

**CURRICULUM VITAE
DONALD D. BERGH**

486 Daniels College of Business
University of Denver
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Denver, CO 80309
Dbergh@du.edu; 303-871-4480 (phone)

EDUCATION:

<u>Institution</u>	<u>Year</u>	<u>Degree</u>	<u>Major</u>
University of Colorado at Boulder	1991	Ph.D.	Strategic Management Industrial Organization Economics
Utah State University	1986	M.B.A.	
Utah State University	1984	B.S.	Management, Marketing

ACADEMIC APPOINTMENTS:

- 2006 - University of Denver, Daniels College of Business:
Associate Professor of Management (2006-2008),
Professor of Management (2008 -)
- 2004 - Purdue University, Krannert Graduate School of Management:
Associate Professor of Management (2004-2006),
Visiting Professor of Management (2006-2008),
Special Appointment to Graduate Faculty (2009 -)
- 2003 - 2004 Cornell University, Statler School of Hotel Administration:
Associate Professor of Strategic Management
- 1990 - 2006 Pennsylvania State University, Smeal College of Business:
Lecturer (1990-91),
Assistant Professor of Management (1991-1997),
Associate Professor of Management (1997-2003),
Visiting Associate Professor of Management (2003-2006)
- 2001 - University College Dublin (Ireland), Smurfit Graduate School of
Management:
Visiting Lecturer (2001),
Visiting Summer Lecturer (2003-2007),
Visiting Professor of Management (2008 -)

RESEARCH PROGRAMS

Research Interests:

- Corporate strategy: Diversification, restructuring and down-scoping, divestitures, spin-offs, mergers, acquisitions
- Competitive strategy: reputation, competitive advantage, positioning
- Theoretical: organizational economics (transaction cost economics), resource-based view, signaling, learning, industrial economics
- Research Methods and Analysis: time, dynamic and longitudinal design and analysis, mediation, moderation

Research Impact (May 1, 2010):

- Google Scholar: 900 citations
- Web of Science: 400 citations

Publications in Journals:

Bergh, D.D., Ketchen, D.J., Jr., Boyd, B.K., & Bergh, J. 2010. New theoretical frontiers of the reputation-performance relationship: A multiple theoretical perspective. *Journal of Management*, 36: 620-632.

Boyd, B.K., Bergh, D.D., Ketchen, D.J. Jr., 2010. Reconsidering the reputation-performance relationship: A resource-based view. *Journal of Management*, 36: 588-609.

Bergh, D.D., & Lim, E. 2008. Learning how to restructure: Absorptive capacity and improvisational views of restructuring actions and performance. *Strategic Management Journal*, 29: 593-616.

Boyd, B.K., Ketchen, D.J. Jr., & Bergh, D.D. 2008. Research methodology in strategic management. Past accomplishments and future challenges. *Organizational Research Methods*, 11: 643-658.

Bergh, D.D., Johnson, R.A., & DeWitt, R.L. 2008. Restructuring through spin-offs or sell-offs: Transforming information asymmetries into financial gain. *Strategic Management Journal*, 29: 133-148.

Mathieu, J.E., DeShon, R.P., & Bergh, D.D. 2008. Mediation inferences in organizational research; Then, now, and beyond. *Organizational Research Methods*, 11: 203-223.

Bergh, D.D., Perry, J., & Hanke, R. 2006. Some predictors of *SMJ* article impact. *Strategic Management Journal*, 27: 81-100.

Bergh, D.D. 2006. Editing the 2004 Best *AMJ* Article. *Academy of Management Journal*, 49: 197-202.

Bergh, D.D. 2004. Does the editor matter? *Academy of Management Journal*, 47: 6-9.

Chatterjee, S., Harrison, J.S., & Bergh, D.D. 2003. Failed takeover attempts, corporate governance and refocusing. *Strategic Management Journal*, 24: 87-96.

Abridged reprinted as a chapter in *Handbook of Top Management Teams*, 2010, Bourmois, F., Duval-Hamal, J., Roussillon, & Scaringella, J-L (Eds.), Palgrave-MacMillan, Basingstoke, England.

Abridged reprinted as a chapter in *Encyclopedia of Executive Governance*, 2005, European School of Management (translated into French)

Summary reprinted in *Wharton Leadership Digest*, January, 2003, Volume 7, Issue 4.

