

Leadership and Management Program Faculty

Jim Beierschmitt, MBA

Jim Beierschmitt is director of Program Management at Gen-Probe Incorporated. He received his BS in Economics from the United States Air Force Academy and his MBA at The Ohio State University. He is active in program management with an emphasis upon applications within new product development and is a certified Project Management Professional (Project Management Institute) and New Product Development Professional (Product Development and Management Association). In his current position, Beierschmitt is responsible for implementation of tools and processes that facilitate integration of the new product development pipeline within the operating plan in a predictable and efficient manner.

Roi Ewell

Serving at the executive level, Roi has accountability for corporate performance and profitability of a Fortune 500 Company- Anheuser-Busch Companies, Inc. With more than 25 years experience in the fields of communications, public relations, human resources, organizational development and issues management strategies, he drives high-level contributions in complex settings, managing thousands of employees with direct oversight of multi-million dollar budgets. In his current role as Vice President of Human Resources, Roi provides strategic management and oversight of all personnel related matters for a workforce of more than 4,000 and a payroll of \$72M with direct management of a staff of 65 and \$6M budget at Busch Entertainment Corporation, Sea World San Diego. He leads initiatives in organizational shaping projects impacting all business units. His duties have extensively included corporate marketing and communications, in addition to acting as key counsel in public relations matters. In his role of supporting national public relations and communications, Roi has been responsible for media management on behalf of a \$13B consumer products company. Additionally, his background includes a multi year career in broadcasting where he has been program director, on air talent and studio operator for a variety of radio and television stations on the east and west coast. Roi has a B.S. in Mass Communication and a M.S. in Personnel Administration. He has served as an adjunct professor of Communications at Hampton University, Virginia. Roi's community involvement includes having recently or currently serving on the Board of Directors for six city and county non-profit organizations on both the east and west coasts. He also speaks frequently at the request of various industry groups.

Jack Farnan

Jack Farnan has over 25 years of Human Resources experience in the public and private sectors, in commercial and defense-oriented companies, in large, medium and small companies, in manufacturing and service companies, and in national as well as international firms. He is currently Senior Vice President of Human Resources at Mitchell International where he manages the Human Resources function. Prior to joining Mitchell, he was Vice President of Human Resources at ComStream Corporation, a designer and manufacturer of satellite-based telecommunications systems for the international marketplace. Before that he was Vice President of Human Resources at ORINCON, a research and development company specializing in digital signal processing, artificial intelligence and neural networks. Prior to entering the corporate world, Jack was a secondary teacher and holds a Masters Degree in Education. Jack is also currently an instructor in the University of California, San Diego (UCSD) Human Resources Leadership Program. He is on the Board of Directors of Volunteer San Diego, a non-profit San Diego-based volunteer organization. In addition, he also sits on the Boards of two privately held corporations. He has published several magazine articles as well as his first book, "Outdoors San Diego".

Lois Hall, M.A.

The Founder of Access to Leadership, Lois Hall has over twenty years of independent and corporate experience in training, development, coaching and management. She has held a variety of international sales and management positions in the high technology arena. Certified Associate with Lee Hecht Harrison where she coaches individuals in career transition.

Jim Jeremiah, MBA

Jim Jeremiah is currently a College Chairman for General and Professional Studies at the University of Phoenix in San Diego. He is also President of Maximum Business Achievement (MBA). His company is a consulting organization, specializing in assisting companies to develop marketing and management strategies. Previous professional experiences include managing nonprofit and profit organizations. Positions held include CEO, CFO, Vice President of Marketing, Controller, and independent consultant. He was also an Area Manager for an electronic access control company. Jim has been teaching management, marketing, strategic planning, ethics, philosophy, religion and critical thinking for over twenty years. Jim earned a BA in business administration, a ThM in theology/communications, a Masters in Business Administration and is presently enrolled in doctoral studies in the field of organizational leadership.

Greg Kahn, MBA

Greg Kahn is a Financial Leadership Partner with Tatum, LLC in San Diego, CA.. As a Financial Leadership partner he has held key financial positions and worked on key financial projects with Jerome's Furniture, The Jackson Rivers Company, Cybertel, The Tony Robbins Companies, Anderson Audio Visual and Acon Laboratories.

At these companies he acted as a part-time CFO or CFO/COO. As a CFO, Greg was responsible for bank relations, reporting to the SEC, coordinating audit work, consolidation of domestic and foreign operations, integrating accounting and financial systems and assisting a foreign company with complying with U.S. GAAP. As a COO, Greg was responsible for enhancing warehouse operations and overseeing new systems implementations. Prior to joining Tatum, Greg worked as Director of International Finance at SICOR Inc., was COO of PhotoStar, Corporate Controller of Klein-Berger, President of ISS de Mexico and Project Manager of ISS, internal auditor for Xerox and Planning Analyst at Xerox LatinAmerica. His key accomplishment included successfully building an engine overhaul facility in

Mexico, turning around a money losing operation in Argentina, and developing Transfer Pricing models for multinational operations. As a result of these experiences, he has a broad breath of knowledge in many industries: Retail Furniture, Oil and Gas, Telecommunications, Training, Entertainment Equipment, medical equipment, pharmaceutical, biotech, agriculture, agriculture, aerospace and office equipment. Mr. Kahn holds an MBA from Wharton with a concentration in Finance and Management. He is a Magna Cum Laude graduate from UCLA with degrees in Mathematics (member of Pi Mu Epsilon, mathematical honor society) and Economics.

