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Curriculum Vitae

EDUCATION

1999   Ed. D., Columbia University, Teachers College, New York
             Major Field: Adult & Higher Education, Leadership

1987   M.B.A., Iona College, New York
             Major Field: Management and Finance

1979   B.A., Queens College, New York
             Major Field: Computer Science

EXPERIENCE-ACADEMIC

Columbia University, Arts & Sciences

2017 – Pres   **Professor of Professional Practice**
              Academic Director, Technology Management Programs

2016 – 2018   **Executive Advisor to the Dean and Vice Chair of Faculty**
              Program Director, Technology Management Programs

              Work on special initiatives and programs to support faculty and administrators,

2015 – 2016   **Vice Chair Faculty**
              Executive Director, Division of Innovation and Design

              Established a new role for faculty development and leadership for the School's
              expansion. Responsible for strategy, curriculum, and recruitment for three major MS
              programs: Technology Management, Applied Analytics, and Information Knowledge and
              Strategy. Develop new MS programs using the Columbia global centers.

Columbia University, Faculty of Arts and Sciences

2014 – Pres. **Director, Center for Technology Management**

Launched an international Center that encourages dialogue and collaboration among technology leaders, practitioners, students, and faculty engaged in the study of improving technology management in research and organizations. The Center actively interfaces with multiple schools at Columbia including the Graduate School of Business, SIPA, SEAS, Arts and Sciences, SPS, Law and Teachers College. The Center also has collaborations and joint efforts with the Data Sciences Institute and the Institute of Ideas and Imagination.

Columbia University, School of Continuing Education

2002 – 2014 **Assoc. Chair, Faculty Affairs, Support, and Development, Academic Director & Sr. Lecturer, Executive Masters of Science in Technology Management**

School-wide responsibilities for: faculty qualifications, recruitment, teaching standards and assessment, faculty mentoring protocols, and research. Administrative and academic responsibilities for the Executive Masters of Science degree in Technology Management. Created mentors program that provides students with an executive mentor from industry. Classes taught: Technology in the Business Environment, Product Realization.

Columbia University, Graduate School of Business

2011-2013 **Faculty, Department of Decision, Risk, and Operations Management.** MBA Classes in Technology Management.

Teachers College, Columbia University

2018 – Pres **Professor of Practice in the Department of Organization and Leadership**

1999 – 2017 **Adjunct Professor of Higher Education and Senior Lecturer in Adult Learning & Leadership**

Research and instructional interests: mentoring of nontraditional students; adult education, workplace learning, distance education, technology and education, curricular design. Courses developed include: IT and Organizational Learning; How Adults Learn, Purpose & Policies of Higher Education, College & University Leadership, Technology & Higher Education.

Columbia University, Continuing Education Programs

1997 – 2001 **Chair, Instruction and Curricular Development, Programs in Continuing Education**

Responsible for over 75 faculty and adjunct instructors. Duties include recruitment, <u>faculty</u> assessment, and <u>curricular</u> development. Developed overall curricular design for 50 courses covering four technology departments, as well as the design of a graduate-level adult education program. Create special programs and on-site certifications for technology business segment. Instituted mentoring program for new faculty and selected students.

1991 – 1996   **Department Chair, Information Management**

Responsible for faculty and adjunct instructors in the Information Technology Department. Duties included curriculum development, faculty assessment, teaching, and design of special courses for the corporate market.

1984 – 1990   **Instructor**

Taught courses in analysis and design of computer software systems, including systems analysis, communications in information systems, and project management. Counseled students in career development.

EXPERIENCE-PROFESSIONAL

2004 – Pres.   **Chairman & Founder, Workforce Opportunity Services**

Founder of a 501 c (3) charity focused on providing education scholarships for underserved/socially-excluded young adults and veterans including career opportunities to help address "ladders of ascent" in higher education. Research focuses on tracking student development from academic progress to professional maturity.

