

Dr. CJ Rhoads
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EDUCATION:

LEHIGH UNIVERSITY, Bethlehem, PA 1990
Ed.D. in Educational Technology **Minor: Business Administration**
GPA: 3.96 Dissertation Topic: *An Expert System of Effective Schools*

TEMPLE UNIVERSITY, Philadelphia, PA 1985
M.S. degree in Educational Psychology Field of Interest: Instructional Design
GPA: 4.0

KUTZTOWN UNIVERSITY, Kutztown, PA 1982
B. S. Elementary Education/Special Education Double Major
Graduated Magna Cum Laude

HONORS AND AWARDS:

Named **Top Faculty Researcher of the Year** in 2014 by the Scholarly Activity Committee of the College of Business at Kutztown University. Awarded not only for the quality and quantity of research publications, but the practical usefulness of frameworks and ideas.

Lehigh Valley's **2013 Women of Influence** award winner. The Lehigh Valley Business Women of Influence awards program honors the Greater Lehigh Valley's most dynamic women in business who have been making headlines in their field, and who have demonstrated leadership in giving back to the community.

Awarded the **Athena Leadership Award** in 2011 by Greater Reading Area Chamber of Commerce and honored at a dinner on May 3, 2011. The ATHENA Leadership Award® is presented to a person for professional excellence, community service and for actively assisting women in their attainment of professional excellence and leadership skills.

Named one of **Pennsylvania's Best 50 Women in Business** by Governor Ed Rendell and the Department of Community and Economic Development in April 2009, and honored at a reception and awards ceremony in Harrisburg on May 11, 2009.

Given the **John P. Schellenberg Award for Excellence in Teaching and Learning** on December 4, 2008 by the Center for Advancement of Teaching at Kutztown University, and given the Top Faculty Researcher of the Year award by the College of Business at Kutztown University in 2013.

One of top three among the eight finalists out of all the nominations for the **Technology Educator of the Year**, an annual award of TechQuest of Pennsylvania, a program of the Technology Council of Central Pennsylvania given on February 12, 2010 in Harrisburg, PA.

Inducted into the United Fellowship of Martial Artists Hall of Fame as **Martial Arts Promoter of the Year** by the United Fellowship of Martial Artists in Philadelphia, PA on March 6, 2010.

Won First Place **Gold medal and National Championship** in Women's Push Hands Division at International Chinese Martial Art Championship in Washington DC on October 9, 2009. Also won various Bronze and Gold medals in open hands and weapon forms divisions.

Named the **Consultant of the Month** for January 2005 by the **Society of Advancement of Consulting (SAC)**, an international community of consulting colleagues founded by Alan Weiss, PhD. Dr. Weiss explained the reasoning behind the choice: "CJ Rhoads was named January 2005's Consultant of the month by SAC due to the excellence of her work and the credentials she brings with her. It's a pleasure to have her among the ranks of some of the most elite consultants in the world."

At **MBNA**, in recognition of teamwork and leadership efforts, nominated by peers and subordinates and received the **Financial Excellence Award** for the First Quarter of 1998.

At **Hi-TECH Connections**, in recognition of leadership efforts, received the **President's Mile High Award for Excellence** for the First Quarter of 1994.

Board of Directors Experience

HPL Consortium, Inc. (formerly known as ETM Associates, Inc.) Serve as CEO of company and **Chairman of the Board**. Fully responsible for all facets. 2001 - present.

HPL 501c3 Institute (formerly Pacem In Vita Institute/Taijiquan Enthusiasts Organization). Board member and founder. Fully responsible for all facets. Pioneered three main programs. 1) Healthy Lifestyles for Seniors, an exercise and Qigong program brought to senior centers, assisted living centers, nursing homes, rehabilitation hospitals, etc. 2) Making a Better Future program, including the Entrepreneurially Talented Teen project which helps youth develop character and discipline to become productive prosperous citizens. 3) Taijiquan Enthusiasts Events, which include the Taijiquan Retreat and Enthusiasts Event in the summer, the Tai Chi Picnic and Festival in the fall, and the Chinese New Year dinner in the winter. 2001 - present.

UU Fellowship of Pottstown. served on Board in several capacities, most recently as Treasurer and Stewardship Chair. Provided leadership in times of crisis in need, including environmental disasters, financial difficulties, and loss of minister. 2004-2008, 2015-present.

CTCE Federal Credit Union, served as **Vice Chair** of the board of directors for an \$80 million dollar credit union. Responsible for effective strategic planning as well as operational oversight including audit committee, nominating committee, and governance committee. 2010 - 2013.

Association of Computer Technology Professionals. Previously known as DPMA (Data Processing Management Association). Member of local chapter since 1987. Served on Executive Committee of Board of Directors in 1991-1992, and then again from 2001 - 2003.

Pacem In Terris (a non-profit organization dedicated to Peace on Earth). Board Member and chair of Technology Committee. Responsible for Strategic Planning and Audit. 1998 - 2006.

Project REACH— served on the board of a community organization that meets the needs of disabled college students. 1994 - 1996.

Academic Experience:

Kutztown University: 2004 – present. Tenured Professor in the College of Business. Leadership, Strategy, Entrepreneurship, Information Technology, and Healthcare Decision Making. Leader within the department. Outstanding teaching, scholarship, and service credentials. Served on the Faculty Senate Executive Committee (as Secretary of the Senate); MBA Committee; University Academic Technology Committee; Chair of the College of Business Academic Technology Committee; Department Promotion, Evaluation, and Tenure Committee; Academic Standards Committee; and many more.

Albright College. 1987-1991, 2001 -2002 and 2012 to 2013. Instructor for various Accelerated Degree courses including *Business, Government, and Society* for the business department and *Hardware and Software, Advanced Database Concepts*,

Systems Analysis and Design for the Information Technology department. In prior years, taught Continuing Education courses on a variety of applications.

Lehigh University. 1986-1990, and 2003-4. Taught in the Iococca Institute's Global Village Program on ***Technology Leadership: How to Make The Right Decisions At The Right Time***. During work on my doctorate, (*Expert Systems for Effective Schools*) consulted for a variety of projects including, Artificial Intelligence and robotics, CD-I applications, Instructional Design, Expert Systems used in System Configuration, LISP, PROLOG, and SMALLTALK programming, Completed several projects on instructional design in CBT.

Lebanon Valley College. 1993-1994. Adjunct instructor for *Entrepreneurship* (MBA program), *Microcomputers in Business* (Management program) and various continuing education seminars on computer applications in business.

