

Douglas J. Gilbert, DBA, JD, MBA

Curriculum Vitae

6947 Welford Place
Castle Pines, Colorado 80108 USA

TEL. +1.720.900.1312
E-Mail: DOUGLAS.GILBERT@LTACADEMICS.COM

Education

- PhD University of Twente. *Expected defense: 2022*
Dissertation: *Redefining Entrepreneurial Education through Collaborative Competence.*
Dissertation advisors: Celeste P.M. Wilderom, PhD, and Kenneth Gergen, PhD
- DBA University of Phoenix, School of Advanced Studies (ACBSP accredited)
Doctoral Dissertation: *MBA effectiveness in non-OECD countries: Perceptions of leadership and managerial skills*
Dissertation mentor: Kathleen Barclay, PhD
- MBA Université de Genève / International Institute for Management Development (IMD)
(AACSB, AMBA, and EQUIS accredited) *with distinction*
Thesis: *The lawyers: Able, bold and crafty. . .but effective and efficient?*
Thesis supervisor: Ahmet Aykaç
- JD University of Iowa, College of Law
with distinction
Associate Editor, *Journal of Corporation Law*
- BS Southwestern College, Winfield, Kansas
Valedictorian / summa cum laude
Order of the Mound Honor Society

Academic Employment

Faculty

- 2019 – present Vilnius University, Vilnius, Lithuania. Visiting (Fulbright) Professor in Entrepreneurship.
- 2018 – present Doctoral faculty and methodologist, Walden University
- 2016 – present Adjunct Faculty, Colorado Community Colleges Online
- 2000 – 2021 Associate faculty, University of Phoenix, Colorado and Online Campuses
- 2017 Fulbright Specialist, University of Finance & Economics, Ulaanbaatar, Mongolia
- 2016 – 2017 Full-time staff faculty, University of Phoenix, School of Business
- 2012 Lecturer, University of Colorado Denver, School of Public Affairs
- 2010-2011 Adjunct Faculty, Colorado State University Global Campus
- 1991-2009 Professor, Schiller International University, Strasbourg, France, Campus, MBA program

Academic Administration

- 2017 Fulbright Specialist, University of Finance and Economics, Ulaanbaatar, Mongolia.
- 2013-2016 Dean, School of Organizational Leadership, University of the Rockies, Denver, Colorado (online, blended, and traditional classrooms—19 FT faculty, 1,300+ students)
- 2005-2013 Campus College Chair (local dean role) School of Business, University of Phoenix, Colorado Campus (traditional classroom—50 faculty, 600+ students)
- 2001-2005 General Counsel, American City University

Industry and Governmental Employment

- 2016 – present CEO, Lone Tree Academics LLC (academic services company)
- 2003 – 2005 Attorney, Gilbert Co. PC (higher education law, small business, creditors / debtors)
- 2000 – 2003 Manager, Cap Gemini Ernst & Young (strategy and transformation practice)
- 1999 – 2000 Director of Consulting Services, Cogos Consulting, Inc. (Microsoft partner)
- 1989 – 1999 Executive (various titles), Novartis AG (Basel, Switzerland headquarters)
- 1983 – 1988 Attorney, Snell & Wilmer, Hopper & Kanouff, Alan C. Jacobson, P.C.
- 1981 – 1983 Law Clerk to the Hon. Warren K. Urbom, U.S. District Court (Nebraska)

Teaching and Research Areas

Higher education accreditation	Virtual collaboration and leadership
Organizational strategy	Performance excellence / quality assurance
Entrepreneurship	Change management

