

Benjamin P. Dean

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Education

Doctor of Philosophy

Ph.D., Organizational Leadership, School of Global Leadership & Entrepreneurship (now School of Business & Leadership), Regent University, Virginia Beach, VA.

Earned doctoral degree in program focusing on Organizations and Leadership. Doctoral courses included organization behavior, effectiveness, and development; ethics and corporate social responsibility; and teaching methods for adult education (andragogy).

Cultural Intelligence in Global Leadership: A Leadership Model for Developing Culturally and Nationally Diverse Teams, Doctoral Dissertation (dissertation published by UMI, 2008).

Completed original field-based research on:

- Effective leadership practices and organizational dynamics culturally intelligent (CQ) strategies to build multinational, multicultural teams;
- Intercultural effectiveness and competencies in developing people and organizations;
- Planning and implementing intercultural strategies for building organizational partnerships and multicultural teams.

Master of Laws

LLM, The Judge Advocate General's School, Charlottesville, VA.

Completed post-doctoral degree in law beyond J.D.; ABA-approved program. Prepared and published thesis in federal and international law.

Juris Doctorate

J.D., School of Law, University of North Carolina at Chapel Hill.

Earned a full scholarship under a competitive program of the U.S. Department of Defense. Attended law school as a fully funded officer serving on active duty.

Bachelor of Arts

B.A., University of North Carolina at Chapel Hill. Highest Honors.

John Motley Morehead Foundation Scholar (UNC Chapel Hill, full scholarship and internships). Phi Beta Kappa; UNC Honor Society. Double major: international studies and political science.

Professional Licenses and Certifications

Attorney, actively licensed member of North Carolina State Bar (Current; admitted in 1984). Gained sixteen years professional experience in legal practice in business law, and civil and appellate litigation.

Senior Professional in Human Resources (SPHR) as certified by Human Resource Certification Institute (HRCI) (Current, earned recertification renewal in 2017).

Society of Human Resources-Senior Certified Professional (SHRM-SCP) (Current). Society of Human Resources Management (SHRM) member (Current, earned renewal in 2019).

Mediator, State-certified (NC). Experienced in formal mediation and alternative dispute resolution, including arbitrations and interpersonal reconciliation processes.

Graduate, U.S. Army Command and General Staff College, Fort Leavenworth, KS. Fully accredited, graduate-level academic program in organizational leadership and management.

Honors Graduate, Defense Language Institute, Monterey, CA.

Academic Awards and Honor Societies

Beta Gamma Sigma Honor Society (business honor society, awarded in 2018 at The Citadel).

Phi Kappa Phi Honor Society (awarded in 2017 as professor at The Citadel).

Phi Beta Kappa Honor Society; UNC Order of the Old Well (honor societies awarded as undergraduate).

John Motley Morehead Foundation Scholar (full undergraduate scholarship: summer internships with Coors in CO and Los Angeles Police Department in CA).

University Appointments and Administration

Associate Professor, Tommy and Victoria Baker School of Business, The Citadel, Charleston, SC (2015-Present; Fulltime, Tenure-Track in School of Business). Jointly appointed with the Department of Leadership Studies (2015-2018).

Designs, develops, and teaches graduate and undergraduate courses both online and face-to-face in organizations, leadership, human resource management and development, and business ethics and business law.

Department Head, Department of Leadership Studies, The Citadel, Charleston, SC (2015-2017; Fulltime).

Provided overall educational leadership and administration for developing and operating a new academic unit reporting directly to the Provost.

- Administered curricula for graduate and undergraduate programs by coordinating and overseeing conduct and assessment of existing programs and courses.
- Assumed direct responsibility for planning and developing new graduate and undergraduate programs and courses.
- Planned and managed departmental budget and resources, built organizational infrastructure, and also conducted department-level strategic planning.

- Coordinated and oversaw faculty teaching of courses within the several programs, coordinating and scheduling six established adjuncts in graduate courses, plus multiple adjuncts in undergraduate courses.
- Hired and supervised administrative staff.

Department Director and Associate Professor, Business & Organizational Leadership, Columbia International University, Columbia, SC. January 2012-August 2015; Fulltime).

Primary responsibilities included teaching and providing overall leadership for department and serving as academic program administrator; overseeing faculty assignments and schedules; planning and administering the curriculum and course content development; hiring and overseeing administrative staff.

- Launched and headed university's new department and SACS-accredited undergraduate program for a major in business administration and organizational leadership.
- Designed graduate curriculum for the online MBA degree program now being delivered.
- Approved by institution in April 2015 for promotion to Full Professor (private not-for-profit university, without tenure system).

Adjunct Professor, Masters Program, School of Global Leadership and Entrepreneurship, Regent University, Virginia Beach, Virginia (2007-2008, Part-Time).

Prior Professional Experience

PIONEERS International and PIONEERS-USA (2003-2011, Fulltime).

Served internationally for nine years in multiple leadership positions in organizational units of or affiliated with PIONEERS International, an international nonprofit organization focusing on faith-based charitable and humanitarian projects.

Organized and engaged internationally in humanitarian and educational projects, and organizational and leadership development programs in developing countries.

Connected with major donors and foundations in U.S. for capital projects in developing countries.

Consulted and coached senior organizational leaders, including cross-culturally, on organizational development, governance, and capacity-building.

Global Leadership Consultant, Geneva, Switzerland (2009-2011).

Engaged leaders within the international community in Geneva, Switzerland on issues relating to global leadership, organizational development and governance, and human capabilities. Focused on organizational capacity-building projects in developing countries. Continued as employee of Pioneers International, residing in Europe from 2009 to 2011.

- Contributed actively and directly to planning and executing educational events and leadership development programs within the international community in the Geneva metropolitan area.
- Developed and executed leadership projects in Geneva for an international outreach and humanitarian organization.

