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Objective: To obtain a chief executive officer position at a university

UNIVERSITY OF BRIDGEPORT

2012 to Present

Bridgeport, CT

Dean, Ernest C. Trefz School of Business

- Leader of the undergraduate and graduate business programs, which are accredited by ACBSP at a regionally accredited, private, non-profit university
- Helped attract naming donation to the School for building renovation and expansion
- Helped attract donation being used to create Innovation Center
- Successfully turned around the School and had the School's probationary status removed by ACBSP
- Currently working as part of a community consortium to attract an Innovation Places grant to Bridgeport (received an initial planning grant of \$50,000)
- Led a team that completed a review of the MBA and Undergraduate Programs resulting in improvements and new programs, including concentrations in Analytics Intelligence and Entrepreneurship and a CPA track in Accounting
- Implemented an online MBA program with three concentrations
- Currently implementing two new MS programs in Finance and Analytics and an undergraduate program in Sport Management
- Led the creation and implementation of a Student Entrepreneur Center resulting in the launch of eight student-owned businesses in the first year
- Worked collaboratively with Admissions, International Programs, Career Development, and Student Services to increase enrollment to the highest level in eight years with the most diverse student body originating from 45 countries
- Taught the undergraduate capstone class in Strategic Management and improved standardized test scores from the 3rd to the 45th percentile
- Improved student placement rates to more than 90 percent
- Improved communications through an electronic newsletter, the use of Facebook, and regular meetings and classroom visits
- Implemented a new executive speaker series and supported the creation of four student clubs
- Recruited students in China and implemented a collaborative Finance program with Zhejiang University of Science & Technology in Hangzhou
- Presented a paper on entrepreneurial attitudes of American and Asian students at the ICSB conference in October 2012
- Presented a paper on entrepreneurial attitudes of business and non-business students at the Eighth Multinational Business Symposium at Nanjing University in June 2014

STRATFORD UNIVERSITY

2010 to 2012

Falls Church, VA

Dean of Education/Campus Dean for the main campus in Falls Church

- Hired as Dean, School of Business and promoted to above position after six months
- Managed all academics on campus and online including the oversight of 32 academic programs at a private, for-profit international university
- Developed and implemented standards for online classes
- Developed and implemented a J-1 visiting professor program
- Developed and implemented a new CPT program
- Led a team to develop the 2011-2012 Campus Effectiveness Plan
- MBA ETS MFT scores increased from 1st to 50th percentile under my leadership
- Hired 30 new faculty members and strengthened academic programs through curricular changes and faculty development
- Successfully completed the APSCU 2011 Leadership Institute training
- Presented papers at the USASBE conference in January 2011 and the ICSB conference in October 2011

SETON HILL UNIVERSITY
Greensburg, PA

2007 to 2010

Director, MBA Program

Director, Wukich Center for Entrepreneurial Opportunities

Assistant Professor of Business

- Proposed plan for and established new Wukich Center
- Initiated Farrell Entrepreneurial Leadership Series
- Revised curriculum and upgraded the quality of the MBA program
- Increased enrollment while raising entrance standards
- Created cross campus programs related to the financial crisis and economic summit
- Developed new courses and taught Strategic Management, Accounting, Quantitative Analysis, Advanced Business Principles, and Management
- Presented paper at ISECON 2007 entitled “Research Design for Assessing Attitudes in Technology Acceptance: Chinese Americans and Internet Banking” that received Meritorious Paper Award
- Presented paper entitled “Internet Banking Adoption by Chinese Americans” at the International Symposium on Multinational Business Management in Nanjing, China in June 2008
- Presented paper at the International Council for Small Business World 2009 Conference in June of 2009 in Seoul, Korea, that was published in the conference proceedings. The paper is titled, “Chinese American Internet Banking Acceptance: Implications for Multicultural Marketing.” A second paper was also accepted and published at this conference titled “Online Mentoring Acceptance by Women Entrepreneurs.” I am co-author on both papers, primary on the former and second author on the latter.
- Presented papers at three other conferences in 2009 including the 49th Annual Conference for the International Association for Computer Information Systems where my paper titled, “Chinese American Online Banking: Multicultural Acceptance of Information Technology,” received the award for best paper reporting original research.

- Presented paper at the International Council for Small Business World 2010 Conference in June of 2010 entitled “Entrepreneurial Attitudes of Arts and Business Students,” which was a finalist for best empirical research and was published in the conference proceedings.
- Successfully completed the Experiential Classroom training conducted at Oklahoma State University in 2010

**NEW ASIA BANK (\$140 Million in Assets) and
NEW ASIA BANCORP, INC. in Chicago, IL**

2004 to 2006

President and CEO and Director

- ◆ Turned around a problem bank and had Written Agreement removed
- ◆ Restructured organization and reduced costs to return bank to profitability
- ◆ Increased loans and retail deposits by more than 12% each in one year
- ◆ Reduced loan delinquency from 5.15% to less than 0.25%
- ◆ Applied for and received New Markets Tax Credit allocation and closed first deal within six months
- ◆ Developed and implemented new ALCO, Loan, and Operating Policies
- ◆ Developed and implemented strategic plan, and customer service and training programs
- ◆ Bank received BEA grant of \$500,000 in 2006
- ◆ Bank sold to Cathay Bank on October 18, 2006

