

### **Interests**

Academic concerns include the influence of social systems on individual language, culture, and identity.

### **Education**

- Ed.D. Human & Organizational Learning, Leadership Focus  
The George Washington University, Washington, D.C. (2013)
- M.A. Human Resource Development  
The George Washington University, Washington, D.C. (2008)
- B.A. Management  
Malone University, Canton, Ohio (2000)

### **Recent Completed Research**

Sheffield, Ron and Munoz, Mark, *Native American Entrepreneurs*. Business Expert Press. New York, NY. February 4, 2020.

#### Approved Research Christopher Newport University (CNU) IRB 04/21/18:

‘Native American Entrepreneurs’ IRB #18.059

This research sought to gain a greater understanding of the Native American Entrepreneur. Although faced with numerous challenges, many Native American Entrepreneurs, with various tribal affiliations, have learned to transcend tough obstacles, leverage resources, and strategically pursue opportunities to achieve business success.

Twenty (20) Native American Entrepreneurs were interviewed using a structured set of 15 questions. Native American Entrepreneurs from various tribes were represented.

#### Dissertation:

The Influence of Language on Culture and Identity: Resurgence of the Quechan Native American Tribal Language. The George Washington University, (2013).

This research was conducted on my tribe’s reservation (Quechan of Fort Yuma Arizona) largely during the Fall of 2012. Titled, "*The Influence of Language on Culture and Identity: Resurgence of the Quechan Native American Tribal language*", I conducted ten qualitative interviews with respected tribal elders. This research sought to gain an understanding of the influence that language restriction, and then later legitimization by the United States Federal government, had on elder’s individual perspectives of culture and identity.

### **Work in Progress**

Cotellessa, Angela and Sheffield, Ron, *Polymaths and the Organization*. Business Expert Press. New York, NY. Publisher approved and published date TBD.

Polymaths are people who display extraordinary talents in multiple disciplines; they are the opposite of narrow specialists. The modern organization relishes the specialist and works hard to obtain the those with professionally ‘certified’ capabilities. However, what happens when emergencies arise? How does the specialist navigate when the situation requires adapting to work in new ways? How might polymathic individuals with cross-discipline expertise be able to help organizations adapt to change, be more innovative, and create a culture of continual learning? This book addresses the plight and power of the modern polymath and their influence on organizations that know how to leverage their varied skillsets.

Munoz, Mark and Ron Sheffield, Book Chapter, *The Future of IoT*. Business Expert Press. New York, NY. Publisher approved and published date TBD.

### **Dissertation Committees**

Dissertation Committee Member: The George Washington University: Angela Cotellessa; Dissertation In Pursuit of Polymaths: Understanding Renaissance Persons in the 21st Century Polymaths (Successfully Defended on 02/28/18)

Dissertation External Examiner: The George Washington University: Brigadier General Ray Royalty; “U.S. Military Advisors in Iraq: A Phenomenological Research Study on the Role of National Culture on Tactical Decision-making during Wartime” (Successfully Defended on 06/11/15)

Dissertation External Examiner: The George Washington University: Charles Torwudzo; “Understanding the Relationship between Global Food Safety Initiative (GFSI) and High-Performance Work Systems (HPWS) and the Role of Employee Learning and Development” (Successfully Defended on 07/22/14)

### **Professional Instruction**

The University of Louisville

Fall 2020 HROD and OLL Program Courses

Christopher Newport University (Classroom Lecture)

Fall 2020	LDSP 395	Indigenous Perspectives of Leadership
Spring 2019	LDSP 240	Theories and Perspectives on Leadership (2 sections)
Fall 2018	LDSP 210	Self, Group, and Leadership (2 sections)
Fall 2017	LDSP 210	Self, Group, and Leadership (2 sections)
Spring 2016	LDSP 386	Values Leadership (2 sections)
Spring 2016	LDSP 240	Theories and Perspectives on Leadership (2 sections)
Fall 2015	LDSP 310	Leadership Theory and Research
Fall 2015	LDSP 210	Self, Group, and Leadership (3 sections)

The George Washington University Graduate School of Education

Summer 2017	HOL 6703	Organizational Change II Advanced Consulting Skills (hybrid)
Fall 2017	HOL 6703	Organizational Change II Advanced Consulting Skills (hybrid)

Cross-Cultural Leadership: Christopher Newport University (Classroom Lecture)