- Coordinated and launched in 2010 an educational initiative in Geneva focusing on leadership development, law and governance, and public policy issues relevant to national leaders and policy influencers in various emerging nations.
- Traveled internationally. Worked on educational projects conducted in developing countries. Assisted refugees and asylum seekers arriving in Europe.

Faculty, Geneva Institute for Leadership and Public Policy, Switzerland (2009-2010).

Organized and directed an educational initiative for Global Hope Network International, a private nongovernmental organization (NGO) in Geneva, Switzerland conducting humanitarian aid projects in developing countries. Organized and administered curriculum and taught professional courses relating to issues of governance, law, and public policy.

- Planned and implemented over a 17-month period a 6-day conference that included 17 selected leaders in government, business, and civil society, representing 9 different emerging nations.
- Co-chaired conference and taught sessions. Developed program curriculum, engaged speakers, trained support team, and coordinated logistics for a conference that continues annually.

Director, Global Partnerships, PIONEERS-USA, Orlando, FL (2003-2009, Fulltime).

Directed department responsible for strategic partnerships with indigenous organizations in developing countries by developing and delivering resources for development projects and capacity-building, conducting training on leadership and organizational development, and consulting for organizational effectiveness and strategic planning/execution.

- Developed and implemented a longterm strategic planning for the PIONEERS-USA department and a change process for a major restructuring and repositioning within PIONEERS International.
- Expanded to 22 the number of international partnerships Pioneers-USA maintained with national organizations in Africa, Middle East, S. Asia, E. Asia, E. Europe, and S. America.
- Initiated and executed strategic programs focusing on helping nationals in emerging nations by developing indigenous leadership and building organizational capacity. Raised capital and expanded organizational capacity of Pioneers-USA to add and support 13 global partnership organizations.
- Coordinated and delivered on-site training to develop indigenous leaders, build organizational capacity and infrastructure, and enhance human capabilities in numerous developing countries.
- Developed and implemented guidelines and benchmarks for PIONEERS as clear criteria for evaluating and adding future new partnerships with national ministry organizations.
- Supervised departmental staff members and volunteers in the U.S.
- Conducted strategic planning and prepared operational and capital project budgets.

- Engaged foundations and major donors in the U.S. and elsewhere for financial resources in support outreach and development projects of the PIONEERS global partners.
- Engaged in planning and coordinating training programs conducted internationally.

Chief Operating Officer and Director of International Outreach, Covenant International, Raleigh, North Carolina (1999-2003).

Exercised strategic and operational responsibility within a faith-based not-for-profit organization for staff personnel and for annual planning/budgeting. Organized and directed community and international charitable outreach and humanitarian programs. Engaged regularly in teaching adults and in public speaking, including to audiences of over 500. Served as board member of the nonprofit corporation (2001-2003, fulltime, compensated; 1994-1999, uncompensated).

Attorney, Business Law and Professional Liability Raleigh, NC (1990-2001).

Represented clients in federal and state district and appellate courts, bankruptcy proceedings, and administrative regulatory hearings. Clients included healthcare institutions and professionals, insurance carriers, and pharmaceutical manufacturers. Smith Helms Mulliss & Moore, Raleigh (1998-2000, Fulltime). Poyner & Spruill, Raleigh (1990-1998, Fulltime). Former member of NC Society of Healthcare Attorneys.

Assistant Counsel to the President, Office of Counsel to the President, The White House, Washington, DC (1989-1990, Fulltime).

Selected from U.S. Dept. of Defense to serve on Hon. C. Boyden Gray's staff for President George HW Bush, conducting legal, ethics & background reviews for prospective presidential nominees. Coordinated in-person with members of U.S. Senate and with federal Office of Government Ethics.

Attorney, Headquarters, U.S. Dept. of Defense, The Pentagon, Wash., DC (1988-1989, Fulltime).

Served as legal counsel for Personnel Branch, Litigation Division, within U.S. Dept of the Army. Federal cases litigated on behalf of Department of Defense included claims relating to Individualized Education Programs.

Commissioned Officer, United States Army.

Served multiple assignments, in U.S. and abroad. Meritorious Service Medal plus Oak Leaf Cluster; Army Commendation Medals. Lieutenant Colonel (O-5). U.S. Army Reserves (ret.).

TEACHING

Teaching Experience

The Citadel, Charleston, SC (2015-Present)

Graduate courses (face-to-face and/or online, :

- Human Resource Management (MGMT 732/BADM 768)
- Human Resource Development (MGMT 731/BADM 766 & LDRS 766),
- Ethical Leadership and Organizational Behavior (BADM 735)

- Leading Change: Organization Development & Transformation (LDRS 711),
- Legal and Ethical Environment for Decision Makers (BLAW 730/BADM 716),
- Managing People (MGMT/BADM 750),
- MBA Essentials I (MGMT/BADM 702),
- Business Independent Study (MGMT/BADM 795),
- Leadership Independent Study (LDRS 716), and
- Leadership Graduate Capstone (LDRS 715).

Undergraduate courses:

- Human Resource Management (MGMT 311) (face-to-face, hybrid, and online),
- Business Ethics (MGMT 411) (face-to-face and hybrid),
- Legal and Ethical Environment of Business (BLAW 305) (face-to-face and online),
- Organizational Leadership (BADM/LDRS 371) (face-to-face),
- Senior Leadership Seminars (LDRS 401 & 411) (face-to-face), and
- Principled Leadership (LDRS 201) (face-to-face).

Columbia International University, Columbia, SC (2012-2015)

Developed and taught eight (8) new undergraduate courses, launching and directing a Business and Organizational Leadership program. Taught 3+3 course load for four years, rapidly acquiring significant face-to-face teaching experience across a broad range of business and organization subjects.