Bergh, D.D. 2003. Thinking strategically about contribution. *Academy of Management Journal*, 46: 135-136.

Bergh, D.D. 2002. Deriving greater benefit from the reviewing process. *Academy of Management Journal*, 45: 633-636.

Bergh, D.D. & Fairbank, J.A. 2002. The measurement and testing of change in strategic management research. *Strategic Management Journal*, 23: 359-366.

Bergh, D.D. 2001. Executive retention and acquisition outcomes: A test of opposing views on the influence of organizational tenure. *Journal of Management*, 27: 603-622.

Reprinted in *Mergers & acquisitions, volume III: Integration, governance, & performance*. 2008. J. Krug (ed), Sage: Chapter 43.

Reviewed as “Yesterday’s news or the cream of the crop? Choosing which managers to keep after an acquisition,” in the *Academy of Management Executive*, summarized by J. Combs and V. Hoover, 2002, 16: 159-160.

Summary reprinted as “Keeping the Right People” in the *Sloan Management Review*, summarized by P. Gwynne, Winter 2002, 43 (2): 19.

Bergh, D.D., & Lawless, M.W. 1998. Portfolio restructuring and limits to hierarchical governance: Effects of environmental uncertainty and diversification strategy. *Organization Science*, 9: 87-102.

Bergh, D.D. 1998. Product-market uncertainty, portfolio restructuring, and performance: An information-processing and resource-based view. *Journal of Management*, 24: 135-155.

Bergh, D.D. 1997. Predicting divestitures of unrelated acquisitions: An integrative model of *Ex Ante* conditions. *Strategic Management Journal*, 18: 715-732.

Bergh, D.D., & Holbein, G. 1997. Assessing and redirecting longitudinal analysis: Demonstration with a study of the diversification and divestiture relationship. *Strategic Management Journal*, 18: 557-571.

Bergh, D.D. 1995. Problems with repeated measures analysis: Demonstration with a study of the diversification and performance relationship. *Academy of Management Journal*, 38: 1692-1708.

Bergh, D.D. 1995. Size and relatedness of units sold: An agency theory and resource-based perspective. *Strategic Management Journal*, 16: 221-239.

Bergh, D.D. 1993. Don't 'waste' your time! The effects of time series errors in management research: The case of ownership concentration and research and development spending. *Journal of Management*, 19: 897-914.

Bergh, D.D. 1993. Watch the time carefully: The use and misuse of time effects in management research. *Journal of Management*, 19: 683-706.

Lawless, M.W., Bergh, D.D., & Wilsted, W.D. 1989. Performance variations among strategic group members: An examination of individual firm characteristics. *Journal of Management*, 15: 649-661.

Manuscripts in Review:

Bergh, D.D. and Gibbons, P. Stockholder reaction to the hiring of management consultants. Under fourth review, *Journal of Management Studies*.

Bergh, D.D., & Sharp, B. When the apple falls near or far: Moderators of performance inheritance in corporate spin-offs. Under first review, *Administrative Science Quarterly*.

Bergh, D.D., Aguinis, H., Hanke, R., & Perry, J. An evaluation and synthesis of resource theories of performance. Under first review, *Administrative Science Quarterly*.

Manuscripts in Preparation:

Bergh, D.D. & Shannon, L. Signaling theory: Its use and misuse in strategic management research.

Bergh, D.D., & Sharp, B. How industry matters: An assessment of the techniques of measuring industry effects on financial performance.

Bergh, D.D., Aguinis, H., Heavey, C., Fan, W., Su, P., & Lau, C. How governance and leadership affects performance.

Books and Book Chapters:

Bergh, D.D., & Ketchen, D.J. Jr., 2009. *Research methodology in strategy and management*. Fifth edition. Emerald Press. London.

Bergh, D.D. 2008. The developmental editor: Assessing and directing manuscript contribution. In Baruch, Y., Konrad, A., Aguinis, H., & Starbuck, W. (eds), *Opening the Black Box of Editorship*. Palgrave-MacMillan, pages 114-123.

Ketchen, D. Jr., & Bergh, D.D. 2007. *Research methodology in strategy and management*. Fourth edition. Elsevier Press. London.

Ketchen, D. Jr., & Bergh, D.D. 2006 *Research methodology in strategy and management*. Third edition. Elsevier Press. London.

