

Curtis J. Gregory, PhD

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Education

Walden University
Minneapolis, MN

Doctor of Philosophy
Concentration: Leadership and Organizational Change

Antioch University
Philadelphia, PA

Masters of Arts
Concentration: Management

University of Cincinnati
Cincinnati, OH

Bachelor of Arts
Major Area: Business Administration

Professional Experience

2018 - present

Assistant Professor – Strategic Management
Co-Academic Director – Experiential Learning
Director – Fox Management Consulting

Temple University Fox School of Business

- *Courses Taught – Global Business Policies, Global MBA – Capstone, Integrative Business Applications, the American Economy*

2009 – 2018
Philadelphia, PA

Senior Director – Office of Business Services
Interim Executive Director – Office of Economic Opportunity

City of Philadelphia

- Improved client satisfaction scores from 64% in 2009 to averaging 96% in 2017.
- Case turnaround time improved from 24 days in 2009 to a current average of 5 days.
- Introduced City Service Access Training (CSAT) to technical assistance partners and corridor managers.
- Guided the Office of Economic Opportunity through the development of their strategic plan and increased minority participation from 17% to 24% at the end of 9 months.

2005 – 2008
Philadelphia, PA

Senior Vice President and Business Banking Director

Wachovia Bank

- Far exceeded goal expectations (190% of revenue, 143% of new customers, more than \$20B in deposits) by merging, reassigning, and effectively managing several reorganized teams
- Grew revenues from \$3M to \$23M in a division by developing and implementing talent acquisition and retention program, including ongoing performance and career mentoring for an 11-person team.

- Exceeded goal in four out of five production benchmarks over three years

2002 – 2005
Pittsburgh, PA

Vice President and Regional Sales Manager, Commercial Banking
PNC Bank

- Twice achieved highest team rating in corporate production of revenue and percentage of plan
- Consistently exceeded expectations for production revenue and production of plan (115%, 166%, and 129% over three years)
- Honored as one of Pittsburgh's 50 Finest by the Cystic Fibrosis Foundation

1995 – 2002
Cincinnati, OH
Dayton, OH

Senior Vice President, Business Banking, Retail Banking
Keybank

- Recruited to manage 14 Retail/ Small Business Branches
- Increased new commercial accounts by 37% by developing and implementing a needs-based selling process and successfully training all front-line personnel in its use.
- Reversed the downward trend in a division with 14 branches and increased core deposits by 12% and loans by 5% by reorganizing the division to operate more efficiently, cross-training staff, and reviewing production results on a scheduled basis

1988 – 1995
Dayton, OH

Assistant Vice President, Branch Manager, Financial Benefits Officer, Trust Officer

National City Bank

- Led all business development efforts in Institutional Trust accounts

Teaching Experience

2004

Adjunct Professor – Microeconomics
Saint Vincent College

2017 -- 2018

Adjunct Professor – The American Economy, Online MBA Capstone Integrated Business Applications
Temple University, Fox School of Business and College of Liberal Arts

Publications

Gregory, C. J. (2016). *Relationship between Emotional Intelligence and Servant Leadership in Banking*. <http://scholarworks.waldenu.edu/dissertations/2975/>
<https://search.proquest.com/openview/92526610a26b99aa8c436f692f9fb014/1?pq-origsite=gscholar&cbl=18750&diss=y>

Gregory, C.J., & Banner, D.K. (2020). Senior Banking Leaders and Emotional Intelligence. *International Journal of Business and Management Invention*, 10 (2), 32-46. [http://www.ijbmi.org/papers/Vol\(10\)2/Ser-1/D1002013246.pdf](http://www.ijbmi.org/papers/Vol(10)2/Ser-1/D1002013246.pdf)

The Importance of Experiential Learning & Student Engagement. <https://econsultsolutions.com/the-importance-of-experiential-learning-student-engagement/>

Publications Under Review:

Complex Adaptive Change Plan for Food Service Businesses in The City of Philadelphia, Engaged Management Review Journal. Currently a revise and resubmit.

