

Darrel L. Sandall, Ph.D.

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SUMMARY

Successful track record as an Associate Professor of Management in the College of Business at a U.S. News / Forbes / Times Higher Education top-ranked private university. Leadership roles as the Assistant Director of the Center for Innovation Management and Business Analytics, President of the Faculty Senate, and served on numerous university-level boards and committees such as the President's Cabinet and University Budget Committee. Experienced corporate executive with 15 years as Chief Operating Officer and Chief Skills Officer within multiple small, high-growth companies. Management and Innovation Consultant with over 30 years' experience helping organizations solve some of their most challenging problems.

Responsibilities included strategic planning, visionary leadership, budget development and management, risk management, P&L and cash flow management, personnel recruitment and selection, personnel motivation and management, corporate culture/policy development and implementation, program and project planning/management, operations management, contracting, research and development, and intellectual property management, including patent and trademark development and protection.

SKILLS/COMPETENCIES

- Executive Leadership
- Collaboration and Partnership Development
- Strategic Planning
- Organizational Culture Development
- Problem Solving
- Risk Management
- Contract Development/Management
- Intellectual Property Development/Management
- Instructional Design
- Job/Task Analysis
- Change Management
- Project and Program Management
- Employee Development & Growth
- Client Development/Management
- Organizational Behavior Development
- Entrepreneurship
- Innovation Science
- Training Evaluation
- Training Needs Analysis
- Job Design

LEADERSHIP ON PROFESSIONAL BOARDS, GOVERNING BODIES, & ASSOCIATIONS

- US Delegate, ISO (International Standards Organization) Technical Committee 279 – Innovation Management Standards 56000, US TAG - WG3 2018 – Present
- Member, College of Business Faculty Promotion & Tenure Committee 2018 – Present
- Graduate Council representative for the College of Business 2018 – Present
- Member of the FIT College of Business AACSB Steering Committee 2018 – Present
- Vice President, Certification Programs, International Association of Innovation Professionals 2018 – Present

- Chair, Faculty Senate Outstanding Student Scholarship Selection Committee 2018 – Present
- Board of Directors, International Association of Innovation Professionals 2017 – Present
- Chair of the Finance & Compensation Committee, International Association of Innovation Professionals 2017 – Present
- Member of the FIT College of Business Advisory Board Strategic Planning Committee 2017 – Present
- Chair of the Faculty Senate Tenure Exploration Committee 2017 – Present
- Assistant Director, Center for Innovation Management & Business Analytics 2016 – Present
- President of the Faculty Senate, Florida Institute of Technology 2016 – 2017
- Member of the Florida Institute of Technology President's Cabinet 2016 – 2017
- Member of the Florida Institute of Technology Budget Committee 2016 – 2017
- Member of the Florida Institute of Technology Patent Committee 2016 – Present
- Member of the Florida Institute of Technology Wellness Committee 2016 – Present
- Faculty Senate Executive Committee member, Florida Institute of Technology 2016 – Present
- Faculty Senate Faculty Welfare Committee 2016 – Present
- Faculty Senate Faculty Handbook Committee 2016 – Present
- Faculty Co-Advisor, InterVarsity Christian Fellowship 2016 – Present
- Faculty Senate Outstanding Student Scholarship Selection Committee 2016 – Present
- Invited expert for a U.S. Department of Labor program data review for the Occupational Information Network, the federal program to describe work, workers, and the workplace for the nation. 2016
- Member of the Faculty Senate, Florida Institute of Technology 2014 – Present
- Invited Participant in the Florida Institute of Technology President's Strategic Planning Retreat 2016
- College of Business Faculty Development Committee (Member and/or Chair) 2014-2016
- College of Business Faculty Strategic Planning Committee Member 2014-2015
- College of Business Masters in Innovation & Entrepreneurship (MSIE) Degree Development Committee 2014-2015
- Founding Member, International Association of Innovation Professionals 2013 – Present
- Named a Fellow of the National Knowledge & Intellectual Property Management Task Force 2011
 - Fellow and a member of the Board of Directors with the K&IP task force. The K&IPM Task Force provides advice and services to the United Nations and the United States government in the area of Intellectual Property (IP) management and monetization of IP for corporate and GDP measures.
- Member of the Academy of Management (AOM) 2010 – 2013
 - Entrepreneurship Division
 - Technology and Innovation Management Division
 - Healthcare Management Division
- Member of the Society for Industrial and Organizational Psychology (SIOP) 2010 – Present
- Member of the Academy of Human Resource Development (AHRD) 2010 – 2012
- Member of the American Psychological Association (APA) 2010 – 2012
- Regenstrief Center for Healthcare Engineering (RCHE) Affiliated Faculty 2010 – 2011
- Member of the Base Certification Committee, International Association of Innovation Professionals 2013 – Present

- Created the first ever Certified Professional Innovator certification in the world
- Member of the Management of Certification Committee, 2015 – Present
International Association of Innovation Professionals
- Created the first ever Certified Innovation Manager certification in the world

WORK EXPERIENCE

- 2014 – **Florida Institute of Technology**
Present **Associate Professor of Management** (2017 – Present)
Asst. Director, Center for Innovation Management & Business Analytics (2016– Present)
Assistant Professor of Management (2014 – 2017)
Responsibilities included teaching graduate and undergraduate courses, performing research at a Top Tier private university, publishing findings from research in peer refereed journals and books, engaging private industry to provide expertise through consulting, securing external funding through federal, state and local sources, serving the University, and providing outreach to the local community representing Florida Tech.
- My discovery, learning, and engagement expertise and interests focus on how new and innovative technologies can be applied to the human capital aspect of entrepreneurial and small/medium sized businesses to increase efficiency, effectiveness, and overall performance.
- 1997 – **Integra Management Associates, LLC.**
Present **President & Chief Executive Officer**
Responsibilities: Provide management, innovation, intellectual property portfolio, government contracting, and industrial-organizational psychology consulting services to a variety of private and public-sector clients. Perform detailed analysis of patent portfolios to determine their focus and scope and to make purchase recommendations regarding the patent portfolios for my client. Served as a member of the National Knowledge & Intellectual Property Taskforce and the Taskforce Chair for Data Development.
- 2011 – **Xtreme Alternative Defense Systems, Anderson, Indiana**
2014 **Chief Operating Officer**
Responsibilities: Oversee corporate operations and manage the company’s intellectual property portfolio; Developing and implementing corporate policies and procedures; Strategic planning and leadership; Financial planning and management, Contract and proposal development; Forecasting/modeling; Operations and risk management; Implementing Human Resources practices and benefits; and Interacting with clients in all phases of business development, client management, and contract management. Teamed with the President/CEO and CTO to craft the organizational vision, mission, & goals.
- \$15MM annual revenue
 - Wrote and won a \$3MM Department of Defense Research award; Funded in 2012
 - Lead for \$17.5MM in DoD research proposals & \$8MM in DoD contract proposals

