

Kevin P. Grant
Associate Professor
The University of Texas at San Antonio

Department of Info Systems & Cyber Security
College of Business
The University of Texas at San Antonio
One UTSA Circle
San Antonio, TX 78249

Work Phone: (210) 458-7101
Email: kevin.grant@utsa.edu
Web Address:

Education

Doctor of Philosophy, Industrial Engineering, Texas A&M University

Master of Science, Systems Management, Air Force Institute of Technology

Bachelor of Science, Management, U. S. Air Force Academy

Academic Positions

2006 - Present Associate Professor of Technology Management, UTSA

2000 - 2006 Assistant Professor of Technology Management, UTSA

1990 - 1996 Assistant Professor of Systems Management, Air Force Institute of Technology

Administrative Assignments

2016 - Present Associate Dean, University of Texas at San Antonio

1994 - 1996 Assistant Dean of Academic Programs, Air Force Institute of Technology

1991 - 1994 Director, Graduate Systems Management Program, Air Force Institute of Technology

SCHOLARSHIP/RESEARCH/CREATIVE WORKS

Intellectual Contributions

Journal Article, Academic Journal - Peer-Reviewed/Refereed

2016

11. Grant, K. P., & Hallam, C. (2016). Team Performance in a Lean Manufacturing Operation: It takes the will and a way to succeed. *International Journal of Technology Management*, 70(2/3), 177-192.

2012

10. Franza, R. M., Grant, K. P., & Spivey, W. Austin (2012). Technology Transfer Contracts Between R&D Labs and Commercial Partners: Choose Your Words Wisely. *Journal of Technology Transfer*, 37, 577-587.

2006

9. Grant, K. P., Cashman, W. M., & Christensen, D. S. (2006). Delivering Projects On Time. *Research-Technology Management*, 49(6), 52-58.
8. Franza, R. M., & Grant, K. P. (2006). Improving Federal to Private Sector Technology Transfer. *Research-Technology Management*, 49(3), 36-40.
7. Grant, K. P., & Pennypacker, J. S. (2006). Project Management Maturity: An Assessment of Project Management Capabilities Among and Between Selected Industries. *IEEE Transactions on Engineering Management*, 53(1), 59-68.

2005

6. Grant, K. P., & Baumann, M. R. (2005). Launching the Projects in Space Learning Experience. *Engineering Management Journal*, 17(4), 39-44.

2004

5. Szarka, F. E., Grant, K. P., & Flannery, W. T. (2004). Achieving Organizational Learning Through Team Competition. *Engineering Management Journal*, 16(1), 21-31.

2003

4. Pennypacker, J. S., & Grant, K. P. (2003). Project Management Maturity: An Industry Benchmark. *Project Management Journal*, 34(1), 4-11.

2001

3. Wendell, S. I. P., & Grant, K. P. (2001). An Investigation of the Consistency of Heuristic Methods for Cost Uncertainty Analysis. *Journal of Cost Analysis and Management*, 1-18.
2. Grant, K. P., Graham, T. Scott, & Heberling, M. E. (2001). The Project Manager and Project Team Involvement: Implications for Project Leadership. *The Journal of Leadership Studies*, 7(4), 32-42.

1997

1. Grant, K. P., Baumgardner, C. R., & Shane, G. S. (1997). The Perceived Importance of Technical Competence to Project Managers in the Defense

Acquisition Community. *IEEE Transactions on Engineering Management*, 44(1), 12-19.

Conference Proceeding - Peer-Reviewed/Refereed

2012

11. Grant, K. P., & Gergely, M. (2012). Critical Chain Project Management: Under Investigation or Case Closed? Proceedings of PMI Research Conference 2012.

2006

10. Grant, K. P., & Baumann, M. R. (2006). Leveraging Project Team Expertise for Better Project Solutions. Proceedings of PMI Research Conference 2006.

2005

9. Franza, R. M., & Grant, K. P. (2005). Examining CRADA Elements and Government Benefits from Technology Transfer. *Technology Management: A Unifying Discipline for Melting the Boundaries*. Portland: PICMET '05, July 31-August 4.

2003

8. Grant, K. P., Cashman, W. M., & Omar, A. A. (2003). Schedule Delays in New Product Development: A Life-Cycle Perspective. In D. F. Kocaoglu and T. R. Anderson (Eds.), *Technology Management for Reshaping the World* (pp. 290-297). Portland: PICMET.