1989 – Pres.   **Consultant**

Education and technical consulting, including strategic direction, program development, faculty and staff development, technical education, and management development. Specialize in workplace learning, mentoring programs, needs assessment, outsourcing, and cost/benefit analysis issues. Specific expertise in computer downsizing and software re-engineering of enterprise systems. Clients include Marymount College, Westchester Business Institute, Washington University in St. Louis, Thirteen/WNET, The Corcoran Group, Kids-R-Us, Prudential Insurance, Purina Mills, Planned Parenthood, France Telecom.

1985 – 1988   **Partner and General Manager, Software Plus, Inc.**

National computer software company, specializing in software for over 100 public schools throughout the United States. Responsibilities included consulting with school districts in the design and development of administrative bus routing computer systems.

1974 – 1984   Executive Director, Computer Support Services, Coopers & Lybrand

Managed a national organization of over 100 people supporting the development, education, implementation, and support of software utilized in audit and tax accounting practices. Contributed to various publications on computer audit techniques. Provided consulting support services to the firm's high-tech clients in areas of application software development organization. Initiated firm-wide utilization and marketing of software products, resulting in over 8,000 client engagements. Created state-of-the-art technology program that provided competitive and high-quality training services.

PUBLICATIONS

Refereed Journal and Book Articles

2017   "Designing the digital organization" with Snow, C.C. and Fjeldstad O.D. Journal of Organization Design. pp. 1-13.

2016   "Cyber security: The new business priority facing executives." Cyber Security Review. Summer 2016, pp. 41-46.

2016   "Developing future technology executives at Columbia University using formal and informal methods," In Peno, K, Mangiante, ES, and Kenahan,R (Eds), Mentoring in formal and informal contexts . Charlotte, NC: Information Age Publishing, pp. 281-299.

2015   "Discovering talent in disadvantaged communities." Youth, education and work: exploring new pathways for craftsmanship in a globalised world. University of Groningen Press.

2014   "Gen Y employees: A key asset to accelerate digital transformation and competitive advantage in companies." In Meyronin, B. (Ed), Generation Y, the Manager and the Company. Grenoble, France: University of Grenoble Press, pp. 11-24.

2013   "Employing young talent from underserved populations: Designing flexible organizational process for assimilation and productivity" Journal of Organization Design (1), 2, pp. 1-17.

2010   "Mentoring nontraditional undergraduate students: A case study in higher education" International Journal of Mentoring & Tutoring (18), 1, pp. 23-38.

2009   "Measuring self-esteem through reflective writing: Essential factors in workforce development" <u>Journal of Reflective Practice (10),</u> 1, pp. 45-48.

2009   "Adapting to the data explosion: Ensuring justice for all" <u>IEEE Transactions on Systems, Man, and Cybernetics</u>

2008   "Technological Literacy Development in the College Years: A Model for Understanding Student Progress" <u>Journal of Theory into Practice (47)</u>, 186-196.

2008   "The mentoring experience of nontraditional students" <u>NCPEA Connexions (1),</u> 1.

2005   "Managing technology life cycles using reflective practice." <u>Current Issues in Technology Management (2)</u>, 9, 1-5.

2005   "Responsive organizational dynamism: Managing technology using reflective practice." <u>Reflective Practice (2).</u>

2003   "Forms of workplace literacy using reflection-with-action methods: A scheme for inner-city adults." <u>Reflective Practice (4), 3, 317-333.</u>

2003   "Adult education theory and family literacy practice." <u>Family Literacy Forum (2), 1, 12-18.</u>

2002   "Reflecting on practice: Using learning journals in higher and continuing education." <u>International Journal of Teaching in Higher Education (7), 3, 337-351.</u>

2001   "Fixing bad habits: Integrating technology personnel in the workplace." <u>International Journal of Reflective Practice (2)</u>, 1, 99-111.

2001   "Confronting theory: The practice of mentoring non-traditional students at Empire State College." <u>International Journal of Mentoring and Tutoring (9),</u> 1.

1999   "Faculty assessment of mentoring roles at SUNY Empire State College." <u>All About Mentoring</u>, 17, 3-12.

1995   "The concept of the logical equivalent." <u>Oracle Users Group (OUG)</u>, 2, 5-7.

1994   "Forming an interview approach." <u>OUG</u>, 1, 3-6.

