**CURRICULUM VITAE**

**George Stanley (Stan) Reeley, Jr.**

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**A “Hello” Video Link:** http://youtu.be/Up59HZj1MZQ?hd=1

**Statement of Teaching Philosophy**

I am a student-centered instructor, and I encourage and display mutual respect, both in and outside the classroom. I view teaching as a calling, a noble mission that few individuals have the privilege to perform. Students are most successful in their academic endeavors when courses are engaging and interactive, requiring thorough participation on the part of the instructor and encouragement of students to participate. I focus on a pragmatic application of theory in the courses so students can see the real world use from what they learn. While encouraging learners to share their own experiences, I openly share what I have taken away from years of practiced interactions and successes in the business community to help students better connect with me on a professional level. I believe that our diverse and ever-changing society is the real classroom, and as a result I encourage students to become active in community outreach initiatives and aware of current events.

For a learner to attempt to master material outside of their own experiences and comfort zone, preparedness is vital. I bring my own classroom presentations and conversation to the students. I enjoy creating engaging, often humorous material to keep students interested. I listen to learners and encourage them to listen to one another, and to their instructor. I enjoy delivering instruction in new and creative ways. I am highly available to my learners outside of the course room, and happily respond to students by phone and email as often as they need. In my view, the ability to communicate effectively is essential for student success, so I work with students to master this skill through their writing. While the class is about education, I also believe in helping to develop the whole person as a functioning member of the business community and society. Everyone who strives for excellence should be afforded the same opportunities to be successful.

**Personal Attributes**

Highly qualified and award winning educator with fifteen years of college-level teaching experience in both online and on-ground formats.

Detail oriented and results-driven professional with extensive management experience, with a strong desire to apply this commitment and dedication to education.

Dedicated leader-consultant with a strong background in curriculum development and course design.

Highly developed communication and interpersonal skills, with an emphasis in establishing positive learning environments to optimize student learning.

Expertise in management, organizational management and human resource management, with the desire and knowledge to share my experiences with students.

Specialized expertise and practitioner level experience in healthcare administration and functional area management and operations as they relate to the healthcare environment.

**Teaching Experience**

**DeVry University (Keller School of Management) Online** January 2018 - Present

*Courses Underway***:**

**HRM 587: Managing Organizational Change:**

This course addresses concepts and techniques required to successfully implement change

across an organization. Coursework focuses on identifying an organization’s vision as well as

opportunities that can align the vision with the organization’s structures, processes, culture, and

orientation to the environment. Also addressed are opportunities for and problems in, managing

human dynamics in organizations, including intervention techniques, models, principles, and

values that indicate how to take charge of planned change efforts in order to achieve success.

**MGMT 501: Organizational Structures and Business Policies:**

This course covers fundamental management and marketing concepts and principles needed by

managers. The course also reviews the legal and ethical environment of business. Management

topics include fundamental functions of management, key business functions, and business policy

in a dynamic global marketplace. Topics include marketing strategy fundamentals, organizations

as customers, determining marketing communications and opportunities, as well as topics within

an ethical and legal framework.

**HRM 591: Strategic Human Resource Management:**

This course surveys contemporary principles and practices for human capital management as a

corporate strategic asset. In a dynamic global economy requiring flexible staffing, this course

focuses on the changing nature of work, new approaches to workforce planning and talent

management, diversity, decentralized and virtual work environments, legal requirements,

compliance, and the ethics of managing human capital for competitive advantage.

**Mars Hill University (synchronous)** August 2017 - Present

Mars Hill, North Carolina

Graduate School, MA Management

*Courses Underway:*

**MGT 522: Project Management:**

Project management skills are critical in the modern workplace, as many duties within most

businesses and organizations today are project based. Learning how to effectively contribute to

and lead projects is a highly valued competency, and mastering this competency will be

beneficial in the job procurement process. This course will introduce students to essential duties

a project manager will be expected to perform such as assessing a project’s scope, time, cost

assessment, quality control, human resource considerations, communications, and risk

management.

**MGT 532: Strategy and Implementation:**

This course focuses on strategy development and implementation. Topics include recognizing

business opportunities or challenges, particularly in environments of increasing uncertainty and

globalization, and formulating strategies that can be effectively implemented to respond to

identified opportunities and threats brought on by domestic and global economic shifts, emerging

competition, and changes in stakeholder demand.

**Charleston Southern University Online** January 2016 - Present

Charleston, South Carolina

Adjunct Instructor, Online

*Courses Underway:*

**MSOM 605: Talent Management:**

This course examines how to assess and measure talent and then manage that talent to the fullest. A comprehensive review of talent assessment will be provided throughout the course. Developing measurements for assessment, implementing a talent based organization and creating a talent centered organization are essential constructs of this course. Students will learn how to put a strong group of individuals together to ensure a positive business outcome. This course will be based on both group activities and individual assessment and will utilize case studies and application scenarios as part of the critical thinking and implementation process.