2002

7. Pennypacker, J. S., & Grant, K. P. (2002). Project Management Maturity: An Industry-Wide Assessment. (pp. 431-438). PMI Research Conference.

1995

6. Murphy, D. J., & Grant, K. P. (1995). Aggregating Metrics in Air Force Acquisition Centers With DEA and AHP. 26th Annual Meeting of the Decision Sciences Institute.

1993

5. Simpson, W. P., & Grant, K. P. (1993). Uncertainty Analysis for Large Projects: An Investigation of the Accuracy of Heuristic Methods. 24th Annual Meeting of the Decision Sciences Institute.
4. Grant, K. P., & Simpson III, W. P. (1993). The Metric Diagnostic Chart: A Metric for Metrics. (pp. 424-431). 24th Annual Seminar / Symposium of the Project Management Institute.

1992

3. Munguia, A. A., & Grant, K. P. (1992). Computer Technology to Improve Technical Documentation. In T. M. Khalil and B. A. Bayraktar (Eds.), *Management of Technology III: The Key to Global Competitiveness* (pp. 961-

970). Third International Conference on Management of Technology, Norcross: Industrial Engineering and Management Press.

1991

2. Grant, K. P., & Heberling, M. E. (1991). Tailor Your Team Building Strategy. (pp. 68-73). 22nd Annual Seminar / Symposium of the Project Management Institute.
1. Heberling, M. E., Epstein, S., & Grant, K. P. (1991). The Acquisition of Advanced Manufacturing Systems. (pp. 135-139). Acquisition Research Symposium.

Book, Reference - Not Peer-Reviewed/Refereed

1993

1. Grant, K. P. (1993). Team Building and the Project Manager. In David I. Cleland, James M. Gallagher and Ronald S. Whitehead (Eds.), *Military Project Management Handbook*. New York: McGraw-Hill Inc..

Contracts, Fellowships, Grants, Sponsored Research and Residencies

Grant - Not Funded

2018

1. Grant, K. P., "Combating Collective Madness of Decision-making in Capital Projects with Probability, Psychology and Technology, PIs/Co-PIs&SHARED CREDIT: Jing Du, Lead PD/PI, 30.00%; Michael Baumann, Co-PD/PI, 25.00%; Palden Lama, Co-PD/PI, 25.00%; Kevin Grant, Co-PD/PI," Sponsored by Natl Science Fdn, \$325,550.00. (August 1, 2015 - July 31, 2018).

Grant - Funded - Pre-Award

2019

1. Grant, K. P., "Cyber Range Phase I, PIs/Co-PIs&SHARED CREDIT: Kevin Grant, Lead PD/PI, 100.00%," Sponsored by Cyber Range Solutions Inc, \$50,960.00. (October 1, 2018 - January 31, 2019).

Presentations

Not Peer-Reviewed/Refereed

2006

11. Grant, K. P., & Baumann, M. R., "Leveraging Project Team Expertise for Better Project Solutions," PMI Research Conference, Montreal, Canada. (July 2006).

2005

10. Grant, K. P., & Franza, R. M., "Examining CRADA Elements and Government Benefits from Technology Transfer," PICMET '05, Portland, Oregon. (August 2005).
9. Grant, K. P., & Baumann, M. R., "Building Your Dream Team with the Projects in Space Learning Experience," Project Management Challenge, College Park, Maryland. (March 2005).

2003

8. Grant, K. P., Cashman, W. M., & Omar, A. A., "Schedule Delays in New Product Development: A Life-Cycle Perspective," PICMET '03, Portland, Oregon. (July 2003).

2002

7. Pennypacker, J. S., & Grant, K. P., "Project Management Maturity: An Industry-Wide Assessment," PMI Research Conference, Seattle, Washington. (July 2002).

2001

6. Grant, K. P., "Teamwork and Team Performance: Opportunities to Improve Manufacturing Operations," PICMET '01, Portland, Oregon. (July 2001).

1994

5. Simpson, W. P., & Grant, K. P., "The Accuracy of Heuristics for Cost Uncertainty Analysis," 28th Annual DoD Cost Analysis Symposium, Leesburg, Virginia. (September 1994).

