

CURRICULUM VITAE

Michael J. Colarusso, Ed.D.

Present Position

2008 Senior Research Analyst
U.S. Army Office of Economic and Manpower Analysis (OEMA)
Department of Social Sciences, United States Military Academy
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Education

2020 **M.S., Human Resource Management**, Bovard College, the University of Southern California, Los Angeles, CA (anticipated August 2020)
Concentrations: Talent Acquisition and Retention; Employee Motivation; Talent Management; Total Rewards; Learning and Development; Performance Management; Employee Relations; HR Analytics; Diversity and Inclusion; Principled Leadership; HR Technology; and Corporate Social Responsibility.

2019 **Ed.D., Organizational Change and Leadership**, Rossier School of Education, the University of Southern California, Los Angeles, CA
Concentrations: Entrepreneurial Leadership; Creativity and Innovation; Learning Theory; Diversity, Equity, and Inclusion; Organizational Change / Behavior; Performance Evaluation / Management; Program Evaluation / Assessment; Training Implementation / Evaluation. **Dissertation:** *Officer Performance Appraisal Program Management: An Evaluative Case Study.*

1998 **M.A., History**, the Pennsylvania State University, State College, PA
Concentrations: Immigration History; American Social / Cultural History Since 1865; Diplomatic History of 20th Century Europe (South and Central Europe); 20th Century American Foreign Policy. **Thesis:** *Between the Earth and the Skies: The Challenges to Catholic Institution-Building in Pennsylvania's Croatian Communities, 1894-1924.*

1988 **B.A., History**, St. John's University, Queens, NY
Concentrations: World Wars, Central European History, Diplomatic History of the Interwar Years in Europe. **Senior Project:** *The Shortcomings of the Polish Foreign Service in the Interwar Years, 1920-1939.*

Areas of Academic Interest and Research

Change Leadership
Organizational Design
Organizational Learning and Behavior

Diversity, Equity, and Inclusion
Career Counseling and Performance Management
Human Capital and Talent Management
Talent Assessment
Generational Affects upon Labor
Employee Relations and Total Rewards

Professional Associations

Association of American Educators
USC Alumni Association

Research Skills / Foreign Languages

Study Abroad: 2 semesters of residency, University of Zagreb, Croatia, 1997, 1999

Publications

Books (Editor Reviewed)

Colarusso, Michael J. and David S. Lyle, "Senior Officer Talent Management: Fostering Institutional Adaptability." *Strategic Studies Institute*, U.S. Army War College Press: Carlisle, Pennsylvania, February 2014.

Policy Monographs (Editor Reviewed)

Colarusso, Michael J., Kenneth G. Heckel, David S. Lyle, and William L. Skimmyhorn, "Starting Strong: Talent-Based Branching of Newly Commissioned U.S. Army Officers." *Strategic Studies Institute*, April 2016.

Wallace, Roy A., Michael J. Colarusso, Andrew O. Hall, David S. Lyle, and Michael S. Walker, "Paid to Perform: Aligning Total Military Compensation with Talent Management." *Strategic Studies Institute*, June 2015.

Bukowski, Raven, John Childress, Michael J. Colarusso, and David S. Lyle, "Creating an Effective Regional Alignment Strategy for the U.S. Army." *Strategic Studies Institute*, November 2014.

Wardynski, Casey, David S. Lyle, and Michael J. Colarusso, "Towards a U.S. Army Officer Corps Strategy: Employing Talent." *Strategic Studies Institute*, May 2010.

Wardynski, Casey, David S. Lyle, and Michael J. Colarusso, "Towards a U.S. Army Officer Corps Strategy for Success: Developing Talent." *Strategic Studies Institute*, March 2010.

Wardynski, Casey, David S. Lyle, and Michael J. Colarusso, "Towards a U.S. Army Officer Corps Strategy: Accessing Talent: The Foundation of a U.S. Army Officer Corps Strategy." *Strategic Studies Institute*, February 2010.

Wardynski, Casey, David S. Lyle, and Michael J. Colarusso, "Towards a U.S. Army Officer Corps Strategy: Retaining Talent." *Strategic Studies Institute*, January 2010.

Wardynski, Casey, David S. Lyle, and Michael J. Colarusso, "Towards a U.S. Army Officer Corps Strategy: Talent: Implications for a U.S. Army Officer Corps Strategy." *Strategic Studies Institute*, November 2009.