**MSOM 650 55: Strategic Procurement:**

This course offers an analytical approach to the foundations of supply chain management and a

comprehensive study of the concepts, processes, and strategies used in the development and

management of the procurement process. Topical coverage will include: legal aspects of

purchasing, inventory management, strategic outsourcing, bargaining and negotiations, supplier

selection and evaluation, and partnership characteristics. Student learning will be facilitated by

critical thinking, writing, research, problem solving, and the completion of a comprehensive

course project.

**ECBA 406 46: Strategic Management and Business Policy:**

This capstone course is designed to integrate and use concepts from the core business courses in the solution of practical business problems.

**PMGT 321-45: Decision Making and Project Initiation:**

Review, analyze and demonstrate various decision making perceptions, judgments, and choices

used to make appropriate project initiation decisions at the departmental and organizational

levels. Examine and demonstrate the initiation processes used to implement a project while

ensuring that stakeholder interests are maintained to include applied decision outcomes and

validation.

**MSOM 631-55: Product and Service Quality Management:**

This course examines the critically important field of quality management and how it relates to

operations management. The major areas of study are the history, philosophy, concepts, tools,

and techniques associated with quality management. Specific topics of examination include total

quality management, quality culture, customer satisfaction, employee empowerment, teamwork,

ISO 9000, problem solving, quality function deployment, statistical process control, continuous

improvement, benchmarking, and lean manufacturing. The course combines theory and

application to provide an up-to-date, practical learning opportunity that focuses on the needs of

modern managers and professionals in an age of global competition and rapid technological

change. Character and operational excellence principles related to management activities are

also explored and applied.

**American InterContinental University Online** June 2015 - Present

Schaumburg, Illinois

Adjunct Instructor, Online

*Courses Underway:*

**MGT 635:** **International Business Operations Management**:

Presents production and operations concepts and the techniques used in global management. Examines the interaction of the operations functions with other primary functions such as marketing and finance. Analyzes the primary areas of process and product design, JIT manufacturing, allocation of scare resources, e-commerce, and quality management principles.

**MGMT 215: Decision Making and Communication:**

The course examines major elements of the communication process operating in organizations. It explores the nature and purpose of communication, the influence of behavior including encoding-decoding skills. The course also examines the cultural diversity of organizations. A greater emphasis is devoted to strategies for written communication that involves writing memorandum, memos, business letters and reports. Listening and communication skills are also examined in terms of oral communications.

**MGMT 310: Management and Leadership of Organizations:**

The course focuses on management and leadership. Management refers to the science and

art of making sure that all aspects of the business run effectively and efficiently. This may

include items such as training new employees, improving current performance, managing

inventory, or collaborating across various business lanes to ensure that the company is

satisfying customers’ needs. Leadership is the engine behind management and can be

defined as the art of applying purpose, direction, and motivation to a diverse set of

employees to ensure that productivity goals are achieved. Principles that apply to

management situations and various components that are associated with various leadership

approaches, are explored.

**Herzing University Online** January 2015 - Present

Menomonee Falls, Wisconsin

Associate Professor—Graduate Studies Online

*Courses Underway:*

**BU 644: Compensation and Rewards Management:**

This course focuses on compensation and rewards management as human resource tools within

organizations. Emphasis is placed on the integration of compensation and reward structures to

create a strategic advantage for an organization. The course includes an overview of

compensation systems, job evaluations in regards to reward structures, legal constraints involving

compensation programs, and global compensation issues.

**BU 540: Leadership Foundations:**

This course is designed to assess entry level business content knowledge and skills and validate

both prior learning and experiential learning in the areas of business ethics, business leadership,

global dimensions of leadership, human resource management, information technology

management, strategic management and business integration, and the legal environment of

business.

**BU 560: Managerial Foundations:**

A continuation of BU 540, this course is designed to validate both prior learning and experiential

learning in the areas of Accounting, Business Finance, Marketing, Microeconomics, Quantitative

Analysis, Operations Management, and Organizational Behavior.

**BU 620: Technology and Innovation:**

This course introduces students to the knowledge and skills needed to manage technology organizations in an increasingly competitive global environment through the successful use of innovation and creativity. The course provides a consistent process for the formulation, implementation, and assessment of technology business strategy and presents a framework for

the birth, growth, maturation, and decline of business innovation. Students will analyze

technology issues in various business sectors throughout the course and develop findings and

recommendations.

**MBA 664 (BU 650): Health Care Administration:**

Major components and organizational interrelationships in the U.S. Health care delivery system across the continuum of care are discussed in this course. Topics include the history of the delivery system, delivery institutions and models, policy implementation, and payment mechanisms. Variables of access, cost, and quality are introduced. Application of these topics in the areas of health care reform, social cultural changes that affect the system, and alternative health care allow students to analyze critically these evolving health care issues.