Undergraduate courses prepared and taught included:

- Organizational behavior, culture, development; and organizational leadership;
- Management of business and enterprise;
- Human resources management and human capital development;
- Organizational teams and team-building;
- International, multicultural leadership.
- Business communications;
- Strategic management planning and execution;
- Business ethics and corporate social responsibility; and,
- Business law, government regulation, and corporate governance.

Regent University, Virginia Beach, VA (2007, 2008)

Taught online graduate course in Organizational Development: Consulting, Design, Intervention & Evaluation.

Other External Teaching

Taught MNS 510, Organizational Leadership, on-site in South Metro, Manila, Philippines, affiliate campus of Cornerstone University (June 16-29, 2018). Taught solo as instructor in an intensive graduate course, for 3 credit-hours in an accredited masters of arts degree program. CU's main campus is located in Grand Rapids, MI.

Taught MNS 510, Organizational Leadership, on-site in Ortigas, Manila, Philippines, affiliate campus of Cornerstone University (June 4-15, 2018). Taught solo as instructor in an intensive graduate course, for 3 credit-hours in an accredited masters of arts degree program. CU's main campus is located in Grand Rapids, MI.

Developed and taught MNS 510, Organizational Leadership, on-site in New Delhi, India, affiliate campus of Cornerstone University campus (May 2016). Taught solo as instructor in an intensive graduate course, for 3 credit-hours in an accredited masters of arts degree program. CU's main campus is located in Grand Rapids, MI.

Curricula and Courses Design Experience

Reviewed program curriculum content for a new undergraduate major in business and business ethics. College of Southeastern Baptist Theological Seminary, Wake Forest, NC (July 2021 - September 2021).

Designed and built, and have taught five (5) fully new online courses for The Citadel: Human Resource Management (BADM 768); Human Resource Development (BADM/LDRS 766); Business Law & Ethics (BLAW 305 & BADM 716); Human Resource Management (MGM 311) (2015-Present).

Designed and built a fully new graduate online course in HR Development and Training (MHR 5305) for Claremont-Lincoln University in Claremont, CA (completed May 2017).

Designed and built a fully new undergraduate online course in Human Resources (BUS 438) for Fresno Pacific University, Fresno, CA (completed Nov. 2017).

Designed and built a fully new graduate online course in Human Resources (LEAD 722) for Fresno Pacific University, Fresno, CA (completed Dec. 2017).

Designed and prepared to teach face-to-face a fully new undergraduate course in Business Ethics (BADM 412) as part of the recently created Principled Management pathway.

Co-ordinated teams at The Citadel that fully redesigned LDRS 201 Principled Leadership and BADM/LDRS 371 Organizational Leadership (gateway course for ROTC Fulfillment required of all non-ROTC contract cadets); and LDRS 500 Leadership Seminar (online seminar required of all Citadel Graduate Students).

Launched and directed Columbia International University's Business and Organizational Leadership undergraduate program. Developed courses and administration. Prepared for SACS accreditation assessment.

Professional Education and Faculty Development

International Leadership Association, 23rd Annual Global Conference (ILA, 2021). Conference Theme: "Reimagining Leadership Together." This was a "high-flex" format conference held live online and in Geneva, Switzerland. I attended live online and participated directly in two sessions as a presenter and as a panel commentator (October 20 - 26, 2021).

Qualtrics, "Designing Surveys Live Qualtrics Training." Hours: 1. Webinar coordinated through BSB account for live training in preparing Qualtrics surveys. Virtual (October 13, 2021).

Academy of Management, 2021 Virtual Annual Meeting of AOM. Conference Theme: "Bringing the Manager Back in Management." Number of active hours: 7. (July 29-August 4, 2021).

Palmetto Society for Human Resources Management (PSHRM), "Insights into Communication to Maximize Individual and Team Performance," Seminar. Hours: 1. Charleston, SC (June 15, 2021).

Palmetto Society for Human Resources Management (PSHRM), "LinkedIn Engagement Strategies for HR Professionals." Seminar. Hours: 1. Charleston, SC (May 18, 2021).

College of Charleston, "Teaching, Learning and Technology Conference 2021 (TLTCon)." Number of active hours: 10. The TLTCon is designed to bring together expertise from educational institutions across the region. Charleston, SC (May 11-13, 2021).

Palmetto Society for Human Resources Management (PSHRM), "Approaches to Mental Health in 2021 and Beyond," Seminar. Hours: 1 (March 16, 2021).

Palmetto Society for Human Resources Management (PSHRM), "Managing Expectations for the Workplace in the New Year." Seminar. Hours: 1. Charleston, SC (January 19, 2021).

Center for Excellence and Innovation in Teaching, Learning and Distance Education, The Citadel, "Best Practices in Teaching Online," 4-hour series (2020-2021).

International Leadership Association (ILA), 2020 Annual Global Conference ILA, Virtual/Fully Online. Hours: 9. Participated virtually in multiple seminars and sessions within the International Leadership Association's 2020 Annual Global Conference, conducted fully online from San Francisco, CA. Chaired a symposium on ethical leadership: "On the Edge of Silence and Voice" (October 6-8, 2020).

Palmetto Society for Human Resources Management (PSHRM), "From Meh to Marvelous," Seminar. Hours: 1. Charleston, SC. (July 28, 2020).

SAP-Certified Training Seminar, Enterprise Resource Planning (ERP) and Analytics Software, 10 hrs., Charleston, SC (Mar. 9-10, 2020)

National Business Institute (NBI). "Human Resource Law from A to Z." Continuing education seminar. Hours: 12. Charleston, SC (2019 Nov).

AACSB, "Assurance of Learning Seminar I," Charleston, SC (Mar. 20-21, 2019).

