

Executive Summary

My mission is to create and foster inclusive environments that support marginalized individuals as they strive to overcome institutional and societal barriers to become the best version of themselves.

Professional Experience and Results

Founding Director: Justice Involved programs

Goodwin University and University of Bridgeport-Jan 2023-ongoing

Oversee and develop all programs connected to student with justice involvement. Run courses on both campuses, as well as in CT DOC facilities. Connect and coordinate with community partners. Facilitate Pell for students that are currently incarcerated.

Undergraduate Director and Assistant Professor Ernest C. Trefz School of Business

University of Bridgeport-May 2022 to ongoing

Oversee all aspects of the undergraduate business program, including management of six full time faculty and twenty adjunct faculty, \$3m budgetary oversight, accreditation, curriculum, dual enrollment, international programming, and course scheduling. Teach multiple classes within the business program.

Successes (7+ weeks):

- Received over \$750k in grant money from the city of Bridgeport
- Received \$250k in funding from OHE
- Streamlined curriculum across multiple programs to make all programming more relevant
- Increased student retention from 60% to over 85% semester over semester

Program Coordinator-Entrepreneurial Network (ENet)

Goodwin University and University of Bridgeport – Aug 2018 to ongoing

Develop and run a grant funded program to help individuals that have been, or currently are, incarcerated learn the skills needed to start and run their own business. ENet is an 18 credit college certification program in Business Start-ups. To date we have run 4 cohorts with 12 students per cohort, with funding for another 3. Out of these cohorts we have established 17 LLCs and have 11 businesses in operation. We provide academic courses to students both on campus, as well as within CT DOC facilities. In addition to the academic courses, we provide students with mentorship, and we provide support for transition issues like employment, housing, and food. To date we have been awarded \$1.473m in grants.

Successes:

- Raised over \$1.4 million in grants
- First program in CT to stream students within a DOC facility into a classroom with non-DOC students
- Established 17 LLCs
- Opened 11 businesses
- Only program in CT to operate in DOC facilities during COVID
- Established relationships with state-wide re-entry community
- Requested to expand program to other DOC facilities by the DOC commissioner
- Graduated over 88% of students that started program
- Maintained a program recidivism rate of less than 1% compared to a national average of over 65%

Assistant Professor and Program Director-Business Program

Goodwin University – November 2017 to May 2022

Assistant Professor and Program Director for the Business Administration Program of a regional non-profit private college delivering undergraduate and graduate programs to non-traditional students throughout New England. Provide leadership and oversight for all operational, programmatic, curricular, and accrediting aspects of the associate's business degree, bachelor's business degree, as well as certain business certifications and concentrations, under four main areas of focus: Operations, Accreditation, Curriculum, and Development and Expansion. \$1.4 million budget, 15 faculty and staff, and various community partners.

Successes:

- Executed a curriculum re-alignment designed to: allow for all student's credits from their associate's degree to fit into the bachelor's degree, allowing students to seamlessly transition.
- Created and executed a model of incorporating experiential learning throughout the curriculum. Providing students with practical hands on experience, increasing student engagement, student success and faculty involvement.
- Implemented licensure programs that are shorter in length than the associate's or bachelor's program, but provide students with a license (for example, to sell Property and Casualty Insurance).
 - Worked with Main Street insurance brokers to provide students with paid apprenticeships during the program.
 - Insured all courses within the licensure program fit into the Associate's or Bachelor's program, so if a student desired to continue their education they could.
- Increased enrollment by over 100 seats semester over semester.
- Revised the manner in which faculty communicates internally as well as with students. As well as the advising method and faculty availability.
- Audited entire curriculum and developed a curriculum and assessment road map.

- Taught classes each semester and received excellent student evaluations.
- Developed the ENet (Entrepreneurial Network) program at Goodwin University. ENet teaches individuals from underserved populations the skills needed to start their own businesses.
- Worked to improve program outcomes and course level outcomes. Worked to align CLOs to PLOs and align to University of Bridgeport's business program
- Developed and built the following courses:
 - BUS 101-Introduction to Management
 - BUS 110- Introduction to Business Law
 - BUS 123- Principles of Insurance
 - BUS 125- Sales and Service I
 - BUS 126- Sales and Service II
 - BUS 142- Introduction to Property Management
 - BUS 150-Small Business and Entrepreneurship
 - BUS 215-Marketing
 - BUS 225- Insurance Information Technology
 - BUS 240- Current Topics in Management
 - BUS 305- E-Business
 - BUS 320- Foundations in Organizational Leadership and Management
 - MSOL 405- Managing Organizational Change

Co-Founder/Chief Executive Officer (CEO)

Yellowbrick.Me, INC. – March 2015 to Present

CEO and Co-founder of Yellowbrick.me, INC., a for profit Private Corporation focused on providing tools and resources to increase and improve individual as well as group Social Responsibility. Provide leadership and oversight from creation and development of the research and initial Yellowbrick.me platform to managing a shift from the initial platform to the current gamification of the research. Work closely with the Chief Research Officer and other co-founder to develop original research around the concept of Social Responsibility and how to most effectively deliver it. Worked to secure investment during the start-up phase.

