



## **Dr. R. Richard Dool**

2 Meadowlark Court ♦ Flemington, New Jersey ♦ (C) 908-627-2600 ♦ [rdool@earthlink.net](mailto:rdool@earthlink.net)

[www.linkedin.com/in/richard-dool](http://www.linkedin.com/in/richard-dool)

### **PROFESSOR, RESEACHER, AUTHOR, GRADUATE DIRECTOR, DISSERTATION CHAIR, THESIS ADVISOR, ONLINE ADVOCATE**

- ♦ University teaching since 2002
- ♦ Active Researcher/Author
- ♦ Online Program Development,  
Leadership & Teaching since 2003
- ♦ Dissertation Chair & Member (50+)
- ♦ Thesis Advisor (150+)
- ♦ Graduate Program  
Development & Leadership since  
2005

### **♦ ACADEMIC EXPERIENCE ♦**

Rutgers University	New Brunswick, New Jersey	School of Communication and Information Director – Masters Program Teaching Professor (2016 - )
Seton Hall University	South Orange, New Jersey	College of Communication and the Arts Director – Graduate Studies (2007 – 2016) Associate Professor (2002 – 2016)
University of Maryland (GC)	Adelphi, Maryland	Graduate Business Department (2003 – present) Associate Adjunct Professor
Adjunct Experience (TESU, ACU, Stevens Institute of Technology, TCNJ, Adams State and others)		Undergraduate and Graduate: On-Campus and Online (2002 – present)

### **♦ EDUCATION ♦**

University of Maryland (UC)	Adelphi, Maryland	Doctorate in Management/Org. Processes (2006) Phi Kappa Phi Honor Society, Magna Cum Laude
Thomas Edison State University	Trenton, New Jersey	MS, Management (2003) Summa Cum Laude
Seton Hall University	South Orange, New Jersey	MA, Strategic Communications and Leadership (2002) Summa Cum Laude / Valedictorian
Fordham University	Bronx, New York	BA, Political Science and Public Administration (1978)

**Certificates:**

Seton Hall University	South Orange, New Jersey	Certificate in Servant Leadership (2021)
University of Maryland	College Park, Maryland	Certificate in Agile Leadership Principles & Practices (2020)
Doane University	Crete, Nebraska	Certificate in Strategic Leadership in Healthcare (2020)
Babson College	Wellesley, Massachusetts	Certificate in Conscious Capitalism (2020)
SDA Bocconi School of Management	Milan, Italy	Certificate in International Leadership and Organizational Behavior (2020)
Rutgers University	Newark, New Jersey.	Certificate in Corporate Social Responsibility (2019)
MIT	Boston, Massachusetts	Certificate in Leading Organizations and Change (2017)
University of California	Irvine, California	Certificate in Intercultural Communication and Conflict Resolution (2016)
IE Business School	Madrid, Spain	Certificate in Critical Perspectives on Management (2016)
University of Wisconsin	Madison, Wisconsin	Professional Certificate in Online Education (2015)
Yale University	New Haven, Connecticut	Certificate in Leading and Managing Globally (2015)

◆ **PUBLICATIONS AND PRESENTATIONS** ◆

**Books:**

Dool, R. (2025). *Leadership Journeys and Lessons Learned*. Seattle: Kindle Direct Publishing.

Dool, R. & Beal, M. (2022). *The Purpose Generation: Leading GenZ with Purpose*. Seattle: Kindle Direct Publishing.

Dool, R. & Alam, T. (2022). *Change Fatigue™ Revisited: Leading Change at the Speed of Now: A New Framework* New York: Business Expert Press

Dool, R. (2021). *Leading in Difficult Times and Circumstances*. Seattle: Kindle Direct Publishing.

Dool, R. (2021). *Leaderocity™: Leading at the Speed of Now*. New York: Business Expert Press.

Dool, R. (2019). *12 Months of Leadership Insights*. Seattle: Kindle Direct Publishing.

Dool, R. (2019). *How Generation Z Wants To Be Led*. Seattle: Kindle Direct Publishing.

Dool, R. (2007). *Enervative change: The impact of change initiatives on job satisfaction*. Saarbrucken, Germany: VDM Verlag Publishers.

**Chapters:**

Dool R. (2017). Teamwork and Conflict in Organizations: Leadership. In Gigliotti, R., Ruben, B. & Goldthwaite, C. *Leadership: Communication and Social Influence in Personal and Professional Contexts* (pp. 153-172). IA: Kendall Hunt.