Books

2020   <u>Analysis and Design of Next-Generation Software Architectures: 5G, IoT, Blockchain, and Quantum Computing</u>. New York, London: Springer Publishing.

2018 Strategic Information Technology: Best Practices to Drive Digital Transformation (2nd Ed.) (with Lyle Yorks). Hoboken: John Wiley.

2018 Information Technology & Organizational Learning: Managing Behavioral Change through Technology and Education (3rd Ed). New York: CRC Press

2016 Guide to Software Development: Designing & Managing the Life Cycle (2nd Ed.). New York: Springer.

2013 Strategic IT: Best Practices for IT Managers and Executives (with Lyle Yorks). Hoboken: John Wiley.

2012 Guide to Software Development: Designing & Managing the Life Cycle. New York: Springer-Verlag.

2011 Information Technology & Organizational Learning: Managing Behavioral Change through Technology and Education (2nd Ed). New York: CRC Press

2008 Analysis and Design of Information Systems (3rd Ed). New York: Springer-Verlag.

2006 Information Technology & Organizational Learning: Managing Change through Technology and Education. New York: Routledge.

2002 Applied Ecommerce: Analysis and Engineering for Ecommerce Systems. New York: Wiley.

2001 Analysis and design of Information Systems. New York: Springer-Verlag.

1997 The art of analysis. New York: Springer-Verlag.

1987 The facility coordinator handbook. New York: Coopers & Lybrand.

Conference Presentations

2020 "Digital Disruption in Banking." Webinar Keynote: ICICI Bank Mumbai, June 23, 2020

2020 "Digital disruption in Europe." Webinar Keynote: Eastern Europe, July 16, 2020

2020 "Executive analysis of Next Generation Architecture." Webinar Keynote: Global Conference Nutanix, July 14, 2020

2020 "Covid-19 and Workforce Development." Webinar Keynote: Western Europe, July 9, 2020

2020	"Blockchain and Cybersecurity." Webinar Keynote: United Kingdom, July 1, 2020
2020	"Corona Virus Country Report." Webinar Panel-CIOMove Moscow, June 27, 2020
2020	"5G and IoT in Relation to Digital Disruption." Webinar Keynote: Germany, June 25, 2020
2020	"Managing Next Generation Technologies." Webinar Keynote: Southern Europe, June 23, 2020
2020	"Digital Disruption and Globalization." Webinar Keynote: Turkey & Israel, June 18, 2020
2020	"Future of Work Post Covid-19." Webinar Keynote: Zurich, Switzerland, June 17, 2020
2020	"Digital Transformation in Post Covid-19." Webinar Keynote: North & East Europe, June 11, 2020
2020	"Remote Workforce during Covid-19." Webinar Keynote: Hong Kong, June 9, 2020
2020	"Covid-19 and Next generation Technology." Webinar Keynote: Western Europe, June 4, 2020
2020	"Digital Disruption during a Pandemic." Webinar Keynote: Southeast Asia, May 28, 2020
2020	"Disruption and Covid-19." Webinar Keynote: India, May 22, 2020
2020	"Digital Disruption." Keynote: Istanbul, Turkey, February 27, 2020
2020	"Blockchain and Cybersecurity." Keynote, Bengaluru, India, February 7, 2020
2020	"Business Disruption." Keynote: Riyadh, Saudi Arabia, January 15, 2020
2020	"Digital Transformation and Data Relevancy in the Middle East." Keynote: Dubai, January 14, 2020
2019	"Talent Management in the Military." Keynote: US Coast Guard Academy, New London, CT, December 11, 2019
2019	"5G and IoT in Relation to Digital Disruption." Keynote: Zurich, November 22, 2019
2019	"IoT in Society" Keynote: Milan, November 20, 2019
2019	"Digital Transformation in Europe." Keynote: Nutanix, Madrid, November 13, 2019

2019   "Government and Digital Transformation." Keynote: Nutanix, Washington DC, October 24, 2019

2019   "Digital Culture Development." Keynote: Nutanix, Charlotte, NC, October 22, 2019

2019   "Disruption and Cloud Computing.". Next Leadership Experience, Copenhagen, October 9, 2019

2019   "The Next Generation of Talent." Peer 150 HR Conference, New York, September 17,

2019   "GDPR and 5G." Keynote: Nutanix, Paris, September 12, 2019.

