

ROGER B. BLAIR, D.B.A.

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SUMMARY

Business faculty and graduate mining engineer from the University of Miskolc in Hungary, mechanical engineer from the University of Technology, Jamaica and holder of postgraduate degrees in business from the H. Wayne Huizenga School of Business and Entrepreneurship at Nova Southeastern.

ACADEMIC DEGREES

Doctor of Business Administration (DBA)– Human Resources (GPA 3.70/4.00) – June 30, 2007
Nova Southeastern University - H. Wayne Huizenga School of Business and Entrepreneurship,
Fort Lauderdale, FL Accreditation: IACBE / AACSB (matriculating)

Entrepreneurship Specialist Certificate – National Association for Community College
Entrepreneurship – a professional development course to advance entrepreneurship education in
the classroom - July 2015

Master of Business Administration (MBA) (GPA 3.90/4.00) – July 31, 1990
Special Recognition Award for distinguished academic achievement
Nova Southeastern University - H. Wayne Huizenga School of Business, Davie FL.

Certified Mining Engineer (Master of Science) – June 25, 1984
Dean’s Silver Medal for academic achievement and community involvement
University of Miskolc, Hungary

Honors Diploma – Mechanical Engineering – June 1977
University of Technology, Jamaica.

RELEVANT PROFESSIONAL EXPERIENCE

January 2025 – July 2026 – Ace Handyman Services Port Saint Lucie, an Ace Hardware
Corporation Company.

- Managed startup of operations including all leases and permits.
- Hired and trained all personnel to full operational status.

January 2018 – December 2024: Department Chair for Supervision and Management
Concentration and Internship Coordinator for the Bachelor’s Degree Programs – Palm Beach State
College

- Make connections with employers within the County to place students in internships for execution of the internship course over 16 weeks.
- Recruit and supervise adjunct faculty within the Bachelor’s Degree Programs.

August 2014 – December 2017: Professor Entrepreneurship, Fulltime Faculty – Palm Beach State College, Lake Worth, FL

- Advising and supporting young entrepreneurs in starting and growing ventures and connecting them to the entrepreneurial ecosystem.

September 2008 – 2014: Program Director - Everglades University, Boca Raton, FL

- Advising and supporting graduate and undergraduate courses in business and management - synchronous and asynchronous formats – on-line and in the classroom

July 2008 – 2014: Professor Business, Fulltime Faculty – Everglades University, Boca Raton

- Teaching graduate and undergraduate courses in human resources management and organizational behavior - synchronous and asynchronous formats – on-line and in the classroom
- Awarded Evelyn C. Keiser recognition for excellence in teaching – 2010

August 2012 – April 2014: Professor Business, Faculty – UAC School of Global Management, North Miami, FL

- Teaching graduate courses in human resources management, organizational behavior and finance

February 2013 – January 2014: Academic Director – San Ignacio College, Miami, FL

- Responsible for accreditation process and academic quality
- Teaching undergraduate courses in management

Sept. 2010 – Jan. 2012: Research Project Coordinator – Inter American Development Bank sponsored Wigton Windfarm Limited in association with University of the West Indies

- Researched wind resource assessments toward the 100% expansion of the largest wind farm in the Caribbean from 38 M. Watts
- Researched solar resource assessments toward establishing a 1 M. Watt plant
- Conducted seminars to educate students and graduates on renewable energy

Jan. 2011 – Dec. 2011: Lecturer/Senior Lecturer – University of the West Indies

- Taught undergraduate course in corporate strategy
- Taught undergraduate course in introduction to entrepreneurship
- Arranged several guest lecturers from industry

Dec. 2008 – July 2010: Superintendent of Mining Operations – ALCOA in Jamaica

- Applied strategic planning process to daily operations
- Managed work force more than 100 persons
- Broke all previous production records in 2009

Dec. 2006 – May 2008: Director, Facilities – Johnson and Wales University

- Managed facilities operations for North Miami campus
- Managed employees and contractors more than 50 persons
- Taught courses in hospitality facilities management