Dool, R. (2010). Mitigating conflict in online student teams. In R. Ubell (Ed.), *Virtual teamwork: Mastering the art and practice of online learning and corporate collaboration* (pp. 65-90). New Jersey: Wiley Publishing.

Dool, R. (2010). Teaming across borders. In R. Ubell (Ed.), *Virtual teamwork: Mastering the art and practice of online learning and corporate collaboration* (pp. 161-191). New Jersey: Wiley Publishing.

**Journal:**

Dool, R. (2025). *Influere: Journal of Leadership Communication*. Founding Editor of new Peer-Reviewed online journal dedicated to Leadership Communication. (*In process – approved, seeking Grant*).

**Articles:**

Dool, R. (2020). Leaders Impact on the Employee Voice. Proceedings of the International Academy of Management and Business (IAMB) Winter Conference, December 2020.

Dool, R. (2020). Leaders must listen to employees, especially in these uncertain times, Opinion, NJ Star Ledger, nj.com (December 2020).

Dool, R. (2020). Nothing Tests a Leader's Skill Like a Crisis. Opinion, NJ Star Ledger, nj.com (June 2020).

Dool, R., Koufie, M. & Watson, M. (2018). Relationship Between Spiritually Intelligent Leadership and Employee Engagement. *Journal of Marketing and Management (JMM)*, 9(2), November 2018.

Dool, R., Mancini, D. & Scott, C. (2018). The Effect of Paid Time Off for Volunteerism on Organizational Citizenship Behavior: Is it Influenced by National Culture? *International Journal of Business and Public Administration (IJBPA)*, 15(1), Fall 2018.

Dool, R. & Miller, G. (2017). Descriptive Analysis of Email Processing by Managers of For-Profit Educational Organizations. *International Journal of Business Research and Information Technology*. 4(1), Winter 2017.

Dool, R., D. Stephens-Craig, & M. Kuofie (2015). An Overview: Perception of introverted leaders. *International Journal of Global Business*, 8(1), 93-103, June 2015

Dool, R., D. Stephens-Craig, & M. Kuofie (2015). Perception of Introverted Leaders by Mid to High-Level Leaders Based on Typology: A qualitative study. *Journal of Marketing and Management*, 6(1). May 2015.

Dool, R. & McMahon, T. (2013). The Symmetric Model of Communication Re-Visited. Proceedings of the 16<sup>th</sup> Annual Conference of the International Academy of Management and Business (IAMB), Washington, D.C. November 6, 2013.

Dool, R. & Wooden, C. (2013). Leaderocity™: Communicating at the speed of now. The intersections of vision, strategy, leadership and communication. International Academy of Business and Public Administration Disciplines (IABPAD) Conference (January). Proceedings of the International Academy of Business and Public Administration Disciplines (IABPAD) Winter Conference.

Dool, R., Drake, T., Mancini, D., Strom, B., & Shearer, D. (2012) Lessons from the military: A new framework for managing change revisited (C<sup>6</sup>). Proceedings of the International Academy of Business and Public Administration Disciplines (IABPAD) Fall Conference.

Dool, R. & Ciccotelli, P. (2012). Leaderocity™: Communicating at the speed of now. More than words, A holistic approach. Proceedings of the International Academy of Business and Public Administration Disciplines (IABPAD) Fall Conference.

Dool, R. (2012). Leaderocity™: Leading at the speed of now. Proceedings of the 12<sup>th</sup> Annual Conference of the International Academy of Management and Business (IAMB) (ISSN 1949-9108).

Dool, R. (2011). The Dialogue Intensive Online Classroom. *Journal of Education, Informatics and Cybernetics*, 2(3).

Dool, R. (2011). Managing Conflict in Online Multicultural Student Teams. *Journal of Education, Informatics and Cybernetics*, 2(2).

Dool, R. (2010). Lessons from the military: A new framework for managing change (C<sup>5</sup>). Proceedings of the International Academy of Business and Public Administration Disciplines (IABPAD) Spring Conference.

Dool, R. (2010). Lessons from the military: A new framework for managing change (C<sup>5</sup>) *Journal of Leadership and Organizational Studies (Current Issues in Management)*, 17(3).

Dool, R. & Mooney, A.C. (2010). ABSOLUT in 2004. *Case Research Journal*, 29(3&4).

Dool, R. (2009). Change Fatigue™: The impact of enervative change on job satisfaction. *The Journal of Management Sciences/Revue Sciences de Gestion*, Vol. 70. Fall 2009.

Dool, R. (2008). Change Fatigue™: The impact of enervative change on job satisfaction. In Savall, H., Bonnet, M., & Zardet, V. (Eds.), *International Conference and Doctoral Consortium: Vol. 1*. Academy of Management and ISEOR (pp. 487 – 501). Lyon, France: Universite Jean Moulin.

