

# Leigh Ray Hartman, DBA

[lhartman@email.wcu.edu](mailto:lhartman@email.wcu.edu)

980-297-3220

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## **Academic Interests**

**Research:** Project Manager Attitudes Toward Change, Team and Organizational Decision Making in the Project Context, Cynicism About Organizational Change

**Teaching:** Management, Organizational Behavior

## **Academic Degrees**

- Jacksonville University, Jacksonville, FL
  - Doctor of Business Administration, Management (2019)
- Charleston Southern University, Charleston, SC
  - Master of Business Administration, General Business (1992)
- Stetson University, DeLand, FL
  - Bachelor of Business Administration, Business Economics (1991)

## **Teaching Experience**

### **Western Carolina University**

**August 2019 – present**

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Western Carolina University is a regional, public, comprehensive university chartered to educate the people of the western North Carolina mountains. Total enrollment is approximately 11,000 students.

#### **Assistant Professor of Management**

<b>Course Name / Number</b>	<b>Sections / Semesters</b>	<b>Delivery Mode</b>
Management MGT 300	3 sections / 2 semesters	Face-to-Face and Online
Behavior Science in Organizations MGT 306	1 section / 2 semesters	

### **Queens University of Charlotte**

**August 2014 – present**

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Queens University of Charlotte is a private, co-ed university with a commitment to liberal arts and professional studies. Total enrollment is approximately 2,400 students.

#### **Instructor of Management and Adjunct Instructor**

<b>Course Name / Number</b>	<b>Sections / Semesters</b>	<b>Delivery Mode</b>
Operations Management MBA 650	1 section, 2 semester	Online
Operations Management BUS 350	2 sections, 5 semesters	Face-to-Face
Principles of Microeconomics ECO 204	1 section, 3 semesters	Face-to-Face
Mgt Information Systems BUS 325	2 sections, 2 semesters	Face-to-Face
Mgt Information Systems MBA 645	1 section, 2 semesters	Face-to-Face

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## **Charleston Southern University**

**August 1992 – May 1996**

Charleston Southern University is an independent comprehensive university located in North Charleston, South Carolina, United States. Charleston Southern enrolls approximately 3,600 students.

### **Adjunct Instructor**

<b>Course Name</b>	<b>Sections / Semesters</b>	<b>Delivery Mode</b>
Principles of Management	1 section, 1 semester	Face-to-Face
Principles of Microeconomics	1 section, 4 semesters	Face-to-Face
Principles of Macroeconomics	1 section, 4 semesters	Face-to-Face

## **Academic Administration Experience**

### **McColl School of Business, Queens University of Charlotte**

#### **Director, Undergraduate Programs**

**June 2016 – December 2017**

Managed operations related to the undergraduate program for the McColl School of Business.

- Committees: Member, McColl School of Business Curriculum Task Force; Member, Queens University of Charlotte General Education Committee
- Business Club Sponsor: Faculty sponsor for the McColl School Business Club, focused on professional development and community service.
- DECA Competition Team Sponsor: Academic advisor for inaugural DECA competition team.
- McColl School Internal Operations: Primary liaison to university departments such as Admissions, Center for Student Success, Study Abroad, and Career Development Center.
- Advising: Actively advised ~ 30 students.

## **Peer-Reviewed Journal Publication**

Vikas Agrawal, Leigh Hartman, Clayton Rasberry, Gordon Arbogast, (2018) "The impact of gender and profit margin on the duration of hiring process for professional service firms", Evidence-based HRM: A Global Forum for Empirical Scholarship, Vol. 6 Issue: 2, pp.153-165, <https://doi.org/10.1108/EBHRM-10-2017-0055>

## **Working Papers**

Influences and Consequences of Project Manager Attitudes Toward Change

## **Academic Professional Development**

- Online Facilitator Certification, Wiley Education Services (2018)
- Meta-Cognition and Beyond: What Teachers Can Do to Help Students Become Better Learners Queens University of Charlotte (2017)
- Powerful Learning Communities, Queens University of Charlotte (2017)
- DECA AMPed, Johnson and Wales University (2017)
- Conversations Across Differences, Queens University of Charlotte (2016)
- Online Learning Bootcamp, Queens University of Charlotte (2016)

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## **Academic Presentations and Panels**

- Keynote Speaker: Sed Ministrare, Queens University of Charlotte (2017)
- Colloquium Presenter: Exploring the Management of Project Business Decisions, Jacksonville University (2017)
- Panel Sponsor and Presenter: International Education Week, Queens University of Charlotte (2016)
- Presenter: Risk Management, McColl School of Business Executive Leadership Institute, Queens University of Charlotte (2016)

## **Professional Experience**

### **Mabon Energy, Charlotte, NC**

**June 2017 – December 2018**

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Mabon Energy is a veteran-own small business that provides warranty and construction project management services for utility-scale renewable energy projects.

#### **Chief of Staff/PMO Executive**

Responsible for project management processes, tools, methods, governance, resource management, and reporting for a small start-up company focused on utility-scale renewable energy. Additional scope of responsibilities includes strategic planning, internal and external communications, proposal development, event management, and vendor management for outsourced administrative services (HR, Accounting, and Information Technology)

### **Bank of America, Charlotte, NC**

**April 2001 – June 2015**

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Bank of America (BAC) is one of the world's largest financial institutions, serving individual consumers, small- and middle-market businesses and large corporations. The company serves approximately 57 million consumer and small business relationships and maintains operations in more than 40 countries.