- 2009 – **Purdue University, West Lafayette, Indiana**
2011 **Department of Technology Leadership & Innovation**
Assistant Professor, Tenure Track
Stationed as a Purdue faculty at the Flagship Enterprise Center (a startup incubator) to interface with the innovation center Director, staff and corporate tenants. Responsibilities included teaching graduate and undergraduate courses, performing research at a Tier 1 research university, publishing findings from research in peer refereed journals and books, engaging private industry to provide expertise through consulting, securing external funding through federal, state and local sources, serving the University through committee participation, and providing outreach to the local community as a representative of Purdue.
- Selected as the Outstanding Non-tenured Faculty member in Technology Leadership and Innovation in 2010
 - My discovery, learning, and engagement expertise and interests focused on how technology impacts innovation in the workplace, especially in small and medium sized businesses. Specifically, my research focused on how new and evolving technologies could be applied to process improvement and management efforts in entrepreneurial and small/medium sized businesses to increase efficiency, effectiveness, and overall performance.
 - Instructor for Technology Leadership & Innovation courses: TLI 274 (Applied Leadership in Business Organizations); TLI 284 (Leadership Principles); TLI 345 (Critical Thinking in Organizations); TLI 351 (Entrepreneurship & Innovation); TLI 450 (Project Management); TLI 581 (Strategic Planning and Marketing)
 - Served on the College of Technology Strategic Plan Implementation Committee for Technology Transfer, Commercialization and Entrepreneurship
- 2008 – **CSS, Inc., Fort Worth, Texas**
2009 **Chief Operating Officer**
Responsibilities: Managed corporate operations; Developed and implemented corporate policies and procedures for a small start-up corporation; Strategic planning and leadership; Financial planning, forecasting/modeling; Operations and risk management; Implemented Human Resources practices and benefits; and Interacted with clients in all phases of business development, client management, and contract management. Teamed with the President and CIO to craft the organizational vision, mission, and goals.
- 1999 – **SkillsNET Corporation, Waxahachie, Texas**
2008 **Chief Skills Officer & President, SkillObject Technologies** 2005 – 2008
Executive Vice President & Chief Skills Officer 2004 – 2005
Senior Vice President & Chief Skills Officer 2003 – 2004
Vice President & Chief Skills Officer 2002 – 2003
Vice President, Standards & Credentialing Systems 1999 – 2002
Responsibilities: Provided strategic leadership; Managed external corporate funded research and development (\$500K annual budget); Managed intellectual property portfolio development, management, and protection efforts (inventor on 13 patents); Developed, managed and supervised research for a staff of 50 internal masters and doctoral level scientists (\$3.5MM annual budget). Additionally, I drafted and/or participated in drafting over 10

contracts with clients totaling in excess of \$44M; Interfaced with legal counsel on a variety of legal efforts and spearheaded the customer-focused vision and design for new information technology products. Other responsibilities included interacting with clients in all phases of business and client development, contracting, collaboration, and system implementation, and management of all consulting efforts. Finally, I also authored 7 journal articles, 25 scientific and technical reports, more than 50 technical white papers, and gave thirteen conference presentations, many surrounding the application of O*NET in practice.

I joined SkillsNET in 1999 as the second employee of the company. In 2006, SkillsNET was recognized as one of the top 500 fastest growing companies in the United States by Inc. Magazine (#270), and was recognized as one of the top 100 small companies in the Dallas Metroplex by the Dallas100 Organization and Southern Methodist University's Executive MBA Program (#72).

ENTREPRENEURISM AND INNOVATION EDUCATION ACTIVITIES

KEEN Implementation Catalyst (KIC) Team Member 2015 – 2016
Served as a member of the team implementing the \$276,000 KEEN grant on the campus of the Florida Institute of Technology. Activities include planning, approving and executing various student and faculty led initiatives to improve engineering education and to integrate an entrepreneurial mindset in engineering education.

KEEN Innovation Challenge Supervising Faculty Member 2015 – 2016
Supervised students during completion of weekly innovation challenges for all students at the Florida Institute of Technology. The Innovation Challenges brought students from all colleges and majors to work together to ideate, design, prototype and create a physical solution to a problem presented to the students in a 1-hour, fast-paced format.

KEEN ICE Workshop for Developing Entrepreneurially-minded Learning Modules 2016
Participated in a multi-day professional development seminar to learn, practice using and implement additional advanced pedagogical techniques beyond those covered in the 2015 training.

KEEN Curriculum Enhancement Workshop 2015
Participated in a multi-day professional development seminar to learn, practice using and implement advanced pedagogical techniques to incorporate an entrepreneurial mindset in courses.

KEEN CoE-CoB Joint New Student Orientation 2015
Assisted in executing an energetic, informative new student orientation for all College of Engineering and College of Business incoming freshmen. Over 350 new students spent multiple hours learning about innovation and the entrepreneurial mindset as well as toured numerous campus facilities such as the Small Business Incubator, the FabLab, the Student Design Center, and others.

PROFESSIONAL INTERESTS

Innovation Management
Entrepreneurism
Leadership
Small Business Management
Organizational Culture
Process Improvement
Industrial-Organizational Psychology
Intellectual Property Development/Management
Job/Task Analysis

EDUCATION

Doctor of Philosophy in Human Resource Development at Texas A&M University.

Areas of specialty: Training and Development, Job/Task Analysis, Evaluation.

Doctoral Dissertation entitled, "Occupational Information Network (O*NET) Skill Levels as a Basis for Skill Standards for County Jail Correctional Officers in the State of Texas."

Master of Science, Thesis option in Training and Human Resource Development at the University of Illinois at Urbana-Champaign.

Areas of special interest include Training, Evaluation, and Total Quality Management.

Masters thesis entitled, "Quality Related Roles of Human Resource Development Professionals in Companies that Successfully Utilize Total Quality Management."

Bachelors of Science in Secondary Agriculture Education and Agriculture Honors at the University of Nebraska-Lincoln. Magna Cum Laude. Undergraduate honors thesis completed.