Wardynski, Casey, David S. Lyle, and Michael J. Colarusso, "Towards a U.S. Army Officer Corps Strategy: A Proposed Human Capital Model Focused Upon Talent." *Strategic Studies Institute*, April 2009.

Other Journals and Articles

Colarusso, Michael J., and David S. Lyle, "Talent Management, Six Constraints on Senior Officer Succession Planning." *Army Magazine*, July 2014.

Colarusso, Michael J., "West Point's Campaign Plan: Transforming to Meet the Needs of the Army." *Assembly Magazine* (West Point Association of Graduates), January-February 2008.

Colarusso, Michael J., "The Challenges to Church Building among Croatian Americans." *Journal of Croatian Studies*, April-June 2001.

Colarusso, Michael J., "Yugoslavia — the First Postwar Decade." *America in the World: International Perspectives on US History*, eds. Colarusso and Vassalo, 2000. Orlando: Harcourt Publishers.

Colarusso, Michael J., Sigler, Richard, "Training the Ground Surveillance Radar Platoon." *Military Intelligence Professional Bulletin*, January-March 1993.

Papers Presented at Conferences

Presented monograph series titled "Towards a U.S. Army Officer Corps Strategy: A Human Capital Model Focused on Talent," Multiple Presentations to Department of Defense Agencies and Private Associations, 2009-2019.

Presented "The Challenges to Church Building among Pennsylvania's Croatian Communities," Annual Conference of the Association of Croatian Studies, Xavier University, Chicago, April 1999.

Teaching Experience

Guest Lecturer, 2018-2019, Rossier School of Education, USC, Los Angeles, CA

- Lecturer in MSC EDUC 612, *Human Development Theory for School Counselors*

Guest Lecturer, 2017, 2019, U.S. Army War College, Carlisle Barracks, PA

- Lecturer in LM2250, *Topics in Leadership Development*

Assistant Professor of History, 2000-2001, USMA, West Point, NY

- Course Director, HI 104, *History of the United States from 1877-Present*
- Course Director, HI 498 (Colloquium), *History of the Balkans since 1877*
- Instructor, HI 103, *History of the United States to 1877*

Instructor, History, 1998-2000, USMA, West Point, NY

- Course Director, HI 104R, *History of the United States from 1877-Present*
- Instructor, HI 104, *History of the United States from 1877-Present*
- Course Director, HI 498 (Colloquium), *History of the Balkans since 1877*
- Instructor, MS 402, *The Tools of the Profession*
- Course Director, HI 396, *The Making of Modern America, 1877-1945*
- Instructor, HI 104, *History of the United States from 1877-Present*
- Instructor, HI 103, *History of the United States to 1877*

Graduate Assistant, 1997-98, Pennsylvania State University, State College, PA

- Teaching Assistant, HI 21, *US History, Reconstruction to Present*

Analytic Support to Senior Governmental Leaders

Lead author / co-author of enterprise HR / talent management products, 2008-2019:

- U.S. Army People Strategy, 2019
- U.S. Army Comprehensive Talent Assessment Concept (Draft), 2016
- U.S. Army Talent Management Strategy, 2016
- U.S. Army Talent Management Concept of Operations, 2015
- Department of Defense Force of the Future, 2015-2016
- Defense Officer Personnel Management Act (DOPMA) Reform, 2014-2018
- Redesigning the Military Pension Plan, 2011-2014
- Talent-based Branching, 2011-Present
- Military Compensation Reform, 2011-Present
- Succession Planning, 2011-Present
- Green Pages Talent Pilot for the Officer Corps, 2010-2012
- Talent Management Focus for the Officer Corps, 2008-Present
- Army Force Generation Review and Analysis, 2008-2009
- Applicant sharing program between West Point and ROTC, 2008

Academic Governance Support to West Point

- Advise the Dean, Academic Board re: Diversity, Equity, and Inclusion, 2019
- Department of Social Sciences Diversity Committee Member, 2019
- Advised the University President (Superintendent) re: Change Leadership, 2018
- Academy Professor Management Strategy for the Superintendent, 2010-2013
- West Point Cadet Branching Pilot and Implementation, 2011-Present
- Middle States Reaccreditation Support, 2005-2008
- Served on multiple committees for the West Point Chief of Staff, 2003-2008

Additional Professional Experience

June 2008 – Present: Senior Research Analyst, U.S. Army Office of Economic and Manpower Analysis, West Point, NY

- Leads the development of innovative people management solutions for the U.S. Army.
- Co-authored 11 journal publications on talent management and produced over two dozen companion videos and websites as part of a robust HR change communications strategy.
- Led the team that created, piloted, and delivered the first web-based officer talent management system to the U.S. Army.
- Led the creation of the U.S. Army's last two people strategies for a global workforce of over 1.4 million employees.

