

Michael Sean Carriger

Curriculum Vitae

CONSULTANT/ASSISTANT, ASSOCIATE, ADJUNCT PROFESSOR

Resourceful professional with 18+ years of success in designing, delivering, and managing educational programs and conducting management and leadership training and organizational development to support institutional growth.

Demonstrated expertise in teaching a wide range of undergraduate and graduate management, psychology, and education courses and fulfilling learners' academic needs through effective teaching techniques and methods.

Consistent track record of formulating and employing academic policies and procedures, engaging with key stakeholders and executive management, and modeling process improvement initiatives.

EDUCATION AND CREDENTIALS

D.Mgt. in Management – University of Maryland University College, Adelphi, MD

M.S., A.B.D in Developmental Psychology – University of Pittsburgh, Pittsburgh, PA

M.S. Psychological Services in Education – University of Pennsylvania, Philadelphia, PA

B.S. Psychology – University of Maryland, College Park, MD

Certified Instructional Coach – University of Pennsylvania, Graduate School of Education (2023)

Certified Executive Coach – International Coaching Federation (Expected 2024)

CAREER EXPERIENCE

University of Pittsburgh, College of Business Administration, Pittsburgh, PA

CLINICAL ASSISTANT PROFESSOR (2024 to PRESENT)

Monitored student success in the Organization and Management Studies program, identified performance gaps, and recommended process improvement initiatives to improve student experience. Participated in due process required for faculty, staff, and students in line with university policies and procedures.

- Taught large numbers of graduate and undergraduate students emphasizing organizational behavior, corporate strategy, and business communication.

Integrated Teaching and Learning Solutions, Pittsburgh, PA

FOUNDER, PRINCIPAL CONSULTANT, INSTRUCTIONAL, AND EXECUTIVE COACH (2021 TO PRESENT)

Providing Instructional and Executive Coaching and Consultation to the higher education community

- Faculty/Graduate Student/Post-Doc Development
- Instructional Development
- Organizational Development

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Carnegie Mellon University, Pittsburgh, PA

DIRECTOR OF EXECUTIVE EDUCATION, COLLEGE OF ENGINEERING (2022 to 2024)

Develop and administer executive education offerings in telecom policy under a State Department grant.

- Facilitated the delivery of online executive education courses.
- Built the infrastructure for the program's admission, enrollment, instruction, and alumni activities.
- Managed curriculum and instructional design and implemented cutting-edge online instructional technology to support the delivery of courses.
- Advised and supported the success of all participants in the program.
- Achieved course evaluations of 4.5 or higher on a 5-point scale by displaying dedication and performance excellence in facilitating the delivery of courses.

Sacred Heart University, Fairfield, CT

ADJUNCT PROFESSOR, DEPARTMENT OF PSYCHOLOGY (2019 to 2021)

Prepare effective lesson plans and deliver undergraduate and graduate courses.

- Deliver lectures, both on-ground and online, on multiple subjects, including Research Methods in Psychology, Selection Procedures and Development, Leadership Development, Organizational Behavior, and First-Year Writing.
- Implement cutting-edge educational technology and pedagogical approaches to delivering on-ground, online, and blended courses.
- Continuously achieved course evaluations of 4.5 or higher, on a 5-point scale, by displaying dedication and performance excellence in teaching students.

EXECUTIVE DIRECTOR FOR INSTRUCTIONAL INNOVATION | DIRECTOR CENTER FOR EXCELLENCE AND INNOVATION IN TEACHING (2019 to 2021)

Provide innovative leadership and vision to drive significant expansion of the University's academic portfolio for on-ground, online, and blended programs to meet the needs of large numbers of learners. Lead the coordination of curriculum development, instructional design, and pedagogical resources for faculty and staff that promote evidence-based teaching and learning practices. Source and acquire subject matter experts for academic curriculum development to ensure the integrity and quality of educational courses in collaboration with faculty and instructional designers.

