

FRANK MARSHALL
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Education:

4/11-11/16 George Fox University (Newberg, OR)

Doctorate Business Administration Concentration in Management (DBA)

Dissertation Topic: Understanding the process small businesses use to capture, convert, and integrate survival knowledge

Course Requirements Completed: Faith and Spirituality in Business, Foundations of Marketing, Conceptual Foundations of Economics, Doctoral Research and Writing, International Business, Critical Issues in Higher Education, Foundations of Management and Leadership, Research Methods, Conceptual Foundations of Finance, Strategic Management, Human Resource Development, Effective Teaching in Higher Education, Research Design, and Ethics and Moral Decision-Making in Business, Organizational Theory, Business Teaching Practicum and Dissertation Proposal Research.

- Dissertation Final Defense 11/2016
Dissertation topic: The process small businesses use to capture, convert, and integrate survival knowledge.

8/01-5/03 University of San Diego (San Diego, CA)

Masters of Science Executive Leadership

Innovative values based business degree for executives.

Designed to develop and inspire leaders to transform organizations and our world through service with compassion and integrity. The Mission of the Master of Science in Executive Leadership (MSEL) program is to develop and inspire leaders who will transform their organizations and our world through service with compassion and integrity.

9/79-7/82 California State University at Long Beach (Long Beach, CA)

Bachelor of Science Degree in Accounting

9/76-12/78 Bentley University (Waltham, MA)

Major: Accounting, Minor: Finance

Experience:

8/17-present Point Loma Nazarene University (San Diego, CA)

Associate Dean of Professional Business Education

Leading the Bachelor of Business Administration(BBA) 2+2 Program at various Community Colleges

Interviewing all potential students for admittance.

Supervise all Faculty Teaching in the BBA Program

Created teaching tips to send out to BBA faculty

Full-Time Tenure Position. Associate Professor of Management Fermanian School of Business

Developed New Courses BUS 672 Online MBA Program, BUS 6078 Applied Innovation MBA Evening Program Entrepreneurship Concentration.

Courses taught: MBA Strategic Management, MBA Developing an Entrepreneurial Mindset, MBA Applied Innovation, , BBA and TUG Undergraduate Principles of Management and BBA and Tug Undergraduate Human Resources

Sam Walton Fellow for Enactus (Entrepreneurial Action in all of us).

2018 Founder PLNU Enactus

2019 Enactus builds and installs Micro-Pantries at San Diego Food Bank

07/15-7/17 **Point Loma Nazarene University** (San Diego, CA)**Part-Time**

Fermanian School of Business

More than the bottom line-Business education to change the world.

MBA Management, MBA Strategic Management, MBA Developing an Entrepreneurial Mindset, MBA Applied Innovation, MBA Organizational Behavior, Undergraduate Principles of Management and Undergraduate Human Resources.

8/2019-present **Professional Development Academy**

High Performance Leadership Coach

2018-2020 **Concordia University** (adjunct summer only)

Sports Management Masters Program

Economics of Sports and MBA Sports Finance

06/14-6/18 **San Diego Christian College** (Santee, CA)

An evangelical College based on truth, purpose, and impact.

Associate Professor of Business Adult Professional Studies and Undergraduate Program teaching:

Financial and Managerial Accounting, Social Media Marketing, Management, Organizational Behavior, Conflict Resolution, Leadership in a Global Environment, International Finance, Principles of Free Enterprise, Seminar in Entrepreneurship, Principles of Management and Supervision, Human Resources, Corporate Finance, Financial Analysis in Organizations, Quantitative Methods, Management Information Systems, Value and Ethics

Service and Committees:

2015 Business Internships

2016 Business Internships

2015 and 2016 Adult Professional Studies Senate Committee

2016 Innovation Committee

2016 Faculty Sponsor of Womens Volleyball

2016 Faculty Sponsor of Mens and Womens Tennis Team

2016 Hosted Mens, Womens Tennis Team and Women's Volleyball dinner at my house

7/09-3/2015 **University of Phoenix** (San Diego, CA)

A higher learning institution and member of the Apollo Group.