**MBA-606 (BU 550): Research Methods and Decision Making:**

This course focuses on skills in research and decision making for the academic and business environment. Topics include the development of research and writing skills, development of decision-making skills, and reflection and review of research activities. Students research and write academic and business papers, specify decisions, characterize alternatives, apply judgment, manage peer pressure, and implement ethical decisions.

**MBA 611**: **Compensation and Rewards Management:**

Understand and apply principals of compensation management towards a selected industry. Comprehend reward system structures and how they apply within an organizational setting. Apply principals of compensation management towards a selected employment position. Analyze compensation and reward structures within an organization. Design a compensation and reward program for a selected organization.

**MBA 631**: **Operations and Project Management:**

Analyze methods to convert resources into goods and services. Examine models of planning, controlling and managing resources for optimum business operations. Apply tools and models in business settings using common business assumptions. Develop an overall operations strategy for a business. Examine theories of effective project management as they apply to various projects. Assess the application of project management and planning tools. Identify framework and structure required to best serve the various stakeholders.

**HA 610: Health Policy and Management:**

This course takes an interdisciplinary approach to guide students in evaluating healthcare policy issues that impact decision making and outcomes in healthcare. Students will explore healthcare delivery systems and analyze issues that impact the delivery of healthcare and nursing at global, national, and state levels of government. Students will analyze the development, formulation, and implementation of policies and regulated economic issues that can influence the healthcare practice today. In addition, the course includes topics such as the relationship between healthcare providers and patients, insurance policies, quality management, legislative liability issues, quality management, ethical decision making, and other policy issues.

**ENG 116:** **Public Speaking:**

The course is designed to provide the student the opportunity to develop speaking and Presentation skills in a variety of situations. Topics include the elements and structure of speeches, researching topics and developing presentation materials, analyzing and responding to audience characteristics, learning effective speech techniques, and delivering different types of speeches. Microsoft PowerPoint is used as a presentation tool.

**HU 325:** **Literature and the Art of Healthcare:**

This course introduces students to the intersection of literature, illness, and healthcare. Narrative, drama, and poetry provide fertile sources for healthcare providers to reflect upon and integrate into their professional lives. Through literature, students will examine the motives and emotions that inform both patient and caregiver perspectives. Students will realize differing perceptions of disease within various cultural, religious, ethnic, and age groups, resulting in a more compassionate sensibility.

**Subject Matter Expert:**

HA 610: Healthcare Policy and Management

**Saint Leo University** January 2015 - Present

Saint Leo, Florida

Adjunct Instructor, Online

Approved to teach related courses in Business, Management, and Leadership

*Courses Underway*:

**MBA 530: Managing Organizational Change**

This course is an advanced introduction to the major theories and issues in the study of human

behavior in work organizations. Included are the topics of perception, motivation, leadership, job

satisfaction, group dynamics, stress, organizational climate, and communication processes.

Organization theory and design concepts are also incorporated to give the student a more

complex framework for managerial decision making.

**MBA 599:** **Strategic Management:**

This capstone course integrates knowledge gained in previous graduate business courses. It centers on the theme that organizations achieve sustained success when their managers have astute, timely strategic game plans and they implement these plans with proficiency. Strategic management theory is used in the analysis of case studies of companies operating in the domestic and global marketplace. This course is to be taken in the student’s last term, unless otherwise approved by the Director of the MBA Program.

**MBA 597: Entrepreneurship:**

Entrepreneurship and the entrepreneurial process are now, and will continue to be, the major

economic forces driving the national economies of the world. At the heart of this movement are

men and women who demonstrate the courage to undertake the creation and management of

new business ventures. Across the globe, millions of new businesses are formed each year. Those

individuals who possess the spirit of entrepreneurship will lead the economic revolution that has

proven to repeatedly raise the standards of living for people everywhere. In this class, students

will be introduced to the essential components of entrepreneurship and the critical knowledge

needed to start and manage a new business venture.

**Allied American University** October 2014 – December 2016

Laguna Hills, CA

Adjunct Instructor, Online

(University Closed)

*Courses Taught:*

**BUS 305:** **Business Research and Communications**:

This course examines real-world business communication issues such as ethics, cultural diversity, technology, teamwork, law, audience-centered messages, and the writing process. It teaches techniques, strategies, and writing forms used in the professional world in order to achieve business goals and provides an understanding of business research.

**BUS 100: Introduction to Business:**

Provides a foundation in business operations through a survey of major business functions (management, production, marketing, finance and accounting, human resource management, and various support functions). Offers an overview of business organizations and the business environment, strategic planning, international business, and quality assurance.

