

# VITAE

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## I. CURRENT POSITION

**Current Rank:** Assistant Professor  
**Status:** Special Appointment  
**Department:** School of Education  
**College:** Applied Human Sciences  
**University:** Colorado State University

## II. ACADEMIC AND PROFESSIONAL INFORMATION

### Degrees Held

**PhD – Colorado State University:** Education and Human Resource Studies – Field;  
Organizational Performance and Change

**MPA - University of Southern California:** Public Administration

**MPA - University of Colorado:** Public Administration

**BA - Colorado State University:** Political Science

### Academic and Training Experience

**Colorado State University,** School of Education, College of Applied Human Sciences,  
Fort Collins, Colorado

Instructor (2004-2005); Assistant Professor (2005-Present). Teach doctoral and masters-level graduate classes in the field of Organizational Performance and Change on campus, distance and for masters' cohorts at the CSU Denver Center the Colorado National Guard.

**Institute for Professional Education;** Arlington, Virginia. Instructor, 1997-2001.

Developed and taught a three-day on-site course on *Tough Positive Management* to mid-level managers in large military, civilian government and private sector organizations in multiple geographic locations. The course covered techniques for effectively managing employees.

**U.S. Army Intelligence School;** Fort Holabird. MD. **Instructor (First Lieutenant),** two years.

Taught classes in military intelligence subjects to enlisted and officer personnel.

### **Executive, Management & Professional Experience**

**U.S. General Services Administration**; 1800 F Street, NW Washington, DC. Federal Senior Executive Service, 1985-1997.

***Leadership, Program Management, and Organizational and Individual Performance and Development***: Led organizations of 120 to 400 employees providing logistics and information technology support both within the agency and to customers in other federal agencies. In all positions I planned, led and directed the efforts to provide services and products to customer agencies in an efficient and effective manner, and managed individual and organizational performance and developed managers and supervisors, and teams and individual professional and technical employees. All positions were in the federal Senior Executive Service

- **Deputy Chief Information Officer**, three years. Led change through information technology for a multi-business line agency of 14,000 employees in the headquarters, 10 regional cities and over 200 field locations with a team of 120 employees in 4 divisions. Managed 2 large data centers, a wide area high speed network interconnecting 10 regional and 300 field office locations, and 600 local area networks connecting all agency employees. Advised the agency head and senior leaders about investment opportunities which best leverage a portfolio of over \$250 million in information systems development, implementation and maintenance, to meet strategic business objectives. The internal organizational annual operating budget was \$15 million.
- **Assistant Regional Administrator for Information Technology**, National Capital Region, Washington, DC, seven years. Led an organization of 400 employees in 5 divisions and two overseas locations providing telecommunications services to 50,000 individual federal agency customers and information technology consulting services to all federal agencies in the Washington, DC area. The organization's annual operating budget was over \$140 million.
- **Assistant Regional Administrator for Federal Supply Services**, National Capital Region, Washington, DC, two years. Led an organization of 180 employees in 4 divisions providing general use supplies and transportation services to customers in all federal agencies in the Washington, DC area. The organization's annual operating budget was over \$30 million.

**U.S. General Services Administration**; 1800 F Street, NW, Washington, DC. Held positions of progressively increasing responsibility in policy and program analysis and in first and mid-level management, in field and headquarters operations; eighteen years.

### **III. SCHOLARSHIP**

#### **Research Agenda**

My research agenda is in global and national workforce development trends and policy and organizational level workforce development with particular regard to the intergenerational workforce, the aging workforce and the retention, recruitment and effective utilization of older workers.

## Publications

### 1.0 Chapters in Edited Books:

- 1.1 Geroy, G. D. & Venneberg, D.L. (2003). A view to human capital metrics. In A. M. Gilley, J. L. Callahan, & L. L. Bierema (Eds.), *Critical issues in HRD: An agenda for the twenty-first century* (pp. 87-103). Cambridge, MA: Perseus Publishing (ISBN 0-7382-0763-2).
- 1.2 Venneberg, D.L. (2006). The experiences of retirees and their decision to return to the workforce: Implications for organizations. In T.S. Rocco & J. G. L. Thijssen (Eds.), *Older workers, new directions: Employment and development in an ageing labor market*. Miami, FL: Center for labor Research and Studies, Florida International University (ISBN 0-9778128-0-4).
- 1.3 Venneberg, D.L. (**In press**). Retirement. In W. J. Rothwell, R. K. Prescott, E. J. Bergstrom, and C. Maldonado (Eds.), *The Praeger handbook of human resource management and workplace policy*. Westport, CT: Praeger Publishers.

