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### ***CURRICULUM VITAE***

#### ***EDUCATION***

- 2010      *In progress*—Ph.D. University of the Incarnate Word (UIW), San Antonio, Texas  
Concentration: Higher Education
- Working Dissertation title: *Discussing discussion: Transformational discourse in higher education.*
- Continuing areas of interest: Critical thinking, collaboration, and technology interfaces.
- 2002      Master's of Arts in Administration, UIW, San Antonio, Texas  
Major: Organizational Development
- 1989      Graduate Work, Command & General Staff College, Fort Leavenworth, Kansas  
Major: Leadership and Management
- 1973      Bachelor of Science, U. S. Military Academy, West Point, New York  
Major: Math, Chemistry, and Physics

#### ***RELEVANT WORK EXPERIENCE—TEACHING and TRAINING***

- 2007-2008      Adjunct Professor, Business Management, Southwest Texas Junior College, Uvalde, Texas
- 2004-2007      Adjunct Professor in Management—Business and Supply Chain, Palo Alto College, San Antonio, Texas
- 2004-2006      Continuing Education Instructor, Alamo Community Colleges (ACC), San Antonio, Texas
- 1985-1989      Customer Relations Team Chief, Asia-Pacific and Central America, Honolulu, Hawaii
- 1989-1992      Logistics and Security Assistance Officer, Republic of Turkey, Ankara, Turkey
- 1982-1985      Assistant Professor of Military Science, Carnegie-Mellon University, Pittsburgh, Pennsylvania

#### ***COURSE DEVELOPMENT and INSTRUCTION***

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|---------------------------|---|
| Business Management 1301  | Supervision: Introductory management classes, focusing on basic functions of management and utilizing hybrid technology                   |
| Business Management 1303  | Principles of Management: Basics  |
| Logistics Management 1319 | Introduction to Business Logistics: Supply chain management, 15-hour Warehouse Management Certificate Program                             |
| Logistics Management 1325 | Warehouse and Distribution Center Management: Operations and management, 15-hour Warehouse Management Certificate                         |
| Logistics Management 1393 | Special Topics (Logistics Issues) 1393 – Case studies, Warehouse Management Certificate Program   |
| Root Cause Analysis       | Professional development, Reyes Automotive Group, on-site Toyota Motor Manufacturing Texas Supplier, Palo Alto College                    |
| Supply Chain Management   | Continuing education for Katrina evacuees from Louisiana, Palo Alto College and Advanced Technology Center, ACC                           |
| Warehouse Management      | Continuing education for San Antonio Youth Association (Northwest Vista College), and San Antonio Housing Association (Palo Alto College) |
| Supply Chain Management   | Training and development in supply chain management integration for 16 Asia-Pacific countries over a seven-year period                    |
| Leadership and Training   | Instructed leadership principles--Reserve Officer Training Corps—while managing scholarship program                                       |

**RESEARCH and PUBLICATIONS**

- Career Readiness Certificate Pilot Implementation. (2008). Researched, promoted, and facilitated a national level workforce certification program for Northeast Lakeview College, Alamo Community Colleges, as part of a higher education practicum
- Qualitative Research—Volunteer Leadership Retention. (2008). Researched, collaborated, presented, and published, as part of a 12-member team, *A study of the influences of volunteer retention in the Girl Scouts of Southwest Texas* for council executives
- Schulte, M. (May 2008). Rising gas prices fuel new thinking. *The Pulse*. San Antonio, TX: Palo Alto College.
- Schulte, M. (March 2008). Counselors and advisers pave road to success. *The Pulse*. San Antonio, TX: Palo Alto College.
- Caldwell, R., Moore, J., & Schulte, M. (2004). What should a BBA graduate be able to do? These competencies are essential. *Journal of College Teaching and Learning* 1(3), 31-36.
- Caldwell, R., Moore, J., & Schulte, M. (2003). Assessing undergraduate business degree outcomes: A comparison of two universities. *International Business & Economics Research Journal* 2(5), 67-74.
- Caldwell, R., & Schulte, M. (2002). Developing and implementing faculty performance evaluation: A collaborative model. *International Business & Economics Research Journal* 1(9), 1-8.

