

Michael P. Schneider

PROFESSIONAL SUMMARY

Creative and visionary academic instructor, leader, and consultant with an ethical-based leadership style who is passionate about student success; and who bring over 15 years of experience of residential and distance educational instruction, organizational development, and educational/divisional supervision experience. Other skills of note:

- Distance Education experience
- Excellent communication skills
- Team Building, Mentoring, and Coaching experience
- HR management experience
- Educational/training program development & leadership experience
- Budgeting, resource allocation, and Grant management experience
- Teaching/Facilitation experience

RELATED EXPERIENCE

Visiting Lecture - University of Wisconsin– Green Bay, WI (2018- Present)

Reporting to the Program Chair, I provide undergraduate instruction at UWGB's Austin E. Cofrin School of Business to include designing of coursework, assessment, and advising.

- Instructed courses in Organizational Development, Behavior, and Leadership.
- Developed and presented curriculum via residential and online platforms.
- Utilized Blackboard, D2L, Canvas and other LMS
- Instructed courses in Organizational Behavior, Development, and Leadership.

Adjunct Instructor – Lakeland University – Green Bay, WI (2018- Present)

Reporting to the Center Director, I provide undergraduate and graduate instruction both residentially and online in the field of:

- Instruction coursework in Organizational Development and Behavior.
- Developed and presented curriculum via residential and online platforms.
- Utilized Blackboard, PeopleSoft, and other LMS
- Instructed courses in Organizational Behavior, Development, Leadership, and HR Mgt.

Adjunct Instructor – Concordia University – Green Bay, WI (2017- Present)

Reporting to the Center Director, I provided undergraduate and graduate level instruction in Organizational Development, Leadership, and Criminal Justice.

- Developed coursework for both residential and blended/online learning platforms.
- Researched and developed curriculum in Business and Criminal Justice studies.
- Utilize of Blackboard, PeopleSoft, and other LMS systems.

Adjunct Instructor - Rasmussen College - Green Bay, WI (2010-Present)

Answering to the Dean of Academics, I collaborated with Instructional designers and curriculum development team as SME while maintaining an instructional workload.

- Developed several new residential, online, and accelerated courses and curriculum in business for Graduate and Undergraduate programs.
- Improved learning outcomes into instructional material for increased student success rates.
- Utilize of online databases (Salesforce, Blackboard, and PeopleSoft) to track student success.

Org. & Leadership Development Consultant - Ctr for Leadership Green Bay, WI (February 2017-Present)

Plans, develops, and implements Organizational Development and Leadership solutions while assisting in developing the skills, abilities, and assessing gaps while also identifying/addressing organizational solutions. Major accomplishments, duties and/or responsibilities:

- Conduct organizational development and improvement processes.
- Conducts formal needs assessments and assists in determining appropriate training needs to improve department operations.
- Facilitate corporate training seminar on best practices and team development.
- Consultant on organizational and process improvement plans.

Org. Development Consultant -Intern Assoc of Chiefs of Police- Alexandria, VA (March 2017-Present)

Evaluate Law Enforcement agencies training programs and operational practices as a part of an evaluation team to optimize performance and structure.

- Initiated departmental assessments for data collection to dissemination and formulate organizational and training improvement plans for senior leadership
- Developed strategies for succession planning and culture/change management
- Conducted focused training on a variety of Law Enforcement and Leadership topics to Law Enforcement front-line and Command Staff
- Developed extensive data reports for senior leadership regarding training and effectiveness

Director of Org. Development- ITT Technical Institute - Green Bay, WI (May 2012 – September 2016)

Identify, design and lead effective organizational development practices throughout organization in focusing on leadership development, new leader onboarding, group facilitation, performance management, goal management, staff engagement and succession planning.

- Supports the organization in the analysis, design, development, implementation and evaluation of employee training and education as it relates to non-clinical skills.
- Responsible for administration and facilitation of skill development including DiSC Assessment, Communication styles, Corporate Culture training.
- Partnered with HR, Education, and Leadership in developing and executing a systemic approach to employee development in preparing future leaders of the organization as well as identifying developmental opportunities and further honing skills of current leaders.
- Work with Education and HR staff to design implement and maintain employee onboarding process

Assistant Dean- School of Bus & CJ -ITT Technical Institute - Green Bay, WI (January 2009- May 2012)

Assisted the Executive Dean in providing strategic and divisional leadership while also lead the planning, organizing, and directing divisional activity associated with overall program operations.