- Reviewed by Lohkre, F. 2008. *Organizational Research Methods*, 11: 860-864.

Ketchen, D. Jr., & Bergh, D.D. 2005 *Research methodology in strategy and management*. Second edition. Elsevier Press. London.

- Reviewed by Dhanaraj, C. 2006. *Academy of Management Review*, 31: 496-500.
- Reviewed by Wright, R.P. 2008. *Organizational Research Methods*, 11: 855-859.

Ketchen, D. Jr., & Bergh, D.D. 2004 *Research methodology in strategy and management*. First edition. Elsevier Press. London.

- Reviewed by Dhanaraj, C. 2006. *Academy of Management Review*, 31: 496-500.
- Reviewed by Shook, C.L. 2008. *Organizational Research Methods*, 11: 853-855.

Bergh, D.D., Hanke, R., Balkundi, P., Brown, M., & Chen, X. 2004. An assessment of research designs in strategic management research: The frequency of threats to internal validity. In Ketchen, D. Jr., & Bergh, D.D. (eds.), *Research methods in strategy and management*. First edition. Elsevier Press. London: 347-363.

Bergh, D.D. 2001. Diversification strategy research at a crossroads: Established, emerging and anticipated paths. In Hitt, M., Freeman, R.E., & Harrison, J. (Eds.), *BLACKWELL Handbook of Strategic Management*, Blackwell, pages 363-383.

Bergh, D.D. 1999. Lost time: Reflections on the use of time in organizational research. *Research Methods Forum* (publication of the Research Methods Division of the Academy of Management; appears in electronic format, see <http://aom.pace.edu/rmd>).

Koberg, C.S., Rosse, J. & Bergh, D.D. 1994. Toward a definition and typology of high technology firms, in Gomez-Mejia, L.R. & Lawless, M.W. (Eds.), *Advances in Global High Technology Management*, 4(A): 3-26.

Bergh, D.D. 1990. Nike, Incorporated, in Stanton, W. & Futrell, C. (Eds.), *Fundamentals of Marketing*, Ninth edition: 301-304.

Bergh, D.D. & Thompson, R.C. 1987. Instructors' Manual to Accompany Byars' *Strategic Management*, Harper and Row Publishers, NY.

Publications in Best Papers Proceedings of Conferences:

Bergh, D.D. 1996. Product-market uncertainty, portfolio restructuring relatedness, and performance: A resource-based view. *Academy of Management Best Papers Proceedings*, 1-5.

Bergh, D.D. 1987. Using linear programming to formulate and analyze optimal line-up strategies for competitive intercollegiate gymnastics, in Whitten and Fox (Eds.), *Proceedings of the 17th Regional Meeting of the Decision Science Institute*, 48-51.

Paper Presentations at Conferences:

Bergh, D.D., Aguinis, H, Hanke, R., & Perry, J. 2010. Resource allocation strategies, shareholder wealth, and firm financial performance. Paper presented at the Annual Meeting of the Academy of Management, Montreal, CA.

Bergh, D.D., & Sharp, B.S. 2008. Intergenerational transmission and the profitability of spin-off firms. Paper presented at the Annual Meeting of the Academy of Management, Anaheim, CA.

Bergh, D.D., Perry, J., & Hanke, R. 2008. Are all resources equally valuable? A meta-analysis of the resource-performance relationship. Paper presented at the Annual Meeting of the Academy of Management, Anaheim, CA.

Bergh, D.D., & Lim, E. 2007. Experience, restructuring and financial performance. Paper presented at the Annual Meeting of the Academy of Management, Philadelphia, PA.

Bergh, D.D., & Lim, E. 2005. The influence of multiple restructurings on market value: Learning or lemon effects? Paper presented at the Strategic Management Society Meetings, Orlando, Florida.

Perry, J.P., Bergh, D.D., & Susman, G.I. 2005. Explaining hostile takeover outcomes via takeover defenses' underlying cost and profit logics. Paper presented at the Annual Meeting of the Academy of Management, Honolulu, Hawaii.

Bergh, D.D., & Johnson, R.A. 2004. The influence of corporate refocusing on financial performance: Moderating effects of strategy mode and relatedness. Paper presented at the Strategic Management Society Meeting, Puerto Rico.

