2019–20
DEAN’S REPORT
A Network For Life

GEORGETOWN UNIVERSITY
School of Continuing Studies
Supported by a global alumni community and a world-class roster of expert faculty, our students experience and contribute to one of the University’s most valuable gifts: the Georgetown network.

Georgetown’s School of Continuing Studies (SCS) serves more than 10,500 students each year. With a network of more than 8,000 alumni and a growing community of faculty, staff, and industry partners, SCS provides limitless opportunities to form meaningful personal and professional connections.

The SCS network affects each one of us in countless ways. It supports current students in their ambition to create a better world. It forges a bridge between classroom lessons and boardroom experiences. It is an avenue through which graduates create new opportunities for their peers, and a vehicle through which staff engage more deeply with the historic mission of Georgetown University.

Our community is vibrant and alive. As our societies and economies continue to demand creativity, innovation, and collaboration, I am proud of the lifelong network that we support and maintain at SCS, and through this network, the collective impact we have on our shared world.

Kelly J. Otter, Ph.D.
DEAN
SCHOOL OF CONTINUING STUDIES
GEORGETOWN UNIVERSITY
“Diversity, practicality, and networking opportunities with my peers and instructors are three key factors that made my time at Georgetown a life-changing experience.”
- Worakorn “Puff” Thongkijlaohachai, G’17
Integrated Marketing Communications

“The network is the most powerful and most important benefit of pursuing this degree at Georgetown. Not only can students network with their professors, but also with the people they sit next to.”
- Carol Blymire, Faculty
Public Relations & Corporate Communications

“I thought that by deciding to attend Georgetown, I was putting aside my dream of starting my own business. Seeing all the opportunities and connections that Georgetown can create has actually done the opposite. It has made my dream possible.”
- Katie Fischer, G’20
Emergency & Disaster Management

“Obviously the curriculum in the program is amazing, but when you’re talking about the cost of grad school, where I got the value from the program was in the network.”
- Alexia Bailllow, G’16
Public Relations & Corporate Communications

“Ultimately, the best thing about being at Georgetown is the interesting, bright people you are with.”
- Molly Kiu Cho Wong, G’17
Project Management
SCS by the Numbers

10,506 STUDENTS SERVED PER YEAR

16 - 93 AGE RANGE

518 Military-Connected Students

Degree Program Student Body at a Glance

ON CAMPUS 55%
ONLINE 45%
FULL-TIME 22%
PART-TIME 78%

45% PEOPLE OF COLOR

Graduate Capstone Clients:
Washington City Paper
Freddie Mac
Relief International
Shakespeare Theatre Company
The World Bank
Center for Autism Education

The Washington Post
Airbus
U.S. Chamber of Commerce
Prince George's County
Southwest Airlines
Washington Nationals
Tableau Software
Boys and Girls Clubs of America

Non-Degree Program Enrollments

2,934 CERTIFICATE, CORPORATE, VISITING, AND CUSTOM EDUCATION PROGRAM STUDENTS

3,913 Summer Students

573 ENGLISH LANGUAGE EDUCATION STUDENTS
International Study Opportunities

- **Spring '19**
  - Singapore
  - France
  - Jordan
  - Spain
  - Switzerland

- **Summer '18**
  - Qatar
  - Oman
  - England
  - Ireland
  - Spain
  - Brazil
  - Qatar

- **Spring '19**
  - Qatar

- **Summer '19**
  - Oman

- **FALL '18**
  - France
  - Germany & Poland
  - China

- **SUMMER '18**
  - Ireland
  - Oman
  - Qatar
  - Spain
  - Brazil
  - Qatar

- **REAL ESTATE & URBAN & REGIONAL PLANNING**
- **EMERGENCY & DISASTER MANAGEMENT**
- **SPORTS INDUSTRY MANAGEMENT**
- **GLOBAL STRATEGIC COMMUNICATIONS**
- **PUBLIC RELATIONS & CORPORATE COMMUNICATIONS**
- **INTEGRATED MARKETING COMMUNICATIONS**
- **GLOBAL HOSPITALITY LEADERSHIP**
Alumni

- 8,271 Master of Professional Studies
- 1,958 Master of Arts in Liberal Studies
- 65 Doctor of Liberal Studies
- 662 Bachelor of Arts in Liberal Studies
- 211 Executive Master of Professional Studies
- 1,958 Master of Professional Studies
- 8,271 Alumni
A Network For Life
In the spring of 2018, Emergency & Disaster Management student Katie Fischer quit her entertainment marketing job in Los Angeles, packed her suitcase, and flew to Liberia.

