

# DAVID DESPLACES

School of Business& Economics  
College of Charleston  
5 Liberty Street, Suite 300  
Charleston, SC 29401

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desplacesd@cofc.edu  
307 Tate Center

## EDUCATION

CGBP	<b>Certified Global Business Professional</b> , NASBITE	June 2008
Ph.D.	<b>University of Rhode Island</b> , Kingston, RI College of Business Administration, Ph.D. in Business Administration, Concentration in <i>Management</i> Honors: Inducted into Beta Gamma Sigma Thesis Supervisor: Dr. Laura Beauvais	May 2004
MSE	<b>Syracuse University</b> , Syracuse, NY School of Education, Master of Science in <i>Instructional Design, Development &amp; Evaluation</i>	December 1999
ISMC	<b>Bentley College</b> , Waltham, MA Internet Systems Management Certificate	Summer 1998
MBA	<b>Bentley Graduate School of Business</b> , Waltham, MA Master of Business Administration, Concentration in <i>Finance</i>	May 1996
BS	<b>Bentley College</b> , Waltham, MA Bachelor of Science, Concentration in <i>Management with CIS Minor</i> Honors: Management Honors Program recipient, 1994 Dean's Award recipient, Dean's list for 5 semesters, Falcon Honor Society member, Who's Who in American Colleges and Universities (2 years)	May 1994

## TEACHING INTERESTS

- Entrepreneurship
- International Business
- Organizational Behavior
- International Strategy
- Small Business Management
- Import/Export
- OD/Change
- Leadership

## TEACHING EXPERIENCE

2007 - Present

**COLLEGE & UNIVERSITY OF CHARLESTON**, Charleston, SC  
*Tenure Track Assistant Professor of Global Commerce*

- Teach Undergraduate courses in Entrepreneurship, Introduction to Business, Small Business Management, and International Business Enterprises (Using WebCT)
- Recipient of various summer grants: Global Trade Initiatives (summer 2008 & 2009) teaching grant & International Business Research Grant ( \$14,000)
- Designed "The Art of Business" first business school learning community (freshman experience) with the Theater department (Fall 2008 & 2009)
- Program director for approved study abroad courses: International Business in Dubai (Winter 2008), International Entrepreneurship in Dubai (Winter 2009), Global Commerce (Winter 2010), and International Social Enterprises in Cameron Africa,

(Spring 2009)

- Honors: Global Scholar's recipient (2009-2013)

2004 - 2007 **UNIVERSITY OF HARTFORD**, West Hartford, CT  
*Tenure Track Assistant Professor/Dir. Of Entrepreneurial Studies, Barney School of Business*

2003 - 2004 *Visiting Assistant Professor, Barney School of Business*

- Taught Undergraduate program: Small Business Management, Entrepreneurship (Business Planning), Managing Organizational Behaviors (Principles of Management), Managerial Skills; MBA program: Entrepreneurship, Leadership and Management; MSAT program: Managerial Skills
- Recipient of various grants: technology in classroom grant (2003/2004), laser technology (2006), summer grants (2004, 2005) , International grants (2004/2005, 2006/2007)- over \$24,000
- Recipient of the 2006 Barney School of Business Excellence Award for Service
- Developed and maintained course web sites using Blackboard

1999 - 2003 **UNIVERSITY OF RHODE ISLAND**, Kingston, RI  
*Adjunct Faculty, College of Business Administration*

- Taught advanced level Organizational Development and Change at both undergraduate and graduate level via the web, junior level Management, freshmen Introduction to Business, and Business Computing courses
- Developed and maintained course web sites; conducted instruction using WebCT

2002 - 2003 **ROGER WILLIAMS UNIVERSITY**, Bristol, RI  
*Adjunct Faculty, Gabelli School of Business*

- Taught Computer Application for Business and Introduction to Economics courses
- Developed and maintained course web sites; conducted instruction using Blackboard
- Maintained course compliance reporting for AACSB accreditation

1996 - 1998 **BENTLEY COLLEGE**, Waltham, MA  
*Instructor/Project Manager/Instructional Designer, Academic Computing Services*

- Instructed basic Web Page Publishing Course
- Designed and implemented on-line courses

