

David C. Strubler, Ph.D.

Employment:

Oakland University (2013 - present)

Chair/Professor, Department of Organizational Leadership, School of Education and Human Services – Currently leading merger of the former Departments of Educational Leadership and Human Resource Development. Responsible for supporting program and enrollment growth, merging departmental processes, course scheduling, load, budget and spending priorities, managing resources, supporting/orienting new faculty, and supervising staff. Oversee Ph.D., Education Specialist, Teacher Leader Masters and Certificate, Master of Higher Educational Leadership and Post Master Certificate, Master of Educational Leadership (K-12), Master of Training and Development, and B.S. in Human Resource Development. Leadership of seventeen faculty and five staff members with approximately 360 undergraduate and 200 graduate students. New program development in process includes Ed.D. in Organizational Leadership, Graduate Diversity Certificate, Lean Leadership Minor, and Study Abroad Program. Oversight and re-establishment of the Pawley Lean Institute including selection of five lean fellows; support for Galileo Institute.

Champlain College (2011 - present)

Dean/Professor of Management, Stiller School of Business – Responsible for hiring, scheduling, growth and academic leadership of 17 faculty, 100 MBA students, 500 undergraduate students, six majors and five business minors. Develop and implement strategic plan and led team effort to develop a new Management & Innovation program. Collaborate across disciplines with Deans, work with Advancement to manage donor and business relations (Advisory Council), serve on Diversity Council, Faculty Evaluation Committee and Faculty Work-Load Task Force. Facilitated effort to win articulation agreement with Thunderbird University and a \$100,000 grant from Freeman Foundation for student internships in China. Work with Enrollment Management to recruit freshmen and transfer students. Launched new initiative in Appreciative Inquiry for faculty, staff, students, and community. (Report to Provost).

Kettering University (1995-2011)

Associate Professor of International Management (2000 – 2011). Taught undergraduate courses in International Management and graduate courses in

Organizational Behavior, Management, Ethics and Leadership, Human Resource Management, and International Management. (Department of Business).

Interim Business Department Head (2007-2008) Responsible for growth and academic leadership of faculty, 500 master's students, 70 undergraduate majors, and 300 business minors. Created strategic plan and led team effort to develop a new international BBA program, built wired interactive classroom, developed business lobby, expanded departmental visibility on-campus, and created an international speaker series. Oversaw faculty hiring, scheduling, advising and collaborated on interdisciplinary programs and research. (Report to Provost).

Associate Vice President, Graduate Studies and Corporate Education (2002-2007) – Responsible for development and management of graduate programs, distance delivery methods, marketing, admissions, and course management. Director of On-Site Education Program for Delphi Systems, LLC. (see below). Led cross-functional team to develop and launch Kettering's new MBA program. Supervised, trained, & appraised 20 staff in Graduate Office, Video-Satellite, Delphi On-Site Education Program. Worked directly with companies, community colleges, universities, and professional associations to establish graduate learning centers or joint degree programs in North America, India, Mexico and Poland. (reported to Vice President, Graduate Studies and Corporate Connections).

Delphi Program Director (2000- 2007) – Represented Kettering University at Sigma Learning, LLC, Delphi's education and training integrator in Troy, Michigan. Served as Delphi's On-Site Education Director supplying 14 masters' and 1 bachelors' degrees from eight universities to nine Delphi locations (including U.S., Mexico, Canada) and through multiple distance delivery methods. Supplied and coordinated Kettering University engineering and management short courses to Delphi. Organized Delphi education fairs. Served as a business team member of Sigma Learning, LLC. Supervised eight on-site administrators (report to Vice President, Graduate Studies & Corporate Connections).

Assistant Professor of Organizational Behavior (1996-2000) Taught undergraduate courses in organizational behavior, behavioral science, management, and human resource management. Taught graduate courses in Management and Human Resource Management

Lecturer, Behavioral Science (1995-1996) – Taught undergraduate behavioral science and organizational behavior; full-time Adjunct Professor (Spring 1995).

Consultant, Trainer, Teacher, Graduate Student (1991-1995)

Quality team consulting for Oakland University and Avondale School District. Management training for Nissan Research & Development, Inc. Taught Cross-cultural Business Communication at Oakland University MBA program and General Motors, organized hosting of GM International Service Personnel with

U.S. families, taught undergraduate courses in Environmental Studies at Northwood University and Speech Communication at University of Detroit.

Nissan Research & Development, Inc (1989-1991)

Communications and Training Supervisor – Responsible for managing all non-technical training, community relations, Japanese and American employee communications, performance appraisal, college cooperative education, and corporate communications. Conducted staff training in EEO and Sexual Harassment. Supervised staff writer and administrative assistant. Executive speech writer. (Reported to Manager, Human Resource Department).

Oakland University (1980-1989)

Manager, Employment & Staff Development (1982-1989) Responsible for employment and training of 700 non-faculty employees. Assignments in compensation, benefits (including tuition assistance), employee evaluation, and labor relations (grievance and discipline cases, contract negotiations). Supervised Employee Relations Assistant and Employment Receptionist (report to Director, Human Resource Department – Business Affairs Division).

