

Bruce Davis, Ph.D.

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LEADERSHIP AND ADMINISTRATIVE EXPERIENCE

April 2008 to Present
Vice Provost and Dean of Continuing Education
Weber State University
Ogden, Utah

Under the direction of the Provost, responsible for the WSU Davis Campus, the WSU Online Campus, the Division of Continuing Education, International Programs, the English as a Second Language Department, Career and Technical Education, and Charter schools. Serve as a member of the University's Deans Council, Faculty Senate, Graduate Council, Masters of Health Administration Advisory Board, Medical Benefits Advisory Council, and the Salary, Benefits, Budgeting and Fiscal Planning Committee. Serve as Chair of the Military Outreach and Veterans Education (MOVE) Council. Serve as the University's representative on several councils for the Utah System of Higher Education, such as the Community College Network and Continuing Education Deans Council. Serve as an accreditation evaluator for the Northwest Commission on Colleges and Universities, traveling the west to visit and evaluate other institutions of higher learning.

During this time frame, taught the following courses in the Goddard School of Business Administration and the Dumke College of Health Professions:

- Human Resource Management (MGMT 3300)
- Compensation and Benefits (MGMT 4310)
- Employee Training and Development (MGMT 4350)
- Executive Lectures (BUSADM 4620)
- Entrepreneurship in Health Care (MHA 6180)
- Graduate Consulting Projects (MBA 6680)

July 1999 to April 2008
Director, WSU Davis Campus
Layton, Utah

Under the direction of the Provost, serve as an advocate for the WSU Davis Campus and provide leadership for related instruction, service, and student activities. Responsible for encouraging teaching excellence and innovation, allocating and managing budgets, supervising construction and operations of campus facilities, and facilitating communication between the Davis and Ogden campuses and with the Davis county community. Worked with state legislators, chambers of commerce, city and county officials, and others to promote the interests of the Davis Campus and help secure the resources needed to meet student and community needs. Served as the Chair of the WSU

Davis Council and as a member of Deans Council, the Marketing to New Students committee, and several other university committees.

During this time frame, taught the following courses in the Goddard School of Business & Economics and Dumke College of Health Professions:

- Introduction to Business (BUSADM 1010)
- Small Business Management/Entrepreneurship (BUSADM 3000)
- Executive Lectures (BUSADM 4620)
- Compensation and Benefits (MGMT 4310)
- Entrepreneurship in Health Care (MHA 6180)

October 1990 to June 2004

Director, Center for Business and Economic Development

John B. Goddard School of Business & Economics

Weber State University

Under the direction of the Dean, developed and administered a broad range of business and economic development programs. Directed the Small Business Development Center, the Small Business Institute, and the Procurement Technical Assistance Center. Directed a wide range of entrepreneurship programs under the auspices of the William H. Child Center for Entrepreneurship. Provided technical and business assistance to the university, particularly in the areas of technology transfer and human resources. Wrote grant applications and administered programs funded by government agencies and private foundations. Managed contract research projects. As the Walton Fellow in Free Enterprise, founded the Students in Free Enterprise (SIFE) program at Weber State. Served as co-principal investigator on a Centers of Excellence grant for the Center for Aerospace Technology at Weber State University.

During this time frame, taught the following courses:

- Entrepreneurship (BUSADM 4500)
- New Venture Analysis (BUSADM 451)
- Senior Consulting Projects (BUSADM 4680)
- Graduate Consulting Projects (BUSADM 6680)
- Entrepreneurship for Business Owners (NxLevelL)

October 1989 to October 1990

Corporate Human Resource Specialist

Thiokol Corporation

Assisted in the development and administration of compensation programs for this 12,000 employee, Fortune 500 aerospace company during and after its spin-off from Morton International. Represented the company in compensation audits with the Defense Contract Audit Agency, which included travel to company locations throughout the United States. Redesigned the executive job evaluation program. Conducted surveys, analyzed and interpreted results, and prepared reports on findings and recommendations.

