

Daniel A. Croy, Ed.D.

VITAE

Education

Ed.D. General Administrative Leadership, 1988
George Peabody College for Teachers, Vanderbilt University
Major Emphasis: Learning Specialist / Corporate Training

M.A. Psychology, Counseling & Guidance, 1978
University of Northern Colorado
Major Emphasis: Psychology and Counseling

B.S. Religious Education, 1973
MidAmerica Nazarene University

Ordination

1992 Church of the Nazarene
1991 Wesleyan Church

Work History

2002 – Present

Professor of Business, Point Loma Nazarene University, San Diego, California

Teaching courses (both undergraduate and graduate) in Management and Human Resources in the Fermanian School of Business. In charge of faculty training on multi-media symposiums in FSB building. Transition Task Force for Center for Teaching and Learning. Social Committee. Resource speaker for Student Life. Faculty advisor for Students in Free Enterprise (SIFE). Teach courses for Center for Pastoral Leadership. Represent PLNU with nationwide speaking opportunities (New Church Specialties, Mount Vernon Nazarene University, pulpit supply, spiritual retreats, pastoral training and retreats, and providing consultation and training to local churches). Achieved Tenure status 2010.

1996 – 2002

President, The LIGHT House, Kansas City, Missouri

Lead a nonprofit that provided full range of services for women and families facing an unplanned pregnancy. Managed a staff of 40 and a \$1.1 million annual budget. Hired by board to turn around an outdated, poorly managed organization with bad credit. Accomplished tasks assigned in 6 years. Reduced staff, created new mission, vision, values, and faith statements, redefined clients, sold existing property, purchased two homes for residential clients (MO & KS), and new central office. Wrote and awarded a \$10,000 grant for computer technology from the Kaufmann Foundation. Member of the Coalition for Community Collaboration and served on the insurance task force. Dubbed

“Turnaround King” by President of the Coalition for changes introduced at the LIGHT House.

1992-1996

Director of Graduate Studies in Management, MidAmerica Nazarene University, Olathe, Kansas

Directed the MBA program in the Business department. Directed full-time and adjunct faculty, coordinated marketing of program, recruiting efforts, and taught courses in Ethics, Management, and Total Quality Management in the graduate program.

1989-1992

Director of Counseling & Learning Ministries, First Wesleyan Church, High Point, North Carolina

Served on Pastoral staff providing pastoral counseling for a congregation of 1,000. Directed the clinical supervisor and staff of therapists at High Point Christian Counseling Center. Directed a Domestic Violence program as well as writing curriculum for and teaching in the program. Coordinated all adult Christian education programs. Instituted the *Precept Upon Precept™* Bible study program for men’s and women’s studies.

1988-1989

Coordinator of Management Development, Hospital Corporation of America, Nashville, Tennessee

Worked in Management Development under Human Resource department at corporate headquarters. Redesigned and re-launched the Nursing Executive Management Program (NEMP). Was sent to George Washington University for training under W. Edwards Deming, Ph.D. and then placed as liaison between management development and the Quality Group. Was considering the call to First Wesleyan (“please come by April 1”) when the Management Development department was eliminated due to a leveraged buyout of the company’s stocks (announcement given on February 28 – “Your department will be eliminated on March 31”). After accepting call to NC, HCA offered a great job in the consulting side of the organization.

1984-1988 Nashville, Tennessee

Doctoral Student, Teaching Assistant, Graduate Assistant, Vanderbilt University

Worked for several professors in the Business Institute on the Education campus. Wrote proposal to Academic Council for undergraduate course in Human Resource Development (offered for the first time). Gained approval and taught the first course.

Therapist, Program Director (CoNET Heartline), Christian Counseling Center (CCC)

Counseled half a load under supervision and directed a program providing toll free services to 5,000 Nazarene clergy families in the 48 contiguous states five hours a day in partnership with the office of Pastoral Ministries, International Headquarters, Church of the Nazarene. Solicited funds from Districts, coordinated the program through CCC staff, and provided reports and research to the general church.

Adjunct Faculty, Trevecca Nazarene University

Taught undergraduate course in Human Resource Management

1983-1984

Adjunct Faculty, John Wesley College, High Point, North Carolina

Therapist, High Point Christian Counseling Center, High Point, North Carolina

Assisted with the start up of a new counseling center associated with First Wesleyan Church and began to see a few clients. During these 12 months:

I moved my wife, 2 children, a dog, and all our worldly possessions from Denver to NC.