LICENSES AND CERTIFICATIONS

2017	Certified Chief Innovation Officer (CINO)
2017	Certified Professional Innovator – Design Thinking (CPI-DT)
2017	Certified Professional Innovator – Methods & Tools (CPI-MT)
2017	Certified Management of Innovation (CMI)
2016	Certified Professional Innovator (CPI)
1999 – 2008	Certified Skills Analyst & Certified National Skills Analyst Trainer
1996	Advanced Curriculum Development Certification from the Texas Engineering Extension Service

INVENTIONS & PATENTS

System and Method for Defining Occupational-Specific Skills Associated with Job Positions (**5 Patent Applications as Inventor**)

System, Method, and Computer Readable Medium for Creating, Editing, and Utilizing Human Capital Objects (**3 Patent Applications as Inventor**)

System, Method, and Computer Readable Medium for Enhancing Organizational Effectiveness Through Optimization of Professional and Personal Development (**2 Patent Applications as Inventor**)

System and Method for Defining Estimated Item Importance (**1 Patent Application as Inventor**)

System and Method for Defining Estimated Task Importance (**1 Patent Application as Inventor**)

GRANT ACTIVITIES SUMMARY

Total of Grant / Award Monies Obtained:	\$ 3.6MM
Total of Grant / Award Applications (Funded and Unfunded):	\$ 25.5MM
Total Grant / Awards (Funding Agent & Program Officer):	\$ 1.4MM
Total Grant / Awards (Proposal Reviewer):	\$ 30K

FUNDED GRANT / AWARD ACTIVITIES

- 2015 – **General Electric Strategic Innovation Training**
2016 Co-PI. \$75,000. Provided consulting to assist the General Electric Transportation Division to increase their level of innovativeness. Saved GE over \$2MM in planned project costs.
- 2012 – **Xap™ Technology IED Detect & Pre-Detonation Characterization**
2014 Awarded by the Office of Naval Research. \$3,000,000
Principle Investigator. Details of the contract deliverables are Classified by the U.S. Department of Defense.
- 2011 – **PLM Competency Profile Implementation**
2012 Awarded by the PLM Center. \$30,000
Principle Investigator. In the past, PLM research efforts have focused on procedures and technology, with little focus on the people involved. The research resulted in Competency profile for PLM practitioners, with its components linked to terminal learning objectives of a national PLM certification program. The outcomes impacted preparation for PLM Practitioners nationwide.
- 2010 – **Efficacy of Monitoring Devices in Reducing Damaging Sound Levels in Neo-Natal Intensive Care Units**
2011 Awarded by the Regenstrief Center for Healthcare Engineering. \$39,997
Co-Principle Investigator
Research has shown that elevated sound pressure levels have an extremely detrimental effect on the physiological health of NICU patients. Using newly developed sound-pressure monitoring and feedback technology, I identified methods to modify behaviors of those persons in proximity to the NICU babies in an effort to reduce sound pressure levels and thus

improve the developmental opportunities of the at-risk infants. The research has incredible significance and promise to positively impact workforce development procedures, generate innovation in equipment and facility design, positively impact the development of the NICU babies, and to revolutionize accepted medical policies and processes and Standards of Care.

2010 – **Command Post of the Future (CPoF)**

2011 Awarded by the Army Research Institute. \$30,000

Principle Investigator. This research focused on identifying the collaborative activities that Brigade and Unit level commands and soldiers perform in planning, executing and managing battlefields. Additionally, the research identified potential revisions to the Command Post of the Future software system used by the U.S. Army, so that the software could be modified to better support collaborative activities. The outcomes of the project will have a positive impact on soldier battle-preparation training and soldier battle safety.

2009 – **PLM Cross-Functional Certification and Training: Efficacy and Competency Profile.**

2010 Awarded by the PLM Center. \$30,000

Principle Investigator. In the past, PLM research efforts have focused on procedures and technology, with little focus on the people involved. The research resulted in a Knowledge, Skill, and Ability (KSA), Detailed Work Activity (DWA) profile for PLM practitioners. Additionally, the project resulted in a list of occupations in the U.S. economy with similar KSA and DWA requirements as those identified for PLM practitioners. The outcomes impacted preparation for PLM Practitioners nationwide with potential impact to certification efforts.

1998 – **Customer Service Specialist Skill Standards Development Project.**

1999 Awarded by the Texas Higher Education Coordinating Board. \$75,000

Served as Project Director, with supervision and oversight responsibilities for the development of skill standards for Customer Service Specialists in Telecommunications and Information Technology Industries in Texas. Additionally, the project pilot tested new methodologies that were to be used for developing skill standards for all occupations in Texas in the future.

1997 – **Telecommunications Maintenance Technician Skill Standards Development Project.**

1998 Awarded by the Texas Higher Education Coordinating Board. \$98,000

Served as Co-Project Director, with supervision and oversight responsibilities for the development of skill standards for Telecommunications Maintenance Technician in Texas. Additionally, the project pilot tested a revised methodology that was used for developing skill standards for all occupations in Texas in the future.

1996 – **Texas Corrections Officer Curriculum Development Project.**

1997 Awarded by the Texas Higher Education Coordinating Board. \$69,200 [Co-author]

Served as Project Advisor, with supervision and oversight responsibilities for the development of skill standards based curriculum for Corrections Officers in the county jails and state prisons in Texas.

- 1996 – **Texas Corrections Officer Skill Standards Project.**
1997 Awarded by the Texas Higher Education Coordinating Board and the Texas Education Agency. \$82,100
Served as Project Director, with supervision and oversight responsibilities for the development of skill standards for Corrections Officers in the county jails and state prisons in Texas. The project pilot tested a methodology that was modified and used in subsequent project for developing skill standards for all occupations in Texas.

GRANT ACTIVITIES – AS FUNDING AGENT/PROGRAM OFFICER

- 2006 – **Support for Job Analysis and Reorganization for the Department of Defense**
2007 University of Oklahoma
Funded Amount: \$340,514
Role: Funding Agent / Program Manager
- 2006 – **Industrial-Organizational Psychology Applied Research & Development**
2007 University of Nebraska at Omaha
Funded Amount: \$119,914
Role: Funding Agent / Program Manager
- 2006 – **Industrial-Organizational Psychology Applied Research & Development**
2007 Northern Illinois University
Funded Amount: \$78,708
Role: Funding Agent / Program Manager
- 2005 – **Support for Job Analysis and Reorganization for the Department of Defense**
2006 University of Oklahoma
Funded Amount: \$784,000
Role: Funding Agent / Program Manager
- 2005 – **Industrial-Organizational Psychology Applied Research & Development**
2006 University of Nebraska at Omaha
Funded Amount: \$108,454
Role: Funding Agent / Program Manager

GRANT PROPOSAL REVIEWER

- 1996 **Technology Assistance Grants for Accessing the World Wide Web.**
Awarded by the Texas Literacy Resource Center.

GRANT APPLICATIONS SUBMITTED (only past three years)

- 2017 ***Wellness in Free Enterprise: The impact of cronyism*** (Submission Sept. 2017)
Charles G. Koch Foundation.
Status: Pending submission. \$249,000
Role: Co-Principle Investigator.