1993

4. Simpson, W. P., & Grant, K. P., "Uncertainty Analysis for Large Projects: An Investigation of the Accuracy of Heuristic Methods," Decision Sciences Institute Annual Meeting. (November 1993).
3. Grant, K. P., & Simpson, W. P., "The Metric Diagnostic Chart: A Metric for Metrics," 24th Annual Seminar / Symposium of the Project Management Institute, San Diego, California. (October 1993).

1992

2. Munguia, A. A., & Grant, K. P., "Computer Technology to Improve Technical Documentation," The 3rd International Conference on Management of Technology, Miami, Florida. (February 1992).

1991

1. Grant, K. P., & Heberling, M. E., "Tailor Your Team Building Strategy," The 22nd Annual Seminar / Symposium of the Project Management Institute, Dallas, Texas. (September 1991).

Invited Talk - Not Peer-Reviewed/Refereed

2017

1. Grant, K. P., "College Readiness and Success," AVID Student Meeting - Hobby Middle School, Hobby Middle School, Hobby Middle School, San Antonio TX. (February 10, 2017).

Oral Presentation - Not Peer-Reviewed/Refereed

2018

16. Grant, K. P. (Presenter), Arcolin, C. (Presenter), Mitra, R. (Presenter), & Ramirez, M. (Presenter), "From Residential to Online: The Transformation of a Cyber Security Program," WCET 30th Annual Meeting, WCET, Portland, OR. (October 23, 2018).

2016

15. Grant, K. P. (Presenter), "Managing Risks to Achieve Project Success," NCP Day, Alamo Chapter of the Project Management Institute, San Antonio, TX. (November 2016). (Completed)

2013

14. Grant, K. P., "Designing a PMO for the Contemporary Firm," PMO Local Interest Group Quarterly Meeting, Alamo Chapter of the Project Management Institute, San Antonio, TX. (January 2013).

2012

13. Grant, K. P. (Author & Presenter), & Gergely, M., "Critical Chain Project Management: Under Investigation or Case Closed?," PMI Research and Education Conference 2012, Project Management Institute, Limerick, Ireland. (July 2012).

2011

12. Grant, K. P., & Gergely, M., "Critical Chain Project Management: Navigating the Research Stream," Department of Information Systems and Technology Management Research Colloquium, San Antonio, TX. (April 21, 2011).

2010

11. Grant, K. P., "50 Ways to Reach the Cover: Practical Project Management Tips for the Systems Engineer," Monthly meeting of the Alamo Chapter of the International Council on Systems Engineering (INCOSE), San Antonio, TX. (March 24, 2010).

2006

10. Grant, K. P., "Leverage Project Team Expertise for Better Project Solutions," Alamo Chapter of the Project Management Institute. (June 27, 2006).
9. Grant, K. P., "Enhancing Project Delivery Capabilities Through Project

Analysis," INFORMS Roundtable, Miami, Florida. (April 30, 2006).

2005

8. Grant, K. P., & Tew, K., "The Projects in Space Learning Program," Web CT Conference, San Antonio, Texas. (October 7, 2005).

2004

7. Grant, K. P., "The Projects in Space Learning Experience," NASA USRA Center for Program / Project Management Research. (July 23, 2004).

2003

6. Grant, K. P., "Blazing the Trail to Improved IS Project Delivery," PDS '03, The 7th Annual Professional Development Seminar of the Information Systems Specific Interest Group, Project Management Institute, San Antonio, Texas. (June 2003).
5. Grant, K. P., "Project Management: Delivering Your Future Solution by Solution," South Central Texas Chapter of the American Production and Inventory Control Society. (February 11, 2003).

2001

4. Grant, K. P., "Project Management: An Emerging Profession," San Antonio Hispanic Professional Leadership Day. (June 21, 2001).
3. Grant, K. P., "The University of Texas at San Antonio Management of Technology Program," Alamo Chapter of the Project Management Institute, San Antonio, Texas. (April 25, 2001).
2. Grant, K. P., "Tools and Techniques for Basic IT Project Management," EduTex Regional Conference, San Antonio, Texas. (February 21, 2001).

1998

1. Grant, K. P., "The Basics of Earned Value Analysis," Alamo Chapter of the Project Management Institute. (August 1998).