**MGT 105**: **Introduction to Management**:

Provides a survey of fundamental management concepts and techniques. This information contributes to effective management and provides foundation for the continued study of management applications. Emphasis is placed on the roles, the environment, and the primary functions of the manager (planning, organizing, leading, controlling), as well as the skills required and various techniques used to perform these functions. The course will also highlight the development of management principles and their integration into modern management theory. The communication process, motivation, and operations (production) management are also presented.

**MKT 451: Internet Marketing:**

This course elaborates on e-marketing planning and marketing mix topics from a strategic perspective.  Students will learn about the context for marketing planning for both the legal and global environments.  In addition, students will learn about the e-marketing strategy, the marketing mix, and customer relationship management strategy and implementation issues.

**MGT 370:** **Developing Human Resources:**

In this course students will learn the strategic role of human resource management in organizations.  This course shows students how to apply HR concepts, procedures, models, tools, and techniques of human resource planning and development.  This course applies HRM approaches in real organization settings and situations.

**MGT 305: Operations and Quality Management**:

This course introduces students to the statistical bases of quality control and the application of these tools to the design, implementation, and analysis of a quality management system, while also addressing the underpinnings of quality theory and quality philosophy.

**Strayer University** Overall 2008 - Present

Greenville, SC

Full Time Faculty January 2008 – Spring 2014

Adjunct Faculty, Online Summer 2014 - Present

Certified in graduate and undergraduate programs.

*Courses Underway or Taught:*

**BUS 100**: **Introduction to Business:**

Provides a foundation in business operations through a survey of major business functions (management, production, marketing, finance and accounting, human resource management, and various support functions). Offers an overview of business organizations and the business environment, strategic planning, international business, and quality assurance.

**BUS 107**: **E-Commerce:**

Examines the development of electronic commerce, the basic technologies used to conduct e-business, and the various forms of electronic business. Presents marketing methods used in e-business and business-to-business consumer transactions. Reviews the electronic commerce infrastructure, designing and managing online storefronts, payment options, security, privacy, and the legal and ethical challenges of electronic business.

**BUS 302**: **Management Concepts:**

Provides a survey of fundamental management concepts and techniques. This information contributes to effective management and provides foundation for the continued study of management applications. Emphasis is placed on the roles, the environment, and the primary functions of the manager (planning, organizing, leading, controlling), as well as the skills required and various techniques used to perform these functions. The course will also highlight the development of management principles and their integration into modern management theory. The communication process, motivation, and operations (production) management are also presented.

**BUS 309**: **Business Ethics:**

Examines the applications of ethical principles through consideration of typical problem areas encountered in organizations. The course focuses on the ethical perspectives of business decision-making and policy development in a variety of key areas including individual behavior, human resource management, work environments, marketing, property rights, and international business. The analysis of case situations will illustrate the application of various ethical approaches (utility, individual rights, and justice) in managing organizations.

**BUS 310**: **Human Resource Management:**

Analyzes the major human resource management functions in organizations. Presents the various components of the human resource management process-(planning, recruitment, selection, training/development, compensation, performance appraisal, labor relations, employee relations), and the associated activities to perform these functions. Highlights the human resource management responsibilities of all managers. Emphasizes job analysis considerations, the supporting role of human resource management to strategic planning, and the major government legislation affecting human resource management.

**BUS 505**: **(Graduate) Business Strategies and Proposals:**

Provides a framework for formulating business strategies to be competitive in the federal acquisition market. Examines the approaches for business development and effective proposal preparation. Reviews the request for proposal (RFP) process in federal acquisition, analysis of RFPs, preparation of proposals, and reviews and follow-up actions.

**BUS 508: (Graduate) Contemporary Business:**

Examines the functions and processes within a business enterprise and key factors affecting productivity. Reviews the dynamics of the business operating environment both internal and external, factors affecting competition, and considerations for global operations. Provides a conceptual base for managers to assess and enhance strategic performance in a business organization through the integration of the core business functions, effective resource management, and sound leadership.

I created a project where students developed individual small business plans that were later evaluated by successful business owners and entrepreneurs as guests of the class. Constructive feedback was provided to each student, and afterwards a number of students went on to launch their business where most are still operational today.

**BUS 515**: **(Graduate) Operations Management:**

Presents production and operations concepts and the techniques used in their management. Examines the interaction of the operations functions with other primary functions such as marketing and finance. Analyzes the primary areas of process and product design, JIT manufacturing, allocation of scare resources, e-commerce, and quality management principles.

**BUS 520**: **(Graduate) Leadership and Organizational Behavior:**

Analyzes the interaction of individual, group, and organizational dynamics that influence human behavior in organizations and determines appropriate management approaches to foster a productive work environment. Examines a variety of theories, models, and strategies used to understand motivation and individual behavior, decision-making, the dynamics of groups, work teams, communication, leadership, power and politics, conflict resolution, work design, organizational structure and culture, and managing change. Provides a conceptual base for managers to interpret, assess, and influence human behavior in an organization.