Professional Presentations

- March 4, 2020 Radio Interview for WHYY with Darryl Murphy
- October 8, 2019 Goldman Sachs Presentation for MedWeek, Philadelphia Community College
- September 13, 2019. Moderator for "Thinking Like an Entrepreneur" panel discussion for Greater NE Philadelphia Chamber of Commerce
- April 25, 2019 Facilitator for the Entrepreneurship Summit for the City of Philadelphia's Commerce Department and Temple University's Small Business Development Center
- April 18, 2019 Presenter at Women in Business Conference for Greater NE Philadelphia Chamber of Commerce
- April 13, 2019 Facilitate Panel Discussion at Scholars of Color Conference
- November 27, 2018 Philadelphia Chamber of Commerce Presentation Safeguarding the Future of Your Organization
- October 19, 2018 Television Interview on Public Banking on Princeton Community TV
- September 26, 2018 Panel Discussion on Tax Policy Reform for City of Philadelphia and Community College of Philadelphia
- July 26, 2018 Presentation on Being Bankable for Goldman Sachs' 10KSB program
- May 21, 2018 Facilitated SBA Panel Discussion on Export/Import Federal Resources
- May 10, 2018 Presentation on City Resources for Goldman Sachs' 10,000 Small Businesses program
- March 10, 2018 Presentation at Public Banking Conference
- January 19, 2018 Presentation on City Resources for Goldman Sachs' 10,000 Small Businesses program
- October 27, 2017 Presentation at Black Doctoral Network Annual Conference
- October 2, 2017 Presentation to US Conference of Mayors Small Business Resources Event
- April 24, 2017 Presentation for Phi Beta Lambda at Temple Fox School of Business
- April 7, 2017 Judged Business Plan presentations for Goldman Sachs' 10,000 Small Businesses program
- March 28, 2017 Presentation to Chinese Benevolent Association Chinese New Year
- March 28, 2017 Presentation at Power Up Workshop for Community College of Philadelphia
- March 27, 2017 Presentation to Kickoff Immigrant Business Week
- March 23, 2017 Presentation at Emancipet Low-Cost Pet Health Clinic Ribbon Cutting
- March 2, 2017 Presentation to Fashion Incubator
- February 8, 2017 Presentation for Hip Singh Association Chinese New Year
- December 2, 2016 Judged Business Plan presentations for Goldman Sachs' 10,000 Small Businesses program
- November 14, 2016 Facilitated Town Hall Meeting for Cambodia Town w/ Councilman Mark Squilla
- October 20, 21 2016 Presentation at National League of Cities' BIG Ideas Summit
- October 14, 2016 Presentation at "How to Make it in America" Economic Empowerment Conference
- September 20, 2016 Presentation to Delegation from Shenzhen, China
- September 14, 2016 Presentation at Sullivan Progress Plaza Dedication
- July 22, 2016 Ribbon Cutting for TruMark Financial Credit Union

- June 21, 2016 Presentation at PIDC Business Builder Workshop
- June 9, 2016 Community Outreach Presentation for upcoming Democratic National Convention
- May 17, 2016 Ribbon Cutting for National Wholesale Liquidators
- May 12, 2016 Hispanic Chamber of Commerce presentation for Start Up Businesses
- May 6, 2016 Presentation for Esperanza Small Business Expo
- May 5, 2016 Panel Discussion on Entrepreneurship for the Buy Black Initiative
- March 29, 2016 Presentation for Chinese New Year's Celebration
- January 13, 2016 Presentation to Regional Conference for SCORE on Economic Development in Philadelphia
- January 15, 2016 Presentation to Philadelphia Franchise Expo on Small Business Services
- March 8, 2016 Presented to Federal Reserve Bank of Philadelphia information on Public Banking
- November 18, 2015 Presentation to Pennsylvania Bar Institute on Top 10 mistakes small business owners make
- October 7, 2015 Presentation for MED Week titled "What Your Banker is Not Telling You".
- October 6, 2015 Provided remarks representing the Mayor for Chinese Benevolent Association
- October 1, 2015 Presentation on Small Business Services for Women's Business Development Center
- August 20, 2015: Presented Mayoral Citation for Federation of Chinese Organizations of America
- June 26, 2015: Spoke at Wharton Small Business Development Center's Business Accelerator Program
- June 16, 2015: Presented Office of Business Services (OBS) to contingency from Brazil for Citizen Diplomacy International of Philadelphia
- June 11, 2015: WURD radio interview with Solomon Jones
- May 27, 2015: Received award at African American Chamber of Commerce Annual Awards Gala
- April 21, 2015: Presented OBS at Business Boot Camp in collaboration with White House Initiatives for Asian Americans and Pacific Islanders, US Department of Commerce, Minority Business Development Agency, and the SBA
- April 2, 2015: Judged Business Plan presentations for Goldman Sachs' 10,000 Small Businesses program
- March 31, 2015: Presented OBS at Kiva Zip networking event
- March 17, 2015: Presented OBS and eCLIPSE (new online license renewal tool) at Women's Business Development Center
- March 3, 2015: Provided remarks representing the Mayor for Chinese Benevolent Association's New Year's Eve Celebration
- March 3, 2015: Presented OBS to State Department Delegation for Citizen Diplomacy International of Philadelphia
- February 27, 2015: Opening Remarks on behalf of the Mayor for the Philadelphia Chinatown Development Corporation's annual New Year's banquet.
- January 29, 2015: Presentation for a reception honoring General Counsel Zhang Qiyue of the New York City office at the request of Steve Lam General Secretary of the Chinese Community United Association.
- December 8, 2014: Presented OBS to City Council's Economic Opportunity Review Committee
- November 19, 2014: Presentation at the Kensington and Allegheny Business Association
- November 18, 2014: Presentation at the Entrepreneur's Forum
- November 13, 2014: Ribbon Cutting Ceremony for new ellelauri store in Center City
- October 18, 2014: Presentation at the Public Banking Conference on Impairment of Capital
- October 8, 2014: Presentation to National League of Cities' conference on utilization of VISTA volunteers to engage immigrant entrepreneur community
- October 1, 2014: Received City Council citation at MedWeek 30th anniversary event