- Lead the ongoing efforts of the CEIT to drive excellence and innovation in teaching.
- Direct the development and implementation of robust business plans in alignment with the University's vision for aiding innovative instructional approaches, strategies, and operational & financial tactics to realize institutional growth.
- Develop and implement strategies for the smooth execution of academic programs to position the University for a high-quality and financially sustainable portfolio.
- Mentor and manage internal and external design teams to build and deliver effective on-ground, online, and blended courses and programs consistent with the University's goals, leveraging Universal Design for Learning and Understanding by Design.

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ASSISTANT PROFESSOR | PROGRAM DIRECTOR (2013 to 2019)

Oversee the planning and execution of the Master of Science in Human Resource Management program to support the institution's strategic direction. Prepare effective lesson plans for a wide range of courses (undergraduate and graduate MS – SHRM and MBA Programs), including Fundamentals of Management, Organizational Behavior, Performance Management, Talent Management, Strategic HR, and HR Analytics. Identify resources related to the program that facilitate graduates in building professional networks.

- Deliver lectures, both on-ground and online, on multiple subjects in the MS – SHRM program, including Introduction to Human Resources Management, Performance Management, Managing a Global Workforce, and Training and Development.
- Implement cutting-edge educational technology and pedagogical approaches to deliver on-ground, online, and blended programs.
- Continuously achieved course evaluations of 4.5 or higher, on a 5-point scale, by displaying dedication and performance excellence in teaching students.
- Planned, executed, and managed the MS-HRM program from scratch to annual \$1M revenue-generating.

Gettysburg College, Gettysburg, PA

VISITING ASSISTANT PROFESSOR (2012 to 2013)

Monitored student success in the Organization and Management Studies program, identified performance gaps, and recommended process improvement initiatives to improve student experience. Participated in due process required for faculty, staff, and students in line with university policies and procedures.

- Taught large numbers of undergraduate students emphasizing management theory, leadership theory, knowledge management, and organizational behavior.

Thales Communications, Inc., Clarksburg, MD

TRAINING AND ORGANIZATIONAL DEVELOPMENT MANAGER (2004 to 2012)

Oversaw and coordinated learning and organizational development functions, such as technical training, e-learning, corporate learning environment, employee recognition, and performance management system. Led employee mentoring and onboarding, internal communications, and employee engagement surveys to embed a culture of performance excellence. Developed and delivered effective training and learning content to optimize personnel mentoring processes.

- Designed and implemented employee training and organizational development strategies in alignment with strategic business goals and objectives to drive organizational growth.

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EARLY CAREER EXPERIENCE

Carnegie Mellon University, Pittsburgh, PA

ASSOCIATE DIRECTOR FOR SOFTWARE ENGINEERING DISTANCE EDUCATION

Established and employed educational policies and procedures while understanding and addressing diverse student requirements. Administered all educational objectives, plans, and programs for the for-credit and not-for-credit software engineering programs. Formulated and executed academic program management plans to achieve and exceed institutional targets in challenging conditions. Managed all technological requirements.

- Designed and deployed change management initiatives by regularly monitoring the progress of ongoing educational programs.

Additional experience as an Adjunct Professor at multiple renowned institutions, as well as prior experience as a Director of Education at the Computer Learning Centers and as a licensed psychological associate in North Carolina.

SERVICE

Director – Executive Education Carnegie Mellon University (2022 to 2024)

Director – Center for Excellence and Innovation in Teaching
Sacred Heart University (2019 to 2021)

Program Director – Master of Science in Human Resource Management Program
Welch College of Business, Sacred Heart University (2013 to 2021)

Committee Member – Compensation and Benefits Committee
Sacred Heart University (2018 to 2021)

Committee Chair – Academic Affairs Committee
Welch College of Business, Sacred Heart University (2015 to 2021)

Committee Member – Assurance of Learning Committee
Welch College of Business, Sacred Heart University (2014 to 2021)

Committee Member – Academic Affairs Committee
Sacred Heart University (2016 to 2018)

PROFESSIONAL MEMBERSHIPS

Society for Industrial Organizational Psychology | Association for Talent Development

Society for Human Resources Management | Organizational Behavior Teaching Society