Successes:

- Developed a platform that was receiving over 300k unique visitors per month.
- Collaborated with various experts worldwide to provide content to our visitors.
- Raised over \$200k in initial start-up investment.
- Grew revenue to over \$35k a month within a 14 month period.
- Developed extensive procedures and protocols for growing staff.
- In collaboration with the other co-founder, made the decision to switch directions and focus less on the platform and advertising dollars and more on gamification.
- Developed survey and assessment tools for organizational culture around; DEI, Motivation, wellness, retention, recruitment and communication.

Chief Operating Officer (COO)

Institute of Integrative Manual Therapy – June 2007 to March 2015

COO of a national wellness and chiropractic chain, with international satellite offices, international seminars with annual revenue of \$25m. Provided leadership and oversight for twenty-five direct staff and 50 dotted line staff in 10 domestic locations and 3 countries.

Successes:

- Reduced expenses by 30% per month.
- Increased revenue by 5% per month.
- Negotiated with IRS to relieve company of previous TAX and Benefit liabilities.
- Successfully renegotiated contracts with numerous vendors.
- Successfully helped the main partnership of 7 partners on numerous fronts.

Special Education Teacher

Buckley High School-Hartford Board of Education – 2003 to 2007

Worked with a case load of 50 students that were classified as special education. The majority of the students were classified with social/emotional disorders. The students I worked with were in and out of the juvenile detention system and were frequently suspended from school. I co-taught in various subject areas with subject area teachers, collaborating to develop comprehensive lesson plans for all the students.

Successes:

- Improved student engagement across my case load.
- Increased days in school for students on my case load.
- Increased reading comprehension for students on my case load.
- Worked with other professionals as well as parents to improve student learning.

Relevant Publications, Patents, and Presentations

- Patent: Removable Bottle Cap Assembly with Internal Storage-eu GB2501138
- Patent: Crowdsourced Multimedia-us 13/573,041
- Patent: Virtual Re-Animation-us 61/687,786
- Publication: (Dissertation) Group Emotional Intelligence during Horizontal Curriculum Articulation: An Action Model Research Study into Group Emotional Intelligence during Horizontal Curriculum Articulation, Connell-Giammatteo, Ed.D., Matt, University of Hartford, 2010

2019

- NEean Presentation: Using Assessments in the classroom: Goodwin College, March 2019
- NERA Presentation: Engagement in the Online Learning Community: Implications of Embedded Videos Within Blackboard Courses: Trumbull CT, October 2019
- NEean Presentation: Making assessment visible: College of Holy Cross, November 1st, 2019

2020

- 18th Temple Annual Faculty Conference on teaching excellence: Utilizing technology to provide an engaging classroom for nontraditional students: Temple University, Jan 8th, 2020
- New England Fathering Conference: Learning How to live a successful life with institutionalized Personality: Newport RI Marriot, March 18th, 2020
- Summer Speaking Series: University of Bridgeport, September 3rd, 2020
- CTE workshop: Oct 6th, 2020: The Portfolio Narrative
- Mentoring Institute: Mentoring Practices Through the Generational Lens: University of New Mexico; Oct 20th, 2020
- NEean Remote Fall Forum Nov 6th, 2020: Committed Possibilities: Class approach and assessment with a focus on enhancing equity and inclusiveness
- Better Business Bureau: Nov 19th and 20th: Waking Up Past COVID: Business ownership and handling the Imposter Syndrome

2021

- NEean 2021 Fall Forum; Preparing faculty to pivot when change challenges the landscape of education; Nov 5th, 2021
- NEWN (New England Workforce Network): March 19, 2021: Committed Possibilities: Pedagogy and Course Approach
- 19th Temple Annual Faculty Conference (presentation): Jan 6th, 2021: When Intention is not enough: Course approaches in the “new” pandemic and post-pandemic classroom
- 19th Temple Annual Faculty Conference (lightning round): Jan 7th, 2021: Improving Online Engagement Through Curated Core Groups
- Temple University Online Instructor Meetup of 2021-Jan 15th, 2021: presented Improving Online Engagement Through Curated Core Groups to Temple University faculty for professional development
- Full Potential Podcast with Nick Wagner- march 14th, 2021
- Teaching, Learning, and Student Development, Quinsigamond Community College, April 9th, 2021
- East Hartford Chamber of Commerce; May 18th and 25th, 2021
- DISC-Leading organizational transformation through data, June 3rd, 2021

2022

- Banking on Connecticut: From Insured Account Access to Asset Building Initiatives-Feb 23rd, 2022

2023

- 77th Correctional Education Association (CEA) International Conference and Training Event, Portland, OR Aug 2023

