

christine m. riordan, ph.d.

LEADERSHIP AUTHOR. SPEAKER. CONSULTANT.

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Strategic, results-oriented leader with a strong track record of performance. Effective at determining specific strategies and operational tactics to advance organizations from a variety of industries. Considered an international expert in leadership development, team performance, and diversity management. Experienced and current public company and non-profit board member.

AREAS OF EXPERTISE

- Strategic and operational planning, resource allocation, and execution
 - Finance, budgeting, and auditing
 - Profitability and cost analysis
 - Revenue optimization
 - Enterprise risk management
 - Policy and procedure development
 - Governance
 - Business analytics
 - Leadership development
 - Talent management and succession planning
 - Team building and performance improvement
 - Human resource management and compensation
 - Organizational structure
 - Change leadership
 - Diversity and inclusion management
 - Branding and marketing
 - Public and media relations
 - Multiple industry experiences
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EDUCATION

- **Ph.D.** (1995)
Major in Organizational Behavior; Minor in Human Resource Management
Georgia State University (Atlanta, GA)
 - **MASTER OF BUSINESS ADMINISTRATION** (1989)
Georgia State University (Atlanta, GA)
 - **BACHELOR OF TEXTILE ENGINEERING** (1987)
now called Material Sciences Engineering
Georgia Institute Of Technology (Atlanta GA)
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PROFESSIONAL EXPERIENCE

PRESIDENT

July 2015-Current

ADELPHI UNIVERSITY NEW YORK

Adelphi University in New York (founded in 1896) is a modern metropolitan university with an extraordinary mission: to transform students' lives through our uniquely personal approach to learning. As a top 150 nationally ranked doctoral research university, Adelphi delivers programs in arts and humanities, STEM and social sciences, professional fields such as business, education, and social work, and state of the art health and wellness program in nursing, health sciences, and healthcare informatics.

The President is the Chief Executive Officer and is responsible for all aspects of the university, including setting the strategic agenda and managing enterprise risk.

Financial oversight includes:

- A \$250,000,000 annual operating budget (per 8/31/20 projections)
- A \$189,000,000 endowment (estimated fair value at 8/31/2018)
- Carry a manageable debt service of approximately \$9 million per year (less than 4% of the total operating budget)
- Standard & Poor's Rating of A- with a stable outlook

Operational oversight includes:

- More than 1,800 employees, excluding student workers
- More than 8,100 enrolled students
- More than 115,000 alumni worldwide
- Eight colleges/schools and a library system
- More than 150 academic programs
- Dining and housing facilities with approximately 1290 residents
- 23 athletics teams
- Four locations

Governance oversight includes:

- 26-person board of trustees for the university
- 12-person president's advisory council
- 8-person executive team

Key Achievements:

- Developed a strategy for the university with the board and other stakeholders and began executing the plan in the fall of 2015.
- Increased enrollment **by more than 12%** over the past three fiscal years at a time when enrollments nationally at universities are declining.
- Increased net revenue by more than \$45 million in four years **(24% increase)**.
- Increased operating surplus from \$500K **deficit** in 2014 to \$9.7 million surplus in 2019.
- Growth in endowment assets of \$40 million in the past five years from \$149 million to \$189 million (27%).
- Completed the construction of \$76 million Nexus building; working on a complete renovation of the university center; executed over \$19 million of additional renovations on infrastructure, academic and student life space.
- Launched a global recruiting strategy into forty international territories.

- Advanced Adelphi University in its *U.S. News & World Report* rankings, has been cited for excellence by *USA Today*, *Forbes* and *The Washington Monthly*, also named to the President's Higher Education Community Service Honor Roll.
- Increased diversity in faculty, staff, and students; focused on diversity climate and training resulting in increased satisfaction scores on climate surveys.
- Launched thirteen new academic programs.
- Entered into four private partnerships for dining, international recruiting, bookstore, and online programs.
- Selected as a Top Employer in the State of New York by *Forbes* in 2019.
- Set up a data analytics unit and regular dashboards and predictive models for all major functional areas.

EXECUTIVE/PROVOST/PROFESSOR OF MANAGEMENT

2013-2015

UNIVERSITY OF KENTUCKY

The Provost is the chief academic officer responsible for all academic operations, which constitutes about \$1 billion of the total operations of the University. The University of Kentucky has more than 30,000 students, 19,000 full and part-time employees and a total budget of \$3 billion.

Oversight included:

- 16 colleges
- An extensive library system
- Undergraduate education
- Graduate education
- Enrollment management
- Information technology
- Student support services
- International programs, institutional research, and institutional effectiveness

Initiatives included:

- The refinement of a responsibility centered financial and budget system.
- The expansion of the residential live and learn programs from 13 to 19 programs.
- An increase in enrollment in these residential programs from 874 to over 1,700 students.
- Implementation of new admissions marketing techniques and record enrollment growth for incoming students.
- Development of a focused and coordinated approach to retention across campus.
- Expansion of global activities with the addition of the Office for China Initiatives.
- Increasing support for new online courses and programs.

