

Michael L. Schirmer, DBA

Award winning academic and business leader with an earned doctorate, a diverse portfolio of experiences, and the ability to administer all aspects of developing and managing people, processes, and programs.

EDUCATION & TRAINING

- Online Teaching Certificate:** Temple University, Fox School of Business, Philadelphia, PA 2017
- Doctor of Business Administration (DBA):** Wilmington University, New Castle, DE 2013
Dissertation: Minority Business Certification Programs in a Mid-Atlantic State: Participants' Perceptions of Capacity Building
Member of the Sigma Beta Delta Honor Society for Business, Management and Administration
- Grant Writing Certificate:** The Grantsmanship Center, Los Angeles, CA 2003
- Master of Business Administration (MBA):** University of North Carolina at Wilmington 1997
Practicum: The Nexus Process of Competency-based Employee Development
- Adult Learning Principles Certificate:** Langevin Learning Institute, Ottawa, ON 1995
- Bachelor of Science, Mechanical Engineering:** Kettering University, Flint, MI 1991
Thesis: Ultrasonic Leak Detection Methods in Chemical Delivery Systems
Member of the Management Honor Society
- Associate of Applied Science:** State University of New York, Alfred State College, Alfred, NY 1985

PROFESSIONAL EXPERIENCE

Assistant Professor of Practice, Marketing and Supply Chain Management (MSCM) Department Fox Honors Faculty Fellow (2020-2022)

- Temple University, Fox School of Business – Philadelphia, PA 2016 – Present
- Non-Tenure Track (NTT) member of Temple University's Fox School of Business faculty teaching a full load of the undergraduate Canvas-based strategy course, BA 3103 Integrative Business Applications, which includes the Capsim Capstone business simulation, to Honors and non-Honors students both online and on-campus.
 - Achieved 99% total Upper (72%) and Middle (27%) rankings on Student Feedback Forms (SFF) while maintaining the overall targeted GPA for the course.
 - Recognized by the Fox Honors Program with a two-year appointment as Fox Honors Faculty Fellow based on SFF data, GPAs, and Honors Professor of the Year voting data.
 - Active service commitments include:
 - Fox Online Bachelors of Business Administration (OBBA) Committee;
 - Fox Online Student Association (FOSA) faculty advisor;
 - Target Case Competition judge;
 - Be Your Own Boss Bowl reviewer;
 - Innovative Idea Competition reviewer; and
 - Representative Faculty Senate.
 - Ad hoc service has included:
 - Dean's office appointment to the Temple University's HHMI Transfer Student Inclusiveness Grant Proposal Committee;
 - MSCM SFF Task Force; and
 - MSCM NTT Hiring Committee.
 - Held a concurrent administrative appointment from 2016-2018 as Deputy Academic Director of Online and Hybrid Programs responsible for supporting curricular innovation, student engagement, new program development, online faculty development, and Fox's participation in the University's State Authorization Reciprocity Agreement (SARA) program.
 - Led the OBBA Redesign Task Force achieving key program revisions in support of aggressive OBBA enrollment growth.

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Associate Professor and Faculty Chair, Business Division

Peirce College – Philadelphia, PA

2011 – 2016

- Chair of the Business Division responsible for student satisfaction, learning outcomes assessment, program accreditation, and the continuous improvement of its undergraduate degree programs in Accounting, Business Administration, Human Resource Management, and Integrated Leadership.
- Accreditation Council for Business Schools and Programs (ACBSP) Champion responsible for maintaining the Business Administration Program's accreditation, the Special Accreditation of the Accounting Program, and the Business Division's contribution to maintaining the College's accreditation with the Middle States Commission on Higher Education (MSCHE).
- Led a team of scores of full-time and adjunct members of faculty in meeting student and stakeholder needs.
- Managed the Business Division budget, curricula, course schedule, and catalog content.
- Developed and delivered online, on-campus, and hybrid Entrepreneurship and Operations Management courses to a diverse, non-traditional student population via Pearson Learning Studio.
- Institutional service included:
 - Business Division Advisory Board (Chair);
 - Diversity and Inclusion Council (Chair);
 - Traditional Age Student Initiative Steering Committee (Co-Chair);
 - Academic Quality Assurance Committee;
 - Curriculum Committee;
 - FLEX Program Steering Committee;
 - Peirce Fit Implementation Team;
 - Faculty Mentoring Task Force;
 - General Education Task Force;
 - Commencement Committee;
 - Student Learning Outcomes Assessment Committee; and
 - Graduate Studies Advisory Board.

