
ADJUNCT PROFESSOR OF INFORMATION TECHNOLOGY

PROVEN LEADERSHIP DEVELOPMENT STRATEGIST WHO FOCUSES ON DRIVING ADULT LEARNER SUCCESS
C-LEVEL LEADERSHIP | ADJUNCT PROFESSOR | LECTURER

Solid history of inculcating vision through lecturing, mentoring, and coaching to support adult learners' learning experience. Expert in optimizing and enhancing adult learners' understanding while adhering to their learning, processes and standards. Skillful with student and faculty relationships.

Career Accomplishments

- Implementing DoN/NIST's Risk Management Frameworks (**RMFs**) to secure IT network ports and software applications.
- Using DISA's Security Technical Implementation Guides (**STIGs**) to reduce network vulnerabilities and preventing system access to hardware and software systems.
- Working in concert with the ASN R&D and the Director, Acquisition Career Management (DACM) office to update the **DoN DAWIA Operating Guide** to better train and develop the acquisition workforce.
- Designing course curriculums and lecturing on topics such as leading-edge information technology, cybersecurity, virtual desktop infrastructure (VDI), VPNs, AI, IoT, Scrum Master, DevOps, SANs, Windows operating systems, etc.
- Using **DoD Directive 8140/8570** procedures to identify, tag, track, and manage the information assurance/cybersecurity (DCWF) workforce training status and requirements.
- Researching leading-edge technologies and software applications to support student learning and engagement.
- Designing course materials and lecturing on topics such as Performance Management, Human Resource Management, Employment Law, Employment Selection Process, and Workforce Succession Planning.
- Using CANVUS, Workday, Blackboard, and UCertify Web-based applications to capture students' grades, work assignments, enrollment status and track project progress.
- Researching and lecturing on IT Project Management course material and aiding students in designing Gantt, PERT, Waterfall, and Spiral charts, business case analyses, product / predictive life cycles, portfolio management, and project implementation from initialization to implementation.
- Developing classroom planning strategies to include student assignments, test creations, lesson plan preparations and assigning project tasks.

PROFESSIONAL PROFILE

Fenner Consulting Group, San Diego, CA

President

2008 – Present

Serve as a senior consultant to government and private sector organizations on topics such as executive leadership facilitating competencies, leadership development, workforce development, climate assessments, succession development planning, executive coaching and facilitator instructor competency training.

- Develop course curriculums and deliver leadership training on executive leadership facilitating competencies;
- Provide career and executive coaching to executives, managers and supervisors;
- Train clients on topics such as emotional, culture, social, diversity, equity, inclusion and accessibility intelligences, talent management and change management;
- Coach and practice case-in-point pedagogy experiential learning among managers and executives.
- To enhance workforce retention and productivity, assist clients in developing and implementing succession development plans and competency development models;
- Administer 360 degree assessments and facilitate focus groups on workforce competency gap analysis assessment results;
- Coach clients in how to conduct climate and culture assessments using data analytics;
- Provide solution focus training on how to develop competency development models;

- Create innovative training programs that positively and strategically impact business objectives while guiding organizations through dysfunctional team dynamics;
- Support STEM and diversity, equity, and inclusion events, i.e., USD, Mesa College, NDIA, Northrop Grumman, AFCEA, PLNU, UCSD, QUALCOMM, Cubic Corporation, SDSU, Junior Achievement of San Diego County, Booz Allen Hamilton, K-12 schools;
- Conduct speaking engagements pertaining to diversity and inclusion and Black History Month events.
- Served on Poway Unified School District's Diversity Taskforce, leading to a 27% increase in minority hiring;
- Provided career coaching/mentoring to 1,500+ military veterans and high school and college students.

Point Loma Nazarene University, San Diego, CA

Adjunct Professor School of Math, Information/Computer Sciences/Engineering (2017 – Present)

Deliver leading edge technology training to adult learners in the areas of COMPTIA+ certifications, information technology, computer and network architectures, **cybersecurity** and **project management**.

