

# MICHAEL R. WEEKS

## CURRICULUM VITAE

### CURRENT POSITION

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Dean and Robert A. Jolley Chair of Business Administration  
Tommy and Victoria Baker School of Business  
The Citadel: The Military College of South Carolina

### EDUCATION

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Doctor of Philosophy (Management Studies), University of Oxford, UK  
Master of Science (Management Studies), University of Oxford, UK  
Master of Business Administration, Auburn University, Alabama USA  
Bachelor of Electrical Engineering, Auburn University, Alabama USA

### ACADEMIC EXPERIENCE

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- 2018- PRESENT    *The Citadel: The Military College of South Carolina*  
Tommy and Victoria Baker School of Business  
Dean and Robert A. Jolley Chair of Business Administration  
Lead and set strategic direction for all activities of the Baker School of Business. The school serves over 1000 undergraduate and graduate students. Manage an annual budget of approximately \$5 million and oversee approximately 50 faculty and staff. Responsible for AACSB accreditation, curriculum development, budget development and execution, and educational outcomes. Provide information and engagement for external stakeholders to include fundraising and alumni activities.
- 2015-2018        *Houston Christian University (formerly Houston Baptist University)*  
Archie W. Dunham College of Business  
Dean and Herman Brown Professor of Business and Economics  
Led Archie W. Dunham College of Business in all areas, including strategic vision, stakeholder management, curriculum development, and faculty development. Oversaw 15 full-time faculty and approximately 500 undergraduate and 250 graduate students. Responsible for accreditation management, curriculum development, annual budget process, and educational outcomes.
- 2007-2015        *The University of Tampa*  
Associate Professor of Management (tenured)  
Taught undergraduate and graduate classes in management, strategy, and innovation management to approximately 100 students per semester. Conducted academic research in strategic technology management, innovation management, and organizational theory. Served as Senior Associate Director for the TECO Energy Center for Leadership. Coordinated, developed and delivered executive education programs for the TECO Center for Leadership. Consulted on strategic issues for local, national, and international firms.

## ACADEMIC EXPERIENCE (CONTINUED)

- 2004-2007 *United States Air Force Academy (USAF)*  
 Deputy for Operations (Associate Dean), Assistant Professor of Management  
 Responsible to the Commander (Dean) for the day-to-day operation of the Department  
 of Management, an AACSB-accredited program. Supervised the performance and  
 evaluation of approximately 40 academic professionals. As Deputy for Operations,  
 administrative responsibilities were equivalent to an Associate Dean at a civilian  
 undergraduate university. Taught classes to approximately 75 cadets per semester in  
 management, operations research and management information systems. Consulted and  
 conducted research for the U.S. Department of Defense and related agencies.
- 2001-2004 *University of Oxford*  
 Doctoral Candidate, Saïd Business School, Templeton College, Oxford, England  
 Dissertation Title: Information Technology Outsourcing and Business Innovation: An  
 Exploratory Study of a Conceptual Framework  
 Conducted research to assess the effects of information technology outsourcing on IT  
 innovation. The dissertation study was a qualitative case analysis of four IT outsourcing  
 relationships involving firms with multi-billion dollar annual revenues. Taught  
 undergraduate lecture seminars and executive education sessions for the business school.  
 Advanced doctoral seminars completed in strategy, knowledge management, advanced  
 quantitative methods, and science and technology studies.
- 1996-1998 *United States Air Force Academy (USAF)*  
 Instructor of Management, T-3 Instructor Pilot, Department of Management,  
 United States Air Force Academy, CO  
 Taught classes in management to approximately 100 cadets per semester. Classes taught  
 were a sophomore-level Introduction to Management class and a senior-level Management  
 Information Systems (MIS) class. As course director for the MIS class, developed syllabus  
 and assessment tools for all learning objectives. Consulted and conducted research for  
 U.S. Department of Defense and related agencies. Also served as T-3 Instructor Pilot.