Drexel University. 2000- 2002. Instrumental in development of *Strategic Internet Management Certification* program. Taught the following courses: *Getting IT: Understanding Information Technology*, *Databases: Design and Applications*, *Essentials of Network Technology*, *Project Management for Information Technology*.

Penn State University (1995) in partnership with T. Max Devlin in *Enterprise Network Management*.

Bay Networks (now Nortel Networks) Certification (1994-1995) to teach a variety of technical courses including *Networking Basics*, *Token Ring*, *Ethernet*, *Optivity Network Management*, and *Managing Your Network with OpenView*.

Alvernia College. 1991- 1992. Adjunct instructor for *Microcomputers in Business*.

Reading Area Community College. 1985-1990. Adjunct instructor for *Artificial Intelligence and Robotics*, a special program for gifted students. Also: instructor for various microcomputer courses.

EMPLOYMENT EXPERIENCE

HPL Consortium, Inc.

7/01– Present

Founder, President, & CEO

HPL Consortium, Inc. is dedicated to helping people and groups connect toward health, prosperity, and leadership, anytime, anywhere. HPL provides a technology infrastructure and consulting service for people and organizations to effectively market, publish books and videos, manage workshops and conferences - any service that helps those with talents and skills find those who need their help.

HPL Consortium, Inc. started life as ETM Associates, Inc. a boutique consulting firm specializing in difficult-to-overcome enterprise, technology, and management problems. The small group of international consultants (all former senior executives in their fields) specialized in turning around companies in trouble, especially during recessionary times. As primary consultant and CEO, Rhoads established the following talents and skills:

- Strategic vision, able to provide insight on root causes and execute action steps to improve any situation.
- Proven track record of business strategy and leadership advice that resulted in income increases and expense decreases adding up to millions of dollars. One

project took a company from monthly \$4000 loss to a \$50,000 a month profit within one year.

- Excellent at diagnosing leadership team issues, increasing productivity and quality of work environment. One project resulted in coaching a senior manager and turning around his ability to work with the rest of the leadership team.
- Talent for dealing with government regulatory requirements, especially dealing with those related to financial institution, board of directors, and senior management related rules (OTS, OCC, SOX). One project resulted in establishing processes that turned around the application security practices of a large regional bank after regulatory agencies had threatened to fine the board of directors.
- Able to inspire collaboration efforts among disparate groups. One project united the CIOs of 40 subsidiary companies of the largest electrical and mechanical construction and facilities services provider in the world. Standards and procurement procedures agreed upon saved millions for the company.

A selection of the testimonials that clients of ETM Associates/HPL Consortium, Inc. over the years:

Because of CJ, we're having an excellent year. Revenue will be \$1.1 million more than last year. Profit should be about \$550,000 -double the profit of our best year ever - compared to a loss of \$50,000 last year. I've grown as a leader. I'm calmer, less excitable about stuff. I have a better handle on how to pick the right people.Andy Klee

Chris's ability to assess an employee and his working methods/ability caused the company to reassess its view of his value to the organization, and to adopt a fresh approach in working with him. Not having to replace this senior employee presented significant quantifiable savings - at least five times the fees.Lee Baker, CIO & COO of Drug Plastics & Glass Company, Inc.

We appreciate your efforts in working to keep our organization the splendid organization it is. People like you are what makes life more meaningful. Thanks for being there.Vivian Warren, UUFN

Chris Rhoads is a pioneer in many facets of technology. She has lived many interesting careers - centering around the human side of technology. From entrepreneur to IT executive to special education teacher, Chris has made her mark and serves as an inspiration for many. Vanessa DiMauro, CEO of Leadership Networks, Inc.

EMCOR Group, Inc. has engaged CJ Rhoads as a consultant on several occasions. In the last project, decisions had to be made as to whether to upgrade the legacy system prior to migration and conversion (or after). The recommendations that CJ made probably saved EMCOR over \$200,000 due to her finding that we did not, in fact, need to move off the legacy system (regardless of what the vendor was telling us). Peter Baker, former VP of EMCOR Group, a Fortune 500 construction management company.

Her command of a variety of areas makes her uniquely qualified to tackle difficult challenges. She is more proficient than specialists in so many areas - including (but not limited to) leadership, technology decision-making, people management, educational approaches, business strategy, architectural design, project prioritization, and forecasting. She provides the kind of insight which you would normally find in a world renowned consultant, but she is much more responsive and closer to home. Jack Bradt, former CEO of SI Handling, Inc.

CommerceLinks.Net

8/00– 3/01

Chief Operations & Technology Officer

Recruited to serve as CTO to CommerceLinks.Net - a startup company that developed a new technology for **Live Video Customer Service**. In November Rhoads was promoted to COO as well. With the exception of sales and marketing, fully responsible for all aspects of the company. Under her direction, the company accomplished quite a bit:

- *completed a competitive analysis*
- *developed and published a business plan*
- *developed business requirements Customer Collaboration Platform (CCP)*
- *led team in assessing technical requirements for CCP*
- *developed business requirements for Video Communication Network*
- *wrote patents on the Live Video Customer Service technologies*
- *established operational processes for proposing, closing, and billing customers*

Millstar Corporation

2/00– 8/00

Chief Technology Officer

Millstar was a Business to Business E-commerce software development company that specialized in medium to large manufacturers and distributors of equipment and supplies. Rhoads was brought in to stabilize/build a technology team, establish controls, and implement a new direction for the company.

As part of the senior management team, introduced a new business model - publishing software. Lead by Rhoads, the team developed an easy-to-implement-fully-featured e-commerce software with the ability to print personalized catalog of items in full color. The change improved gross margin and increased employee motivation. Among the successes:

- *Established "startup" vision & culture to attract employees.*
- *Stabilized development team.*
- *Increased retention rate from 40% to 91%.*
- *Increased employee satisfaction. 95% employees identified "very satisfied with job" in a survey compared to less than 20% (prior to my joining).*
- *Identified missing skills and successfully hired to obtain key skills.*
- *Increased accountability in all areas, leading to increased productivity.*
- *Applied job costing analysis to customer accounts.*
- *Increased potential gross profit margins from 25% to 63%.*
- *Refocused sales and marketing on more profitable accounts.*

The focus of the development team turned to re-usable components, repeatable processes, and an SEI level 5 (Optimizing) of the Capability Maturity Model.