The Nazarene who bought my Denver home defaulted on two promissory notes.

The Nazarene Psychologist from Denver who recruited me to NC spent the entire line of credit for the counseling center (\$50,000), had an affair with a female therapist, and left town. The senior pastor of the Wesleyan church asked me to hold the new counseling center together and pledged to pay my salary from his personal funds. He died in a plane crash a few weeks later.

1981-1983

Associate Pastor, First Church of the Nazarene, Denver, Colorado

Supervised 18 full time staff members of a large church (2,000). Directed Christian education and Discipleship ministries. Served for just under 2 years. Long enough to see multiple marital affairs in the church and some among the leadership. Then witnessed the slow mental breakdown of the senior pastor. Fortunately, there was a Nazarene psychologist in the church who invited me to help him start a new counseling center for a Wesleyan church in North Carolina.

1978-1981

Instructor, Nazarene Bible College, Colorado Springs, Colorado

Taught courses in General Psychology, Christian Education, Youth Ministry, Marriage and Family, and Music Conducting. Provided pastoral counseling on a limited basis for adult students.

Teaching Experience

2002 – Present

Professor of Business, Point Loma Nazarene University, San Diego, CA

1998

Adjunct Faculty, Nazarene Theological Seminary, Kansas City, MO

1992- 1996

Director of Graduate Studies in Management., MidAmerica Nazarene University, Olathe, KS

1987

Adjunct Faculty, Trevecca Nazarene University, Nashville, TN

Teaching Assistant Human Resource and Human Development classes, Vanderbilt University, Nashville, TN

SPECIAL NOTE: While serving as a graduate assistant/teacher – designed and proposed to academic committee a new course “Introduction to Human Resource Development”. This course was approved for the undergraduate program. Taught the inaugural class.

1982 - 1983

Adjunct Faculty, John Wesley College, High Point, NC

1978 – 1981

Instructor in Psychology and Christian Education, Nazarene Bible College, Colorado Springs, CO

Doctoral Research Dissertation

Measuring Instructor Developmental Stages © 1989 Vanderbilt University

Professional Papers Delivered

The Stained Glass Ceiling: Searching for Congruency in Our Theology and Teaching Practices. Delivered at the 2005 **Christian Business Faculty Association annual conference**, Point Loma Nazarene University, San Diego, CA

Awards

Excellence in Teaching Award (Region 7) Association of Collegiate Business Schools and Program (ACBSP) (ACBSP International Conference, August 2007)

Servant Leadership to Families Award Adult Ministries General Church of the Nazarene (General Assembly, June 2005)

Commitment Award, Coalition for Community Collaboration, Kansas City, MO (2002)

Alumni Achievement Award, MidAmerica Nazarene University (1988)

Who's Who Among Students in American Universities and Colleges (1972-1973)

Professional Organization Membership

Society of Human Resource Management (**SHRM**)

American Society for Training and Development (**ASTD**) now (ATD)

Christian Business Faculty Association (**CBFA**)

Christian Leadership Alliance (**CLA**)

Association for Supervision and Curriculum Development (**ASCD**)

Publications

Books

Croy, Dan (1999). Doggone Management: Personal and Professional Lessons Learned From Man's Best Friend. Olathe, Kansas STEP FORWARD Press.

Sivewright, Gary and Croy, Dan. (1986). Parents, Teens, and Other Strangers: The ABCs of Family Communication. Kansas City, Missouri: Beacon Hill Press.

Goodwin, Debbie Salter and Croy, Dan (1983). Ask Debbie & Dan. Kansas City, Missouri: Beacon Hill Press.

Contributions to Edited Works

Wu, John T. (ed.) (2006). Setting Your Sail: Vocational Life Stories from Wesleyan Faculty San Diego, California Point Loma Press. *Walk Worthy of the Vocation: A "Wesleyan Hybrid"*

Leadingham, Everett (ed.) (2004). Christians in Conflict. Kansas City, Missouri: Beacon Hill Press. (Chapter Five) *Conflict is Uncomfortable*

Leadingham, Everett (ed.) (1997). Discover The Word: Reading The Bible For All It's Worth. Kansas City, Missouri: Beacon Hill Press. (Chapter One)