San Diego Adjunct Professor - Training the leaders of tomorrow

School of Business, Distinguished Professor of the Year-2010

Adjunct Professor teaching the following courses:

Integrated Business Topics, Organizational Ethics and Social Responsibility, Organizational Behavior and Group Dynamics, Management: Theory, Practice, and Application,

Organizational Behavior and Ethical Responsibility, Critical Thinking: Strategies in Decision Making, Innovation, Design, and Creativity for a Competitive Advantage, Teamwork,

Collaboration, and Conflict Resolution, International Business, Foundations for General

Education and Professional Success, Interdisciplinary Capstone Course, Ethics in Management,

Organizational Communication, Foundations of Interpersonal Communication, Foundations of University Studies

6/03-5/15 **Rancho Santa Fe Technology** (San Diego, CA)

Recipient of 2007 Workplace Excellence Award

Multi-million dollar provider of IT and Communications Infrastructure

Chief Operations Officer

Created and chartered companywide team based structure

Created corporate strategy, direction and operating objectives

Created marketing strategy for green product line

Increased productivity by 30% and increased profit by 50% by inspiring employees to achieve success

Reduced overhead over \$1.2 million dollars in a single year

Led change throughout the organization while maintaining the corporate culture and achieving results

Apply Situational Leadership II to diagnose mismatched tasks with leadership style

Teach and develop S.M.A.R.T. goals by teams

5/96-6/03 **SDA Security Systems, Inc.** (San Diego, CA)

Service provider of commercial and residential electronic security systems

Vice-President and General Manager

Created new profitable home electronics division

Increased recurring revenue over 120% in two years

Increased on time service to over 90% in one year

Established company training programs

Responsible for national certification program

4/95-4/96 **TACAN Corporation** (Carlsbad, CA)

Multi-million dollar manufacturer of electronic equipment for cable television industry

Vice-President of Finance and Manufacturing

Increased on time delivery to customers by 80% in 13 months.

Increased Revenue by 20% while increasing profit by 12%

Converted company to new operating network
Responsible for ISO 9001 Certification

9/88-4/95 **Sciteq Electronics, Inc.**, (San Diego, CA)

Manufacturer of high technology electronic equipment for telecommunications industry

Vice-President and Chief Financial Officer/Secretary of Corporation

Increased cash flow over 50%

Implemented Total Quality Management Process

Reported consistent annual profit by controlling costs

6/82-9/88 **Hughes Aircraft Company Maquiladora** (Tijuana, BC)

Defense Contractor, manufacturer of electronic equipment for United States military.

Connecting Devices Division

Controller

Converted maquiladora to captive subsidiary of U.S. Connecting Devices Division

Created financial reporting systems for maquiladora

Achieved annual cost savings of \$500,000

Established U.S. and Mexico import/export protocols

Established all expert, professional and vendor relationships

Presentations:

10/2020 North American Case Research Association

Topic Recruiting Challenges at Blue Collar Employers: Hiring Millennials

1/2020 USASBE 2020 Entrepreneurial Conference

Topic Co-Presented Competition Targets Your Product ... Now what do you do?" *Conference Proceedings Published*

10/2018 Magna Publications Teaching Technology Conference

Topic Co-Presented Validating the What-A-Venture on-line tool. *Conference Proceedings Published*

1/2018 Fermanian Business School Chapel

Topic Presented: My Faith Journey to Point Loma Nazarene University

1/2018 USASBE 2018 Entrepreneurial Conference

Topic Co-Presented Validating the What-A-Venture on-line tool. *Conference Proceedings Published*

10/2017 Christian Faculty Business Association

Poster Topic Presented: Mentorship a Factor in Business Survivability

6/2017 International Council for Small Business World Conference

Topic Presented: The process small businesses use to capture, convert, and integrate survival knowledge.

Published Papers and Book:

Marshall,F.(2020). Focused to Win. eBook on Amazon.

Marshall, F. (2017). Processes small business use to capture, convert, and integrate survival knowledge :A multi-site case study. *Sage Global Research Case Studies Q1 2019*.

6/2017 International Council for Small Business World Conference Buenos Aires, Argentina *Conference Proceedings Published*

Working papers:

Marshall, F. (2020). Recruiting Challenges at Blue Collar Employers: Hiring Millennials.

Marshall, F. (2020). Small Business Survivability during covid pandemic compared to survivability process created by Frank Marshall from own research

Marshall, F.(2020). Experiential learning: Closing the gap between PLNU teaching and employer needs. Data collected from FSB courses undergraduate and graduate classes

Marshall, F. (2019). From Judgement to Understanding. Why business interviewers should understand the person in front of them.

Marshall, F. & Schober, R. (2019). Critical Incident: Employer Challenges to Millennials not wanting to climb the corporate ladder.