2019   "5G and Security." Keynote: 2019 Nutanix, Sao Paolo, August 23, 2019

2019   "5G, IOT and Blockchain." Keynote: 2019 Nutanix, Mexico City, August 20, 2019

2019   "5G to Quantum Computing." Keynote: Nutanix, Melbourne, Australia, July 12, 2019

2019   "Transformation and 5G." Keynote: 2019 Nutanix, Sydney, Australia, July 11, 2019

2019   "Digital Transformation in China." Keynote Nutanix, Hong Kong, July 9, 2019

2019   "Benchmark Belonging: An Innovative Experience, CHRO Executive Summit. New York, June 19, 2019

2019   "Developing Communities," National Association of Workforce Development Professionals 36th Annual Conference, San Antonio, TX, May 8, 2019.

2019   "Digital Transformation Executive Brief." Keynote: Nutanix Annual Conference. Anaheim, CA, May 7, 2019

2019   "Blockchain and Security." Keynote: Nutanix, Mumbai, April 11, 2019.

2019   "The Coming of Blockchain." Keynote: Nutanix, Singapore, April 10, 2019

2019   "Untapped Talent of Underserved Communities," The HR West Conference, Oakland, CA, March 12, 2019

2019   "Startups: Technical, Economic, and Legal Issues," Keynote: Digital Symposium Conference, Paris, France, January 31, 2019

2019   "Digital Transformation," Keynote: CMS Energy, Detroit, MI, January 16, 2019

2018   "IOT and Blockchain," Keynote: 2018 Nutanix, Singapore, December 14, 2018

2018	"5G to Quantum Computing," Keynote: 2018 Verizon, Beverly Hills, CA, October 22, 2018
2018	"Digital Disruption and IOT," Keynote: Roundtable, Paris, France, October 18, 2018
2018	"Designing the Digital Organization in the Multi Cloud Era," Keynote: 2018 Nutanix, New Orleans, May 9, 2018
2018	"Driving Strategy," Keynote: 2018 AAA/CAA CIO Forum, Orlando, March 22, 2018
2018	"Lessons from Leading Disruptors," Keynote: Shaping the Future 2018 Executive Roundtable, New York, March 1, 2018
2017	"Strategic IT" Keynote: Next-On Tour, Atlanta, GA, December 4, 2017
2017	"US Perspective on the EU Data Privacy Laws," Keynote: General Data Protection Regulations Implementation and Economic Impacts Conference, Marseilles, France, December 1, 2017
2017	"IT and Disruption" Keynote: Next-On Tour, Minneapolis, MN, November 15, 2017
2017	"Leadership in the Digital Era," Presentation: Aon/Alight 2017 Senior Management, Chicago, IL, October 15, 2017.
2017	"Why IT provides Strategic Advantage," Keynote: Nutanix 2017 Cloud Computing, Washington, DC, June 27-28, 2017.
2017	"Effects of Digital Disruption on Europe, Middle East, and Africa," Keynote: EMEA Conference, London, UK, June 20, 2017.
2017	"The Digital Leader," Keynote: The Masters Augusta National Golf Tournament, Augusta, GA, April 7, 2017.
2017	"Marketing and Selling in the Digital Era," Keynote: Verizon National Sales Meeting, Washington, DC, January 12, 2017.
2016	"Smart Cities," Keynote: Digital Law Conference: The Disruptive Effect of the Internet, Aix En Provence, France, December 2, 2016.
2016	"Effects of Disruption on IT Organizations," Keynote: Nutanix Annual Conference, Vienna, Austria, Nov 8, 2016.
2016	"Transforming the Energy Business," Keynote: National Energy Forum, Miami, FL, September 21, 2016.