Society for Human Resource Management (SHRM), Palmetto Chapter, 1-hr. PDCs, Charleston, SC, in 2019:

- "Legislative Update (HR)" (Nov 12)
- "Creating a Powerful Diversity Retention Strategy, 3 Steps" (Aug 20)

- "Building HR Rock Stars!" (July 16)
- "The C-Suite: How to Find a Seat at the Executive Table" (May 21).

South Carolina Society for Human Resource Management, Annual State Conference, attended three conference days, Myrtle Beach, SC (Sep. 2018).

Pryor, "Human Resources for Newly Assigned HR Responsibilities." Continuing education seminar. Hours: 8. Charleston, SC (Aug. 2018).

Southeastern Psychological Association, 2018 Annual Conference (specialty track on Industrial/Organizational), Charleston, SC (Mar. 2018).

International Leadership Association (ILA), 2017 Annual Global Conference (professional and specialty tracks on Business Leadership and Leadership Education), Brussels, Belgium (Oct. 2017).

College and University Professional Association for HR, S.C. Chapter (SC CUPA-HR), Hilton Head, SC (Sep. 2017).

Association of Management (AOM) 2017 Annual Conference, Atlanta, GA, focusing on professional specialty tracks in Organizational Behavior, Organization and Management Theory, Organizational Development and Change, and Human Resources (Aug. 2017).

Association of Leadership Educators (ALE), 2017 Annual Conference (specialty track on Higher Education), Charleston, SC (July 2017).

Human Resource Certification Institute (HRCI). Recertification as Senior Professional in Human Resources (SPHR), completed required 60 hours of professional continuing education credits, including 15 hours on business management and strategy subjects (Sept. 2017). Continuing education is ongoing.

Society for Human Resource Management (SHRM), earned 21 hours of professional development credits since Jan 2016 toward required total for SHRM-SCP recertification (2014-2017). Continuing education is ongoing.

National Coalition Building Institute International (NCBI), Welcoming Diversity Workshop, certificate, The Citadel (Oct. 2017).

South Carolina Conference on Innovations in Teaching and Learning seminar, Charleston, SC (July 2017).

International Leadership Association (ILA), 2016 Annual Conference (professional and specialty tracks: Business Leadership and Leadership Education), Atlanta, GA (Oct. 2016).

Teaching and Learning in the Digital Age, professional seminar sponsored by International Leadership Association, Atlanta, GA (October 2016).

Online Teaching Academy, eight-week certification course, The Citadel (July-August 2015).

Citadel Academy for the Scholarship of Teaching and Learning (CASTLE) and multiple other faculty development seminars and workshops conducted on-campus for faculty at The Citadel (2015-2021).

SCHOLARSHIP

Refereed Journal Articles (Published/Refereed)

- Dean, B. P. (2021). Antecedents enabling team ambidexterity: Moving beyond mere microfoundation. *International Journal of Productivity and Performance Management*, ahead-of-print(ahead-of-print). <https://doi.org/10.1108/IJPPM-01-2021-0003>
- Dean, B. P. (2021). Multiteam systems as integrated networks for engaging ambidexterity as dynamic capabilities. *International Journal of Organization Theory & Behavior*, ahead-of-print(ahead-of-print). <https://doi.org/10.1108/IJOTB-01-2021-0013>
- Money, W. H., & Dean, B. P. (2019). Incorporating student population differences for effective online education: A content-based review and integrative model. *Computers & Education*, 138, 57–82. <https://doi.org/10.1016/j.compedu.2019.03.013>
- Dean, B. P. (2007), Initiating trust in a hostile environment: A case study of leaders forging a new transnational partnership in Iraq, *International Journal of Leadership Studies*, Vol. 2, No. 3.
- Dean, B. P. (2005). Emerging leadership ethics in an interdependent world: Human capabilities development as a global imperative for moral leadership. In N. S. Huber & M. C. Walker (Eds.), *Emergent Models of Global Leadership* (pp. 17–33). International Leadership Association; James McGregor Burns Academy of Leadership (peer-reviewed collection).
- Dean, B. P. (1988), Self-Determination and U.S. Policy in support of insurgents, 122 *Mil. Law Rev.* 149.
- Dean, B. P. (1984), An international human rights approach to the NATO SOFA fair trial guarantees, 106 *Mil. Law Rev.* 219.

Book Chapters (Published/Refereed)

- Dean, B. P. (2018). Transformational leadership. In Robert M. McManus, Stanley J. Ward, and Alexandra K. Perry, *Ethical Leadership: A Primer*, 1st Ed. (pp. 316-345). Northampton, MA: Edward Elgar Publishing.
- Dean, B. P. (1999). Discovery in scientific evidence cases. In *Attorney's Guide to Scientific Evidence and Experts*, textbook chapter on, (Aspen, and annual update supplements 2000-2004).

Reviews by Refereed Journals Currently Under Review

- Developing and Leading Ambidextrous Teams: A Team-Centric Framework of Ambidexterity in Volatile Environments. *Revised and resubmitted journal article*, manuscript submitted to and currently pending peer-review by *Journal of Change Management* on September 8, 2021.

Other Research and Writing Projects In-Progress

- An Approach for Teaching Transformational Leadership as Business Ethics (planning and drafting in-progress).

Transformational Leadership as a Cross-Cultural Universal of Organizational Leadership, Regent University, unpublished paper (to be updated and revised).

Servant Leadership/Principled Leadership Research Project. Adapted a Servant Leadership empirical model (van Dierendonck, 2011) and a validated survey instrument (van Dierendonck & Nuijten, 2011) for institutional measurement, assessment, and research (2015-Present). IRB approved by The Citadel.

Organizational Leadership and Followership in Supply Chain Management, with Sergey Ponomarov, Ph.D., The Citadel (first exploratory research project pending for future preparation of a journal manuscript).