**NORTHSIDE BANK (\$515 Million in Assets) and
NSD BANCORP, INC. in Pittsburgh, PA**

1993 to 2003

President and CEO and Director

Accomplishments:

- ◆ Successfully grew the bank from \$216 million to \$515 million in assets and from eight to twelve branches.
- ◆ Grew the commercial loan portfolio from \$70 million to \$140 million in five years.
- ◆ New products including Internet banking, Courtesy Overdraft, debit card, automobile floor plans and investment services were introduced.
- ◆ Developed and implemented a unique customer service and sales program resulting in increased sales and consistently superior shopping results.
- ◆ Developed a successful in house training program for employees at all levels
- ◆ The Bank received eleven Community Reinvestment awards and was a leader in community service.
- ◆ Developed and implemented stock option and incentive plans
- ◆ Bank was sold for 3.5 times book value

**OHIO BANCORP (\$1.7 Billion) Youngstown, OH
Miners and Mechanics Bank (\$315 Million) Steubenville, OH**

1989 to 1993

1991 to 1993

President and CEO and Director

Also chaired the Board and Executive Committee meetings

Accomplishments:

- ◆ Turned around a problem bank in record time while maintaining the bank’s market leadership position. Developed and implemented business plan, marketing program, new loan products and asset/liability policies.

- ◆ Recruited and internally developed senior management team. Developed and implemented new organization structure, job descriptions, salary grades and bank training program.

Dollar Bank (\$1 Billion) Youngstown, OH **1989 to 1991**

Vice President and Head of the Commercial Loan Department

Responsible for the profitability of the bank's \$240 million commercial loan portfolio while handling a \$35 million portfolio and managing a department of 14.

Accomplishments:

- ◆ Developed and implemented a Credit Department, new Commercial Loan documentation and a Commercial Loan training program while growing the commercial loan portfolio.

MELLON BANK, N.A. **1980 to 1989**

Vice President and Senior Credit Officer

Began as a Credit Analyst and was promoted to Vice President in six years. Worked in the Credit Policy and Community/Retail Banking Departments in credit and lending positions including Middle Market and Small Business lending, Floor Plans, Loan Review, Loan Administration and Loan Workouts. Served as the Senior Credit Member on LBO team for transactions related to US Air, Goodyear, BF Goodrich and Santa Fe Southern Pacific. Trained branch managers and middle market lenders and managed as many as 21 people.

FEDERAL RESERVE BANK OF CLEVELAND Pittsburgh Branch 1977 to 1978

Operations Research Analyst

Developed and implemented improved security systems and check processing transportation.

EDUCATION

ROBERT MORRIS UNIVERSITY **2007**

Doctor of Science in Information Systems and Communications

Field Project/Dissertation entitled "Internet Banking Adoption by Chinese Americans"

THE WHARTON SCHOOL, University of Pennsylvania **1980**

Master of Business Administration

Double major in Finance and Public Management with related concentration in Accounting. Activities: Teaching Fellow, Department of Statistics at Wharton; Part-time Math Instructor, Drexel University; President, Public Management Club

UNIVERSITY OF PITTSBURGH

Bachelor of Science and Master of Arts, *summa cum laude*

Combined degree in Mathematics with associated minors in Economics and Computer Science

Honors: Dean's list every year; Phi Beta Kappa; Phi Eta Sigma; Departmental Honors; Culver Math Award; Senatorial scholarship; Teaching Assistantship; Full Graduate Scholarship

CIVIC/PERSONAL

2016 to Present – Founding member of community-based Innovation Places Team

2014 to Present – Southwest Connecticut Manufacturing Consortium – Steering Committee

2013 to Present – Business Council of Fairfield County – active member of three committees, Human Capital, Internship, and Business Deans

2013 to Present – Economic Club of New York member
2013 to Present – Active member of Bridgeport Regional Business Council
2013 to Present – Trustee of Landmarks Financial Corporation and member Pittsburgh History and Landmarks Foundation (PHLF) Finance Committee
1995 to 2013 - Trustee of Pittsburgh History and Landmarks Foundation or related entities
2004 to 2006 – Active member of the Chicago Chinatown Chamber of Commerce
2003 to 2004 - Treasurer of Fox Chapel Choral Parents
2002 - American Heart Association Heart Walk Sponsorship Chair
1999 to 2003 - Trustee of United Way of Allegheny County
1997 to 2000 - United Way Account Executive
1998 to 2000 - Site Based Management Team at FCAHS
1997 - United Way Award Recipient
1992 to 1993 - Trustee of Jefferson County Economic Development Council
1992 - Chair of Jefferson County Chamber of Commerce membership campaign
1991 - Trustee of Mahoning Valley Foodbank
1990 to 1991 - Trustee and Finance Committee Chair of the United Methodist Community Center

PUBLICATIONS

Gibson, L.G. (2007). *Internet banking adoption by Chinese Americans*. Doctoral dissertation. Robert Morris University, Moon Township, Pennsylvania. . Publication No. 3374689.

