

## **EDUCATION**

**Ph.D.**, Leadership, Andrews University, Berrien Springs, Michigan, 2007

Dissertation: Demonstrating Experiential Learning at the Graduate Level Using Portfolio Development and Critical Reflection

**M.B.A.**, Samford University, Birmingham, Alabama, 1995

Undergraduate Studies, University of Alabama; Tuscaloosa, Alabama

**Graduate Certificate** (Educational Technology), Michigan State University, East Lansing, Michigan, 2009

**Certified** ANGEL Instructor – Macomb Community College 2007

**Certified** Blackboard Instructor – Davenport University 2003

**Certified** WebCT Instructor – Andrews University 2002

## **WORK EXPERIENCE**

August 2009 – Present

University of Tennessee at Chattanooga (UTC)

Chattanooga, TN 37403

Position: **Director – Kingsport Initiative**

Create and direct the Kingsport Initiative (KI). The KI is a partnership with UTC and the Kingsport Center for Higher Education in Kingsport, TN offering a doctoral program in Learning and Leadership. Specific duties include program development and administration, serving as a doctoral student advisor, support students in the creation individual learning and leadership (ILLP) plans to meet program objectives and outcomes. Teach doctoral level courses and serve on dissertation committees.

December 2007 – July 2009

**Macomb Community College**

Warren, MI 48088

Position: **Director - Center for Teaching and Learning (CTL)** (12/08- 8/09)

Lead the CTL which is responsible for Academic Development, Evaluation, Assessment, Curriculum Development, Instructional Development support and Online Learning. With an annual budget in excess of \$2 million. I lead a team of instructional designers, instructional technologists and various training and professional development staff in support of the 250+ fulltime and 600+ adjunct faculty at Macomb College.

Position: **Associate Dean - Learning Outreach** (12/07-12/08) (contract position)

Responsibilities include leading the ongoing implementation of the ANGEL LMS software and all associated support processes. Redesigned and implemented an updated course repurposing process. Lead and redesigned service support and training with the Director of Training. Supported and assisted faculty and divisional administrators in The Learning Unit to increase the quantity and quality of online course offerings. Use the Institutional Information System to examine and analyze enrollment trends, student retention, and degrees granted as a way to identify opportunities to enhance student success.

February 2004 – December 2007

**The Austin Winslow Group (AWG)**

Boyne City, Michigan

Position: **Managing Director**

As Managing Director my responsibilities included all aspects of firm management and client service. AWG provides leadership and management services including, strategic and organizational assessment, custom training, executive coaching, and research to businesses and individuals. Clients include, Michigan community colleges, medical practices, advertising agencies, manufacturing companies, regional financial institutions and non-profit organization clients.

January 2003 - January 2004

**Davenport University**

Traverse City, Michigan

Position: **Academic Dean - Bay City, Flint, Saginaw and Northern Michigan**

Serving as Chief Academic Officer for the campuses, my duties included the direction and implementation of all undergraduate and graduate programs. Responsibilities included faculty development and direct supervision of faculty department coordinators. The Saginaw, Bay City and Flint campus sites were added to my responsibility in July 2003. We initiated using standardized syllabi to increase consistency and quality. We created and implemented a number of adjunct faculty assessment centers. I also continued teaching during this time and found that I was a much better academic administrator because of my classroom (or virtual classroom involvement).

November 2001- December 2002

**The Austin Winslow Group (AWG)**

Boyne City, Michigan

Position: **Managing Director**

As Managing Director my responsibilities included all aspects of firm management and client service. AWG provides leadership and management services including, strategic and organizational assessment, custom training, executive coaching, and research to businesses and individuals. Clients include, Michigan community colleges, medical practices, advertising agencies, manufacturing companies, financial institutions and non-profit organization clients.

April 1999 - October 2001

**Supply North Central Group Inc.**

Ann Arbor, Michigan

Positions: **Director/Chief Learning Officer (9/00-10/01) President/CEO (8/99-9/00) Vice President (4/99-8/99)**

Co-founder and senior executive officer of a holding company created to consolidate (merge & acquire) small to medium PHCP (plumbing, heating, cooling and piping) wholesale distribution companies. Responsibilities included development of organization-wide training programs, skill assessments and individual personal learning plans for company with over 140 associates. Annual revenues exceeded \$50 million. I developed the merger and acquisition deal that formed SNCG.

October 1997 - April 1999

**E & J Supply Inc.,** Traverse City, Michigan

Position: **President & CEO (7/98-7/99) Vice President (10/97-7/98)**

Responsibilities included the development and implementation of a strategic and tactical plan to continue profitable operation of a small (\$6 million annual revenue) PHCP wholesale distribution company.