The month-long trip was the result of her desire to make a more immediate impact on the world. Her passion for empowering women and girls eventually gave her that opportunity. What may have been an insurmountable encounter with uncertainty for most, in fact, energized Fischer, as her vision for her future began to unfold in front of her eyes.

Fischer’s trip formed the discovery phase of what would become her business: Unveil, a women’s line dedicated to “revolutionizing the experience of shopping for intimate apparel through convenience and sustainability.” As a company built around social impact, Unveil’s “Give-One-Get-One” business model gifts a washable, reusable period panty to a young woman in a developing country with every purchase in the U.S. market.

In Liberia, Fischer saw firsthand the struggles of women and girls who lacked access to sanitary products and the means to buy them. She also saw how disaster situations exacerbated the vulnerabilities they faced.

“If you can imagine that women are dealing with this issue on a daily basis,” Fischer says, “what happens when there’s a complex emergency or disaster? What happens if they’re living in a refugee camp for an extended period of time?”

It was in Liberia that Fischer first learned of Georgetown’s graduate program in Emergency & Disaster Management. She immediately knew that the program could add value to her business and enable her to better serve women and girls in the developing world. What she did not expect to find was a supportive entrepreneurial ecosystem through Georgetown Entrepreneurship to help her build the core of her business.

Celebrating 10 years of success at the University this year, Georgetown Entrepreneurship endeavors to create a culture of entrepreneurship at Georgetown, and to see the power of the Georgetown network to create valuable connections for student entrepreneurs to further their ventures through mentorship, competitions, and formal courses, among many other resources.

“Entrepreneurs like Katie come from everywhere,” says Joff Reid, founding director of Georgetown Entrepreneurship. “We know that it’s not just something business students are interested in. With SCS, we find a wonderful partner because the students are very career-oriented. Many of them are working full-time, and they bring a perspective that is different based on this experience.”

SCS—and Fischer—have benefited this year by having a dedicated entrepreneur-in-residence, John Jabara, who has helped to coordinate events and resources for entrepreneurs on the downtown campus. Jabara was recently named Maryland Entrepreneur of the Year by the Maryland Clean Energy Center. His company, Savenia Labs, was also named Maryland Incubator Company of the Year in 2011.

Jabara also found SCS to be an exciting partner.

“If you can imagine that women are dealing with this issue on a daily basis,” Jabara says. “Their entrepreneurial venture is not necessarily a hobby—this is something that they want to do for their career. They bring the energy and the passion to succeed.”

Fischer has taken the opportunity offered through Georgetown Entrepreneurship very seriously. She finished second overall in the graduate school entrepreneurship pitch competition in April of 2019, winning an $8,500 prize in addition to her $1,000 award for claiming the top spot in the SCS sectional round. At the pitch competition, Fischer also met a contact who would prove integral to the philanthropic side of her business. Another Georgetown entrepreneur-in-residence, Mike Medley, took note when Fischer mentioned a potential business ally—Be Girl—which she said would be her “dream partner.”

Within two days, I had a meeting set with the COO,” Fischer says. “After an hour meeting, they said they would love to work with Unveil. I have to remind myself in times of hardship that this was one of the best days of my life, and I could not have done it without the pitch competition and the Georgetown network.”

Fischer also earned a space in Georgetown’s highly selective 2019 Summer Launch Program, an eight-week incubator that provides student-entrepreneurs dedicated mentors, workspaces, a stipend, and introductions to local investors and entrepreneurs.

“In the first four weeks of the Summer Launch Program, I did more than I ever thought I could have for my business,” Fischer says. “I learned so much about market research and business development. I interviewed more than 50 women about their underwear preferences, which will help inform the design of the product offered through Georgetown.”

During a break from the Summer Launch Program, Fischer had the opportunity to visit a classroom of girls in Nairobi, Kenya, where, with the funds won through Georgetown’s pitch competition, she was able to provide 50 menstrual kits and hold an educational session on their use paired with a lesson on self-defense.