JOURNAL EDITORIAL AND EDITORIAL REVIEW BOARD ACTIVITIES

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| Senior Editor, International Journal of Innovation Science | (2013 – Present) |
| Reviewer, Journal Management Decision | (2017 – Present) |
| Reviewer, The International Journal of STEM Education | (2016 – Present) |
| Reviewer, Journal of Small Business and Entrepreneurship | (2010 – 2013) |
| Reviewer, The International Journal of Engineering Research and Innovation | (2009 – 2012) |
| Reviewer, The International Journal of Modern Engineering | (2009 – 2012) |
| International Review Board, Technology Interface International Journal | (2009 – 2012) |

PUBLISHED PEER REVIEWED JOURNAL ARTICLES

- Sandall, B. K., **Sandall, D. L.**, & Walton, A. (2018). Educators' Perceptions of Integrated STEM: A Phenomenological Study. *Journal of STEM Teacher Education* 53(1), 27-42.
- Walton, A., Glassman, B., **Sandall, D.** (2016). Increasing innovation through engagement: A critical review of an idea stock market and idea management system. *International Journal of Business and Social Science*, 8(4).
- Laux, C., Walton, A., Van Epps, A., **Sandall, D.**, & Cooper, D. (2015). Gateway experiences to engineering technology: Development of an introductory course. *Journal of STEM Teacher Education*, 50(1), 91-103.
- Glassman, B., Walton, A. & **Sandall, D.** (2012). Venture valuation. In Marvel, M. (Ed.), *Encyclopedia of New Venture Management* (pp. 465-466). Thousand Oaks: Sage Publishing.
- Walton, A., DeVaney, S., & **Sandall, D.L.** (2012). Graduate students' perceptions of privacy and closed circuit television. *International Journal of Technology and Human Interaction*, 7(3), 50-69.
- Brown, M., **Sandall, D.**, & Henderson, J. (2009). Level III data definition for HSI practitioners and consumers. *Proven Beyond the Process* (1)2.
- Reiter-Palmon, R., Brown, M., **Sandall, D. L.**, Buboltz, C. B., & Nimps, T. (2006). Development of an O*NET web-based job analysis and its implementation in the U.S. Navy: Lessons learned. *Human Resource Management Review*, 16(3), 294 – 309.
- Leach, J.A. and **Sandall, D.** (1995). Required business skills for training professionals. *Journal of Industrial Teacher Education*, 32(4).
- Leach, J. A., Kovanic, N., Rak, A. and **Sandall, D.** (1994, November). Identifying critical characteristics among outstanding trainers in industry. *Campus Research Board, University of Illinois, Champaign, IL.*

SCHOLARLY BOOKS / SCHOLARLY BOOK CHAPTERS AUTHORED

Walton, A., Grieves, M., **Sandall, D.**, & Breault, M. (2017). Developing a Unified Product Lifecycle Management Value Model, in R. Harik, L. Rivest, A. Bernard, A. Bouras, & B. Eynard, (Eds.), *Product Lifecycle Management 2016, IFIP AICT 492*, pp. 569-578. Springer publishing. DOI: 10-1007/978-3-319-54660-5_51

Sandall, D.L., Henderson, J., Reiter-Palmon, R., Brown, M., & Homan, S.R., (2012). A comprehensive, interactive, web-based approach to job analysis: The SkillsNET methodology. In M. A. Wilson, W. Bennett Jr., S. G. Gibson, & G. M. Alliger (Eds.), *The handbook of work analysis: Methods, systems, applications, and science of work measurement in organizations* (pp. 527—549). New York, NY: Routledge Taylor & Francis Group.

- This book chapter was written at the invitation of Dr. Ed Fleishman, the Series Editor of the Human Performance and Productivity Series for Routledge Psychology Press and a Fellow and Past President of the American Psychological Association.

Walton, A.L.J., **Sandall, D.L.**, Leach, S.E., & Alenskis, B.A. (2011). *Introduction to Engineering Technology*, Pearson Education, New York. ISBN 978-1-256-07225-6.

- The book was adopted at four Purdue Statewide Technology locations, totaling over 120 annual adoptions.

Yukl, G., **Sandall, D.L.**, Walton, A. & Knight, A. (Edition years 2010, 2011). *Leadership in organizations*, 2nd Ed, Pearson Education, New York. ISBN: 978-1-256-13210-1. In print and national distribution from 2010-2014.

- The book was adopted at two university campuses and two Purdue Statewide Technology locations, totaling over 1000 annual adoptions. Author contributions include co-authoring 320 pages of unique material distributed across the textbook's 15 chapters. The unique material authored includes explanations and applications of leadership theories, further readings and citations on relevant theories, content review guides, explanatory models, frameworks and graphics, and pedagogical materials to drive student mastery of concepts.

CONFERENCE / SYMPOSIUM PROCEEDINGS PAPERS OR ABSTRACTS

Sandall, D. & Walton, A. (2019). *Educating & Certifying ISO Innovators*. In Morris. L. & Olmstead, I. *Disruption: Preparing for Tomorrow: Conference Proceedings of Innova-Con 2019*. International Association of Innovation Professionals; Sugar Land, TX.

Walton, A., & **Sandall, D.** (2019). *Elements of ISO*. In Morris. L. & Olmstead, I. *Disruption: Preparing for Tomorrow: Conference Proceedings of Innova-Con 2019*. International Association of Innovation Professionals; Sugar Land, TX.

Sandall, D.L. & Walton, A. (2016, February). *Methodological implications for HRD practice from refining a Detailed Work Activity job profile*. Paper presented at the 2016 Academy of Human Resource Development International Research Conference in the Americas, Jacksonville, FL.

Walton, A. & **Sandall, D.L.** (2016, March). *How professions mature: The growing demand for certified professional innovators*. Paper presented at the 2016 Industry, Engineering & Management Systems conference. Cocoa Beach, FL.