Service Centers of Excellence Project, focusing on IT and HR, with Will Money, PhD, The Citadel (second exploratory research project pending for future preparation of a journal manuscript).

Conference Proceedings (Published/Refereed)

Dean, B.P. *Educating and Developing Principled Leaders: Implementing an Empirical Model of Servant Leadership within a Values-Based, Residential University Community*. Proceedings of the Association of Leadership Educators Annual Conference 2017, Charleston, SC (2017) (pp. 176–184; peer reviewed).

Conference Presentations and Panels

International Leadership Association, 2020 Annual Global Conf., virtual (Nov. 2020).

- Chair, ILA Symposium Session: "On the Edge of Silence and Voice [for Ethical Leadership]," 2020 November 7.

International Leadership Association's Webinar entitled *Developing Ethical Leaders: Theory Meets Practice*, 2019 October 3. Session presented on "Transformational Leadership as Ethical Leadership." <https://intersections.ilamembers.org/viewdocument/developing-ethical-leaders-theory>

National Public Employer Labor Relations Association (National PELRA), 2018 Annual Training Conference, Charleston, SC, on "Ethics in Professional Leadership" (April 2018). Invited to speak to approximately 450 Labor Relations Professionals, such as Human Resources Directors and City/County Managers from around the country.

International Leadership Association, 2018 Annual Global Conf., Brussels, Belgium (Oct. 2017).

- Session presented on "Transformational Leadership as Ethical Leadership,"
- Panel discussion on "The Ethical Implications of Three Models of Leadership/Followership."

College and University Professional Association for HR, S.C. Chapter, (SC CUPA-HR) (Sept. 2017). Session presentation on "It's All About Collaboration: Partnering With Faculty To Chart A Course For Leadership Development," with Schonfeld, L., & Snipe, K. L.

Association of Leadership Educators. 2017 Annual Conference, Charleston, SC. Innovative practices presentation on leadership education and servant leadership in higher education institutions (July 2017).

Association of Government Accountants (AGA), Charleston Chapter, seminar presentation on "Building Leadership Influence in the Professional World," Charleston, SC (Nov. 2016).

Conference Poster

Saylor, C., Haas, M.*, **Dean, B.**, and Clark, T. (2018, March) *Better leadership, better service: Student leader behaviors and civic engagement*. Presented as a poster for the Southeastern Psychological Association meeting, Charleston, SC. (*Graduate student involvement.)

Other Professional Publications and Writing

Dean, B.P. (March 2020). Build and launch teams that can navigate uncharted waters of change, *Columbia Regional Business Report* and *Greenville Business Magazine*.

Dean, B. P. (Fall 2012). Business with values, *Connection*, Columbia International Univ., Columbia, SC.

Dean, B. P. (April 2007). "Well connected," book review [on establishing and building strategic organizational partnerships], *EMQ*.

Dean, B. P. (November 2006). Global alliances as strategy for proactive international integration, *Lausanne World Pulse*.

Pentagon legal team that prepared and submitted formal legal memoranda on legal research and analysis for:

- Appellate briefs in two cases argued by the U.S. Solicitor General before the U.S. Supreme Court: Perpich v. United States Dept. of Defense, 496 U.S. 334, 110 S. Ct. 2418 (1990); and Dukakis v. United States Dept. of Defense, 109 S. Ct. 1743 (1989).
- Policy Letter by Litigation Division for Department of the Army re President Bill Clinton's proposed Executive Order on "Don't Ask, Don't Tell" Personnel Policy.

Researched and wrote formal Legal Briefs and Legal Memoranda, filed in Federal Appellate and District Courts:

- U.S. Court of Appeals for 2nd, 4th, & 9th Circuits; U.S. Court of Claims; and for U.S. District Courts (1987-1990). Subjects included monetary claims, physical disability and personnel claims, and constitutional claims brought against the United States under federal statutes, including Federal Tort Claims Act (FTCA), Administrative Procedures Act (APA), and Classified Information Procedures Act (CIPA).
- U.S. District Courts for E.D.N.C. and for M.D.N.C. (1991-1997).

Professional and Executive Teaching and Speaking

General Managers Summit, The Neighborhood Dining Group and Husk, McCrady's & Minero Executive Seminar: "Building Human Capital," in Charleston, SC (Dec. 2018).

Leaders International Christian School of Manila. Guest Speaker at two graduation ceremonies on "Building Yourself as a Leader," in Makati City, Manila, Philippines (June 2018).

Charleston Citadel Alumni Association. Guest Speaker. "An Introduction to The Citadel's Department of Leadership Studies" (Feb. 2016).

Global Executive Institute. Solo Presenter on Business Administration for Executives and Professionals (May 2013), and on Strategic Organizational Leadership (Dec. 2013), in Kuwait City, Kuwait.

Onemaker. Instructor in seminars for nongovernmental organization (NGO) on organizational and business development in New Delhi, India (Jan. 2013; Mar. 2014).

Columbia International University, Columbia, SC. Organizer and Key Presenter at event for Business and Community Leaders focused on Business & Organizational Leadership curriculum content (2012).

Geneva Institute for Leadership and Public Policy, Geneva, Switzerland. Organizer and Co-Chair of international conference for nongovernmental organization (NGO) on "Reconciliation Within National Borders"; also delivered two presentations (July 2010).

Global Leadership Geneva, in Switzerland. Co-Chair of forum and workshop on Government and Policy (2009).

Ministry of the Interior, Office of the Directorate General in Lima, Peru. Co-Organizer. Presentation to Peruvian National Police Force on values and principles of effective leadership in government and business (2007).

Seminario Evangelico Teologico in Lima, Peru. Co-Organizer. Seminars to business, government, and ministry leaders on principles of effective leadership and leadership development (2007, 2005, 2004).

