

**RICHARD D. SAVIOR, Ed.D.**  
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**EDUCATION**

**Ed.D. Fordham University, New York, NY**  
Educational Leadership, Administration & Policy

**M.B.A. New York Institute of Technology, Old Westbury, NY**  
Finance/International Business

**B.S. Adelphi University, Garden City, NY**  
Sociology

**TEACHING EXPERIENCE**

<b>The Citadel, Charleston, SC</b>	<b>2023-Present</b>
<b>Visiting Professor, Baker School of Business</b>	<b>2024-Present</b>
<b>Adjunct Faculty Member, Baker School of Business</b>	<b>2023-2024</b>

- Provide management subject-area instruction and advisement to undergraduate business students in online and traditional group-based learning modes.

<b>Mentor, Cadet Corps Leaders Program</b>	<b>2024-Present</b>
<b>Mentor, Distinguished Scholars Program</b>	<b>2023-Present</b>

- Provide advisement, guidance, and mentoring to undergraduate students on post-graduate fellowships, scholarships, graduate studies, and career planning.

<b>State University of New York, New York, NY</b>	<b>2013-2024</b>
<b>Professor Emeritus, School of Business</b>	<b>2024-Present</b>
<b>Associate Professor, Department Chair, School of Business</b>	<b>2020-2024</b>
<b>Assistant Professor, School of Business, Management &amp; Economics</b>	<b>2013-2020</b>

- Develop and provide instruction to undergraduate and graduate business students in traditional group-based courses, one-on-one independent studies, residency-based seminars, blended and online learning modalities. Mentor and provide academic advisement to students across multiple academic majors.
- Developed and taught international studies in the Albania and Czech Republic Residency Programs (2016), Stevens M.E.N.A. Initiative, Lebanon (2016), Dominican Republic Residency Program (2015), Lebanon Residency Program (2015), Cyprus Residency Program (2014).
- Served as a Fulbright Specialist Scholar, conducting research at Princess Sumaya University for Technology in Amman, Jordan (2017).

- Courses developed/taught: Behavioral Economics; Business Ethics; Business, Government & Society; Consumer Behavior; Management & Leadership Theory; Human Resource Management; Organizational Behavior; Marketing Management; Strategic Management; and Strategic Marketing.

**Fordham University, New York, NY**

**2011-2012**

**Graduate Teaching Assistant, Graduate School of Education**

- Served as a quantitative research tutor to other doctoral candidates. Provided support to the department chairperson for the National Council for Accreditation for Teacher Education and the Carnegie University Project on the Education Doctorate accreditation filings.

**New York Institute of Technology, New York, NY**

**2004-2012**

**Adjunct Faculty Member, School of Management**

- Provided instruction to undergraduate business students in traditional group-based, blended, and online learning modes in the U.S., the People's Republic of China, the United Arab Emirates, and the Kingdoms of Bahrain and Jordan. Courses taught: Management Theory; Leadership Theory; Organizational Behavior; Human Resource Management; Marketing Management; Strategic Marketing; and Strategic Management.

### **PROFESSIONAL & ADMINISTRATIVE EXPERIENCE**

**Higher Education Consulting, New York, NY**

**Principal**

**2013-Present**

- Work with international institutions of higher education in developing strategic frameworks through comprehensive assessments of current academic programs inclusive of curriculum, instruction, technology, academic support, internationalization strategy and institutional collaborations and partnerships.

**New York Institute of Technology, New York, NY**

**Director, Academic Affairs**

**2004-2012**

- Responsible for the academic administration of multiple campuses in North America, the Middle East, and Asia in support of 150+ faculty and 3,500 students. Developed and disseminated key administrative policies and procedures for academic planning and scheduling, program and curriculum development, faculty and staff position control, enrollment forecasting, and program assessment.

- Developed international partnership and articulation agreements, oversaw international contracts and grant administration, prepared program and campus-specific accreditation and licensure applications, and developed campus operating business and global strategic plans. Supported student recruitment, orientation, academic advisement, and alumni relations activities. Responsible for the financial planning and administration of a \$30 million annual capital and operating budget.