Dool, R. (2008). Managing Conflict in Online Collaboration. *Online Cl@ssroom*, May 2008, p. 3.

Dool, R. (2007). "Dialogue intensive learning," *eLearn Magazine* of the Association for Computing Machinery (ACM).

Dool, R. (2007). "Managing conflict in student team assignments," *eLearn Magazine* of the Association for Computing Machinery (ACM).

### ***Presentations***

Dool, R. (2025). Tenebrific Leadership: The Dark Side of Leadership. International Academy of Business and Public Administration Disciplines (IABPAD) Fall Conference, October 27, 2025.

Dool, R. (2025). Leadership Journeys and Lessons learned: Insights from 120 leaders. International Academy of Business and Public Administration Disciplines (IABPAD) Fall Conference, October 28, 2025.

Dool, R. (2025). Navigating the Challenges of 'Hybrid' Courses. Rutgers Online Learning Conference, March 15, 2025.

Dool, R., Radford, M., Radford, G. & Chayko, M. (2022). Book Publishing and the Pandemic: Overcoming Obstacles and Promoting Productivity Thematic Summary. New Jersey Communication Association Conference, March 26, 2022.

Dool, R. & Rotolo, E. (2021). The Impact of the COVID-19 Pandemic on the Expansion of Telehealth and the Question of Sustainability. International Academy of Business and Public Administration Disciplines (IABPAD) Online Fall Conference, October, 2021.

Dool, R., Dwyer, M., Goldthwaite C. & Sahay, S. (2021). Communication as the Foundation for Designing and Leading Change. New Jersey Communications Association Conference, March 20, 2021.

Dool, R. (2021) Learning Journals - Embedding Knowledge. Rutgers Online Learning Conference. March 15, 2021.

Dool, R. (2021). Are Leaders Listening? A New Model to Leverage Employee Input. International Academy of Business and Public Administration Disciplines (IABPAD) Online Winter Conference, January 4, 2021.

Dool, R. (2020). Leaders Impact on the Employee Voice. International Academy of Management and Business (IAMB) Winter Conference, December 2020.

Dool, R. & Alam, T. (2020). Interviews and Assessment From an Employment Perspective: History, Present Day And The Future. International Academy of Business and Public Administration Disciplines (IABPAD) Online Fall Conference, October 24, 2020.

Dool, R., Borrisoff, D., Knobel, B., & Anwer, A. (2020). Navigating MA Programs and International Student Application Processes. New York State Communication Association Annual Conference. October 17, 2020.

Dool, R. (2020). The Employee Voice. International Academy of Business and Public Administration Disciplines (IABPAD) Online Summer Conference, July, 2020.

Dool R. (2020), Student Engagement Across Cultures. Rutgers Online Learning Conference. June 2020.

Dool, R. & Hunter Y. (2019). Leadership Effectiveness Within Remote Workforces. International Academy of Business and Public Administration Disciplines (IABPAD) Conference, Las Vegas, October 2019.

Dool, R. & Martin, J. (2019). Customer Relationship Management and Leadership Sponsorship. International Academy of Business and Public Administration Disciplines (IABPAD) Conference, Las Vegas, October 2019.

Dool, R. Dickson, K. & Cook, R. (2019). The Art of Soft Skills: Human Resource's Perception Regarding the Employability of Today's Blue and White Collar Job Seekers. International Academy of Management and Business (IAMB), March 2019.

Dool, R. Koufie, M. & Watson, M. (2019). The Relationship Between Spiritually Intelligent Leadership and Employee Engagement. International Academy of Management and Business (IAMB), March 2019.

Dool, R., & Fuller, E. (2019). An Exploration of Servant Leadership Behavior and Job Satisfaction Using Correlational Quantitative Methodology. International Academy of Business and Public Administration Disciplines (IABPAD) Conference, Orlando, January 2019.

Dool, R., & DeVries, C. (2019). Effects of Corporate Social Responsibility Communication On Sinful Firms And Emerging Economic Factors On Gunmakers International Academy of Business and Public Administration Disciplines (IABPAD) Conference, Orlando, January 2019.

Dool, R. & Jackson, A. (2018). Measuring Leadership Styles and Behaviors of Project Managers within the United States in the Context of The Bolman and Deal Four-Frame Model. International Academy of Management and Business (IAMB), Lisbon, October 2018.

