
EDUCATION

Ed.D., Northeastern University. Organizational Leadership (2018)
M.A., UCL Institute of Education/University of Deusto, Lifelong Learning Policy & Management (2012)
M.S.Ed, University of Pennsylvania, Higher Education Management (2007)
B.A, University of Delaware, Italian Studies (2005)

ACADEMIC APPOINTMENTS

University of Delaware (September 2018–Current)

Assistant Professor & Faculty Director, Social Innovation & Entrepreneurship (December 2018–Current)

Instructor & Faculty Director, Social Innovation & Entrepreneurship (September–December 2018)

Appointment: - Horn Entrepreneurship (ENTR), Lerner College of Business and Economics (2021–Current)

- Human Development and Family Sciences (HDFS), College of Education and Human Development (50%), Secondary appointment in Horn Entrepreneurship (50%) (2018–21)

University of Minnesota Duluth (August 2016–July 2018)

Instructor, Cultural Entrepreneurship (August 2016–July 2018)

Faculty Advisor, Cultural Entrepreneurship (January 2017–May 2018)

Claremont Lincoln University (July 2016–July 2018)

Teaching Faculty, Ethical Leadership (July 2016–July 2018)

Social Entrepreneurship Akademie (October 2015–May 2016)

Curriculum Architect & Lecturer, Social Entrepreneurship (October 2015–May 2016)

Chestnut Hill College

Lecturer, Global Studies, Social Entrepreneurship (January 2013–March 2015)

TEACHING

University of Delaware

Social Entrepreneurship (ENTR 420/620)	4.74/5, as of 6.2021
Social Entrepreneurship Practicum (ENTR 464/651)	4.84/5, as of 6.2021
Introduction to Entrepreneurship (ENTR 350)	4.71/5, as of 2.2021
Community Empowerment through Social Entrepreneurship (HDFS 490)	4.60/5, as of 6.2021
International Social Entrepreneurship Ecosystems (ENTR/HDFS 367, study abroad)	4.54/5, as of 2.2020
Counseling in Human Services (HDFS 346)	4.75/5, as of 6.2021
Program Development and Evaluation (HDFS 347)	4.91/5, as of 2.2021
Human Services Field Experience (HDFS 364)	N/A (Indep. study)

University of Minnesota Duluth

Culture Industry and Creative Economy (CUE 1001)
Creative Problem Solving (CUE 1111)
Managing Cultural Organizations (CUE 4002/5002)
Design Thinking & Conceptual Competences (CUE 3101)
Freshman Seminar (UST 1000)

Claremont Lincoln University

Leadership Shadow Sides: Money, Meaning & Power (MLE5305)
Leadership Literacy: Theory and Practice (MLE5303)
Ethics and Globalization (MLE5304)
Civic Leadership Assessment (SME only, MCL5201)
Public Sector Leadership (SME only, MCL5202)

Chestnut Hill College

Social Entrepreneurship, Leadership & the Economy (GLST 201)
Economic Geography & Globalization (GLST 201)

Southern New Hampshire University

Ethics, Corporate Culture, and Social Responsibility (MBA 635)

Critical Concrete *

Responsible Leadership for Community Change (MOOC/Course within Social & Sustainable Architecture Post-Graduate Program, in partnership with the Escola Superior Artistica do Porto)

Social Entrepreneurship Akademie *

Enabling Entrepreneurs to Shape a Better World (edX MOOC)

* Non-credit, online course development and teaching.