First USA/Bank One/JP Morgan/Chase

5/98 – 2/00

Vice President

One of the world's largest credit card issuers (\$63 billion in managed loans in 1999). Recruited to lead Project Management Initiatives. Responsible for all major infrastructure projects including Y2K, Data Warehouse, MVS Conversion, Oracle Conversion, Data Center Relocation, Firewall Architecture and Backup Architecture. On time/on budget projects jumped from one (out of 102) to 85 (out of 130) by September 1998.

In 11/98 promoted to lead the global strategic initiatives in Information Services Operations. Recognized issues immediately with work management & customer service, and implemented actions to improve. Compliancy rate went from 64% to **81%**, and early fulfillment rate went from 59% to **83%**.

In 3/99 promoted to lead initiatives in company-wide Program Office. Implemented many projects to increase efficiency and increase productivity. Spearheaded Root Cause Analysis program. Identified top recurring issues, including

- *Internet Stability and Capacity*
- *Release Testing*
- *Network Proactivity*
- *Server Ownership, Maintenance & Build*
- *Problem Ticket Diagnosis*

Defined success criteria, and empowered five multidisciplinary teams to resolve. Fully responsible for program implementation involving over 200 people. Also initiated Time Tracking project to enable managers to effectively guide resources.

MBNA/Bank of America

1/96– 5/98

Vice President-Strategy and Long Range Planning, Resource Allocation Division)

MBNA was also one of the world's largest credit card issuers (\$71 billion in managed loans), and a pioneer in affinity marketing. Served as the internal consultant to executive management on all enterprise-wide projects including Capital Budgeting, Expense Budgeting, People and Resource planning, Y2K, Enterprise Network & Systems Management, Call Center Workstation Implementation, & NT Enterprise Upgrade. Translated technical descriptions into more easily understood terms for financial & business executives. Coached teams seeking funding on doing financial projections and presentations.

Also recognized issues with \$600 million capital budget procedures. Streamlined approval and forecasting process through teamwork and technology. Designed and implemented new process for tracking capital and project budgets. Improvements included elimination of reconciliation issues, time reduction for major expenditures **from 18 days to less than 2 days**, and from **41 days to 2 days** for minor projects. Also increased accuracy (see chart).

Budget Year	Depreciation Estimate Difference	Departmental Level Accuracy
1996 (baseline)	43%	20%
1997	11%	28%
1998	6%	86%

Chosen by senior management to lead a team of eighty people to design & develop process and system to meet the drastically changing planning needs. Fully responsible for all aspects including developing the business requirements and choosing the software.

Hi-TECH Connections, Inc.

6/86 – 1/96

Managing Director/President Hi-TECH Educational Services

Hi-TECH Connections purchased the company Rhoads built (CES) in 1993. Rhoads became one of four key executives in parent company and grew from 30 employees and sales of \$13 million to 62 employees and \$50 million in sales. Responsibilities included:

- P & L accountability for consulting & training of Enterprise Network Management (ENM) services to Fortune 100 companies.
- Internal computer systems of Reading main office, two training rooms & three branch offices (Pittsburgh, Washington, New York).
- Purchasing (including vendor relationships, shipping, warehouse, and inventory control).
- CAD & networking documentation staff.
- Supporting services for field engineers.

Initiated major initiatives to improve internal processes. Spearheaded integration of the Internet into vendor processes. Oversaw major upgrade to finance and inventory control software. Streamlined warranty processing. Created a process for software shipments. Evaluated and installed a company-wide sales contact database system. Inaugurated a time and expense tracking system.

Special challenges: increase margin on consulting and training, navigate the transition from product distribution to a services focus, increase speed to customer, and decrease slow moving inventory.

Results:

- ***Net margins for consulting and training increased to 47%***
- ***Services Income increased from 3% to 15% of revenues***
- ***Fill rates increased to 86%***
- ***"Dead" inventory cut by 73%***

Computer Educational Services - Founder

Started CES after many attempts at finding high quality computer training as a teacher. Blossomed into successful full service technology training and consulting firm with five employees and two full-time training facilities. Expanded business each year with top two years showing 66% and 75% growth.

- Developed and conducted courses in more than 90 software programs.
- Authored manuals in over 75 computer-related topics.
- Developed and documented a research-based method for microcomputer applications training; the OPIRTSM Method,
- Empowered instructors to use OPIRTSM Method and provide high quality training.
- Using database and spreadsheet programs, built many sophisticated small business systems, including every conceivable aspect of accounting, cash flow, and profitability.
- Specialty: integrating Executive Information Systems with legacy technology.

Approached by Hi-TECH in 1991 for joint ventures. Enabled the CES team to quickly master physical, data link, & network layers (first 3 layers of OSI model) and come up to speed on Enterprise Network Management Consulting. Successfully managed the sale and merger into the parent company. Extremely smooth merger, with multiples of return on original investment for founders.

PAST PROFESSIONAL AFFILIATIONS:

Northeastern Berks Chamber of Commerce. Active member, and involved in the education committee for SIFE, a student club at Kutztown University.

Greater Reading Chamber of Commerce. Member since 1986. Formerly served on Technology Committee.

National Association of Corporate Directors. Active member. A professional organization for directors of both for-profit and non-profit boards of directors.

Association of Pennsylvania University Business and Economics Faculty. Active member. A professional organization that holds academic conferences and sponsors a peer-reviewed journal for state universities.

Academy of Business Research - Previous member. An international society of scholars and practitioners who exchange ideas and collaborate in a conference setting.

American Academy of Business Disciplines. Previous member. An academic research and professional organization focusing on interrelated business disciplines in the United States.

OMICS Publishing Group - Active on the Editorial Board of the Journal of Pain & Relief, which deals with the research study of physiological and pathological pain integrated with molecular biology, genomics, proteomics, modern electrophysiology and neurobiology. The journal covers information regarding types of distressing symptoms during treatment and healing.

International Academy of Business Disciplines. Previous member and paper Reviewer. An academic research and professional organization focusing on interrelated business disciplines around the world.

Academy of Management. An academic and practitioner organization for professionals in management. Previously member of three divisions: Entrepreneurship, Management Consultants, and Spirituality. Also active in Technology and Innovation division and Research division. Paper reviewer.

Society for Information Management. Previous member. An organization for senior Information Services professionals. Served on the Communications Committee and the Collaboration Task Force. Member from 1996 to 2011.

American Accounting Association. An academic and practitioner organization for accounting professionals. Member of the Information Technology division.

Decision Sciences Institute. Previous member. An academic research and professional organization focusing on decision making in the business environment.

