

Robert M. Ehnow

OBJECTIVE

Seeking an adjunct faculty position at Santa Clara University utilizing my extensive education and professional experience in leadership, training, management, public policy, and organizational development.

SUMMARY

- Executive-level Operations Leadership, Organizational Development, Human Resource Management, and Training professional with 25+ years of expertise in planning and analysis, logistics, implementation, and leadership roles.
- Proven ability to deliver effective organizational and operational solutions for complex, highly dynamic environments. Experience includes leading a 1,000-person organization with more than \$500 million in assets and a \$150 million annual operating budget.
- Recognized as an expert strategic planner and operations manager, and as the leader of choice for situations requiring innovation, adaptability, and rapid decision-making.
- Expert at improving performance of existing teams, building high-performance organizations, refining business processes and procedures, and maximizing use of existing resources. Skilled at achieving strategic goals despite shortages of resources and personnel.

EDUCATION

University of San Diego, 2018

Doctor of Philosophy (PhD) in Leadership Studies and Non-profit Management from the School of Leadership and Education Sciences (SOLES).

Naval War College, 2002, Certificate of Completion, graduate-level work in National Security Affairs, Joint Maritime Operations and Strategy Analysis. Graduated with distinction and awarded the San Diego Chapter Award for Academic Excellence for 2002.

The University of Oklahoma, 1996, Master in Public Administration (MPA), graduated with honors.

Villanova University, 1987, Bachelor of Arts in Economics.

PROFESSIONAL EXPERIENCE (EXECUTIVE SUMMARY)

2018 – Present Director, Office for Life, Peace and Justice for the Diocese of San Diego

- The principal administrator for all diocesan programs in support of restorative justice, immigration and dignity of life issues throughout the Diocese of San Diego
- Manage and resource all prison and jail Catholic ministry programs in twenty-five jails, prisons and detention facilities in San Diego and Imperial counties
- Member of Diocesan Curia, the Bishop's advisory board for the Diocese of San Diego

2018 – Present Adjunct Faculty, The School of Public Affairs at San Diego State University

- Teach courses in criminology and public administration for undergraduate and graduate students in the School of Public Affairs
- Principal facilitator for restorative circles and processes for Project Rebound staff and students impacted by the criminal justice system.
- Support outreach programs, which support the formerly incarcerated student population in San Diego County.

2012-2018 Graduate Student at the School of Leadership and Education Sciences (SOLES) at the University of San Diego (USD). Recently completed a PhD in Leadership Studies with a concentration in Nonprofit Management and Leadership.

- Senior Teaching Fellow and Teaching Assistant in the Leadership Studies Department. Teaching Assistant in the Nonprofit Management Curriculum.
- Student Ambassador for the School of Leadership and Education Sciences.
- Hall of Fame member of Nu Lambda Mu International Honor Society with the Nonprofit Academic Council
- Research and practice centered on restorative justice theory and practices. Dissertation title was "Formerly Incarcerated Students in Higher Education: A Life-History Study of a Restorative Approach to Prisoner Reentry."

2008-2011, President and Owner, MARDDOC Corporation, Poway, California

- Managed 10 employees in a small business environment, providing tools and industrial supplies to the local manufacturing and defense industries.
- Analyzed, coordinated, and developed technical proposal products.
- Established and provided oversight for all budget requirements with annual gross revenues averaging three million dollars.
- Provided customer liaison and customer support for special manufacturing projects in support of the United States Navy and the United States Marine Corps in the San Diego area.

Lieutenant Colonel, United States Marine Corps (Retired) (1988-2008)

2006-2008, Commanding Officer, Marine Aviation Logistics Squadron 16, Marine Corps Air Station Miramar, San Diego, California