2016	"Healthcare Disruption," Keynote: Verizon Healthcare Forum, Boston, MA, September 12, 2016.
2016	"Servicing Cloud Customers in the 21st Century," Keynote: F5 Channel Partner Meeting, Chicago, IL, August 2, 2016.
2016	"Disruption: Breakup and Recombine," Keynote: CIOMove Conference, London, UK, May 7, 2016.
2016	"Investing in Personnel: Fixing the issue of demand outweighing the number of skilled professionals," Panel for the Cyber Investing Summit, New York Stock Exchange, NY, May 3, 2016.
2016	"Digital Strategy," Keynote for Verizon Technology Forum, Super Bowl 50, San Francisco, CA, February 6, 2016.
2016	"Accelerating Your Enterprise Growth," TATA Communications Partner Summit Americas, Miami, Florida, February 11, 2016.
2015	"Digital Disruption in the Armed Services," Air University Officers Keynote, Montgomery, Alabama, December 17, 2015.
2015	"Disruption: Causes Initiated by Technology," Keynote: Digital Law Conference: The Disruptive Effect of the Internet, Marseille, France, December 11, 2015.
2015	"Security: The New Business Priority Facing CIOs," 2015 Global CIO Network Tour, Davos, Switzerland, January 17, 2015.
2014	"Making Better Decisions with Better Data," Keynote, Les Entretiens Numeriques 2014, Opio, France, June 20, 2014
2014	"Technology as the Great Change Driver," Keynote, HP Technology and Operations Education Conference, Palo Alto, CA, April 23, 2014
2014	"Systemic Solutions for Lasting Change," 2014 TEDx Teachers College, New York, March 28, 2014.
2014	"Business Integration in a Big Data vs. VUCA World," 2014 Global CIO Network Tour, Frankfurt, Germany, March 7, 2014.
2014	"The status of MOOCS and Generation Y," 2014 International Conference on the Digital World, Villard-de-Lans, France, January 15, 2014.
2013	"Workforce Opportunity Services Model of Learning and Work Transition," Warriors in Transition, American Management Association, New York, NY: June 11, 2013

2013 "Strategic IT and Learning," Book Signing. Technology Business Roundtable, Houston, TX: May 1, 2013

2013 "Strategic IT and Learning," Book Signing. Technology Business Roundtable, Boston, MA: April 18, 2013

2013 "Strategic IT and Learning," Book Signing. Technology Business Roundtable, Washington, DC: April 15, 2013

2013 "Future of Learning," Columbia University Business School Learning Forum, New York, NY: March 1, 2013

2013 "Subject Matter Expert Technology Strategy," Wall Street Journal Global 100 Conference, San Diego, CA, February, 2013

2013 "Labor market trends in France: The WOS Model" 2013 International Conference on the Digital World, Villard-de-Lans, France, January 2013.

2012 "Higher Education: Past, Present and Future," 2012 Academic Managers of Princeton (AMG) Conference, Princeton University, Princeton, NJ: June 21, 2012

2012 "Research on Workforce Development in the United States," University of Groningen, Groningen, Netherlands: May, 2012

2012 "Lifelong Learning and Higher Education in a Globalized Context," Conference on Lifelong Learning & Exclusion, University of Groningen, Groningen, Netherlands: May, 2012

2012 "Just-in-Time Teaching Using Cloud-Optimized Web Applications for Low-Residency Blended Learning," Society for Applied Learning Technology (SALT), Orlando, FL: February, 2012

2012 "Information Technology as a critical component of strategy for business organizations," University of Grenoble Business School, Grenoble, France: January 16, 2012

2012 "Workforce alternatives in France: Social Lift as an answer to exclusion" 2012 International Conference on the Internet, Autrans, France, January 2012.

2011 "A new and innovative supply chain of workers in the US," NASA Summit 2011, San Francisco: August 16, 2011

2010   "Social Exclusion and Workforce Diversity," University of Groningen, Netherlands: November 2, 2010

2010   "Should Centers Emphasize Outreach" Global Consortium of Entrepreneurship Centers Conference, Penn State University: October 21-23, 2010

2010   "Workforce Diversity: Examining alternative sources from Local Communities" 14th Annual Wharton Leadership Conference, Philadelphia, PA: June 2010

2010   "The CIO and the Board: Making the Case for IT Indispensability" 2010 Tri-State CIO Executive Conference, New York: May 2010

2009   "Adapting to the Data Explosion: Ensuring Justice for All" IEEE International Conference on Systems, Man, and Cybernetics, San Antonio, Texas, October 11-14, 2009

2008   "Blood from a Stone: CIO Strategies to keep Business Charging Ahead in Turbulent Times" 2008 New Jersey CIO Executive Conference, New Brunswick, NJ: December 2008.