National Business and Economics Society. Previous member. An academic research and professional organization focusing on business and economic topics.

Women In Technology International. Previous member. An organization of technology professionals. Profiled in June 1999 during Women in Science & Technology month. One of founders of Mid-Atlantic Chapter serving Pennsylvania, Delaware, Maryland, and New Jersey.

Chief Officer (an exclusive on-line community of CEOs, CIOs, and COOs). Previous member. Served on Advisory Board of Directors 2002 to 2007.

Executive Suite (an exclusive on-line community of CIOs) Served on Advisory Board of Directors from 2000 to 2002. Organization no longer exists.

Cambridge Information Network (an exclusive on-line community of CIOs). Previous member. Served on the Advisory Board of Directors from 1998 - 2000. Organization no longer exists.

Healthcare & Integrative Practices Related:

National Qigong Association, a professional organization for Tai Chi and Qigong practitioners. Previously Chair of the **Research and Education Committee**. Member 2009-2014.

Science and Spirituality Society an organization dedicated to bring science together with spirituality. Took an on-line course in Quantum Biology, and served as conference director for the 2013 Conference on Quantum Biology and Well Being. Also involved in related **Quantum Biology And Well-Being Society** - active member of the organizing committee of the annual Quantum Biology and Well Being Conference and served as the Academic Presentations Director for the peer-reviewed conference proceedings in 2012-2013.

Canadian Taijiquan Federation. Member since 2000. Certified as Professional Taijiquan Instructor Level II.

United Fellowship of Martial Artists. an organization dedicated to cultivating the wisdom of our minds, the strengthening of our bodies, and the courage of our spirits. On Advisory Board since 2009.

PREVIOUS COMMUNITY SUPPORT

Kutztown University Foundation. Served as a Business and Industry volunteer soliciting sponsorships and scholarships from local businesses for KU Foundation for five years. Currently working in conjunction with them, integrating SIFE activities into the B&I campaign.

Special Olympics – served as volunteer both in Pennsylvania and Delaware for over thirty years. In PA developed and managed database for several years in early 90's as well as volunteering in track and field. In DE coached Swimming and Golfing.

Interfaith Group – served as liaison and leader among Berks County churches involved in a group dedicated to education about different faiths and coordinating efforts to help the needy in downtown Reading.

Olivet Boys and Girls Club/Police Athletic League of Greater Reading– serving underprivileged youth and families in downtown Reading. Contribute as a volunteer in various events and programs, and organized the Pacem In Vita program in 2007.

HOST mentor (Helping One Student To Succeed)– In Delaware involved for four years in a program to mentor a student at risk for dropping out.

Dr. CJ Rhoads, Publication List

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Books and Publications:

Recent Books Authored:

Telehealth in Rural Hospitals: Lessons Learned from Pennsylvania CRC Press, Taylor & Francis Group, December 2015. 318 pages. ISBN 9781498724357.

The Entrepreneur's Guide to Running a Business: Strategy & Leadership Praeger-ABC Clio Publishing, May 2014. 306 pages. ISBN 978-1440829888.

Information Technology Concepts and Applications, HPL Publications, Second Edition with DVD, January 2012, ISBN 1-61305-001-9. First edition, January, 2011, ISBN 1613050002

Introductory Guide to IT Concepts, Pearson Education/Prentice Hall, August, 2008, 104 pages. ISBN 0555051080

Microsoft Office 2007 In Business (Core Edition), Prentice Hall, January 2007, 1712 pages, Coauthor with Joseph Manzo and Dee Piziak. ISBN 0136139868

Communicating with Microsoft Word 2007 In Business, Prentice Hall, September 2007, 400 pages, ISBN 0132307618

The Entrepreneur's Guide To Managing Information Technology, 2008 Greenwood-Praeger, 183 pages, ISBN 0275995454

Recent Books Edited for Praeger:

The Entrepreneur's Guide to Hiring and Building the Team (2008) by Ken Tanner
ISBN 0-275-99543-7

The Entrepreneur's Guide to Managing Growth and Handling Crises (2008)
by Theo J. van Dijk ISBN 0-275-99603-4

The Entrepreneur's Guide to Writing Business Plans and Proposals (2008)
by K. Dennis Chambers ISBN 0-275-99498-8

The Entrepreneur's Guide to Successful Leadership (2008) by Don Martin and Dan Goldberg
ISBN 0-313-35288-1.

The Entrepreneur's Guide to Marketing (2009) by Robert Everett ISBN 0-313-35048-1.

The Entrepreneur's Guide to Raising Capital (2009) by David Nour, ISBN 0-313-35602-5.

The Entrepreneur's Guide to Advertising (2009) by J. Ogden, Scott Rarick, ISBN 0-313-36582-2

The Entrepreneur's Guide to Selling (2009) by Jonathan London ISBN 0-313-35918-0

The Entrepreneur's Guide to the Inner Game of Business (2010) by Nanci Raphael
ISBN 0-31338-002-3 .

The Entrepreneur's Guide to Market Research (2012) by Anne M. Wenzel.
ISBN 0-31339-605-1

The Entrepreneur's Guide to Understanding Financial Statement (2013) by David Worrell
to be published January 2013