June 2007 – June 2008: Strategist & Business Transformation Leader, West Point, NY

- Strategic planner and business transformation deployment officer for a top tier university.
- Led the creation of West Point's strategic plan, to include an institutional strategy map / balanced scorecard with predictive performance measures and metrics.
- Ensured Lean Six Sigma / business transformation methodologies were integrated throughout the strategic planning and execution cycles.

2005 – 2007: Director of Operations & Security, West Point, NY

- Director of Operations for a top tier university with a 16,000-acre campus, 1,000 buildings, 11,000 residents; 5,100 military and civilian employees; and 4,600 students.
- Synchronized operations, security, and resources support to all academic and military training programs.
- Responsible for all operational, planning, training and international security cooperation matters.
- Principal advisor to the university president on force-protection, anti-terrorism and operational security matters.

2003 - 2004: Chief of Operations & Plans, West Point, NY

- Led the planning and execution of all official ceremonies, major training events, NCAA sporting events, and VIP visits by leaders such as the President, Vice-President, cabinet-level officials, ambassadors, members of Congress, and the military service secretaries.
- Planned and synchronized all operations, security, logistics and force protection support to an NCAA football program routinely bringing 40,000 visitors onto campus for home games.
- Annually coordinated training support from other Army organizations, resulting in the successful reception, sustainment, and operational integration of over 1,100 additional personnel.

2001 - 2003: Battalion Executive Officer, 323rd MI Battalion (CE) Fort Meade, MD & Iraqi Theater of Operations

- Served 23 months as second in command of a 294-soldier, FORSCOM intelligence battalion deployed in support of Operation Iraqi Freedom.
- Trained the battalion staff to function efficiently in peacetime and in war.
- Increased equipment operational readiness rates from 60% to 96%.
- Supervised the safe deployment of all soldiers, 81 pieces of rolling stock, and 350 short-tons of equipment without loss or injury.
- Developed a plan that sustained the battalion's four companies while executing split-based operations at four different locations spread across two countries.

Grants Received

West Point Faculty Development Grant, 1999

Professional Schools

Command and General Staff School	2003
Combined Arms Services Staff School	1995
US Army Europe Company Commander's Course	1993
Military Intelligence Officer's Advanced Course	1993
Electronic Warfare Staff Officer Course	1989
Military Intelligence Officer's Basic Course	1988
US Army Airborne School	1986

Academic Awards and Honors

- Maintaining a GPA of 4.0 in USC's MSHRM degree program, 2019-2020
- Maintained a doctoral degree program GPA of 4.0, USC, 2017-2019
- Promoted to West Point Assistant Professor, History, AY 2000-2001
- Received the West Point History Department Teaching Excellence Award, 2000
- Graduated with honors from Penn State's MA program, 1998
- ROTC Distinguished Military Graduate, 1987
- ROTC Scholarship

Military Awards and Honors

- Superior Civilian Service Medal
- Legion of Merit
- Meritorious Service Medal (3rd Award)
- Army Commendation Medal (4th Award)
- Army Achievement Medal
- Army Superior Unit Award (2nd Award)
- Meritorious Unit Commendation
- Armed Forces Expeditionary Medal
- Southwest Asia Service Medal (3rd Award)
- Armed Forces Service Medal
- Humanitarian Service Medal
- National Defense Service Medal (2nd Award)
- Army Service Ribbon
- Overseas Service Ribbon
- NATO Medal
- Kuwait Liberation Medal (Saudi Arabia)
- Kuwait Liberation Medal (Kuwait)
- Armed Forces Reserve Medal
- Global War on Terrorism Expeditionary Medal
- Global War on Terrorism Service Medal
- Parachutist's Badge