

CURRICULUM VITAE

James R. Cormier

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CITIZENSHIP

USA

EDUCATION AND TRAINING

University of New Mexico:

MBA, Master of Business Administration, Finance and Production Operations Management, 2002

BE, Bachelor of Engineering in Energy and Power Systems, 1985

U.S. Army Professional Development Schooling:

Command and General Staff College, 1995

Combined Arms and Services Staff School, 1988

Infantry Officer Advanced Course, 1984

Infantry Officer Basic Course, 1980

U.S. Army Basic Instructor Training Course, 1991

The military schooling listed above entails over 3000 classroom hours of advanced and executive level management and leadership instruction focusing on problem solving, decision making, operational and strategic planning, budget analysis, performance evaluation and counseling, legal/regulatory compliance and training planning, preparation and execution.

WORK EXPERIENCE

Lecturer/Adjunct Professor: Two years (seven semesters) experience of planning, preparing and conducting graduate and undergraduate courses in managerial finance at the Anderson Schools of Management, University of New Mexico.

Senior Director: Total of over four years experience as Senior Director of several organizations ranging in size from 30 to 150 personnel controlling up to \$18 million in equipment and other property. Scope of management activities and responsibilities included: individual and unit training; operational planning, direction and control; property accountability (equipment, explosive munitions and real property); maintenance operations; supply operations; personnel management; budget planning, forecasting and execution; health and physical fitness programs; performance counseling and evaluation; professional development of subordinate leaders; morale and incentive programs; legal/disciplinary oversight and enforcement; environmental risk management and occupational safety supervision. Also responsible for health and quality of life of employee families when assigned to organizations stationed overseas.

Director of Operations, Plans and Training: Twelve months experience in an organization consisting of 780 personnel with over \$100 million in equipment and vehicles. Planned, coordinated and assisted supervision of all organization operations. Translated director's operational and training guidance into complete and comprehensive plans and orders. Assisted subordinate organizations plan, coordinate, resource and execute training.

Director of Simulations Training: Eighteen months experience in an organization consisting of over 15,000 personnel divided into seven major sub-organizations. Designed real world training scenarios and execution schedules to accomplish training objectives. Directed exercise planning groups comprised of planning officers from various participating organizations. Directed the training of soldiers to use state-of-the-art operations simulation computers. Supervised execution of all simulation training events; directed a combat simulation facility with a 16 person staff and 56 computer workstations.

Director of Operations and Intelligence Training: Twelve months experience at a national level corporate training institution. Directed and supervised 10 instructors in conducting a 9 week portion of a 20 week mid-level management and leadership course. Translated doctrine and policy into plans of instruction. Served as a faculty advisor for 13 student officers. Assisted other directorates in doctrine development. Served as primary instructor for several courses.

Human Resource Director: Six months experience working for an organization consisting of 3,950 personnel. Managed all manpower utilization, replacement and reassignment actions. Supervised performance evaluation completion, quality control and distribution for all members of the organization. Conducted the organization's award, morale and incentive programs. Supervised the organization's legal department. Directed department staff of 12 personnel. Performed additional duty as personal assistant to the organization's Senior Director.

PUBLICATIONS

Applying the Theory of Constraints Thinking Process: A case study in the service sector (Co-author) Managing Service Quality Volume 13 No.5 2003

WORK HISTORY

Present -2003	Lecturer, Anderson Schools of Management, University of New Mexico
2002 – 2000	Graduate Assistant, Anderson Schools of Management, University of New Mexico
1998 - 1996	Operations and Training Director, U.S. Army, Fort Dix, NJ
1996	Human Resources Director, U.S. Army, Fort Riley, KS
1996 - 1994	Chief, Simulations Training Division, U.S. Army, Fort Riley, KS
1994 - 1993	Advisor Team Chief, U.S. Army, Riyadh, Saudi Arabia
1993 - 1991	Chief, Combined Arms Training Division, U.S. Army, Fort Huachuca, AZ
1991 - 1990	General Staff Assistant Training Director, U.S. Army, Germany
1990 - 1989	Assistant Operations and Training Director, U.S. Army, Germany
1989 - 1988	Company Commander, U.S. Army, Germany
1987 - 1978	U.S. Army, various ranks, positions and locations

REFERENCES

Dr. Dwight Grant
Research Professor and Director, Finance, International and Technology Department
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