- September 23, 2014: Presentation to NxLevel class for Women's Business Development Center
- August 8, 2014: Judged Business Plan presentations for Goldman Sachs' 10,000 Small Businesses program
- July 22, 2014: Presentation to delegation from Cameroon for Citizen Diplomacy International of Philadelphia
- July 1, 2014: Presentation to Chinese Benevolent Association Independence Day Celebration
- June 17, 2014: Presentation to City of Philadelphia's procurement department for services, supplies, and equipment
- April 2, 2014: Testified to City Council for annual Commerce Department budget hearing
- March 20, 2014: Presentation to NxLevel class for Women's Business Development Center
- March 20, 2014: Provided remarks representing the Mayor for Chinese Benevolent Association's New Year's Eve Celebration
- February 11, 2014: Provided remarks representing the Mayor for Taiwan's Association's New Year's Eve Celebration
- November 14, 2013: Presentation to Macy's Fashion Incubator on City Resources
- October 16, 2013: Workshop on Commerce Department programs for South Philly Business Association
- October 16, 2013: MenzFit workshop on Commerce department programs
- October 8, 2013: Presentation on behalf of the Mayor for the 102nd Birthday of the Republic of China
- October 3, 2013: Presentation to Center for Literacy on "Being my own Boss".
- October 4, 2013: Presentation at the Navy Yard Business Forum
- September 18, 2013: Presentation to the Commerce and Economic Development Committee Hearing
- August 1, 2013: Presentation on behalf of the Mayor for Grand Opening of ShopRite on Fox Street
- July 1, 2013: Presentation to Chinese Benevolent Association Independence Day Celebration
- June 21, 2013: Ribbon Cutting on behalf of the Mayor for STS Tire Center Aramingo Avenue
- June 20, 2013: Presentation to Community College of Philadelphia for small business conference
- May 8, 2013: Presentation to the Northeast Chamber of Commerce Business Expo
- April 30, 2013: Presentation to Philly311 about the Office of Business Services
- April 24, 2013: Annual Budget Hearing address
- April 3, 2013: Presentation to Chinese Benevolent Association New Year's Celebration
- March 12, 2013: Women's Business Development Center presentation on business startups
- March 17, 2013: Keynote Speaker for North South Institute awards banquet
- January 30, 2013: Introduction of the Canadian Consul General
- January 15, 2013: Introduction of the Australian Consul General
- December 20, 2012: Youth Study Center Ribbon Cutting
- November 27, 2012: Introduction to the Philippines delegation
- November 27, 2012: Brazilian/ American Chamber of Commerce presentation
- November 14, 2012: SBA E200 graduation presentation
- November 19, 2012: Navy Yard presentation on behalf of the Mayor
- November 18, 2012: Presentation to the Small Business Lending Forum for Finanta
- November 17, 2012: Presentation to the Cambodian Business Association
- October 17, 2012: Presentation to the Frankford Business Association
- October 5, 2012: MedWeek awards reception presentation
- October 4: Presentation on behalf of the Mayor for Chinese Benevolent Association's 101 Birthday of the Republic of China
- September 16, 2012: Presentation on behalf of the Mayor for Mexican Independence Day Festival

- July 25, 2012: Master of Ceremonies for Business Matchmaking Event by SCORE
- July 2, 2012: Presentation to Chinese Benevolent Association Independence Day Celebration
- July 5, 2012: Presentation to His Eminence NII Guate Asuasa II – Ghana