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## SPECIAL TEACHING EXPERIENCE/GRANTS/TEACHING WORKSHOPS

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2008-2009 **COLLEGE & UNIVERSITY OF CHARLESTON**, Charleston, SC  
*Franchising Curriculum (International Franchise Association grant)*

- Team teach franchise modules in entrepreneurship courses with Dr. Clarkin
- 2008 - Present *Certificate in Global Business Professional/Global Trade Initiatives (Grant)*
- Selected as instructor to teach NASBIT certification

Summer 2008 & 2009 **MEDICAL UNIVERSITY OF SOUTH CAROLINA**, Charleston, SC  
*Module Content Instructor, Trustee Leadership Institute*

- Conducted exercise and presentation on Change Management

2008 **UNIVERSITY OF COLORADO**, Denver, CO  
*Faculty Development in International Entrepreneurship Program (CIBER)*

- Attended 4-day in-residence teaching and research program on international entrepreneurship

2008 **BABSON COLLEGE**, Wellesley, MA  
*Symposia for Entrepreneurship Educators' (SEE) Program*

- Explored in 4-day intensive in-residence program the entrepreneurial process, the

“art and craft” of teaching and learning entrepreneurship with Charleston entrepreneur in resident

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## RESEARCH INTERESTS

- Spatial location of venture capital and high tech employment
- Business ethics education and its curriculum
- Dispositional characteristics related to technology adoption or resistance by individuals
- Regional Economic Development/International Entrepreneurship

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## PUBLICATIONS

- Bosco, S. M., Melchar, D. E., Beauvais, L. L., Desplaces, D.E. (Forthcoming). Teaching business ethics: the effectiveness of common pedagogical practices in developing students' more judgment competence. *Journal of Ethics Education*.
- Desplaces, D.E. & McIntyre, N. K. (2009). Revising doing business in the Middle East. *New England Journal of Entrepreneurship*, 12 (1), 55-58.
- Beauvais, L. L., Desplaces, D.E., Melchar, D. E. & Bosco, S. M. (2007). Business Faculty Perceptions and Actions Regarding Ethics Education. *Journal of Academic Ethics*, 5 (1), 121-136.
- Desplaces, D.E., Beauvais, L. L., Melchar, D. E. & Bosco, S. M. (2007). The Impact of Business Education on Moral Judgment Competence: An Empirical Study. *Journal of Business Ethics*, 74 (1), 73-97.
- Desplaces, D.E., Congden, S.W. & Boothe, P. (2007). The group creativity exercise: Getting MBA's to Work and Think Effectively in Groups. *Organization Management Journal*, 4 (1), 69-86.
- Desplaces, D. E., Steinberg, M., Coleman, S. & Kenwordy-Unn, A. (2006). A Human Capital Model for Inner City Economic Development: Service-Learning and the Upper Albany Micro Business Incubator (MBI) Program. *Michigan Journal of Community Service Learning*, 13 (1).
- Steinberg, M., Kenwordy-Unn, A., Desplaces, D. E., Coleman, S. & Golden, R. (2006) The Upper Albany Micro Business Incubator: Service Learning in Real Time. *International Journal of Case Method Research and Application*, 18 (2), 200-208.
- Desplaces, D.E. (2005). A multilevel approach to individual readiness to change. *The Journal of Behavioral Applied Management*, 7 (1), 25-39.
- Congden, S. W., Desplaces, D. E. & Kim, E. B. (2005). Differences in Drivers of ERP adoption between Large and Small Firms. *Journal of Business and Entrepreneurship*, 17 (1), 85-95.
- Desplaces, D.E., Beauvais, L.L., & Peckham, J. M. (2003). What Information Technology Asks of Business Higher Education Institution: The Case of Rhode Island. *Journal for Information Systems Education*, 14 (2), 193-199.
- Desplaces, D.E. & Comerford, R. M. (2003). Impact of September 11 on the IT Section in Rhode Island: A Partial Assessment of Human Resource Management Practices. *The Employee Responsibilities and Rights Journal*, 15 (2), 45-53.