“It was eye-opening for me to see how many girls need this support in one city, in one country,” Fischer says. “I had been focusing on the domestic side of Unveil, so being able to provide a distribution to 50 girls reignited in me the passion behind the business.”

Before Fischer started her business, she also had the opportunity to visit schoolchildren in Liberia, which she described as a significant experience for her.

During her trip, Fischer spent time with girls who were living in a refugee camp for an extended period of time. She was struck by the challenges these girls faced, including the lack of access to sanitary products.

“Tremendous opportunities can come out of what appears to be an insurmountable encounter with uncertainty for most, in fact, energized Fischer as her vision for her future began to unfold in front of her eyes. If you are interested in following Fischer’s journey, you can subscribe to her monthly newsletter through www.unveilcollection.com or follow @unveilcollection on Instagram. She can be reached at katie@unveilcollection.com.

The month-long trip was the result of her desire to make a more immediate impact on the world. Her passion for empowering women and girls eventually gave her that opportunity. What may have been an insurmountable encounter with uncertainty for most, in fact, energized Fischer as her vision for her future began to unfold in front of her eyes.
As one of the first graduates of the Master’s in Project Management at the School of Continuing Studies, he made the most of his time in the program to advance his career. Upon graduation, he saw an opportunity to connect his current employer—the leading global aerospace company Airbus—with his alma mater. What happened next was the creation of a new relationship that allowed both organizations to reach new heights.

“These two organizations align perfectly in what they are trying to do,” says Ortiz, who works in the company’s Business Transformation unit. “At Airbus, innovation is in our blood. I knew that this would be a great connection to make with the School of Continuing Studies and the Project Management program to give students real-world experiences that complement what they are learning in the classroom.”

Once he cleared the proposed partnership with Airbus executives, he approached Project Management Faculty Director George Moschoglou, Ph.D., and explained: “First, I put down on paper what I as a student needed to learn based on my experience as a graduate of the program. Then we sat down and created the first Capstone project for students.”

What Ortiz and Moschoglou came up with was an unprecedented opportunity to provide Project Management students the experience of working on key Airbus projects. Since establishing the partnership in the spring of 2018, students have helped to create a guide for new Airbus project managers, determined best practices for setting up a shared services center, and conducted a benefits realization analysis for an important Airbus project.

After the first student Capstone presentations at their U.S. manufacturing facility in Mobile, Alabama, Airbus executives were sold on the partnership. “They found the conclusions the students reached to be just as insightful as those of their professional consultants,” Moschoglou says. “This first group really was the catalyst for our work together.”

Franklin Ortiz is a natural networker, seeing opportunities and connections where others may miss them. With resounding success in the project management discipline, additional academic programs within the School of Continuing Studies have begun to work with Airbus. After attending a partnership launch event at the Airbus Experience Center, Integrated Marketing Communications Faculty Director Wendy Zajack saw a world of opportunity for her students. “From a communications perspective, Airbus is a fascinating global organization that’s teeming with opportunity for exploration,” Zajack says. “It is very interesting to evaluate how a foreign company doing business in the U.S. presents itself. For students who may just have experience in the domestic realm, this is an important perspective to understand.”

Furthermore, while many students may gravitate to the more well-known consumer brands, Airbus also provides an exceptional opportunity to study another avenue of professional marketing communications. “There are a lot of jobs in B2B marketing,” Zajack explains. “It is interesting and fulfilling work, and Airbus is a great way to show students how attractive these roles can be.”

The Human Resources Management graduate program has also begun collaborating with Airbus on Capstone projects. The Technology Management program is currently exploring opportunities as well. As the partnership between Airbus and Georgetown blossoms, it also provides a model for alumni and industry engagement for years to come. “We have built a reputation for solving problems and having a practical approach to dealing with complex issues,” says Human Resources Management Faculty Director Hilda Adeleye, Ph.D. “That reputation draws people to our programs. For that same reason, alumni reach out from their companies and continue to engage Georgetown in these mutually beneficial partnerships.”
"I purposely move them from where they’re comfortable sitting," Blymire says. "I make sure they’re sitting next to someone they don’t normally sit next to. And they come in and the look on their face is a little terrified."

Once they’re seated, Blymire asks the students to introduce their new neighbors to the class. Out of the 20 or so students, few are able to do it.