**CERTIFICATES, BOARD APPROVALS, and DISCIPLINE HOURS**

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|------|--|
| 2009 | <i>In progress</i> —Adult Education Certificate (15 course hours) / 18 hours in discipline                   |
| 2008 | Blackboard Vista Internet Certification, Palo Alto College, San Antonio, Texas                               |
| 2007 | Internet Published Course Certification, Palo Alto College, San Antonio, Texas                               |
| 2004 | Board Approved—Warehouse Contract Training, Northwest Vista College  |
| 2003 | Board Approved—Management (Business & Logistics), San Antonio, Texas   |
| 2002 | Organizational Development Certificate, H-E-B School of Business and Administration, UIW, San Antonio, Texas |
| 2002 | Organizational Development and Management—30 graduate course hours   |

**CONFERENCES and SYMPOSIUMS**

- Development Learning Symposium Presentation. (2008), UIW, San Antonio, Texas
- ◆ Developing reflective students (2-member team)
- National Business Education Association Conference. (2008). San Antonio, Texas
- ◆ Participated in the week long conference and provided local chapter hosting support
- U.S. Chamber of Commerce Conference. (2008). San Antonio, Texas
- ◆ Institute for Competitive Workforce: “Driving the Debate: Education and San Antonio’s Workforce” focusing on global competitiveness, employer perspectives and Latino education equity.
- Volunteer Leadership and Retention Symposium Presentation. (2008), UIW, San Antonio, Texas
- ◆ Girl Scouts of Southwest Texas (3-member team)
- Leadership in Organizations Symposium Presentation. (2003), UIW, San Antonio, Texas
- ◆ Independent Study (2-member team) on leadership in independent school districts

**PROFESSIONAL DEVELOPMENT and SERVICE**

Texas Business Teachers Education Association. (2008).

- ◆ Post secondary teacher nomination committee and elected as reporter next term

National Business Education Association Conference, San Antonio, Texas. (2008).

- ◆ Enrolled in two professional development courses—distance education and college teaching

Regional Awards Selections Committee. (2008). Mountain Plains Region

- ◆ Evaluated and recommended nominees for post secondary business teacher rookie business teacher of the year awards presented at the national level conference in San Antonio, Texas

Organizational Assessments. (2008 & 2002). Small Business, San Antonio, Texas

- ◆ Organizational development assessments / interventions in conjunction with graduate and doctoral studies

**PROFESSIONAL AFFILIATIONS**

National Business Education Association—Professional / International Society

Texas Business and Technology Educators Association—Region, State, and Local Chapter

World Affairs Council—San Antonio

National Eagle Scout Association

**PROFESSIONAL SUMMARY**

- ◆ Instructed and developed management curriculums—business, supply chain, and quality—at the community college level domestically and in training environments internationally
- ◆ Effective international and domestic teacher, certified organizational developer, and trainer
- ◆ Focused on increasing opportunities in education for individuals, organizations and communities
- ◆ Strong values and moral character—integrity, honesty, and ethics—valuing continuing education, diversity, and change as opportunities, not liabilities
- ◆ Planned and produced results in diverse, multicultural, and competitive worldwide environments and developing organizations—policies/programs, training, infrastructure, quality, and services
- ◆ Effective interpersonal, technology, Internet, research, and other associated skills

**OTHER WORK EXPERIENCE**

2007 Evaluator/Scorer, Harcourt Assessment, San Antonio, Texas

- ◆ Evaluating multiple state educational projects in the United States—math, reading, and analytics. Also evaluated from 1998-2001, and 2004-2005. Remain on call for future projects.

1999-2000 Team Leader, Census 2000 Department of Commerce, San Antonio, Texas

- ◆ Organized, recruited, and managed a 12 person census taking team for southeast San Antonio

1996-1998 Organizational Developer/Support Manager MPRI—Sarajevo, Bosnia

- ◆ Developed / implemented national support systems, policies, organizations, and infrastructure - part of \$400 million plus program and support manager for a multifunctional team and interpreters

1995-1996 Program Support & Quality Control Vinnell—Tabuk, Saudi Arabia

- ◆ Assessed a \$200 million foreign services contract for quality control to meet statement of work requirements and trained personnel in integrated support functions

1993-1995 Trainer, Administrator & Evaluator DynCorp—Kuwait City, Kuwait

- ◆ Trained operations, integrated support systems and contract management at national level
- ◆ Administered \$7 million government aircraft maintenance and services contract

1973-1993 Teacher, Trainer, Leader & Manager Asia, Europe & United States

- ◆ Supervised, managed, trained, instructed, and developed people—domestic and international—over a 20 year commissioned officer career providing \$8 billion of customer training /support to 16 Asia-Pacific countries