Volunteer and Committees Experience

Mentor: ReSET (incubator eco-system) 2016-2017

NEST (Navigator Early Support Team) Committee-Goodwin College: 2018-December 2020

Chapter Councilor: Kappa Mu Chi- Goodwin College: 2018- ongoing

Promotions Committee member- Goodwin College: 2019-July 2020

Promotions Committee Chair- Goodwin University: July 2020-ongoing

Board Member-Hang Time Hartford: 2019- December 2020

IRB committee member- Goodwin College: 2019-Aug 2020

IRB Co-Chair-Goodwin University: August 2020-ongoing

Goodwin community Mask Sewing Project- March-August, 2020

Academic Affairs- Goodwin University- Jan 1st, 2021-ongoing

Goodwin University DEI steering committee- May, 2021- ongoing

VPAA (Vice President of Academic Affairs) Interview committee-Goodwin University-Fall 2021

Student conduct review Board-Goodwin University- November 2021-ongoing

Board Member-Junior Achievement of Southwest New England 2/1/22-ongoing

Academic Affairs-University of Bridgeport-July 2022-ongoing

Faculty Development Committee-University of Bridgeport- May 2022-ongoing

Kelli Meyer Dissertation Committee-May 2023

SCRIP board member-May 2023-ongoing

Grants Awarded

United Way of Coastal and Western CT-Social Equity Council-\$98,513 awarded Oct 2023

CT OHE (Office of Higher Education)-\$250,000 awarded Oct 2023

Jamie Osborne-\$250,000 awarded Jan 2022

Berkshire Bank Foundation- \$23,000 for ENet- Awarded November 2021

City of Bridgeport ARP grant- \$750,000 over 3 years-Awarded November 2021

CT Next- \$75,000 Higher Education Initiative-re-entry program- Awarded September 2021

CT Next- \$75,000 Higher Education Initiative-re-entry program- Awarded August 2021

Hartford Foundation for Public Giving-\$45,000, Aug 2021

CT OER Coordinating Council-\$14,000, April 2021

New Alliance Foundation- \$5000 ENet, March, 2021

Launch [H] Hartford- \$26,000 Entrepreneurship and Innovation- Awarded November, 2020

CT Next- \$300,000 Higher Education Initiative-re-entry program- Awarded September 2020

CT Next- \$200,000 Higher Education Initiative -re-entry program- Awarded June 2019

Insur-Tech-\$50,000- Insurance sales certificate- awarded May 2019

Acadia Insurance- \$5,000-Insurance sales certificate- awarded Sept, 2019

Memberships and awards

CT Entrepreneurial Award-Education Category 1st place- April 1st 2022

NEean: Nov 2017-ongoing

NERA: Nov 2017-ongoing

Education

Master's in Business Administration, MBA, University of Connecticut, 2011-2013

Doctorate of Education, EdD, University of Hartford, 2004-2008

Master's in Special Education, University of St. Joseph, 2000-2003

Bachelors in Business and Sustainable Agriculture, BA, Evergreen State College, 1996-1999

Certifications

Safe Zone training-Goodwin University, Jan 26th, 2022

Effective Learning Strategies Workshop hosted by Dr. Yana Weinstein-Jones on May 9th, 2019

UDL Teaching Fellow-Cohort 3- Goodwin College, July 1st, 2019

LEAD program-Goodwin University, Feb 2020-Jun 2021

Courses Taught

Goodwin University- All courses at Goodwin are taught on an ongoing basis

- BUS 101-Introduction to Management
- BUS 142- Introduction to Property Management
- BUS 150-Small Business and Entrepreneurship
- BUS 215-Marketing
- BUS 240- Current Topics in Management
- BUS 305- E-Business
- BUS 410- Research and Theory
- BUS 490- Capstone

Post University

- MGT 105-Principles of Management- 8/27-10/21/18
- BUS 505-Organizational Innovation and Creativity 6/1/2020-ongoing
- BUS 506- Strategic Integrated Marketing Communications 10/25/2020- ongoing
- BUS 524-Strategic Marketing 9/1/21-ongoing
- BUS 525-Business Strategy and Planning 3/1/22-ongoing
- BUS 522-Financial Tools for Managers 5/1/22-ongoing
- BUS 700-Capstone 6/1/22-ongoing
- NUS 521-Data Analytics for managers 9/1/22-ongoing

University Of Bridgeport

- MGMT 350-Business Policy and strategy 12/6/21-1/14/22 (ZUST)
- ORLD-342-Non-Profit Management 1/10/22-2/28/22
- BAUD 101-Introduction to Business Management 1/10/22-ongoing

University of Connecticut

- BADM 4895/MGMT 5894 - BUILD Hartford 9/1/22

Trinity College

- ENGR-201, ENGINEERING ENTREPRENEURSHIP 1/20/24-4/30/24