- Research leading edge technologies and software applications to support student learning and engagement;
- Use CANVUS database software, Workday and UCertify Web-based applications to capture students' grades and track project progress;
- Research, design, and lecture on IT Project Management course material to include instructing students in their development of Gantt, PERT, Waterfall, and Spiral charts, business case analyses, product / predictive life cycle, portfolio management, and project implementation from initialization to implementation;
- Design course curriculum and lecture on leading-edge Information Technology courses to include, cybersecurity, virtual desktop infrastructure (VDI), VPNs, AI, IoT, Scrum Master, DevOps, Windows operating systems, and so on.

Naval Facilities Engineering Command, San Diego, CA

Chief Information Officer (2012 – 2016)

Led and managed a staff of 52 and a financial budget of \$21M. Held C-suite executive accountability for delivering cloud-based, and applications portfolio management i.e., financial, environmental, asset management, IT infrastructures, help desk and project management services.

- Implemented **DoN/NIST's** Risk Management Frameworks (**RMFs**) to secure OT ICS network ports and software applications, to include ensuring NIST 800-171 and 172 guidelines were followed;
- Developed forward-looking IT investment plans, implemented workforce training and succession development planning strategies and policies;
- Designed and implemented an organization-wide succession development plans, competency gap analysis assessment tool, and IT business model;
- Used DISA's Security Technical Implementation Guides (**STIGs**) to reduce network vulnerabilities and prevent system access to hardware and software systems across the network enterprise.
- Formed strong working relationships with C-suite executives, gaining organization-wide reputation for working collaboratively;
- Provided coaching to employees, managers, and C-suites executives pertaining to workforce diversity and inclusion and conflict resolution;
- Decreased network vulnerabilities 35% by developing and implementing cybersecurity virtual training courses and senior leadership briefing;
- Used **DoD Directive 8140/8570** procedures to help identify, tag, track and manage the information assurance/cybersecurity (DCWF) workforce training status and requirements;
- Communicated strategic vision and plans to stakeholders when designing and executing network infrastructure upgrades, sun-setting legacy technology, addressing cyber security vulnerabilities and implementing enterprise Smart Energy technology solutions, procedures, and policies;
- Serving as project manager, used cost benefit analysis and data analytics for the installation of leading edge technology for 3,500 Advanced Digital Smart Meters, reducing overhead costs by 35%;
- Used cost benefit analysis to negotiate 15% savings in wireless and telecommunication contract services.
- Improved employee retention via workload metrics, competency modeling/alignment and various engagement techniques;
- Recruited new talent and retrained current staff significantly improving team dynamics and restoring team integrity across the organization, reducing labor costs 35% annually;

- Used Six Sigma and ITIL methodologies to create a more “Customer Friendly” IT Call Center, which reduced trouble ticket backlog by 45%.

Naval Information Warfare Systems Command (formerly SPAWAR), San Diego, CA

Director of Organizational Development and Training/DAWIA Program Director (2009 – 2012)

Championed enterprise training and workforce development for over 16,000 geographically-distributed employees. Established talent management/acquisition and career development metrics. Collaborated with C-level executives to design leadership development programs, succession development plans, and classroom and eLearning-based curriculum. Drove vendor selection and implementation of the ERP learning management system.