PEER-REVIEWED PUBLICATIONS

- Raible, S. E. (Revise and resubmit-2021). Critical Concrete: Pivoting for better impact as a sustainable architecture social enterprise. *Case Research Journal*.
- Raible, S. E., & Ballesteros-Sola, M. (Revise and resubmit-2021). Go Baby Go: Scaling a social movement around mobility. *Case Research Journal*.
- Raible, S. E., Adeyinka, O., Douglas, M., & Holtzen, S. (Under review). Stakeholder power play: Delta Airlines, voter rights, and Georgia Senate Bill 202. *The Case Journal*.
- Raible, S. E., & Williams Middleton, K. (2021). The relatable entrepreneur: Combating stereotypes in entrepreneurship education. *Industry and Higher Education*.
- Perna, L.W., Li, C., Walsh, E., & Raible, S. (2010). The status of equity for Hispanics in public higher education in Florida and Texas. *Journal of Hispanic Higher Education*, 9(2), pp. 145-166.

WORKING PAPERS

- Raible, S. E., & Williams Middleton, K. Entrepreneurial identity prototyping: Transition, construction, and identity work. Target: *International Journal of Entrepreneurial Behavior & Research* (editing).
- Raible, S. E. Understanding identity transitions into entrepreneurship through metaphors. Target: *Entrepreneurship & Regional Development* (data collected, currently writing).
- Raible, S. E. Relationships and social perceived distance following a career transition into entrepreneurship. Target: *International Journal of Entrepreneurial Behavior & Research* (data collected, currently writing).
- Gasiorowski, L., & Raible, S. E. Entrepreneurship and gender media coverage. Target: *Journal of Business Venturing* (Data collected, currently writing).
- Raible, S. E., & Williams Middleton, K. Identity building and management through entrepreneurship education. Target: *Entrepreneurship Education and Pedagogy* (currently writing).
- Raible, S. E., & Ballesteros-Sola, M. Revisiting scaling strategies for social entrepreneurship: Uncovering gaps from practice. Target: *International Journal of Voluntary and Nonprofit Organizations* (currently drafting)
- Raible, S. E. Balancing a process-focus with context building in social entrepreneurship education. Target: *Entrepreneurship Education and Pedagogy* (currently drafting).

BOOK & BOOK CHAPTERS

- Kucher, J., & Raible, S. E. (2021). *Social entrepreneurship: A practice-based approach to social innovation*. Northampton, MA: Edward Elgar Publishing, in press.
- Raible, S. E. (2018). Universal ethics. In R. M. McManus, S. J. Ward, & A. Perry (Eds.), *Ethical leadership: A primer*. Northampton, MA: Edward Elgar Publishing.
- Raible, S. E., & Jacoby, W. (2013). Developing global perspectives, partnerships and responsibility through videoconferencing. In C. Wankel & P. Blessinger (Eds.), *Cutting-edge technologies in higher education series*. New York City, NY: Emerald Publishing Group.

REPORT

- Raible, S. E. (2017). U.S.-German comparative perspectives on entrepreneurship education: Challenges and opportunities. *Robert Bosch Foundation Fellowship Annual Publication*.

