

Curriculum Vitae

Donald George Doty

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Areas of Specialization

Facilitation of organizational change, growth and development
Fundraising in Higher Education
Mentored internship methodology with working adults
Mixed methods research design
Qualitative research methods
Thematic content analysis

Education

Doctor of Philosophy in Educational Leadership and Higher Education 2007
Summa Cum Laude
University of Nebraska, Teacher's College
PhD. Educational Leadership and Human Development

Master of Business Administration, Cum Laude 1982
California Polytechnic State University, San Luis Obispo- School of Business
Major: Human Resource Development

Bachelor of Science- Construction Management, Cum Laude 1980
California Polytechnic State University, San Luis Obispo - School of Architecture & Engineering

Professional Experience

Department Chair, Business Management, Northwest University, School of Business.
Led academic services staff. Developed program that served 228 working adult students, offers 98 course selections, 30 F.T. and P.T. faculty, three campus sites, distance learning, workshops and certificate programs. 2004 to date

Associate Professor of Organizational Management, Northwest University, School of Business. 90% Excellent & above average student evaluation scores. Subjects: Organizational Communication, Group and Organizational Behavior, Human Resource Development, Issues in Management, Leadership 1997 to date

Adjunct Professor of Management Communication, Seattle Pacific University, School of Business and Economics. 90% Excellent & above average student evaluation scores. Subjects: Organizational Communication (B.A.), Managerial Communication (M.B.A.). 1998 to date

Organizational Learning and Human Performance Improvement Consultant, Business Resources. 120 mid-range companies \$1 to \$25 million research, consulting, training, services resulting in significant organizational and human performance improvement. Management team & board involvement with profit & non-profits. 1990 to date

Staff Development Consultant, The Geneva Group. 1998-2001
Mid-range Microsoft Solutions Provider, database and web application programming. Researched skill/attitude improvement and RSA (result, skill and attitude) standards, Model>Coach>Prove>Accountability training methodology. 12 database programmers improved skills to achieve Microsoft Certified levels in SQL, HTML, VB, Access and Systems Engineering. Company has grown 124% over the period with significant staff and market improvement.

Strategic Planning Officer, Mercy Ships. International Maritime Health Care. 1986-1990
Planned and facilitated the redesign, participation, and functional reorganization of 5 international divisions and 600 people resulting in 380% income growth over the period. Led project management, problem solving, and strategic planning workshops. Developed organizational structure for the Jamaican Ministry of Education.

Commercial Real Estate Manager, Newhall Land and Farming Company. \$1.3 Billion N.Y.S.E. real estate holding, farming and development company. 1984- 1986
Led and managed the development of commercial real estate projects: Target/Mervyns, Bergen Brunswick, Bob Trent Jones Golf Course, US Healthcare, El Torito, Uniden, 35 acre Valencia Corporate Center, Managed and developed \$52 commercial real estate portfolio.

Project Manger, Dinwiddie Construction. Private commercial construction. 1982-1984
ARCO corporate center, Allied Signal, Lloyd's Bank, A.B.C, Rouse Corporation. Managed \$65 million in design-build projects.

PROFESSIONAL ACTIVITIES

Peer-Reviewed and Scholarly Publications

- *Institutional Strengths, Fundraising Messages and Private Giving in Tier One Research Universities: A Case Study.* *International Journal of Philanthropy.* Under review 2009
- *Institutional Strengths, Fundraising Messages and Private Giving in Tier One Research Universities: A Mixed Methods Study.* *Journal of Higher Education.* Under review 2009
- *Institutional strengths fundraising research cited in* Webber- Thrush, D. *The Culture of Discovery. Currents,* July/August 2009 .
- *Synthesis of multiple case study data across cases using systematic, quantitatively based methods* Pending 2007
- *Business Process and Quality Management Program.* Northwest University. 2007
- *Project Management Certification Program.* Northwest University. 2007
- *Business Practices and Evaluation.* Northwest University Curriculum. 2006
- *Principles of Leadership.* Northwest University Curriculum. 2006
- *Sigma Career (Career development course).* Northwest University Curriculum. 2005
- *Harness your staff to achieve full potential.* Puget Sound Business Journal. February 27, 1998.
- *Dynamics of change are a challenge to managers.* Puget Sound Business Journal. March 26, 1998.
- *Satisfying customers with response-able employees.* Puget Sound Business Journal. April 20, 1998.