Dool, R., Mancini, D. & Cooper, J. (2018). A Quantitative Study in Context and Leadership: The Impact of Transformational and Transactional Approaches on Military Organizations. International Academy of Management and Business (IAMB), Lisbon, October 2018.

Dool, R., Koufie, M. & Hunter, Y. (2018). Leadership Approaches and Motivation within a Remote Workforce. International Academy of Management and Business (IAMB), Lisbon, October 2018.

Dool, R., Mancini, D. & St. Hill, D. (2018). The relationship between organizational culture, organizational

commitment, and workplace bullying: a correlational study.

International Academy of Business and Public Administration Disciplines (IABPAD) Conference, Dallas, April 2018.

Dool, R., & Rosenthal, E. (2018). Prosocial motivation of nonprofit employees: does it predict organizational commitment among a multi-generational workforce. International Academy of Business and Public Administration Disciplines (IABPAD) Conference, Dallas, April 2018.

Dool, R., Goldwasser, R. & Wiggins, D. (2018). Leadership Development in Higher Education: Meeting The Needs of Military Leaders And Veteran Students In Higher Education. International Academy of Business and Public Administration Disciplines (IABPAD) Conference, Dallas April 2018.

Dool, R. (2018). Dialogue Intensive Learning. Rutgers Online Learning Conference. New Jersey, March 2018.

Dool, R. & Hechl, C. (2017). Mentoring and Affective Commitment to Organizations: A Quantitative Comparison Study of Mentoring Functions among Millennial Employees. International Academy of Management and Business (IAMB), Dubai, October 2017.

Dool, R. & Schatz, R. (2017). Schatz Happens: A New Organizational Change Approach. International Academy of Management and Business (IAMB), Dubai, October 2017.

Dool, R. & Paradis, J. (2017). How Complexity Science Can Help Organizations and Leaders. International Academy of Management and Business (IAMB), New Orleans, January 2017.

Dool, R. (2016). Leaders v managers: A four lens perspective. International Academy of Management and Business (IAMB), London, September 2016.

Dool, R., Scott, C., & Mancini, D., (2016). The Effect of Paid Time Off for Volunteerism on Organizational Citizenship Behavior: Is it Influenced by National Culture. International Academy of Business and Public Administration Disciplines (IABPAD) Conference. New Orleans, October 2016.

Dool, R. (2016). Impactful Cohort and Dialogue Intensive Learning. 32<sup>nd</sup> Distance Teaching and Learning Conference. Madison, WI, August 9, 2016.

Dool, R. & Koehler, K. (2016). Leadership Lessons from College Athletics. International Academy of Business and Public Administration Disciplines (IABPAD) Conference. New Orleans, October 2016.

Dool, R. (2016). Leaderocity™: Communicating at the Speed of Now: Three Modalities. 21<sup>st</sup> Annual Conference of the International Academy of Management and Business (IAMB), Montreal, May 2016.

Dool, R. & Yee, A. (2016). The Development of Unified Corporate Social Responsibility: Effective Brand Communication. 21<sup>st</sup> Annual Conference of the International Academy of Management and Business (IAMB), Montreal, May 2016.

Dool, R. & Miller, G. (2016). Analysis of Manager Email Processing Abilities Within an Organizational Context and the Implications on Time Management. International Academy of Business and Public Administration Disciplines (IABPAD) Conference. Dallas, TX. April 21, 2016

Dool, R. & Zuo, L. (2016). New Media and Public Crisis: Crisis Management and the Chinese Government. International Academy of Business and Public Administration Disciplines (IABPAD) Conference. Dallas, TX. April 21, 2016

Dool, R. (2015). Hear. Inspire. Lead: Communication Seminar, *Keynote Speaker*. Leadership Newark and Newark Trust for Education. September 9, 2015.

Dool, R. (2015). Strategies for the emerging markets: A case study. *Keynote Address*. 7th Annual International

Conference on Global Business, Engineering, Energy, Agriculture, and Health. New York, NY. July 10, 2015.

Dool, R. & Bottary, L. (2015). Tribal Communication: A new perspective. 18<sup>th</sup> Annual Conference of the International Academy of Management and Business (IAMB), Las Vegas, NV. January, 2015.

Dool, R. (2015). Misuse of the Leadership Voice: Connecting with Your Stakeholders. International Academy of Business and Public Administration Disciplines (IABPAD) Conference. Orlando, Fl., January 5, 2015.

Dool, R. & Cerjan, R. (2014). Defining a leaders voice and why it matters (The Left Of Boom). International Academy of Business and Public Administration Disciplines (IABPAD) Conference. October 25, 2014.