CONFERENCE PRESENTATIONS

- 2021 *Growing impact: Scaling the work of Vertical Harvest* (Startup case). North American Case Research Association (NACRA) Conference.
- Under review *Follow the data: Piloting data-informed decision-making* (Panel presentation with M. Marcozzi and V. DiFelice). Global Consortium of Entrepreneurship Centers
- 2021 *Building a conceptual framework for entrepreneurial identity transitions*. Old Dominion University Transitional Entrepreneurship Colloquium. (Virtual presentation)
- 2021 *Women's entrepreneurship after COVID-19* (Co-presented with S. Althoff, S. A. Nurse, E. Sanchez-Persampieri, and M. Segares). Eastern Academy of Management Conference. (Virtual presentation)
- 2021 *Competitive teaching case: Go Baby Go* (Co-authored with M. Ballesteros-Sola). Competitive Teaching Case session, United States Association for Small Business & Entrepreneurship (USASBE) Conference. (Virtual presentation)
- 2020 *Go Baby Go: Building a social movement around mobility* (Co-authored with M. Ballesteros-Sola). North American Case Research Association (NACRA) Conference. Received the Best Ethics Award from the North American Case Research Association. (Virtual presentation)
- 2020 *Transitioning into entrepreneurship: Envisioning a new approach for the support of aspiring and new entrepreneurs*. United States Association for Small Business & Entrepreneurship (USASBE) Conference, New Orleans.
- 2020 *Breaking down entrepreneurial stereotypes: Exposing students' assumptions of what it means to be an entrepreneur* (Co-authored with K. Williams Middleton and M. Lundqvist). United States Association for Small Business & Entrepreneurship (USASBE) Conference, New Orleans.
- 2020 *Venturing for good: Building the entrepreneurial experience for teens*. (Co-authored with J. Frieswyk and D. Freeman). United States Association for Small Business & Entrepreneurship (USASBE) Conference, New Orleans.
- 2019 *Social entrepreneurship as self-realization and anti-identity: The relevance of social identity awareness for entrepreneurial practice*. Social Entrepreneurship Conference, Bloomington.
- 2019 *Social entrepreneurship: Entrepreneurial leadership or responsible leadership?* International Leadership Association (ILA) Annual Conference, Ottawa, Canada.
- 2019 *The importance of teaching ethical leadership in social entrepreneurship*. ARNOVA Social Enterprise/Entrepreneurship Section Research Colloquium on Social Entrepreneurship, Charlotte.

- 2019 *Entrepreneurial prototypes: Identity construction in entrepreneurship education.* (Co-authored with K. Williams Middleton). 3E Conference, Gothenburg, Sweden.
- 2019 *Understanding professional identity transitions for early-stage entrepreneurs.* USASBE Annual Conference, Tampa.
- 2019 *Scholars showcase panel for the USASBE teaching and learning scholars program.* USASBE Annual Conference, Tampa, FL.
- 2017 *The value of exploring the intersection of leadership, communication, and self-efficacy.* International Leadership Association (ILA) Conference, Brussels, Belgium.
- 2017 *Untangling the concerns and concepts of ethical leadership.* ILA Conference, Brussels, Belgium.
- 2016 *Embedding identity in cultural entrepreneurship education.* INIE Conference, Madrid, Spain.
- 2015 *Authenticity within followership: Self-perceptions of leader-follower relationships.* International Leadership Association Conference, Barcelona, Spain.
- 2015 *Cultivating lifelong learning and professional development program through alumni groups.* NAFSA Annual Conference, Boston.
- 2014 *Fostering intercultural competence for lifelong employability development.* Intercultural Horizons Annual Conference, SUNY Global Center, New York City.
- 2014 *Lifelong employability: Embedding entrepreneurial skills in higher education.* Presented at the INIE Conference, Krakow, Poland.
- 2014 *Employability identity and self-efficacy in experiential learning.* CEIA Conference, Seattle.
- 2013 *Graduate employment, the recession and the role of the university.* INIE Annual Conference, Lisbon, Portugal.
- 2013 *The anticipated and unexpected perspectives on experiential learning and co-op.* Pennsylvania Association for Colleges and Employers (PennACE) Conference, Harrisburg, PA.

WORKSHOPS, KEYNOTES, & INVITED TALKS

- 2021 *Social entrepreneurship.* Invited talk for the Study of the U.S. Institutes Women's Leadership (SUSI) at the University of Delaware (Virtual presentation).
- 2021 *Social entrepreneurship.* Invited talk for the U.S.-Middle East Partnership Initiative (MEPI) at the University of Delaware (Virtual presentation).
- 2021 *The opportunities and challenges of social entrepreneurship.* Invited talk at Rowan University. (Virtual presentation)
- 2021 *Social entrepreneurship.* Invited talk at the Honors College Freshman Seminar, University of Delaware. (Virtual presentation)
- 2021 *Social entrepreneurship.* Invited talk at Venture On, University of Delaware. (Virtual presentation)
- 2021 *Scaling to teach larger classes.* Workshop delivered for the CTAL Professional Learning Community, University of Delaware. (Virtual presentation)
- 2021 *Responsible leadership for community change.* Invited series for Critical Concrete. (Virtual presentation)
- 2021 *USASBE 2021: 'Be Boldly Unscripted' focused on how to engage within SIGs.* Invited panelist at the United States Association for Small Business & Entrepreneurship (USASBE) Conference. (Virtual presentation)
- 2020 *Social entrepreneurship.* Invited talk to the University of Delaware class, HDFS 470: Families and Children at Risk. (Virtual presentation)
- 2020 *Understanding the impact of entrepreneurial stereotypes.* Sullivan Summit, Raleigh, NC. (Conference canceled)

