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Head, Experimental Statistics, R&D Laboratories, Swift and Company, Chicago, Illinois
 July 1964 to July 1966

- Experimental design of research laboratory experiments.
- Documentation and presentation of research results.
- Recommended new products based upon scientific research results.
- Managed staff of 5 research statisticians.

Manager, Corporate Operations Research Department, Swift and Company, Chicago, Illinois
 August 1966 to July 1968

- Started corporate Operations Research/Management Sciences Department.
- One of the first corporate OR departments.
- Recruited and managed staff of 7 professional staff members.
- Initiated and implemented several large-scale corporate modeling projects.

Vice President Consulting Services, MRI Systems, Austin, Texas
 August 1968 to August 1969

- In charge of consulting and training services for software.
- Developed and taught executive workshops on Computer Based Decision Making.

Head, Operations Research, College of Engineering, University of Texas, Austin
 August 1969 to June 1978

- Managed all department activities for staff of 6 Professors and administrative staff.
- Taught graduate level Statistics.
- Supervised several PhD. Dissertations and MSc. Theses.

Founder and CEO, Execucom Systems, Inc., Austin, Texas
 July 1978 to June 1984

- Designed and developed interactive financial planning software (IFPS).
- Built company from start to 275 employees.
- Original prototype of electronic war rooms.
- Company acquired by GTE in 1984.

Distinguished Visiting Professor, University of Texas, Austin, Management Science
 Spring Semester, 1987

- Developed and taught graduate course on Group Decision Support Systems.

Distinguished Visiting Professor, Texas A&M University, College Station, Texas
 Spring Semester 1990

- Developed and taught graduate course on Group Decision Support Systems.
- Obtained grant to build a Group Decision Support Facility.
- Faculty and student seminar series on software entrepreneurship.

Founder and CEO, Collaborative Technologies, Inc., Austin, Texas

January 1989 to August 1991

- Designed and built one of the first groupware/group collaboration software products.
- Acquired by leading competitor.

Founder and CEO, WebIQ, Inc., Austin, Texas

July 1999 to November 2000

- Designed and developed web based group decision software.
- Acquired by IBT Technologies.

Distinguished Research Fellow, Peter Kiewit Institute, College of Information Science and Technology, University of Nebraska, Omaha

September 2001 to 2010

- Started the new BSc. Degree in IT Innovation (IT entrepreneurship)
- Started the Peter Kiewit Institute multimedia laboratory.
- Started One Innovation Place for software interns.
- Appointed as a Gallup Senior Scientist.

Director, Institute for Wellbeing Management, Bellevue, University, Bellevue, Nebraska

May 2010 to Dec. 2013

- Started the Institute for Employee Wellbeing.
- Started and led the Employee Wellbeing Council.
- Designed and implemented software for assessing and planning workplace culture and wellbeing.

CEO, Academy of Culture Ambassadors – see academycultureambassadors.com

March, 2014 to Present

EDUCATION

- University of Nebraska, Lincoln, Nebraska, 1958, Bachelor of Science; Pre-Veterinary Medicine.
- University of Nebraska, Lincoln, Nebraska, 1960, Master of Science; Nutrition, Biochemistry.
- Iowa State University, Ames, Iowa, 1964, Doctor of Philosophy with Honors; Statistics.