TEACHING

Directed Student Learning

Master's Non-Thesis Committee Chair, "DNA Computing: Literature Review." (2011).
Advised: Pradeep Gangalapudi

Master's Non-Thesis Committee Chair, "Incorporating Risk Value Information into Research and Development Project Costing Models." (2010).
Advised: Crystal Parrott

Master's Non-Thesis Committee Chair, "Stem Cell Reserch: Do the Medical Benefits Outweigh the moral and Ethical Issues." (2010).

Advised: Teresa Osgood

Master's Non-Thesis Committee Chair, "Development of Critical Chain Project Management Courseware." (2009).

Advised: Alan Meers

Master's Non-Thesis Committee Chair, "Strengthening Resource Development through Incorporation of Uncertainty Analysis." (2009).

Advised: Arturo Serna

Master's Non-Thesis Committee Chair, "Effective Methods Program Managers Can Use to Better Incorporate Newcomers On to Their Project Teams." (2008).

Advised: Angela Nadem-Mollaei

Master's Non-Thesis Committee Chair, "Selecting and Implementing a Department Electronic Calendar Solution." (2008).

Advised: Kase Saylor

Master's Non-Thesis Committee Chair, "Dissatisfaction and Turnover Among High-Tech Employees: How to Retain Them?", (2008).

Advised: Lucas Ochoa

Master's Non-Thesis Committee Chair, "Stakeholder Management of Manufacturing Execution System Projects." (2008).

Advised: Ming-Chaun Chang

Master's Non-Thesis Committee Chair, "Improving Project Delivery at DRB Aviation Consultants." (2008).

Advised: Ryan Blume

Master's Non-Thesis Committee Chair, "Workflow Processes: Impact on Resources, Time and Cost." (2007).

Advised: Joseph Acosta

Master's Non-Thesis Committee Chair, "Aligning CPS Energy Business Practices with PMI Processes." (2007).

Advised: Kevin Phillips

Master's Non-Thesis Committee Chair, "Dashboard Management in an IT Company." (2007).

Advised: Rucha Nakade

Master's Non-Thesis Committee Chair, "Effects of MRP Implementation in a Small Manufacturing Plant." (2007).

Advised: Sohaib Anwer

Master's Non-Thesis Committee Chair, "Infinidie Media Distribution, LLC. Business Plan." (2007).

Advised: Steven Bernstein

Master's Non-Thesis Committee Chair, "Interactive Project Cost Estimating Tool." (2006).

Advised: David Dickerson

Master's Non-Thesis Committee Chair, "CORE: An Information Technology Portfolio Governance Framework." (2006).

Advised: Felix Perez

Master's Non-Thesis Committee Chair, "How do Critical Success Factors and Success Criteria Align as a New Approach for Project Success within an Organization." (2006).

Advised: Janette Torres

Master's Non-Thesis Committee Chair, "Computer Lab Customer Service Burnout: Causes and Remedies." (2006).

Advised: Jerry Smith

Master's Non-Thesis Committee Chair, "Challenges of Technology Transfer from the Research Lab to the Field." (2006).

Advised: Robert Creek

Master's Non-Thesis Committee Chair, "The Link Between Technology Risk Management and Schedule Delays in the F/A 22 Raptor Project." (2006).

Advised: Ryan Aldrich

Master's Non-Thesis Committee Chair, "Integrating Digital Games and Simulations as a Tool to Improve Individual Learning." (2005).

Advised: Donald Hawkins

Master's Non-Thesis Committee Chair, "The Advantages of Project Status Reporting Using Earned Value Management on System Integration Projects." (2005).

Advised: Ronald Seifert

Master's Non-Thesis Committee Chair, "Analysis of Expertise Seeding with Respect to Project Risk Events." (2005).

Advised: Terri Davis

Master's Non-Thesis Committee Chair, "City Public Service and Our Journey to Define Our Vision." (2004).

Advised: Amelia Kardokus Badders

Master's Non-Thesis Committee Chair, "Project Management Maturity Model Results."
(2004).

Advised: John Ferencak

Master's Non-Thesis Committee Chair, "Technology Transfer: Guidance for Thai SMEs."
(2004).