## JOURNAL ARTICLES

- Bezjian, J., Ponomarov, S., Dean, B., Imam, S., Riggle, R., Weeks, M.R., & Selden, S.  
 (forthcoming). Higher Education Response to Institutional Upheaval: Outcomes of  
 Industry Collaborations During the Covid-19 Pandemic. *Industry & Higher Education*.
- Thomason, S. Weeks, M.R., & Rustogi, H. (forthcoming). Legitimizing and Delegitimizing  
 Strategies of Planned Parenthood, Care Net, and Their Supporters. *Global Journal of  
 Business Disciplines*.
- Thomason, S., Weeks, M.R., & Galperin, B. (2023). An Exploratory Analysis of  
 Generational Differences in the World Values Surveys and their Application to  
 Business Leaders. *Ethics & Behavior* 33(5), 357-370.
- Dixon, D., Weeks, M.R., Boland, R., & Gaskin, J. (2019). In Extremis Leadership: A Study  
 of the Effects in Different Contexts. *American Journal of Management*, 19(3), 35-63.
- Dixon, D., Weeks, M.R., Perelli, S., & Boland, R. (2017). Making Sense When It Matters  
 Most: An Exploratory Study of Leadership In Extremis. *Journal of Leadership and  
 Organizational Studies*, 24(3), 294-317.
- Weeks, M.R. (2015). Is Disruption Theory Wearing New Clothes or Just Naked?  
 Analyzing Recent Critiques of Disruptive Innovation Theory. *Innovation: Management,  
 Policy & Practice*, 17(4), 417-428.
- Weeks, M.R. (2015). Olympus and the Micro Four-Thirds Camera System: Disrupting the  
 Digital Camera Industry. *The Journal of Business Cases and Applications*, 14, 1-20.

- Weeks, M. R., & Veltri, N. F. (2013). Virtual Communities as Narrative Networks: Developing a Model of Knowledge Creation in Crowdsourced Environments. *The International Journal of Knowledge Management*, 9(1), 21-41.
- Thomason, S. J., Weeks, M. R., Bernardin, H. J., & Kane, J. S. (2011). The Differential Focus of Supervisors and Peers in Evaluations of Managerial Potential. *International Journal of Selection and Assessment*, 19(1), 82-97.
- Weeks, M. R., & Thomason, S. J. (2011). An Exploratory Assessment of the Linkages Between HRM Practices, Absorptive Capacity, and Innovation in Outsourcing Relationships. *International Journal of Innovation Management*, 15(2), 303-334.
- Weeks, M. R. (2009). Sourcing Practices and Innovation: Evidence from the Auto Industry on the Sourcing Relationship as a Dynamic Capability. *Innovation: Management, Policy & Practice*, 11(3), 304-326.
- Weeks, M. R., & Feeny, D. (2008). Outsourcing: From Cost Management to Innovation and Business Value. *California Management Review*, 50(4), 127-146.
- Weeks, M. R. (2007). Organizing for Disaster: Lessons from the Military. *Business Horizons*, 50(6), 479-489.
- Weeks, M. R., & Davis, K. J. (2007). Technology and Knowledge Transfer within Outsourcing Relationships: The Development of a Model of Interorganizational Innovation. *Comparative Technology Transfer and Society*, 5(1), 66-96.
- Weeks, M. R. (2004). Knowledge Management in the Wild. *Business Horizons*, 47(6), 15-24.
- Weeks, M.R. (2003). Cost-Benefit Economics: Enhancing National Security and Air and Space Power. *Air and Space Power Journal*, 17(3), pp. 27-37.
- Weeks, M.R., & Lowe, J.K. (1998). Quick Response Simulation: Laughlin Air Force Base Capacity Analysis. *Phalanx*, 31(1), pp. 10-11, 31-33.

#### ARTICLES IN PROGRESS

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- Booth, G., Karagiannidis, I., Weeks, M.R., & Shi, F. (under review). Complex Behavior in the Vintage Violin Market. *Journal of Economic Interaction and Coordination*.

#### BOOK CHAPTERS

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- Ewest, T., Weeks, M. (2018). Prosocial Leadership, Religious Motivation, and Global Stewardship. In Marquest, J. and Dhiman, S. (Ed.), *Engaged Leadership: Transforming through Future-oriented Design Thinking* (pp. 125-136). Cham: Springer International Publishing
- Dixon, D. & Weeks, M.R. (2017). Leading in *Extremis* Situations: How Can Leaders Improve? In Holenweger, M. & Jager, M. (Eds.), *Leadership in Extreme Situations* (pp. 251-275). Springer: New York, NY.
- Dixon, D., Boland, R., Perelli, S., Weeks, M.R., and Gaskin, J. (2015). Leading to Live: Factors Affecting Team Outcomes in Near-death Encounters. In Warkentin, M. (Ed.), *Trends and Research in the Decision Sciences: Best Papers from the 2014 Annual Conference* (pp. 175-206). Pearson FT Press: New York, NY.
- Weeks, M. R. (2012). Toward an Understanding of Participation in Online Communities through Narrative Network Analysis, in Li, H. (Ed.), *Virtual Community Participation and Motivation: Cross-Disciplinary Theories* (pp. 90-102). IGI Global: Hershey, PA.
- Weeks, M.R. & Zeldin, T. (2002). "Why a gold mine manager takes his wife with him to job interviews: Brad Sampson. In Zeldin, T. and Mortensen, G. (Eds.), *Surprising People*. Oxford Muse Publications: Oxford.