Manager of Supplier Diversity

Delaware River and Bay Authority – New Castle, DE

2005 – 2010

- Launched the Supplier Diversity Program while simultaneously managing the Disadvantaged Business Enterprise (DBE) Program according to US DOT regulations, 49 CFR Part 26.
- Administered the participation and utilization processes of including disadvantaged, minority-owned, and women-owned firms in agency contracting and procurement.
- 2008 Federal Aviation Administration (FAA) DBE Advocate and Partner Award recipient representing the Authority for outstanding year-to-year DBE utilization improvements in FAA-assisted airport capital improvement projects.
- 2010 City of Wilmington Thomas J. Moyer DBE Achievement Award nominee.

Director, Disadvantaged Business Enterprise Supportive Services

Cheyney University of Pennsylvania – Cheyney, PA

2003 – 2005

- Launched the Disadvantaged Business Enterprise (DBE) Supportive Services Center, a grant-funded initiative of the Pennsylvania Department of Transportation (PennDOT).
- Responsible for managing personnel, databases, budgets, proposals, curriculum, marketing, communications, and assessment resulting in \$9.9M awarded to DBE subcontractors in FY2005.
- Appointed Manager of the Commonwealth of Pennsylvania's DBE Unified Certification Program overseeing the activities of the five DBE-certifying agencies in its successful implementation.

Academic Department Head

Maryland Center for Arts & Technology – Baltimore, MD

2001 – 2002

- Managed the education and training programs serving the needs of all stakeholders including instructors of GED prep, core academics, life skills, and technical courses supporting accreditation.
- Responsible for admissions, schedules, instructor assignments, academic calendars, and budgets.
- Developed and delivered classroom instruction and career counseling to hundreds of students in coordination with the Case Management and Career Placement Departments.

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Director of Training and Development

Professor Computer – Baltimore, MD

2000 – 2001

- Designed and deployed the entire curriculum and the instructor certification program while managing the activities of 12 part-time instructors.
- Lead trainer for corporate and executive clients.
- Provided direction and leadership to the personnel, sales, and marketing processes of this venture capital funded start-up computer training company until its untimely demise.

Technical Manager

Insight Builders, Inc. – Wilmington, NC

1999 – 2000

- Commercial and residential construction project coordinator responsible for deploying and maintained the system to track schedules, invoices, payroll, customers, and suppliers.
- Grew the minority-owned supplier database by over 50 percent resulting in more effective bidding on public contracts.

Training Supervisor

Corning Incorporated – Wilmington, NC

1996 – 1999

- Provided education and training solutions to over 1,600 employees at the world's largest optical fiber manufacturing facility, the 1995 Malcolm Baldrige National Quality Award winner.
- Developed and implemented a three-phase Training Effectiveness Measurement process.
- Coordinated New Employee Orientation, Technical Sales Training, and ISO 9000 audits.

Engineer/Senior Engineer

Corning Incorporated – NY, PA, OH, and NC

1985 – 1995

- Supervised personnel in support of domestic and international optical fiber manufacturing facilities.
- Team leader and chief designer within capital expansion projects including a \$17 million project resulting in a 10% capacity increase of a manufacturing line without disrupting production.
- Developed and delivered technical training for engineering, technical, and manufacturing staff.
- Quality Improvement Team chairperson and Diversity Forum co-founder.