- 2020 *Building momentum on campus: Social entrepreneurship co-curricular programming at the University of Delaware.* Sullivan Summit, Raleigh, NC. (Conference canceled)
- 2020 *Infusing entrepreneurship outcomes into your courses.* UD Center for Teaching & Assessment of Learning, Newark, DE. (Roundtable canceled)
- 2019 *Social entrepreneurship: Opportunities and challenges.* The Mandela Washington Fellows of the Young African Leaders Initiative (YALI), Newark, DE.
- 2019 *Ethical and responsible leadership: Considerations for civic leaders.* The U.S.-Middle East Partnership Initiative (MEPI), Newark, DE.
- 2019 *Social entrepreneurship.* The U.S.-Middle East Partnership Initiative (MEPI), Newark, DE.
- 2019 *Applying advocacy: Design sprint.* Resident Student Association Committee, Newark, DE.
- 2019 *Embedding identity reflections in the social entrepreneurship curriculum.* Sullivan Faculty-Staff Summit, Raleigh, NC.
- 2019 *Team building exercise.* Fortegra Innovation Sprint, Newark, DE.
- 2018 *Social impact design sprint.* Delaware Innovation Fellows, Newark, DE.
- 2018 *Social entrepreneurship.* Blue Hen Leadership Program, Newark, DE.
- 2018 *Understanding your mindset within the purpose economy.* Blue Hen Leadership Program, Newark, DE.
- 2018 *Storytelling for social entrepreneurs.* The Mandela Washington Fellows of the Young African Leaders Initiative (YALI), Newark, DE.
- 2018 *Ethical and responsible leadership: Considerations for civic leaders.* The U.S.-Middle East Partnership Initiative (MEPI), Newark, DE.
- 2017 *Entrepreneurial ecosystems.* Social Entrepreneurship Akademie MOOC, Munich, Germany.
- 2017 *Lean methods for aspiring and new entrepreneurs.* ESAA Incubator, Lisbon, Portugal.
- 2016 *Entrepreneurship education in Europe: A review of understandings and competence-based frameworks.* Deusto International Tuning Academy, Bilbao, Spain.
- 2016 *Global transformation and the human response.* Robert Bosch Foundation Alumni Conference, Philadelphia, PA.
- 2016 *International frameworks and perspectives on entrepreneurship education.* Robert Bosch Foundation Seminar, Berlin, Germany.
- 2016 *The entrepreneurial mindset.* Social Entrepreneurship Akademie, Munich, Germany.
- 2016 *Entrepreneurial learning.* BMW Foundation Herbert Quandt, Munich, Germany.
- 2015 *Perspectives of social entrepreneurship and entrepreneurship education.* BMW Foundation Herbert Quandt, Berlin, Germany.
- 2015 *Redefining entrepreneurship as a process and professional competence.* Erasmus+ Students & Alumni Association Conference, Brussels, Belgium.
- 2015 *Social entrepreneurship as a global learning framework: Welcome & framing sessions.* NAFSA Global Learning Colloquium on Business Education, Boston, MA.
- 2013 *Achieving the UN's Education for All goals.* United Nations Student Leadership Conference on Development, Philadelphia, PA.
- 2013 *Approaching the notion of relevance in European higher education: The roles of employability and alumni networks.* Presented at Embracing the Modernisation Agenda, Brussels, Belgium.