2008   "An Approach to Leave Exclusion: IT jobs through Education" 2008 International Conference on the Internet, Autrans, France, January 2008.

2007   "Social Responsibilities of the CIO" 2007 New Jersey CIO Executive Conference, New Brunswick, NJ: December 2007.

2007   "View of the CIO from the CEO" 2007 Connecticut CIO Summit, Stamford, CT: November 2007.

2007   "How Technology Provides Strategic Advantage" 2007 CIO Institute Conference, Teachers College, New York, May 2007.

2007   "Strategic Alignment of HR, Learning, & Information Technology" The 2007 Enterprise Learning Strategies Conference, New York, February, 2007.

2006   "Deal or No Deal: Rationale, Risks, and Rewards, for Enhanced HR Capabilities" The 2006 Human Resources Outsourcing Conference, Chicago, September, 2006.

2006   "Planning Opportunities: Planning for Career and Adult Life" Eighth Annual Parent Conference, New York, NY, December 2005

2005   "Information Technology and Driver/Supporter Concepts" Conference on Technology Management, Kyoto, Japan, June, 2005

2004   "Responsive Organizational Dynamism" International Conference on Reflective Practice, Gloucester, UK, July, 2004.

2003 "Educational Dynamism." Association of American Colleges and Universities (AACU) Conference on Technology, Learning, & Intellectual Development, Cambridge, November 2003.

2002 "Adult Education Theory and Family Literacy" National Even Start Family Literacy Conference, Saratoga Springs, NY, September 2002.

2002 "Forms of Workplace Assimilation using Reflection-with-Action Methods: A Scheme for Inner-City Adults" International Conference on Reflective Practice**,** Gloucester, UK, July, 2002.

2002 "Trends in Distance Education" Center for Excellence in Learning & Teaching Conference, Barry University, May 2002

2001 "Forms of Literacy Development with Technology in the College Years: A scheme for students, faculty and institutions of higher learning." Association of American Colleges and Universities (AACU) Conference on Technology, Learning, & Intellectual Development, Baltimore, November 2001.

2000 "Fixing bad habits: Integrating technology personnel in the workplace." First Annual International Conference on Reflective Practice**,** Worcester, UK.

Industry Articles

2020 "Seeking Capital? Ask Yourself These 3 Questions First" *Entrepreneur,* April 7, 2020, https://www.entrepreneur.com/article/348539

2020 "How to keep your business thriving during (and after) the coronavirus" *FastCompany.com,* March 30, 2020, https://www.fastcompany.com/90483225/how-to-keep-your-business-thriving-during-and-after-the-coronavirus

2020 "The 3,000-Year-Old Lesson in Executive Mentorship" *Entrepreneur,* February 13, 2020, https://www.entrepreneur.com/article/346216

2019 "Cultivating Talent from Untapped Communities" *Area Development*, December 17th, 2019, https://www.areadevelopment.com/laborEducation/workforce-q4-2019/cultivating-talent-from-untapped-communities.shtml

2019 "Is Your Organization Making a Difference?" *Tlnt*, October 25th, 2019, https://www.tlnt.com/is-your-organization-making-a-difference/

2019 "The Next Recession is Coming: Is your Workforce Prepared?" CEO Insider. October 16. 2019.