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## CONFERENCE/PROCEEDINGS

- Desplaces, D.E., Matveev, A. V., & Congden, S. W. (2009). Importance of Cross Cultural Communication: a Comparison across American, German and Expatriates in the United Arab Emirates.. In Kathleen Suchon (Ed.), *Eastern Academy of Management International Bi-Annual Meeting, June 21-25. Rio de Janeiro, Brazil*.
- Desplaces, D.E., Blockson, L. & Delaurette, R. (2009). Lobster Rolls: New York Style. In Herb Sherman (Ed.), *Cases in Progress Proceeding of the CASE Association*.

- Eastern Academy of Management Annual Meeting, May 13-16. Hartford, C.T.*
- Desplaces, D.E., Blockson, L. & Delaurette, R. (2008). Embryo Case: Lobster Rolls: New York Style. In David Desplaces (Ed.), *Cases in Progress Proceeding of the CASE Association. Eastern Academy of Management Annual Meeting, May 14-17. Washington, D.C.*
  - Rudd, H., Desplaces, D.E. & Olejniczak, O.(2008) Relationship Marketing and Partnership Building: Critical Success Factors in the Design & Implementation of Two Economic Development Focused Study Abroad Programs. In Glen Riecher & Dave Shepherd (Eds), *expanding Marketing Horizons, Into The 21<sup>st</sup> Century. Association of Marketing Theory and Practice Annual Meeting, March 27-29. Savannah, GA.*
  - Desplaces, D.E., Santos, J. & Wergeles, F. (2007). Proposing a framework for understanding the diffusion of new laser technology. In Dilip Mirchandani (Ed.), *Creating and managing sustainable organizations and systems. Proceeding of the Eastern Academy of Management Annual Meeting, May 17-19, (p. 1248-1274). New Brunswick, NJ.*
  - Desplaces, D.E., Wergeles, F., Eppes, T. A. & Milanovic, I. M. (2007). Road Map to Creating a Laser Technology Center of Excellence in Connecticut: Assessment and recommendations of the curriculum. In Jeff Alfes and Bruce Kemelgor (Ed), *The wide world of entrepreneurship. Proceeding of the USASBE Annual Meeting, January 11-14. Orlando, FL.*
  - Desplaces, D. E., Beauvais, L. L. & Albert, T. (2006). Antecedents to individual readiness to change. In K. Mark Weaver (Ed), *Knowledge, Action and the Public Concern. Proceeding of the Academy of Management Annual Meeting, August 11-16. Atlanta, GA.*
  - Golden, R., Desplaces, D.E. & Coleman, S. (2006). A practical examination of measuring outcomes of service-learning programs. In K. Mark Weaver (Ed), *Knowledge, Action and the Public Concern. Proceeding of the Academy of Management Annual Meeting, August 11-16. Atlanta, GA.*
  - Beauvais, L. L., Desplaces, D.E., Melchar, D. E. & Bosco, S. M. (2006). Business faculty perceptions and actions regarding ethics education." In K. Mark Weaver (Ed), *Knowledge, Action and the Public Concern. Proceeding of the Academy of Management Annual Meeting, August 11-16. Atlanta, GA.*
  - Desplaces, D.E., Ulrich, H.T. & Congden, S.W. (2006). The relationship between high tech employment, high tech start-ups and venture capital activity. In Edward Christensen (Ed), *Management Scholarship, Teaching & Learning in the 21<sup>st</sup> Century. Proceeding of the Eastern Academy of Management Annual Meeting, May 10-13. Saratoga Springs, NY.*
  - Bosco, S. M., Melchar, D. E., Desplaces, D.E. & Beauvais, L. L. (2006). The Impact of Classroom Methodologies on Business Ethics Education. In Edward Christensen (Ed), *Management Scholarship, Teaching & Learning in the 21<sup>st</sup> Century. Proceeding of the Eastern Academy of Management Annual Meeting, May 10-13. Saratoga Springs, NY.*
  - Desplaces, D.E., Congden, S.W. & Boothe, P. (2006). The art of creativity: getting MBAs to THINK in groups. In Edward Christensen (Ed), *Management Scholarship, Teaching & Learning in the 21<sup>st</sup> Century. Proceeding of the Eastern Academy of Management Annual Meeting, May 10-13. Saratoga Springs, NY. Nominated for Best Experiential Exercise, Experiential Learning Association.*
  - Desplaces, D.E., Steinberg, M. & Coleman, S. (2006). A service learning approach to inner city economic development: the case of the Upper Albany micro business incubator. *Proceeding of the United States Association for Small Business and Entrepreneurship Annual Meeting, 12-15. Tucson, AZ.*
  - Congden, S. W., Matveew, A. V. & Desplaces, D. E. (2005). Cross-cultural communication and multicultural team performance: a German and American comparison. In Shanthi Gopalakrishnan (Ed), *Managing Ethically in Times of Change. Proceeding of the Eastern Academy of Management Annual Meeting, May 10-13, (p. 2148-2171). Springfield, MA.*
  - Desplaces, D. E. & Ogilvie, J.R. (2005). A manager's action exercise. In Shanthi Gopalakrishnan (Ed), *Managing Ethically in Times of Change. Proceeding of the Eastern*