I developed a project in this class called The Green Award where students worked in teams to select a business from the community that voluntarily demonstrated environmentally friendly business practices. These businesses were recognized on the last class meeting by each team for their conservation and clean environmental practices, and the representative from each winning business attending class received a framed award.

**BUS 521**: **(Graduate) Entrepreneurship and Innovation:**

Explores the concepts and applications of sustainable business including creating, leading, and managing business enterprises. Examines approaches for leading entrepreneurial individuals and companies. Analyzes innovation issues including creating and realizing value, prioritizing opportunities, and managing the innovation process.

**BUS 599: (Graduate) Strategic Management/Business Capstone:**

Examines the strategic management process and implementation of successful business strategies in the highly competitive and dynamic global environment. Analyzes the impact of technology, government policy, and world economic and political forces on strategy formulation and execution. Analytic, integrative, and decision-making skills will be exercised through the use of case analysis and decision making that will involve the core business functions, leadership challenges, and global operations.

**HRM 510: (Graduate) Employment Law:**

This course analyzes the foundation of employment law and how it impacts the employer-employee relationship. Topics covered include the selection, development and termination of employees; maintaining policies that support diversity; and employee pay and benefit packages. Students will develop an appreciation for the legal process and how organizations can manage risk.

**HRM 517**: **(Graduate) Managing Human Resource Projects:**

Defines and analyzes management techniques for planning, estimating, and facilitating human resource projects. Project management processes are examined, including developing objectives, creating work plans, preparing schedules, allocating resources and coordinating overall effort. Techniques are introduced to help keep projects on track and enhance team motivation.

**HRM 530**: **(Graduate) Strategic Human Resource Management:**

Analyzes the processes by which the human resource is managed in light of its strategic importance. Examines the relationships between the traditional human resource functions and the various business functions so that efficiency and effectiveness are balanced and optimized. These processes and relationships are reviewed in light of both the domestic and global environments now and in the future.

**HRM 532**: **(Graduate) Talent Management:**

Analyzes the processes of selecting, developing and maintaining talent within an organization. The course focuses on how the workforce is built and maintained to enhance productivity and effectively implement business strategy. Examines the activities of identifying, attracting, and acquiring the optimum human assets who best fit the work needs and the organizational culture and who will enhance innovation and decision-making. Examines the processes by which human assets are retained and integrated into a firm's operations so that cooperation and collaboration are maximized.

**HRM 522**: **(Graduate) Ethics and Advocacy for Human Resource Professionals:**

Analyzes ethical policies, behavior and fairness in organizations. The role of human resource professionals as ethical change agents and advocates for employees is examined. The responsibility and accountability of human resource professionals in fostering an ethical organization by implementing fair policies and procedures is evaluated.

**HRM 533**: **(Graduate) Total Rewards:**

Examines the modern philosophy and approaches to total rewards. Analyzes reward strategies and the associated technical processes. Explores the available tools that may be used to attract, motivate, and retain employees. Examines elements of a total rewards program that will drive desired behaviors in the workplace, reinforce overall business strategy, and ensure organizational success through enhancement of a firm's competitiveness.

**HRM 599**: **(Graduate) Human Resource Management Capstone:**

Prerequisite: To be taken last or next to last; a grade of 'B' or higher is required. Integrates the concepts presented in the Master of Science in Human Resource Management program. Learners synthesize and apply the knowledge, competencies, and skills acquired throughout the program by evaluating cases and situations. Students develop strategic solutions to human resource management challenges that align with organizational goals. A grade of 'B' or higher is required.

I developed a project in this class where each student wrote a policy and procedure manual for a business of their choice. This manual was evaluated on the last class meeting by actual business partners and HR specialists.

**MGT 550**: **(Graduate) Leadership Strategies:**

This course examines and analyzes leadership theories and practices in today's organizational environment to include challenges of management in organizations. Emphasis will be placed on present leadership strategies to enhance both individual and corporate productivity that foster a cohesive work environment through improved employee relations.

**Strayer University** June 2007 - December 2007

Greenville, SC

Adjunct Instructor

*Courses Taught:*

**RES 531**: **(Graduate) Research Design and Methods:**

This course covers research methodology and writing using the APA (American Psychological Association) manual for format and style. It encompasses an organized approach to research planning and writing by which students build on the final document through writing incrementally each week and by so doing, learn the important components that go into a properly written APA paper. An understanding of qualitative and quantitative measures is also covered as the student is to be able to understand the nature of such measures and the differences they entail. Students are required to complete a minimum of a 20 page APA formatted research paper. Written and oral skills will be demonstrated throughout the class and at a presentation of the final paper.