Advised: Thanawat Jayaronariddhi

Master's Non-Thesis Committee Chair, "Partnering: Elements of a Good Partnering
Agreement." (2003).

Advised: Barbara Williams

Master's Non-Thesis Committee Chair, "Integrating Project Management Principles into
a Six-Sigma Project System." (2003).

Advised: Daniel Zucker

Master's Non-Thesis Committee Chair, "Achieving Enhanced Profitability: Lessons
Learned from Managing Aircraft Completion Projects." (2003).

Advised: Judge Chen

Master's Non-Thesis Committee Chair, "One Step Further: A PMO Reorganization
Proposal." (2003).

Advised: Linda Whitesell

Master's Non-Thesis Committee Chair, "Successful Technology Planning: Lessons
Learned from the Project Manager." (2003).

Advised: Lynn Westbrook

Master's Non-Thesis Committee Chair, "Influence of Project Managers on the
Motivational Factors of a Project Team." (2003).

Advised: Michelle Germann

Master's Non-Thesis Committee Chair, "Department of Homeland Security Science and
Technology Project Performance Management Plan Notebook." (2003).

Advised: Troy Selden

Master's Non-Thesis Committee Chair, "An Evaluation of Factors Influencing Retention
of Air Force Engineers and Scientists." (2002).

Advised: Daniel Sigmond

Master's Non-Thesis Committee Chair, "A Case Study in Organizational Learning:
Philips Electronics' Quality Improvement Competition." (2002).

Advised: Frank Szarka

Master's Non-Thesis Committee Chair, "Drivers and Barriers Impacting Implementation of an Enterprise Resource Planning System in a Major Fortune 500 Company." (2002).

Advised: Rene San Miguel

Master's Non-Thesis Committee Chair, "Parametric Cost Modeling at DRB Aviation Consultants Inc.", (2002).

Advised: Scott Beggs

Master's Non-Thesis Committee Chair, "Analogies Between Normal System Accidents and Radical Innovations Within Organizations." (2001).

Advised: Aeonard Borel

Master's Non-Thesis Committee Chair, "Development of a Dynamometer Based Research Tool to Evaluate Fuel Additive Effects on Combustion Chamber Deposits for Spark-Ignition Passenger Car Engines." (2001).

Advised: Dan Worcester

Master's Non-Thesis Committee Chair, "Benefits and Challenges of Implementing a Media Asset Management System." (2001).

Advised: Jessica Gutierrez

Master's Thesis Committee Chair, "Cost Management Competencies: The Importance and Frequency as Seen by the Financial Analyst." (1995).

Advised: Diana Pry

Master's Thesis Committee Chair, "Schedule Management Competencies for Department of Defense Program Managers." (1995).

Advised: Jeffrey Brown

Master's Thesis Committee Chair, "Why Schedules Slip: Actual Reasons for Schedule Problems Across Large Air Force System Development Efforts." (1995).

Advised: William Cashman

Master's Thesis Committee Chair, "Cost Management Competencies for Department of Defense Program Managers." (1994).

Advised: Brent Baxter, Kurt Bolin

Master's Thesis Committee Chair, "Measuring Customer Satisfaction: Practices of Leading Military and Commercial Service Organizations." (1994).

Advised: Manuel Casipit, Daniel Hodgkiss

Master's Thesis Committee Chair, "An Analysis of Air Force Acquisition Engineering Officers' Perceptions of the Adequacy of Their Preparation for Management." (1994).

Advised: Steven Woodruff

Master's Thesis Committee Chair, "A Demonstration of Benchmarking as an Approach to Determine Air Force Educational Requirements." (1994).

Advised: William Beatty, David Kelley

Master's Thesis Committee Chair, "The Development and Demonstration of the Metric Assessment Tool." (1993).

Advised: Cynthia Campbell, Gregory Gutterman

Master's Thesis Committee Chair, "Assessment of the Effectiveness of the USAF and Selected Unit Vision Statements." (1993).

Advised: Joseph Gomes, Quinn Gummel

Master's Thesis Committee Chair, "An Exploratory Survey of Methods Used to Develop Measures of Performance." (1993).

Advised: Kenneth Hamner, Charles LaFleur

Master's Thesis Committee Chair, "Analysis of the Factors Associated with the Failure of Small Business Set-Aside Contracts Administered by the USAF Logistics Centers." (1993).