May 1983 to October 1989
Manager of Compensation
Utah Power & Light Company / PacifiCorp

Developed and administered all compensation programs for this billion-dollar electric utility. Implemented several new job evaluation programs, a performance management program, incentive pay programs, and a new executive compensation program. Provided technical support for labor negotiations, grievances, and arbitration proceedings – working with the International Brotherhood of Electrical Workers (IBEW Local #57) and the United Mine Workers of America (UMWA Local #22). Served on the Strategic Planning Task Force, the Transition Team for the Emery Mining Company acquisition, and on the PacifiCorp/Utah Power & Light Company Merger Transition Team. As an adjunct faculty member, taught upper division human resources management courses in the evening school program at Weber State College from January 1984 through December 1988.

June 1980 to May 1983
Wage and Salary Analyst
Utah State University

ENTREPRENEURIAL EXPERIENCE

One Stop Satellite Solutions (OSSS)
1994-2002

Together with two former colleagues, co-founded this aerospace manufacturing company, which designed, manufactured and provided launch integration services for low-earth orbit satellite systems. Wrote the initial business plan and presented it to the initial investors. Co-principal investigator for a state commercialization grant and a federal technology transfer research grant. The company went through a private placement of angel investment capital and a round of venture capital financing. Served on the board for eight years.

MILITARY SERVICE

After graduating from Roy High School in 1972, served as a Corpsman with the U.S. Marines and Naval Amphibious Forces in the Pacific during the Vietnam War. Returned home to Utah in 1976 and served in the U.S. Navy reserves until 1978. Served as a medical technician with the U.S. Air Force Reserves at Hill Air Force Base from 1978 to 1981. After the attacks of 9-11, served for four years as the KVC for Fox Company, 2nd Battalion, 23rd Marines, a rifle company based in Salt Lake City, Utah and Las Vegas, Nevada.

EDUCATION

December 2007
Doctor of Philosophy

Educational Leadership and Policy
Dissertation Title: Mission Changes in the Utah System of Higher Education
University of Utah
Salt Lake City, Utah

June 1980
Master of Business Administration
Utah State University
Logan, Utah

June 1979
Bachelor of Science in Business Administration
Weber State College
Ogden, Utah

GOVERNING BOARD SERVICE

- American Red Cross of Northern Utah (Board, Treasurer, Executive Committee)
- Davis Arts Council (Board, Executive Committee, Past Chair)
- Davis Chamber of Commerce (Board, Executive Committee, Past Chair)
- McKay Dee Hospital Center (Board and Executive Committee)
- NUAMES School Board (Board and Vice Chair)
- NxLevel Entrepreneurship Education Foundation (Board and Treasurer)
- Utah Certified Development Company (Board and Board Chair)

APPLIED RESEARCH AND CONSULTING SERVICES

- Weber State University – Qualitative Research Studies (2007-Present)
 - Athletics Academic Support Services Review (2011) – Interviewed 25 faculty and staff members and facilitated focus groups with a total of 16 student athletes.
 - Student Athlete Equity Study (2009) – Facilitated focus groups of a total of 23 student athletes.
 - Alumni and Donors Focus Group Study (2009) – Facilitated four focus groups of WSU alumni and donors.
 - Electronics Engineering Technology Employers Focus Group (2008) – Facilitated a focus group of 11 area employers regarding the department's bachelors and associate's degree programs.
 - Masters of Health Administration Student Focus Group (2007) – Facilitated a focus group of 11 graduate students in the MHA program.
- Northwest Commission on Colleges and Universities
 - Comprehensive Accreditation Visit (2011) – Oregon State University – Conducted interviews and facilitated group discussion on academic issues, focusing primarily on the core theme of outreach and engagement for this land-grant, sea-grant, space-grant, and sun-grant university.

- Antelope Island Balloon Stampede Survey (2008-2011)
 - Conducted intercept surveys with attendees of the event. Entered and verified data and conducted statistical analysis. Prepared written report of findings and recommendations. Assisted by business administration students who were very involved in the data collection and analysis.