**The Directorship Group, Greenwich, CT**  
**Managing Director**

**1999-2003**

- Served in progressively responsible roles, from internal research to leading client service teams, advising companies on strategic assessment, board recruiting and corporate governance, in the financial services, healthcare and technology sectors.

**Olympus Corporation, Shinjuku, Japan**  
**Director, Human Resources**

**1990-1999**

- Developed and executed strategic leadership by articulating HR needs and plans to the executive management team, shareholders, and board of directors supporting the overall business plan and strategic direction of **global business** units in North, Central, and South America.

**ACADEMIC SERVICE**

- Member, Office of Academic Affairs Strategic Planning Committee (2023)
- Department Chair, Management & Human Resource Management (2022-2023)
- Member, Faculty Development Funding Committee (2022)
- Member, Presidential Budget Task Force (2022)
- Member, Vice President Human Resources Search Committee (2021)
- Member, Veteran & Military Affairs Committee (2021)
- College Senator, School of Business (2020-2023)
- Member, Presidential Educational Planning Taskforce (2020)
- Associate Department Chair, Human Resource Management (2018-2021)
- Member, Peer Mentoring Program (2020-Present)
- Member, Middle States Reaccreditation Committee (2018-Present)

- Member, Academic Master Plan Working Group (2018)
- Co-Chairperson, Fall Academic Conference (2018-2019)
- Member, New York State Office of Employee Relations Task Force (2018-Present)
- Competency Based Professional Learning Evaluation Committee (2017-2019)
- Member, Committee for Undergraduate Programs (2017-2019)
- Member, International Education Council (2015)
- Member, Honorary Degree Committee (2017)
- Member, Graduate Studies & Policy Committee (2016-2017)
- Member, Integrated Instruction and Technology Grant Committee (2016-2017)
- Member, Executive Director, International Programs Search Committee (2016)
- Co-Chairperson, Governance Operations Review Committee (2014-2016)
- Member, Area of Study Registered Degree Program Committee (2014-2020)
- Member, Global Learning Qualification Framework Committee (2014-2016)
- Member, Student Degree Planning Committee (2014-2016)
- Member, Business Management & Economics Area of Study Guidelines Committee (2013-2016)
- Member, Assessment & Accreditation Committee (2013-present)
- Member, Dean's Analytics Task Force (2013-2015)
- Member, Carnegie Project Education Doctorate Committee (2012-2013)

## **ACADEMIC SCHOLARSHIP**

### **Published Papers**

- The Impact of Prior Military Service on Senior Higher Education Leadership Effectivity, *Journal of Higher Education Management* (2024)
- "Does Mission Matter in Senior University Leadership Effectivity – A Study of Religious & Secular University Presidents", *International Journal of Arts & Social Sciences* (2023)
- "Gender Inequity in Jordanian Higher Education Leadership: Analysis & Recommendations", Villanova University's *Journal of South Asian & Middle Eastern Studies* (2022)

- “Critical Competencies for Effective Global Leadership”, *Journal of Higher Education Management* (2020)
- “Education 4.0: Case Study in U.S. Higher Education”, Innovation Arabia, Dubai, United Arab Emirates (2019)
- “Higher Education Leadership in the Middle East: Challenges and Practice”, *Journal of Higher Education Management* (2018)
- “A Mature Institutional Management Model of Internationalization in MENA Universities”, *Journal of Education & Human Development* (2018)
- “The State of Higher Education in MENA Region”, *International Journal of Arts & Sciences*, 10 (2), December 2017
- “Global Leadership: Understanding the Value of Cultural Diversity”, *International Journal of Business and Applied Science* (2016)
- “Leadership Practices in Mentoring”, in *Mentoring with Meaning*, B. Cooper, C. McCray, eds., Rowman & Littlefield (2015)
- “Lessons in University Leadership: Reports from Religious and Secular University Presidents”, *Journal of Higher Education Management* (2015)
- “The Impact of University Religious Affiliation on Presidential Leadership Practices”, *Doctoral Dissertation* (2013)
- “Programme for International Student Assessment: Review & Commentary”, *European Association for International Education* (2012)
- “The Impact of the Current Economic Crisis on American Colleges and Universities”, *Higher Education in Review* (2011)
- “Access to Higher Education”, *Comparative Education Review* (2011)
- “Higher Education Management in Global Markets”, *Leadership in Higher Education* (2009)