Fall 2014	LDSP 330	Cross-Cultural Leadership (2 sections)
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The University of New Haven, School of Management (Approved to teach courses Fall 2013)

- MGMT 415 Multinational Management
- MGMT 240 Business Ethics and Diversity
- MGMT 350 Management of Workplace
- MGMT 210 Management and Organization
- MGMT 650 Entrepreneurship

**Professional Experience**

- 02/13 to Present Social Scientist and President, OrgScience, Inc. Williamsburg, Virginia.  
Consultant and researcher focused on management, organizational, and advanced technology culture.
- 10/20 to Present Clinical Assistant Professor and Executive in Residence  
Department of Human Resources and Organization Development  
The University of Louisville
- 08/14 to Present Adjunct Professor, Leadership and American Studies, Christopher Newport University, Newport News, Virginia
- 05/17 to 12/17 Senior Professorial Lecturer, The George Washington University  
Washington, D.C.
- 07/15 to 08/16 Lecturer, Leadership and American Studies, Christopher Newport University, Newport News, Virginia
- 08/11 to 09/14 Process Design Executive, Bank of America Merrill Lynch  
Norfolk, Virginia  
Provide leadership valid sampling methodologies and research.
- Program Manager, Bank of America Merrill Lynch  
Norfolk, Virginia  
Managed international EMEA implementation Chip and Pin (EMV).
- 10/09 to 07/11 Enterprise Program Manager, United States Federal Reserve System  
Richmond, Virginia  
Managed identity and access management security program for the Federal Reserve with budget management of \$22 million.
- 10/07 to 10/09 Change Manager, Bank of America Merrill Lynch  
Norfolk Virginia  
Managed the integration of Canada, Spain, and U.S. technology strategy.
- 07/07 to 10/07 Infrastructure Consultant, CDI Business Solutions  
Newport News, Virginia  
Contract with Northrop Grumman Corporation; responsible for the planning of global identity management and server virtualization.
- 01/05 to 07/07 Consultant, TEKSystems Incorporated  
Richmond, Virginia (Bank of America and Wachovia Securities)  
Managed Business Process Outsourcing (BPO) effort for global finance.
- 06/01 to 10/04 Process Improvement Executive, Anthem Blue Cross and Blue Shield  
Richmond, Virginia  
Global strategic advisor for technology audit investigations.

- 08/00 to 06/01      Program Manager, Jubilee Tech International, Inc.  
Virginia Beach, Virginia  
Managed international team of linguistic and software development professionals  
tasked with translation of code and text into 40 global languages.
- 11/98 to 08/00      Project Manager, FirstEnergy Corporation  
Akron, Ohio  
Team leader for internal technology consultancy.
- 10/95 to 05/98      Operations Manager, General Electric Financial  
Hampton, Virginia
- 06/88 to 01/91      F-15 Electrician, Warner Robins Air Force Base,  
U.S. Federal Government Civilian - Warner Robins, Georgia

### **Peer-Reviewed Publications**

Sheffield, R. and Munoz, M. (2020), Native American Entrepreneurs. Business Expert Press. New York, NY.

Sheffield, R. (2014). Social Learning from Virtual Collaboration: A Conceptual Model. The George Washington University. American Journal of Management 14 (1-2) 2014.

Williams, E., Etzol, P., Tossan, V., Sheffield, R. (2014). The Cognitive and Affective Dimensions of Gendered Language in Entrepreneurship. Washington International Council for Small Business (ICSB) 2014.

Sheffield, R. (2013). The Influence of Language on Culture and Identity: Resurgence of the Quechan Native American Tribal Language. The George Washington University. ProQuest Dissertations and Theses. 174. Retrieved from <http://search.proquest.com/docview/1346231646?accountid=11243>. (1346231646).

### **Invited Lectures and Conferences**

Sheffield, R. (October 5 – 9, 2020). Invited Lecturer: Native American Entrepreneurs, Native Learning Center. Hollywood, Florida.

Sheffield, R. (September 29, 2020). Invited Lecturer at Youngstown State University. Presented Modern Views of Indigenous Ideas on Counseling. Youngstown, Ohio.

Sheffield, R. (May 5, 2020). Invited podcast lecturer, “Discussion on recently published book, “Native American Entrepreneurs”. Native Learning Center, Seminole Tribe.