"By the end of it, people are embarrassed, they’re blushing, they’re a little mad," Blymire says. "I tell them, ‘we’re six weeks into the semester and you’re missing out on one of the biggest benefits Georgetown has to offer—its network.’"

As an instructor, Blymire is consistently pushing students outside their comfort zones. Her Personal Branding class is open to students in the Journalism, Integrated Marketing Communications, and Public Relations & Corporate Communications master’s programs—so it’s likely that during the exercise, students meet peers with whom they’ve never before shared a classroom.

"The thing about Carol’s class is that you always know there’s a method to her madness," says Alexia Baillow, who graduated with a Master’s in Public Relations & Corporate Communications in 2016, and now works as the brand marketing manager at MGM National Harbor. "So there’s an initial feeling that you know you’re going to be forced out of your comfort zone, but there’s also a feeling that you trust Carol and you know this is going to be helpful to me in some way."

The founder and CEO of Blymire Communications, Blymire provides management and leadership consulting, communications strategy, and personal branding services to organizations. At the School of Continuing Studies, she teaches students about the importance of relationships and networking with purpose. She’s also a part of their network—providing timely insights from the industry and creating connections that extend beyond the classroom. She keeps in touch with the professionals she has taught and is quick to share information or opportunities that she thinks could benefit her former students.

"If you demonstrate that you’ve done the work, that you were kind to others in the class, that you paid attention, and were a good networker," Blymire says, "I absolutely will proactively reach out and help."

Alexia Baillow was one of those students.

While consulting for a conference for the American Speech-Language-Hearing Association, Blymire saw an opportunity for Baillow not only to develop her own skills, but also to help others by serving as a guest speaker for young leaders.

"The majority of those students were minority students, so Carol wanted me to come out and assist her because she felt that it was important for them to learn about developing yourself as a young professional from a woman of color," Baillow says.

It was Baillow’s first experience attending a conference as a speaker. Since then, she has gone on to have speaking engagements at events for Washington Women in Public Relations and ColorComm.

It was also another one of Blymire’s lessons: you never know what doors will open if you commit to creating meaningful relationships.
The assistant dean of SCS’s Liberal Studies programs, Sullivan has been a Georgetown employee since 2011, and has spent more than six years working with students and faculty at the School of Continuing Studies. But he wouldn’t consider himself a Hoya until he completed coursework at the University.

“Over time, I have developed a profound connection with this community,” Sullivan says. “And I felt an urgency to officially be a Hoya.”

As a Georgetown employee, Sullivan is eligible to participate in the Tuition Assistance Program (TAP), which encourages the community to explore Georgetown’s suite of educational offerings and to pursue professional development opportunities. Tuition assistance is part of a holistic program of benefits and resources available to Georgetown staff and faculty designed to deepen their connection to the University.

“Providing an opportunity for people to take part in the academic mission of this institution allows them to become more deeply entrenched in our community,” says Associate Vice President for Benefits and Chief Benefits Officer Charles DeSantis. “The work we do in benefits, payroll, and wellness is to make sure that people serve and receive the mission of the University.”

At SCS, which offers students a variety of professional growth opportunities, TAP is an integral part of the culture. SCS’s flexible degree programs equip students to grow in their industries while balancing the demands of work and family. Additional professional certificate options provide opportunities for students to upskill, explore new professional interests, and build competencies for an evolving workforce.

So it’s no surprise that the SCS staff and faculty, who design and implement these programs, often find themselves back in the classroom. For Sullivan, that started with a Certificate in Project Management.

“At SCS, we have these practical, attractive certificates,” Sullivan says. “My academic background is in French and music, theology, and pastoral care. I felt this desire to have a practical, technical credential.”

So in 2017, Sullivan embarked on a two-week intensive survey of project management techniques and fundamentals.

“I encountered business concepts, but also mindset concepts, that I hadn’t been introduced to before,” Sullivan says, “and I felt good about having that credential as part of my professional profile.”

And he earned his Georgetown T-shirt.

Sullivan continues to oversee the daily operations of SCS’s three Liberal Studies programs, at the bachelor’s, master’s, and doctoral levels. A faithful advisor to his students, he has also continued to pursue his own educational opportunities through the Georgetown network. Recently, he was accepted into the Executive Master’s in Leadership program offered by Georgetown’s McDonough School of Business.

In the classroom, he studies group dynamics, person-centered thinking, and effective leadership behaviors. But the experience also informs the way he serves his own students at SCS.