- Academy of Management Annual Meeting, May 10-13, (p. 1357-1387). Springfield, MA.*
- Desplaces, D. E. & Ulrich, H.T. (2005). Venture capital: a spatial distribution of firms and investments, 1997-1999. In Shanthi Gopalakrishnan (Ed), *Managing Ethically in Times of Change. Proceeding of the Eastern Academy of Management Annual Meeting, May 10-13, (p. 1761-1783). Springfield, MA.*
  - Desplaces, D. E. (2004). A multi level approach to individual readiness to change. *Proceeding of the Institute of Behavior and Applied Management Annual Meeting. Providence, RI.*
  - Desplaces, D. E. & Beauvais, L. L. (2004). Readiness to change attitude. In M. Mark Weaver (Ed), *Creating Actionable Knowledge. Proceeding of the Academy of Management Annual Meeting, 6-11. New Orleans, LA.*
  - Congden, S. W., Desplaces, D. E. & Kim, E. B. (2004). Firm size and ERP adoption. In Eric Kessler (Ed), *Organizational Wisdom. Proceeding of the Eastern Academy of Management Annual Meeting, May 12-15, (p. 2449-2465). Providence, RI.*
  - Desplaces, D. E. & Leonard, N. H. (2004). Revisiting doing business in the Middle East. In Eric Kessler (Ed), *Organizational Wisdom. Proceeding of the CASE Association, May 13-15, (p. 836-853). Providence, RI.*
  - Desplaces, D. E. & Melchar, D. E. (2003). Moral judgment competence, differentiating between moral reasoning and moral competency: the influence of teaching and the strong environment. *Proceeding of the Society for Business Ethic Annual Meeting, July 31-August 2. Seattle, WA.*
  - Desplaces, D. E. (2003). Doing business in the Middle East. In Linda Richardarson (Ed), *Cases in Progress Proceeding of The CASE Association. Eastern Academy of Management Meeting, May 1-3, (p. 11-122). Baltimore, MD.*
  - Desplaces, D.E. & Comerford, R. M. (2002). Impact of September 11 on the IT sector in Rhode Island: a partial assessment of human resource management practices. *Proceeding of the Institute of Behavior and Applied Management Annual Meeting, November 13-16, (p. 50-59). Denver, CO.*
  - Desplaces, D.E. & Beauvais, L.L. (2002). How to recruit IT workers: reviewing current practices in Rhode Island. *Proceeding of The Association on Employment Practices and Principles (AEPP) Annual Meeting, (p. 20-26). New York, NY.*
  - Desplaces, D.E., Peckham, J. M. & Beauvais, L.L. (2002). What information technology asks of business higher education institution: The Case of Rhode Island. *Proceeding of The Association on Employment Practices and Principles (AEPP) Annual Meeting. New York City.*
  - Desplaces, D. E. (2002). St. Mary's development case. *Cases in Progress Proceeding of the CASE Association. Eastern Academy of Management, May 1-4. New Haven, CT.*

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## CONFERENCE WORKSHOPS, SYMPOSIUM & PANELS