Bergh, D.D., & Wrafter, E. 2003. The influence of management consultants on client firm market value: Evidence from the US and the UK. Paper presented at the Annual Meeting of the

Academy of Management, Seattle, Washington.

Bergh, D.D., & Johnson, R.A. 2001. Restructuring by spin-offs or sell-offs: The role of asset specificity. Paper presented at the Annual Meeting of the Academy of Management, Washington, DC.

Bergh, D.D. 1999. The influence of executive organizational tenure on the retention and divestment of acquired companies. Paper presented at the Annual Meeting of the Academy of Management, Chicago, IL.

Allred, B.A., Boal, K.B., & Bergh, D.D. 1998. The fate of corporate acquisitions: Using stepfamily theory to predict acquisition retention and divestiture. Paper presented at the Annual Meeting of the Academy of Management, San Diego, CA.

Bergh, D.D., Allred, B.A., & Kilduff, M. 1997. Acquisition selection and fate: Birds of a feather or opposites that attract? Paper presented at the British Academy of Management Meetings, London.

Bergh, D.D. 1997. The challenges and opportunities of repeated measures analysis. Paper presented at the Preconference Meetings, Annual Meeting of the Academy of Management, Boston, MA.

Bergh, D.D., & Fairbank, J. 1997. Assessment and redirection of change score analysis: Demonstration with a study of the ownership structure and divestiture relationship. Paper presented at the Annual Meeting of the Academy of Management, Boston, MA.

Bergh, D.D., & DeWitt, R. 1996. Processes of asset exchange: Which is best for you? Paper presented at the yearly International Conference of the Strategic Management Society, Phoenix, AZ.

Bergh, D.D. 1996. Product-market uncertainty, portfolio restructuring relatedness, and performance: A resource-based view. Paper presented at the Annual Meeting of the Academy of Management, Cincinnati, Ohio.

Bergh, D.D. 1995. Problems in repeated measures analysis: The case of diversification and performance. Paper presented at the Annual Meeting of the Academy of Management, Vancouver, BC.

Bergh, D.D. 1995. Predicting divestitures of unrelated acquisitions: A resource-based approach. Paper presented at the Annual Meeting of the Academy of Management, Vancouver, B.C.

Johnson, R.A. & Bergh, D.D. 1994. Ownership structure and corporate restructuring. Paper presented at the yearly International Conference of the Strategic Management Society, Paris, France.

Bergh, D.D. 1992. Corporate governance structure types and their effects on organizational

transformation. Paper presented at the yearly International Conference of the Strategic Management Society, London, England.

Bergh, D.D. & Lawless, M.W. 1992. An examination of environmental, relatedness and ownership effects on corporate restructuring. Paper presented at the Annual Meeting of the Academy of Management, Las Vegas, Nevada.

Koberg, C.S., Bergh, D.D. & Rosse, J. 1990. Toward a definition and taxonomy of high technology firms. Paper presented at the Second International Conference of Managing the High Technology Firm, Boulder, Colorado.

Bergh, D.D. & Feldman, H.D. 1989. A longitudinal analysis of unrelated diversifications: Using market structure to predict performance. Paper presented at the Annual Meeting of the Academy of Management, Washington, DC.

Bergh, D.D. & Parent, C.M. 1989. An examination of market structure influence on mergers. Paper presented at the Regional Meeting of the Western Decision Sciences Institute, Monterey, CA.

Bergh, D.D., Wilsted, W.D. & Lawless, M.W. 1988. Strategic groups and individual firm capability: Performance effects. Paper presented at the Annual Meeting of the Academy of Management, Anaheim, CA.

Bergh, D.D. 1987. Using linear programming to optimize the acquisition decision. Paper presented at the National Joint Conference of the Operations Research Society of America and The Institute of Management Sciences, St. Louis, MO.

Bergh, D.D. & Lawless, M.W. 1987. Investigating strategic group heterogeneity: An examination of within group variance. Paper presented at the yearly International Conference of the Strategic Management Society, Boston, MA.

Bergh, D.D. 1987. Using linear programming to formulate and analyze optimal lineup strategies for competitive intercollegiate gymnastics. Paper presented at the Regional Meeting of the Southeast Decision Sciences Institute, Richmond, VA.

Buller, P.F. & Bergh, D.D. 1986. Task characteristics as moderators of the goal setting - task performance relation: A meta-analysis. Paper presented at the National Conference of the Decision Sciences Institute, Honolulu, HI.