- Chief Executive Officer of an aviation logistics unit leading over 800 personnel in support of global aircraft logistics support for Marine and Navy aircraft.
- Senior executive aircraft logistician (maintenance, supply, information technology, and ordnance) for the most complex Marine Aircraft Group in the Marine Corps, managing 1,500 personnel as the organization deployed to Iraq for one year in support of OPERATION IRAQI FREEDOM. Subsequently, the unit successfully redeployed back to San Diego.
- Provided all aviation logistics support, information technology support, intermediate maintenance level support and aviation ordnance support to over 200 aircraft during sustained combat operations in Iraq throughout 2006.
- Provided oversight and held responsibility for an annual operating budget of \$150 million dollars.
- Developed and implemented strategic organizational vision, goals, and objectives.
- Worked in concert with higher-level commands to implement LEAN Six Sigma, and Naval Aviation Readiness Integrated Improvement Programs.
- During my tenure as the Commanding Officer the unit received several significant awards to include the Marine Aviation Logistics Squadron of the Year, the Department of Defense Maintenance Unit of the Year (Medium Category) and the Third Marine Aircraft Wing Mike Yunck Award for Operational Excellence. In the history of Marine Aviation no unit had ever been awarded all three prestigious awards during the same period.

2005, Executive Officer, Marine Aviation Logistics Squadron 16, Marine Corps Air Station Miramar, San Diego, California

- Chief Operating Officer and Senior Vice-President for an 800 person unit with an annual budget exceeding \$140 million dollars.
- Supervised and led a 55 member headquarters staff responsible for all administrative, legal, ground logistics, and information technology and squadron operations.
- Strategic planner for the deployment and movement of over 800 Marines and Sailors assigned throughout the United States to Iraq for a pending year-long deployment in support of OPERATION IRAQI FREEDOM.
- Led the organization through a series of external inspections of the entire unit as well as all department specific inspections. In each case, the organization was recognized as exceeding standards of performance.

2003-2004, Amphibious Shipping and Aircraft Readiness Officer, Commander Naval Air Forces Pacific, Naval Air Station North Island, Coronado, California

- Responsible for the management of the aviation logistics and maintenance requirements for six amphibious capital ships (LHD/LHA) assigned to the Pacific Command area of responsibility.

- Planned and implemented an updated aviation logistics readiness plan for all Pacific Marine Aviation units deploying on an amphibious ship or to Japan as part of the Unit Deployment Program.
- Reported and briefed senior leadership within the organization on all Marine aviation readiness and amphibious shipping readiness issues on a daily basis.
- Developed long-range training plans, logistics support plans and objectives in support of future amphibious shipping support and funding requirements.

2003, Commander of Troops SS Curtiss (T-AVB-4), Marine Aviation Logistics Squadron 39 Reinforced, Afloat Northern Arabian Gulf

- Chief Executive Officer responsible for 325 personnel deployed aboard the SS Curtiss in support of all Marine Corps helicopter aviation logistics requirements in the Northern Arabian, Kuwait and Iraq during OPERATION ENDURING FREEDOM and OPERATION IRAQI FREEDOM.
- Responsible for all intermediate level maintenance support, ship to shore movement of personnel and equipment for USMC helicopter operations during the initial buildup and subsequent commencement of combat operations against Iraqi ground forces.
- Responsible for all training, safety, force protection and communications requirements for all personnel as well as the safe handling of aviation equipment.
- Managed an inventory of aircraft components, support equipment, firearms, and other ancillary equipment worth more than \$100 million dollars.

2001-2002, Executive Officer, Marine Aviation Logistics Unit 39, Marine Corps Base Camp Pendleton, California

- Chief Operating Officer and Senior Vice-President for a 700 person unit with an annual operating budget of \$200 million dollars.
- Responsible for managing and leading all headquarters personnel and departments including administration, medical, operations, ground logistics, information technology, legal and family readiness comprised of 60 personnel.
- Chief Strategic Planner for the Commanding Officer the movement of over 1,000 personnel from various locations in the United States and integrating the personnel and equipment into a single unit in the Northern Arabian Gulf, Kuwait and Iraq.
- Developed new security procedures, personnel assignment policies and unit inspection criteria as a result of the impact of the post 9/11 requirements.

1988-2001, United States Marine Corps Officer

Assigned to various positions of leadership and management as a junior officer and field grade officer to both operational and staff organizations. Experience in logistics management, operational logistics, personnel and human resource management, distribution management and aircraft maintenance and material management.

References Available Upon Request