

Becky Takeda-Tinker, Ph.D.

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EDUCATION INDUSTRY EXPERIENCE

Colorado State University – Global Campus, Greenwood Village, CO

May 2008 – Present

Dean of Academic Affairs

Prior positions: Lead Faculty; Core Faculty; Adjunct Faculty for M.S. and B.S. Degrees in Organizational Development and Leadership

- Responsible for oversight on all areas of academic program development and delivery for student academic achievement including, curriculum development and delivery to support market-driven opportunities.
- Drive collaboration and cooperation within the CSU System to ensure academic integrity and excellence: serve as Chair for Curriculum Committee and Academic Council which consist of representatives from CSU-Pueblo, CSU-Ft. Collins, and CSU-Global while facilitating sister-campus Faculty contributions to curriculum; and interact with the Colorado Commission of Higher Education to promote online public education.
- Champion Campus effectiveness and efficiency through technological tools, strategic partnership management, and leadership of an accountable and productive culture.
- Manage student services including recruitment, retention, advising and evaluation.
- Lead faculty strategy for academic oversight and recruitment: hiring, development, evaluation, retention.
- Oversee all academic planning including course delivery, scheduling, and institutional effectiveness.

Curriculum Development. Developed the course syllabus, lectures, critical-thinking and mastery exercises, assessment rubrics, and projects for Masters and Bachelor degree courses:

- Foundations of Effective Management, Graduate
- Organizational Change, Graduate
- Strategy Planning, Graduate
- Decision-Making and Leadership, Graduate
- Managing Performance for Results, Graduate
- Fundamentals of Finance, Graduate
- Principles and Practices of Leadership, Undergraduate
- Managing and Leading Team Dynamics, Undergraduate
- Dimensions of Ethical Leadership, Undergraduate
- Managing in a Global Economy, Undergraduate
- Quantitative Business Analysis, Undergraduate
- Technology and Tools for the Information Age, Undergraduate

Instructor. Online instructor for Masters and Bachelor degree courses:

- Foundations of Effective Management, Graduate
- Managing Performance for Results, Graduate
- Fundamentals of Finance, Graduate
- Strategy Planning, Graduate
- Modern Organizational Theory, Undergraduate
- Managerial Finance, Undergraduate
- Business Ethics, Undergraduate

University of the Rockies, Colorado Springs, CO

July 2009 - Present

Course Developer for Doctoral Degree Courses in Leadership and Finance

Northcentral University, Prescott Valley, AZ

January 2009 – Present

Adjunct Instructor/Mentor for Doctoral Degree in Business Administration: Personal Management and Organizational Behavior

Community College of Denver, Denver, CO

January 2009 –Present

Adjunct Instructor for School of Business: Principles of Microeconomics, Undergraduate

BUSINESS EXPERIENCE

Finesse, LLC

January 2006- Present

- Instructor and presenter on organization and leadership-related topics for corporate and community-based organizations including Fortune 500 companies, non-profit organizations, business networking groups, and universities. Responsible for program outlines, presentations, and materials for adult learner educational needs on subjects related to organizational leadership including, Team and Coalition Building, Performance Management, Best Practices in Communication, and Employee Empowerment.
- Consultant to business owners and non-profit organizations for financial and strategic planning needs including human resource strategy for company growth and expansion; and financial analysis for organizational growth, cost-savings, and investment planning.

Merchants Billing Services, Inc. (MBS), Las Vegas, NV

May 2002-December 2005

Co-founder, CEO & President

- Created a business-to-business, non-cash financial services company with over 4,000 clients and \$700 million in annual sales with offices in Nevada, California, Guam and Germany. The only woman-owned and global organization sponsored by J.P. Morgan Chase for non-cash payment services. Also initiated and maintained sales and service contracts with Deutsche Bank AG, U.S. Bancorp, Provident Bank and Certegy, Inc.
- Created and executed employee training curriculum for merchant risk assessment and operations for both live and online interactive training sessions.
- Developed merchant underwriting and monitoring processes and trained managers in executing procedures.
- Expanded sales efforts into Asia and Europe as J.P. Morgan Chase's only registered and approved organization to do so; awarded Guam government contract to fulfill its non-cash payment processing needs.
- Oversaw creation and development of proprietary software for transactional risk management; Internet and Reporting Gateway and POS system middleware for merchants, banks and company utilization.

Digital Courier Technologies, Inc. (DCTI), Salt Lake City, UT

December 1999-April 2002

CEO & President

- Directed worldwide operations for business-to-business, financial services company to deliver over \$75 million in gross monthly sales with a net profit of over \$5 million per month.
- Created and trained teams in merchant risk assessment, customer service, credit card and banking regulation compliance, and international alliance formation, through the development of training manuals, online and interactive exercises, educational presentations, and one-on-one mentoring.
- Oversaw development of technical training manual and partner training program.
- Led company effort to effect an acquisition of the company.