Dool, R. & Rennie, K. & Liberman, C. (2014). Chief executive officers as brand ambassadors. International Academy of Business and Public Administration Disciplines (IABPAD) Conference. January 3, 2014.

Dool, R. & McMahon, T. (2013). "The Symmetric Model of Communication Re-Visited". 16<sup>th</sup> Annual Conference of the International Academy of Management and Business (IAMB), Washington, D.C. November 6, 2013.

Dool, R. & Widman, A. (2013). Leaderocity<sup>TM</sup>: M-Leadership: The changing nature of leadership in a mobile digital age. 13<sup>th</sup> Annual Conference of the International Academy of Management and Business (IAMB), Lisbon, Portugal. April 17, 2013.

Dool, R. & Wooden, C. (2013). Leaderocity<sup>TM</sup>: Communicating at the speed of now. The intersections of vision, strategy, leadership and communication. International Academy of Business and Public Administration Disciplines (IABPAD) Conference. January 3, 2013.

Dool, R. & Ciccotelli, P. (2012). Leaderocity<sup>TM</sup>: Communicating at the speed of now. More than words, A holistic approach. International Academy of Business and Public Administration Disciplines (IABPAD) Conference. October 28, 2012.

Dool, R., Drake, T., Strom, B., Mancini, D. & Shearer, D. (2012). A new framework for leading change (C<sup>6</sup> Framework) Revisited. International Academy of Business and Public Administration Disciplines (IABPAD) Conference. October 28, 2012.

Dool, R. (2012). Leaderocity<sup>TM</sup>: Leading at the speed of now. 12<sup>th</sup> Annual Conference of the International Academy of Management and Business (IAMB), Vistula University, Warsaw, Poland. April 24, 2012.

Dool, R., Masahudu, O., Cook, R. & Gorriaran, A. (2011). Is There A Correlation Between Organizational Learning And Job Satisfaction Within The Federal Sector And Private Sector Financial Services Industry? International Academy of Business and Public Administration Disciplines (IABPAD) Conference. April 7, 2011.

Dool, R. Malone-Haddox, K., Bedore, G. & Marion, J. (2011). Effective Leadership Styles Of Charter School Administrators In Tennessee. International Academy of Business and Public Administration Disciplines (IABPAD) Conference. April 7, 2011.

Dool, R. (2010). Global Classroom: Multiculturalism in the online classroom. 26<sup>th</sup> Annual Conference on Distance Teaching and Learning. August 6, 2010.

Dool, R. (2010). Teaching Through Dialogue: Creating a rich learning experience. 26<sup>th</sup> Annual Conference on Distance Teaching and Learning. August 5, 2010.

Dool, R. (2010). Effective Global Virtual Teams: Multiculturalism in the Virtual Workplace. 16<sup>th</sup> International Conference of the International Association for Intercultural Communication Studies, South China University of Technology, Guangzhou, China. June 19, 2010.

Dool, R. (2010). Lessons from the military: A new framework for managing change (C5) in Practice. 3<sup>rd</sup> Annual International Conference and Doctoral Consortium on Organization Development and Change. ISEOR Division of Organization Development and the Academy of Management. Lyon, France: Universite Jean Moulin, June 2010.

Dool, R. (2010). Olagbemi, F., Goldwasser, R., & Achilles, W. The effectiveness of federal regulations and corporate reputation in mitigating accounting fraud. The International Academy of Business and Public Administration Disciplines (IABPAD), April 24, 2010.

Dool, R. (2010). Lessons from the military: A new framework for managing change (C5). The International Academy of Business and Public Administration Disciplines (IABPAD), April 24, 2010.

Dool, R. & Hebert, S. (2010). 15<sup>th</sup> Annual Technology, Colleges and Community (TCC) Online Conference. Dialogue Intensive Learning, April 22, 2010.

Dool, R. (2010). 15<sup>th</sup> Annual Technology, Colleges and Community (TCC) Online Conference. Managing Conflict in Online Student Teams, April 20, 2010.

Dool, R. (2010). Effective global virtual teams: Multiculturalism in the virtual workplace. International Conference on Education, Training and Informatics: ICETI 2010. April 7, 2010.

Dool, R. (2010). The dialogue intensive online classroom. International Conference on Education, Training and Informatics: ICETI 2010. April 8, 2010.

Dool, R. (2010). Managing conflict in online multicultural student teams. 8<sup>th</sup> Annual Online Conference on Teaching and Learning (IOC). March 18, 2010.

Dool, R. (2010). Dialogue intensive learning. 8<sup>th</sup> Annual Online Conference on Teaching and Learning (IOC). March 18, 2010.