Inner Mongolia School of Finance and Economics; and Hohhot Teachers College in China. Seminars for business and education students on principles of law and ethics (2003, 2000).

Leadership and Organizational Development seminars: Mexico (2012); Chiang Mai, Thailand (2009, 2008, 2004); Kenya (2007); Laos (2006); India (2013; 2004); DR Congo (2003).

Professional Consulting

Leadership Coaching, Rowhill Consulting Group. Performs consulting and training on as-needed basis for commercial clients of RCG, 2008-2015, Part-Time)

Leadership and Team Development Consultant, Clarion Consulting Inc. Performed certified training, individual assessments, and team development model (2007-2009, part-time).

MAP International. Assisted in an organizational review of Medical Assistance Program (MAP) International, working in Cochabamba, Bolivia (May 2008).

Professional Development and Continuing Education – Participation

International Leadership Association, 23rd Annual Global Conference (ILA 2021), Conference Attendance: Virtual. October 20-26, 2021. Live online and in Geneva, Switzerland.

Academy of Management, 2021 Virtual Annual Meeting of AOM, , Virtual. July 29-August 4, 2021.

Association of Leadership Educators, 31st Annual Conference (ALE 2021), Conference Attendance: Virtual. June 28 - July 1, 2021. Hours: 8. Conference Theme: "Leadership for a Global Neighborhood"

Palmetto Society for Human Resource Management (PSHRM), Charleston chapter of SHRM, recurring participation in continuing education seminars, multiple 1-hr PDCs in 2020-2021 for recertifications by SHRM and by HRCI.

International Leadership Association, 2020 Annual Conference (professional/specialty tracks on Business Leadership and on Leadership Education), fully online from San Francisco, CA, chaired a symposium session, attended additional sessions, 9 hrs. (Oct. 2020).

Center for Excellence and Innovation in Teaching, Learning, and Distance Education (CEITLDE), The Citadel, training sessions and quality of teaching (QOT) series, 7 hours cumul. (2019-2021).

National Business Institute (NBI). "Human Resource Law from A to Z" Program, 12 PDC hrs., Charleston, SC (2019 Nov).

Society for Human Resource Management (SHRM), Palmetto Chapter, 4 cumulative hours of PDCs for recertification, Charleston, SC, in 2019.

Society for Human Resource Management, SC Annual State Conf., Myrtle Beach, SC (Sep. 2018).

Human Resources for Newly Assigned HR Responsibilities, Pryor Seminar (Aug. 2018).

Southeastern Psychological Association, 2018 Annual Conference (specialty track on Industrial/Organizational), Charleston, SC (Mar. 2018).

International Leadership Association, 2017 Annual Global Conference (professional and specialty tracks on Business Leadership and Leadership Education), Brussels, Belgium (Oct. 2017).

College and University Professional Association for HR, S.C. Chapter (SC CUPA-HR), Hilton Head, SC (Sep. 2017).

Association of Management (AOM) 2017 Annual Conference, Atlanta, GA, focusing on professional specialty tracks in Organizational Behavior, Organization and Management Theory, Organizational Development and Change, and Human Resources (Aug. 2017).

Association of Leadership Educators, 2017 Annual Conference (specialty track on Higher Education), Charleston, SC (July 2017).

International Leadership Association, 2016 Annual Conference (professional and specialty tracks on Business Leadership and Leadership Education), Atlanta, GA (Oct. 2016).

Continuing Education in Human Resources Professional Certifications:

- Human Resource Certification Institute, earned 60 hours of credits since Jan. 2014, completing total required for SPHR recertification completed in Sep. 2017.
- Society of Human Resource Management, earned additional credit hours in continuing education courses for SHRM-SCP recertification pending.

International Leadership Asso., Annual Conference, Amsterdam, Netherlands (Oct. 2004).

SERVICE

Tommy and Victoria Baker School of Business

Committees

- Committee member-at-large, Strategic Planning Committee, BSB. (November 2020 - Present). Committee Chair, Management Faculty Search, BSB (Nov. 2019-May 2020).
- Committee Member, Faculty Standards (former Faculty Affairs), BSB (Aug. 2019-Present).
- Committee Member, Baker Business Coaching Program (BCP), BSB (Oct. 2018-Present).
- Committee Member, Strategic Planning, BSB (Nov. 2020-Present).
- Chair, Search Committee for Alvah H. Chapman, Jr. {Faculty} Chair in Ethics. (November 2019 - May 2020).
- Committee Member, Supply Chain & Opns Faculty Search, BSB (Oct.-Dec. 2019).
- Committee Member, Assessment of Student Learning, BSB (Jan. 2017-Jul. 2019).
- Committee Member, Graduate Curriculum, BSB (Dec. 2017-Jul. 2019).
- Committee Member, Scholarly Activities Committee, BSB. (January 2018 - May 2019).
- Committee Member, Entrepreneurship Faculty Search, BSB (Dec. 2018-Feb. 2019).
- Committee Member, Accounting Faculty Search, BSB (Aug.-Nov. 2017).
- Member, Management and Entrepreneurship Department (former Principled Management Pathway), BSB (2016-Present).

Activities and Projects

- Conducted multiple presentations at "pre-knob" recruiting events for prospective BSB students (Fall 2018, Spring 2019).
- Organized and directed BSB-sponsored Leadership Day Senior Seminar (LDRS 411), approx. 50 business majors and community leaders (Oct. 2018).
- Participated in assessments and analysis, and in MFT interventions on Leadership, Ethics, and Management:
- Applied Principled Leadership research project and data to ASL Committee's preparation for AACSB accreditation review for undergraduates and graduates.