July 1997 - July 1998

**NMG Consultants & Actuaries Ltd.,** *Singapore and South Africa*

Position: **Director - Financial Services Practice**

As a Director, duties included working with various clients in a senior-consulting role as Project Director for various teams on behalf of the firm. Projects included clients in Singapore, South Africa, Japan, USA, UK, Philippines, Indonesia, Thailand, and Hong Kong. Specific engagements included developing and implementing entry strategies for foreign firms to gain access to regional and local financial service markets. Deliverables included strategic, tactical and management recommendations as well as detailed financial business cases and training.

January 1996 - July 1997

**Protective Life Corporation**

Birmingham, Alabama

Positions: **Managing Director - Asian Development (7/96 - 7/97) Senior Strategic Consultant (1/96- 7/96)**

As the Protective Corporation's senior officer in Asia, responsibilities included creation and development of all emerging opportunities in the region. Duties included providing technical assistance and strategic consultancy for existing initiatives in Indonesia, Philippines and Thailand while creating new businesses through acquisition and joint venture activity throughout the whole of Asia.

January 1995 - April 1996

**Samford University - School of Business**

Birmingham, Alabama

Positions: **Instructor / Lecturer & Director of Executive Education**

The scope of this position included responsibility for development and implementation of custom and open enrollment corporate training and executive education programs. Additional duties included teaching various business courses including management, marketing, economics and finance. As Director I performed consulting services outside the University in strategic planning, market research, competitor intelligence and analysis, distribution system analysis and strategic business unit development for corporate clients.

November 1993 - November 1994

**SlaughterHanson Advertising**

Birmingham, Alabama

Position: **Managing Director - Marketing**

Responsibilities included the development and implementation of marketing strategy for prospective and existing clients as well as all new business activity. Projects included: company/brand introduction, brand identity makeovers, market segmentation analysis, and distribution system strategy. Client types: large commercial banks, life insurers, health care real estate investment trust, commercial real estate leasing, athletic footwear manufacturer and electronics retailer.

June 1988 - November 1993

**Protective Life Corporation (PLC)**

Birmingham, Alabama

Positions: **President & CEO - Protective Equity Services (PES) (11/90-11/92)**

**Vice President – Corporate Marketing - PLC (11/90-11/92)**

As president of PES duties included: leadership and supervision of 600 registered/securities licensed representatives located throughout the U.S. Negotiated and implemented multiple mutual fund product offerings. A key accomplishment was developing a joint venture with Goldman Sachs for variable insurance products. PLC corporate marketing responsibilities included: national advertising and image awareness campaigns for agents and consumers as well as creation of emerging market opportunities both foreign and domestic through acquisition and internal development.

Positions: **President - Protective Equity Services (PES) (11/90-11/92) VP / Investment Products - PLC (11/90-11/92)**

Directed management and administration of Broker / Dealer (400+ registered reps), and responsible for all company proprietary investment products. Duties included interest rate setting for investment products following internal asset / liability matching guidelines. A major accomplishment included creating and implemented new clearing Broker / Dealer contracts with a subsidiary of Fidelity Investments for national trading services and over 650 different investment funds for sales through our field force. Another success milestone was the development, training and implementing of procedures for doing business as an SEC registered investment advisory.

Positions: **National Director/Investment Products - PLC (11/89-11/90) Due Diligence Officer - PES (11/89-11/90)**

Created and implemented a new investment product (ProSaver MGA). The product was the company's first SEC registered product and sales exceeded \$800 million. It was developed based on research and analysis performed using techniques such as focus groups, telephone surveying and field trials. Prepared all training and marketing material for investment products. This positions responsibility included the role of senior securities principal for PES, approving all trades and operational procedures.

Position: **Director of Marketing / Financial Institutions - PLC (6/88-11/89)**

Organized and implemented a new, nationwide distribution strategy to sell investment and insurance products using Commercial and Savings banks as the distribution channel. Responsibilities included all product development, design and packaging within the organizations. Developed training curriculum and personally conducted training activities.

January 1988 - June 1988

**Seafirst Bank / Safeco Insurance (Joint Venture)**

Seattle, Washington

Position: **Vice President / Director of Annuity Marketing**

Position mandate was to create a joint venture between a large commercial bank and life insurer to distribute annuity products through the bank's 180-branch system. Responsibilities included recruiting, hiring and training of all branch sales personnel. Project went from an agreement on paper to an up-and-running, profitable sales program in 90 days.

December 1983 - January 1988

**Olympic Savings Bank**

Seattle, Washington

Positions: **Vice President/Marketing & Sales (12/85-01/88) Vice President/Investment Sales (12/84 – 01/88)** Duties included coordination of all sales and marketing activity throughout the bank's branch system. Managed all branch sales personnel and was accountable for all market planning and expenditures. Responsible for the bank's wholly owned Broker / Dealer subsidiary including all hiring, training and compliance management.

Position: **Assistant Vice President / Sales & Marketing (12/83-12/85)** Responsible included all training and product sales in a multiple branch region using a circuit rider approach. This region was the top performer within the bank's system for my entire tenure.