Student Internship Coordinator (1980-1982) Recruited and placed students in paid internships in Oakland County Government internships (Placement & Career Services Department – Student Affairs Division).

Education:

- Ph.D. Wayne State University, Communication, minor in Oral Interpretation, studies in Rhetoric, cognate in Management.
- M.A. Central Michigan University, Management and Supervision, concentration in Human Resource Management.
- B.S. Biology, Central Michigan University

Dissertation Title: Process Redesign Team Participation and Communication Climate: Small Group Organizational Communication Study at a Midwest University

Additional non-credit coursework:

- CASE Dean's Advancement Program, 2012, Chicago, Ill.
- Intercultural University, 2012, Champlain College.
- Lean Manufacturing, 1999, University of Michigan School of Engineering
- Situational Leadership, San Diego, California- certification, 1998
- Quality facilitator, leader and team member training, University of Michigan (1994)
- Employee Records, 1989, Michigan State University
- Instructional Design, 1989, University of Michigan
- Arbitration, 1988, University of Michigan

-Employee Compensation Systems, 1988

Journal Articles in Print

Strubler, D.C., Park, S., Agarwal, A., & Cayo, K. (2012). Development of a Macro-Model of Cross-Cultural Ethics. *Journal of Legal, Ethical, and Regulatory Issues*, 15(2), 31-40.

Strubler, D.C. (April 2011). I made it so close to the summit but I didn't make it. *Harvard Business Review* (<http://hbr.org/2011/04/failure-chronicles/ar/1>).

Schaefer, K. & Strubler, D.C. (September 2010). A Conversation with Mike Eagle. (Former VP Manufacturing at Eli Lilly). *Journal of Applied Management and Entrepreneurship*.

Strubler, D.C., Park, S., & Agarwal, A. (April 2010). Testing the Framework for International Adjustment and Cross-Cultural Competency. *Journal of International Business Research*.

Strubler, D.C., Park, S., Agarwal, A., Elmer, M., & Okapal, K. (April 2010). From Cognition to Behavior: A Cross Cultural Study for Business Effectiveness. *Journal of International Business Research*.

Strubler, D.C. & Redekop, B. (July-August, 2010). Entrepreneurial Human Resource Leadership: A Conversation with Dwight Carlson. *Human Resource Management*. 49(4): 793-804.

Strubler, D.C. & Borchers, A. (June 2, 2010). What the Automobile Industry can Learn from a Guitar Guru. *Harvard Business Review website blog*.

Strubler, D.C., A. Borchers & B.W. Redekop (2009). From corporate executive to entrepreneur: Dave Emmett discusses leadership, ethics and productivity. *Journal of Applied Management and Entrepreneurship*, 14(4), 53-62.

Strubler, D.C., Park, S., Agarwal, (2009). Toward a Prescriptive Model of Cross-Cultural Ethics – An Integrated Approach (with Strubler and Park), *International Journal of Global Business and Economics*, 2(2): 83-92.

Strubler, D.C., Evangelista, R. (June 2009). "Maestro Neeme Jarvi on Leadership: The Power of Innovation, Stakeholder Relations, Teamwork And Non-Verbal Communication. *Journal of Management Inquiry*, 17(4): 119-121

Strubler, D.C., York, K.M.. (Summer 2007) "An Exploratory Study of the Team Characteristics Model" *Small Group Research Journal*, 38:670-695.

York, K.M., Strubler, D. C., and Smith, E. M. (Fall 2005) "Facilitating assessment: Development of an alternative scoring method for the In-Basket Exercise." *Public Personnel Management* , 34 (3), 271- 281.

Strubler, D.C. (Fall 1999). "Communication Climate and the Difference that Leadership Makes." *The International Journal of Business Disciplines*, 8 (3), 111-120..

Strubler, D.C. (Winter 1998). "Suboptimization: Causes, Effects, and Solutions." *The International Journal of Business Disciplines*, 8(2), 42-55.

Strubler, D.C. (Fall 1997). "Communication Climate as a Measure of Organizational Readiness for Transformation." *Journal of Business and Behavioral Sciences*, 3 (3), 100-111.

Refereed Proceedings

Strubler, D.C., & Agarwal, A. (March 16-20, 2010). Correlating Two Cross-Cultural Effectiveness Measurements: An Exploratory Study. Proceedings of the International Conference on Technology and Business Management. Dubai, United Arab Emirates: 231-238.

Strubler, D.C., Park, S., Agarwal, A. (March 2009). "Toward a Prescriptive Model of Cross-Cultural Ethics: An Integrated Approach." Proceedings of the Global Business Development Institute, Eleventh International Conference. Las Vegas, NV.

Strubler, D.C. & Redekop, B. (March 2009). Entrepreneurial Leadership: A Conversation with Dwight Carlson. Proceedings of the *International Business Society, Midwest Business Administration Association* Annual Conference, Entrepreneurship Track Award. Chicago, IL. .