2019   "Manufacturing's Talent Shortage Is an Image Problem." *Tlnt*, October 4th, 2019, https://www.tlnt.com/manufacturings-talent-shortage-is-an-image-problem/

2019   "Don't Just Hire a Veteran, Support Them." *Tlnt*, July 25th, 2019, https://www.tlnt.com/dont-just-hire-a-veteran-support-them/

2019   "3 Reasons Aspiring Executives Need a Degree in Tech Management." *Entrepreneur,* July 23, 2019. https://www.entrepreneur.com/article/331575

2019   "Amazon Deal's Collapse Shows the Work Big Tech Must Do in NYC", *CityLimits.org,* May 21, 2019, https://citylimits.org/2019/05/21/opinion-amazon-deals-collapse-shows-the-work-big-tech-must-do-in-nyc/

2019   "3 reasons aspiring executives need a degree in tech management." *TheLadders.com,* May 6th, 2019, https://www.theladders.com/career-advice/3-reasons-aspiring-executives-need-a-degree-in-tech-management

2019   "Big Tech Can Do Good and Do Well at the Same Time." *Entrepreneur,* March 13, 2019, https://www.entrepreneur.com/article/328936

2019   "Partnerships with Purpose" *LinkedIn,* February 6th, 2019, https://www.linkedin.com/pulse/partnerships-purpose-arthur-langer/

2019   "3 Ways Companies Can Inspire Inclusivity and Remove Unconscious Bias." *Next Concept HR Magazine*, 24 Jan. 2019, http://nextconcepthrmagazine.com/remove-unconscious-bias%e2%80%a8/.

2019   "Near-Sourcing for IT Is Gaining Momentum." *TLNT*, 19 Jan 2019, https://www.tlnt.com/near-sourcing-for-it-is-gaining-momentum/.

2019   "U.S. Economic Recovery Hasn't Reached Those Living in Poverty. How Can We Change That?" *Training Industry*, 18 Jan. 2019, https://trainingindustry.com/blog/workforce-development/u-s-economic-recovery-hasnt-reached-those-living-in-poverty-how-can-we-change-that/.

2018   "Corporate Social Responsibility Programs Make the Spirit of the Season Last All Year." *TLNT*, 11 Dec. 2018, https://www.tlnt.com/corporate-social-responsibility-programs-make-the-spirit-of-the-season-last-all-year/.

2018   "Tech Takeover: Amazon's 'Innovative and Peculiar' Culture Could Shake Up Nashville." *Tennessean*, 4 Dec. 2018, https://amp.tennessean.com/amp/2056709002.

2018   "Dr. Art Langer in Idea Mensch." *Idea Mensch*, 16 Nov. 2018, https://ideamensch.com/arthur-langer/.

2018   "What Amazon Must Bring to Long Island City: A Laser Focus on Creating
            Opportunities for Working Class New Yorkers." *NY Daily News*, 13 Nov. 2018.
            https://www.nydailynews.com/opinion/ny-oped-what-amazon-must-bring-to-long-island-
            city-20181113-story.html.

2018   "Alternative Training Programs Help Improve Diversity Opportunties." *TLNT*, 12 Nov.
            2018, https://www.tlnt.com/alternative-training-programs-help-improve-diversity-
            opportunities/.

2018   "Bridging the IT Talent Gap: Find Scarce Experts." *InformationWeek*, 24 Oct. 2018,
            https://www.informationweek.com/strategic-cio/team-building-and-staffing/bridging-the-
            it-talent-gap-find-scarce-experts/a/d-id/1333109

2018   "Four Ways Diversity Will Save the Construction Industry." *Construction Executive*, 12
            Oct. 2018, http://constructionexec.com/article/four-ways-diversity-will-save-the-
            constructionindustry?utm_campaign=6dd49f1d6c&utm_medium=email&utm_source=ce
            _this_week&utm_content=volume_1_issue_39&utm_term=ce_announcements&mc_uni
            que_id=3ea22ae8cc&aid=3993.

2018   "How Corporations Can Thrive Despite the Skilled Labor Shortage." *Recruiter Today*, 11
            Oct. 2018, https://www.recruiter.com/i/how-corporations-can-thrive-despite-the-skilled-
            labor-shortage/.

2018   "3 Ways Your Company Can Integrate Multiple Generations and Engage Millennials."
            Entrepreneur, 20 Sept. 2018, https://www.wforce.org/news/3-ways-your-company-can-
            integrate-multiple-generations-and-engage-millennials.

2018   "How Diversity Can Help Create a More Innovative Workforce." *Authority Magazine*, 18
            Sept. 2018, https://www.wforce.org/news/how-diversity-can-help-create-a-more-
            innovative-workforce.