## PROCEEDINGS

- Dixon, D., Boland, R., Weeks, M.R., and Gaskin, J. (2014). Leading to Live: Factors Affecting Team Outcomes in Near-Death Encounters. *Proceedings of the 2014 Decision Sciences Institute Conference*, November 2014.
- Weeks, M.R. (2014). Panasonic and the Micro Four-Thirds Camera System: Disrupting the Digital Camera Industry. *Proceedings of the 2014 Conference of the United States Association for Small Business and Entrepreneurship*, January 2014.
- Weeks, M.R. and Ferrante C. (2007). Outsourcing, Innovation, and HRM Practices in the Firm. *Proceedings of the 2007 Western Academy of Management Conference*, March 2007.
- Weeks, M.R. and Davis, K.J. (2007). Achieving Innovation in an Outsourcing Environment: Creating a Model for Success. *Proceedings of the 2007 Western Academy of Management Conference*, March 2007.
- Weeks, M.R., Martin, M.G., and Davis, K.J. (1998). Delivering Successful Service and Outsourcing Projects Using Concurrent Engineering Methodologies. *Proceedings of the 29<sup>th</sup> Annual Project Management Seminars and Symposium*. October 1998.
- Davis, K.J. and Weeks, M.R. (1998). Future Trends: Richness and Control Issues in the Information Economy. *Proceedings of the Fifth Annual American Society of Business and Behavioral Sciences Conference*, February 1998.
- Campbell, R. A. and Weeks, M.R. (1998). Classical-Jazz-Rock & Roll: Variations on Organizational Style. *Proceedings of the Fifth Annual American Society of Business and Behavioral Sciences Conference*, February 1998.

## OTHER PUBLICATIONS

- Weeks, M.R. (2023). Can We Still Teach Southwest in B-School? *Wall Street Journal*, January 5, 2023, Online: [https://www.wsj.com/articles/southwest-airlines-flight-cancellations-holiday-business-school-11672766646?st=3a0hs75tyhx0isv&reflink=desktopwebshare\\_permalink](https://www.wsj.com/articles/southwest-airlines-flight-cancellations-holiday-business-school-11672766646?st=3a0hs75tyhx0isv&reflink=desktopwebshare_permalink).
- Weeks, M.R. (2019). Business Leaders Can Pursue Profits And Maintain A Strong Value System. *Charleston Business Magazine*, Online: <http://www.charlestonbusinessmagazine.com/2019/10/11/287977/business-leaders-can-pursue-profits-and-maintain-a-strong-value-system>
- Weeks, M.R. (2018). Is Winter Coming? *Charleston Business Magazine*, 3(4), p. 12. Online: <http://www.charlestonbusinessmagazine.com/2018/09/21/180563/is-winter-coming->
- Weeks, M.R. (2013). An Ungrateful Nation Indeed. *The Tampa Tribune*, December 24, 2013.
- Weeks, M.R. (2010). Leaders Embrace Social Media for Business Use. *Tampa Bay Leadership Review*, Summer/Fall 2010, p. 2.
- Weeks, M.R. (2010). Toyota Makes Headlines for All the Wrong Reasons,” *Tampa Bay Business Journal*, February 19, p. 22.
- Weeks, M.R. (2009). Strategic Leadership Valued in Continued Turbulent Times. *Tampa Bay Business Journal*, September 11, p. 10.
- Weeks, M.R. (2004). Innovation Governance in an Outsourced Relationship. *CSC Research Services Journal*. November, pp. 45-49.
- Weeks, M.R. (2002). Abstract from Sourcing Practices and Business Innovation: Evidence from the Automotive Industry. *Management Research News*, 25(8/9/10), pp. 185-187.