ENTREPRENEURIAL ENDEAVORS

- Small business consulting
- Real estate marketing equipment leasing
- Functional art and furniture refinishing
- Theatre production management

POST-SECONDARY INSTRUCTIONAL DESIGN AND DELIVERY

- Temple University, 2016 – Present: Integrative Business Applications, online and classroom-based
- Peirce College, online and classroom-based, 2011-2016:
 - Introduction to Business
 - Introduction to Entrepreneurship
 - Accounting, Finance, and Tax for Smaller Businesses
 - Entrepreneurial Marketing
 - Concepts in e-Commerce
 - Production and Operations Analysis
 - Entrepreneurial Strategies and Tactics
 - Operations Management
 - Applied Business Research
 - Business Administration Capstone: Policy and Strategy Formulation
- Irish American University, American College of Delaware, 2010: Economics
- Cheyney University of Pennsylvania, 2004-2005: Microsoft Office for Faculty and Staff
- Maryland Center for Arts and Technology, 2001-2002:
 - Financial Services
 - Microsoft Office
 - Adult Basic Education and GED Preparation

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- Miller-Motte Technical College, 2000:
 - Introduction to Business
 - Introduction to Data Processing
 - Principles of Supervision

SPEAKING ENGAGEMENTS AND PRESENTATIONS

- Supplier Diversity: Current Importance from a Historical Perspective: Temple University, Fox School of Business Part-time MBA Program, 2020.
- The Essential Intersections between Needs, Institutional Capacity, and the Adult Learner: Conference of the National Institute on the Assessment of Adult Learning, 2017
- Closing Remarks: Delta Mu Delta honor society induction ceremony, Peirce College, 2014, 2015
- The Dissertation Experience: Seminar on Research in Management, Wilmington University, 2014
- Grand Marshal Address: Commencement Ceremony, Peirce College, 2014
- Doctoral Hooding Ceremony – Student Perspective: Wilmington University, 2014
- Master of Ceremony: Delta Mu Delta honor society induction ceremony Peirce College, 2013
- Doctor of Business Administration dissertation defense: Wilmington University, 2013
- Business Degree Candidate Presenter: Commencement, Peirce College. 2012-2016
- Delaware's Federal Contracting-Based Programs for Small Businesses: Statewide, 2009-2010.
- Contracting-Based Programs for Small Businesses: Delaware State University, 2009
- Keynote Speaker: African American and Latino Chamber of Commerce of Delaware. 2008
- FAA DBE Advocate and Partner Award acceptance: Airport Business Diversity Conference, 2008
- Professional Service Contracting for DBEs: Delaware Department of Transportation, 2007
- Doing Business with the DRBA: Minority Business Association of Delaware, 2006
- Growth Opportunities for DBEs: Minority Enterprise Development Week, SEPTA, 2004
- DBE Goals, Methodologies, and Support: National Association of Minority Contractors, 2004
- DBE Supportive Services Model: Transportation Research Board Annual Meeting, 2004
- DBE Supportive Services Center: Associated Pennsylvania Constructors Conference, 2003