2018   "Why Construction Companies Need to Hire Women." *Construction Executive*, 14 Sept.
            2018, https://www.wforce.org/news/why-construction-companies-need-to-hire-women.

2018   "Short-Term Unemployment Takes a Greater Mental Toll on Black Americans Than on
            Whites. Why and How Do We Change That?" 5 Sept. 2018,
            https://www.wforce.org/news/short-term-unemployment-takes-a-greater-mental-toll-on-
            black-americans-than-on-whites-why-and-how-do-we-change-that.

2018   "Despite Women's Equality Day, Women's Wages Still Lag." *Tennessee Tribune*, 16
            Aug. 2018, https://www.wforce.org/news/despite-womens-equality-day-womens-wages-
            still-lag.

2018   "When It Takes Twice the Time to Earn the Same Dollar How Can Black Women Break the Glass Ceiling?" *Workforce Opportunity Services*, 7 Aug. 2018, https://www.wforce.org/news/black-women-equal-pay-day.

2018   "Celebrating Women Equality." *Workforce Opportunity Services*, 2 Aug. 2018, https://www.wforce.org/news/celebrating-women-equality.

2018   "Digital Transformation: A Cheat Sheet." *TechRepublic*, 2 Aug. 2018, https://www.techrepublic.com/article/digital-transformation-a-cheat-sheet/.

2018   "Commentary: Let's Honor Veterans with Jobs, Not Just Salutes." *Military Times*, 24 Jul. 2018, https://rebootcamp.militarytimes.com/news/employment/2018/07/24/commentary-lets-honor-veterans-with-jobs-not-just-salutes/.

2018   "Workforce Opportunity Services Works to Break the Cycle of Unemployment." *Home News Tribune*, 19 Jul. 2018, https://www.mycentraljersey.com/story/money/business/2018/07/19/workforce-opportunity-services-unemployment-jobs/759970002/

2018   "Workforce Opportunity Services Works to Break the Cycle of Unemployment." *The Courier News*, 19 Jul. 2018, https://www.mycentraljersey.com/story/money/business/2018/07/19/workforce-opportunity-services-unemployment-jobs/759970002/.

2018   "Job Placement Program Benefits Veterans and Military Spouses." *Fort Bliss Bugle*, 18 Jul. 2018, http://fortblissbugle.com/2018/07/18/job-placement-program-benefits-veterans-and-military-spouses/.

2018   "Workforce Nonprofit Assists Underserved, Veterans." *NJBIZ*, 9 Jul. 2018, https://www.wforce.org/news/workforce-nonprofit-assists-underserved-veterans.

2018   "Ways Companies Are Finding – and Retaining – Key Personnel in a Tight Labor Market." *Forbes Sun Trust*, 26 Jun 2018, https://www.forbes.com/sites/suntrust/2018/06/26/5-ways-companies-are-finding--and-retaining--key-personnel-in-a-tight-labor-market/#1fb551439527.

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The Challenge to the American Mind: Reinventing Education and the US Workforce (September 2019).

ADVISORY AND BOARDS

- Opinion Columnist, CEO World Magazine
- Board of Directors (Nasdaq), Ameri100, Inc (until May 2018)
- Board of Directors, Marlabs, Inc
- Board of Directors, Socialift, France

- Chairman of the Board of Trustees, Workforce Opportunity Services
- Editor-in-Chief, International Refereed Journal of Reflective Practice, Taylor Francis Publishing
- Ambassador for CIOMove, USA
- Columbia University Faculty Senate (Executive Committee Member 2013-2015)
- Chair and Co-Chair, Libraries and Digital Resources Committee, Columbia University Faculty Senate
- Dean's Council, School of Professional Studies
- Resource Allocation Committee, School of Professional Studies
- Member of the Provost's Committee on the Libraries and Information Services, Columbia University
- Member of the Columbia University Middle States Committee on Global Graduate Education
- Open University, UK: MBA International Advisory Board
- Western Connecticut State University Advisory Committee for EdD. in Instructional Leadership (until 2018)

MEMBERSHIPS

- Kappa Delta Pi

References available upon request.