**Webster University** October 2006 - December 2006

Columbia, SC

Adjunct Instructor

*Courses Taught:*

**MNGT 5590**: **(Graduate) Organizational Behavior:**

This course introduces students to many of the basic principles of human behavior that effective managers use when managing individuals and groups in organizations. These include theories relating to individual differences in abilities and attitudes, attribution, motivation, group dynamics, power and politics, leadership, conflict resolution, organizational culture, and organizational structure design.

**Kaplan University Online** August 2006 - December 2007

Fort Lauderdale, FL

Adjunct Faculty

Taught multiple courses in business and management at the undergraduate level.

**Midlands Technical College** August 2002 - December 2007

West Columbia, SC

Adjunct Instructor

*Courses Taught:*

**MKT101: Marketing**

This course covers an introduction to the field of marketing with a detailed study of the marketing concept and the processes of product development, pricing, promotion and marketing distribution.

**LEG121**: **Business Law**

This course is a study of the basics of commercial law, with emphasis on the formation and enforcement of contracts and rules particular to the Uniform Commercial Code (UCC) and sales of goods.

**SPC209**: **Interpersonal Communications**

This course is an introduction to the principles of interpersonal communication with emphasis on interpersonal theory as applied to personal and professional relationships. Students will learn to observe and analyze how these principles operate in daily interaction with others.

**Professional Positions in Education**

**Strayer University** January 2008 - June 2012

Greenville, SC

Associate Dean – School of Business

Responsibilities: This highly administrative, management position is primarily responsible for supporting the Admissions and Student Support departments in student enrollment by assuring that both staff and students are in compliance with university academic policies, procedures, program requirements, and services.   
Day to day responsibilities will include reviewing admission applications to ensure they meet high academic quality, conducting unofficial transcript evaluations and interviews to determine prerequisite requirements and optimal course sequencing. In addition, this position will counsel and advise at-risk students in order to improve their academic progress.  
The Associate Dean will assist in departmental initiatives and projects that will increase the level of effectiveness and efficiency of academic systems and support while aiming to achieve increased retention, persistence, and graduation rates. They will conduct some training, be required to teach eight courses per year (two [online courses](http://www.higheredjobs.com/admin/details.cfm?Jobcode=175435404&print=yes#%23) per quarter) and participate in annual graduation ceremonies.

**Kaplan University Online** November 2007 - December 2007

Fort Lauderdale, FL

Course Designer

This course focuses on the retail industry and explores significant developments in the retailing field such as consolidation, multichannel offerings, centralization, and globalization. Students will examine the key retail decision variables (location, merchandise management, pricing, communications, store design, customer service, and store management), and explore the principles and practices of successful retail management through contemporary examples. Students will also observe a variety of management theories applied in a retail context.

**Professional Management Positions**

**Palmetto Health** November 2001 - November 2003

Senior Project Manager, Columbia, SC

Responsible for human resource management, training, and development.

Responsible for budgeting.

Obtained and tracked capital appropriations.

Managing outsourced professional services (architects, engineers, and contractors).

Acquired state regulatory approvals.

Responsible for bidding, and contracts management.

Had knowledge and practice of related legal and accreditation criteria, ensuring compliance of federal and state building and health codes, and leading progress inspections (for quality assurance and to meet JCAHO, HIPAA, DHEC, and CDC requirements).

Provided frequent and cogent verbal and written communication and advisement at multiple levels of local, state, and federal hierarchies.

**Palmetto Baptist Medical Center** February 1986 - November 2001

Director for Facilities Management, Columbia, SC

Responsible for human resource management, training, and development.

Responsible for budgeting.

Obtained and tracked capital appropriations.

Managing outsourced professional services (architects, engineers, and contractors).

Acquired state regulatory approvals.

Responsible for bidding, and contracts management.

Had knowledge and practice of related legal and accreditation criteria, ensuring compliance of federal and state building and health codes, and leading progress inspections (for quality assurance and to meet JCAHO, HIPAA, DHEC, and CDC requirements).

Provided frequent and cogent verbal and written communication and advisement at multiple levels of local, state, and federal hierarchies.

**Formal Education**

**PhD, Applied Management and Decision Sciences** 2006

Walden University, Minneapolis, MN

**MA, Management** 1994

Webster University, St. Louis, MO

**BA, Journalism** 1975

University of South Carolina, Columbia, SC

**Educational Training and Certifications**

Completed additional graduate courses in *Human Resource Management* (course needs assessed by Regional Dean at Strayer University after reviewing transcripts) to have *18 hours* in this subject matter

Class Live Pro (Eluminate) Certification

Strayer Online Continuing Education

Strayer Special Accommodations Training Continuous

Strayer Online Diversity, Antidiscrimination, and IT Confidentiality Training (Continuous)

Pearson Educational Training Certification

Brightspace Certification (Saint Leo University)

Moodle

Canvas

**Memberships and Affiliations**

**Member** 2013 – Present

Society of Human Resource Managers (SHRM)

**Member** 2003 - Present

Thomas Cooper Society through the University of South Carolina

**Board Member** 1995 - 1999

National Alliance for State Prostate Cancer Coalition (NASPCC)

**Consultant**  1990

South Carolina Underwater Archaeological Research Council (SCUARC)

**Founder/Board Member** 1983 - 1990

Act One Community Theatre, West Columbia, SC

**Member** 1990 - 2003

American Management Association (AMA)

**Member** 1988 - 2001

International Facilities Management Association (IFMA)

**Community Service and Leadership**

**Local Educational Advisor** 1995 - 1999

Advisor for *Us, Too*, an international support organization for victims of prostate cancer.

