

**FRANK MARSHALL**  
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**Education:**

**4/11-11/16 George Fox University** (Newberg, OR)

Doctorate Business Administration Concentration in Management (DBA)

Dissertation Topic: Understanding the process small businesses use to capture, convert, and integrate survival knowledge

Course Requirements Completed: Faith and Spirituality in Business, Foundations of Marketing, Conceptual Foundations of Economics, Doctoral Research and Writing, International Business, Critical Issues in Higher Education, Foundations of Management and Leadership, Research Methods, Conceptual Foundations of Finance, Strategic Management, Human Resource Development, Effective Teaching in Higher Education, Research Design, and Ethics and Moral Decision-Making in Business, Organizational Theory, Business Teaching Practicum and Dissertation Proposal Research.

- Dissertation Final Defense 11/2017

Dissertation topic: The process small businesses use to capture, convert, and integrate survival knowledge.

**8/01-5/03 University of San Diego** (San Diego, CA)

Masters of Science Executive Leadership

*Innovative values based business degree for executives.*

Designed to develop and inspire leaders to transform organizations and our world through service with compassion and integrity. The Mission of the Master of Science in Executive Leadership (MSEL) program is to develop and inspire leaders who will transform their organizations and our world through service with compassion and integrity.

**9/79-7/82 California State University at Long Beach** (Long Beach, CA)

Bachelor of Science Degree in Accounting

**9/76-12/78 Bentley University** (Waltham, MA)

Major: Accounting, Minor: Finance

**Experience:**

**8/17-present Point Loma Nazarene University** (San Diego, CA) **Full-Time Tenure Position**

Associate Professor of Management Fermanian School of Business

**07/15 Point Loma Nazarene University** (San Diego, CA) **Part-Time**

*Fermanian School of Business*

*More than the bottom line-Business education to change the world.*

*MBA Management, MBA Strategic Management, MBA Developing an Entrepreneurial Mindset, MBA Applied Innovation, MBA Organizational Behavior, Undergraduate Principles of Management and Undergraduate Human Resources.*

**06/14-6/18 San Diego Christian College** (Santee, CA)

*An evangelical College based on truth, purpose, and impact.*

*Associate Professor of Business Adult Professional Studies and Undergraduate Program teaching: Financial and Managerial Accounting, Social Media Marketing, Management, Organizational Behavior, Conflict Resolution, Leadership in a Global Environment, International Finance, Principles of Free Enterprise, Seminar in Entrepreneurship, Principles of Management and Supervision, Human Resources, Corporate Finance, Financial Analysis in Organizations, Quantitative Methods, Management Information Systems, Value and Ethics*

*Service and Committes:*

2015 Business Internships

2016 Business Internships

2015 and 2016 Adult Professional Studies Senate Committee

2016 Innovation Committee

2016 Faculty Sponsor of Womens Volleyball

2016 Faculty Sponsor of Mens and Womens Tennis Team

7/09-3/2015 **University of Phoenix** (San Diego, CA)

*A higher learning institution and member of the Apollo Group.*

San Diego Adjunct Professor - Training the leaders of tomorrow

School of Business, Distinguished Professor of the Year-2010

Adjunct Professor teaching the following courses:

*Integrated Business Topics, Organizational Ethics and Social Responsibility, Organizational Behavior and Group Dynamics, Management: Theory, Practice, and Application, Organizational Behavior and Ethical Responsibility, Critical Thinking: Strategies in Decision Making, Innovation, Design, and Creativity for a Competitive Advantage, Teamwork, Collaboration, and Conflict Resolution, International Business, Foundations for General Education and Professional Success, Interdisciplinary Capstone Course, Ethics in Management, Organizational Communication, Foundations of Interpersonal Communication, Foundations of University Studies*

6/03-5/15 **Rancho Santa Fe Technology** (San Diego, CA)