“Being on that side of the table has encouraged me to be a better administrator,” Sullivan says, “because if I can practice excellence in that space, it’s going to make the lives of the students better. I have seen the good work that my administrators are doing for me, and I can see that what they’re doing is making a direct difference in my experience as a student.”

At the core of SCS’s design is the ambition to transform the lives and careers of lifelong learners. It’s only natural, then, that the School invites its staff and faculty to continue to grow both personally and professionally.

“The beautiful thing about the TAP benefit is that it invites the staff member to be curious—to think about themselves spiritually, emotionally, and physically in a new way,” Sullivan says. “I don’t think it matters if you’re doing project management, or an MBA, or communications, or real estate; there’s an invitation to curiosity.”
Academic Opportunities

Degree Programs

Arts & Humanities
Bachelor of Arts in Liberal Studies
Master of Arts in Liberal Studies
Doctor of Liberal Studies

Business & Management
Global Hospitality Leadership
Higher Education Administration
Human Resources Management
Project Management
Sports Industry Management
Supply Chain Management (Fall 2020)

Marketing & Communications
Design Management & Communications
Integrated Marketing Communications
Journalism
Public Relations & Corporate Communications

Business, Technology, & Security
Competitive Business Intelligence
Cybersecurity Risk Management
Lean & Agile Practices

Real Estate & Urban Planning
Real Estate
Urban & Regional Planning

Technology & Security
Applied Intelligence
Cybersecurity Risk Management
Emergenc & Disaster Management
Engineering Management (Fall 2020)
Technology Management

Non-Degree Programs & Professional Certificates

Summer & Special Programs
Georgetown Summer Sessions
Senior Citizen Auditor Program
Summer Programs for High School Students
Visiting Non-Degree Programs

Education, Health, & Policy
Early Intervention
Education Policy & Program Evaluation
Health & Wellness Coaching
International Migration Studies

Executive Leadership
Facilitation
Leadership Coaching
Navigating Polarities
Organizational Consulting & Change
Leadership
Strategic Diversity & Inclusion Management

Finance & Accounting
Budget & Finance
Corporate Finance

Marketing & Communications
Digital Marketing
Social Impact Partnership Design
Social Impact Storytelling
Social Media Management

Custom Education
Custom and executive education programs for domestic and international clients

Business & Management
Business Administration
Franchise Management
Legal Concepts for Decision Makers
Multidisciplinary Business Studies
Project Management
Product Management
Strategic Management

Technology & Security
Artificial Intelligence Management
Blockchain Technology Management
Cybersecurity Strategy
Data Science

Graduate Certificates

English Language Education
American Conversational English
English Skills for Graduate Students
Evening & Weekend English
Intensive Academic English
Intensive Language & Culture
Intensive Professional English
Teaching English as a Foreign Language

Art & Humanities

Business & Management

Marketing & Communications

Business, Technology, & Security

Real Estate & Urban Planning

Technology & Security

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Facilitation
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Navigating Polarities
Organizational Consulting & Change
Leadership
Strategic Diversity & Inclusion Management

Finance & Accounting
Budget & Finance
Corporate Finance

Marketing & Communications
Digital Marketing
Social Impact Partnership Design
Social Impact Storytelling
Social Media Management

Custom Education
Custom and executive education programs for domestic and international clients

Business & Management
Business Administration
Franchise Management
Legal Concepts for Decision Makers
Multidisciplinary Business Studies
Project Management
Product Management
Strategic Management

Technology & Security
Artificial Intelligence Management
Blockchain Technology Management
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Business & Management

Marketing & Communications

Business, Technology, & Security

Real Estate & Urban Planning

Technology & Security

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International Migration Studies

Executive Leadership
Facilitation
Leadership Coaching
Navigating Polarities
Organizational Consulting & Change
Leadership
Strategic Diversity & Inclusion Management

Finance & Accounting
Budget & Finance
Corporate Finance

Marketing & Communications
Digital Marketing
Social Impact Partnership Design
Social Impact Storytelling
Social Media Management

Custom Education
Custom and executive education programs for domestic and international clients

Business & Management
Business Administration
Franchise Management
Legal Concepts for Decision Makers
Multidisciplinary Business Studies
Project Management
Product Management
Strategic Management