- Weeks, M.R. (2002) Understanding the Messiah Strad Research: A Statistical Primer. *Soundpost*, 2(2). Online: <http://www.soundpostonline.com/>.
- Weeks, M.R. (2001). Chaos, Complexity and Conflict. *Aerospace Power Chronicles*. July. Online: <http://www.airpower.maxwell.af.mil/airchronicles/cc/Weeks.html>.
- Martin, M.G., Weeks, M.R., Davis, K.D. (1998) TIGER Teams on Outsourcing Projects: They're Great! *Project Management Network*. October, pp. 50-53.

## PRESENTATIONS

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- "*In Extremis* Leadership: Is Everyone the Same?," with Deirdre Dixon; Presented to the 25<sup>th</sup> Annual Conference of the Association of Leadership Educators. Washington, DC, July 13, 2015.
- "Leading to Live: Factors Affecting Team Outcomes in Near-Death Encounters," with Deirdre Dixon, Richard J. Boland and James Gaskin; Presented to the 2014 Annual Conference of the Decision Sciences Institute. Tampa, FL, November 22, 2014.
- "Olympus and the Micro Four-Thirds Camera System: Disrupting the Digital Camera Industry;" Presented as a Finalist of the Best Teaching Case Competition for the 2014 Annual Conference of the Decision Sciences Institute. Tampa, FL, November 21, 2014.
- "*In Extremis* Leadership: Full Mental Jacket," with Deirdre Dixon, Richard J. Boland, and James Gaskin; Presented to the 2014 Meeting of the Academy of Management, Philadelphia, PA, August 5, 2014.
- "Panasonic and the Micro Four-Thirds Camera System: Disrupting the Digital Camera Industry," Presented to the 2014 Conference of the United States Association for Small Business and Entrepreneurship, Fort Worth, TX, January 11, 2014.
- "Leading in Combat: The Role of Situation Awareness and Perceived Control in Extremis Situations," with Deirdre Dixon, Sheri Perelli, and James Gaskin; Presented to the 15<sup>th</sup> Annual Conference of the International Leadership Association, Montreal, Quebec, Canada, 31 October 2013.
- "Using Music to Teach Innovation and Technology Management," with Kira Omelchenko; Presented to the 2013 Conference of the National Society for Experiential Education, St. Petersburg, FL, 1 October 2013.
- "Understanding Knowledge Creation in Virtual Communities through Narrative Network Analysis," Presented to the 2012 Annual Meeting of the Academy of Management, Boston, Massachusetts, 7 August 2012.
- "Leading the Next Generation," invited speaker for the annual meeting of the Society of Protective Coatings (SSPC), Tampa, FL, 1 Feb 2012.
- "Leading the Next Generation," invited keynote speaker for the annual meeting of the National Association of Insurance Women, St. Petersburg, FL, 11 Sep 2010.
- "When Evaluating Candidates for Managerial Potential, Do Supervisors and Peers Focus Differently on Knowledge, Skills, Abilities, and Personality Traits?" with Stephanie Thomason, H. John Bernardin, and Jeffrey Kane; Presented to the 2009 Academy of Management Conference, Chicago, IL, August 2009.
- "Towards an Understanding of Online Communities through Narrative Network Analysis." Presented to the 2009 Western Academy of Management Conference, Midway, Utah, 20 March 2009.
- "HRM Practices, Absorptive Capacity, and Innovation in Outsourcing Relationships," Presented with Stephanie Thomason to the 2008 Annual Meeting of the Academy of Management, Anaheim, California, 12 August 2008.

- “Exploration and/or Exploitation: Trade-off (either/or) or Paradox (both/and),” Presented with Martha Feldman to the 2007 Annual Meeting of the Academy of Management, Philadelphia, Pennsylvania, 8 August 2007.
- “Outsourcing, Innovation, and HRM Practices in the Firm,” Presented with Claudia Ferrante to the 48<sup>th</sup> Annual Meeting of the Western Academy of Management Conference, Missoula, Montana, 24 March 2007.
- “Achieving Innovation in an Outsourcing Environment: Creating a Model for Success,” Presented to the 48<sup>th</sup> Annual Meeting of the Western Academy of Management Conference, Missoula, Montana, 23 March 2007.
- “IT Outsourcing and Innovation,” with Richard Sykes, invited keynote speaker for meeting of Intellect-UK, London, 23 July 2003.
- “Sourcing Practices and Business Innovation: Evidence from the Automotive Industry,” Presented to the 17<sup>th</sup> Annual Conference of the Employment Research Unit, Cardiff University, Cardiff, Wales, 13 September 2002. “Rush Hour at 10,000 Feet: USAF Pilot Training Capacity Analysis,” Presented to the 27<sup>th</sup> Annual Meeting of The Western Decision Sciences Institute, Reno, Nevada, 9 April 1998.
- “Future Trends: Richness and Control Issues in the Information Economy,” Presented with Kevin J. Davis to the Fifth Annual American Society of Business and Behavioral Sciences Conference, Las Vegas, Nevada, February 1998.
- “Classical-Jazz-Rock & Roll: Variations on Organizational Style,” Presented with Rita A. Campbell to the Fifth Annual American Society of Business and Behavioral Sciences Conference, Las Vegas, Nevada, February 1998.