SERVICE

Academic

- *Journal for Business Venturing*, Reviewer (2020-21)
- *Journal of Small Business and Enterprise Development*, Reviewer (2021)
- *SAGE Open*, Reviewer (2021)
- *Case Research Journal*, Reviewer (2021)
- IGI Global, Reviewer (2021)
- Global Consortium of Entrepreneurship Centers (GCEC), Annual Conference Reviewer (2021)
- United States Association for Small Business and Entrepreneurship (USASBE), Annual Conference Reviewer (2019-Current)
- Academy of Management (AoM), Annual Conference Reviewer-Entrepreneurship Division, Social Issues in Management, Public & Nonprofit Division (2018-Current)
- North American Case Research Association (NACRA), Annual Conference Reviewer (2020-Current)

National- and International-level

- Social Enterprise Alliance (SEA), *National Board Member* (2020-22)
- United States Association for Small Business and Entrepreneurship (USASBE), *Social Entrepreneurship SIG Past-Chair* (2021) / *Chair* (2020) / *Chair-Elect* (2019)
- USASBE, *Conference Commission Member* (2021-22)
- USASBE, *Annual Conference- Emerging Teaching Cases Track, Co-Chair* (2020-21)
- USASBE, *Financial Task Force Member* (2020-21)
- Algernon Sydney Sullivan Foundation, *Faculty Fellow* (2019-20)
- Global Education Motivators (GEM), *Board Member* (2014-18)
- Positive Education Outdoors (PEO), *Board Member* (2017-18)
- Head of the Lakes United Way, *Strategic Marketing Committee Member* (2017)
- Erasmus+ Students and Alumni Association (ESAA), *Founding Member* (2015-17)
- REALISE IT & ESAA (European Commission-funded Incubators), *Leader* (2013-17)
- Erasmus Mundus Association (EMA), *Liaison Group Member & Alumni Leader* (2011-17)
- National Association of International Educators (NAFSA), *Network Leader, Internationalizing Teaching, Learning, and Curriculum* (2014-16)

University of Delaware

- *Faculty Senator* (2019-21); *Interim Faculty Senator* (Spring 2019)
- *Creativity, Innovation, and Entrepreneurship University Working Group Member* (2021)
- *Professional Graduate Programs, CEHD Working Group Member* (2021)
- *Faculty Advisor, Social Entrepreneurship Minor, Concentration, and Certificate* (2018-21)
- *Faculty Director, Social Entrepreneur Co-curriculars Programming* (2018-21)
- *HDFS Honors and Scholarship Committee Member* (2019-21)
- *HDFS, Human Services Academic Committee Member* (2018-21)
- *ENTR Faculty & Super Staff Committee, Committee Member* (2018-21)
- *Net Impact "Up to Us" Campus Campaign Faculty Mentor* (Spring 2021)
- *Clinton Global Initiative University Campus Liaison* (2019-20)
- *Study Abroad Director—Winter in Germany* (Winter 2020)
- *CEHD Steele Symposium Committee, Talk Coach and Committee Member* (2019)
- *Winter Institute for Learning Facilitator* (2019)

University of Minnesota Duluth

- *Cultural Entrepreneurship Faculty Advisor* (2016-18)
- *Various Departmental Committees* (2016-18)

Claremont Lincoln University

- *Ethical Leadership Faculty Committee Member* (2016-18)
- *Organizational Leadership Faculty Committee Member* (2017-18)
- *Social Entrepreneurship Faculty Committee Member* (2016-17)
- *Civic Engagement Concentration Development Committee Member* (2018)

DISSERTATION & THESIS SUPERVISION

2020 *Co-Chair* Ph.D. Sharelle Guyton, *Ph.D. in Human Development & Family Science*, University of Delaware. (Transferred out of the program in Fall 2020).