### **Bold Items show work presented during evaluation period**

- Desplaces, D.E., Rodriguez, C. & Woodilla, J. (2009). Symposium in Case Teaching and Research: a Global Perspective. *Eastern Academy of Management International Bi-Annual Meeting, June 21-25. Rio de Janeiro, Brazil.*
- Blair, C., Dehler, G., Gorman, C.A. & Desplaces, D.E. (2009). Learning what's new in business publications while teaching students to habitually scan for additional information. *OBTS Annual Meeting, June 10-13. Charleston, SC.*
- Blockson, L., Bosco, S., Desplaces, D.E. & Ebrahimpour, M. (2008) "The questions we ask or don't ask of business ethics education." *Academy of Management Annual Meeting, August 8-13. Anaheim, CA.*
- Clarkin, J., Desplaces, D.E., Matthews, C. & McGuigan, P. (2008). How to Launch a Successful Business Plan Competition? A Best Practice Symposium. *Academy of Management Annual Meeting, August 8-13. Anaheim, CA.*
- Congden, S., Desplaces, D.E., Olejniczak, O., Rudd, H. & Sobiesuo, A. (2008). Developing a study abroad experiential learning tool box. *ABSEL Annual Meeting, February 26-28. Charleston, SC.*

- Desplaces, D.E., Matthews, C., Kirch, P. & Roer, M. (2008). How to Launch a Successful Business Plan Competition? A Best Practice Symposium. In Michael Morris, The global entrepreneurial revolution: a new vision. *United States Association for Small Business and Entrepreneurship Annual Meeting, January 10-13*. San Antonio, TX.
- Kenworthy-U'Ren, A., Taylor, M. DiPadova-Stocks, L. N., Papamarcos, S., McStay, D., Berry, G., Coates, T., & Desplaces, D.E. (2007). Creating Live Cases in the Community. *Academy of Management Annual Meeting, August 3-8*. Philadelphia, PA.
- Steinberg, M., Coleman, S., Golden, R., Kenwordy-Unn, A. & Desplaces, D. (2006) The Upper Albany Micro Business Incubator: Service Learning in Real Time. Part of the full-day symposium Cases Gone Live: Service-Learning as a Catalyst for Interactive Real-World Learning, *The 23<sup>rd</sup> International Conference of the World Association for Case Method Research & Application*, (p. 233-242). Brisbane, Australia.
- Desplaces, D. E., Morgan S., Levesque, L. & Stork, D. (2004). Creative uses of groups in management classes: empowerment and reflections in student teams. *Proceeding of the Institute of Behavior and Applied Management Annual Meetin g Annual Meeting*, (p. 228-229). Providence, RI.
- Steinberg, M., Desplaces, D. E., Reilly, R. & Golden, R. (2004). Students and businesses together crafting a road to success. *Academy of Business Education Meeting*. Mystic, CT.

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#### OTHER PUBLICATION RELATED WORK

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- Desplaces, D.E. (2002). What the State of IT in Rhode Island Means. *Rhode Island Business. Special Supplement to the Rhode Island Monthly*. Vol. 2, No. 2, p. 12.
- Desplaces, D.E. & Comerford, R. M. (2002). State of Information Technology in Rhode Island: Report and Data Summary. RITEC.

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#### OTHER RESEARCH EXPERIENCE/ACTIVITY

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- 2009      **SC Campus Compact Nonprofit Capacity Building**, Charleston, SC  
 Conduct training of faculty and non-for profit agencies for a three year service-learning consortium program (SC Campus Compact)
- Sub award for training
  - Approximately \$10,000/year requested (Not funded)
- 2009      **Office of Economic Analysis, Charleston, SC**  
 Grant to fund research on special allocation of funding
- PI of \$4000 summer grant (Funded)
- 2008      **Kauffman Firm Survey**, NORC  
 Grant to fund research on special allocation of start-ups
- PI with Kelly Shaver (Co-PI)
  - \$20,000 requested (Not Funded)
- 2008      **Global Trade Initiatives, Charleston, SC**  
 Grant to fund research on international business practices
- PI of \$5000 summer grant (Funded)
- 2008      **Ewing Marion Kauffman Foundation**, Kansas City, MO  
 Grant to fund conference on entrepreneurship case writing/teaching
- PI with Kelly Shaver (Co-PI)
  - \$23,000 requested (Not Funded)
- 2006      **CT CENTER FOR ADVANCE TECHNOLOGY**, East Hartford, CT  
 Grant Recipient (2 grants out of 6 awarded by the Barney School of Business)
- Diffusion of New Laser Technology. Towards Creating a Center of Excellence
  - Road Map to Creating a Laser Technology Center of Excellence: Assessment and recommendations of the curriculum
- 1999 – 2002      **UNIVERSITY OF RHODE ISLAND**, Kingston, RI  
*Research Assistant, College of Business Administration*
- Conducted research in field of high technology management in New England, small business growth and change, venture funding, and finance.
  - Assisted faculty in scholastic research and publishing
  - Assisted in grading and course teaching
- 2001 - 2002      **RHODE ISLAND TECHNOLOGY COUNCIL**, Providence, RI  
*Research Consultant/Project Manager*
- Coordinated first benchmark study for the IT industry in Rhode Island
  - Designed company and IT professional survey instruments, including on-line elements
  - Drafted report for external publication