Publications

- Gilbert, D. J.** (2020). ISO alongside, instead, or inside? The potential of ISO 21001:2018 to change and challenge higher education accreditation. *International Journal of Business and Applied Social Science*, 6(10), 48-55. <https://doi.org/10.33642/ijbass.v6n10p5>.
- Oedekoven, O. O. and **Gilbert, D. J.** (2019). *Assurance of learning. Continuous quality improvement in higher education*. Peregrine Pathways.
- Oedekoven, O. O. and **Gilbert, D. J.** (2019). *The senior leader toolbox. Baldrige-based quality enhancement tools for senior leaders*. Peregrine Pathways.
- Oedekoven, O. O., Venkateshiah, K. B., **Gilbert, D. J.**, Robbins, D. K. (2019). *Leading organizations. Innovating for performance excellence*. Peregrine Pathways.
- Gilbert, D. J.**, & Oedekoven, O (2015, November). *Architecting Assessment. Meeting and Exceeding ACBSP Standards with a Design-based Approach*. Barcelona, Spain. <https://doi.org/10.13140/RG.2.1.1805.9608>
- Gilbert, D. J.** (2013). Collaborative Competence. Redefining management education through social construction. *Journal of Psychological Issues in Organizational Culture*, 4(3), 26-43. <https://doi.org/10.1002/jpoc.21116>
- Gilbert, D. J.** (2010). *MBA effectiveness in non-OECD countries: Perceptions of leadership and managerial skills* (Doctoral dissertation). Available from ProQuest Dissertations & Theses @ University of Phoenix. (AAT 3405502)
- Gilbert, D. J.** and Savard, H. I. (2006, October). *Creating and delivering business education for a sustainable world*. Business as Agent of World Benefit, Global Forum.
- Vandermerwe, S., & **Gilbert, D.** (1991). Internal services: Gaps in needs performance and prescriptions for effectiveness. *International Journal of Service Industry Management*, 2(1), 50-60.
- Vandermerwe, S., & **Gilbert, D.** (1989, November/December). Making internal services market driven. *Business Horizons*, 32(6), 83-89.
- Gilbert, D. J.** (1989). *The lawyers: able, bold and crafty. . .but effective and efficient?* (Unpublished master's thesis). IMD (International Management Institute / Université de Genève), Geneva, Switzerland.
- Vestal, A. D., & **Gilbert, D. J.** (1982). Preclusion of duplicative prosecutions: A developing mosaic. *Missouri Law Review*, 47(1), 1-22.
- Gilbert, D. J.** (1980). Leroy v. Great Western United Corp.—Supreme Court hinders the ability to challenge extraterritorial state tender offer regulation. *Journal of Corporation Law*, 5(2), 396-417.

Drafts in Process (book):

Gilbert, D. J. (2021), *Assessment by design. Enabling student success*. EduPartner.Solutions OÜ.

Grants received and administered

- 2017 Fulbright Specialist, University of Finance and Economics, Mongolia. Subject matter: Online education program management
- 2019 Fulbright Specialist, Vilnius University, Lithuania. Subject matter: Entrepreneurship education.
- 2019 Fulbright Alumni Grant. Subject Matter: Scale-UP entrepreneurship in Campbell County, Wyoming.

Peer Reviewer and Editor Experience

2011-present Accreditation Council for Business School Programs Transnational Journal of Business
 2013-present Board of Examiners, Malcolm Baldrige National Quality Award
 2016-present Quality Matters
 2012-present SAGE Open article editor
 2012-2015 North American Case Research Association
 2012-2015 Western Academy of Management, annual conference submissions
 2012-2015 Society for Case Research
 2012 Management Education for the World (50+20 Project)
 2009-2015 Academy of Management, annual conference submissions: Management Education Division, International Management Division, and Business Policy and Strategy Division

Conference Presentations

Gilbert, D.J. (2020, June 24). *Baltic Lean Launch Pad. Student-centered entrepreneurship curriculum in Lithuania.* Paper and presentation at ACBSP Annual Conference, Chicago, IL.

Gilbert, D.J. (2019, November 25). *Multi stakeholder view of higher education quality. Accreditation and beyond.* Presentation at SEAA Trust Conference, New Delhi, India.

Gilbert, D.J. (2019, November 16). *Baltic Lean Launch Pad. Student-centered entrepreneurship curriculum in Lithuania.* Paper and presentation at ACBSP, Region 8, Prague, Czechia.

Gilbert, D.J. (2017, August 9). *Succeeding with academic integrity for online students.* Scholarly presentation at the 2017 Colorado Learning and Teaching with Technology Conference, Boulder, Colorado.

Gilbert, D.J. (2015, November 6). *The Focused leader in change management. A very brief introduction to what neuro-leadership and the SCARF model tell us about the dynamics of change.* Scholarly presentation at Berlin Change Days, Berlin, Germany.

Gilbert, D.J., Pintus, P., & Oedekoven, O. (2015, June 13). *Architecting evaluation and assessment—using a design-based approach to develop a complete and systematic approach.* Presentation at ACBSP Annual Conference, Philadelphia, PA.

Gilbert, D.J. and Spencer, C. (2014, August 6) *Digital content: A strategic approach.* Scholarly presentation at the 2014 Colorado Learning and Teaching with Technology Conference, Boulder, Colorado.