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#### SELECTED ACADEMIC AWARDS

- Finalist, Best Conceptual Paper, USASBE Conference, January 2015, Tampa, Florida.
- Finalist (1 of 4), Best Teaching Case Award, 2014 Decision Sciences Institute Conference, November 2014, Tampa, Florida.
- “Leading to Live” article designated as one of the 25 Best Papers from the 2014 Decision Sciences Institute Conference, November 2014, Tampa, Florida.
- Helmer Award for Outstanding Teaching – United States Air Force Academy
- Delta Sigma Pi – Business Fraternity – Faculty Member, University of Tampa
- Phi Kappa Phi – Top 5% of Graduate Students at Auburn University
- Eta Kappa Nu – Electrical Engineering Honor Society at Auburn University
- Dean’s List – Auburn University

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#### COURSES TAUGHT

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|-------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| THE CITADEL             | BADM 705 – Managing Innovation Strategically<br>MGMT 449 – Strategic Management                                                                                                                                                                                                                                                                                            |
| HOUSTON<br>BAPTIST UNIV | MGMT 6389 – Managing Innovation Strategically                                                                                                                                                                                                                                                                                                                              |
| UNIVERSITY OF<br>TAMPA  | EMBA 805 – Managing Innovation Strategically<br>EMBA 815 – Business Communication and Interpersonal Skills<br>EMBA 850 – Global Strategic Management<br>TIM 740 – Optimizing Organizational Learning<br>MGT 615 – Applied Strategic Analysis<br>MGT 431 – Practical Strategic Assessment<br>MGT 330 – Principles of Management<br>LED 450 – Advanced Leadership Principles |

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#### COURSES TAUGHT (CONTINUED)

U.S. AIR  
FORCE  
ACADEMY

MGT 210 – Principles of Management  
MGT 345 – Organizational Behavior and Human Resource Management  
MGT 391 – Management Information Systems  
MGT 448 – Power and Influence  
OR 310 – Introduction to Operations Research

UNIVERSITY  
OF INT.  
BUSINESS AND  
ECONOMICS

Strategy and Innovation  
Visiting Professor (School of Banking and Commerce), Beijing, China (北京, 中国);  
Summer 2014

OTHER SCHOLARLY AND UNIVERSITY SERVICE

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Vice President of Programs (2023-Present) and Board of Directors Member (2019-Present), Southern Business Administration Association (AKA Southern Business Deans).

External PhD Dissertation Committee Member (2012-2014), Deirdre Dixon, Weatherhead School of Management, Case Western Reserve University, Cleveland, OH.

Session Chair, “Knowledge Networks,” The Academy of Management Conference, Boston, August 7, 2012

Session Chair, “Innovation and Teams,” The Academy of Management Conference, Boston, August 7, 2012.

Advisory Board Member, The University of Tampa Community Orchestra, 2012-2014.

Founding President, The University of Tampa Chapter of The Honor Society of Phi Kappa Phi, 2010-2012.

Session Chair, “Organizational Management Theory and Norms,” The Academy of Management Conference, Montreal, Canada, August 8, 2010.

Session Chair, “Ambidexterity in Organizations: New Perspectives,” The Academy of Management Conference, Chicago, August 10, 2009.

Member, Editorial Advisory Board, for the book, *Cyber-Security and Global Information Assurance: Threat Analysis and Response Solutions* (2009), IGI Global: Hershey, PA.