Technology & Security
Artificial Intelligence Management
Blockchain Technology Management
Cybersecurity Strategy
Data Science

Graduate Certificates

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Intensive Academic English
Intensive Language & Culture
Intensive Professional English
Teaching English as a Foreign Language
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<tr>
<th>Name</th>
<th>Title</th>
<th>Areas of Interest</th>
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<tr>
<td>Ifedapo Adeleye, Ph.D.</td>
<td>Faculty Director and Associate Professor of the Practice</td>
<td>Human Resources Management, Academic Areas of Interest: global human resources, sustainable human resources, digital human resources</td>
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<td>Uwe Brandes, M.Arch.</td>
<td>Faculty Director and Professor of the Practice</td>
<td>Urban &amp; Regional Planning, Academic Areas of Interest: urban design, public-private partnerships, sustainable urban development, global urbanization, civic imagination, climate change and urban resilience</td>
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<td>Simon Cleveland, Ph.D.</td>
<td>Faculty Director and Associate Professor of the Practice</td>
<td>Bachelor of Arts in Liberal Studies, leadership and management, project management, business, entrepreneurship, ethics, systems design and management, technology management</td>
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<td>Carole Feldman, M.S.</td>
<td>Interim Faculty Director, Journalism</td>
<td>Academic Areas of Interest: journalism ethics, domestic policy, the environment, education, housing, veterans affairs</td>
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<td>Tim Frazier, Ph.D.</td>
<td>Faculty Director and Professor of the Practice</td>
<td>Emergency &amp; Disaster Management, Academic Areas of Interest: human-environment systems, natural hazards, coastal hazards, climate change and societal resilience, geospatial analysis, risk assessment, resilience of marginalized populations</td>
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<td>Ariel Glucklich, Ph.D.</td>
<td>Director, Doctor of Liberal Studies, Professor, Department of Theology</td>
<td>Academic Areas of Interest: psychology and anthropology of religion, classical Indian law, Hindu myths and rituals, contemporary folk religion and magic in Banaras, phenomenology, religious experience</td>
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<td>Stephanie Kim, Ph.D.</td>
<td>Faculty Director and Assistant Professor of the Practice</td>
<td>Higher Education Administration, Academic Areas of Interest: higher education, comparative and international education, student and scholar mobility, global citizenship, youth cultures, multiculturalism, East Asia</td>
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<td>Frederic Lemieux, Ph.D.</td>
<td>Faculty Director and Professor of the Practice</td>
<td>Applied Intelligence, Cybersecurity Risk Management, Academic Areas of Interest: intelligence, national security, homeland security, cybersecurity</td>
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<td>Charles Mc Nelis, Ph.D.</td>
<td>Faculty Director and Associate Professor of the Practice</td>
<td>Academic Areas of Interest: Latin literature and paleography, Hellenistic poetry, Roman social history, Master of Arts in Liberal Studies, Professor, Department of Classics</td>
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<td>Georgios Moschoglou, Ph.D.</td>
<td>Faculty Director and Associate Professor of the Practice</td>
<td>Engineering Management, Project Management, Academic Areas of Interest: strategy execution, benefits realization, agile transformation, agile portfolio management, artificial intelligence-driven decision making</td>
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<td>Maria Trujillo, Ph.D.</td>
<td>Faculty Director and Associate Professor of the Practice</td>
<td>Systems Engineering Management, Technology Management, Academic Areas of Interest: digital transformation, knowledge and change management, organizational learning, international development, systems modeling and analysis, data visualization</td>
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<td>Erinn Tucker, Ph.D.</td>
<td>Faculty Director and Associate Professor of the Practice</td>
<td>Global Hospitality Leadership, Academic Areas of Interest: human resources management, hospitality management, event management, multicultural travel, entrepreneurship, diversity and inclusion, economic development using tourism</td>
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<td>Glenn Williamson, M.B.A.</td>
<td>Faculty Director and Assistant Professor of the Practice</td>
<td>Real Estate, Academic Areas of Interest: international development, urban revitalization, emerging markets, global business, finance, management, Russian</td>
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<td>Wendy Zajack, M.B.A.</td>
<td>Faculty Director and Assistant Professor of the Practice</td>
<td>Design Management &amp; Communications, Integrated Marketing Communications, Academic Areas of Interest: global marketing and communications, design, entrepreneurship, leadership, online education</td>
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