- Sandall, D.L.** & Walton, A. (2016, March). *Enhanced work description for HRD through Detailed Work Activities*. Paper presented at the 2016 Industry, Engineering & Management Systems conference. Cocoa Beach, FL.
- Laux, C., Walton, A., **Sandall, D.**, Van Epps, A., Deranek, K., Homkes, R. & Leach, S. (2011, June). *Gateway experiences to engineering technology: development of an introductory course*. In the ASEE 2011 Annual Conference and Exposition; Vancouver, Canada
- Sandall, D.L.**, Walton, A., Bowen, E., & Henderson, J. (2011, April). *O*NET detailed work activities: Deficiencies in the framework?* Paper presented at the Society for Industrial and Organizational Psychology 2011 Annual International Conference. Chicago, IL.
- Sandall, D.L.**, Walton, A. (2011, April). *Adequacy of O*NET work styles and detailed work activities*. Symposium at the Society for Industrial and Organizational Psychology 2011 Annual International Conference. Chicago, IL.
- Sandall, D.L.** & Walton, A. (2011, February). *O*NET detailed work activities: Applications for HRD*. Paper presented at the 2011 Academy of Human Resource Development International Research Conference in the Americas, Chicago, IL.
- Sandall, D.L.** & Walton, A. (2010, October). *O*NET detailed work activities: The impact for engineering management practices*. Paper presented at the 2010 Association of Technology Management and Applied Engineering Conference, Panama City Beach, FL.
- Walton, A., Glassman, B., Sparer, T., & **Sandall, D.** (2010, October). *Deploying controlled idea-generation and idea-management processes*. Paper presented at the 2010 Business Innovation Conference and Exhibition, Wheaton, IL.
- Sandall, D.L.**, Walton, A., & Henderson, J. (2010, February). *Occupational Information Network detailed work activities: What does the future hold?* Paper presented at the 2010 Academy of Human Resource Development International Research Conference in the Americas, Knoxville, TN.
- Homan, S.R., and **Sandall, D.L.** (2003). An analysis of the results of an occupational information network (O*NET) curriculum needs assessment performed by the faculty of the Organizational Leadership and Supervision Department at Purdue University. Paper published in the proceedings of the 2003 annual Conference of the Association of Leadership Educators. Anchorage, AK.
- Homan, S. & **Sandall, D.** (2003). A case study of how Hawaii's Department of Career and Technical Education is aligning business workplace learning needs with local education providers. Paper published in the proceedings of the 3rd annual University of Hawaii International Conference on Business. Honolulu, HI.
- Homan, S. & **Sandall, D.** (2001). Introduction to utilizing the U.S. Department of Labor's occupational information network (O*NET) taxonomy to provide on-target curriculum based on a revolutionary job analysis practice. Paper published in the proceedings of the annual CBFA Conference. Bourbonnais, IL.

CONFERENCE POSTER PRESENTATIONS

- Walton, A. & **Sandall, D.L.** (2011). *The missing link: PLM practitioner competencies*. Poster presented at the 2011 Advanced Manufacturing Summit, West Lafayette, IN.

Sandall, D.L. & Walton, A. (2010, May). *The human side of PLM practitioners: Core KSAs and competencies*. Poster presented at the Advanced Manufacturing Summit 9, Purdue University, West Lafayette, IN.

Sandall, D.L. & Walton, A. (2010). *The human side of PLM practitioners: Core KSAs and competencies*. Poster presented at the 2010 Advanced Manufacturing Summit, West Lafayette, IN.

CONFERENCE, MEETING, & INVITED PRESENTATIONS

Walton, A., & **Sandall, D.** (2019). *ISO 56000 – Innovation Management System: Standard Development & Working Group Framework*. Innova-Con 2019; International Association of Innovation Professionals. U.S. Chamber of Commerce; Washington D.C.

Sandall, D. & Walton, A. (2019). *ISO 56000 – Innovation Management System: IAOIP ISO TAG University Model*. Innova-Con 2019; International Association of Innovation Professionals. U.S. Chamber of Commerce; Washington D.C.

Sandall, D.L. (2018, August). *Innovating in HR: Harnessing Revolutionary Technologies to Increase Effectiveness and Reduce Risk*. Paper presented at the 2018 HR Florida Conference. Orlando, FL.

Sandall, D.L., Sandall, B.K., & Walton, A. (2018, March). *Innovation in Integrated STEM Education*. Paper presented at the 2018 Industry, Engineering & Management Systems conference. Cocoa Beach, FL.

Walton, A., **Sandall, D.L.**, and Phillip-Jackson, K. (2018, March). *Modeling the Benefit and Impact of Product Lifecycle Management Through Grounded Theory to Justify a Firm's Return on Investment*. Paper presented at the 2018 Industry, Engineering & Management Systems conference. Cocoa Beach, FL.

Sandall, D.L. & Walton, A. (2017, March). *Innovations in Web-based Job Analysis for Organizational Management*. Paper presented at the 2017 Industry, Engineering & Management Systems conference. Cocoa Beach, FL.

Sandall, D.L., Walton, A., & Hoyt, C. (2017, March). *The Creative Climate and Ideation Potential of Employees*. Paper presented at the 2016 Industry, Engineering & Management Systems conference. Cocoa Beach, FL.

Walton, A., **Sandall, D.L.**, & Sedor, C. (2017, March). *University Responses to the Resurging Demand for Engineering Technology*. Paper presented at the 2017 Industry, Engineering & Management Systems conference. Cocoa Beach, FL.

Sandall, D.L. (2016, August). *State of the faculty body at Florida Institute of Technology*. Presented at the 2016 General Assembly of the Faculty of the Florida Institute of Technology, Melbourne, FL.

Walton, A., Grieves, M., **Sandall, D.**, & Breault, M. (2016, July). *Developing a Unified Product Lifecycle Management Value Model*. Presented at PLM 16, The IFIP International Conference on Product Lifecycle Management, Columbia, SC.

Sandall, D.L. & Walton, A. (2016, March). *Innovation education: the need for academic standards*. Presented at Innova-Con – the annual conference of the International Association of Innovation Professionals, Boston, MA.

- Sandall, D.L.** (2016, February). Knowledge, Skill, Ability and Competency Constructs Applicable to Innovation Professionals. Presented at Florida Institute of Technology College of Business Research Colloquium, Melbourne, FL.
- Morkos, B., Sen, C., Walton, A., **Sandall, D.**, Stanfield, P., Kelly, J., Mondry, M., Brookstein, D., Eberhardt, Al, Wasko, M. (2016, January). *Towards increasing the number of innovation and entrepreneurship faculty mavericks: Enhancing the traditional faculty work model*. Presented at the 2016 VentureWell Open Conference, Phoenix, AZ.
- Sandall, D.L.** & Walton, A. (2015, March). *An innovation-based approach for human capital management: The PLM practitioner profile*. Paper presented at the 2015 Industry, Engineering & Management Systems conference. Cocoa Beach, FL.
- Walton, A. & **Sandall, D.L.** (2015, March). *The science of innovation: The case for professional standards*. Paper presented at the 2015 Industry, Engineering & Management Systems conference. Cocoa Beach, FL.
- Walton, A., **Sandall, D.**, Trusko, B. & Friedman, L. (2015, March). *Big hairy audacious challenge, a call for innovation*. Presented at Innova-Con – the annual conference of the International Association of Innovation Professionals, Houston, TX.
- Walton, A. & **Sandall, D.L.** (2011, April). *PLM practitioner profile: Expanding the competencies*. Presented to the Industrial Advisory Board – Product Lifecycle Management Center of Excellence, Purdue University, West Lafayette, IN.
- Walton, A. & **Sandall, D.L.** (2011, February). *Efficacy of monitoring devices in reducing damaging sound levels in neonatal intensive care units (NICUs)*. Presentation to the Regenstrief Center for Healthcare Engineering Speaker's Series. West Lafayette, IN.
- Sandall, D.L.**, & Walton, A.L.J. (2010, April). *PLM practitioners: Core KSAs and competencies*. Presented to the Industrial Advisory Board – Product Lifecycle Management Center of Excellence, Purdue University, West Lafayette, IN.
- Homan, S.R., Warneka, A., & **Sandall, D.** (2010, May). *Perceptions of Students and Faculty Regarding the Implementation of Second Life 3D Virtual Technology into a Traditional Large Lecture Format Class*. Presented at the Computers and Writing 2010: "Virtual Worlds" @ Purdue conference, West Lafayette, IN.
- Homan, S.R., Goodrich, T., **Sandall, D.L.**, Hurt, A., & Norton, A. (2009, August). *Purdue University in Second Life: A case study*. Paper presented at the Second Life Community Convention, San Francisco, CA.
- Sandall, D.L.** (2003, November). Managing the changing nature of work: Online SkillObject® job/task analysis system being used by the U.S. Navy. Presentation to the International Military Testing Association Conference, Pensacola, FL.
- Sandall, D.L.** (2003, April). Managing the changing nature of work: Online SkillObject® job/task analysis system. Presentation to the 13th Annual International Occupational Analysis Workshop, San Antonio, TX.
- Sandall, D.L.** (2003, April). Workforce optimization. Presentation to the Association of Career and Technical Educators Region IV Conference, Hot Springs, AR.

