

# CURRICULUM VITAE

## Randolph Wilt

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### EDUCATION

DOCTOR OF PHILOSOPHY (PhD) – 2011

**University of Texas – Moody College of Communication – Austin, Texas**

Concentration: Organizational and Interpersonal Communication

MASTER OF SCIENCE (MSc) in progress

**University of Oxford – Oxford, United Kingdom**

Concentration: Teacher Education and Pedagogy

College Affiliation: Harris-Manchester College

MASTER OF BUSINESS ADMINISTRATION (MBA) – 2013

**University of Wisconsin – College of Business – Whitewater, Wisconsin**

Concentration: Management and Human Resource Development

MASTER OF ARTS (MA) – 2005

**Seton Hall University – South Orange, New Jersey**

Concentration: Strategic Communication and Leadership (Organizational Culture and Change)

MASTER OF THEOLOGY (MTh) – 2017

**University of Wales Trinity St. David – Ceredigion, Wales**

Concentration: Christian Theology (Systematic Theology)

BACHELOR OF BUSINESS ADMINISTRATION (BBA)

**University of Texas – Austin, Texas**

Concentration: Marketing

PROJECT MANAGEMENT – Post Graduate Studies

**University of Arkansas – College of Engineering – Fayetteville, Arkansas**

### ACADEMIC EXPERIENCE

Lecturer – McCombs School of Business

University of Texas at Austin – 2019 to Present

Visiting Professor – International HRM & Leadership Communication

Griffith School of Management – Universitatea – Emanuel – Oradea, Romania – 2013 to Present

Associate Graduate Faculty – Graduate College of Leadership

The Citadel – Charleston, SC – 2014 to Present

Assistant Professor and Program Director of HRM and International Business

Concordia University Texas – Austin, Texas – 2015 to 2018

Adjunct Faculty – Integrated Marketing Communication – Graduate Program

West Virginia University – Morgantown, WV – 2014 to 2017

Instructional Formats: Classroom, Blended and Online (curriculum development and teaching experience in: Canvas, Blackboard and Moodle) – Undergraduate, Graduate, traditional college student and accelerated adults.

Recent Courses taught:

Business: Organizational Transition and Change, Organizational Behavior, Leadership Capstone and Strategy, Managerial – Business Communication, Negotiation, Management, Money and Banking, Organizational Leadership (graduate and undergraduate), MBA Capstone, MBA Marketing, Healthcare Marketing, Multicultural Marketing, Conflict Resolution, International Entrepreneurship, International Business, Spirituality in the Workplace.

Human Resource: Human Resource Management, Training and Development, International Human Resources, Talent Management, Organization Staffing, Mediation.

Communication: Leadership Communication, Principles of Communication, Business Communication, Interpersonal Communication, Conflict Resolution, Public and Presentational Speaking, Health and Medical Communication.

## PROFESSIONAL AND ORGANIZATIONAL EXPERIENCE

STRATEGIC AE/ADVISOR and BOARD CHAIR, Halo – Bells International, Incorporated, 2018 to Present

- National marketing/advertising firm's acting senior advisor on behalf of Halo Branded Solutions. Job specified as advising in organizational management, performance operations and sales management. Board Chair of Bells International, Inc.

DEAN OF COLLEGE OF BUSINESS & COMMUNICATION,

Preceded as Chair & Director of BBA Program, Concordia University Texas, 2015 to 2018

- Academic Dean facilitating the link of faculty members, staff, students, and University leadership, serving as: leader of the college. Manager of the college resources, faculty, staff and finances; develops, manages and implements programs for the College. Oversaw college recruitment and hiring, evaluation and mentoring, curriculum development for learning platform – online and classroom instruction. Oversight of faculty mentoring/student mentoring programs and external partnerships with business and academic organizations.

