

EDUCATION:

Yale University, Bachelor of Arts Degree in English, June 1965.

New York University, Graduate School of Business Administration,
M.B.A. in Economics and Finance, October 1969.

Ph.D. studies at New York University, Graduate School of Business Administration. Two field areas for Ph.D.: Economics and Finance, with concentration on International. All course work completed; Academic Index: 3.9.

PROFESSIONAL EXPERIENCE:

Board of Trustees, Teacher, and Consultant for Fundacao Dom Cabral, 2009-present

Associate Dean and Charles and Joanne Knight Distinguished Director of Executive Programs, Olin School of Business, Washington University in St. Louis, 2004-2009. Responsible for all non-degree program offerings, 2004-2009.

- Designed and launched the Olin Partners' Program, a series of twenty-four, 1-day and 2-day seminars; 30+ corporate partnerships; won top rankings globally two years in a row, 2005 & 2006 in the Economist Intelligence Unit surveys
- Doubled revenues and number of client organizations for custom executive programs.

Associate Dean and Director of Executive Education Programs, Weatherhead School of Management, Case Western Reserve University, 2002-2004. Responsible for the Executive MBA Program and all non-degree program offerings.

- Placement of Weatherhead non-degree programs in the 2004 Business Week Top-20 Rankings for the first time in the School's history. 15th globally in open enrollment programs; 19th globally in customized programs
- Launched "Bold Ideas Conference": 1-day conference on new leadership concepts developed by Weatherhead faculty; 300+ executives attended

Associate Dean and Director of Executive Education, The Kellogg Graduate School of Management, Northwestern University, 1995-2002. Responsible for all Kellogg non-degree program offerings and of the James L. Allen Center itself.

- ◆ Doubled annual total program offerings (69 to 135) and participant enrollments (2700 to 5800) with no appreciable increase in staff size.
- ◆ Doubled executive program revenues; and increased profits 120 per cent.
- ◆ Individually designed and developed fifteen new senior-level executive programs.

Associate Dean and Director of the MBA Program, The Eli Broad Graduate School of Management, Michigan State University, 1993-1994. Responsible for all facets of MBA program activities including recruiting, admissions, financial aid, student advisement, job placement; and working with the faculty on curriculum development.

- ◆ Worked with MBA Program Committee & faculty to improve existing full-time MBA program.
- ◆ Spearheaded efforts to design and develop a new 17-month part-time weekend MBA program.

Associate Dean, Masters' Programs, Rensselaer Polytechnic Institute School of Management, 1987-1993.

Responsible for the planning and implementation of all Masters degree programs in the School of Management; also directly responsible for all activities in the Albert W. Lawrence Office of Executive Programs including the design and delivery of the Executive MBA Program (EMBA), the Management Development Program (MDP), and Customized In-House Programs (CIP).

Major contributions include:

- ◆ Worked with Faculty to design and implement the new "Management and Technology" Master's in Business Administration Program (M&T/MBA).
- ◆ Increased enrollments of full-time MBA candidates over 50 per cent in two years while at the same time improving quality as measured by all admissions criteria dimensions.
- ◆ Worked with faculty to design, and was responsible to launch and oversee the management of a new EMBA program, which has attracted approximately 25 mid-career executives per year during the first five years.
- ◆ Doubled AWL/OEP revenues the first year, tripled revenues in year two while reducing staff size by 50 per cent; converted a \$90,000 deficit to break-even in year one, and a net profit of \$100,000 in year two and \$270,000 in year three.
- ◆ Designed and delivered Customized In-House Programs for: IBM; GE; GM; Union National Bank; Sandy Hill Corp.; Community Health Plan; Mechanical Technologies, Inc.; Petricca Industries, Inc.; Broome Developmental Services; NYS Office of Mental Retardation and Developmental Disabilities; and NYS Office of Mental Health.

Director, Office of Executive Programs (OEP), Boston University School of Management, 1985-1987. Responsible for the design and delivery of the Management Development Program (MDP), Customized In-House Programs, and Executive Challenges (EC).

- ◆ Increased OEP revenues from \$435,000 to \$690,000 in year one and to \$900,000 in year two with no change in OEP Staff size.
- ◆ Converted \$120,000 deficit in EC operations to break even within eight months, and to net profit position thereafter.
- ◆ Initiated new Customized In-House programs including : Summer program (\$225,000 gross revenues) for the US Navy, Engineering Duty Officers; Raytheon; AT&T; Bellecore; Mercer-Meidinger; Fidelity Investments; LaSalle partners Ltd.; and CFA Review (tripled size in two years to 120 participants).

Director, Management Education and Development, Harris Corporation, 1984-1985.

Responsible for Corporate-Sponsored management education programs, management manpower planning (MMP) programs and consulting support to 31 divisions in the area of management training and development. Major contributions include:

- ◆ Formed Training and Development Council that designed training matrix and new tuition refund policy.
- ◆ Developed and presented proposals to accelerate technology transfer, refocus the attitude survey, and build the architecture for an Human Resource Peer Review Process.
- ◆ Formulated model for Sector-driven succession /development planning system.
- ◆ Provided leadership for functional staff development including the Human Resource Development Program (HRDP), HR-MMPs, and Finance-MMPs.

Manager, Management Development Resources, Deere & Company, 1980-1984. Responsible for senior-level management education programs; the development and refinement of human resource planning systems, and company-wide consultation regarding external management development resources.

- ◆ Designed two-week General Management Program and three-day Senior Management Program.
- ◆ Spearheaded the development of a formal succession planning system and modification of the Management Personnel Inventory (MPI).
- ◆ Pioneered design and implementation of an on-line interactive computer program with capability of searching 3500 external training programs according to 15 dimensions.

Associate Director of Executive Programs, Director of the Executive Master Program (EMP), and Instructor of Finance, Northwestern University, J.L. Kellogg Graduate School of Management, 1976-1980.

- ◆ Directed the EMP including curriculum design, faculty selection, participant recruiting and selection, and on-going program administration.
- ◆ Assisted in the design development and participant recruiting for several one-week functional area seminars.
- ◆ Won recognition for outstanding instruction in the MM-degree program; taught in executive programs including the general management program for senior executives.

Instructor in Finance, Northwestern University, J.L. Kellogg Graduate School of Management, 1973-1976. Taught courses principally in Money Markets and International Finance.

Lecturer in Economics and Finance, New York University Graduate School of Business Administration, 1971-1973. Taught courses in Economic Analysis, and Banking and Financial Markets.

U.S. Peace Corps, Peru, 1967-1969. Coordinator and Lecturer in business extension seminars, sponsored by La Organizacion Regional de Desarrollo en El Norte, 1967-1968 and Professor of Economics, La Escuela de Administracion de Negocios para Graduados (ESAN), Lima Peru, 1968-1969.