**Professional and Scholarly Presentations**

Invited Presenter: MBAA Conference in Chicago, Illinois. Topic: Changing Technology in Online Platforms Distract Faculty and Students from the Prime Directive—Teaching and Learning. Published: <https://www.thebabbgroup.com/blog/guest-articles/changing-technology-in-online-platforms-distract-faculty-and-students-from-the-prime-directive-teaching-and-learning.html?mc_cid=7a9db6d44c&mc_eid=360daec0d8>. Presented March 2019.

Invited Presenter: MBAA Conference in Chicago, Illinois. Topic: Humor in online teaching.  Risks and rewards of using humor in distance learning—and why some professors wrestle with online levity. Published: <https://www.thebabbgroup.com/humor-in-online-teaching.-risks-and-rewards-of-using-humor-in-distance-learning%E2%80%94and-why-some-professors-wrestle-with-online-levity.html>. Presented April 2018.

Invited Presenter: MBAA Conference in Chicago, Illinois. Topic: Reeley, G.S. (2016). Online teaching may be perilous to your health. A research and reflection essay on the not-so-well-being of college professors in 21st century classrooms. *Journal of Marketing Development and Competitiveness*(ISSN# 2155-2843), *10*(2). March 2017-presented.

Invited Facilitator of Panel Discussion: MBAA Conference in Chicago, Illinois. Topic: *Distance Education,*

*Different Learning: Shaping the Paradigm Shift.* April 2016.

Invited Presenter: Great Lakes Conference on Education and Learning held at Central Michigan University. Topic: *Distance Education, Different Learning, and New Interactions: Shaping the Paradigm Shift*. May 2010.

Invited Presenter: Kaplan University Online Bi-annual Faculty Retreat in Miami, Florida. Topic: *Distance learning in the 21st century: a commodity of choice, or the ordained legacy for today’s and tomorrow’s college students?* Summary of “The Proceedings” will be available online, or via Kaplan’s Home page. February 2008.

Invited Presenter: The Proceedings; Second Annual Conference on Applied Management and Decision Sciences held in Dallas, Texas. Topic: *A Study of 21st century spirituality, beliefs and values among college students*. Conference agenda available worldwide via Google.com; key words: conference, Reeley, spirituality. January 2006.

Invited Guest Lecturer: School of Public Health, Master’s Degree program; University of South Carolina,

Columbia campus. 1998 – 2000.

**Conferences Attended**

MBAA Conference in Chicago, Illinois. Topic:*Changing Technology in Online Platforms Distract Faculty and Students from the Prime Directive—Teaching and Learning.* March 2019

MBAA Conference in Chicago, Illinois. Topic: *Humor in Online Teaching.  Risks and rewards of using humor in distance learning—and why some professors wrestle with online levity.*  April 2018

MBAA Conference in Chicago, Illinois. Topic: *Online teaching may be perilous to your health. A research*

*and reflection essay on the not-so-well-being of college professors in 21st century classrooms*.

March 2017

MBAA Conference in Chicago, Illinois. Topic: *Distance Education, Different Learning: Shaping the*

*Paradigm Shift.* April 2016

Annual Management Retreat and Conference for Strayer University held in Orlando, Florida; April 2014

Great Lakes Conference on Education and Learning held at Central Michigan University May 2010

Kaplan University Online Bi-annual Faculty Retreat in Miami, Florida February 2008

Second Annual Conference on Applied Management and Decision sciences, Dallas TX January 2006

**Articles and Research**

Dissertation thesis was published (and presented) in 2006 in *The Proceedings* and is available at: [http://www.amdsconference.org](http://www.amdsconference.org/) and available worldwide via Google.com. ISSN 1554-4740, *The International Journal of Applied Management and Technology*: [www.ijamt.org/info@ijamt.org](http://www.ijamt.org/info@ijamt.org).

Dissertation: *Similarities in spirituality, beliefs, and values among selected college student populations in South Carolina* was published and is available to peruse and purchase on-line worldwide at UMI-Pro-Quest Digital Dissertations (a division of Berkley Electronic Press). Book copy catalogued and shelved in Midlands Technical Colleges’ main resource library.