Academy of Management | Eastern Academy of Management | OD Network

Professional and Organizational Development Network | University Professional and Continuing Education Association | Online Learning Consortium

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TECHNICAL SKILLS

Learning Management Systems – Blackboard, Moodle, Canvas

Instructional Design – Articulate Rise 360, Echo 360, Captivate, Lightboard, MS PowerPoint, Prezi, Canva, Camtasia, Audiate

Office – MS Word, Excel, PowerPoint, SharePoint, Outlook, Teams

Project Management – MS Planner, Asana

Social Media – Twitter, Threads, Yammer, WordPress

Video Conferencing – Zoom, WebEx, MS Teams

RESEARCH

REFERRED PUBLICATIONS

Pedagogical-Based Scholarship

- Carriger, M.S. (2019). FlexLearn: A Flexible Approach to Blended Course Delivery. Unpublished Manuscript.
- Carriger, M.S. (2018). Think-Pair-Share in an Online Management Classroom: Can it Promote Learning? Unpublished Manuscript.
- Carriger, M.S. (2016). What is the Best Way to Develop New Managers? Problem-Based Learning vs. Lecture-Based Instruction. *International Journal of Management Education*, 14 (2), 92-101.
- Carriger, M.S. (2015). Problem-based learning and management development: Empirical and theoretical considerations. *International Journal of Management Education*, 13 (3), 249-259.

Discipline-Based Scholarship

- Carriger, M.S., Gassam, J., & Macari, A. (2021). Strategic Human Resource Management and Firm Performance: Is it all about perception? Unpublished Manuscript.
- Carriger, M.S. (2020). Do We Need a New Measure of Employee Embeddedness? An Inductively Developed, Psychometrically Sound Tool that Predicts Turnover. Unpublished Manuscript.
- Carriger, M.S. (2018). Do we have to downsize? Does the empirical evidence suggest any alternatives? *Journal of Strategy and Management*, 11 (4), 449-460.
- Carriger, M.S. (2017). Three strikes and you are out? The impact of the frequency of downsizing on financial health and market valuation. *Journal of Strategy and Management*, 10 (4), 417-429.
- Carriger, M.S. (2017). Does Size Matter? The impact of the size of downsizing on financial health and market valuation. *Journal of Strategy and Management*, 10 (3), 313-325.
- Carriger, M.S. (2016) To downsize or not to downsize: What does the empirical evidence suggest? *Journal of Strategy and Management*, 9 (4), 449-473. [Highly Commended paper in the 2017 Emerald Literati Network Awards for Excellence]
- Carriger, M.S. (2013). Narrative Use by Leaders to Deliver Bad News. *Journal of Strategy and Management*, 6 (4), 358-376.
- Carriger, M.S. (2011). Narrative approach to corporate strategy: Empirical foundations. *Journal of Strategy and Management*, 4 (4), 304-324.

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- Carriger, M.S. (2010). Narrative vs. PowerPoint: For leaders, it may not be a matter of fact. *Strategy and Leadership*, 38 (2), 52-56

INVITED PUBLICATIONS

- Carriger, M.S. (2013). Leadership Development in Academics: What can be learned from industry? *The Department Chair*, 23 (3), 18-19.

CONFERENCE PRESENTATIONS

Pedagogical-Based Scholarship

- Carriger, M. (2023). Ungrading: Will This be on the Exam? Paper presented at the CMU Teaching Summit, Pittsburgh, PA.
- Christian, V., Trefry, M., Carriger, M.S., & Zhang, M. (2015). Friendly & Fresh Foods Heads Off to China. Paper presented at the Eastern Academy of Management Conference, Philadelphia, PA. [Winner – Best Experiential Exercise]
- Watts, D. & Carriger, M.S. (April, 2012). Teaching Globalization in the Broad-access Classroom: Preliminary Observations. Paper presented at the RosEvaluation Conference, Terre Haute, IN.