- As the **DAWIA Program Director**, managed acquisition program operations, to include working with ASN RDA/DACM to update the DAWIA Operating Guide to improve policy, guidance, and tools for the acquisition workforce (AWF) community;
- Developed and presented quarterly DAWIA training metrics/dashboards to ASN RDA, leading to a 65% increase in the AWF meeting its annual training requirements;
- Accountable for validating and designating over military and civilian acquisition positions to meet the command’s AWF certification demands;
- Used **DoD Directive 8140/8570** procedures to help identify, tag, track and manage the information assurance/cybersecurity (DCWF)/PM workforce training status and requirements;
- As Director of OD/Training, used coaching & case-in-point andragogy methodology and practice for leadership development among 340 managers/supervisors;
- Redesigned employee orientation process, implemented performance management system, leading to a 42% increase in employee retention and a 35% increase in workforce engagement;
- Partnered with C-level executives, EEO, and HR and hosted seven (7) diversity and inclusion conferences;
- Increased workforce engagement 30% by leveraging organization-wide anchor surveys, improvement plans, workforce engagement initiatives, and establishing human capital development policies;
- Established global learning and growth initiatives, to include developing competency development models (CDM), performance dashboard, business strategy plans, leadership training policies and instructions;
- Developed business coaching and mentoring culture handbooks, workforce staffing, diversity and inclusion strategies, and led over 25 climate assessment focus group sessions;
- Spearheaded efforts in developing science, technology, engineering and math (STEM) programs to support organization’s human capital growth mission;
- Designed virtual training courses, education, career development solutions and business process changes to support workforce development programs.

San Diego State University, San Diego, CA

Lecturer, College of Business Administration

(2006 – 2010)

- Completed classroom planning including assignments and test creations, prepared lessons and assigned project tasks;
- Participated in interdepartmental meetings to help create engaging learning activities;
- Developed class curriculums each semester and worked with students to improve grades and complete class projects;
- Lectured on courses such as Performance Management, Human Resource Management, Employment Law, Employment Selection Process, and Workforce Succession Planning;
- Used Blackboard technology to capture students’ grades, post work assignments, and enrollment status.

Marine Corps Systems Command, Camp Pendleton, CA

Senior Technical Advisor/Regional Contracting Officer's Representative

(2002 to 2009)

Managed stakeholder relationships during the transition of over 45,000 users located across ten military bases onto a state-of-the-art cloud-based network. Resolved over 400 contract disputes and service level agreements concerning the Navy’s \$10B IT contract. Researched and delivered state of the art systems to support customers’ cloud computing and technology demands.

- Met monthly with senior-level military officers to discuss contract status and service level agreements;
- Headed data center and application consolidation projects and hosted 15 regional conferences, leading to discontinuation of over 35 IT networks and a 45% reduction in enterprise software applications;

- Attained 100% in Key Performance Indicators (KPIs) by managing a portfolio of IT products and processing \$125M in IT/software orders. Ensured contract line items (CLINs) met cost, schedule and performance;
- Used lean six sigma and continuous process improvement strategies to meet business objectives;
- Improved customer relationship by hosting semi-annual conferences to discuss customers' IT and software demands.

Military Sealift Command Pacific, San Diego, CA

Chief Information Officer / N6

(2000 to 2002)

Managed and led seven major technical divisions, and was accountable for identifying and assigning task assignments to a decentralized and diverse workforce of 78 employees.

- Provided leadership oversight for the command and control centers for 45 USNS ships; and all information technology, information management and network operations across the western United States and Hawaii;
- Developed network information assurance security policies procedures, and training tools, leading to a 48% reduction in network vulnerabilities;
- Established workforce individual development plans and leadership development competency plans.
- Managed an annual IT budget of \$4.5M;
- Tracked task completions, performance appraisals, individual development plans and training and career development activities;
- Produced quantitative workforce competency studies to identify employees' training deficiencies;
- Designed and implemented performance management system, workforce development business models and training polices to support command's growth strategies and objectives.

TRICARE Region 9, Naval Medical Center, SD, CA

Deputy Chief Information Officer

(1995 to 2000)

Accountable for executive leadership oversight of all information technology, information management, information assurance, cybersecurity, and network operations across the enterprise and Mercy Hospital Ship.

- Established employees' performance appraisals and individual development plans; hosted and facilitated working groups to define competency deficiencies; developed succession plans and performance management programs;
- Spearheaded the implementation of inventive technology in support of comprehensive Telemedicine and Breast cancer programs; developed business plan that received \$750,000 in grant funds from U.S. Congress; programs resulted in a 65% reduction in military related travel and recapturing over \$45 million in medical outsourcing services;
- Developed training programs to meet doctors, nurses, and administrators' continuing education needs;
- Developed information assurance and network training policies and instructions in accordance to HIPAA regulations, which included delivering training to 46 medical treatment facilities and 2 major hospitals;
- To improve medical service delivery, implemented a centralized Composite Health Care System (CHCS) Global Helpdesk, which provided 24/7 helpdesk services to military and their dependents globally.