## EDITORIAL REVIEW ACTIVITY

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- 2001 – Present, Ad Hoc Reviewer, Case and HR Track, Eastern Academy of Management (Outstanding reviewer award in 2004 and 2006)
- 2005 – Present, Ad Hoc Reviewer, The CASE Journal
- 2003-2009, USASBE Annual Conference
- 2009, Eastern Academy of Management International (Brazil)
- 2004, Society for Business Ethics
- Reviewer for The Employee Responsibilities and Rights Journal Special Issue (2002-2003)

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**WORKING PAPERS/CASES**


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*"Economic Gardening through Entrepreneurship Education"*

Status: Revise and resubmit to *Industry & Higher Education* in Fall 2008.

*"Gender Differences in Sexual Harassment Perceptions: A Case Study and Training Activity"*

Status: To be submitted to *Simulation and Gaming* in Fall 2008.

*"St. Mary's Case"*

Status: Revise and resubmit to *The CASE Journal* in Fall 2008.

*"Measuring Individual Readiness to Adopt The Battery System"*

Status: First data set collected, analysis in progress.

*"The relationship between high tech employment, high tech start-ups and venture capital activity"*

Status: Revise and resubmit to *The New England Journal of Entrepreneurship* / granted access to Kauffman Firm Survey data.

*"Moral Judgment Competence, Differentiating between Moral Reasoning and Moral Competency: the Influence of Teaching, the Situation and a Strong Environment"*

Status: Completed in Spring 2007 but many manuscripts in the works, manuscripts accepted for presentation or workshops including AOM 2008 Annual meeting in CA.

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**RESEARCH PROJECTS**


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*"Dubai: emirate wide entrepreneurship"*

Status: Developing contacts locally in Dubai and working with publisher to become co-editor of specialty book with Diane Welsh, UNC Greensborough

*"Kauffman Firm Survey"/NORC Data Enclave*

Status: Selected to be part of 12 researchers to have access to the data enclave. Working with Kelly Shaver to link dataset to MoneyTree data.

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**UNIVERSITY SERVICE**


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2007 - 2009

**COLLEGE & UNIVERSITY OF CHARLESTON, Charleston, SC*****Director, International Business Program***

- Provide academic leadership for program, promote major, and advise students
- Chair International Business curriculum committee/group
- Maintain web site

2007-2009

***Student in Free Enterprise (SIFE)***

- Sam Walton Fellow
- Assist in project selection and development (Habitat for Humanity, Technology for Africa, Youth Business Plan Competition, global business competition, lemonade stand) including grant applications
- Team won regional competitions (2008 & 2009) and placed second rounder up at national competition in 2008 and first rounder up in 2009 (top 32 teams out 1300 in the country)

***Special Service, School of Business & Economics***

- Center for International Education Student Scholarship Committee (2007-Present)
- Entrepreneur and Trade HelpDesk***
- Design and coordinate student active learning experience with SC World Trade



Center, FastTrack program and City of Charleston Small Business & Minority Office – manage 11 student consulting projects

- Honors: Recipient of the Charleston Regional Business Journal 40 under 40 award for public contribution, recognized by College of Charleston as representative service-learning project of the year (submitted to CHE as school representative)

2008 - 2009

**SOUTH CAROLINA WORLD TRADE CENTER**, Charleston, SC

*Chair of Educational Initiatives/ Board of Directors*

- Review center performance and offer strategic direction
- Examine globalMARKETS and 9-steps to import and export programs

2009

**SOUTH CAROLINA DEPARTMENT OF COMMERCE**, Columbia, SC

*Middle East Affairs Specialists, Dubai Trade Mission*

- Assisted trade mission to Dubai for SC businesses and officials including setting up visits with Etihad Airlines, Emirates Airlines, GE Energy Financial Services, BMW Abu Dhabi, Zayed Port, Masdar Zero Emission city.