Discipline-Based Scholarship

- Carriger, M.S. (May, 2017). To Downsize or Not to Downsize: Downsizing, the Size of Downsizing, and the Frequency of Downsizing. Paper presented at the 2017 Academy of International Business, Northeast Chapter Symposium – Quinnipiac University, Hamden, CT.
- Carriger, M.S. (November, 2013). Human Resources as a Strategic Business Partner. Paper presented at the 2013 Human Resources Professional Development Summit, Southern Connecticut Chapter – SHRM, Stamford, CT.
- Carriger, M.S. (October, 2010). The Function of Narrative in Leadership: Theoretical Foundations and Empirical Evidence. Paper presented at The SOARS Conference, Largo, MD.

WHITE PAPERS

- Peha, J.; Carriger, M.; Cavlovic, C. (2024). 2023 Assessment of Carnegie Mellon University's Global Telecommunications and Emerging Technology Training (GTETT) Program. White Paper presented to the US Department of State, Global Telecommunications and Emerging Technology Training.
- Carriger, M. (2023). Community of Practice. White Paper presented at the Center for Executive Education in Technology Policy, Engineering and Public Policy, College of Engineering, Carnegie Mellon University.
- Carriger, M. (2023). Monitor and Evaluation Plan. White Paper presented at the Center for Executive Education in Technology Policy, Engineering and Public Policy, College of Engineering, Carnegie Mellon University.
- Carriger, M.S. (2009). The Impact of the Compressed Workweek on Productivity. White Paper presented at Thales Communications, Inc.
- Carriger, M.S. (2003). Proposed Permission Granting Terminology. White Paper presented at the Software Engineering Institute, Carnegie Mellon University.
- Carriger, M.S. (2002). Structure of a Software Engineering Distance Education Program. White Paper presented at the Institute for Software Research International, Carnegie Mellon University.

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CERTIFICATION/AWARDS/GRANTS

Certified Executive Coach – University of Pennsylvania, Graduate School of Education and International Coaching Federation (Expected 2024)

Certified Instructional Coach – University of Pennsylvania, Graduate School of Education (2023)

Davis Grant – Davis Educational Foundation - Flex-Learn: A Flexible Model of Synchronous and Asynchronous Course Delivery – 2020

University Research and Creativity Grant - Sacred Heart University - Human Resources as a Strategic Business Partner and its Impact on Corporate Performance – 2019

Certificate in Effective College Instruction – Association of College and University Educators – 2018

COURSES TAUGHT

Positive Approaches to Challenging Behaviors for Students with Disabilities (MS – Ed)

Leadership Development, Coaching, and Performance Coaching (MS – I/O Psych)

Selection Procedures and Development (MS – I/O Psych)

Research Methods in Psychology (MS – I/O Psych)

Strategic Human Resource Management Capstone (MS - HRM Program)

Introduction to Human Resources Management (MS - HRM Program)

Workforce Development and Talent Management (MS – HRM Program)

Strategic HR (MS – HRM Program)

HR Analytics (MS – HRM Program)

Training and Development (MS – HRM Program)

Managing a Global Workforce (MS – HRM Program and MBA Program)

Fundamentals of Management (MS – HRM Program and MBA Program)

Dynamic Business Management (MBA Program, Integrated Core)

Professional Planning (MBA Program)

First-Year Writing Seminar (undergraduate)

Human Resources Management (undergraduate)

Organizational Behavior (undergraduate)

Organizational Theory (undergraduate)

Leadership Theory (undergraduate)

Knowledge Management (undergraduate)

Sustainability, Innovation, and Entrepreneurship (undergraduate)

Reengineering the Business and Change in the Workplace (undergraduate)

Industrial and Organizational Psychology (undergraduate)

Social Psychology (undergraduate)

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The Psychology of Children's Play (undergraduate)
Introduction to Psychology (undergraduate)
Child Development (undergraduate)
Psychological Development in Adolescence (undergraduate)
Educational Psychology (undergraduate)
Human Growth and Development (undergraduate)
Psychology of the Exceptional Child (undergraduate)
Personality (undergraduate)
Abnormal Psychology (undergraduate)
Childhood Psychopathology (undergraduate)
Infancy (undergraduate)
Behavioral Statistics (undergraduate)