PUBLICATIONS, PRESS INQUIRIES, AND BULLETINS

- Schirmer, M. L. (2020). *WalletHub's best free credit cards: Ask the experts*. Retrievable from https://wallethub.com/credit-cards/free/#expert=Michael_L_Schirmer
- Blau, G., Gaffney, M.A., Schirmer, M.L., Ozkan, B., & Kim, Y.J. (2019). Exploring the relationship of demographic, curricula, and motivation variables to business school transfer intent for two mixed course format business undergraduate samples. *Online Learning*, 23(1), 80-94. doi:10.24059/olj.v23i1.1416
- Schirmer, M. L. (2018). *Secured business credit cards: Ask the experts*. Retrievable from https://wallethub.com/credit-cards/business-secured/#Michael_L_Schirmer
- Blau, G., Mittal, H., Schirmer, M. & Ozkan, B. (2017, September 22). Differences in business undergraduate perceptions by preferred classroom learning environment. *Journal of Education for Business*, 92(6), 280-287.
- Schirmer, M. L. (2017). *The importance of credit cards to new business owners: Ask the experts*. Retrievable from https://wallethub.com/credit-cards/business-new-businesses/?v=13#Michael_L_Schirmer
- Blau, G., Blessley, M., Schirmer, M., & Keen, H. (2017, May 1). Exploring correlates of business undergraduates' closed versus open grading assessment learning perceptions. *Journal of Educational and Developmental Psychology*, 7(1), pp. 229-240.
- Blau, G., Blessley, M., Kunkle, M., Schirmer, M., & Regan, L. (2017, March 22). Toward understanding business student professional development engagement. *Journal of Education for Business*, 92(3), pp. 145-152.
- Schirmer, M. L. (2016). *2016's best large cities to start a business: Ask the experts*. Retrievable from <https://wallethub.com/edu/best-cities-to-start-a-business/2281/#michael-schirmer>
- Schirmer, M. L. (2015). For budding entrepreneurs, it's OK to dream small. *Philadelphia Business Journal*, 34(50).
- Schirmer, M. L. (2013). *Minority business certification programs in a mid-Atlantic state: Participants' perceptions of capacity building*. Ann Arbor, MI: Proquest.

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- Schirmer, M. L. (2006). Learning from losing. *Focus on DBE*, 1(4), p. 2.
- Founding publisher and editor: *The Excell-erator*, a PennDOT newsletter for DBEs
- Founding publisher and editor: *The Fast Lane*, a PennDOT periodic business and technical bulletin

BOARD, COMMITTEE, TASKFORCE, AND SERVICE PARTICIPATION

- Temple University (with former status noted)
 - Representative Faculty Senate
 - Fox Honors Faculty Fellow
 - Faculty advisor for the Fox Online Student Association (FOSA)
 - Online Bachelor of Business Administration (OBBA) Committee
 - HHMI Transfer Student Inclusiveness Grant Proposal Committee
 - MSCM SFF Task Force (ad hoc)
 - MSCM NTT Hiring Committee (ad hoc)
 - Be Your Own Boss Bowl (BYOBB) entrepreneurship competition proposal reviewer
 - Innovative Idea Competition reviewer
 - Target Case Competition judge
 - Indiana University (IU) Diversity Case Competition advisor (ad hoc)
 - OBBA Redesign Committee (former leader)
 - State Authorization Reciprocity Agreement (SARA) Committee (former member)
- Community College of Philadelphia (former member): Business Program Advisory Board
- Wilmington University (former member)
 - Doctor of Business Administration Candidate Dissertation Committee
- Peirce College (former member)
 - Business Division Advisory Board (Chair)
 - Diversity and Inclusion Council (Chair)
 - Graduate Studies Advisory Board
 - Curriculum, Commencement, and Academic Quality Assurance Committees
 - Traditional Age Student Initiative Steering Committee (Co-Chair)
 - Faculty Mentoring Task Force
 - General Education Task Force (subcommittee leader)
 - Student Learning Outcomes Assessment Committee
- Delaware River and Bay Authority (former member)
 - Disadvantaged Business Enterprise (DBE) Task Force (Chair)
 - DRBA Employee Federal Credit Union, Supervisory Committee (Secretary)
- Cheyney University of Pennsylvania Aquaculture Center Advisory Committee (former member)
- Transportation Research Board, Disadvantaged Business Enterprise Committee (former member)

AFFILIATIONS

- Sigma Beta Delta International Honor Society for Business, Management, and Administration
- Council for Adult and Experiential Learning (CAEL)
- United States Association for Small Business and Entrepreneurship (USASBE)