#### **Conference Presentations**

- “Cultural Affiliation and Senior Leadership Effectiveness”, *Conference on Global Higher Education*, Tokyo, Japan (2023)
- “Effective Cross Cultural Leadership Practice”, *Lakeland University Conference*, Shinjuku, Japan (2021)
- “Impact of COVID on Entrepreneurship” at Princess Sumaya University for Technology’s *King Talal School of Business Technology*, Amman, Jordan (2020)

- “Education 4.0 @ SUNY”, *Innovation Arabia*, Dubai, United Arab Emirates (2019)
- “The State of Higher Education in MENA Region”, *University of Freiburg International Conference for Business & Economics* (2017)
- “Reflections on Global Leadership”, *European Sustainable Development on Business Research Conference* (2016)
- “Leadership in Academia”, *Academic Research in Business & Economics* (2015)
- “Transformational Leadership in Higher Education”, *International Journal of the Arts & Sciences* (2012)
- “Senior Leadership Practices and Institutional Affiliation”, *Curriculum & Teaching Conference* (2012)
- “The Corporatization of Higher Education”, *International Society for the Social Studies* (2010)

#### **HONORS & AWARDS**

- SUNY Promoting Innovative Learners, Leaders, & Academic Research Scholars (PILLARS) Grant, *Conceptual Study on Developing a Virtual Internationalization Model at Empire State University* (2018)
- Fulbright Specialist Scholar, U.S. Department of State, Bureau of Educational & Cultural Affairs, Princess Sumaya University for Technology, Amman, Jordan (2017)
- SUNY Collaborative Online International Learning Fellow, Stevens Initiative American University for Technology, Beirut, Lebanon (2016)

#### **EDITORIAL WORK/CONSULTANCIES/REVIEW PANELS**

- Faculty Reviewer, Flat World Publishing, Boston, MA (2023-present)
- Developer/Instructor, *Developing the Leader Within Workshop*, New York State Office of Employee Relations, Albany, NY (2019-present)
- Consultant on Higher Education Organizational Strategy, Princess Sumaya University for Technology, Kingdom of Jordan (2019-present)
- Peer Reviewer, *International Journal of Leadership in Education*, Cambridge, United Kingdom (2018-present)
- Peer Reviewer, *Leadership & Organizational Development Journal*, Bingley, United Kingdom (2018-present)

- Faculty Reviewer, Routledge Business & Management Publications, Abingdon, United Kingdom (2017-present)
- Faculty Reviewer, Open Stax Publications, Houston, TX (2017-present)
- Faculty Reviewer, Six Red Marbles & Jouve Publishing, New York, NY (2017-present)
- Faculty Curriculum Review Evaluator, American Council on Education, Washington, D.C. (2015-present)
- Peer Reviewer, Journal of Management Organization, Cambridge, United Kingdom (2015-present)

#### **PROFESSIONAL LICENSURE/CERTIFICATIONS**

- Leadership Practices Inventory Certification, Kouzes & Posner Leadership Research (2012)
- Myers-Briggs Type Inventory Certification, Myers & Briggs Foundation (2012)
- Leadership Plus Certification, CPP/Pfeiffer Assessments, John Wiley & Sons (2012)
- Motives, Values, Preferences Inventory Certification, Hogan Assessment Systems (2012)
- Senior Professional in Human Resources (SPHR), Human Resources Certification Institute (2010)
- Strategic Marketing Executive Education Program, Tuck School of Business, Dartmouth College (2000)