DEAN/PROFESSOR OF MANAGEMENT

2008-2013

DANIELS COLLEGE OF BUSINESS, UNIVERSITY OF DENVER

The Dean is the chief executive officer of the Daniels College. Responsible for the administrative and academic functions of the Daniels College and serve as the leading advocate of the faculty, programs, and students to the business community and other external constituencies.

Selected notable accomplishments include:

- Managed the college as a \$86 million operating unit of the University of Denver. Responsible for all financial oversight, internal controls, and risk of activities.
- Developed and lead a robust fund-raising operation for the College. In 2012, obtained the highest year of giving in the history of the College at \$18.6 million; raised over \$45 million in the last three years. Increased endowment of \$70 million in 2008 to over \$110 million in 2013.

- Lead regular reviews, updates, and execution of the Daniels Tomorrow Strategic Plan. Involved over 350 people in the initial design of the plan in 2008.
- Attracted, developed, and retained talented and accomplished faculty and staff.
- Managed college-wide external boards, including international advisory boards.
- Implemented marketing and branding profile for Daniels, including an active media relations program.
- Promoted diversity and inclusive excellence in college.
- Cultivated student, faculty, staff, friends and alumni engagement with college.

**ASSOCIATE DEAN FOR EXTERNAL RELATIONS/
LUTHER HENDERSON UNIVERSITY CHAIR IN LEADERSHIP**

2005-2008

NEELY SCHOOL OF BUSINESS, TCU

Responsible for the functions of marketing, public relations, alumni relations, executive education, and student leadership programs. Also, served as the business school liaison to develop the new interdisciplinary Energy Institute at TCU.

**FOUNDING AND MANAGING DIRECTOR, INSTITUTE FOR LEADERSHIP ADVANCEMENT/
ASSISTANT and ASSOCIATE PROFESSOR OF MANAGEMENT**

1995-2005

TERRY COLLEGE OF BUSINESS, UNIVERSITY OF GEORGIA

Founded a leadership institute that designed and delivered leadership programs for undergraduate students, graduate students, and executives.

EXECUTIVE CONSULTANT *Yearly Contract*

1999-2016

STATE FARM INSURANCE COMPANIES

Serve as a contract consultant to State Farm Zone and corporate executives. Engage in executive coaching, talent management reviews, team development, strategic planning and initiatives, and review of operations.

Also, served as a consultant to a variety of organizations: Lockheed Martin Aeronautics, Ben E. Keith Foods, Waffle House, among others.

BOARD LEADERSHIP AND MEMBERSHIPS

- Earned the **National Association of Corporate Directors (NACD) Board Leadership Fellow** - the Gold Standard Director Credential (2017-Present)
- Has served on **fifteen boards**, currently serves on six boards

CURRENT BOARDS

RE/MAX HOLDINGS, INC.

- Director (2015-Present)
- Chair of Nominating and Governance Committee (2016-present)
- Member of Compensation Committee (2016-present)
- Member of Audit Committee (2015-2016)
- NYSE: RMAX; publically registered

ADELPHI UNIVERSITY

- Trustee (2015-Present)
- Ex-Officio Member of all Committees
(Academic Affairs/Student Life, Advancement and External Relations, Audit, Enrollment and University Marketing, Facilities and Logistics, Finance and Investment, Trustee Affairs, Work/Life)

COUNCIL FOR INDEPENDENT COLLEGES AND UNIVERSITIES (CICU)

- Board of Directors (2018-Present)
- Member of Executive Committee (2019-Present)
- Member of Audit Committee (2019-Present)
- Vice-Chair and Chair-Elect (2019-2022)

LONG ISLAND ASSOCIATION

- Board of Directors (2015-Present)
- Co-chair of the Women's Leadership Collaborative (2019-Present)

LONG ISLAND REGIONAL COUNCIL FOR HIGHER EDUCATION

- Board of Directors (2015-Present)
- Member of Executive Committee (2017-Present)
- Treasurer (2019-2025)

NE-10 ATHLETIC CONFERENCE

- Board of Directors (2015-Present)
- Chair of Board of Directors (2017-2018)

PREVIOUS BOARDS

GEORGIA INSTITUTE OF TECHNOLOGY

- President's Advisory Council (2013-2019)

CENTRAL BANK OF LEXINGTON

- Advisory Board Member (2014-2015)

BEYOND BLUE CORPORATION

- Board of Directors (2013-2015)

COLORADO SOCIETY OF CPAS

- Board of Directors (2011-2014)