Advised: Kim Nelson, Kevin Toy

Master's Thesis Committee Chair, "Contracting for Schedule Performance: The Relationship Between Pre-Contract Award Management Actions by the DoD and the Resultant Schedule Performance." (1993).

Advised: Richard Hazeldean, John Topfer

Master's Thesis Committee Chair, "An Analysis of the Performance-Risk Trade-Off in Source Selection Decision Making." (1993).

Advised: Richard Pierce, Jeffrey Wainwright

Master's Thesis Committee Chair, "Schedule Estimating Relationships for the Engineering and Manufacturing Development of Bomber, Transport, Tanker and Surveillance Aircraft Systems." (1993).

Advised: Scott Boyd, Brian Mundt

Master's Thesis Committee Chair, "The Theory of Constraints Applied to Project Scheduling: The Critical Chain Concept Defined." (1992).

Advised: Andrew Ingram, Paul Scherer

Master's Thesis Committee Chair, "The Efficacy of Group Decision Support Systems: A Field Experiment to Evaluate Impacts on Air Force Decision Makers." (1992).

Advised: Benjamin Huff

Master's Thesis Committee Chair, "An Evaluation of Schedule Metrics Used Within Aeronautical Systems Center." (1992).

Advised: Robert Hayes, Lawrence Miller

Master's Thesis Committee Chair, "An Investigation of Integrated Weapon System Management Implementation Issues." (1992).

Advised: Scott Dalrymple, Lester Pietraszuk

Master's Thesis Committee Chair, "Risk Identification in Major Weapon Systems Acquisition in the Republic of China Air Force." (1992).

Advised: Te-lung Tsai

Master's Thesis Committee Chair, "An Analysis of the Benefits of Operational Experience Acquired by Air Force Systems Command Officers Through the Broadening Experience Tour Program." (1991).

Advised: Andrew Abraham

Master's Thesis Committee Chair, "An Examination of the Perceived Importance of Technical Competence in Acquisition Project Management." (1991).

Advised: Charles Baumgardner

Master's Thesis Committee Chair, "An Analysis of Factors Affecting the Electronic Delivery of Contractor Data." (1991).

Advised: Kenneth Farkas

Master's Thesis Committee Chair, "Stockless Medical Materials Management: Applications for the USAF Medical Service." (1991).

Advised: Thomas Harkenrider

SERVICE

Department Service

- | | |
|----------------|---|
| 2014 - Present | Committee Member, ISCS Department Faculty Review and Advisory Committee (DFRAC). |
| 2000 - Present | Committee Member, MOT Graduate Programs Committee, UTSA/COB/ISTM. |
| 2015 - 2016 | Committee Chair, ISCS Department Faculty Review and Advisory Committee (DFRAC). |
| 2014 | Committee Chair, ETM Department Comprehensive Periodic Evaluation Review Committee. |

- 2012 - 2014 Committee Member, ETM Department Faculty Review and Advisory Committee (DFRAC).
- 2012 - 2014 Committee Member, ETM Department Review Committee, University of Texas at San Antonio.
- 2012 - 2014 Committee Chair, Faculty Forum, Department of Entrepreneurship and Technology Management.
- 2012 - 2014 Committee Chair, Research Committee, Department of Entrepreneurship and Technology Management.
- 2005 - 2012 Committee Chair, MOT Graduate Programs Committee, UTSA/COB.
- 2006 - 2011 Committee Member, IS Department Faculty Review and Advisory Committee (DFRAC), University of Texas at San Antonio.
- 2005 - 2006 Committee Member, MOT Faculty Recruiting Committee, UTSA/COB/ISTM.
- 1991 - 1995 Committee Member, Graduate Space Operations Curriculum Committee, AFIT/ENS.
- 1991 - 1995 Committee Chair, Graduate Systems Management Curriculum Committee, AFIT/LAS.
- 1994 Committee Chair, Acquisition Management Hiring Committee, AFIT/LAS.

College Service

- 2016 - Present Committee Member, Undergraduate Programs Committee, UTSA. Committee is responsible for undergraduate curriculum and program quality.
- 2003 - Present Faculty Advisor, Provided academic counseling to students in the MBA with a concentration in project management, UTSA/COB.
- 2020 Committee Member, Director of Cyber Range Hiring Committee, UTSA.
- 2019 Committee Member, Assistant Director of Undergraduate Programs Hiring Committee, UTSA.
- 2018 Committee Chair, Director of Educational Technology Hiring Committee, UTSA.