Gilbert, D. J. and Pintus, P. (2014, June 6) *Cross walking quality- Approaches to combine ACBSP accreditation with Baldrige Programs.* Presentation at ACBSP Annual Conference, Chicago, IL.

Gilbert, D.J. (2014, March 22). *MOOCs: Friend, foe, or folly?* Scholarly presentation at the Western Academy of Management, Napa, California.

Gilbert, D.J. and Love, G.H. (2013, November 2). *Will they stay or will they go? Employee and stakeholder engagement during times of change.* Scholarly presentation at Berlin Change Days, Berlin, Germany.

Gilbert, D.J, Love, G.H, & Harris, C. (2013, August 7) *Using a Faculty MOOC for Collaboration on Scholarship and Research.* Scholarly presentation at the Colorado Learning and Teaching with Technology Conference, Boulder, Colorado.

Gilbert, D.J. (2012, November 3). *Developing collective competence. An essential element of change management.* Scholarly presentation at Berlin Change Days, Berlin, Germany.

Gilbert, D.J. (2012, January 19). *Quality business education: Designing management education for global contexts.* Scholarly presentation at ACBSB Region 7, Phoenix, Arizona.

Gilbert, D.J. (2011, November 6). *Place and space as elements of organizational change.* Scholarly presentation at Berlin Change Days, Berlin, Germany.

Gilbert, D.J. & Müller, S. (2011, February 19). *Generationenwechsel—Beibehaltung der Dynamik in Zeiten des Wandels. Hilfsorganisation Salem International. (Generational transition—*

Maintaining the momentum in times of change. Salem International charitable organization).

Scholarly presentation in German at the Evangelical (Lutheran) Academy in Loccum, Germany.

Gilbert, D.J. (2010, November 7). *Appreciative strategy as a method of change.* Scholarly presentation at Berlin Change Days, Berlin, Germany.

Gilbert, D. J., & Dehtiar, T. (2008, August). *Enable educate & engage. Service learning to extend MBA skills in base of the pyramid markets.* Paper presented at the Academy of Management 2008 Annual Meeting, Anaheim, CA.

Consulting Work:

Campbell County, Wyoming. Higher Education Market Analysis. Castle Pines, CO: Lone Tree Academics, LLC (2017).

Achieving operations excellence (White Paper). Cupertino, CA: Cap Gemini Ernst & Young (2002)

Biotechnology: Moving from science to business (White Paper). Cupertino, CA: Cap Gemini Ernst & Young (2002)

Building biotech: Alliances, mergers and acquisitions (White Paper). Cupertino, CA: Cap Gemini Ernst & Young (2002)

Biotechnology--From science to business: Complying and thriving in a regulated environment (White Paper). Cupertino, CA: Cap Gemini Ernst & Young (2002)

Novartis Seeds AG. Financial Process Improvement: Shared services feasibility report. Basel, Switzerland: Novartis Seeds AG. Gilbert, D. J. (Ed.) (1999)

Novartis Pharma AG. Financial Process Improvement: Shared services feasibility report. Basel, Switzerland: Novartis Pharma AG. Gilbert, D. J. (Ed.) (1998)

Courses Taught and Designed

University of the Rockies

LDR 6220 The Focused Leader

RES 8003 Doctoral Dissertation 3

University of Phoenix

Graduate

STR/581 Strategy MBAPA592 Public Administration

MBA/590 Strategic Implementation Decisions

MKT/571 Marketing FIN/571 Corporate Finance

MGT/521 Management FIN/571GM International Finance

OPS/571 Operations Management ACC/561 Accounting Undergraduate

LAW/531 Business Law MGT/350 Critical Thinking

MMI/530 International Law & Politics MKT/421 Marketing

MBAPA591 Public Administration Seminar LAW/415 Business Law

FIN/324-325 Business Finance I and II

FIN/476 Business Finance

Schiller International University

BA501 Organizational Behavior

BA522 International Marketing

BA529 Multinational Management

BA539 International Monetary and Banking Systems

BA560 International Business Law

BA570 Management Communication for International Business

University of Colorado Denver, School of Public Affairs

PUAD5140 Nonprofit Financial

Management

Instructional Design

Lone Tree Academics / Peregrine Academic Services

Assisted with design of three eProgrammes, MBA, MPhil, and DBA, using Quality Matters models.