2004 - 2007

**UNIVERSITY OF HARTFORD**, West Hartford, CT

*Founding Director, Institute for Entrepreneurship and Economic Development*

- Ran Entrepreneur HelpDesk including coordinating student active learning experience with CT-EGG and Upper Albany Main Street Micro Business Incubator (service-learning project with local communities and chambers of commerce) following Small Business Institute® model – managed 25 student consulting projects a year – Recipient of the 2006 Connecticut Quality Improvement silver award
- Organized panel series events including seeking sponsors
- Organized campus-wide business plan competition including sponsorship and award banquet organizer
- Explored research opportunities (Dubai economic development study)
- Created and maintained institute web site

2003 - 2007

*Director of Entrepreneurial Studies*

- Assisted students with internships and course selection (35 advisees per semester)
- Conducted curriculum review, teaching selection/backup, and curriculum planning

2005 - 2007

*Board Member, College Union Advisory Board*

- Represented faculty interest
- Designed feedback mechanism to seek input for patio redesign

2005 - 2007

*Senator, Faculty Senate*

- Represented Barney School of Business faculty interest at the university level
- 2006-2007 Chair of the Student Affairs' Committee, Member of the Executive Committee

2004 - 2007

*Member and Web Master, Human Subjects Committee*

- Reviewed proposals monthly
- Designed and maintain committee web site

2003 - 2007

*Student in Free Enterprise (SIFE)*

- Sam Walton Fellow
- Developed team to win regional runner up in 2004 and regional champions in 2005
- Assisted in project selection and management (4/year)

*Special Service, Management and Marketing Department*

- Conducted mock management classes for parents (Fall 2006 Parents' Weekend)
  - Conducted mock management classes for accepted students and parents (Spring 2005, Spring 2006)
  - Organized departmental banquet (Spring 2004-2006)
  - Faculty Advisor to Young Entrepreneurs and Managers Society (2003-Present)
- Special Service, Barney School of Business*
- Grants Committee (2005-Present)

- Technology Committee (2004-2005)
- 2006 - 2007      **CT Technology Council**, Hartford, CT  
*Cell Leader, GrowthNetwork*
- Facilitated discussion for technology executive
- Mentor, FastTrack program*
- Provided advise to companies
- 2005 - 2006      **BEACON FOUNDATION**, Hartford, CT  
*Board Member*
- Provide recommendations on strategic, funding and staffing issues
  - Review biomedical technologies grant proposal
- 2004 - 2006      **CONNECTICUT ECONOMIC GARDENING GROUP**, Hartford, CT  
*Founding Partner*
- Provided strategic and operational support
  - Coordinated student consulting project with local communities
  - Designed and maintained organization web site
- 2002 - 2003      **UNIVERSITY OF RHODE ISLAND**, Kingston, RI  
*Member, Graduate Student Academic Appeals Board*
- Heard appeals of graduate students being suspended or dismissed for academic failure and provide input to affirm or reverse the original decision
- 2001              **UNIVERSITY OF RHODE ISLAND**, Kingston, RI  
*Academic Advisor, University College/College of Business Administration*
- Advised and counseled students on academic issues during Spring semester
  - Presented business curriculum to freshmen orientation attendees and assisted in course selection
  - Participated in "Meet the University" prospective student recruiting events
- 1998 - 1999      **SYRACUSE UNIVERSITY**, Syracuse, NY  
*Graduate Assistant, Higher Education Department*
- Coordinated faculty search
  - Designed tracking and reporting databases
  - Maintained compliance reporting
- 1998 - 1999      **SYRACUSE UNIVERSITY**, Syracuse, NY  
*Crew Chief, Syracuse University Ambulance*
- Supervised and trained duty ambulance crew members
  - Performed emergency medical technician duties according to New York state protocol
  - 1999 National Collegiate EMS Foundation conference committee member
- 1994 - 1997      **BENTLEY COLLEGE**, Waltham, MA  
*Resident Director, Office of Residence Life*
- Supervised and trained, directly and indirectly, a total of 74 student staff members
  - Developed and implemented programs and campaigns to develop community awareness including campus-wide Annual Clothing Drive and Alcohol Free Friday
  - Co-created Professional Staff Employee Manual
  - Campus Diversity Steering Committee Member