Smart Modular Technologies, Fremont, CA

April 1995-July 1999

Vice President of Worldwide Marketing and Investor Relations

- Participated in the company's Initial Public Offering and secondary stock offering.
- Developed and conducted live and online institutional investor training program to educate financial analysts on the company's products, technology, and markets.
- Responsible for the *Compaq Direct*, *IBM ThinkPad Proven* and *Qualified by Toshiba* alliance program activities.
- Created and implemented trade marketing and public relations programs driving key promotions in the U.S. and Europe.
- Led marketing of a global manufacturer of memory subsystem modules, growing net revenues from \$250 million to \$780 million and employee base from 200 to over 2,300 employees worldwide. Participated in the expansion of the company into Europe and Puerto Rico.
- Managed media relations and internal employee communications as well as directed the corporate community service activities that included the creation of "SMART Computer Labs" for schools.

Sterling Ventures, Zephyr Cove, NV

November 1991-April 1995

Private Equity Partner

- Responsible for strategic plan development for businesses in Hong Kong, Singapore, Taiwan and Thailand, and created pre-paid debit card program that led to alliances with six Thailand-based banks and local media conglomerates.
- Drove completion of interactive software product for its eventual sale to Microsoft.
- Participated in the sale of a technology company to Nynex, and in the merger of a consumer technology company to U.S. Robotics.

LEADERSHIP & BOARD SERVICE

Board of Director, Global Leadership Foundation , International Women's Forum	2009-Present
Officer & Board of Director, International Women's Forum (IWF) NV	2004-Present
Board of Director, Foundation for an Independent Tomorrow	2008-2009
Founders Circle, UNLV Foundation, Black Mountain Institute	2007-2009
Officer & Board of Director, Make-A-Wish Foundation S. NV	2005-2009
Chair & Board of Director, National Association of Women Business Owners (NAWBO) S. NV	2004-2007
Finance Committee & Member, The Committee of 200 (C200)	2004-2007
Founding Member, Nevada Women Presidents Organization (WPO)	2005
Board of Director & Secretary, Accesspoint Corporation (publicly-held)	2003
Board of Director, Merchants Billing Services, Inc. (privately-held)	2002-2007
Board of Director, Chairman, Digital Courier Technologies (publicly-held)	2000-2001

PROFESSIONAL MEMBERSHIPS

Advancement of Computing in Education	2008-Present
National Speaker's Association	2006-Present
Academy of Management	2005-Present

EDUCATION

Ph.D., Organization and Management, Specialization: Leadership Capella University, Minneapolis, MN	December 2007
Master of Business Administration, Finance Santa Clara University, Santa Clara, CA	December 1999
Post-Graduate Certificate, Marketing Management University of California, Berkeley, Berkeley, CA	March 1990
Bachelor of Arts, Economics University of California Los Angeles, Los Angeles, CA	June 1985

Certifications

- *Sloan-C Online Teaching Certificate, Sloan Consortium.* Included courses in Online Instruction and Development, Using the Quality Matters Rubric, Dynamic Collaboration, and Copyright Compliance
- *Quality Matters Rubric, Maryland Online, Inc.* The Rubric is an industry standard of forty specific elements for the assessment of online and hybrid course design.
- *Online Teaching Certificate, Northcentral University.* Included courses in online mentoring and facilitation of critical thinking and writing, advanced communication and technology tools, and classroom management.

Technology Training

- Blackboard Academic Suite
- Wimba
- Elluminate
- Moodle

RECENT WORKSHOPS & PRESENTATIONS GIVEN

Reinvention, The Reinvent Event 2009, JobsList.com

Leadership Development through Asynchronous Learning: Synergy or Dichotomy?, Advancement of Computing in Education, E-Learn 2008 Conference.

Engaging and Empowering Employees & Agent Owners, State Farm Sr. Executives

Productive Leadership: From Purpose to Profits, National Association of Women Business Owners

Communication Today, Federal Express Executives Headquarters

Successful Entrepreneurship, National Association of Women Business Owners

Keys to Networking & to Building Effective Coalitions, Wal-Mart Executives by Region: West, Central, East

Community-based Organizations & Good Financial Management, Civitan Group

Women in Financial Services, Women of Distinction Luncheon

The Art of the Deal: Negotiating Your Payment Contract, Women Presidents Organization

RESEARCH AND PUBLICATIONS

Takeda-Tinker, B., Bellum, J. & Klein, J. (2010). Organizational skill acquisition for 21st century leaders through online education: a current or future reality? Manuscript submitted for publication.

Klein, J. & Takeda-Tinker, B. (2009). The impact of leadership on college faculty job satisfaction. *The Leadership Journal*, 7 (2).

Takeda-Tinker, B. & Mirabella, J. (2009). Investigation of employee tenure as related to relationships of personality and personal values of entrepreneurs and their perceptions of their employees. *The Journal of American Academy of Business, Cambridge*, 14 (2), 145-151.

Takeda-Tinker, B. & Klein, J. (2009). Investigation of values and commitment of board of directors for non-profit organizations. *Leadership and Organizational Management Journal*, 1.

Takeda-Tinker, B. (2008). *Leadership development through asynchronous learning: synergy or dichotomy?* Paper presented at E-Learn 2008 Conference of the Association for the Advancement of Computing in Education.

Manuscript Reviewer, American Academy of Management 2009 Annual Meeting, Chicago, IL.