- Brown, M.L., **Sandall, D.L.**, and Reiter-Palmon, R. (2002, April). Defining work with fidelity: O*NET-centric navy IT worker requirements. Symposium conducted at the 17th Annual International Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
- Sandall, D.** (1998, October). Skill standards: An exciting system for industry, education, and workers. Presentation to the College of Education, Texas A&M University, College Station, TX.
- Sandall, D.** (1998, October). Skill standards as selection and training criteria for high tech occupations. Presentation at the Career and Technology Administrators of Texas Conference, Fort Worth, TX.
- Sandall, D. & Stenning, W.** (1998, October). Skill standards task analysis for workforce training. Presentation to the American Society for Training and Development, Brazos Valley Chapter meeting, College Station, TX.
- Sandall, D. L., Nobles, D., Jones, S., & Withycombe, J.** (1998, April). Skill standards – A round table discussion. Texas Tech-Prep/School-to-Work Conference, Fort Worth, TX.
- Sandall, D. L., Nobles, D., Jones, S., & Withycombe, J.** (1998, March). Skill standards in Texas – An update. Presentation at the Texas Tech-Prep/School-to-Work Conference, Fort Worth, TX.
- Sandall, D. L. & Stenning, W. F.** (1997, October). Skill standards & workforce education – Building a better workforce. Presentation at the National Council on Occupational Education conference, San Antonio, TX.
- Chaparro, A., Nobles, D., Pringle, R., & **Sandall, D.** (1997, March). Skill standards: Building a quality workforce for Texas – A recommended Texas Model. Presentation at the Texas Tech-Prep/School-to-Work Conference, Austin, TX.
- Sandall, D., Lewis, A., & Gutierrez, M.** (1997, March). Skill standards: What’s going on. Presentation at the Texas Tech-Prep/School-to-Work Conference, Austin, TX.
- Fritz, S. & **Sandall, D.** (1995, March). Effective recruiting strategies for agriculture education majors. Presentation at the Central States Annual Research Conference in Agriculture Education, St. Louis, MO.

FUNDED PUBLISHED / UNPUBLISHED TECHNICAL & CONSULTING REPORTS

- Sandall, D.L. & Henderson, J.** (2019, March). Detailed Work Activity Taxonomical Revision. C4EO, Austin, TX.
- Sandall, D.L. & Henderson, J.** (2019, March). Expanding the Taxonomical Linkages of Detailed Work Activity to O*NET-SOC Occupations. C4EO, Austin, TX.
- Sandall, D.L. & Henderson, J.** (2019, February). Expert Rating of Detailed Work Activities for O*NET-SOC Occupations. C4EO, Austin, TX.
- Sandall, D.L. & Henderson, J.** (2019, March). Mapping of a Detailed Knowledge Taxonomy to a Detailed Work Activity Taxonomy. C4EO, Austin, TX.
- Sandall, D.L. & Henderson, J.** (2019, March). Workplace Essential Skill Taxonomical Revision. C4EO, Austin, TX.

- Sandall, D.L. & Henderson, J.** (2018, September). Development of an Enhanced Military Occupation Classification Civilian Occupation Crosswalk. C4EO, Austin, TX.
- Sandall, D.L. & Henderson, J.** (2018, June). Development of a Detailed Knowledge Taxonomy Linked to the U.S. Department of Labor's Occupational Information (O*NET) System. C4EO, Austin, TX.
- Sandall, D.L.** (2016, August). Creation of an Enhanced Military Occupation Code Crosswalk to O*NET-SOC Occupations. C4EO, Austin, TX.
- Sandall, D.L.** (2016, August). Texas Extreme Detailed Work Activities Review and Refinement. C4EO, Austin, TX.
- Sandall, D.L.** (2016, February). Major SOC Linkage Review and Refinement for Texas DWA Library. C4EO, Austin, TX.
- Sandall, D.L.** (2016, January). Integrating U.S. Department of Labor Detailed Work Activities with Texas DWAs and Supporting Work Elements. C4EO, Austin, TX.
- Walton, A. & **Sandall, D.L.** (2016, January). Jointless Track Circuit Business Case. GE Transportation, Melbourne, FL. Funded \$75,000. *
- Sandall, D.L.** (2015, November). O*NET Detailed Work Activities Integrated to Texas Work Activities and SOC linkages. C4EO, Austin, TX.
- Sandall, D.L.** (2015, May). O*NET Intermediate Work Activities linked to O*NET Generalized Work Activities. C4EO, Austin, TX.
- Sandall, D.L.** (2015, May). Texas Detailed Work Activities linked to O*NET Generalized Work Activities. C4EO, Austin, TX.
- Sandall, D.L.** (2015, May). Texas Detailed Work Activities linked to O*NET Intermediate Work Activities. C4EO, Austin, TX.
- Sandall, D.L.** (2014, July). Learning Objectives linked to Workplace Basic Skills statements by industry cluster. C4EO, Austin, TX.
- Sandall, D.L.** (2014, July). Primary Workplace Basic Skills for Detailed Work Activities as related to Standard Occupation Classification (SOC) Occupations. C4EO, Austin, TX.
- Sandall, D.L., Busby, R., Howe, V.** (2014, November). Xap Technology Business Case Analysis Final Report. Xtreme Alternative Defense Systems, Anderson, IN.
- Sandall, D.L., Busby, R., Howe, V.** (2014, September). Xap Technology IED Characterization Final Report. Xtreme Alternative Defense Systems, Anderson, IN.
- Sandall, D.L., Busby, R., Howe, V.** (2014, March). CDRL Progress Report for CDRL A002 Command Wire Detect. Xtreme Alternative Defense Systems, Anderson, IN.
- Sandall, D.L., Busby, R., Howe, V.** (2014, March). CDRL Progress Report for CDRL A004 IED Susceptibility. Xtreme Alternative Defense Systems, Anderson, IN.
- Sandall, D.L., Busby, R., Howe, V.** (2014, January). Tarantula MK1B Tarantula High Voltage Module Fault Detection Report. Xtreme Alternative Defense Systems, Anderson, IN.
- Sandall, D.L., Busby, R., Howe, V.** (2013, June). Tarantula High Voltage Module Thermal Management Report. Xtreme Alternative Defense Systems, Anderson, IN.