Sept. 2001 – Nov. 2006: Construction Project Coordinator – Florida Atlantic University & Florida International University

- Owner's representative for numerous successful construction projects
- Worked with faculty and senior administrators on implementing various departmental objectives requiring physical alterations
- Awarded recognition by FAU for restoration effort after hurricanes in 2004, 2005

July 1997 – Aug. 2001: Director of Operations – University of Technology, Jamaica

- Awarded president's recognition for exceptional contribution to the physical development of the university
- Managed unionized workforce of over 100 persons
- Took teaching courses and taught construction technology

RESEARCH INTEREST AND PUBLICATIONS

Shorten the Lines – Operations Management Decision Making – Kendal Hunt Publishers 2016 – (in press for publication)

The Relationship between Group Development, Productivity and Quality for Departments in a University and its effect on the Cost of Operations – The International Journal of Interdisciplinary Social Sciences –2007

Entrepreneurship Education Specialist – National Association of Community Colleges for Entrepreneurship. Written and published on the *Effectuation method of entrepreneurship pioneered by Dr. Sarasvathy* – May 2015

Certified Consultant in Group Development Questionnaire – GDQ Associates Inc. – March 2004 – an instrument to measure the level of functioning for teams that is supported by numerous peer reviewed studies

Higher Educational Administration Policy and Planning – Florida International University, College of Education – *The effect of the construction project delivery system on project success (unpublished)* – December 2002

Post graduate studies in education – University of Technology, Jamaica – *The effect of facilities condition on student performance (unpublished)* – September 2000

PROFESSIONAL DEVELOPMENT

National Association of Community Colleges for Entrepreneurship (NACCE) 2019 Conference Presentation - *Creating Teams to Work Effectively on Implementing Organizational Change* - This presentation examines management theories and practices related to working effectively in groups and explores practical approaches to group work by comparing and analyzing strategies and frameworks used by leaders to initiate change in organizations.

The eLearning and Instructional Design Technology Summit – September 2019 – Panelist in a dialogue on Open Educational Resources (OER) – What is OER? Using open source textbooks and creating OER.

Kaufman Lynn Construction Faculty Externship Program – Summer 2018 – An eight-week program designed to provide a learning experience that entails the life-cycle of a construction project. Spent time with the senior executive team and heard first-hand the entrepreneurial journey of CEO, Michael Kaufman. Brought back knowledge of the most up to date software in project management for our degree program.

Quality Matters (QM) – certificates of course recognition in Operations Decision Making (2018); Entrepreneurship (2019) and Human Resource Management (2019)

Delta Mu Delta – Mentorship Training – Summer 2020

Ambition in Motion Mentor/Resource program highlighting the benefit of horizontal mentoring, which is peer to peer mentoring as the most effective based on feedback surveys.

Capsim Management Simulations Inc. – Train the Trainer – Capstone – Summer 2020

Expanded teaching methods using Capstone or Foundation, this experience will help you:

- Hone your debriefing skills
- Learn the ins and outs of our simulations
- Uncover best practices and other tips
- Network with your peers

Capsim Management Simulations Inc. – Train the Trainer – Teams – Summer 2020

Getting the most out of team projects in virtual environments. Tried-and-true, evidence-based tactics that can be quickly leveraged to address these challenges, helping both instructors and students.

OTHER PROFESSIONAL ACTIVITIES

Club Advisor for the Bachelor's Scholars Club – a student club associated with Student Activities that has the goal of engaging students from the Bachelor's Programs into campus activities and leadership opportunities. January 2019 - present

Delta Mu Delta International Honor Society in business – Omicron Gamma Chapter at Palm Beach State College – Faculty Advisor and Honorary Member – May 2017 - present

Future Business Leaders of America (PβI) – professional advisor for Palm Beach State College Chapter. January 2015 – Present

Institute for Independent Business International – Associate since June 2008

Certified General Contractor CGC1513476 – State of Florida Department of Professional Regulation – April 2007

Licensed Real Estate Agent SL3586483 - State of Florida Department of Professional Regulation – September 2023