Fleet Industrial Supply Center, San Diego, CA

IT Project Manager

(1989 to 1995)

- Managed a 2,000-node IT Ethernet network across the southwest region;
- Orchestrated the transformation of converting an enterprise manual receipt filing system to an electronic filing system;
- Repaired computers, monitors, printers and network equipment, leading to yearly cost savings of over \$1.5M;
- Led the conversion of three logistical Munck Robotic Automation Crane Systems that increased workforce communication and productivity by 70%.

Education

University of San Diego, CA

DOCTORATE OF EDUCATION IN LEADERSHIP AND EDUCATIONAL SCIENCES

Webster University, Webster Groves, MO

MASTER OF ARTS IN COMPUTER RESOURCES AND INFORMATION MANAGEMENT

West Coast University, Los Angeles, CA

BACHELOR OF SCIENCE IN ELECTRICAL ENGINEERING

Federal Executive Institute, Charlottesville, VA
EXECUTIVE LEADERSHIP FOR A DEMOCRATIC SOCIETY

Publications

Humanistic Leadership: Transforming Ordinary Leaders Into Extraordinary Ones (12/2022)
Succession Development Planning: A Strategy Used to Help Future-Proof Your Workforce, 8/2017
Linking Succession Planning to Employee Training: A Study of Federal Employees, 5/2005
Mentoring Handbook: A Guide to Establishing a Mentoring Culture, 3/2013
Coaching Handbook: A Guide to Developing a Multidimensional Workforce, 3/2013
Business Coaching: A Prominent Solution in the Succession Planning Process, TALK Magazine, 11/2012
Infrared Motion Detection & Security Tracking System, 5/1993

Associations

University of San Diego Black Alumni Association (USDBAA)
North San Diego Business Chamber (NSDBC)
Society of Human Resources Management (SHRM)
San Diego County Engineers Council (SDCEC)
National Society of Black Engineers (NSBE)
National Association of Black Women in Construction (NABWC)
National Defense and Industrial Association (NDIA)
Armed Forces Communications and Electronics Association (AFCEA)
Association for Information and Communication Technologies (AICT)
San Diego 24-Hour Fitness Club Member
Society of Hispanic Professional Engineers (former)
Asian American Engineers Association (former)
United States Distance Learning Association (former)
Poway Unified School District Diverse Task Force Board Member (former)
San Diego Defense & Space Technology Consortium DEFCOMM (former)

Awards/Honorees

Organization Safety Award, 2013/14/15/16
Speaking Awards, 2010/12/13/17
Outstanding Performance Awards, 1991 - 2016
Customer Service Awards, 6/2007 & 2008
Meritorious Civilian Service Award, 9-1999
Surgeon General's Five Star Award, 1999
Special Act Award, 08-93
US Navy Blue-E Award, 1981

Certifications

Certified Professional Coach (CPC/ICF), Institute for Professional Excellence in Coaching (iPEC), 2014
Energy Leadership Index Master Practitioner, (iPEC), 2014
LOMINGER 360 degree Master Practitioner, LOMINGER International/Korn & Ferry Company, 2010
Emotional Intelligence Practitioner, Six Seconds Inc., 2015
Information Technology Level III Certified, Defense Acquisition University, 2006
Information Technology Infrastructure Library (ITIL v3), Hewitt Packer, 2009
Master Black Belt/Lean Six Sigma Certifications, Villanova University, 2007
Program Management Level 1 Certified, Defense Acquisition University, 2011
Society of Human Resources Management Senior Certified Professional, SHRM, 12/2019

Technical Proficiencies

MS Project, Word, PowerPoint, Outlook, iCloud, Excel, IBM Cognos, SQL Server, Windows 10/360, MAC, PHP, HTML, Linux.