Marshall, F. (2018). Faith and Entrepreneurship

Marshall, F. (2018). Experimenting with Christian Practices in Teaching within Human Resources. Point Loma Nazarene University. Sam Powell and Mark Mann (Wesleyan Center).

On-Going Training:

2020 Argo,Ai. Webinar for all MBA and BBA students

2020 Design Thinking: Why you should care. Faster Glass presented to all MBA and BBA students

2020 Innovation webinar by Trendhunter: Ability to change

2020 Innovation webinar by Trendhunter: Culture of Innovation

2020 Innovation webinar by Trendhunter: Opportunity Hunting

2020 Innovation webinar by Trendhunter: Rapid Prototyping

2020 Innovation webinar by Trendhunter: Infectious Messaging

2020 Alzheimer webinar: Dementia stages and progression for caretakers

2020 Human Resource webinar 15Five: Creating a world class culture that transcends geography

2020 Human Resource webinar 15Five: Building emotional resilience through mindful leadership

2020 Harvard Webinar: Designing a curriculum for hybrid classes with Yael Grushka Cockayne

2020 Salesforce Webinar: Resiliency a conversation with Angela Duckworth and Kobie Fuller

2020 Salesforce Webinar: Expert Brene Brown explains how to be a brave leader

2019 Inclusive Teaching with Viji Sathy and Kelly Hogan

2019 FLC: How Learning Works with April Cordero
2019 United States Association of Small Business and Entrepreneurship
Longenecker Fellows Mentoring Program (year-long mentoring)
Mentored by: William J. Petty-Baylor University-A Baylor Master Teacher
2018 GoReact with Sam Foley
2018 Appy Hour with Andrew Currah
2018 Disability Accommodation Training
2018 How Learning Works with Susan Ambrose
2016 Assessment Training
2016 Online Teaching Conference California Community Colleges (San Diego, CA)
2015 and 2016 PLNU Adjunct professor training
2015 PLNU Canvas platform training

Committee Work:

2021 Co-chair FSB Undergraduate Committee
2021 Member FSB Assessment Committee
2020 FSB Covid-19 Coach of six FSB faculty to move classes online from Face to Face.
2020 Chair Steering Committee for Women Entrepreneur Week
2019 Chair Experiential Learning Committee
2019 Academic Policy Committee
2019 Program Review Task Force for FBEI and CID
2019 Chair Steering Committee for Women Entrepreneur Week
2018 Member Strategic Planning Committee
2018 Chair Experiential Learning Committee
2017 Chair of Innovation Committee
2017/2018 MBA Committee
2016 Member of Innovation Committee

Service:

2021 Lead Admissions Nights virtually for BBA Program(several throughout the year)
2020 PLNU Women Entrepreneur Conference
2020 Lead Admissions Nights virtually for BBA Program(several throughout the year)
2020 Reviewer USASBE 2020 Conference submissions
2020 Moderator at USASBE 2020 Conference
2019 Founder Inaugural PLNU Women Entrepreneur Conference
2019 Mentor to PLNU Women's Soccer Head Coach
2019 Reviewer USASBE 2019 Conference submissions
2019 Mentor to New Management Faculty
2019 Reviewer FSB ACBSP Accreditation Documentation Submission
2019 Member of FSB Management Search Committee
2019 Member of Hooding Team Spring 2019 Graduation
2019 Panel Member for Mira Costa College BBA Night
2018 Moderator PLNU Faculty Development Day
2018 Mentor to New Management Faculty
2018 Member of FSB Management Search Committee

2017 Member of Hooding Team Spring 2018 Graduation

Community Involvement:

2019 Hosted PLNU Women's Soccer Team Dinner with FSB colleagues at my house

2019 Guest Speaker Reflections on Leadership Podcast

1/2017 to present Flood Church 2 Become 1 Marriage Counselor with my wife

6/2017 to Present Flood Church Acting Chief Financial Officer

09/2016 Partnering with non-profit East County Transitional Living Center to provide community support and student involvement. Leading the effort with 20 undergraduate students to create a social media and marketing program.

2015 Impact Leader San Diego Rescue Mission

06/2012 Ken Blanchard Live Cast Speaker: Unleaderlike Moments. One of 40 thought leaders to discuss how everyday behavior matters.

03/2011 Haiti humanitarian trip with local San Diego Executives and Pastors as the financial leadership to assist with surveying possible sites for new education and medical building program for Children of the Nations (Leogane, Haiti)

06/11-12/12 Served as student mentor and led small men's group for Flood Church