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## WORK/PROFESSIONAL EXPERIENCE

- 2008 - Present      **Desplaces Consulting**, Charleston, SC
- Advise clients on strategic issues
  - Facilitate focus group/client/company meetings
- 2007 - Present      **Navtech Marine Services, S.A.**, Abu Dhabi, UAE  
*Board Member, Secretary to the Board*
- Craft organizational objectives and develop sustainable strategic recommendations
- 1994 - Present      **JEDI Holdings, S.A.**, Panama  
*Vice President, Board Member*
- Review and design holdings strategies
  - Manage company investments and assets
- 1995 - 2009      **RSfi. S.A.**, Paris, France  
*Business Partner/Board Member*
- Made strategic and operational recommendations
  - Provided input to board for investment, expansion and downsizing effort
- 1999 - 2001      **L'AGENCE**, Paris, France  
*Director of Educational Research, North American Operations*
- Coordinated product research and testing by independent evaluators
  - Initiated strategy development for regional implementation for educational products
  - Conducted ad hoc reporting and presentation for potential clients
- 1998 - 1999      **PUBLIC CONSULTING GROUP, Inc.** Boston, MA  
*Consultant, Technical Support Unit*
- Designed company web page and client instructional materials (training video)
- 1997 - 1998      *Business Analyst/Account Manager, School Services Unit*
- Extracted and analyzed historical data to identify service patterns
  - Initiated marketing outreach of potential clients including brochure creation
  - Trained over 500 clients on new state procedures
  - Designed and maintained client secured server web sites

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## PROFESSIONAL AFFILIATIONS & MEMBERSHIP

- Academy of Management ( 1999 - Present)
- Eastern Academy of Management (2001 - Present)
- The CASE Association (2004 - Present)
- Southern Academy of Management (2007 - Present)
- Society for Business Ethics (2001 - Present)
- Connecticut Venture Group (2005 - 2006)
- Small Business Institute Director Association (2006 - 2008)
- United States Association for Small Business and Entrepreneurship (2004 - 2009)
- Connecticut Entrepreneurship Educators Consortium (2004 - 2007)

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## PROFESSIONAL SERVICE

- 2008 - Present      • Eastern Academy of Management, Director, Board of Governors
- 2008 - Present      • CASE Association President
- 2008 - Present      • Eastern Academy of Management - Entrepreneurship Track Chair
- 2008 - Present      • Eastern Academy of Management International - Entrepreneurship Track Chair
- 2007 - 2008      • CASE Association Program Chair

- 2005 - 2007 • CASE Association Vice President for Membership and fundraising coordinator for 30<sup>th</sup> anniversary celebration
- 2005 - 2007 • Connecticut Entrepreneurship Educators Consortium, Secretary
- 2004 - 2005 • Eastern Academy of Management Annual Meeting, Springfield, MA. Local Arrangement Chair (registration, conference services, and fundraising)
- 2003 - 2004 • Eastern Academy of Management Annual Meeting, Providence, RI. Local Arrangement Committee Member (Registration)
- 2003 - 2004 • Academy of Management Annual Meeting, Seattle, WA. Local Arrangement Volunteer: Member Packet Coordinator
- 2003 • Eastern Academy of Management Annual Meeting, Baltimore, MD. Facilitator, Case Track
- 2001 • Academy of Management Annual Meeting, Washington, D.C. Local Arrangement and Career Center Volunteer

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## IN THE NEWS

- 2007 - Present Featured in local and national news about economic development issues and initiatives (4 stories in Charleston Business Journal as well as nationally syndicated Small Business Professor column).
- 2003 - 2007 Often featured on local Connecticut news regarding community-based student consulting projects and cited by local news on regional economic development issues (3 TV News story and over 15 news articles in *Hartford Courant*, *Hartford Business Journal*, *Waterbury Republican*, and *CT Business Magazine*) as well as nationally syndicated Small Business Professor column.

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## LANGUAGES

Proficient in speaking, writing, and reading in **French** and **English**.

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