Sheffield, R. (May 4, 2020). Invited Lecturer (virtual) “Understanding and Counseling American Indian/Native American Clients”. The College of William and Mary, Williamsburg, Virginia.

Sheffield, R. (January 28, 2020). Invited Lecturer on Honors presentation on published work, “Native American Entrepreneurs”. Christopher Newport University. Newport News, Virginia

Sheffield, R. (October 1, 2019). Invited Lecturer at Youngstown State University. Presented “Understanding and Counseling American Indian/Native American Clients”. Youngstown, Ohio.

Sheffield, R., (September 18, 2019). Invited Lecturer: Counseling and Influences on Native Families. Presented to the graduate school of education. The College of William and Mary, Williamsburg, Virginia.

Sheffield, R., (May 1, 2019). Invited Lecturer: Counseling and Social Justice. Presented to the graduate school of education. The College of William and Mary, Williamsburg, Virginia.

Sheffield, R. (February 26, 2019). Invited Lecturer at Youngstown State University. Presented Modern Views of Indigenous Ideas on Counseling. Youngstown, Ohio.

Sheffield, R., (April 1 – April 5, 2019). Invited Lecturer: Leadership Training and Development, Native Learning Center. Oneida Tribal Nation. Green Bay, Wisconsin.

Sheffield, R., (September 26, 2018). Invited Lecturer: Modern Native American Ideas on Business Strategy and Entrepreneurship. Christopher Newport University, AMST 395 American Entrepreneurship, Newport News Virginia.

Sheffield, R., (April 26, 2018). Keynote Speaker: Surviving College as an Indigenous Student. American Indian Business Leaders (AIBL). Leadership Conference in Indian Country. Chandler Arizona.

Sheffield, R., (March 27, 2018). Invited Lecturer: Counseling and Social Justice. Presented to the graduate school of education. The College of William and Mary, Williamsburg, Virginia.

Sheffield, R. (February 20, 2018). Invited Lecturer at Youngstown State University. Presented Modern Views of Indigenous Ideas on Counseling. Youngstown, Ohio.

Sheffield, R., (November 2-4, 2017). Attendee: 2017 Association of Moral Education. 43rd annual Conference. St. Louis, MO.

Sheffield, R., (July 25-28, 2017). Instruction: Leadership (Intensive Development), Native Learning Center. Hollywood, Florida.

Sheffield, R., (April 26, 2017). Presentation Topic: Leadership Development, Native Learning Center. EWONAP Woodlands Regional Training. Hollywood, Florida.

Sheffield, R., (February 28, 2017). Invited Lecturer: Counseling and Social Justice. Presented to the graduate school of education. The College of William and Mary, Williamsburg, Virginia.

Sheffield, R. (February 22, 2017). Invited Lecturer at Youngstown State University. Presented Modern Views of Indigenous Ideas on Counseling. Youngstown, Ohio.

Sheffield, R. (February 4, 2017). Invited Lecturer to The George Washington University. Presented Qualitative Research Methods and practical applications for research success. Washington, D.C.

Sheffield, R., (November 30, 2016). Guest Panelist: Counseling and Social Justice. Presented to the graduate school of education. The College of William and Mary, Williamsburg, Virginia.

Sheffield, R., (March 22, 2016). Presentation Topic: Counseling and the Modern Indigenous Perspective. Presented to the graduate school of education. The College of William and Mary, Williamsburg, Virginia.

Sheffield, R. (February 6, 2016). Invited Lecturer to The George Washington University. Presented Qualitative Research Methods and practical applications for research success. Washington, D.C.

Sheffield, R., (June 4-6, 2015). Presentation Topic: The Influence of Language on Tribal Culture and Identity. Invited to present at the Native American and Indigenous Studies Association (NAISA). Washington, D.C.

Sheffield, R., (April 17-18, 2015). Keynote lecturer for the Chicago Public School System. Presentation Topic: The Power of Language: Empowering Culture. A brief look at culture through the lens of individual perspectives of language. Scheduled to present to a 600-school district. The Chicago Public School System. Chicago Illinois.

Sheffield, R., (March 31, 2015). Presentation Topic: Counseling the Indigenous. Presented to the graduate school of education. The College of William and Mary, Williamsburg, Virginia.

Sheffield, R., (November 5-8, 2014). Attendee: 2014 Association of Moral Education. 41st annual Conference. Pasadena, California.