Dool, R. (2009). "Teaming Across Borders." Learning Leaders Symposium. Seton Hall University, SetonWorldWide. November, 2009.

Dool, R. & Hebert, S. (2009). "Dialogue Intensive Learning." 15<sup>th</sup> Annual Sloan-C International Conference on Online Learning. The Sloan Consortium. October, 2009.

Dool, R. (2008). "Leaderocity" Leading and communicating at the speed of now." Learning Leaders Symposium. Seton Hall University, SetonWorldWide. November 24, 2008.

Dool, R. (2008). "Lessons from the Military" A new framework for managing change (C5)." Learning Leaders Symposium. Seton Hall University, SetonWorldWide. November 24, 2008.

Dool, R. (2008). "Student as Teacher: Shifting the Engagement Pattern." 14<sup>th</sup> Annual Sloan-C International Conference on Online Learning. The Sloan Consortium. November 6, 2008.

Dool, R. & Mooney, A.C.(2008). The iconic ABSOLUT vodka brand faces competition. North American Case Research Association (NACRA) Annual Conference, October 31, 2008.

Dool, R. (2008). "Lessons from the Military" A new framework for managing change (C5)". MidWest Academy of Management Annual Meeting. St. Louis, MO. October 4, 2008.

Dool, R. & McMahon, T. (2008). "Dialogue Intensive Learning." 24th Annual Conference on Distance Teaching and Learning, Madison, Wisconsin, August 5, 2008.

Dool, R. (2008). *Change Fatigue™: The Impact of Enervative Change on Job Satisfaction*. International Conference and Doctoral Consortium. ISEOR Division of Organization Development and the Academy of Management. Lyon, France: Universite Jean Moulin, April 21, 2008.

Dool, R. (2008). "Change Fatigue: An Analysis". University of Maryland (UC). Seminar on Leadership, Change & Virtual Organizations, February 23, 2008.

Dool, R. (2007). "Leaderocity: Leading at the Speed of Now". Graduate Women In Science Meeting, Seton Hall University, September 17, 2007.

Dool, R. (2007). "Change Fatigue: The Impact of persistent change initiatives on employee satisfaction". MidWest Academy of Management Annual Meeting. Kansas City, MO, October 4, 2007.

Dool, R. (2007). "Dialogue Intensive Learning." Seton Hall University, TLTC Summer Series, Online Learning Day.

Dool, R. (2007). "Managing Conflict in Student Online Teams." 13<sup>th</sup> Annual Sloan-C International Conference on Online Learning. Sloan-C Consortium. (Nov. 2007)

Dool, R. (2007). Change Fatigue: The impact of persistent change initiatives on employee satisfaction. 3<sup>rd</sup> Annual Summit. *Building Organizational Development and Change as an Academic Discipline*, Benedictine University, Chicago.

Dool, R. (2006). "Strategies in Organizations: Change Programs," Baruch University, Executive Masters in Labor Relations Seminar.

Dool, R. (2006). The impact of persistent change initiatives on job satisfaction. University of Maryland University College, Research Colloquium.

Dool, R. (2005). "Strategies in Organizations: Change Programs," Baruch University, Executive Masters in Labor Relations Seminar.

## **Grants**

Program Assessment Grant (2016). Assessment Program grant awarded for the Graduate Communication Degree Programs for the College of Communication and the Arts, Seton Hall University (\$4,500).

Mooney, A.C. & Dool, R. (2008). The iconic ABSOLUT vodka brand faces competition. Research grant from the North American Case Research Association (NACRA). (\$2,000)

Seton Hall University (2007). TLTC, Arts & Sciences. Online Course Development Grant. (\$2,000)

## **United States Trademarks**

Change Fatigue™  
Leaderocity™

♦ OTHER ACADEMIC EXPERIENCE ♦

Director – Masters in Communication & Media (MCM) 2016 – Present

Director – Masters in Health Communication and Information (MHCI) 2021 – 2025

President, New Jersey Communication Association (2021 – 2022, 2024 - 2025)

Organizer, Coordinator & Host NJCA 2022 & 2025 Annual Conferences

Second VP, New Jersey Communication Association (2019 - 2021)

Executive Board, New Jersey Communication Association (2017 - 2025)

Advisor, Rutgers Chapter, National Society of Leadership and Success (2019 - 2020)

Faculty Senate, Rutgers University New Brunswick (2019 - 2022)

Fellow, Rutgers Leadership Academy (2017 - 2019)

Fellow – The Institute of Leadership and Management (UK) (2017-2021)