Peer Reviewed/Juried Journal Articles

- ***Qigong in cancer care: a systematic review and construct analysis of effective Qigong therapy, Supportive Care in Cancer (SCC), Apr 5, 2016. Co-authored with P.J. Klein and R. Schneider.***
- ***Leadership Summarized: Major Points of Research* Journal of Leadership and Management (JLM) 2015. Volume 1, Issue 2, Pg 3-7.**
- ***Leadership Lessons for the Business Community: Strategies to Maintain Prosperity during a Recession* International Journal of Society Systems Science (IJSSS). 2012. Authored with Keshav Gupta. Volume 4, Issue 1, Pg 28-54.**
- ***Effectiveness Of Online Learning with Entrepreneurs Doing Business Planning* with Ernie Post. Academy of Business Research Journal, Volume II, Special Edition in Education, May 1, 2013, pg 60 - 78.**
- ***Mechanism of Pain Relief Through Tai Chi & Qigong.* Journal of Pain & Relief. Volume 2, Issue 1. DOI 10.4172/2167-0846.1000115.**
- ***Prior-to-exam: What Activities Enhance Performance.* Journal of Instructional Pedagogies 2013. Authored with Theres Healy. Volume 10, Issue 1.**
- ***Tai chi and Qigong Health Benefits: How and Why Does It Work?* authored with Dana Hayduk and Duane Crider, Journal of Asian Martial Arts. 2012. Volume 21, Issue 1. Pg 8-31.**
- ***Managing Technology Information Overload; Which Sources of Knowledge are Best?* IEEE Engineering Management Review. 2010. Volume 38, Issue 1, Pg 64-75. (an invited reprint).**
- ***Managing Technology Information Overload; Which Sources of Knowledge are Best?*, Journal of Applied Business and Economics. 2008. Volume 8, Issue 2, Pg 45-59.**
- ***Impact of the Decision Maker on the Use and Perceive Value of Internet Technologies,* Northeastern Journal of Business, Economics, and Technology. Fall 2007, Vol. 13, Issue 1 Pg 1-10.**
- ***Do Small Entrepreneurial Firms Use Technology More Effectively?*, (full paper) The Journal of Business Management & Change. Fall 2008, Volume 3, Issue 2, Pg 35-52.**
- ***Do Small Entrepreneurial Firms Use Technology More Effectively?*, (6 page summary) Business Research Yearbook, Mar 27, 2007, Vol. 14, Issue 1, Pg 300-306.**
- ***Interactivity in Computer Assisted Instruction*, published in Research & Theory: AECT-RTD Newsletter 12(1) Fall 1987, pp 11-24. Co-authored with H. Rubenstein, F.A. Harvey, J.J. Freeh, J.W. Kauffman, J.J. Kline, I.J. Locke, L.K. Milet, and C.Y. Shultz.**

Conference Proceedings

- ***An Empirical Analysis: The Impact of Pre-Test Activities (Study, Exercise, or Meditation) on Student Performance* Northeastern Association of Business, Economics, and Technology, Proceeding of the Thirty-fourth Annual Conference, October 2012.**
- ***A Predictive Model of Healthcare Costs: Applying Financial Impact to Thrive Index* ABR Fall 2012 Conference Proceedings for Academy of Business Research, December 2012.**
- ***An Empirical look at Past Recessions: Strategy Lessons Learned for the Business Community.* Northeastern Business and Economic Association Conference Proceedings, October, 2010.**
- ***Effectiveness Of Online Learning And Virtual Tools In Assisting Entrepreneurs With Business Planning* NABET Proceedings of the Thirtieth Annual Conference, Oct, 2008.**
- ***Managing Technology Information Overload: Which Sources Of Knowledge Are Best?* National Business and Economics Society Ninth Annual Conference, March, 2008.**

- ***Predictive Model for Effective Technology Use*** National Business and Economics Society Ninth Annual Conference, March, 2008.
- ***Knowledgeable Decision Making: Does Source of Knowledge Impact Effective Use of Information Technology?*** NABET Proceedings of the Twenty-ninth Annual Conference. Oct, 2007.
- ***Factors Of Technology Initiative Success In Business: Calculating The Risk Of Failure Of Strategic It Projects*** National Business and Economics Society Proceedings for Eighth Annual Conference, May, 2007.
- ***Calculating the Risks of Project Failure: What Is Project Success?*** American Academy of Business Disciplines 8th Annual Conference, November, 2006.
- ***Do Small Entrepreneurial Firms Use Technology More Effectively?*** International Academy of Business Disciplines 19th Annual Conference March, 2007.
- ***On Calculating Technology Project Risks*** APUBEF Proceedings of the Twenty-Ninth Annual Conference, Spring 2007.
- ***What is Project Success or Failure?*** National Business and Economic Society's Proceedings of the Seventh Annual Conference, May, 2006.
- ***Impact of Decisionmaker on Use and Perceived Value of Internet Technologies*** APUBEF Proceedings of the Twenty-Eighth Annual Conference, Fall, 2005.
- ***Portrait of Business Technology in a Typical American Town*** APUBEF Proceedings of the Twenty-Seventh Annual Conference, Spring 2005, pgs 115-121.
- ***How Can Teachers Get Information Needed to Select Courseware?*** AERA session Teachers and Technology Proceedings, Washington, DC April 20-24, 1987 with G. Snelbecker.
- ***What Do I Do? Using Computers in Secondary Special Education.*** Beyond Equity and Access: Quality and Accountability, the 27th Annual State Convention for PFCEC, Harrisburg, Oct 30, 31, and November 1, 1986.

Editor Reviewed Journal Articles

- Milestones in Taiji & Qigong Health Research.*** Journal of Chinese Martial Arts, Jan 2012, Pg 27.
- Taijiquan and the Immune System.*** Journal of Chinese Martial Arts, April 2012, Pg 27.
- Issues in Technology Leadership, Part 4: Organizational Structure*** JDETips Journal, Jan 10, 2010.
- Closing the ERP Knowledge Gap: The Iterative Cycle of Training and Consulting,*** MC iTechnology Manager - MC Press Online, July 27, 2009.
- Issues in Technology Leadership, Part 3: Budgeting*** JDETips Journal, July 15, 2009, Issue 7/8, 7 pgs.
- Issues in Technology Leadership, Part 2: Making Decisions,*** ERPTips Journal, 12-May-09, 2009, Article # 345, 7 pgs.
- Leverage Your Staff's Skill Sets,*** MC Press Online, 11-May-09, 2009, May.
- Issues in Technology Leadership: The Economy,*** ERPTips Journal, 03-Apr-09, 2009, Article# 894, 5 pgs.
- Issues in Technology Leadership: The Economy,*** JDEtips Journal, 10-Mar-09, Vol. 10, Issue 2, Pgs. 59-62.
- Closing the ERP Knowledge Gap: The Iterative Cycle of Training and Consulting,*** SAPTips Journal, 15-Feb-09, Vol. 7, Issue 1, Pgs. 69-72.
- The Big Project – Part III: Communication, Communication, Communication,*** SAPTips Journal, 15-Feb-09, Vol. 7, Issue 1, Pgs. 65-68.