Recipient of 2007 Workplace Excellence Award

*Multi-million dollar provider of IT and Communications Infrastructure*

Chief Operations Officer

- Created and chartered companywide team based structure
- Created corporate strategy, direction and operating objectives
- Created marketing strategy for green product line
- Increased productivity by 30% and increased profit by 50% by inspiring employees to achieve success
- Reduced overhead over \$1.2 million dollars in a single year
- Led change throughout the organization while maintaining the corporate culture and achieving results
- Apply Situational Leadership II to diagnose mismatched tasks with leadership style
- Teach and develop S.M.A.R.T. goals by teams

5/96-6/03 **SDA Security Systems, Inc.** (San Diego, CA)

*Service provider of commercial and residential electronic security systems*

Vice-President and General Manager

- Created new profitable home electronics division
- Increased recurring revenue over 120% in two years
- Increased on time service to over 90% in one year
- Established company training programs
- Responsible for national certification program

4/95-4/96 **TACAN Corporation** (Carlsbad, CA)

*Multi-million dollar manufacturer of electronic equipment for cable television industry*

Vice-President of Finance and Manufacturing

- Increased on time delivery to customers by 80% in 13 months.
- Increased Revenue by 20% while increasing profit by 12%
- Converted company to new operating network
- Responsible for ISO 9001 Certification

9/88-4/95 **Sciteq Electronics, Inc.**, (San Diego, CA)

*Manufacturer of high technology electronic equipment for telecommunications industry*

Vice-President and Chief Financial Officer/Secretary of Corporation

- Increased cash flow over 50%
- Implemented Total Quality Management Process
- Reported consistent annual profit by controlling costs

6/82-9/88 **Hughes Aircraft Company Maquiladora** (Tijuana, BC)

*Defense Contractor, manufacturer of electronic equipment for United States military.*

*Connecting Devices Division*

Controller

- Converted maquiladora to captive subsidiary of U.S. Connecting Devices Division
- Created financial reporting systems for maquiladora
- Achieved annual cost savings of \$500,000
- Established U.S. and Mexico import/export protocols
- Established all expert, professional and vendor relationships

**Presentations:**

**10/2018 Magna Publications Teaching Technology Conference**

Topic Co-Presented Validating the What-A-Venture on-line tool.

**1/2018 Fermanian Business School Chapel**

**Topic Presented: My Faith Journey to Point Loma Nazarene University**

**1/2018 USASBE 2018 Entrepreneurial Conference**

Topic Co-Presented Validating the What-A-Venture on-line tool.

**10/2017 Christian Faculty Business Association**

Poster Topic Presented: Mentorship a Factor in Business Survivability

**6/2017 International Council for Small Business World Conference**

Topic Presented: The process small businesses use to capture, convert, and integrate survival knowledge.

**Working papers:**

Marshall, F. (2018). Faith and Entrepreneurship

Marshall, F. (2018). Experimenting with Christian Practices in Teaching within Human Resources.

Marshall, F. (2017). Processes small business use to capture, convert, and integrate survival knowledge :A multi-site case study. *Sage publishing Q1 2019.*

**Committee Work:**

2015 and 2016 Adjunct professor training

2015 Canvas platform training

2016 Member of Innovation Committee

2016 Online Teaching Conference California Community Colleges (San Diego, CA)

2016 Assessment Training

2017 Chair of Innovation Committee  
2017/2018 MBA Committee  
2018 Member Strategic Planning Committee  
2018 Chair Experiential Learning Committee

**Service:**

2017 Member of Hooding Team Spring 2018 Graduation  
2018 Moderator during Faculty Development Day  
2018 Mentor to New Management Faculty

**Community Involvement:**

1/2017 to present Flood Church 2 Become 1 Marriage Counselor with my wife  
6/2017 Flood Church Acting Chief Financial Officer

09/2016 Partnering with non-profit East County Transitional Living Center to provide community support and student involvement. Leading the effort with 20 undergraduate students to create a social media and marketing program.

2015 Impact Leader San Diego Rescue Mission

06/2012 Ken Blanchard Live Cast Speaker: Unleaderlike Moments. One of 40 thought leaders to discuss how everyday behavior matters.

03/2011 Haiti humanitarian trip with local San Diego Executives and Pastors as the financial leadership to assist with surveying possible sites for new education and medical building program for Children of the Nations (Leogane, Haiti)

06/11-12/12 Served as student mentor and led small men's group for Flood Church