DEPUTY DIRECTOR, University of Texas Project on Conflict Resolution, 2007 to 2016

- Organizational and Corporate trainer for the Project. An Academic based conflict center that engages in academic research, seminars, and training programs for non- profit, corporate, and governmental institution.

CHIEF EXECUTIVE OFFICER, Bells International, Inc., 2001 to 2018

- Executive officer - oversight of all operations of advertising agency, marketing and communication division and promotional products (Bells MedCorp, Inc.). Specialized trainer for public/organizational speaking, professional writing and conflict management.

VICE PRESIDENT, Travis Bank and Trust,

- Vice President of operations and internal auditing of regional state bank based in Austin, Texas.

## RESEARCH INTERESTS

- Face defense and restoration in organizational conflict
- Cultural conflict during organizational growth and change
- Managerial Psychology perspective in employee dissent

## RESEARCH PUBLICATIONS, EDITORIAL ACTIVITIES and PRESENTATIONS

### Recent Publications

- Wilt, R., (2019). Exploring Nursing Conflict in Health Care Team Interactions. In *Applied Ethics for Entrepreneurial Success: Recommendations for the Developing World*. Springer.
- Lemard-Marlow, G., & Wilt, R. (2018). The role of civil society in global governance through the examination of violence as a health issue. Springer International Publishing.

- Wilt, R., Liana, P., & Adrian, B. (2017). Evolving Perceptions of Romanian Workplace Motivation: An Employee–Manager Comparison. In *Business Ethics and Leadership from an Eastern European, Transdisciplinary Context* (pp. 117-129). Springer International Publishing.

#### Editorial Activities:

##### *Edited Books:*

- Văduva, S. A., Wilt, R., & Văduva, L. P. (2019). *Civil Society: The Engine for Economic and Social Well-Being*. Springer.
- Văduva, S. A., Wilt, R., Văduva, L. P., & Fotea, I. (2020). *Applied Ethics for Entrepreneurial Success: Recommendations for the Developing World*. Springer.

##### *Editorial Membership:*

- Editorial Board Member, *Journal of Ethics in Entrepreneurship and Technology*, 2020

#### Recent Presentations

- Talent Management in the Eastern Europe in the 21<sup>st</sup> Century - GMSC International Business Conference, Romania
- Advanced negotiation and conflict management – United States Department of the Interior
- The future of the U.S. education model for Central and Eastern Europe – International Entrepreneurial Conference, Oradea, Bihor, Romania
- Understanding organizational conflict in toxic environments – American Heart Association
- Interpersonal conflict – National Domestic Violence Association
- Messaging and managerial communication – Texas Department of Public Safety Psychological Services Division

## **CERTIFICATIONS AND MEMBERSHIPS**

#### *Professional Memberships and Affiliations*

American Psychological Association, Member  
 Society for Industrial and Organizational Psychology, Member  
 Association for Conflict Resolution, Member  
 Mediators Beyond Borders International – Founding Member and Mediator (2007-Present)

#### *Certifications and Positions / Affiliations*

Professional Mediator and Facilitator (Certified under the Texas ADR Procedure Act of 1987)  
 Trainer – Texas Mediation Trainer Roundtable - Texas Mediator Credentialing Association  
 Certificate of LMS development and learning – The Citadel, Charleston, South Carolina  
 Certification of Prior Learning Assessor - CAEL  
 Certificate of Standards – American Institute of Banking

#### *Society Memberships and Affiliations*

Beta Gamma Sigma – AACSB honor society  
 Phi Delta Kappa – International Professional Educator  
 Phi Kappa Phi – honor society

#### *Recent Specialized Courses and Recent Professional Development Training*

Harvard Law School – Program on Negotiation: Negotiation with Difficult Parties  
 DSM IV – Personality Disorders  
 Understanding and treating Personality Disorders – Theory and Application  
 The Psychology of Self-Destructive Emotions: Professionals Aspects of Psychoneuroimmunology  
 Certificate in Online Teaching: Faculty Academy – Citadel, Charleston, SC