- Closing the ERP Knowledge Gap: The Iterative Cycle of Training and Consulting***, JDEtips Journal, 17-Jan-09, 10, 1, Pgs 81-84.
- The Big Project Part II: What Makes a Great Project Manager***, SAPtips Journal, Dec 12, 2008, Vol. 6, Issue 6, Pgs. 62-65.
- The Big Project – Part III: Communication, Communication, Communication***, JDEtips Journal, Nov 17, 2008, Vol. 9, Issue 6, Pgs. 76-79.
- IT Spending in an Uncertain Economy***, MC Press Online, Nov 10, 2008, (invited reprint)
- The Big Project: Questions to Ask Before You Plan***, SAPtips Journal, Oct 15, 2008, Vol. 6, Issue 5, Pgs. 73-77.
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- Take Aim at Your IT Expenses** published in CIN Journal (May 1999)
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- System Management in a Client-Server Environment** (Spring 1994) Whitepaper
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- Top Ten Ways to Save Money with Computers** (Jan 1992) Whitepaper
- Desktop Publishing for the Computer Illiterate**, Berks County Biz, August 3, 1990, p. 16.
- Managing Editor of the quarterly newsletter *MicroTrain* from 1986 to 1989. Executive editor from 1989 to 1993.

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Integrative Health Practices-related Presentations:

- Speaker on Jul, 13, 2014 **Pain Free Qigong** for Tai Chi Park at *Jou Tsun Hwa's Tai Chi Festival and Birthday Celebration* in Warwick, NJ. A description of the pain relief mechanism in the body and brain and how Tai Chi interferes with pain.
- Speaker Jul, 12, 2015 on **Pain Free Qigong** for Tai Chi Park at *Jou Tsun Hwa's Tai Chi Festival and Birthday Celebration* in Warwick, NJ.
- Speaker on Jul 26, 2013 on **How to Build a Rewarding Healthcare Practice 2013 NQA Annual Conference at National Qigong Association** Valley Forge, PA.
- Speaker on Jul 13, 2013 on **Tai Chi, Qigong, and Pain Relief** at *Jou Tsun Hwa's Birthday Celebration & Tai Chi Festival* at Tai Chi Park, Warwick, NJ.
- Presenter on Oct 24, 2012 on **An Empirical Analysis: The Impact of Pre-Test Activities (Study, Exercise, or Meditation) on Student Performance** at NABET Annual Conference for Northeastern Association of Business, Economics, and Technology, in State College, PA.
- Speaker with Duane Crider on Oct 19, 2012 on **Innovative uses of Distance Learning in Phys Ed and Healthy Lifestyle courses** at Emerging and Innovative Teaching, Learning, and Assessment Practices to Ensure Student Success Conference for Pennsylvania State System of Higher Education in Shippensburg, PA.
- Presenter Sept 10, 2012 on **A Predictive Model of Healthcare Costs: Applying Financial Impact to Thrive Index** at ABR Fall 2012 Conference for Academy of Business Research in Atlantic City, NJ.
- Speaker on Jun 07, 2012 on **Pacem In Vita Healthy Lifestyles Senior Program** for Taijiquan Retreat & Enthusiasts Event sponsored by the Taijiquan Enthusiasts Organization in Heresford, PA.
- Speaker on Jun 08, 2012 on **Flourishing in Integrative Healthcare** for Taijiquan Retreat & Enthusiasts Event sponsored by the Taijiquan Enthusiasts Organization in Heresford, PA.
- Speaker on May 26, 2006 **Taiji & Qigong: 18 Therapies** for the *UUFPP* in Pottstown, PA.
- Speaker on July 05, 2009 on **Leadership Characteristics of Chinese Martial Arts** at International Tai chi chuan Symposium, Vanderbilt University in Nashville TN.
- Panelist at a Networking Session on July 07, 2009 on **Increasing Clients** at International Tai chi chuan Symposium, Vanderbilt University in Nashville TN.
- Presenter at a Poster Session on July 09, 2009 on **How to Build a Rewarding Alternative Healthcare Business** at International Tai chi chuan Symposium, Vanderbilt University in Nashville TN.
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Business-related Presentations:

- Speaker on Oct, 20, 2015 **Research on Healthcare, Economics, and Telehealth in Pennsylvania** for Kutztown University College of Business at Scholarly Activity Research Presentations in Kutztown, PA.
- Panelists on Mar, 26, 2015 for **Women Entrepreneur Panel** at Entrepreneurship Week in Kutztown PA with Jen Groover, June Clougher.
- Speaker on May 3, 2014 on **Getting Published in the Changing World of Publishing** for Pagoda Writer's Group in Mt. Penn, PA
- Speaker on August 3, 2013 on **Going from Here to There as a Writer** for Pagoda Writer's Group in Mt. Penn, PA
- Panelists on Feb 21, 2013 on **Helping Students Avoid Plagiarism and Write with Academic Integrity** at Albright college, Dean's Seminar Series, Reading PA.
- Panelists on Jan 15 2013 on **2013 Economy** held online as Business Weekly Webchat by Reading Eagle, Reading PA.
- Speaker on Dec 3, 2011 on **Moving from Creative Writing to Professional Writing** for Pagoda's Writer Group in Mt. Penn, PA.
- Speaker (Opening Keynote) on October 11, 2011 on **Survive To Thrive: What is different about companies that flourish during a recession?** for Institute of Management Consultants in Reno, NV.
- Speaker on Mar 6, 2011 on **The Secrets of Writing that gets Published** for Pagoda Writers Club Reading, PA.
- Speaker on Mar 2, 2011 on **Making it in Business: The Secrets of a Starting your Career Right** for the *First Steps Series* of the Women's Center, Kutztown University, Kutztown, PA.
- Speaker on Oct 29, 2010 on **Smashing the Glass Ceiling to Bits** for PASSHE Women's Consortium on *Tough Women in Tough Times: Advancing in Adversity* in Harrisburg, PA.
- Speaker on Oct 6, 2010 on **Survive to Thrive: What is different about companies that flourish during recessions?** for Vistage International meeting, Alexandria, VA.
- Speaker on Oct 01, 2010 on **Surviving to Thrive: An Empirical look at Past Recessions: Strategy Lessons Learned for the Business Community** Northeastern Business and Economics Association, Morristown, NJ.
- Speaker on Sep 23, 2010 on **Integrating Online Consulting Tools for Entrepreneurs** for Association of Small Business Development Centers, Las Vegas, NV.
- Speaker on March 17, 2010 on **The Rise and Fall of Social Media: What Does the Research Say?** with Trisha Scarcia-King in the Seeking Solutions Series for the Students in Free Enterprise club, Kutztown University, Kutztown, PA.
- Speaker on February 03, 2010 on **Surviving to Thrive: What is Different About Companies that Flourish During Recessions** in the Seeking Solutions Series for the Students in Free Enterprise club, Kutztown University, Kutztown, PA.
- Speaker on January 20, 2010 on **The One Most Important Characteristic of Leaders: What The Research Says May Surprise You** in the Seeking Solutions Series for the Students in Free Enterprise club, Kutztown University, Kutztown, PA.
- Speaker on **How Entrepreneurs Learn and How to Get the Most From Resources** with Ernie Post in the Seeking Solutions Series for the Students in Free Enterprise club, Kutztown University, Kutztown, PA.