- Conducted presentations to the BSB Faculty and to BSB Graduate and Undergraduate Curriculum Committees on options for measuring and assessing leadership development of Business majors (2016 - Present).
- Developed with Dr. Al Lovvorn a Principled Management Concentration for BSB business majors, including content of Business Ethics (BADM 412) undergraduate course (2017-2018).
- Developed with Dr. Michael Barth the Operations Risk Management course for Risk Management Concentration in MBA (2017).
- Developed and presented to BSB Graduate Curriculum Committee proposed curriculum for a Human Resources concentration in MBA (2017).
- Participated with Drs. Sharbrough, Smith, and Riggle in developing the MBA Essentials I online course (2017-2018).
- Participated in Boeing's Annual Citadel Executive Focal Town Hall, North Charleston, SC (March 2017).
- Participated regularly and actively in BSB and Management activities and events, including student advising, faculty meetings, planning retreats, and social events, e.g., Advisory Board receptions, and other events (2015-Present).

Department of Leadership Studies

Administration, Initiatives and Projects

Department Head (2015-2017).

- Graduate Certificate in Military Leadership – Developed with Dr. Harry Carter and launched in 2016 a new CHE-approved graduate certificate program. Department developed four new online courses. (2015-2016)
- Assisted in institutional approvals for Leadership concentration in the new MA degree in Intelligence & Security Studies (Spring 2016).
- Recruiting, hiring, and supervising Department part-time administrative staff personnel and graduate students (Fall 2015-Spring 2017).
- Inter-State Expansion of Online Graduate Courses – Engaged in planning and developing departmental budgeting and enrollment projections, and supporting institutional-level planning and implementation (2016-2017).
- Revised and coordinated updates to DLS website content and promotional materials (from Fall 2015-Spring 2017).
- Coordinated design and publication of DLS graduate programs brochure produced by Communications and Marketing Department (from Spring 2016-Spring 2017).
- Coordinated significant editing and revisions of CGC graduate and SCCC undergraduate catalogs (Fall 2015, Spring 2016, June 2016, Fall 2017; and recurring).
- Leadership Studies Minor-in-One-Summer – Initially designed concept, curriculum, and logo; conducted marketing efforts for Summer Sessions 2016, but currently on-hold.

- Participated in CGC Fairs for Prospective Graduate and Undergraduate Completion Students and in "Majors Fairs" for Prospective Students (Fall 2015 - Fall 2017).
- Conducted presentations to groups of Military Base Representatives in the CGC's Marketing of online programs out-of-state (two in 2016, one in 2017).
- Coordinated and hosted campus visit by Roan Scholars from East Tennessee State University (March 2016).
- Coordinated and conducted DLS presentation to 1LT Samuel Walker, UK exchange officer from 77 Army Education Centre Group, Aldershot, UK (April 2016), and subsequent follow-up contact re Leadership graduate programs available online.

Department Representation

Department Representative, Academic Board (Aug.-Dec. 2015) and Provost's Academic Affairs Council (Jan. 2016-June 2017); and annual planning retreats.

Department Representative for Leadership Scholars Program, Provost's Committee for Citadel Scholars and Admissions (Aug. 2016-June 2017).

- Leadership Scholars Program – designed and developed, with LTC Elizabeth Connor, a new Leadership Scholars program as part of The Citadel's series of new scholars programs based on the Honors Program (2016-2017).

The Citadel

Institutional Committees, Boards, and Task Forces

- Chair and Committee Member, Faculty Governance Committee, Faculty Senate, The Citadel (BSB representative reviewing and revising Citadel Faculty Manual, Sep. 2018-Present). Elected as chair Aug. 2021. Undertaking, with the Office of the Provost, revisions to The Citadel's Faculty Manual.
- BSB Representative, Legal Studies Interdisciplinary Working Group (Ad Hoc). (August 2017-Present).
- Interviewer, Search Committee, Department of Leadership Studies. (April 21-27, 2021). I was invited by the Department of Leadership Studies and participated in its search committee interviews for two new DLS faculty members at The Citadel.
- Member, Faculty Senate, The Citadel (Jan. 2016 - June 2017).
- Member, President's Task Force on Diversity, Inclusion, and Equity; and the Curriculum Subcommittee (Feb 2016-Aug 2017).
- Member, Leadership Development Council (LDC), an interdisciplinary monthly meeting (Aug. 2015-June 2017).
 - Co-chaired a Principled Leadership Working Group and other leadership-related project teams (2015-2017).
 - Met approximately bi-monthly with the Commandant and the Krause Center Executive Director (Aug 2015-May 2017).
- Committee Member, Leadership Committee, FS (2016, 2017).
- Committee Member, Undergraduate Curriculum Committee (2016, 2017).

- Committee Member, Graduate College Committee (2016, 2017).
- Committee Member, Faculty Excellence Committee, FS (Jan.-June 2017).

Activities and Projects

CitLearn Quality Matters Review and Rebuild of Online Courses (Aug.-Dec. 2018).

Citadel-wide Projects on Servant Leadership and Principled Leadership:

- Supervisors Development, Human Resource Department, The Citadel, "Supervisors Boot Camp" Training Series (five presentations, plus workshops) (Mar-July 2017, and ongoing).
- Principled Leadership Development Program – Planned and implemented with COL Tom Clark in Krause Center a major revision of. (2015-Present).
- Proposed and developed Principled Leadership development and assessment initiative, with the Krause Center for Leadership and Ethics, adaptation and implementation of an evidence-based servant leadership model and its validated instrument (2015 – 2017).
- LDRS 201 Principled Leadership (all Sophomores; 1 Credit Hour) – revised content and redesigned course materials and Taskstream graded project; oversaw and engaged in recruiting, organizing, and orienting instructors for approximately 26 face-to-face sections. (AY 2016-2017)

Provost's ROTC Fulfillment Pilot Program:

- Fully developed new course curriculum for BADM/LDRS 371 Organizational Leadership series, required for all non-contract Cadet seniors and for Cadet juniors as Business majors; 3 Credit Hours). Actively engaged in revising all course content, and in redesigning and selecting course materials. Developed Taskstream-administered and -graded project, organizing; and orienting instructors for ten new, additional face-to-face sections (2016-2017).
- LDRS 500 CGC Principled Leadership Seminar (all CGC students; 0 Credit Hour Requirement) – oversaw and engaged in revising content, and designing and building new Online DevCourse now being used by CGC graduate and degree completion students (2016-2017).