Reviewer for *The International Journal of Innovation Management*

Reviewer for *Culture and Organization*

Reviewer for *The Academy of Management*

Reviewer for *The Southern Management Association*

Reviewer for *The Journal of Strategic Information Systems*

Reviewer for *Human Resource Management*

Member, University of Tampa Faculty Senate (2011-2015)

Member, Academy of Management

Member, USAFA Faculty Forum (2005-2007)

INDUSTRY AND COMMUNITY SERVICE

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Director (Audit Committee, Corporate Governance Committee) (2014 -- Present),  
Hendry Marine Industries, Tampa, Florida  
Violinist (2019 -- Present), Praise Team, East Cooper Baptist Church  
Violinist (2018 – Present), Summerville Orchestra  
Air Force Cycling Team (2022 – Present)  
Summer Leadership Mentor (2013 -- Present) – The Rocky Mountain High outdoor  
adventure program of Officer’s Christian Fellowship, Spring Canyon, Colorado  
Adult Bible Fellowship Teacher (2015 – 2018), Sugar Land Baptist Church  
Member (2015 – 2016), Leadership Houston, Class XXXIV  
Violinist (2015-2018), Houston Civic Symphony  
Program Chair (2012 - 2015), Leadership Tampa, Tampa Chamber of Commerce  
Violinist (2010-2015), Praise Team, Bell Shoals Baptist Church  
Violinist (2014-2015), Imperial Symphony Orchestra  
Violinist (2007 - 2014), University of Tampa Community Orchestra  
Violinist (2007 – 2013), Tampa Bay Symphony Orchestra  
Elder (2005-2007), Tri-Lakes Chapel, Monument, Colorado



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HIGHLIGHTS OF NON-ACADEMIC CAREER

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- 1998-2001 *Air Mobility Command (USAF)*  
 Chief, Operations Readiness Branch, C-141 Flight Examiner, 21<sup>st</sup> Air Force,  
 McGuire AFB, NJ  
 Responsible for assessing readiness for 21<sup>st</sup> Air Force, an organization with 61,000 personnel in eight countries. Made recommendations and evaluations to the commander for operational improvements for the organizations. Supervised a staff of 15. Instructed and evaluated other pilots in the C-141 transport aircraft and commanded global airlift missions.
- 1993-1996 *Air Education and Training Command (USAF)*  
 Flight Commander/T-38 Instructor Pilot, 50<sup>th</sup> Flying Training Squadron,  
 Columbus AFB, MS  
 Supervised 10 instructors and 25 students during the execution of a six-month advanced pilot training syllabus. Instructed undergraduate pilots in all phases of flying including instrument, navigation, contact and formation in the supersonic, high-performance T-38. Also served as the 14th Flying Training Wing Airspace Officer. Served as the Wing's liaison with outside agencies including the Federal Aviation Administration and regional air traffic control centers. Developed and published new flying procedures and negotiated letters of agreement for the unit with outside agencies.
- 1988-1993 *Air Mobility Command (USAF)*  
 Instructor Aircraft Commander/Executive Officer, C-141, 76<sup>th</sup> Airlift Squadron,  
 Charleston AFB, SC  
 Instructed and commanded missions providing airlift of passengers, cargo, and aeromedical patients to all theaters. Commanded crews of up to twelve members on combat and combat support missions to the Middle East during the first Gulf War. All-weather flying experience in Europe, Africa, South America, and the Middle East. Duties also included Squadron Executive Officer. Responsible to squadron commander for correspondence and for performance reports for all assigned officers. Also served as squadron scheduler for over 70 pilots.
- 1987-1988 *Air Education and Training Command (USAF)*  
 Pilot Training Student, 14<sup>th</sup> Flying Training Wing, Columbus AFB, MS
- 1986-1987 *Computer Services of Atlanta*  
 Computer Engineer, Atlanta, Georgia

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PROFESSIONAL EDUCATION AND CERTIFICATION

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- 2006 USAF Air War College (non-resident)
- 1999 USAF Air Command and Staff College (non-resident)
- 1995 USAF Squadron Officer School  
 U.S. Federal Aviation Administration Airline Transport Pilot Certificate

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SELECTED MILITARY AWARDS

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Meritorious Service Medal with two Oak Leaf Clusters, Air Medal, Aerial Achievement Medal, Commendation Medal with Oak Leaf Cluster, Expeditionary Medal, Southwest Asia Service Medal with three Campaign Stars, Kosovo Campaign Medal, Humanitarian Service Medal with Service Star, Kuwait Liberation Medal, Air Education and Training Command Aircrew Safety Award of Distinction