- Speaker on September 23, 2009 on **Leadership: The Quest for Excellence** at SIFE Leadership Training Conference at Metropolitan College of New York in New York, NY.
- Panelists on February 27, 2009 on Mobile Panel: **The Future is in Mobility!** at Wharton School of Business Technology Conference in Philadelphia, PA.
- Speaker on January 30, 2009 on **Dr. CJ Rhoads Explains Training vs. Consulting** at Web Conference in Online for Klee Associates, Inc.
- Speaker on October 30, 2008 on **Teaching Others to Build Businesses** for Northeastern Association of Business, Economics, and Technology at State College, PA.
- Presenter on October 30, 2008 on **Effectiveness Of Online Learning And Virtual Tools In Assisting Nascent Entrepreneurs with Business Planning** with Ernie Post for Northeastern Association of Business, Economics, and Technology at State College, PA.
- Speaker on October 13, 2008 on **Leadership and Diversity: Creating a Top Decision Making Team**, for 2008 annual conference "Focus on the Future." Community Action Association of Pennsylvania in Harrisburg, PA.
- Guest Speaker on June 16, 2008 on Portability Grant for Director's Meeting of Pennsylvania Small Business Development Centers in Harrisburg, PA.
- Speaker on March 12, 2008 on **The Future of Teaching: What Can Technology NOT Do?** for Hawaii Department of Education E-school Conference, Honolulu, Hawaii.
- Speaker on March 09, 2008 **Increasing Financial Wealth Workshop** for Total Well Being Conference, Essentia Enterprises, Inc. Honolulu, Hawaii.
- Presenter on March 5, 2008 **Managing Technology Information Overload: Which Sources Of Knowledge Are Best?** for the *National Business and Economic Society* in Honolulu, Hawaii.
- Presenter on March 6, 2008 **Predictive Modeling for Effective Technology Use** for the *National Business and Economic Society* in Honolulu, Hawaii.
- Speaker on October 25, 2007 on **Knowledgeable Decision Making: Does Source of Knowledge Impact Effective Use of Information Technology?** for Northeastern Association of Business, Economics, and Technology, State College, PA.
- Speaker on Mar 29, 2007 **Do Small Entrepreneurial Companies Use Technology More Effectively?** for International Academy of Business Disciplines in DoubleTree Castle Hotel, Orlando, FL.
- Speaker on Mar 5, 2007 on **Factors of technology initiative success in business: Calculating the risk of failure of strategic IT projects** for National Business and Economics Society in Westin Rio Mar Beach, Puerto Rico.

- Speaker on Jan 30, 2007 **Research on Leadership Decision Making** for Manufacturer Resource Center in Bethlehem, PA.
- Speaker on November 09, 2006 on **Calculating the Risks of Project Failure: What Is Project Success?** for the American Academy of Business Discipline in Diamondhead Hotel, Ft. Myers Beach, FL.
- Speaker on October 05, 2006 for **On Calculating Technology Project Risks** for Association of Pennsylvania University Business and Economics Faculties at State College, PA.
- Speaker on July 15, 2006 **Pacem In Vita: A Leadership Program that Works** for Second International Taijiquan Forum: Academic Conference at Lakehead University & Confederation College, Thunderbay, Canada.
- Speaker on April 4, 2006 **Smashing the Glass Ceiling to Bits** for the *American Business Women's Association* in Chef Alan's at Fairground Square Mall, Reading, PA
- Presenter on March 8, 2006 **Impact of the Decision Maker on Use and Perceived Value of Internet Technologies** for the *National Business and Economic Society* in Los Cabos, Mexico
- Panelists on February 24, 2006 **Monetizing Amateur Content** for the *Wharton Tech Conference* in Philadelphia, PA
- Speaker on January 31, 2006 **Deciding on Marketing Technology** for the *CEO Forum; Manufacturer Resource Center, Ben Franklin Technology Center, Bethlehem, PA*
- Mentored Students for the November 11, 2005 ***Business Women in Leadership*** for the Women's Leadership Institute in Alumni Auditorium, Kutztown University
- Presenter on October 20, 2005 **Impact of the Decision Maker on Use and Perceived Value of Internet Technologies** for the *Association of Pennsylvania Business and Economic Faculty* in Penn State University in State College, PA
- Presenter on June 20, 2005 **Technology Decisionmaking for Educators & Administrators** for the *Kutztown University Continuing Education* in Kutztown, PA
- Featured Guest on June 17, 2005 for **Technology Leaders Radio Show** for the *WWDB 860 AM Radio* in Philadelphia, PA
- Moderated a panel on **Sox: What is Real?** on May 5, 2005 at the *CIO Forum & Executive IT Summit*. The topic was how companies have been dealing with the operations effects of the Sarbanes-Oxley Act. The panelists were: Raymond Melcher, Former CEO, Leesport Financial Corp; Jeff Herb, Director of Information Technology, Arrow International, Inc.; John Kruglinski, Asst. Tax Director, Lucent Technologies. The conference was held at the Hilton Valley Forge Hotel & Conference Center, King of Prussia.
- Organized a panel on Compliance and **Good Governance: The Alphabet Soup of Technology** in the *Technology Leadership Breakfast Series* hosted by the Technology Committee from the Berks County Chamber of Commerce. CEOs and CIOs discussed the challenges of dealing with the requirements of legislation like Sarbanes-Oxley (SOX) and the Health Insurance Portability and Accountability Act (HIPAA or HIPPA). The event was held on April 15, 2005 at the Penn State Berks Campus. The panelists were Edward Barrett, CFP of Leesport Financial Corp; Jay Raman, CIO of The Reading Hospital and Medical Center.
- Keynote speaker on March 2, 2005 at the *BizTECH Technology Forecast and Technology Recognition* hosted by the Berks County Chamber of Commerce at the Sheraton in Reading. She presented **Berks County Business Technology Survey Results** to an audience of over 200 technology decisionmakers.