Parent, C.M., Slama, M.E. & Bergh, D.D. 1986. An empirical investigation of the case method in teaching marketing strategy. Paper presented at the Regional Meeting of the Western Decision Sciences Institute, Phoenix, AZ.

Other Conference Presentations:

Chaired and facilitated session, “Understanding mergers and acquisitions,” Annual Meeting of the Academy of Management, Montreal, CA.

Presenter for “Meet the Editors” session at the Business Policy and Strategy (BPS) new faculty consortia, Annual Meeting of the Academy of Management, Anaheim, CA, August 2008.

Invited presentation, Research methods in strategic management research, Center for Applied Research Methods and Analysis (CARMA), Richmond, VA. March, 2008.

Co-Chaired session on doing research methods well to do good strategic management research, Annual Meeting of the Academy of Management, Philadelphia, PA, August 2007.

Presenter in “Meet the Editors” session held during the Business Policy and Strategy (BPS) new faculty consortia, Annual Meeting of the Academy of Management, Philadelphia, PA, August 2007.

Presenter in “Managing Your Evolving Career” session held for BPS mid-career workshop, Annual Meeting of the Academy of Management, Philadelphia, PA, August 2007.

Presenter in “Meet the Editors” session held during the TIM and BPS doctoral student consortia, Annual Meeting of the Academy of Management, Honolulu, HI, August 2005

Chaired session on creating actionable knowledge about research methods in strategic management research, Annual Meeting of the Academy of Management, Honolulu, HI, August 2005.

Presenter in “Meet the Editors” session held during the BPS doctoral student consortia, Annual Meeting of the Academy of Management, New Orleans, LA, August 2004.

Presenter in “Meet the Editors” session held during the BPS doctoral student consortia, Annual Meeting of the Academy of Management, Seattle, Washington, August, 2003.

Chaired pre-conference developmental workshop on reviewing manuscripts for the *Academy of Management Journal*, Annual Meeting of the Academy of Management, Denver, CO, August 2002.

Presenter in “Meet the Editors” session held during the BPS doctoral and junior faculty consortia, Annual Meeting of the Academy of Management, Denver, CO, August 2002.

Presented symposium paper on corporate restructuring, Annual Meeting of the Academy of Management, Denver, CO, August 2002.

Discussant of session, "Secondary Data Analysis," Annual Meeting of the Academy of Management, Chicago, IL, August, 1999.

Co-chaired "Ask the Experts" Preconference session, Research Methods Division, Annual Meeting of the Academy of Management, San Diego, CA, August 1998.

Chaired Showcase Symposium on "Methodological Challenges Facing the Resource-Based View of the Firm: An Agenda for Future Research." Annual Meeting of the Academy of Management, August 1997. Symposium sponsored jointly by the Business Policy and Strategy, Organization and Management Theory, and Research Methods Divisions, Boston, MA, August 1997.

Chaired Preconference session on longitudinal analysis ("Capitalizing on longitudinal data: Time-based methods for studying the unfolding of organizational processes"). Annual Meeting of the Academy of Management, Boston, MA, August 1997.

Discussant of session, "Quantitative Research Methods, II," Annual Meeting of the Academy of Management, Cincinnati, OH, August, 1996.

Presenter, "Ask the Experts" Preconference session, Research Methods Division, Annual Meeting of the Academy of Management, Cincinnati, OH, August, 1996.

Discussant of session, "Quantitative Research Methods, II," Annual Meeting of the Academy of Management, Dallas, TX, August 1994.

Discussant of session, "Middle managers and strategy implementation," Annual Meeting of the Academy of Management, Dallas, TX, August, 1994.

Presenter at Preconference session on Dissertation management, Annual Meeting of the Academy of Management, Atlanta, GA, 1993.

TEACHING EXPERIENCE: INSTITUTIONS, COURSES AND EVALUATIONS

The University of Denver

Strategic management to undergraduate, MBA and EMBA students

Mergers and acquisitions to MBA students (elective course)

Introduction to management consulting to MBA students

*Teaching evaluations: 20 courses, instructor mean = 5.6/6.0; course mean = 5.5/6.0

Purdue University

Strategic management seminars (upper echelons perspective, research methodology, business strategy) to doctoral students

Strategic management to executive, full-time MBA students

Corporate strategy to full-time MBA students

Mergers and acquisitions to full-time MBA students (elective course)

* Teaching evaluations: 12 courses, instructor mean: 5.9/6.0; course mean = 5.8/6.0

Cornell University

Strategic management to undergraduate students majoring in hotel management

* Teaching evaluations: 3 courses, instructor mean: 4.5/5.0; course mean = 4.4/5.0

The Pennsylvania State University

Strategic management to undergraduate and MBA students.