AACSB

INTERNATIONAL ACCREDITING ASSOCIATION FOR BUSINESS SCHOOLS

- Board of Directors (2013-2014)
- Audit Committee (2013-2014)
- Corporate Task Force (2012)
- Corporate Relations Committee (2011-2016)
- Peer review teams (July 2011- 2014)
- 6th-year peer review teams (July 2011- 2014)
- Maintenance of Accreditation Committee (2011- 2014)
- Marketing and Branding Task Force (2011-2012)

MILE HIGH UNITED WAY (2010- 2013)

- Treasurer/Chair of Finance Committee (*budget, investments, audit*)
- Board of Trustees
- Strategic Planning Committee
- Real Estate Committee

ROCKY MOUNTAIN JUNIOR ACHIEVEMENT (2008-2013)

- Board of Directors
- Strategic Planning Committee

BETA GAMMA SIGMA

- Board of Directors (2012-2013)

SOUTHERN MANAGEMENT ASSOCIATION (1997-2006)

- Past President
- President
- Vice President
- Board of Governors

SELECT PUBLICATIONS

- *Shift Happens: How to Adapt and Thrive in a Rapidly Changing World of Work.* www.shiftohappensbook.com Forthcoming 2020.
- Leadership Habits That Are Beneficial to Your Team, *Medium*, April 2019. Also picked up by *ThriveGlobal*.
- A Guide to Empowering Women in the Workplace, *Medium*, April 2019. Also, picked up by *ThriveGlobal*.
- Passion and Purpose, *Medium*, December 2018. Also, picked up by *Patch*.
- Five ways to increase productivity, *Medium*, June 2018. Also, picked up by *Patch*.
- Devaluing Colleagues: We Do It Every Day. *Huffington Post*, October 2017.
- Four Leadership Lessons from Sports. *SmartBrief on Leadership*, July 2015.
- Helping Others, Helping Ourselves. *The GlassHammer*, December 2014.
- Diversity is useless without inclusivity. *Harvard Business Review*, June 2014.
- Creating Value for Others Through Recognition: Not Easy, But Worth It! *Work Style Magazine*, Fall 2014.
- Three ways leaders can listen with more empathy. *Harvard Business Review*, January 2014.

Additional media coverage:

CNN, MSNBC, CNBC, Forbes, US News and World Report, Huffington Post, Chief Learning Officer, Fortune, Investor's Daily, USA Today, New York Times, Chicago Tribune, Winning Workplaces, Entrepreneur Magazine, International Herald Tribune, Working Mother, Winning Workplaces, Capital Hill Blue, BizEd Magazine, Psychology Today, among others.

Additional publications:

Twenty-nine academic publications with more than 5,430 citations of research.

SELECT AWARDS

- Georgia State University Distinguished Alumni Award (2019)
- *Long Island Herald* Premier Business Woman of Long Island Award (2019)
- *City & State NY* one of Long Island's most influential people (2019) (2018)
- Bethpage Best of Long Island Awards Best College President (2019) (2017)
- *Long Island Business News* Top Fifty Most Influential Women in Business (2018)
- Garden City (New York) Chamber of Commerce Businessperson of the Year (2018)
- *Diverse: Issues in Higher Education* magazine as one of 25 Top Women in Higher Education Who Are Making a Difference (2018)
- *Long Island Business News* Who's Who in Education (2018)
- *Long Island Press* Power List of the 50 most influential people on Long Island (2018) (2017) (2016)
- [New York State Senate Woman of Distinction](#) (2017)
- Excellence in Service Award by the Islamic Center of Long Island for efforts to promote diversity and inclusion (2017)
- Advancement for Commerce, Industry & Technology (ACIT) Monsignor Hartman Humanitarian Award for Commitment to Leadership in the Field of Education (2017)
- *Long Island Business News* Top CEOs (2016)
- Family & Children's Association Woman of Distinction (2015)
- Leadership Kentucky Class (2014)
- Kentucky Colonel, the highest honor bestowed by the Governor for service to the community, state, and nation. (2014)
- Girl Scout Woman of Distinction (2013)
- *Denver Business Journal*: Power Book Winner (2012)
- *Fort Worth Magazine*: One of the Most Brilliant Minds in Fort Worth (2008)
- *Georgia Trend Magazine*: Top 40 under 40 Award (2003)
- Sanford Research Fellowship (2001, 2000)
- Terry College of Business, Teacher of the Year (2000)
- Sanford Faculty-Practitioner Grant (1999)
- Department of Management Outstanding Teaching Award (1999, 1997)
- Sanford Research Fellowship (1998)
- Sarah Moss Fellowship for International Research (1997-1998)
- Terry-Selig Research Fellowship (1997)
- Michael Driver Award for Best Careers Article