Provost's Task Force on Corporate Leadership Development/Executive Continuing Education:

- Participated with members, including Dean Bill Trumbull, in concept planning for initiatives in organizational leadership, and in faculty development on Principled Leadership. Projects overlap with similar approach by Battlefield Leadership, LLC. (2016-2017)
- Participated in the planning, coordination, and after-action of meetings for the Battlefield Leadership, LLC pilot program and its initial pilot event in Charleston, SC (March 2016).

Service to Students

- Advises Business 20-30 students as their assigned faculty academic advisor (Fall 2017-Present).

- Advised students in Leadership graduate programs as faculty academic advisor, and additional students, including graduate students in programs with Leadership concentration and undergraduate students in Leadership Studies minor (2015-2018).
- Reviewed Phi Kappa Phi scholarship applications (2018).
- Served on Citadel Leadership Days and for Leadership Symposia:
 - Business Partners Roundtable for Business Seniors Seminar (2018).
 - Co-Chaired Graduate Students' research papers presentations (2017).
 - Business Partners Roundtable for Business Seniors, conducted in Club Room of Hagood Stadium (Fall 2016).
 - Boeing Corporation orientation by Business Seniors, on-site in North Charleston (Fall 2015).
 - Served as a Judge in rounds of the All-Citadel Speaking Contest (2016, 2017).
 - Participated in MBA Association student-faculty events (2016-Present).

Service to Profession/Discipline

- Editorial Activities, Peer Reviewing Articles and Manuscripts
- Reviewer/Referee, International Journal of Productivity and Performance Management, London. (September 2021).
- Reviewer/Referee, Organization Management Journal. (August 2021).
- Reviewer/Referee, Computer & Education. (April 2020 - May 2020).
- Reviewer/Referee, SAGE Publishing, Thousand Oaks, CA. (March 2020 - April 2020).
- Reviewer, Computers & Education Journal, peer review for Elsevier Publishing (2020).
- Reviewer, Academy of Management (AOM), Annual Conference papers in Human Resources and in Organizational Development practice groups (2018).
- Reviewer, Association of Leadership Educators (ALE), Annual Conference Proceedings (2017).
- Reviewer, Edward Elgar Publishing (2017).
- Doctoral Committee Member. Served as an external member of a review panel for a dissertation on organizational leadership for Doctor of Ministry (DMin) candidate at Southeastern Baptist Theological Seminary (SEBTS) in Wake Forest, NC. Non-compensated (August 2018-May 2019).
- Developed and administered new undergraduate and graduate courses and programs within the Management and Leadership Studies disciplines at an institution of higher learning.
- Adapting and applying to a Higher Education Institution a theoretically grounded, empirically validated ethical leadership model as a representation of an effective application of an academically recognized leadership model for leadership education and development.

Community Engagement and Charitable Service

Alumni Relations and Other Informal Community Outreach (selected):

- Coordinated with 437 Air Wing in Charleston to present information about The Citadel's graduate programs (2017).
- Charleston Citadel Alumni Association Presentation (Feb 2016).

Charitable Service Activities (selected):

- Volunteer, Community Service, sponsored by BSB, Charleston, SC. (2019). Helped in meal preparation and service at the Ronald MacDonald House.
- Volunteer, Onemaker, Inc., Mt. Pleasant, SC, non-compensated. Nonprofit organization supporting social enterprise and education for refugees in SC and for families in underdeveloped countries. Non-compensated. (2009-2019).
- Board Member, Petra Peacebuilders, non-compensated. (2016-2018).
- Board Member, International Outreach Ministries, non-compensated (1996-2018).
- Active Member, St. Andrews Church, Mt. Pleasant, SC (2016-Present).
- Organizational development and consulting services provided to various charitable organizations and churches for charitable outreach, local refugee relief, and humanitarian development projects sponsored internationally (non-compensated).

PROFESSIONAL AFFILIATIONS

Academy of Management, member (Current), including participation professional divisions in Human Resources, Organization and Management Theory, Organizational Behavior, Organizational Development and Change.

Association of Leadership Educators, member (Current).

International Leadership Association, a global network of professionals and academics engaged in the practice, study, and teaching of organizational leadership (Current).

Society of Human Resources Management (SHRM), national organization member (Current).

Palmetto Chapter of SHRM, chapter member (Current).

Phi Kappa Phi and Beta Gamma Sigma Societies (Current).

North Carolina State Bar (Active license. Current membership).

LANGUAGES

French (achieved intermediate oral and reading levels; Université de Genève).

Spanish (achieved basic oral and intermediate reading levels; U.N.C.-Chapel Hill).

Italian (achieved basic oral and intermediate reading levels; U.S. Defense Language Institute).

RESEARCH INTERESTS

Organizations, organizational leadership, and organizational teams, including organizational behavior interventions for developing organizations, achieving effectiveness, and managing and leading change. Organizational capabilities and learning.

Human capital development and human resource management.

Intercultural and global competencies and cultural intelligence for leadership effectiveness and leadership development in organizations and organizational teams.

Business ethics and social responsibility for triple bottom line and sustainability in business.

Business law, organizational governance, and leadership in professional organizations.

Education, adult learning, andragogy, and online delivery of higher education.