Gibson, L. G. (2007). Research design for assessing attitudes in technology acceptance: Chinese Americans and Internet banking. *Information Systems Education Journal* (5), 34. [\(MERITORIOUS PAPER AWARD\)](#)

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Gibson, L. G., & Gibson, R. A. (2009). Chinese American online banking: Multicultural acceptance of information technology. *Issues in Information Systems*, 10(2), 561-570. [\(BEST PAPER AWARD\)](#)

Gibson, R. A., & Gibson, L. G. (2009). Online mentoring acceptance by women entrepreneurs. [Abstract]. In *2009 ICSB World Conference, International Council for Small Business, June 21-24, 2009, Seoul, Korea: The dynamism of small business: Theory, practice, and policy* (p. 66).

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Gibson, R. A., & Gibson, L. G. (2009). Online mentoring technology acceptance by women entrepreneurs [Abstract]. In S. Scott (Ed.), *Institute of Behavioral and Applied Management, IBAM 17 (2009) - Washington, D.C: Conference Program and Paper Abstracts* (p. 46). New Haven, CT: Albertus Magnus College.

Gibson, R A, & Gibson, L. G. (2009). Women's Technology Acceptance of Mentoring on the Internet. In *The Proceedings of the Conference on Information Systems Applied Research 2009, Washington DC, 2(4212)*. (A later version appears in [Journal of Information Systems Applied Research 2009\(4212\)](#). ISSN: 1946-1836.)

Gibson, R. A., & Gibson, L. G. (2010). Entrepreneurial attitudes of arts and business students. [Abstract]. In *2010 ICSB World Conference, International Council for Small Business, June 24-27, 2010, Cincinnati, Ohio: Entrepreneurship: Bridging global boundaries*. (FINALIST FOR BEST EMPIRICAL RESEARCH PAPER)

Gibson, R.A., & Gibson, L.G. (2010). Women's technology acceptance of mentoring on the Internet. *Journal of Information Systems Applied Research*, 3 (13). <http://jisar.org/3/13/>. ISSN: 1946-1836. (A preliminary version appears in [The Proceedings of CONISAR 2009: §4132](#).)

Gibson, L. G., Gibson, R. A., & Zhao, S. (2011). Factors affecting entrepreneurial attitudes of American and Chinese business students. In *USASBE 2011 Conference Proceedings, United States Association for Small Business and Entrepreneurship, January 13-16, 2011, Hilton Head, South Carolina: Entrepreneurship: Changing the present, creating the future*.

Gibson, L. G., & Gibson, R. A. (2011). Predictors of entrepreneurial innovation attitude: Implication for arts and business pedagogy. In *USASBE 2011 Conference Proceedings, United States Association for Small Business and Entrepreneurship, January 13-16, 2011, Hilton Head, South Carolina: Entrepreneurship: Changing the present, creating the future*.

Gibson, L. G., Gibson, R. A., & Zhao, S. (2011). Predictors of entrepreneurial attitudes of American and Chinese business students. In *7th International Symposium on Multinational Business Proceedings held at Nanjing University, June 4-5, 2011, Nanjing, China: Enterprise management and change in a transitional economy and post financial crisis*. Nanjing, China: Nanjing University Press.

Gibson, L. G., & Gibson, R. A. (2011). Transactional and transformational leadership in a turnaround crisis situation in a multicultural environment. In S. Zhao, J. Glassman, & H. Liu (Eds.) *Enterprise management in a transitional economy and post financial crisis* (pp 78-86). Nanjing, China: Nanjing University Press.

Gibson, L., Gibson, R., & Murphy, C. (2011, July 19). Tips for effective business communication. *9 News Now: WUSA9.com*, 62089. Retrieved from <http://fairfax.wusa9.com/news/business/tips-effective-written-business-communication/62089>

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GWU Business Creation Conference, October 6-8, 2011, Washington, D.C.: Global entrepreneurship: The latest research on business creation.

Gibson, L., & Gibson, R. (2012). Entrepreneurial attitudes of Asian and American students. Paper presented at the *ICSB-GWU Global Entrepreneurship Research & Policy Conference, October 11-13, 2012, Washington, D.C.*

Li, Y., Gibson, L. G., & Gibson, R. (2013). Solving MRCPSPP by a hybrid genetic algorithm. *Applied Mechanics and Materials*, 411-414(2), 2369-2372.

Gibson, L. G., & Gibson, R. A. (in June, 2014). Entrepreneurial attitudes of business and non-business students. In S. Zhao, J. Glassman, & H. Liu (Eds.). *The impact of global economic integration and information networking on a sustainable corporate environment*. Nanjing, China: Nanjing University Press.