Board of Advisors of the International Academy of Management and Business (2016 - 2021)

Chief Editor for the International Journal of Management and Business, IJMB (2016 - 2021)

Leadership Mentor for Incarcerated Students – Federal Grant administrated by Adams State University (2016-)

Mini-Grant Reviewer for the Association of Leadership Educators (2016 – 2019)

Reviewer for The Journal of Leadership Education (2017 - 2019)

Veterans Coach – Rutgers Veterans House (2017 - 2019)

Reviewer for the Academy of Management and Academy of International Business (2011- 2020)

Associate Editor, Journal of Global Commerce Research (2010)

*Panel or Session Chair* – Academy of Management, International Conference of the International Association for Intercultural Communication, The International Academy of Business and Public Administration Disciplines, International Academy of Management and Business and Sloan-C International Conference on Online Learning.

*Service Leadership* (Chair or member):

Faculty Senate, Academic Policy Committee, Graduate Studies Committee, Graduate Education Council, Middle States Accreditation Committee, College Planning Committee, various Faculty Search committees, Instructional Technology Committee, Nominations and Elections, College Executive Committee, Strategic Planning Executive Committee, Graduate Education Advisory Committee.

*Facilitator/Seminar Leader:*

Experience in developing delivering high impact workshops and seminars.

Led or facilitated 100+ seminars, workshops, leadership development clinics, strategic planning sessions, individual leadership coaching sessions, team assessments, high performance team workouts and leadership best practice events since 2018.

## ◆ DISSERTATION/THESIS EXPERIENCE ◆

### **Dissertation Experience:**

Serving as Chair on 20+ Dissertation Committees and as a member on 30+ Committees, all in business and communication research areas to date.

### **Theses/Capstones:**

Advisor for 150+ Thesis or final Capstone projects at the Masters level.

## ◆ PROFESSIONAL CERTIFICATIONS ◆

### **Working With International Students (2025)**

Rutgers University International Student and Scholar Services (ISSS)

Certification Workshop (Badge) designed to increase knowledge on how to engage and support International Students. Learn about all the related processes in recruiting, admitting and on-boarding International Students as well as regulatory and legal policies, reporting and requirements. Learn and share best practices on how to create positive learning experiences for International students.

### **High Impact Communication (2025)**

Leadership IQ

High-Impact Communication is a course designed for professionals who want to dramatically improve their ability to speak with clarity, listen with empathy, and influence with confidence. This isn't communication 101—this is real-world, research-backed skill building for people who need to get things done with and through others. 4 Week intensive online Certification Program

### **Teaching with Artificial Intelligence (2025)**

Educause

“Teaching with AI” is an online program tailored for higher education faculty, instructional designers, and support staff designed to deepen participants’ understanding of AI and empower them to seamlessly integrate it into their curricula. It features live discussion sessions that offer practical strategies for enhancing student engagement, personalizing learning experiences, and improving educational outcomes. Participants will explore real-world AI applications, engage in interactive activities, and collaborate with peers to develop actionable insights for their teaching practices.

### **Citi Program Human Research (2025)**

Social / Behavioral / Epidemiologic Research Investigators

*Re-Certification*

CITI Program provides online content in research, ethics, and compliance for organizations and individual learners. CITI Program is the preeminent leader in online research, ethics, compliance, and safety training. It has trained researchers globally for over 20 years at thousands of academic, research, and healthcare organizations

**Belbin Team Roles Accredited (2025)**

Belbin, Ltd.

Belbin Team Roles accreditation is the official training and certification program offered by Belbin Associates, designed for individuals who want to become qualified practitioners in using the Belbin Team Roles framework for improving teamwork, leadership, and organizational performance. The research-based, scalable Team Role platform, provides practical insights, transforms the way Teams work together, and drives measurable results in both individual and Team performance.

**Advanced Online Teaching Certificate (2025)**

Online Learning Consortium

The OLC Advanced Online Teaching Certificate Program is a 12-week workshop designed to help educators fine-tune existing online courses and degree programs in order to have a positive impact on student learning. The program is intended for those online faculty who wish to improve their online courses through the inclusion of active learning strategies, multimedia, and social media components, and stronger assessment practices.

**Identity and Leadership (I-Lead) Program Rutgers University (2024)**

The Identity and Leadership (I-LEAD) program is designed to provide faculty with opportunities to enhance their leadership, increase effectiveness at navigating identity-related challenges on their leadership journey, and build career-enhancing and supportive networks.

