

Walter L. Rosado, Ph.D., SPHR

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Education

- 2016 **Robert Morris University**
Ph.D., Instructional Management and Leadership
- Dissertation: The Impact of Implementing Human Capital Management Software: A Case Study on Leadership and User Acceptance at a Private Research University
- 2026 **The Citadel, The Military College of South Carolina**
MBA., Business Administration
- 2011 **Duquesne University**
M.S., Leadership and Business Ethics
- 2007 **Thiel College**
B.A., History, Secondary Education

Work Experience

Academic Experience

The Citadel, The Military College of South Carolina

- ◆ 2026-Present Assistant Professor, Management and Entrepreneurship
- ◆ 2025-2026 Graduate and Transfer Programs Advisor
- ◆ 2025-2026 Instructor of Management

Carnegie Mellon University

- ◆ 2014-2016 Global Human Capital Management Advisor, Finance Department
- ◆ 2014-2016 Adjunct Instructor
- ◆ 2012-2014 Senior Human Resources Generalist, Benefits and Compensation

Industry Experience

Midwest Shooting Centers

- ◆ 2023-2024 Location General Manager, Director of Training and Sales Managers

Highmark, Inc.

- ◆ 2022-2023 Talent Engagement Partner, HR Business Partner (Hospitals)
- ◆ 2020-2022 Project Transformation Lead, Organizational Change Management
- ◆ 2019-2020 Senior Consultant- Product Manager, Organizational Change Management
- ◆ 2016-2019 Delivery Lead- Senior Project Manager, Operational Readiness

United States Army, Army National Guard, State Guard

- ◆ 2020-2023 Battalion Commander, Lieutenant Colonel (OHMR)
- ◆ 2015-2020 S1/G1- Brigade Human Resources Officer
- ◆ 2007- 2015 Human Resources Specialist

Research

Articles

ROSADO, W.; ALBRIGHT, T. (2026). *Organizational Behavior and Technology Adoption in Primary Education: Budgetary Trade-offs and Economic Implications of iPad Purchases*. Theoretical and Practical Research in Economic Fields, Volume XVII, Issue 2 (38) (< 34% acceptance rate) Submitted.

ROSADO, W.; BERNAUER, J.; ROOK, R.; BOURY, T.; DAVENPORT, D.; MILLER, M.; CLACKS, E. (2026). *Defining and Developing Standards of Teaching Excellence for New College Faculty*. Journal of Research and Practice. Accepted. (< 74% acceptance rate)

DESPLACES, D.; ROSADO, W. (2026). *A Case Study: Selection Ethics at a Small College. Lessons and Implications for Small Businesses*. Small Business Institute Journal. (< 30% acceptance rate) Accepted.

ROSADO, W.; BEZJIAN, J. (2026). *Locked and Loaded: Analyzing a Firearms Brand Marketing Strategy in America Through the Four Ps of Product, Price, Place, and Promotion*. Journal of Management and Marketing Research. (< 35% acceptance rate) www.aabri.com/manuscripts/254049.pdf

ROSADO, W. (2025). *Multifaceted Factors Contributing to the Closure of Valley Forge Military Academy: An Examination of Management, Economic, Legal, and Social Influences*. Journal of Research in Educational Sciences. Volume XVI, Issue 2(20). (< 74% acceptance rate) [https://doi.org/10.14505/jres.v16.2\(20\).06](https://doi.org/10.14505/jres.v16.2(20).06)

PRUITT, K.; BEZJIAN, J.; ROSADO, W.; KWON, H.; FORMBY-TIEDMAN, L.; TIEDMAN, C. (2025). *Exploring the Scalability of Nonprofit Organizational Legitimacy for Sant'Egidio, a Global Conflict Mediator*. Journal of Business Cases & Applications, 49, 1-7. <https://aabri.com/manuscripts/254017.pdf> (< 35% acceptance rate)

Conference Presentations

DESPLACES, D.; ROSADO, W. (2026). Entrepreneurship Instruction and Women Veterans' Perceived Self-Efficacy to Start a Business: An Emerging Inquiry. Eastern Academy of Management Conference. Ocean City, NJ. Accepted.

Dissertation

ROSADO, W. (2016). *The impact of implementing human capital management software: A case study on leadership and user acceptance at a private research university*. Robert Morris University, ProQuest Dissertations & Theses, 2016.10113375.
<https://www.proquest.com/openview/33ce0417cc9e337761855d25eaf4a1bc/1?cbl=18750&diss=y&pq-origsite=gscholar>

Teaching

- MGMT 301- Undergraduate, Principles of Management, The Citadel Military College of South Carolina (Spring 2026, Fall 2026)

This course explores the role of a manager, with particular emphasis on the skills, competencies, techniques, and knowledge needed to successfully manage an organization. It examines the principles, techniques, and concepts managers need for effective analysis, decision-making, and problem-solving. Students learn how managers develop and maintain a competitive advantage within a changing business environment.

- MGMT 439- Undergraduate, Business Leadership, The Citadel Military College of South Carolina (Fall 2025, Spring 2026, Fall 2026)

This course considers various theories of leadership and their application in achieving critical organizational outcomes. Cases involving leader effectiveness, ethics, power, influence, politics, teamwork, motivation, creativity, innovation, communication, conflict, strategy, diversity, and leadership development will be considered. Students prepare an integrative project involving the application of leadership principles in an organizational setting.

- LDRS 101- Undergraduate, The Cadet First Year Experience, The Citadel Military College of South Carolina (Summer 2025, Fall 2025, Summer 2026)

This course provides academic and life skills to help students make a successful transition to college as well as to the unique environment of The Citadel. Students will develop their academic skills (reading, listening, note-taking, test-taking, time management, research, etc.) and will be introduced to campus facilities, resources, and support services. Some attention will also be given to lifestyle and relationship issues.

Service

2025-26, Student Affairs and Scholarship Committee, Tommy and Victoria Baker School of Business, The Citadel

2026, Citadel Leadership Day, Staff Volunteer

2025, Citadel Leadership Day, Staff Volunteer

Memberships

Academy of Management, Member

Society for Human Resources Management, Member

National Infantry Association, Life Member

Veterans of Foreign Wars, Life Member

Delta Sigma Phi Fraternity, Life Member

Certifications

Senior Professional in Human Resources (HRCI)

Change Management Practitioner (Prosci)

Six Sigma Black Belt (Kennesaw State University)

Agile Scrum Master (LearnQuest)

Cybersecurity Analyst (IBM)

Advanced Online Teaching Certificate (The Citadel, CEITL-D)

Honors

2026 The Citadel, School of Business, College Transfer Program Professor of the Year

2021 The Honorable Order of Saint Maurice, National Infantry Association (Army)

2021 Kentucky Colonel, Aide de Camp, Governor Andy Beshear

2020 Blue Cross Blue Shield Association Diamond Award Recognition

2020 The President's Lifetime Volunteer Service Award, The White House

2017 Certificate of Special Recognition, U.S. House of Representatives

2015 Carnegie Mellon University Staff Award- Outstanding Teamwork and Collaboration

2009 U.S. Army Combat Action Badge, Army Commendation Medal

Volunteerism

2000- 2023 Master Firefighter/Rescue Technician, Aspinwall Volunteer Fire Department

2006-2015 Advocate/Organizer, UPMC Cancer Centers Patient Care Assistance Fund

2016-2017 Christian Missionary, Haiti, Mission Discovery