Gardner, Jeanette D. (ed.) (1992). Twenty Tips for Sunday School Teachers. Kansas City, Missouri: WordAction Publishing Company. (Chapter Eighteen)

Articles, Curriculum, Journals, Columns

Croy, Dan. "The Ten Commandments for PowerPoint™ Pulpits (6-10)." In **Church Tech Column / P & B Online**, Pensions and Benefits USA, Church of the Nazarene (eNews) June 4, 2009 URL:
http://www.pbusa.org/index.php?option=com_content&view=article&id=401:2009danc&catid=39:technology&Itemid=66

Croy, Dan. "The Ten Commandments for PowerPoint™ Pulpits (1-5)." In **Church Tech Column / P & B Online**, Pensions and Benefits USA, Church of the Nazarene (eNews) May 1, 2009 URL:
http://www.pbusa.org/index.php?option=com_content&view=article&id=392:20093danc&catid=39:technology&Itemid=66

Croy, Dan. "And I Do Have a Point: The PowerPoint™ Pulpit." In **Church Tech Column / P & B Online**, Pensions and Benefits USA, Church of the Nazarene (eNews)

March 1, 2009. URL:

http://www.pbusa.org/index.php?option=com_content&view=article&id=360:20092danc&catid=39:technology&Itemid=66

Croy, Dan. "Cyberspace: Hook, Line, and Sinker." **The Sword and Trumpet** (October, 2006) Monthly magazine of the Mennonite Church.

Croy, Dan. "Cyberspace: Hook, Line, and Sinker." **Holiness Today** (July/August, 2006) Monthly magazine as the official organ of The General Church of the Nazarene published by Nazarene Publishing House. (formerly The Herald of Holiness).

Croy, Dan and Croy, Kay. "The Dichotomy Dilemma." **Holiness Today** (May, 2003)

"The Fully Armored Family." **Holiness Today** (May, 2002)

"Pouring on the Passion." **Holiness Today** (December, 2001)

"When The Joneses Do Well." **Holiness Today** (November, 2000)

"So What's the Difference?." **Holiness Today** (May, 2000)

"Reaching the Family Next Door: I'm Going To Your House Today." **Holiness Today** (February, 1999)

"Jesus Led Us All The Way: Telling Our Story." **Holiness Today** (June, 1999)

"When a Member of Your Family Can't Stop." **Holiness Today** (August, 1999)

"Does Jesus Care?" **Herald of Holiness** (September 15, 1979)

Croy, Daniel A.. "The Chemistry Set Challenge: 'Let's Mix Marketing With TQM' **The Radiology Business Management Bulletin** (June July, 1995).

Goodwin, Debbie Salter and Croy, Dan. "Q & A." Column in **CROSS WALK** 1/1996 – 5/2005) Published weekly by WordAction Publishing Company.

Goodwin, Debbie Salter and Croy, Dan. "Ask Debbie & Dan." Column in **Teens Today** (9/1981 – 12/1995) Published weekly by Beacon Hill Press.

Croy, Dan and Croy, Kay. "A Tribute To Our Mothers" **The Wesleyan Woman** (Spring, 1992) Column *The Home Front* Published by Wesleyan Women International of the Wesleyan Church.

Croy, Dan and Croy, Kay. "The Right Way To Avoid The Wrong Year" **The Wesleyan Woman** (J/F/M, 1992) Column *The Home Front* Published by Wesleyan Women International of the Wesleyan Church.

Croy, Dan and Croy, Kay. "Gift Givingitis" / The Art of Giving. . . In Secret / It Is More Blessed To Give Than Receive: Because Some Of Us Are Poor Receivers / Coupon Clipping With A Difference" **The Wesleyan Woman** (O/N/D, 1991) Column *The Home Front* Published by Wesleyan Women International of the Wesleyan Church.

Croy, Dan and Croy, Kay. "The Art of Friendship / Friendship Quotient" **The Wesleyan Woman** (J/A/S, 1991) Column *The Home Front* Published by Wesleyan Women International of the Wesleyan Church.

Croy, Dan and Croy, Kay. "Spring Cleaning: Inside and Out / Everything In Its Place / Stressed Nest?" **The Wesleyan Woman** (A/M/J, 1991) Column *The Home Front* Published by Wesleyan Women International of the Wesleyan Church.

Croy, Dan and Croy, Kay. "Cabin Fever / Tune the Television to OFF / Let the Games Begin / Read All About It" **The Wesleyan Woman** (J/F/M, 1991) Column *The Home Front* Published by Wesleyan Women International of the Wesleyan Church.