**Certified Agile Coach (CAC) (2020)**

Global Association for Quality Management

Agile Coach Certification (CAC) introduces participants to essential team coaching skills & team development ideas for starting and growing teams while focusing on teams and organizations as human systems. A key part of this certification focuses on developing an understanding of the professional coaching skillset and the value of honing these skills to serve professionals on an agile team. Agile Coach Certification focuses primarily on the mindset, roles, and responsibilities of an Agile Coach.

**Certified Change Management Professional (2020)**

Global Association for Quality Management

Certified Change Manager (CCM)<sup>®</sup> - Practitioner Certification structures an in depth skill expertise in the field of Change Management. The Practitioner certification confirms you have achieved sufficient understanding of how to apply and tailor Change Management guidance in a given organizational change situation.

**Resilience-Building Leadership Professional™ (2020)**

The Resilience-Building Leader Program™

The Resilience-Building Leader Program™ is the credentialing body for the Resilience-Building Leadership Professional™ (RBLP™) series of leadership certifications. Their mission is to identify and certify people that are ready to build resilient teams and lead them in a challenging environment.

**Cultural Intelligence Certification (2020)**

Cultural Intelligence Center

Cultural Intelligence is the capability to function effectively in a variety of cultural contexts, including national, ethnic, organizational, generational, and many others.

**Change Navigator / Change Style Indicator (2020)**

## **Discovery Learning International**

The Change Navigator® is a revolutionary new tool for change leaders that takes participants on a journey through the stages of transition that are common to periods of change and helps people to understand and navigate them.

## **Effective Teaching Practices (2019)**

**Association of College and University Educators and American Council on Education**

Faculty credentialed by ACUE have demonstrated comprehensive knowledge and skills across all of the core teaching competencies defined in ACUE's effective practice framework. These credentials distinguish faculty and institutions for their commitment to educational excellence

## **Certified DISC Coach (InstituteSuccess) (2019)**

DISC is a behavior assessment tool based on the DISC theory of psychologist William Moulton Marston, which centers on four different personality traits which are currently Dominance, Influence, Steadiness, and Conscientiousness.

## **Certified StrengthsFinder Coach (Gallup) (2018)**

### **The Gallup Organization**

Gallup, Inc. is an American research-based, global performance-management consulting company.

## **Leadership Development Certified Professional (LDCP) (2017)**

### **Institute of Organization Development**

The Institute of Organization Development (IOD) provides educational services and consultation in the field of OD to those individuals responsible for organizational change and who are responsible for developing and implementing an aligned Leadership Development Strategy.

## **Certified Faculty Developer (Online) (2013)**

### Lern Institute

The goal of LERN's Faculty Developer certification is to prepare faculty developers to assist faculty in improving instructional quality at their institutions.

## **Certified Human Capital Strategist (2010)**

### Human Capital Institute - The Global Association for Strategic Talent Management

HCS is a rigorous course of study, recognized by business and government organizations worldwide as the standard certification for Strategic Talent Management.

## **Certified Quality Matters Peer Reviewer (2007)**

Quality Matters is an inter-institutional quality assurance organization, sponsored by Maryland Online, which has developed national standards for best practices for online courses.

## **Certified Online Instructor (2007)**

Certified by The Sloan Consortium (Sloan-C), a consortium of institutions and organizations committed to quality online education. Sloan-C encourages the collaborative sharing of knowledge and effective practices to improve online education.

Communicating in Times of Change, Indiana University (2021)

Managing Project Risks and Changes, University of California (2020)

Project Planning and Management, University of Virginia (2017)

Project Management Leadership, Project Management Academy (2016)

Initiating and Planning Projects, University of California (2016)

Global Business Management Course, GE Executive Learning Center, Crotonville, NY (2011)  
Manager Development Course, GE Executive Learning Center, Crotonville, NY (2010)

**◆ HONORS and AWARDS ◆**

Book, *Leaderocity™: Leading at the Speed of Now*, was selected by Skillsoft for their curated professional content collection on business and management (2022).

Annual Outstanding Faculty Award by Graduate Student Association (Rutgers 2017, 2018, 2019, 2022)

Distinguished Achievement in Service Award, School of Communication Information, Rutgers University (2018)

Smart Choice (Super Scholars) (2015) - Top 25 Online Master's in Communication Program.

Dool, R. & Mooney, A.C. (2008). The iconic ABSOLUT vodka brand faces competition. North American Case Research Association (NACRA), "Runner up" Award (Top 6) – Annual Teaching Case Program. October 31, 2008.

Stanley J. Drazek Teaching Excellence Award Nomination (2004, 2005), University of Maryland (UC)

Presidential Management Fellow Nomination (2005), University of Maryland (UC)