

# EVAN H. OFFSTEIN, PH.D., SPHR

19200 James Forest Trail  
Frostburg, MD 21532

Phone: 301.876.2261

eoffstein@frostburg.edu

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## PROFILE

Professor/author/consultant with over 10 years of business experience in various business functions to include manufacturing, distribution and logistics, personnel services, and quality initiatives. A West Point graduate and Virginia Tech Doctorate in Business, I served five years as a Military Intelligence Officer before leading in both profit and non-profit venues. An experienced trainer, consultant, and acclaimed author, I have personally established effective training modules covering honorable leadership, principles of negotiation, and employee and executive coaching. For these reasons, I am considered the consultant or trainer of “choice” within our AACSB College of Business.

## SELECTED ACHIEVEMENTS

- Became the first faculty member at Frostburg State to earn the internationally recognized Senior Professional in Human Resource Management (SPHR) certification, which is the highest applied professional certification recognized in the HR field.
- Granted West Point and Department of the Army approval to conduct leadership research at the United States Military Academy at West Point. The results of this research culminated in a book, ***Stand Your Ground: Building Honorable Leaders the West Point Way***, which is among Praeger Publishers best selling books of the fall season. The book was endorsed by two time U.S. Attorney General and former Governor of Pennsylvania, Dick Thornburgh, and Virginia Tech football coach, Frank Beamer. Other endorsers include: Chief executives, entrepreneurs, Presidents of Universities, and distinguished professors.
- Presented and delivered award winning research at the top national and international conferences within the business strategy, management, and human resources domains.
- Designed, developed and facilitated effective leadership and management courses covering topics from employee satisfaction, negotiation, executive and employee coaching and mentoring, stress management, interpersonal communication, and honorable leadership.
- Earned among the highest student and client evaluations (for paid consulting) within the entire university; selected and identified as the consultant and trainer of choice for outside constituencies.

## PROFESSIONAL EXPERIENCE

### FROSTBURG STATE UNIVERSITY

December 2003-present

*Engage in top level research, teaching, and consulting/training to make our students and clients more competitive.*

- Designed and executed training programs for major clients; conducted more consulting than any other professor within the College of Business since my arrival.
- Selected ahead of peers and above competitors to deliver leadership training to major outside clients such as Northwestern Mutual Life, Western Maryland Health System, Century Furniture, VA Tech Leadership Conference, and the International Financial Planners and Insurance Conference.
- Recognized throughout the university as a prolific researcher who was instrumental in helping Frostburg State’s College of Business earn AACSB accreditation; wrote one major book, one book chapter, and 12 journal articles in the last three years.
- Selected to present and deliver management and leadership research at the internationally acclaimed and respected Academy of Management Conference; presented more research at this conference in the last four years than anyone on staff at Frostburg State.
- Earned among the highest teacher evaluations of any faculty within Frostburg State University.
- Awarded private grant from American Strategies Corporation to engage in honorable leadership research.
- Selected for my business expertise to sit as a Director for the Western Maryland Scenic Railroad, a multi-million dollar tourist attraction—the largest tourist attraction west of Baltimore, Maryland.
- Selected for my business and leadership expertise to chair Frostburg, Maryland’s Economic Development Commission.
- Selected as Senior Editor for the Journal of International Business Disciplines.

VIRGINIA TECH

August 2001-December 2003

*Engage in top level research and instruction while pursuing my doctoral degree in business.*

**Business Doctoral Student Focusing on Business Strategy, Strategic Human Resources, and Org. Behavior**

- Selected as the Hoover Award Winner for Teaching Excellence as a doctoral student at Virginia Tech.
- Selected as Virginia Tech's Graduate Student of the Month for excellence in teaching, research, course work, and citizenship.
- Finalist for Graduate Teacher of the Year at Virginia Tech.
- Keynote speaker and Honorary Inductee for the Golden Key International Honor Society.
- Guest speaker for the Virginia Tech Engineering Honor Society, the Phi Sigma Pi National Honor Fraternity, and the Virginia Tech Career Night.

VIRGINIA MILITARY INSTITUTE

November 2000-July 2003 (2002, 2003 contractual)

*Responsible for all logistics and personnel actions for 1200 cadets at the Virginia Military Institute. Leader and manager of all major logistics operations that involve the Corps of Cadets to include furloughs, graduation, and ceremonial procedures.*

**Assistant Commandant of Cadets for Logistics and Personnel**

- Designed and developed a leadership mentoring program that was eventually introduced by the Commandant of Cadets and other senior administrators.
- Oversaw the logistics of a cadet community service project that encompassed more than 500 cadets over 3 days throughout the Shenandoah Valley.

TARGET CORP.

February 2000- November 2000

*Supervise, lead, and motivate 68 teammates in the largest department of Target's highest volume distribution center. Improve operations of Target's receiving department through supply-chain vision and quality control.*

**Group Leader**

- Earmarked within first 30 days as "High Potential Executive"; given high visibility projects to lead and manage.
- Chosen over 70 other Target Executives to lead, manage, and implement a Corporate Common Dynamic Method that involved re-engineering the employee to management communication infrastructure.
- Selected by the General Manager within the first 60 days to lead and facilitate bi-monthly meetings of all Target Executives (90) that involved presentation and communication skills and the ability to think strategically.
- Earned one of the best Target Opinion Surveys ever in Target's Receiving department.

CORNING

April 1999- January 2000

*Supervise and coach a 29 person shift in the most demanding department of Corning's fiber optic production plant. Ensure customer satisfaction through quality control and meeting deadlines.*

**Production Supervisor**

- Earned "Best Shift" honors every month of my tenure for production efficiency and output, setting a department record of 7 consecutive months of "Best Shift."
- Within 3 months increased shift's productivity by almost 20% through first listening then giving clear guidance, implementing needed changes, and reallocating resources through quality control.

U.S. ARMY

April 1998- May 1999

*Managed and supervised all logistic efforts for a 415 man intelligence battalion. Directly responsible for the accountability of over 1100 major items of equipment valued in excess of \$129 million.*

**Captain, Military Intelligence Officer—Battalion Logistics Officer**

- On short notice, successfully supported the deployments of 80 soldiers and 15,000 lbs of equipment to 5 countries, with only a two-person shop. Gained invaluable international experience with Army Central Command (Qatar, Bahrain, and Saudi Arabia) and Army Southern Command (Ecuador, Panama, and Honduras).
- Turned in more excess and unused equipment (64 vehicles, trailers, & generators) in 45 days than last 4 supply officers did in 4 years, ridding the battalion of a \$32 million maintenance burden.

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**U.S. ARMY**

December 1996-March 1998

*Second in command of a 129 person highly deployable company. Responsible for unit's logistics, maintenance, deployment readiness, security posture, common skills training, and overall operations.*

**U.S. Army Company Executive Officer**

- Handpicked (1 out of 11) to lead a diverse 15-person team on an initial and experimental intel mission to Honduras. Because of our successful pioneering, unit now has habitual relationship with Army ground forces in region.
- Developed the best maintenance plan in the battalion evidenced by a consistently higher Operational Readiness rate (over 95%) and by the unit winning 5 of 7 events during the 1997 Maintenance Gunnery competition.
- Orchestrated an Adopt-A-School program, which helped improve the grades, attendance, and discipline record of 7 middle school students. Recognized by the Commanding General of Fort Gordon as the unit's Volunteer of the Year.

**EDUCATION**

Ph.D. (Business), Virginia Tech (2004)

MSA, Central Michigan University (2001)

BS, Engineering, United States Military Academy, West Point, NY (1994)