- Sandall, D.L.**, Busby, R., Howe, V. (2013, April). Tarantula High Voltage Module Air Flow Preliminary Report. Xtreme Alternative Defense Systems, Anderson, IN.
- Sandall, D.L.**, Busby, R., Howe, V. (2013, February). Tarantula MK1B2 Failure Analysis and Recommendations. Xtreme Alternative Defense Systems, Anderson, IN.
- Sandall, D.L.**, Busby, R., Howe, V. (2013, February). Tarantula MK1B2 System Endurance Testing. Xtreme Alternative Defense Systems, Anderson, IN.
- Sandall, D.L.**, Busby, R., Howe, V. (2011, July). Xap™ Counter-IED Neutralization Technology. Xtreme Alternative Defense Systems, Anderson, IN.
- Sandall, D.L.**, Busby, R., Howe, V. (2011, May). Dismounted Patrol Protection using StunStrike™ Xap Technology. Xtreme Alternative Defense Systems, Anderson, IN.
- Sandall, D.L.**, Busby, R., Howe, V. (2011, March). StunStrike® Xap Counter-IED Pre-Detonation Technology (By Means of Dudding or Pre-detonating of Blasting Caps. Xtreme Alternative Defense Systems, Anderson, IN.
- Sandall, D.L.**, Busby, R., Howe, V. (2011, January). StunStrike® TransXap IED Pre-Detonation System. Xtreme Alternative Defense Systems, Anderson, IN.
- Sandall, D.L.**, Busby, R., Howe, V. (2010, October). StunStrike™ Xap Command Wire Detection Technology. Xtreme Alternative Defense Systems, Anderson, IN.
- Walton, A. & **Sandall, D.L.** (2011). *Technical Report on the use of visually effective devices in monitoring damaging sound levels in neonatal intensive care units (NICUs)*. Sonicu, LLC., Anderson, IN.
- Conelly, S., Marcy, R., Licuanan, B., Brown, M.L., Lockart, E., Payne, D., Manning, R., and **Sandall, D.L.** (2004). *Analytic reports: Analyses and reporting for SkillObject job analysis and SkillMapper data*. Confidential White Paper circulated within the U.S. Navy Sea Warrior Command.
- Strange, J., **Sandall, D.L.**, and Brown, M.L. (2003). *SkillsNET job task analysis & SkillObject® classification system overview*. Unpublished White paper.
- Brown, M.L. and **Sandall, D.L.** (2003). *“SkillObjects”: An integrated standards-based sharable content system*. Unpublished White paper.
- Brown, M.L. and **Sandall, D.L.** (2003). *Business results through workforce development: Developing workforce competencies*. Unpublished White paper.
- Brown, M.L. and **Sandall, D.L.** (1999). *The KnowledgeObject vision*. Unpublished White paper.
- Sandall, D.L.**, Brown, M.L., and Reiter-Palmon, R. (1999). *Major steps and key points of the SkillObject® development process*. Unpublished White paper.

PROFESSIONAL COLLABORATIONS ON TECHNICAL & CONSULTING REPORTS

Center on Education Policy. (2017). *Building competencies for careers: Linking O*NET's occupational elements with deeper learning competencies*. Washington, DC: author.

- Invited collaborator; Participation acknowledged in the cited report.

QUOTATIONS AND REFERENCES IN MEDIA PUBLICATIONS

- Florida Institute of Technology. (2019, June 7). Walton, Sandall Speak at U.S. Chamber Event. *Florida Tech Now*, Retrieved: <https://now.fit.edu/2019/06/07/walton-sandall-speak-at-u-s-chamber-event/>.
- Gardner, L. (2018, August 7). Lots of people want to end tenure. This university wants to start it. *The Chronicle of Higher Education*, pp. A36.
- Kozatis, M. (2018, February 6). How you (yes you) can become a millionaire. *The Crimson*, pp. 4.

CURRENT IN REVIEW & WORKING PAPERS

- Vrgovic, P., **Sandall, D. L.**, & Walton, A. *Measuring employee-driven innovation: The Employee Innovation Climate Scale*. Manuscript ready for submission.
- Walton, A., **Sandall, D. L.**, & Phillip-Jackson, P. *Modeling the Benefit and Impact of Product Lifecycle Management through Grounded Theory to Justify a Firm Return on Investment*.
- Walton, A., **Sandall, D. L.**, & Phillip-Jackson, P., Hoyt., C. *A Linear Control Model for Managing the Idea Generation Process*.
- Sandall, D. L.**, Walton, A, & Henderson, J. A. *The Current State of the Science of Web-based Work Analysis*.

SYMPOSIA & CONFERENCE TRACK / SESSIONS CHAIRED

- Track Co-Chair. (2018, March). *Innovation Management*. 2018 Industry, Engineering & Management Systems conference. Cocoa Beach, FL.
- Panel Moderator. (2018, March). *Aligning Innovation with Strategy*. Innova-Con 2018 International Conference, Washington, DC.
- Track Co-Chair. (2017, March). *Innovation Management*. 2017 Industry, Engineering & Management Systems conference. Cocoa Beach, FL.
- Panel Moderator. (2017, March). *Innovation in the Government Sector*. Innova-Con 4 International conference, Washington, DC.
- Track Co-Chair. (2016, March). *Innovation Management*. 2016 Industry, Engineering & Management Systems conference. Cocoa Beach, FL.
- Session Chair in Entrepreneurism. (2011, August). Academy of Management International Conference. San Antonio, TX.
- Symposia Chair. (2011, April). *O*NET work styles and detailed work activities*. Symposium at the Society for Industrial and Organizational Psychology 2011 Annual Conference. Chicago, IL.
- Symposia Chair. (1998, November). *Let Industry Lead*. Symposium at the Texas Technology Skills Summit '98, Dallas, TX.