- Spoke on February 23, 2005 at the *Association for Information Technology Professionals (AITP)* dinner on **How To Keep Up With Technology.**
- Spoke on Dec 10, 2004 at the *Institute of Management Accountants Conference* on the **Impact on Technology of the Sarbanes-Oxley Act** in Philadelphia, PA.
- Moderated the final panel in the *Technology Leadership Breakfast Series* hosted by the Technology Committee from the Berks County Chamber of Commerce on November 12, 2004 at Penn State Berks Campus. The topic was **How to Make Sure Employees are Getting the Most from Technology in the Technology.** The networking event included a Case Study authored by me.
- Presented **Overwhelmed and Invaded: How to Deal with Spam, Viruses and Spyware** at the *Small Business Alliance* breakfast on Oct. 13, 2004
- Presented **Portrait of Business Technology** on October 1, 2004, at the *Association of Pennsylvania Business and Economic Faculty* conference in State College, PA.
- Moderated a panel on Sept 24, 2004 and led a Case Study on **What Technology Will be Like in Five Years** at the second *Technology Leadership Breakfast Series* for the Technology Committee of the Berks County Chamber of Commerce at Penn State Berks Campus. Panelists were John Weidenhammer, CEO of Weidenhammer Systems; Edith Ritter, Executive Director of Manufacturers Resource Center; G. William Ruhl, CEO of D&E Communications; Don Gould, Director of IT, Godiva Chocolatier.
- Panelist at *LaSalle University Alumni Reception* on **Does IT Matter?** October 2003
- Panelist at *CIO Forum* in Valley Forge May 2003 on **Educational Technology.**
- Presenter at several AITP meetings and Business Associations on *Technology Decision Making and Optimizing Technology for Business*
- Presenter at the *CFO Forum* in September, 2000 on **Increasing Shareholder Value through E-Business.**
- Presenter at the *CIO Forum for Financial Services* in May, 2000 on **Getting Clarity from the Business Side ... and CEOs who get "IT".**

Community and Outreach Presentations:

- Speaker on Sep 29, 2013, on **Connecting with Holy Spirit** *Unitarian Universalist Fellowship* in Pottstown, PA.
- Speaker on Sep 25, 2013 on **Student Initiative with Businesses**, a Ninth Grade Program at Reading Intermediate High School sponsored by Berks Business Education Coalition, Reading PA.
- Speaker on Sep 23, 2013 on **Student Initiative with Businesses**, a Ninth Grade Program at Brandywine Heights High School sponsored by Berks Business Education Coalition in Topton, PA.
- Organizer & Presenter on Sep 22, 2013 on **Tai Chi Fan** at *Tai Chi Picnic* sponsored by Taijiquan Enthusiasts Organization in Levittown, PA
- Speaker on Jan 21, 2013 on **The Tao of Happiness and Spirituality** *Unitarian Universalist Fellowship* in Pottstown, PA.
- Presenter and Organizer on Sept 16, 2012 on **Qigong and Fan Form** for Tai Chi Picnic & Festival sponsored by Taijiquan Enthusiasts Organization in Levittown, PA.
- Speaker on Jan 21, 2012 on **The Tao of Happiness and Spirituality** at Unitarian Universalist Fellowship of Pottstown, Pottstown, PA.
- Speaker on Nov 19, 2011 on **Giving Thanks** at Unitarian Universalist Fellowship of Pottstown, Pottstown, PA
- Speaker on Oct 2, 2011 on **Tap Into the Power of the Universe** at Unitarian Universalist Fellowship of Pottstown, Pottstown, PA
- Speaker on April 16, 2010 on **Resiliency Leadership**, a leadership development program in the Non-Instructional Leadership Development program at Kutztown University, Kutztown, PA.
- Speaker on February 28, 2010 on **The Leader In You, Too** at Unitarian Universalist Fellowship of Pottstown, Pottstown, PA.
- Speaker on October 15, 2009 on **Leadership in Communication** in the LINKS (Leadership in Kutztown University) in Kutztown, PA.
- Speaker on August 23, 2009 on **The Nature of God** at Unitarian Universalist Fellowship of Pottstown, Pottstown, PA.
- Organizer for July 14, 2008 Taijiquan Gathering on Taijiquan Enthusiasts Organization at course with His Holiness the Dalai Lama at Lehigh University in Bethlehem, PA.
- Speaker on March 30, 2008 on **Stewardship & Philanthropy** at Unitarian Universalist Fellowship of Pottstown, Pottstown, PA.
- Speaker on February 17, 2008 on **Balancing Life and Wealth** at Unitarian Universalist Fellowship of Pottstown, Pottstown, PA.
- Speaker on January 06, 2008 on **Power of Apology, Peace of Forgiveness** at Unitarian Universalist Fellowship of Pottstown Pottstown, PA.
- Speaker on December 02, 2007 on **In The Beginning: The Nature of God** at Unitarian Universalist Fellowship of Pottstown, Pottstown, PA.
- Speaker on August 26, 2007 on **Search for Meaning** at Unitarian Universalist Fellowship of Pottstown, Pottstown, PA.
- Speaker on May 20, 2007 on **Pacem In Vita for Leaders** for Pacem In Vita Institute in Wilmington, DE.
- Speaker on May 6, 2007 **Community as a Sacred Vessel** for Unitarian Universalist Fellowship of Pottstown in Pottstown, PA.

- Speaker on Apr 29, 2007 **Pacem In Vita for Children** for Unitarian Universalist Fellowship of Pottstown in Pottstown, PA.
- Speaker on October 08, 2006 on **Peacemakers Among Us** for the Unitarian Universalist Fellowship of Pottstown in Pottstown, PA. The talk had been nominated for the Dana McLean Greeley Address Competition sponsored by the United Nations Office of the Unitarian Universalist Association.
- Speaker on August 5, 2006 for **Pacem In Vita: Assessment** sponsored by Pacem In Terris in Wilmington, DE.
- Speaker on July 15, 2006 on **Pacem In Vita: Leadership Curriculum that Works** at the International Taijiquan Forum: Academic Conference at Lakehead University & Confederation College, in Thunderbay, Canada.
- Speaker on July 9, 2006 on **The Power of Soft** at the Unitarian Universalist Fellowship of Pottstown in Pottstown, PA.
- Organizer on March 23, 2006 **Pacem In Vita** for *Pacem In Terris* in Wilmington, DE.
- Panelists on March 23, 2006 **The Importance of Networking** for the Kutztown University Alumni Association in Kutztown, PA.
- Speaker on March 14, 2006 **Opportunities at the College of Business, Kutztown University** for *Educational Talent Search College Bound Conference* at the Jewish Community Center in Reading, PA.