Scholarly Presentations and Workshops at Professional Conferences

- Paper- “*Facilitating learning through animated media: Helping students deal with challenges of life*”. Lilly West, Learning by Design Conference. 2008
- Paper- “*Synthesis of multiple case study data across cases using systematic, quantitatively based methods*” 8th Advances in Qualitative Methods Conference. 2007
- Paper- “*Three Big Swings*” A Benchmark study of Adult Learning in Successful Universities. Northwest University Teaching and Learning Conference 2007
- Seminar- “*Product Design Principles in Adult Education.*” Northwest University. 2005
- Seminar- “*Key Factors in Training Effectiveness*”, C.M.A., San Jose. 1999
- Seminar- “*10 Principles of Market Leaders*”, The Geneva Group. 1998
- Seminar- “*Playing the Great Game of Business*”, International Computer Communications Association, Seattle Chapter. 1998
- Seminar- “*Training Ordinary People to do the Extraordinary*”, *Seattle Business Network* 1997

Peer Reviewing Activities

- Book (2008). Bailey, R. *Writing & Speaking at Work*, 4th edition. New York: Prentice Hall.
- Book- (2007). Bell, A. and Smith, R. *Management Communication. 3rd Edition.* New York: J. Wiley and Sons. 2007

- Book – (2007). O’Rourke, J. S. *Management Communication, 2nd Edition*. New York: Prentice Hall.
- Book (2006). *Forces for Good*. New York: Jossey Bass.
- Paper- *Issues of micropolitics in principal succession*. American Educational Research Association. 2009
- Paper- *Leadership Diversity - Beyond traditional talent pools*. American Educational Research Association. 2009
- Paper- *Studying School Leadership as a Reciprocal Process: Conceptual, Methodological and Policy Implications*. American Educational Research Association. 2009
- Paper- *Learner-Centered Leadership Versus Learning-Centered Leadership: Small Differences in Words, Large Differences in Meaning*. American Educational Research Association. 2009
- Paper- *The Effect of Leadership Styles among School Principals on Teacher Motivation*. American Educational Research Association. 2009
- Paper- *Outfitting Schools for Success: How 248 ‘Low Performing’ Schools in Texas Made the Grade*. American Educational Research Association. 2006
- Paper- *Abuse, Cognition and Neuroscience: The Developing Brain and Trauma*. American Educational Research Association. 2006
- Paper- *Integrating Psychometrics and Psychophysiology in the Study of Teacher’s Anxieties toward Teaching and Learning Mathematics*. American Educational Research Association. 2006
- Paper- *Adult Learning in Workplace Settings*. American Educational Research Association. 2006

Professional Service and Leadership Activities

- Institute for Qualitative Methodology Member Scholar
- Member, American Society of Training and Development
- Member, American Society of Curriculum Development
- Member, American Educational Research Association
 - Brain/Learning Special Interest Group
 - Workplace/Adult Education Group
- Northwest Commission on Colleges and Universities. Evaluation of Southern Oregon University. Standard Two: Educational Program and Effectiveness
- Director, Management Training Association, Seattle Chapter.
- Seattle Pacific University, Fortune Magazine/Lessons in Leadership Moderator
- Director, The Geneva Group, Microsoft Solution Provider
- Seattle City Light Business Plan Advisory Committee
- Seattle City Light Commercial and Residential Rates Committee
- Port of Seattle Business Plan Advisory Committee

Works in Progress

- Fish to Fisherman: Learn how the Ancient Practice of Discipleship is Essential for Success in

today's globally competitive, culturally diverse, & exponentially changing business environment. *Human resource development text.*