AWARDS & RECOGNITIONS

Case Research Foundation, *Paul R. Lawrence Fellowship* (2021)
 USASBE Model Emerging Program, *National Finalist for the UD Social Entrepreneurship Initiative* (2021)
 University of Delaware, *WE Hatch Honors Circle Honoree* (2021)
 State of Delaware, *Compassionate Champion Award Nominee* (2021)
 North American Case Research Association (NACRA), *Best Ethics Paper* (2020)
 USASBE, *Competitive Experiential Learning Exercise Third Place Award* (2020)
 University of Delaware, *Excellence in Teaching Award Nominee* (2019/20)
 USASBE, *Teaching and Learning Scholar* (2018/19)
 USASBE, *Doctoral Consortium Attendee and Grant Awardee* (2018)
 University of Minnesota Duluth, *Outstanding Faculty Award Nominee* (2016/17)
 Transatlantic Core Group, *Selected Member* (2016-Current)
 BMW Foundation Responsible Leaders Group, *Selected Member* (2016-Current)
 Royal Society for the Encouragement of Arts, Manufactures and Commerce (RSA), *Fellow* (2016/17)
 Drexel University, *President's Award Nominee* (2013)
 Erasmus Mundus Association, *STAR Award of Excellence* (2013)

PERSONAL FELLOWSHIPS & PROGRAM GRANTS

TOTAL (est.):	<u>\$165,125.00</u>	
2021	\$1,000	Instructional Innovations in Post-COVID High-Enrollment Courses Grant, UD Center for Teaching & Assessment of Learning <i>Awarded a grant for participation and involvement in a cohort-style professional learning community with ten faculty from across a variety of disciplines.</i>
2019-20	\$5,000	Instructional Improvement Grant, UD Center for Teaching & Assessment of Learning <i>Awarded a grant to revitalize and reconfigure the social entrepreneurship courses within the minor and certificate programs.</i>
2019-20	\$500	Sullivan Fellowship, Algernon Sydney Sullivan Foundation
2019	\$3,150	Community Partnership Grant, UD Partnership for Arts & Culture <i>Awarded a Community Partnership grant in partnership with Dual School and 4Youth Productions to start a mentoring program for community youth to take photos to raise social awareness of causes they care about utilizing photovoice methods.</i>

2019	\$1,725	NCFDD Program Grant, Vice Provost for Diversity, University of Delaware <i>Awarded a competitive partial grant for Spring 2019 participation in the National Center for Faculty Development and Diversity Faculty Success Program.</i>
2019	\$1,000	Travel Grant, UD Center for Teaching & Assessment of Learning <i>Selected for a travel grant to present at the 2019 USASBE Annual Conference.</i>
2018	\$1,500*	Grant Recipient, USASBE Doctoral Consortium Funded by the Ewing Marion Kauffman Foundation.
2017-18	\$3,800	Chancellor's Small Grants / Diversity Grant, University of Minnesota Duluth <i>Awarded three competitive \$1,000 grants and one \$800 grant for research, conference, and professional travel.</i>
2017	\$1,350	Teaching & Teaching Innovation Grants, University of Minnesota Duluth <i>Awarded a teaching innovation grant to move the course, Creative Problem Solving (CUE 1111) into a flipped classroom and two additional teaching grants to purchase supplies and tickets for the same course.</i>
2016	€1,500*	Research Fellowship, Deusto International Tuning Academy <i>Selected for a one-month visiting fellowship to research comparative approaches to developing entrepreneurship education curricula at the Deusto International Tuning Academy at the University of Deusto in Bilbao, Spain.</i>
2015-16	€50,000*	Fellowship, Robert Bosch Foundation Fellowship Program <i>Selected for an eleven-month, highly competitive, professional fellowship to work within several social entrepreneurship/impact organizations in Germany with further required trainings in transatlantic affairs and German culture and language.</i>
2011-17	€22,000*	Travel Grants, Erasmus Mundus Association / Erasmus+ ESAA <i>Awarded 12 travel grants for various engagements of the Erasmus Mundus Association (EMA) and the Erasmus+ Student and Alumni Association (ESAA), including leading and participating in five entrepreneurship incubator programs, representing the U.S. stakeholder within international forum and symposium events, including the EU Global Strategy for Foreign and Security Policy.</i>
2008-10	€42,000	Erasmus Mundus Scholarship, European Commission <i>Received one of two available scholarships for Americans accepted to the M.A. in Lifelong Learning Policy and Management program (2008-10 cycle).</i>
2005-6	\$5,000	Graduate Assistantship Scholarship, University of Pennsylvania

