

# Steven L. (Steve) Smith

## MA, MBA

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[LinkedIn](#)

### Instructor – Human Capital Management and Leadership

My wide-ranging work experience combined with a teaching background in Business Management and Organizational Leadership allows me to guide students to uncover their ambition and tap into potential using interactive and experiential pedagogies. Connecting common beliefs and embracing cultural ideologies are the foundation for my recognized abilities to impact student success, improve critical thinking, increase clarity of trends, and facilitate dynamic group interactions.

- ✓ Embrace alternative assessments, inclusive pedagogy, renewable assignments, and experiential projects to enhance learning outcomes and impact various communities within post-secondary institutions.
- ✓ International experience teaching business management courses for undergraduate Chinese students in a reciprocal American bachelor's degree program.
- ✓ Collaborative pedagogical experience within on-ground, online, and hybrid delivery methods.
- ✓ Real-world knowledge, skills, and abilities at various levels of leadership and managerial roles in local, national, and global organizations.

### Teaching Experience

<b>Instructor – Human Capital Management and Leadership</b> <i>Miami University – Oxford, OH</i> <b><i>Nominated for Outstanding Professor Award – 2023</i></b>	<b>2022 – Present</b>
<b>Assistant Professor – Applied Business</b> <i>Pierce College – Puyallup, WA</i> <b><i>Awarded Outstanding Faculty for entire campus – 2022</i></b>	<b>2020 – 2022</b>
<b>Visiting Business Professor</b> <i>Keuka College China Program at Jimei University – Xiamen, Fujian, China</i> <b><i>Nominated for Outstanding Faculty Award – 2019</i></b>	<b>2018 – 2020</b>
<b>Associate Professor II – Business Leadership</b> <i>Odessa College – Odessa, TX</i>	<b>2016 – 2018</b>
<b>Professor – Business &amp; Professional Studies (Adjunct)</b> <i>Brandman University (part of Chapman University system) – San Diego, California</i> <b><i>Recognized for Impact on Student Success – 2012</i></b>	<b>2010 – 2016</b>
<b>Professor – Business Management (Adjunct)</b> <i>Golden Gate University – San Francisco, California</i>	<b>2007 – 2011</b>
<b>Senior Instructor – Risk Management (Adjunct)</b> <i>Insurance Educational Association – Orange County, California</i>	<b>2004 – 2006</b>
<b>Professor – Business Management (Adjunct)</b> <i>Midway University – Midway, Kentucky</i>	<b>1998 – 1999</b>
<b>Instructor – Business Administration (Adjunct)</b> <i>Kentucky College of Business – Lexington, Kentucky</i>	<b>1996 – 1998</b>

### Education

<b>MA</b>	Leadership Studies/Career Development	University of San Diego
<b>MBA</b>	Business Management	Xavier University
<b>BBA</b>	Insurance Studies	Eastern Kentucky University
<b>BBA</b>	Finance	University of Kentucky

## Professional Background

### **Talent Development and Career Services**

**2014 – 2016**

*Gemological Institute of America (GIA) – Carlsbad, California*

Supported multi-tiered, global leadership development program through curriculum design, course facilitation, and program evaluations.

Designed and implemented job search strategies and career development plans for domestic and international students and alumni.

### **Career Services and Professional Development Specialist (Independent Contractor)**

**2010 – 2012**

*Brandman University (part of the Chapman University system) – San Diego, California.*

Developed, implemented, and marketed career services programs for the campus and surrounding community.

Lead instructor and curriculum designer for *Advanced Career Strategies* community workshop that helped over 300 participants implement viable job search strategies and career development plans.

### **Leadership and Executive Development Specialist**

**2003 – 2009**

*AAA of Northern California, Nevada, and Utah – San Francisco, California*

HR specialist focused on leadership development of top 100 executives in an organization of 7000 employees.

### **General Manager/Owner**

**1999 – 2002**

*Murray and Murray, Inc. – Lexington, Kentucky*

Small business co-owner and manager who led 30 employees to reach a gross annual revenue of \$1.25 million.

### **Market Portfolio Manager**

**1993 – 1999**

*Nationwide Mutual Insurance Company – Lexington, Kentucky*

Division manager that implemented strategic underwriting and marketing plans for 150+ insurance agents/staff with \$600 million in Property and Casualty insurance products.

## Advocacy and Community Work

### **Faculty Advisor**

**2022 - Present**

*Global Business Brigades*

### **Faculty Advisor**

**2017 – Present**

*National Society of Leadership and Success*

### **Faculty Initiate**

**2023 – Present**

*Delta Sigma Pi Business Fraternity*

### **Career Educator in Work Readiness/High School Equivalency program**

**2010 – 2014**

*Turning The Hearts Community Center – Chula Vista, CA*

### **Founder – Learn to Lead After-school Program**

**2010**

*Montgomery Middle School – San Diego, CA*

## Coursework

### Business Administration/Management:

#### *Graduate*

Marketing Management

#### *Undergraduate*

Applied HR Development

Business Communications

Business Internship/Capstone

Business Principles/Introduction to Business

Business Strategy

Customer Relationship Management

Entrepreneurship

Human Resource Management

Information and Project Management

Introduction to Business

Principles of Business Sales

Principles of Management

Principles of Marketing

Principles of Purchasing

Professional Development

Sales and Customer Relationship Management

Small Business Management

Small Business Operations

Supervision

### Organizational Leadership:

#### *Graduate*

Group and Organizational Behavior

Leadership Research/Capstone Advisor

Systems Theory – Self, Systems, and Leadership

#### *Undergraduate*

Art and Science of Leadership

Change Management

Introduction to Management & Leadership

Leadership Development Lab

Managing the Performance of Others

Organizational Concepts

Strategic Planning

### Insurance Risk Management:

#### *Certification*

Commercial Loss Exposures and Coverages

Insurance Business Operations

Insurance Contracts

Insurance Principles

Loss control

Personal Loss Exposures and Insurance Coverages

Risk Management