Mergers and acquisitions to MBA students (elective course).

Seminars on strategic management to doctoral students.

Seminars on quantitative research methodology to doctoral students.

Business and society to undergraduate students.

* Teaching evaluations: 78 courses, instructor mean: 6.3/7.0; course mean = 6.0/7.0

Michael Smurfit School of Business, University College Dublin

Mergers and acquisitions to MBA and EMBA students

Seminar on publishing academic research (not evaluated)

Seminars on special methodological topics, strategy topics (not evaluated)

Strategic management to MBA students (2001, sabbatical visit)

* Teaching evaluations: 8 summer courses, instructor mean: 4.6/5.0; course mean: 4.5/5.0

SERVICE FOR ACADEMIC JOURNALS:

Editor

Associate Editor, *Organizational Research Methods*, January 1, 2008 -

Guest Co-editor, *Organizational Research Methods*, 2008. Special Research Forum on Mediation.

Guest Co-editor, *Organizational Research Methods*, 2008. Special Research Forum on Research Methods in Strategic Management..

Associate Editor, *Academy of Management Journal* (July 2001 - December 2004)

Editorial Review Board Memberships

Editorial Review Board, *Academy of Management Journal* (1997 – 2001; 2008 -)

Editorial Review Board, *Strategic Management Journal* (2000 -)

Editorial Review Board, *Organization Science* (1997 –)

Editorial Review Board, *Organizational Research Methods* (founding board member, 1998-2007)

Ad hoc Reviewing

Administrative Science Quarterly

Journal of International Business Studies

Journal of Management

Journal of Management Studies

Reviewing for Publishing Companies:

Oxford Press

West Publishing

Service Activities to Profession:

International Advisory Board for Center for Applied Research Methodology and Analysis (CARMA), February 2010

Member of the Ethics Education Committee, Academy of Management (2007-)

Member of 2006 and 2008 Newman Award Committee for the Academy of Management; Best Dissertation Award

Representative-at-large, Corporate Strategy and Governance Interest Area, Strategic Management Society (2005-2007)

Program committee for Annual Meeting of the Strategic Management Society, 2007 -

Member-at-large, Research Methods Division of the Academy of Management (1997-1998).

Program committee for National Meeting of the Academy of Management, Business Policy and Strategy Division, 1990-

Program committee for National Meeting of the Academy of Management, Research Methods Division, 1994 -

HONORS AND AWARDS:

Outstanding *SMJ* Editorial Review Board Member, 2009

Scholarship of Discovery Award, 2009, Daniels College of Business, University of Denver

Deans' "Outstanding MBA Core Course Teaching Award" Krannert Graduate School of Management, Purdue University, Spring 2006.

Distinguished Teaching Award, Krannert Graduate School of Management, Purdue University, Fall 2005. Selected by Krannert Graduate Student Association.

Student-elected faculty representative for management majors at the undergraduate commencement, The Pennsylvania State University, 1995, 1999.

Excellent Reviewer Award, *Academy of Management Journal*, 1998, 1999, 2000.

Coauthored the winning submission for the 1998 Academy of Management Division Innovation Award, Research Methods Division, Academy of Management. This was the top innovation award within the Academy of Management.

ANBAR Excellence in Research Award, 1998.

Finalist, Best Dissertation Award, Business Policy and Strategy Division of the Academy of Management, 1992.

Excellence in Teaching Award, University of Colorado at Boulder, 1989 (nominated by Dean and one of ten graduate students across University to receive this competitive award).

Research Award, College of Business, the University of Colorado at Boulder, Theodore Anderson Excellence in Graduate Student Research, 1987.

OTHER WORK EXPERIENCE

Systems engineer, Electronic Data Services, 1984-1985, Dallas, Boston.

Controller, Fluids Control, 1985, Denver

Consultant, 1997-2008, State College, PA; Dublin, Ireland