* Estimates include travel, accommodation, food allowances & expenses; some awards converted from EUR.

RESEARCH APPOINTMENTS

- 5–8/17 *Researcher – Entrepreneurship Education, University of Minnesota Duluth*
- Developed eight lessons in Cultural Entrepreneurship as an enrollment management initiative to strengthen relationships with high schools and build interest in the cultural and creative sector
- 5–6/16 *Research Fellow – Entrepreneurship Education, Deusto International Tuning Academy*
- Research with a lecture addressing 1) best practices in entrepreneurship teaching, 2) research on entrepreneurial learning, and 3) models for entrepreneurship program/learning assessment
- 3/11–2/12 *Research Consultant – Program Evaluation, Saint Joseph's University*
- Created an annual end-of-program survey to collect institutional data for internal and external reporting and crafted program development recommendations and an evaluation summary

- 1–3/11 *Research Consultant, Project Bridge*
- Initiated survey on North Americans' degree recognition and employability after receiving Erasmus Mundus joint degrees and delivered results to National Structures Information Project

PROFESSIONAL & CONSULTING POSITIONS

- 9/13–10/17 *Entrepreneurship Incubator Leader, Erasmus+ Students & Alumni Incubators, Europe*
- Planned and led a European Commission funded entrepreneurship incubator for aspiring and new entrepreneurs with annual budgets ranging from €25.000–€40.000
 - Led an initiative to ignite start-up businesses; non-profits; and special interest, research and professional communities through professional development, training, and mentoring
 - Served as a trainer and mentor during the incubator and hired additional mentors and speakers
 - Served as the Selection Committee Chairperson (2013–14) and a Member Reader (2015–17)
- 8–12/17 *Performance Coach & Consultant, District Management Group, Boston, MA*
- Trained and built team capacity for the leaders and emerging leaders of the Los Angeles Unified School District
 - Coached six teams to (1) reach their full potential in project leadership, teamwork, team building, problem solving and (2) raise aptitude development, shaped attitudes towards change, and reduced performance interferences
- 5–8/17 *Director, Summer Institute for the Gifted (SIG) at Northeastern University, Boston, MA*
- Managed 20 staff and instructors to deliver a three-week, intensive, academic summer program
 - Responsible for managing the operational budget and payroll distribution during camp
 - Charged with liaising with university stakeholders and students' parents during emergencies
 - Provided human resources recommendations for position promotion and rehires
- 6/12–6/16 *Co-Founder, International Network of Innovators in Education, Europe*
- Led teams of 6-8 individuals to organize and run three annual conferences and launch the network
 - Established network's initial organizational structure, mission, and vision
 - Initiated a crowd-funding campaign and organized budget for network activities
- 7/15–5/16 *Fellow, Robert Bosch Foundation Fellowship Program, Germany*
- Selected as one of 15 American professionals for a transatlantic exchange program, consisting of professional consulting placements and international policy and German language training:
- Consultant, BMW Foundation Herbert Quandt, Munich (10/15–1/16)*
- Co-developed 15-year pro bono strategy aiming to maximize investment and social impact
 - Advised programming developments: content, learning outcomes, experiential learning
- Fellow, Social Entrepreneurship Akademie, Munich (10/15–1/16)*
- Developed a curricular framework for an ideation-incubation-acceleration pipeline proposal
 - Served as a mentor and lecturer within the Social Innovation Certificate program
- Curriculum Architect, Global Entrepreneurship Summer School, Munich (10/15–5/16)*
- Served as one of two faculty responsible for the MOOC's curricular vision and development
 - Served as the primary point of contact for all speakers for academic content matters
- Consultant, Proboneo, Berlin (2–5/16)*
- Co-developed a Corporate Social Responsibility (CSR) leadership training program
 - Developed European scaling strategy with marketing/product positioning recommendations
 - Created an organizational strategy with recommendations for organizational restructuring