Lauryn Rice, M.S.

An organizational consultant and facilitator, Lauryn has more than 16 years experience working with companies and their management teams in the areas of organizational and leadership development, increasing personal effectiveness, managing cultural change, and dealing with interpersonal challenges. Rice is a lead facilitator for TEC International in their Chair Training programs.

Jim Snell

Jim Snell, founder of Forward Edge Pathfinders, is uniquely qualified to train today's fast-moving organizational teams. From the summits of North and South America's highest mountains, to Lt. Col. of Marines, to business entrepreneur, he has trained and led some of America's finest teams. Jim has over 30 years experience successfully leading or assisting in the development of organizations. His focus has always been to achieve quality results through the quality of teams. This was his approach for his career in the Marine Corps and after retirement from the Marine Corps, as a professional facilitator working with many different civilian and Government organizations. As a facilitator, Jim has pursued a broad spectrum of training that has prepared him to meet the complex needs of today's ever changing and diverse organizations. Born and raised in Philadelphia he is a graduate of the University of St. Thomas, St. Paul, MN.

Richard A. Steele, Ph.D.

Richard A. Steele is President and founder of International Sales and Marketing Group a business consulting organization. He has over 35 years experience in senior management and marketing of high technology products. His consulting activities are focused on Product and Business Strategy, Compensation Planning, International Market Development, Sales Management and Distribution/Sales Channel Programs. Mr. Steele served as Division Vice President, General Manager for Datagraphix and a member of the Office of the President. He held senior management and marketing positions with IBM, Dataware Development, and Talaris systems. He graduated from Millikin University in Decatur, Illinois with a B.S. in Industrial Engineering where he was awarded the John Davis Award for outstanding achievement. He is a graduate of the Stanford University Executive AEA program.

Sue Stevenson

Sue has over 20 years of business experience in Sales, Marketing, Quality, Internal Communications and Human Resource Management. Her impressive track record in finding, focusing and developing talented employees in successful multinational companies has primarily been in the Life Sciences, Hospitality, and Consumer Product and High Technology sectors. In her current role as VP, Global HR Services for Elan Pharmaceuticals, Sue has global responsibility for providing services to the business within the Total Reward, Organization and Staffing, and Global Organization and Leadership Development processes. Sue has a degree in Education, with a major in Educational Psychology, from Aberdeen University, Scotland and also gained a Post Graduate qualification in Human Resource Management. She has also completed programs in Executive Education at INSEAD, France and Harvard Business School, US.

Victoria Tucker, M.A.

Managing director with ZeroBoundary, an on-line assessment benchmarking and learning simulation company. More than 15 years of experience in performance management, strategy and structure setting, and leadership/management training.

Victoria is formerly the Executive Director of the University of California Extension Leadership and Management Institute for Technology Professionals. She has a B.A. in Behavioral Science and M.A. in Organizational Management.

Leonid Zilberman, J.D.

Lonny Zilberman is an attorney in the San Diego law firm of Wilson, Petty, Kosmo & Turner LLP. Lonny is an experienced counselor and litigator representing employers in state and federal courts as well as in administrative hearings and before government agencies. Lonny's expertise includes counseling employers concerning disability accommodation and ADA access compliance; counseling employers on wage and hour compliance; mediating employment disputes; training management and employees on harassment and discrimination prevention; advising employers about the use of independent contractors; and preparing employment agreements, policies, handbooks and forms. Lonny has successfully litigated and tried well over 50 cases involving issues of wrongful termination, wage and hour, race, sex and disability discrimination, defamation, harassment, and theft of trade secrets before judges and juries. Lonny is also a frequent speaker on employment issues before industry and human resources groups such as the San Diego Employers Association, National Human Resources Association, Counsel on Education in Management and UCSD's LAMP Program. Lonny is presently the co-chair for the Labor and Employment section of the San Diego County Bar Association, and also sits on the Board of the San Diego Chamber Orchestra. Lonny received his Juris Doctor degree from the Santa Clara University School of Law in 1995 where he was Order of the Barristers and a member of the Moot Court Board of Directors. He received his Bachelor of Arts degree, in political science from the University of California, Santa Barbara in 1990. Lonny is admitted to practice before all state and federal courts in California as well as the United States Supreme Court.

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