Sheffield, R., (October 18, 2014). Presentation Topic: Words Matter: Recognizing the Power of Gendered Language in Entrepreneurship. 5th annual GWU October Global Entrepreneurship Conference. Washington, D.C.

Sheffield, R., (August 6, 2014). Presentation Topic: Cross-Cultural Leadership Executive Coaching: Canon Incorporated international executive staff. Newport News, Virginia.

Sheffield, R., (April 12, 2014). Presentation Topic: Building Leaders in Indian Country. American Indian Business Leaders (AIBL). Celebrating 20 Years of Building Leaders in Indian Country. Scottsdale Arizona.

Sheffield, R., (April 7 & 8, 2014). Presentation Topic: Counseling the Native American and the Indigenous Perspective on Counseling Services. Presented to the graduate school of education. The College of William and Mary, Williamsburg, Virginia.

Sheffield, R., (April 3, 2014). Presentation Topic: Abuse in Indian Country: The Quiet Pain and The Influence of Tribal Language on Culture and Identity. The Seminole Tribe Native Learning Center. Training for Building Sustainable Communities in Indian Country. Green Bay Wisconsin.

Sheffield, R., (June 4, 2013). Presentation Topic: The Influence of Tribal Language on Culture and Identity. June 4, 2013, Native Learning Center. Strengthening Tribal Communities into the Future. Hollywood, Florida.

Sheffield, R., (March 26, 2013). Presentation Topic: Native American Cultural Heritage and the Indigenous Perspective on Counseling Services. Presented to graduate school of education multicultural counseling course. The College of William and Mary, Williamsburg, Virginia.

Sheffield, R., (February 15, 2013). Presentation Topic: Social Learning from Virtual Collaboration. 2013 Conference of the America's. Academy of Human Resource Development, Washington, DC: AHRD.

Sheffield, R., (August 4, 2012). Presentation Topic: The Influence of Language on Culture and Identity: Resurgence of the Quechan Native American Tribal Language: Managerial and Organizational (MOC), Academy of Management, Boston, MA: AOM.

Sheffield, R., (March 27, 2012). Presentation Topic: Native American Cultural Heritage and the Indigenous Perspective on Counseling Services. Presented to graduate school of education multicultural counseling course. The College of William and Mary, Williamsburg, Virginia.

Sheffield, R., (August 12, 2011). Presentation Topic: Modern Day Native American and the Indigenous Perspective on Counseling Services. Presented to graduate school of education multicultural counseling course. The College of William and Mary, Williamsburg, Virginia.

### **Professional Memberships**

Native American and Indigenous Studies Association	(08/2014 – Present)
International Leadership Association	(08/2015 – 08/2016)
American Indian Science & Engineering (AISES)	(10/2015 – Present)

### **Board Membership**

American Indigenous Business Leaders (AIBL)  
December 2014 – Present

The mission of AIBL is to increase the representation of American Indians and Alaska Natives in business and entrepreneurial ventures through education and leadership development opportunities.

NATASHA House: NATASHA House is a safe place for women and children that allows them to rebuild productive, thriving lives as they transition to permanent housing. Residents receive case management that teaches them how to live financially independent and how to maintain self-sufficient, stable households. March 2016 to December 2016.

Peer Reviewer: Journal of Leadership Education (2013 – Present)  
Peer Reviewer: Academy of Human Resource Development (2012 – 2015)  
Peer Reviewer: Academy of Management (2013 – 2015)

### **International Scholarship**

Istanbul, Turkey: Leadership in a Globalized World Course; Led by Dr. Elizabeth Davis from October 18, 2010 to October 24, 2010; Cultural intelligence, international perspectives, and globalization.

Established an International research team of Business Professors and Practitioners located in Paris France and Washington D.C. The focus of our research is “The Language of Entrepreneurship” and constructs include gender, language, culture, and organizations.

### **Research Skills**

Qualtrics, SPSS, MiniTab, Atlas.ti, and Qualitative Coding

### **Professional Certifications**

P.M.P.	Project Management Professional (PMP) ID#: 1656307
Six Sigma Black Belt	Six Sigma - Certified Six Sigma Black Belt Design for Six Sigma (DFSS) and Lean ID#: QP400002
Certified Scrum Master	Scrum Alliance - CSM ID#: 001069481
Certified Scaled Agile Framework (SAFe) 5 Agilist	ID#: 58612772-6333