Croy, Dan and Croy, Kay. "Holiday Happening: Celebrating With God's Children" **The Wesleyan Woman** (O/N/D, 1990) Column *The Home Front* Published by Wesleyan Women International of the Wesleyan Church.

Croy, Dan and Croy, Kay. "The Home Front" **The Wesleyan Woman** (J/A/S, 1990) Column *The Home Front* Published by Wesleyan Women International of the Wesleyan Church.

Croy, Dan. **Series** of devotionals in **Come Ye Apart**, M/A/M, 1999. Quarterly magazine published by Nazarene Publishing House.

"Burning Hearts On The Journey" (5/30/99)

"He Opened The Scriptures" (5/29/99)

"On The Road – Christ Drew Near" (5/28/99)

"Christ In The Scriptures" (5/27/99)

"Into The Word – And You Can't Miss Christ!" (5/26/99)

"Prophets Saw The Climax!" (5/25/99)

"The Word Along Life's Road" (5/24/99)

Croy, Dan. **Series** of devotionals in **Come Ye Apart**, M/A/M, 1996. . Quarterly magazine published by Nazarene Publishing House.

“Words That Go On Forever” (5/12/96)

“Be Sure To Wear Armor” (5/11/96)

“Understanding April 15” (5/10/96)

“Free But Respectful” (5/9/96)

“How Aliens Are To Live” (5/8/96)

“Rebels Can Hurt You” (5/7/96)

“The Limits Of Power” (5/6/96)

Croy, Dan. “Learning To Love – Learning To Let Go” **Bread Magazine** (January, 1991) Kansas City, MO. Nazarene Publishing House.

Croy, Dan and Sivewright, Gary. “Scaling Parent-Teen Relationships” **Bread Magazine** (April, 1989) Kansas City, MO. Nazarene Publishing House.

Croy, Dan. “The Impasse of Parent/Teen Conflicts” **Bread Magazine** (January, 1987) Kansas City, MO. Nazarene Publishing House.

Croy, Dan. “Scaling Parent-Teen Relationships” **Bread Magazine** (August, 1986) Kansas City, MO. Nazarene Publishing House.

Croy, Dan. “How To Be A New Person In The Same Old School” **Bread Magazine** (September, 1984) Kansas City, MO. Nazarene Publishing House.

Croy, Dan. “The Unwrappables: Lessons I’ve Learned on Giving and Receiving” **Bread Magazine** (December, 1984) Kansas City, MO. Nazarene Publishing House.

Croy, Dan. “Treading a Minefield” **Bread Magazine** (February, 1982) Kansas City, MO. Nazarene Publishing House.

Croy, Dan. “The ABC’s of Parenting” **Association of Nazarenes in Social Work (ANSW)** Newsletter (April, 1986) Published monthly by Church Extension Ministries / Church of the Nazarene.

Croy, Dan. “I Know You Can’t See This Very Well . . . The Use and Misuse of Media in the Church.” **Resource Quarterly** (S/O/N, 1994) magazine for Sunday school teachers and workers published by WordAction Publishing Company.

Croy, Dan. “The Sounds of The Desperate.” **Resource Quarterly** (M/A/M, 1992) WordAction Publishing Company.

Croy, Dan. "BIBLE STUDY: Leave Them Wanting More." **The Edge** (J/J/A, 1977)
Quarterly magazine for Pastors, Sunday school teachers and workers published
by Nazarene Publishing House.

Christian Education Curriculum (Youth)

Croy, Dan. Junior High Curriculum, J/J/A, 1985, **WordAction** Series.

Unit Two: "The Choice Is Yours" (Sessions 1 - 6)

"What Am I Worth?"

"Temple Tending"

"Measure Your Moments"

"To Live Is To Choose"

"Train Your Brain"

"Ecology Theology"

Croy, Dan. Junior High Curriculum, D/J/F, 1982, **WordAction** Series.

Unit One: "Christian Life-Style: The Teachings of Jesus" (Session 3)

"Christmas as Joseph Lived It"

Unit Two: "Tough Questions" (Sessions 1 – 4)

"Would a Loving God Send Anyone to Hell?"

"Is Satan Real?"

"Why Aren't All My Prayers Answered?"

"Can I Trust the Bible?"