, USAF Academy, 1999