- 2015 - 2017 Committee Member, Master of Science in Business Program Committee, UTSA. Responsible for admissions to, assessment of, and curriculum management for the MS in Business program.
- 2003 - 2017 Coordinator, MBA with a concentration in project management, UTSA/COB.
- 2016 Committee Chair, Administrative Analyst for Undergraduate Studies Hiring Committee, UTSA. Responsible for development of job description, screening of candidates, interviews of top candidates, and selection of the new administrative analyst.
- 2012 - 2015 Committee Member, College Faculty Review and Advisory Committee (CFRAC), College of Business, University of Texas at San Antonio.
- 2013 - 2014 Committee Member, Dean's SEAL Team - Graduate Programs, University of Texas at San Antonio.
- 2007 - 2014 Committee Member, MBA Committee, UTSA/COB.
- 2012 Committee Member, Faculty Development Leave Committee, UTSA/COB.
- 2005 - 2012 Committee Member, Learning Assessment Task Force, UTSA/COB.
- 2007 - 2009 Committee Member, Energy Initiative Working Group, UTSA.
- 2007 Committee Member, Faculty Development Leave Committee, UTSA/COB.
- 2003 Committee Member, Tourism Management Scholarship Selection Committee, UTSA/COB.
- 2001 - 2002 Committee Member, Visioning Committee for Masters Programs, UTSA/COB.
- 1995 Committee Member, AACSB pre-candidacy self-assessment committee for curriculum development, AFIT/LA.
- 1992 - 1995 Liaison, AFIT Student Chapter of the Project Management Institute, AFIT/LA.

- 1993 - 1994 Committee Chair, Project Management Institute Thesis Award Committee, AFIT/LA.
- 1991 - 1994 Committee Member, Graduate Curriculum and Degree Requirements Committee, AFIT/LA.
- 1991 - 1994 Director, Graduate Systems Management Program, AFIT/LS.
- 1992 - 1993 Committee Chair, Graduate Faculty Qualifications and Recruitment Committee, AFIT/LA.
- 1991 - 1993 Committee Member, Graduate Faculty Qualifications and Recruitment Committee, AFIT/LA.
- 1992 Committee Member, Associate Dean Search Committee, AFIT/LS.
- 1992 Committee Member, Graduate School of Logistics and Acquisition Management Internal Reorganization Committee, AFIT/LS.

University Service

- 2019 - Present College Lead, Data Governance College Leads, UTSA Data Governance and Data Integrity Initiative.
- 2015 - Present Faculty Advisor, Roadrunner Racers - UTSA.
- 2018 - 2019 Committee Member, Downtown Campus Task Force, Curriculum Sub-Group, UTSA.
- 2017 - 2019 Committee Member, Student Success Task Force, University of Texas at San Antonio.
- 2017 - 2018 Committee Member, Strategic Enrollment Task Force, Undergraduate Academic Programs Working Group, University of Texas at San Antonio.
- 2016 - 2017 Committee Member, Student Life Cycle Management Steering Committee, Online BBA in Cyber Security, UTSA.
- 2017 Committee Member, Academic Inquiry and Scholarship Faculty Hiring Committee, University of Texas at San Antonio.
- 2017 Committee Member, Chief Online Learning Officer Hiring Committee,

- University of Texas at San Antonio.
- 2016 - 2017 Committee Member, Administrative Program Director - Online Programs Hiring Committee, UTSA.
- 2013 - 2016 Committee Member, Administrative and Agenda Committee, Graduate Council, University of Texas at San Antonio.
- 2013 - 2016 Committee Chair, New Programs and Courses Committee, Graduate Council, University of Texas at San Antonio.
- 2012 - 2016 Committee Member, Graduate Council, University of Texas at San Antonio.
- 2007 - 2015 Committee Member, Faculty Grievance Committee, University of Texas at San Antonio.
- 2013 - 2014 Committee Member, University Library Committee, University of Texas at San Antonio.
- 2011 - 2012 Committee Member, Oversight Subcommittee of Freshman Focus Steering Committee, UTSA.
- 2008 - 2011 Committee Member, Faculty Senate Budget Committee, UTSA.
- 2008 Committee Member, University Review Committee (URC) for 2009-2010 Hires, UTSA.
- 1995 Committee Member, Process Action Group for AFIT Re-engineering Study, AFIT.