Essay: *Higher power in higher education: How a South Carolina technical college compares spiritually with liberal arts learners*, was published worldwide in the summer 2006 edition (Volume 17) of the editor-reviewed online journal, *Essays in Education*.

Essay: *The Impact of external, socially synthetic forces, such as mass media, video games, and the internet on human behavior* was published worldwide in the winter 2007 edition (Volume 19) of the editor-reviewed online journal, *Essays in Education*. \*This essay was selected as a key resource for an ontological exploratory study that originated in Manchester, U.K. Abstract and blog are available at Google.com; key words: *Reeley* and *mass media*.

Essay: *Traditional higher education in the 21st century and its inevitable transformation by means of technology and macro environmental forces* was published worldwide in the winter 2008 edition (Volume 23) of the editor-reviewed online journal, *Essays in Education.*

Reflection: *Distance education, different learning, and new interactions: Shaping the paradigm shift.* The

Babb Group Online Newsletter, March 2015. <http://eepurl.com/bfkvKn>

Reflection: *Practicing what we preach—A Few useful tips for online teaching.* The Babb Group Online Blog. August 4, 2015. <http://www.thebabbgroup.com/practicing-what-we-preach-a-few-useful-tips-for-online-teaching.html>

Reflection: *Being an online professor and teaching with an attitude; Dealing with duties beyond the classroom.* October 27, 2015. <http://www.thebabbgroup.com/10-things-to-do-to-de-stress-from-the-duties-of-an-online-professor.html>

Peer Reviewed Journal: Reeley, G.S. (2016). Online teaching may be perilous to your health. A research and reflection essay on the not-so-well-being of college professors in 21st century classrooms. *Journal of Marketing Development and Competitiveness*(ISSN# 2155-2843), *10*(2). http://www.na-businesspress.com/JMDC/ReeleyGS\_Web10\_2\_.pdf

Reflection: *A message to our bosses-remember us.* [*https://www.thebabbgroup.com/a-message-to-our-bosses-remember-us.html*](https://www.thebabbgroup.com/a-message-to-our-bosses-remember-us.html) *or* <https://lnkd.in/fEWYMhz>: The Babb Group Online Blog. Summer 2017.

Reflection: *Humor in online teaching. Risks and rewards of using humor in distance learning—and why some professors wrestle with online levity.* <https://www.thebabbgroup.com/humor-in-online-teaching.-risks-and-rewards-of-using-humor-in-distance-learning%E2%80%94and-why-some-professors-wrestle-with-online-levity.html> The Babb Group Online Blog. Fall 2017.

Reflection: *Changing technology in online platforms distract faculty and students from the prime directive—teaching and learning.* https://www.thebabbgroup.com/blog/guest-articles/changing-technology-in-online-platforms-distract-faculty-and-students-from-the-prime-directive-teaching-and-learning.html. The Babb Group Online Blog. Fall 2018.

**Awards and Honors**

**Winner: Educator of the Year for Herzing University** 2018

The *Educator of the Year* award recognizes a faculty member who has demonstrated excellence both in facilitating a positive educational environment, as well as an outstanding record of service to the campus and University. This faculty member represents Herzing commitment to instructional excellence within the institution and the community.

**Nominated—Outstanding Professor—American Intercontinental University** July 2017

**Member: Dissertation Committees:**  2015 - Present Saint Leo University

**Academic Mentor** 2015

Mentor for DBA program at Saint Leo University

**Engagement Score Honor** 2014

Engagement Scores were among the highest in the country for spring and summer quarters- Strayer University.

**Winner: Excellence in Education** **Award** 2013

National Award for the College of Business, Strayer University

**Winner: Donald R. Stoddard Outstanding Faculty Award** 2010

National Faculty Award, Strayer University

**Outstanding Teacher** **Award** 2008 and 2010

Region Three Teaching Award, Strayer University

**Highly Competent Subject Areas**

**Software**:

Microsoft Office Suite

SPSS

MegaStat 10.1

**Learning Management Systems:**

Blackboard Certified

e-Companion Certified

e-College Certified

iBoard Certified

WebCT Certified

Adobe Breeze Certified

Brightspace (D2L) Certified

Moodle Certified

Canvas Certified

**Subject Matter Expert:**

Business

Business Law

Management

Healthcare Administration

Organizational Leadership and Behavior

Human Resource Management

Supply Chain Management

Technology in Retail Operations

Business Communications

Operations Management

Project Management

Strategic Management

Research and Writing

Entrepreneurship

Marketing

Resource Development and Management

Labor Relations

Talent Management

Employment Law

Ethics and Advocacy

Total Rewards

Property Management

Presenting in Public

**References**

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Tommy Spotts, Sr., Ph.D.

Department Chair, Kaplan University

Faculty, Walden University

Faculty, Webster University

Board of Directors, Charleston Southern University

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