Strubler, D.C. & Park, S. (March 2009). Framework for International Adjustment: Refining and Extending a Model. Proceedings of the *North American Management Society, Midwest Business Administration Association* Annual Conference.

Strubler, D.C. (March 1999) "Correlations between Perceptual and Behavioral Dimensions of Participation." Presentation at the International Conference On Industry, Engineering and Management Systems. Cocoa Beach, Florida.

Strubler, D.C. (March 1999). "Leaders Managing Change: A Communication Systems Perspective." Proceedings for the 1999 International Conference on Industry, Engineering, And Management Systems. Cocoa Beach, Florida.

Strubler, D.C. (February, 1999). "Measuring Participation." Proceedings for the American Society of Business and Behavioral Sciences. Las Vegas, Nevada.

Strubler, D. C. (February 1998). "Distance Learning as Innovation: A Case Study in Cross-Functional Teamwork." Proceedings for the American Society of Business and Behavioral Sciences. Las Vegas, Nevada.

Strubler, D.C. (March 1998). "Diversity Training: A Culture-General Approach." Proceedings for the 1998 International Conference on Industry, Engineering and Management Systems. Cocoa Beach, Florida.

Strubler, D. C. (March 1998). "Participation on Organizational Quality Teams in the University." Proceedings of the Midwest Society for Human Resources and Industrial Relations. Division of the Midwest Business Administration Association. Chicago, Illinois.

Strubler, D.C. (March, 1997). "Using Small Group Theory to Explain Exclusion Behavior in a Japanese-owned Company." Proceedings for the 1997 Midwest Society for Human Resources/Industrial Relations of the Midwest Business Administration Association. Chicago, Illinois.

Strubler, D.C. (September 1997). "Optimizing the Organization: Leading and Managing the Interaction Effect." Proceedings for the 8th Annual GMI Industry Symposium. Flint, Michigan.

Strubler, D.C. (May 1997). "Practical Challenges of Teaching Organizational Behavior Via Video Distance Education." Proceedings of the Michigan Regional Organizational Behavior Teaching Conference. Saginaw, Michigan.

Strubler, D.C. (February 1997). "Enacting the Doubting Thomas: Organizing and Communicating Japanese Corporate Citizenship in a Skeptical America." Proceedings of the Fourth Annual Meeting of the American Society of Business and Behavioral Sciences. Las Vegas, Nevada. Volume I.

Strubler, D.C. (February 1997). "Ethical Communication in the Work Place: A Japanese-American Ethnographic Analysis." Proceedings of the Fourth Annual Meeting of the American Society Of Business and Behavioral Science. Las Vegas, Nevada. Volume III.

Papers and Presentations

"Kano Model Application in Curriculum Development at the *Annual Meeting of Decision Sciences Institute*, Nov. 18-21, 2006, San Antonio, TX. Presented with A. Agarwal.

"Intercultural Interactions: Lessons Learned." Panel presentation at the Midwest Business Administration annual conference in Chicago, March 2006

"Dimensions of Distance Learning," Presented at the Midwest Business Administration annual conference in Chicago, March 2005.

"Cross-Cultural Business Communication," Presented to DaimlerChrysler employees, Auburn Hills, Michigan; Spring, 2005.

"Multi-university Corporate Graduate Management Programs." Presented with Edward Alef of General Motors Technical Education Program and Dr. Atul Agarwal at the Decision Science Institute's annual conference, Washington, D.C. November 2003.

"North American Management Learning Centers." Presentation with Dr. Regina Greenwood at the International Conference on Distance Learning in the Field of Business Management for Businesses and Universities. Moscow, Russia, May 16-19, 1999.

"Learning Styles in Teaching Communication." Presentation at the Association of Business Communication Annual Conference. Chicago, Illinois. April 15, 1999.

"Creating a Management Course Website." Presentation at the Michigan Regional Organizational Behavior Teaching Conference. University Center, Michigan. May 16, 1997

"Quality Training in Higher Education." Central States Speech Communication Association. Bay City, Michigan. 1996.

"Intercultural Competency at GMI- study on competency of GMI students for intercultural interaction. Presented to GMI Student Services. 1995.

"Ethics in a Japanese Subsidiary in the U.S.: A Question of Whose Values." Speech Communication Association Meeting. Miami Beach, Florida. November 18-21, 1993.

Conference and Journal Service Activities:

- Reviewer (February 2010). Linking High Quality Relationships to Team Learning and Performance in a Service Setting: A Reference Group Perspective. *Human Resource Management*.
- Reviewer (July 2009). Leadership Branding and HR: Theory and Practice in Multinational Organizations. *Human Resource Management*.
- Reviewer (February 2009). Businesswomen networking: An exploratory Study in the Middle East. *Small Group Research Journal*.
- Reviewer (March 2008). The Role of Collective Efficacy in Adventure Racing Teams. *Small Group Research Journal*.
- Attendance, Midwest Business Administration Association, Chicago, Ill, March 2009.
- Attendance and Paper commentaries, Midwest Business Administration Association, Chicago, Illinois; 2004-2007.