Professional Service

- 1991 - Present Member, Project Management Institute.
- 2019 Reviewer, External Promotion Case, Promotion and Tenure Committee for Sam M. Walton College of Business, University of Arkansas.
- 2011 - 2018 Reviewer, Call for Proposals Preliminary Review Committee, Project Management Institute.
- 2004 - 2015 Reviewer, Journal Article, IEEE Transactions on Engineering Management.

1991 - 2015	Member, American Society of Engineering Management.
2010 - 2014	Reviewer, Ad Hoc Reviewer, Project Management South Africa (PMSA) Biennial Conference.
2013	Reviewer, Ad Hoc Reviewer, Technovation.
2011	Reviewer, External Promotion Case, Promotion and Tenure Committee for Wesley J. Howe School of Technology Management, Stevens Institute of Technology.
2007 - 2011	Reviewer, Conference Paper, Project Management Institute (PMI) Research Conference.
2008	Session Chair, North American Energy Summit, UTSA.
2008	Reviewer, Journal Article, The Phillipine Scientist.
2007	Reviewer, Journal Article, International Journal of Technology Transfer and Commercialization.
2006	Reviewer, Journal Article, Management Research News.
2003	Member, INFORMS Dissertation Award Selection Committee.
2001	Track Chair, Technology Transfer Track, PICMET.
1999 - 2001	Program Director, Professional Development Seminar for the Information Systems Specific Interest Group (ISSIG) of the Project Management Institute (PMI).
1995	VP of Programs, Dayton Chapter of the Institute for Industrial Engineers (IIE).
1993 - 1994	Reviewer, Conference Paper, Defense Aerospace Track of the Project Management Institute (PMI) Annual Seminar / Symposium.
1993 - 1994	Board Member, Southwest Ohio Chapter of the Project Management Institute (PMI).
1992 - 1994	Officer, Treasurer, Dayton Chapter of the Institute of Industrial Engineers (IIE).
1992 - 1994	Board Member, Dayton Chapter of the Institute of Industrial Engineers (IIE).

1991 - 1992 Director of Chapter Development, Dayton Chapter of the Institute of Industrial Engineers (IIE).

1990 - 1991 Director of Community Services, Dayton Chapter of the Institute of Industrial Engineers (IIE).

Public Service

1998 - 2015 Food distribution team, Saint Vincent De Paul.

2005 - 2010 Coach, Boerne Soccer Club.

Awards, Honors, and Biographical Listings

2017 Patrick J. Clynes Endowed College of Business Excellence in Service Award

2012 Best Graduate Professor, Department of Entrepreneurship and Technology Management, MBA Association

2010 Outstanding Professor in the Information Systems and Technology Management Department, MBA Student Association

2009 Outstanding Professor in the Information Systems and Technology Management Department, MBA Student Association

2004 Research Fellow, NASA USRA Center for Program / Project Management Research

1996 Chief of Staff Team Excellence Award Finalist, Air Force Quality Institute

1995 Outstanding Service Award, Institute of Industrial Engineers Dayton Chapter

1994 President's Award, Institute of Industrial Engineers Dayton Chapter

1992 Outstanding Service Award, Institute of Industrial Engineers Dayton Chapter

1989 Inducted Alpha Pi Mu National Honorary Fraternity

1986 Program Manager of the Year, Engineering Development Programs, Human Systems Center

- 1985 Company Grade Officer of the Year, AMD/RD
- 1983 Inducted Sigma Iota Epsilon National Honorary Fraternity
- 1980 Graduated with Military Distinction, United States Air Force Academy

Government, Industry, Military and Professional Positions

- 1997 - 2000 Business Program Manager, USAA
- 1996 Consultant, MPI Systems
- 1984 - 1987 Program Manager, U. S. Air Force
- 1980 - 1982 Project Manager, U. S. Air Force

Licensures and Certifications

- 1997 Certified Project Management Professional (PMP), Project Management Institute