JOURNAL OR CONFERENCE PAPER REVIEW ACTIVITIES

- Member of the Program Committee and Reviewer, Doctoral Students Conference on Innovation Management, University of Novi Sad, Serbia, October, 2017
- Reviewer for the 2017 Academy of Management International Conference, Atlanta, GA (Entrepreneurship Division; Technology and Innovation Management Division)
- Reviewer for the 2015 Annual International Conference of the Society of Industrial-Organizational Psychology, Philadelphia, PA.
- Reviewer for the 2011 Academy of Management Conference, San Antonio, TX (Entrepreneurship Division; Technology and Innovation Management Division)
- Reviewer for the 2011 Academy of Human Resource Development International Research Conference in the Americas, Chicago, IL.
- Reviewer/Selection Committee member for the Cutting Edge Research Paper Award, 2011 Academy of Human Resource Development International Research Conference in the Americas, Chicago, IL.
- Reviewer for the 2011 Annual International Conference of the Society of Industrial-Organizational Psychology, Chicago, IL.
- Reviewer for the 2010 Academy of Human Resource Development International Research Conference in the Americas, Knoxville, TN.
- Reviewer/Selection Committee member for the Cutting Edge Research Paper Award, 2010 Academy of Human Resource Development International Research Conference in the Americas, Knoxville, TN.
- Reviewer for The 14th World Multi-Conference on Systemics, Cybernetics and Informatics (WMSCI 2010) in Orlando, FL.

GRADUATE COMMITTEE PARTICIPATION

- Chair, Doctoral committee of Coby True. Dissertation title “Team E-leadership: A Phenomenological Inquiry into Subordinate Perceptions of Career Development”, Florida Institute of Technology. Dissertation defense completed, June 2019.
- Member, Doctoral committee of Marshall Jones. Dissertation title “Situational Judgement Selection Test Utility: Implications for Police Turnover”, Florida Institute of Technology. Dissertation defense completed, July 2019.
- Member, Doctoral committee of Greg Connell. Dissertation title “Avoiding the Restart Button: Examining the Critical Factors of the Onboarding Process that Encourage Team Cohesion”, Florida Institute of Technology. Dissertation defense completed, February 2019.
- Chair, Doctoral committee of Sarah Christie. Dissertation title “Effect of a firm’s quality management system on receiving FDA non-compliance actions”, Florida Institute of Technology. Dissertation defense anticipated, April 2020.
- Member, Doctoral committee of Bruce Rideout. Florida Institute of Technology. TBD.
- Member for 2 M.S. Candidates, Purdue University, 2009-2010

- Member, Doctoral committee of Kathleen Luedtke-Hoffmann. Dissertation title “Identification of Essential Managerial Work Activities and Competencies of Physical Therapist Managers Employed in Hospital Settings”, Texas Women’s University. 2002.

TEACHING ACTIVITIES

Courses Taught at Florida Institute of Technology

BUS 5450	Organizational Behavior & Theory (Masters Level)
BUS 5458	Leadership Theory and Effective Management (Masters Level)
BUS 5455	Personnel Management (Masters Level)
BUS 5602	Essentials of Business Development 2 (Masters Level)
BUS 5137	Management of Engineering & Technology (Masters Level)
BUS 5138	Business Ethics (Masters Level)
MGT 5011	Management Theory and Thought (Masters Level)
MGT 5146	Management of Innovation (Masters Level)
BUS 4520	Leadership Theory and Practice (Undergraduate Level)
BUS 4503	Business Ethics (Undergraduate Level)
BUS 4502	Organizational Behavior & Theory (Undergraduate Level)
BUS 4011	Management Theory and Thought (Undergraduate Level)
BUS 3503	Human Resource Management (Undergraduate Level)

Courses developed or significantly modified:

2019	Florida Tech: BUS 5138 Business Ethics – Created course.
2019	Florida Tech: BUS 4503 Business Ethics – Created course.
2017	Florida Tech: MGT 5011 Management Theory and Thought – Created course.
2014	Florida Tech: BUS 4502 Organizational Behavior & Theory – Redesigned course delivery to include an expanded curriculum base, as well as pedagogical tools to increase learning gains, such as Jigsaw, Think-Pair-Share, Muddiest Point, On-Spot Presentations, etc.
2014	Florida Tech: BUS 3503 Human Resource Mgt – Created course.
2014	Florida Tech: BUS 4520 Leadership Theory & Practice – Created course.
2010	Purdue University: TLI 274 Applied Leadership in Business Organizations – Redeveloped the course as a combined synchronous/asynchronous distance learning delivery course.
2010	Purdue University: TLI 581 Strategic Planning and Marketing – Redeveloped the course for delivery in a weekend format where the class met three times during the semester with asynchronous learning between sessions.
2009	Purdue University: TLI 274 Applied Leadership in Business Organizations – Assisted in adding a significant Immersive Virtual World component to the course for virtual project work, recitation and student interaction.

Significant Program Development Activities:

Co-developed the business case and program of study for an Engineering Technology degree program for the Florida Institute of Technology.

Significant Teaching Activities:

Course Coordinator for Purdue University, TLI 284 – Leadership Principles (More than 1,000 students enrolled per year across 20 sections)

Member of the curriculum development team for TECH 105, Purdue University's gateway introductory course in the Engineering Technology bachelor's degree program in Statewide Technology. Designed, developed, and recorded TLI-related portions of the curriculum for TECH 105.

INTERNATIONAL EXPERIENCE

Provided training for professional innovators in the government and private sectors in Abu Dhabi, United Arab Emirates, 2018.

Foreign exchange student to Poland, 1990. Exchange sponsored by the United States Agency for International Development (USAID), and the International 4-H Council.

COMMUNITY/PROFESSIONAL ACTIVITIES, AWARDS, AND HONORS

Co-organizer, “Rise of the Rest” venture capital tour stop by Steve Case, Founder of America Online, at the Florida Institute of Technology, Melbourne, Florida, May 10, 2019.

Member, Board of Elders, First Church of God of Vero Beach, 2017 – 2019

Member, First Church of God Safety Ministry, 2015 – Present

Outstanding Non-tenured Faculty Award, Technology Leadership & Innovation, Purdue University, 2010

Director, Do Something! Community volunteerism campaign

Organized and managed a community-wide volunteer effort resulting in over 4,000 volunteer hours worked in a one-week period. Interfaced with the Mayor, Chairman of the Board of Public Works, and other governmental and civic leaders to implement the community volunteer effort.

Champions of Children volunteer, Waxahachie Independent School District

Board of Directors, SkillsNET Foundation (501(c)(3)), Waxahachie, Texas (2001 – 2008)

Odyssey of the Mind Coach, South Knoll Elementary School

William Chandler Bagley Fellow, University of Illinois

Nebraska Admiral (Nebraska's highest honor, and an honorary title bestowed upon individuals by approval of the Governor of Nebraska)

Mortar Board National Honor Society

Regents Scholar, University of Nebraska

SECURITY CLEARANCES

Secret level clearance from the U.S. Department of Defense (Active)