- Led 5 Program Chairs in Midwest regional campuses and oversaw local instructors
- Provided all Human Resource functions (hiring, training, scheduling, etc.) for the division.
- Assists Executive Dean in developing department goals, objectives, and systems.
- Developed and oversaw distance educational offering within Business and Criminal Justice
- Develop, recommend, and implement personnel policies and procedures; prepares and maintains policy manual; Ensures compliance with all federal, state and local employment laws.
- Coordinates Learning Management system for tracking training opportunities and utilization.

Program Chair- School of Bus & CJ – ITT Technical Institute Green Bay, WI (November 2004-May 2009)
Answering to the divisional Deans, I oversaw the delivery of educational programs in accordance with departmental and college strategic plans.

- Coordinated departmental and divisional educational offerings for the campus and region
- Collaborated with HR functions of the department including, hiring and evaluation of department personnel, to include faculty and staff, as well as resource allocation and budgeting
- Developed associate and bachelor's degree programing, curriculum, policies, and resources for over 50 campuses across the nation
- Background in data driven analytics to drive class size, placement, and meeting targets

Org Development Specialist -ITT Technical Institute - Green Bay, WI (November 2004-January 2009)
Planned and coordinated programs to enhance the knowledge and skill base of the organization's faculty and staff. Conducted campus-wide assessment and developmental needs to drive training initiatives and identifies and arranges suitable training solutions.

- Researches, develops, coordinates and presents training for employees and organizational development opportunities for employees, supervisors, managers, and department heads.
- Collaborated with HR partners and service line leaders to establish and execute strategic plans that increase effectiveness of current organizational systems, dynamics, culture, competencies, management, and practices.
- Established and cultivate strategic partnership with campuses and all levels of leadership.

ADDITIONAL EXPERIENCE

Lieutenant -Bonduel Police Department- Bonduel, WI (2004-2007)

Supervises patrol staff as well as responsible for officer assignments, patrol operations, and investigations. Prepared and reviews reports, policies, and procedures as well as coordinates in-service training, staff performance evaluation and development.

- Assisted Chief of Police in planning, scheduling, and overseeing the operation a full-service, community orientated law enforcement agency.
- Reviewed shift reports and performed FTO duties.
- Presented monthly Law Enforcement reports at monthly Village Board meeting.

Sheriff's Deputy -Shawano Co. Sheriff – Shawano, WI (2000-2007)

Maintained safety of the public by patrolling county highways and roads, enforcing applicable laws, and performing general police duties. As the Administrative Sergeant, I was second in command and I assisted the Chief of Police in planning and oversee the operation a full-service, community orientated law enforcement agency.

- Training new recruits (FTO) and presenting in-service training.
- Supervised shift personnel and reviewed shift reports
- School Liaison Officer with expertise in conflict resolution.
- Member of Search & Rescue Dive Team; Boat, ATV, and Snow Patrols.

Patrol Officer -City of West Bend Police Department - West Bend, WI (1998-2000)

Conducted patrol operations to provide safety of the public and enforced State, County, and Federal laws and ordinances within city limits.

- Community Policing Specialist and School Resource Officer.
- Assisted in monthly in-service training of Officers.

Patrol Officer / Shift Supervisor Menominee Tribal Police Department- Keshena, WI (1996-1998)

Patrolled county highways and roads on Federal Indian Reservation enforcing the applicable State, Federal, and Tribal laws.

- Enforced and/or investigated State, Federal, DNR, and Tribal ordinances.
- Shift Supervisor- Officer in Charge (OIC) responsible reviewing patrol reports.
- Field Training Officer- assisted in training/supervising new recruits.
- K9 handler and Narcotics Investigator.

EDUCATIONAL EXPERIENCE

Master of Science (2004)

Silver Lake College, Manitowoc, WI

Major: ORGANIZATIONAL DEVELOPMENT & LEADERSHIP

Bachelor of Science (2002)

Concordia University-Wisconsin, Mequon, WI

Major: MANAGEMENT

Associates of Science (1991)

Moraine Park Technical College- Fond du Lac, WI

Major: POLICE SCIENCE