- 7/12–6/15 *Assistant Director, Drexel University, Graduate Admissions, Philadelphia, PA*
- Created and led new initiative to streamline operations between six offices that improved interoffice collaborations, operations and relationships and saved expenditures and staff hours
 - Led a new initiative to streamline the institutional I-20 and DS-2019 issuance
 - Reviewed financial documents, passports and other documentation for issuance eligibility
 - Advised graduate and professional students on academic programs and entrance procedures
- 12/08–9/09 *Research Network Manager, Kingston University London, London, UK*
- Created a strategic development plan for the network: vision, timeline, budget, implementation schedule
 - Conducted a needs assessment to determine network member interests, habits and training needs in order to establish priorities, increase work efficiency and maximize the network communication and collaboration
- 1–2/08 *Admissions Application Reader, Princeton University, Princeton, NJ*
- Evaluated undergraduate applications from the U.S., Canada and Asia for admissions purposes, in order to select high performers with exceptional talents and to shape and recruit the incoming class
- 9–12/07 *Consultant, Boston College, Boston, MA*
- Helped arrange Chair's speaking engagements and consulting work during his sabbatical
- 2–8/07 *Program Manager, Regent's College (fmr. AIU London), London, UK / Florence, Italy*
- Served as primary residential advisor and coordinator of a Florence study abroad program
 - Led cultural excursions to cities in England, Belgium, France, Switzerland and Italy
 - Designed, marketed and executed study abroad programming in partnership with faculty leadership
- 9/05–1/12 *Manager / Coordinator, University of Pennsylvania, Philadelphia, PA (multiple contracts)*
- Consulted in various offices: study abroad, conference international programming, executive education, financial aid development, academic/professional advising, faculty support
 - Managed and audited aid and grant budgets accounts ranging from \$250,000 to \$8 million
 - Coordinated over 30 educational and cultural programs for students and executives
 - Advised students on academic, professional, fellowship and abroad opportunities

PROFESSIONAL & TEACHING DEVELOPMENT

- 2021 **Saïd Business School, University of Oxford Imperial College Business School**
- Doctoral/Post-doctoral Seminar on Social-Symbolic Work (10 hrs)
- 2018-21 **University of Delaware**
- Instructional Innovations in Post-COVID High-Enrollment Courses (15 hrs)
 - Delivering Learning Experiences Online (25 hrs)
 - Keep Calm, Teach On Series (23 hrs)
 - Problem-Based Learning Institute (20 hrs)
 - Winter Institute on Learning (6 hrs)
 - Summer Institute on Teaching (6 hrs- 2019; 3.5 hrs- 2020)
 - Course Design Institute (20 hrs)
 - Delivering Learning Experiences Online (25 hrs)
- 2019 **International Council for Small Business (ICSB)**
- Certificate in Global Social Entrepreneurship (45 hrs)
- 2018-19 **United States Association for Small Business and Entrepreneurship (USASBE)**
- Teaching and Learning Scholar Program (100 hrs)
 - Mentee, Longenecker Fellows Mentorship Program (10 hrs)

2016-18

University of Minnesota Duluth

- Teaching and Learning Book Clubs (30 hrs)
- Intercultural Pedagogy Community of Practice (15 hrs)
- Flipped Classroom Training (15 hrs)