University of the Rockies

Master of Arts in International Leadership / Master of Arts in Leadership (curriculum based on models of mindfulness).

Schiller International University

Program design: Strasbourg, France, campus Executive MBA program (45 credit hours)

Clean Tech Open

Project Manager, Entrepreneurship training curriculum for National Academy and East Coast Academy

Project Manager, Webinar training curriculum for regional clinics (10 week program).

University of Phoenix

LAW/529	Business Law
MMI/530	International Law and Politics
MMI/540	International Economics, Trade, and Finance
MMI/550	Country Analysis
GMGT/570	Principles of Transnational Management
GMGT/580	Industry, Market, and Country Analysis
GMGT/591	Seminar in Global Management
COM/410	Management, Leadership, and Communication

Leadership

2013-present	Board Chair, Rocky Mountain Performance Excellence (regional Baldrige program)
2016-2019	Region 7 Officer (2016 Secretary, 2017 Chair Elect, 2018 Chair) Accreditation Council for Business Schools and Programs (ACBSP) a CHEA-recognized accrediting body using Baldrige National Performance Excellence Education Standards
2016-2018	Director, (Baldrige) Alliance for Performance Excellence
2012	Organizer, 1 st Annual Rocky Mountain Academic Writers' Conference
2010-2012	City Council / Mayor Pro Tem, City of Castle Pines, Colorado
2008-2010	Elected Treasurer, City of Castle Pines, Colorado
2006	Task Force Leader, STEM Education Coalition (South Metro Denver)

University Service

2013-2019	Examiner, Malcolm Baldrige National Performance Excellence program.
2010-present	Accreditation examiner and team lead for ACBSP reviewing business programs in the U.S., Mongolia, India, and Austria (20 site visits).
2012	PhD dissertation IRB committee, Capella University
2012	1 st Annual Rocky Mountain Academic Writers' Conference, Lone Tree, Colorado
2012	The Clean Tech Open, Palo Alto, California—Project manager/research coordinator for national educational partnership with the University of Phoenix
2011-2012	University of Phoenix, Colorado Campus--Developed and implemented associate faculty development model based on Charlotte Danielson's <i>Framework for Teaching</i>
2012–2013	Programmatic assessment specialist, School of Business, University of Phoenix

Community Involvement

2018-2019 Charter Rule Commissioner, City of Castle Pines, Colorado
 2010-2012 City Council / Mayor Pro Tem, City of Castle Pines, Colorado
 2008-2010 First elected Treasurer, City of Castle Pines (North), Colorado
 2006-2008 Community leader for incorporation efforts for the City of Castle Pines, Colorado
 2006-2011 Director, South Metro Denver Chamber of Commerce Economic Development Group
 2005-2008 Vice President, Castle Pines North Master Association
 2003-present President, Castle Pines North HOA#1

Professional Development

2013-2019 Baldrige National Performance Excellence site examiner training
 2013-2015 Higher Learning Commission Annual Conference
 2012 Colorado Bar Association Nonprofit Institute
 2012 NxLevel® for Entrepreneurs trainer certification class
 2012-2014 Rocky Mountain Performance Excellence site examiner training
 2012 Business Model Generation, master class for consultants
 2010 Accreditation Council for Business Schools and Programs (ACBSP), examiner training
 2008 Apollo Group Mid-Level Management Program
 2007 Colorado Institute of Leadership Training
 2006-2007 Leadership Douglas County
 2005 Big Horn Institute Policy Leadership Development Program, Healthcare
 2004 World Education Service (WES), International Credential Evaluation
 2000 FastTrac Entrepreneurial Business Planning (Kaufman Foundation for Entrepreneurship)
 1995 Covey Leadership Week
 1991 Negotiation, National Institute of Trial Advocacy
 1990 & 1992 Project Management courses, Management Centre Europe
 1986 Trial Advocacy, National Institute of Trial Advocacy

Fellowships

Fellow, Big Horn Institute Policy Leadership Program, Colorado State University

Professional Memberships

Accreditation Council for Business School Programs	Colorado Society of CPAs (past)
Quality Matters	Arizona Bar Association
Colorado Municipal League	Colorado Bar Association (past)

Professional Licensure

Licensed to practice law:

Colorado (active status)	Nebraska (inactive)
Arizona (inactive)	Iowa (inactive)

Languages

English (mother tongue); German (fluent); French (basic)