#### **Senior Initiative Portfolio Executive**

##### **Supply Chain / Vendor Management**

**September 2011 – June 2015**

Responsible for leading the work efforts to resolve a significant and long-standing regulatory issue assigned to the company's CEO. Defined and implemented effective project management and governance routines, prioritized and sequenced work of teams across the enterprise, resolved risks and issues. Routinely prepared portfolio progress updates for the regulatory supervisory team, BAC Executive Management Team (direct reports to the CEO) and BAC Board of Directors. Responsible for annual technology investment budget of \$20MM to support 400 internal vendor managers.

#### **Senior Program Management Executive**

##### **Finance / Finance Technology**

**September 2007 – September 2011**

Program director for the world's largest SAP Financials implementation, replacing all BAC's legacy general ledgers and all financial and managerial accounting reporting systems. Developed implementation, change adoption (including training and ongoing support programs), scalability, and co-development approaches. Successfully converted several legacy systems to SAP with no core code modifications. Lead the global program team of ~ 500 FTE and responsible for annual investment budget of ~ \$180MM.

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## **Business Transformation Executive**

### **Global Treasury Services**

**January 2005 – September 2007**

Managed a program management organization responsible for \$125MM annual investment portfolio to improve treasury management (working capital management) products, operations, and business infrastructure. Managed Bank of America/Fleet Bank merger for Global Treasury Services business.

## **Program Management Executive**

### **Retail Bank Technology and Operations**

**April 2001 – December 2004**

Successfully managed program to open 165 banking stores in 2004 by integrating efforts of 10 internal and external service providers. Defined metrics-driven processes to improve on-time delivery of store openings earlier in the calendar year for the ongoing operation.

Defined, trained and implemented standard processes for project management, associate training and engagement, and portfolio reporting for centralized project management organization. Lead shared services team responsible for software testing and release management.

## **Arthur D. Little, Inc.**

**September 1991 – July 1999**

### **Charleston, SC and Atlanta, GA**

**January 2000 – April 2001**

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Arthur D. Little, founded in 1886, is the world's first management consultancy. Arthur D. Little's management consulting services were historically sought after by corporations, US state / federal agencies and governments worldwide. Its project work focused on corporate finance, environmental risk, information management, operations, strategy and organization, and technology and innovation.

## **Managing Consultant**

- Project manager for the US Air Force Activity-Based Cost/Management (ABC/M) system implementation. The implementation involved 23 organizations, ~ 2,500 people and an organizational budget exceeding \$400 million per year.
- Provided project management services to Audi and Volkswagen for the startup of a joint-venture, greenfield manufacturing plant in Brazil.
- Assisted California Federal Bank salvage a significant software development project.
- Project workstream lead for BaaN Enterprise Resource Planning system for Chiron.
- Provided program management services for low volume / high mix computer-aided design replacement parts program sponsored by the US Department of Defense.

## **Armstrong Laing, Inc. Atlanta GA**

**July 1999 – December 1999**

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Armstrong Laing Ltd., (now Business Objects, SAP) provides performance management solutions for activity-based costing and performance measurement to link operational and financial perspectives.

## **Managing Consultant**

Managed client engagements to implement Armstrong Laing's flagship product, the "Metify!" Activity-Based Cost Management Solution. Clients included a book distributor, Hartford Insurance, and International Paper.

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## **Professional Development**

- Navigating Cultural Differences, Bank of America (2015)
- SAP Executive Leadership Forum with Dr. Robert S. Kaplan (Harvard Business School) and Jack Welch (GE CEO) (2008)
- Advanced Development Program, Bank of America (2006)
- Bank of America Senior Leader Development Forum at Duke University (2004)
- Six Sigma Black Belt and Lean Training (2004)
- Six Sigma Green Belt Certified (2003), Champion Certified (2002)
- Annual Corporate Training
  - Bank of America Vendor Risk Management (2011 – 2015)
  - Bank of America Risk Framework (2006 – 2015)
  - Bank of America Information Security and Information Privacy (2004 – 2015)
  - Bank of America Code of Ethics (2001 – 2015)

## **Professional and Community Service**

- Executive Sponsor: BAC LGBTQ Ally program (2014 – 2015)
- Executive Sponsor and Volunteer: BAC Classroom Central (2012 – 2015)
- Group and Individual Mentor: BAC Chief Financial Officer Mentorship Program (2010 – 2015)
- Executive Sponsor and Volunteer: BAC Second Harvest Foodbank (2009 – 2015)
- Volunteer: Room in the Inn (2006 – 2014)

## **Panel Presentations**

- Panelist: Accenture International Woman's Day. Charlotte, NC (2014)
- Panelist: E&Y Women on the Move. Charlotte, NC (2013)
- Panelist: SAP Sapphire Annual User Conference (2011)

## **Awards and Recognition**

- Bank of America "Award of Excellence" Winner – Top 1% performing employee (2003)
- Bank of America Spirit Quarterly Medallion Winner (Q2 2002, Q1 2003)
- Arthur D. Little Case Excellence Awards – 5 (1992 – 1999)

## **Professional Organizations**

- Member: Project Management Institute (PMI) (1996-1998; 2014 – present)
- Member: Beta Gamma Sigma (BGS) Honor Society (2018 – present)