### 2.0 Refereed Journal Articles

- 2.1 Geroy, G.D., Bray, A. & Venneberg, D.L. (2005). The CCM model: A management approach to performance optimization. *Performance Improvement Quarterly*, 18-2, 22-39.
- 2.2 Venneberg, D.L. & Wilkinson, V.D. (**In Press**). Retirees who returned to work: Human and social capital implications for organizations. *Journal of Workplace Behavior and Health*, 23:1&2, Winter 2008.

### 3.0 Refereed Conference Proceedings and Presentations:

- 3.1 Venneberg, D. L., Wilkinson, V. D. & Geroy, G. D. (2004). Viewing older workers' social and human capital capacity development to evolve an adaptive future workforce. *The Proceedings of the Academy of Human Resource Development Conference, 2004*, 35-2. Bowling Green, OH: Academy of Human Resource Development.
- 3.2 Eversole, B.A.W. & Venneberg, D.L. (2007). Work life integration and generational differences in the workforce of the 21<sup>st</sup> century; Presented as a research roundtable to the Academy of Human Resource Development International Research Conference: Indianapolis, IN, March 3, 2007.
- 3.3 Venneberg, D.L & Wilkinson, V.D. *Retirees returning to work: Public policy considerations and implications for organizations*. Presented to the American Society for Public Administration Conference; Washington, DC, March 27, 2007.

### 4.0 Reviewed and Accepted Presentations at Academic and Professional Conferences

- 4.1 Venneberg, D.L. *The age diverse workforce in the 21<sup>st</sup> century*. Presented to the Colorado State University Diversity Conference: Fort Collins, CO, October 5, 2006.
- 4.2 Venneberg, D.L. & Wilkinson, V.D. *Retirees who returned to work: Human and social capital implications for organizations*. Presented to the North Carolina Conference on Aging; Durham, NC, October 26, 2006.
- 4.3 Venneberg, D.L. *Public policy considerations and implications for organizations of attracting retirees to return to work*. Presented to the Rocky Mountain Conference on Aging; Loveland, CO, October 24, 2007.

#### **IV. TEACHING**

##### **Philosophy of Teaching and Learning**

I believe that the role of the educator at the college and university level is to provide an atmosphere for learning so that the student may exercise critical reflection on theories, issues and practices in order to change their behavior and expand their abilities as self-directed learners. In order to be effective in this role, the educator must also be continuously engaged in the transformative process of critical reflection and self-directed learning not only in their own field but in the processes and practice of teaching, I am particularly focused on providing resources and assisting the learner to move from theory to practice in human resource development and organizational performance and change.

##### **Courses Taught**

###### **Masters level:**

EDAE-601 *Philosophy and Organization of Workforce Education*  
EDUC-602 *Action Research*  
EDOD-669 *Performance Management*  
EDOD-672 *Change Facilitation*

###### **Doctoral level:**

EDOD-768 *Workforce Development*

#### **V. SERVICE**

###### **Institutional:**

**School of Education Graduate Programs Committee**, College of Applied Human Sciences, Colorado State University, 2003-2004 academic year. The committee oversees and establishes policy for the graduate program (masters and PhD) of the School of Education.

**Colorado State University Center on Aging** - Faculty Affiliate

**Community:**

**Service Corps of Retired Executives (SCORE);** Naples, Florida and Denver, Colorado, Small Business Counselor, 1998-Present. Provide professional advice and assistance to new and existing small business owners in setting up, operating and managing their business.

**Office on Aging Advisory Committee:** Larimer County, CO. Provides citizen advice on county policies and practices regarding elderly residents, to include social services, benefits and employment.

**VI. ACADEMIC AND PROFESSIONAL ASSOCIATIONS**

**Academy of Human Resource Development**

- Coordinator of the 2005 Academy of Human Resource Development International Research Conference in Estes Park, Colorado. Responsible for the planning and execution of the 4 day conference for over 400 academic conferees presenting 170 papers, 4 innovative sessions and 4 plenary sessions.
- Member of the Technology Committee (2006-08)
- Manuscript reviewer for 2006, 2007, 2008 International Research Conference

**American Evaluation Association** - Member

**American Society for Public Administration** - Member

**International Society for Performance Improvement** - Member

**VII. AWARDS**

**Meritorious Senior Executive, 1996.** This is a federal government wide award given to no more than 10 percent of senior executives each year.