

Professional Profile

- Undergraduate teaching experience at the University of Dayton, Dayton, Ohio and at Wittenberg University, Springfield, Ohio.
- Financial and management experience from 20 years in 3rd generation family owned manufacturing business.
- Project management experience; NSF IT grant for Sinclair community College as well as custom manufacturing fulfillment projects and enterprise software system selection, installation, training and customization.
- Family Firm Institute – FFI Fellow and Advanced Certificate in Family Firm Advising.
- Past Board member and chair of Sinclair Community College Foundation board.

Education

Doctor of Management (D.M.) - Management - May, 2011

Case Western Reserve University, Cleveland, OH

Non-Degree Graduate Student, Economics and Finance Departments, 2006/07

Wright State University, Dayton, OH

M.B.A. - Finance and Applied Economics double major, 1983

University of Rochester, Simon Business School, Rochester, NY

Bachelor of Science - Economics major, Mathematics minor, 1981

Carroll College, Waukesha, WI

Employment

Adjunct Instructor

- **University of Dayton, School of Business Administration, 2022.** Adjunct instructor, BIZ 102/201, spring of 2017 through Spring of 2022. Assisted with updating lectures, assessments, in-class case studies.
- **Wittenberg University, Business Department.** Business department adjunct instructor in the fall of 2015, spring of 2017 and fall of 2018. Revised family business management course, utilized Moodle.
- **University of Dayton, Marketing & Management Department, 2008 to 2010.** Adjunct instructor for course on Small Business Management. Prepared lectures, student assessments, case studies and project assignments.

Sinclair Community College, Dayton, OH

- **Part-Time Project Manager and Grant administrator for NSF Grant in the Computer Information Systems Department, Spring 2019 through Spring 2022.** Duties include meeting facilitation, coordinating with External Evaluator and monitoring project timeline and budget.

Neff Packaging Solutions, Inc., Dayton, OH

- **Vice President of Finance, Treasurer 1987 to 2007**

Responsibilities included Annual Budget preparation, Capital Expenditure analysis and justification, established 401(k) plan including design, education, investment selection and monitoring. Implemented enterprise-wide information system, including all financials. Other responsibilities included equipment financing, insurance needs and benchmarking.

Walgreen Company, Deerfield, IL

- **Financial Analyst/Store Analyst, 1984 to 1987**

Publications and Presentations

- **FERC – Family Enterprise Research Conference, June, 2019.** Conference participant and poster session presenter, “When Parent and Child Work Together in the Same Profession – A Research Proposal”.
- **Family Firm Institute, Global Conference - Research and Education Symposium, October, 2017.** Participant and presenter, “Research Impact on Practice”.
- **Family Firm Institute, Global Conference - Research and Education Symposium, October, 2016.** Participant and presenter, “Hirschman’s ‘Exit, Voice and Loyalty’ applied to Family Firm governance”.
- **FERC – Family Enterprise Research Conference, June, 2015.** Conference participant and poster session presenter, “Impact of Shared Vision on Work Role Clarity and Work Role Conflict in Family Firms”.
- **Frontiers in Psychology Journal, May, 2015.** Peer reviewed research publication, “Shared Vision Promotes Family Firm Performance”.
- **Family Business Workshop, October, 2013.** Workshop presenter and panelist, Weatherhead School of Management, Case Western Reserve University. “Adaptation and Sustainability of Family Firms”.
- **International Academic Symposium on Family Business, University of Hamburg, August, 2012.** Conference presentation, “Role of ‘Shared Vision’ in Family Firm Acquisition Success”.
- **Family Business Speaker Series, May, 2012.** Co-presenter at Weatherhead School of Management, Case Western Reserve University. “Generation Integration for Family Business Continuity”.
- **Paperboard Packaging Council, Spring Conference - March, 2012.** Presenter - “Shared Vision for Organizational Effectiveness”.
- **International Academic Symposium on Family Business, University of Hamburg, August, 2012.** Presenter - “Nonfinancial Indicators of Family Firm Performance”.
- **Family Firm Institute Annual Conference, October, 2011.** Research and Education Symposium; Co-presented, “The Art of Shared Vision”.
- **Academy of Management Annual Meeting, August, 2011.** Symposium presenter, “The Role of Shared Vision in Family Business”.
- **FERC - Family Enterprise Research Conference, May, 2011.** Poster session presenter - “Non-Financial Indicators of Family Firm Performance”
- **Family Business Practitioner Magazine, Summer, 2010.** “Emotional Intelligence in Family Business, NOT an Oxymoron”.
- **EIASM – Family Business Research Conference, June, 2010.** Quantitative paper selected for breakout session presentation, “Non-financial Indicators of Family Firm Performance”.
- **FERC - Family Enterprise Research Conference, April, 2009.** Qualitative paper selected for Poster session, “Constructing a Definition of and Portfolio Model of Family Business Success”.

Professional Affiliations, Volunteer Activity and Awards

- Dayton Rotary Club, member – 2012 to Present. Rotary Foundation board member.
- Family Firm Institute, member since 2007. Completed certificate program in Family Business Advising in the fall of 2017 and Advanced Family Business Advising in Fall of 2019. FFI fellow since 2019.
- Dayton S.C.O.R.E. Chapter, Volunteer Mentor – 2012 to 2017.
- Aileron – Volunteer contributor and client advisory board member, since 2012.
- Beta Gamma Sigma – International Honor Society, 2011.
- Sinclair Community College Foundation Board – 2004 to 2011 (term limited), board chair from 2007 to 2010.
- FERC – Doctoral Scholarship Award; Top 5 student paper submission, April, 2009.
- Academy of Management, member since 2008.