December 1982 – December 1983

**Cosse International Securities**

Seattle, Washington

Position: **Investment Program Specialist**

June 1978 - September 1982

**United States Navy - Various duty stations worldwide**

Position: **E-5 Non-commissioned officer**

**TEACHING EXPERIENCE** (Numbers in parentheses indicate the number of times I have taught each course)

2007 to Present

**Macomb Community College**

Warren, MI

Position: **Director - Center for Teaching and Learning & Instructor**  
BUSN 1010 – Business Enterprise (4)  
BUSN 2060 – Corporate Responsibility (6)  
MOITC – Macomb Online Instructor Training Certification course (6)

2007 to Present

**University of Tennessee – Chattanooga** Chattanooga, TN

Position: **Leadership Fellow – Doctoral program in Leadership**  
Critical Reflection Doctoral Seminar (2)

2002 to 2006

**University of Santo Amato (UNISA)**

São Paulo, Brazil

Position: **Visiting Instructor – Course Developer**  
LEAD 610 - Philosophy of Leadership (2) LEAD 630 - Leadership Theory (3)

2000 to Present

**Davenport University**

Grand Rapids, MI

Position: **Instructor – Course Developer**  
MKTG 316 Sales Management (2) MGMT 635 Leadership Development & Comm. (2)  
MKTG 365 Business Research and Analysis MGMT 645 Organization Behavior & Diversity (2)  
MGMT 331 Small Business Management (2) MGMT 710 Visionary Leadership (2) MGMT 725  
MGMT 400 Leadership Effectiveness (3) Strategy & Leadership (5)  
MGMT 485 Business Policy & Strategy (4) CAPS 799 Capstone Experience (16)

2000 to 2003

**Spring Arbor University**

Spring Arbor, MI

Position: **Instructor – Course Developer**  
BUS 402 Principles of Leadership (2) ORM 634 Organizational Behavior (2)  
ORM 604 Org. Dev. & Theory (2) PSY 310 Adult Development (2)  
BUS 432 Human Resource Management ORM 609 Leadership (4)

1999 – 2002

**Northwestern Michigan College**

Traverse City, MI

Position: **Instructor – M-TEC**  
Training Leadership Skills (2) Train-the-Trainer (2)  
Facilitator Skills (2) Listening & Feedback Skills (2)

1994 to 1996

**Samford University**

Birmingham, Alabama

Position: **Instructor / Lecturer**  
BUSA 321 Financial Management (2) BUSA 400 Managerial Values (2)  
ECON 201 Macroeconomics (2) ECON 202 Microeconomics (2)

## **PUBLICATIONS**

### **Author**

Rausch, D. (2003). *Reflective learning of leadership and embarking on a shared journey*. Journal of the Center for Inter-institutional Studies in Education Sciences, 5(1), 27-31.

Rausch, D. (1993 May) *Mutual funds and annuities*, New Choices. Rausch, D. (1992 February) *Ask the right questions*, Bank Investment.

### **Co-Author**

Rausch, D., Tucker, J. (2005) *Liderar E Aprender Sempre*, Liderança uma Questão de Competencia. São Paulo: Saravia.

Rausch, D., Gaulke J. (1987) *Developing and marketing new financial services: tax advantaged products*. Federal Home Loan Bank Board

### **Contributor**

Investment Advisor magazine 1990-1991

National Underwriter magazine 1990 Banks in

Insurance report 1990-1991

## **PRESENTATIONS - CONFERENCES**

### **Presenter**

Rausch, D. (2009 October 11) *Developing Faculty in the Virtual Classroom*. Presentation to be given at the annual conference of the Conference on Information Technology in Detroit, MI.

Rausch, D. (2009 February 22) *Supporting Faculty with Virtual Classroom Instruction*. Presentation given at E-learning 2009 of the Instructional Technology Council in Portland, OR.

### **Co-Presenter**

Rausch, D., Gusani, P. (2009 October 12). *The LMS Help Desk Adventure*. Presentation to be given at the annual conference of the Conference on Information Technology in Detroit, MI.

Rausch, D., Tucker, J. (2008 July 21). *Excellence in Reflection, Writing Reflections*. Presentation given at Leadership Roundtable 2008, Andrews University.

Rausch, D., Stehouwer K. (2001 May 16) *Leadership & Health Information Challenges in the New Millennium* Presentation given at 2001 annual conference of Michigan Health Information Managers Association in Midland, MI.

### **Participant**

Rausch, D (2001 November 18, 19, 20) Miami University, 21<sup>st</sup> Annual Lilly Conference on College Teaching in Oxford, OH..

Rausch, D (2000 December 1, 2) *The Art and Craft of Discussion Leadership*. Harvard Business School seminar in Cambridge, MA.

## **HONOR SOCIETIES & PROFESSIONAL MEMBERSHIPS**

Pi Lambda Theta

American Society for Training and Development (ASTD)

The Academy of Management (AOM)

Society for Case Research (SCR)

The Robert K. Greenleaf Center for Servant Leadership