

Rick Herbert

Education

BS Mechanical Engineering, University of Pennsylvania

- Trask scholarship recipient

MBA Finance Tuck School, Dartmouth College

- Designed and programmed pioneering computer network software

MS Learning Theory University of Rochester

Ph.D. Management (Organizational Behavior) SUNY at Buffalo

- Dissertation: "Perceived Uncertainty in Decision Making",

Teaching Experience

2008 – Present

Visiting Professor, Washington and Lee University, Lexington, VA

- Teaching Management and Organizational Behavior

- Introduced a new Ethics/OB interdisciplinary seminar, "Money, Power, and Lies"

- Presented paper at the 2015 OBTC conference, "The 2008 Financial Crash as a failure in Management of Organizational Complexity"

- Member of University Jazz Ensemble/ University Wind Ensemble

2006 – 2013 (summers only after 2008)

Adjunct Professor Rochester Institute of Technology, Rochester, NY

- Teaching Organizational Behavior and Behavioral Skills for Managers and Professionals

Professional Accomplishments

Eastman Kodak Co./ITT Space Systems, Rochester, NY

Specialty Engineering

Managed a group of engineers and scientists performing risk management, reliability engineering, radiometry, and space environment analysis for satellite imaging systems.

Human Resources

Liaison to Massachusetts Institute of Technology "Leaders for Manufacturing" consortium.

Published a cross functional team building exercise in the *Team and Organizational Sourcebook*, McGraw Hill, 1998.

Organization Development & Information Technology Consultant

Developed methods to improve information system design by participation of those affected, described in Richard Walton's book, *Up and Running, Integrating Information Technology and the Organization*, Harvard Business School Press, 1989

Xerox Corporation, Rochester, NY

Project Manager, Integrated Marketing Information System

During an era of "run-away development" in information systems, successfully managed a redesign of the complex marketing information system.

Finance Program and Strategy Manager

Managed a financial analysis and strategy group focused on acquisition and diversification efforts. Created life cycle financial models that allowed trade off decisions to be made among competing products and technologies.