

David C. Brower  
107 MacDonald Hall  
Delhi, New York 13753  
(607) 746-4318  
browerdc@delhi.edu

---

### *EDUCATION*

- Ph.D. Organizational Leadership & Management. School of Business Administration, Capella University – ABD (expected May 2008).  
Dissertation Topic: Evaluating Demographic Factors among Managers as they Relate to Transformational and Transactional Leadership Styles in Full-Service Lodging Establishments in Upstate New York.
- M.B.A. Hospitality Administration. Alan Shawn Feinstein Graduate School; Center for Global Enterprise Leadership. Johnson & Wales University – May 2002.
- B.B.A. Hospitality Management. Division of Business & Hospitality. State University of New York College of Technology at Delhi – May 2000.
- A.A.S. Hotel and Resort Management. Department of Hospitality Management. State University of New York College of Technology at Delhi – May 1998.

### *AREAS OF SPECIALIZATION*

Leadership and Management  
Business Ethics  
Decision Making  
Occupational/Job Stress and Stress Management  
Human Resource Management and Talent Development  
Succession Planning  
Motivation  
Organizational Behavior  
Organizational/Corporate Culture  
Hospitality Operations Management  
Microcomputer Software Applications and Management

### *TEACHING & ADMINISTRATIVE EXPERIENCE*

- |                       |   |
|-----------------------|---|
| Fall 2007 – Present   | Assistant Professor<br>Division of Business and Hospitality State University of New York at Delhi |
| Fall 2006 – Fall 2007 | Assistant Professor/Coordinator of Inter-Institutional Programs.                                  |

	Division of Business and Hospitality. State University of New York at Delhi/Schenectady County Community College Inter-Institutional Programs.
Fall 2005 – Fall 2006	Instructor/Coordinator of Inter-Institutional Programs. Division of Business and Hospitality. State University of New York at Delhi/Schenectady County Community College Inter-Institutional Programs.
Fall 2004 – Fall 2005	Instructor/SCCC BBA Program Coordinator. Division of Business and Hospitality. State University of New York College of Technology at Delhi/Schenectady County Community College Extension Center Program.
Spring 2004, 2006	Principal Technology Instructor. Better Employment, Skills, and Training Program (BEST). State University of New York College of Technology at Delhi. Center for Continuing Education and Corporate Services.
Spring 2004	Principal Technology Instructor. Catskill Watershed Corporation Training Series. State University of New York College of Technology at Delhi. Center for Continuing Education and Corporate Services.
Fall 2002 – Spring 2004	Adjunct Instructor and Faculty Advisor. Division of Business and Hospitality. State University of New York College of Technology at Delhi/Schenectady County Community College Extension Center Program.
Spring 1997 – Spring 2000	Teaching Assistant. Division of Business and Hospitality. State University of New York College of Technology at Delhi.

## *COURSES TAUGHT*

### *Upper Division*

Hotel and Hospitality Maintenance and Engineering  
 Hotel and Hospitality Maintenance and Engineering (Online via WebCT)  
 Hotel and Resort Operations  
 Hotel and Resort Operations (Online via WebCT)  
 Hospitality Human Resources Management II  
 Hospitality Human Resources Management II (Online via WebCT)  
 Hospitality Seminar – BBA Capstone Course  
 Individual Behavior in Organizations  
 Individual Behavior in Organizations (Online via WebCT)  
 Destination Development and Marketing  
 Geography of World Travel Destinations  
 Convention Services Management

### *Lower Division*

Lodging Accommodations Management (Housekeeping Management)  
Lodging Accommodations Management (Online via WebCT)  
Basic Food Preparation and Standards (Teaching Assistant)  
Basic Food Preparation and Standards Laboratory  
Food Production, Planning and Purchasing (Teaching Assistant)  
Food Production, Planning and Purchasing Laboratory (Teaching Assistant)  
Hospitality Human Resources Management  
Menu Planning and Controls  
Microcomputer Applications I  
Computers for the Hospitality Industry  
Student Success  
Student Success (Online via WebCT)

### *HOSPITALITY INDUSTRY EXPERIENCE*

Summer 2004 and 2005	Management Consultant. Twenty-Three West Bar and Grill. West Oneonta, NY
Summer 2000	Management Intern. Isle of Capri Resort Hotel and Casino. Lake Charles, LA.
September 1991 – June 2000	Banquet Supervisor. Oneonta Elks Lodge #1312. Oneonta, NY
Spring 1999	Student Assistant Coordinator. Hospitality Center, State University of New York College of Technology at Delhi. Delhi, NY
Summer 1999	Front Office Supervisor/GSA. Charter One Hotels/Holiday Inn of Oneonta/Cooperstown. Oneonta, NY.
March 1999	Management Intern. Marriott's Castle Harbour Resort and Spa. Hamilton, Bermuda.
Summer 1998	Housekeeping Host. The Wilderness Lodge at Walt Disney World Resort, Lake Buena Vista, FL.
Summer 1997	Server/Banquet Captain. The Village Epicurean at the Cooperstown Country Club. Cooperstown, NY
Summer 1996	Banquet Supervisor. Marriott Management Services/Centennial Olympic Games. Atlanta, GA.

### *RELATED EXPERIENCE*

October 2001 – August 2002	Director of Membership Services. Rhode Island Hospitality & Tourism Association. Cranston, RI.
----------------------------	--

September 2000 – October 2001      Research Coordinator. Education Foundation of the Rhode Island Hospitality & Tourism Association. Warwick, RI.

### *AWARDS & HONORS*

Faculty Leadership Award (2007), Schenectady County Community College – 5/07  
Advisor of the Year Award (2006), SUNY Delhi – 1/06  
Johnson & Wales University Management Development Program – 8/00-8/02  
Distinguished Academic Achievement Award (Graduated first in class) – 5/00  
Baccalaureate Student of the Year, SUNY Delhi – 5/00  
Employee of the Quarter, Holiday Inn Oneonta/Cooperstown – 8/99  
Resident Assistant of the Month, SUNY Delhi – 12/98  
Associate Degree Student of the Year, SUNY Delhi – 5/98  
Who's Who Among Students in American Junior Colleges, SUNY Delhi – 5/98  
The National Dean's List, SUNY Delhi – 5/98  
John F. Kennedy Award, SUNY Delhi – 4/98  
College Senate Scholarship, SUNY Delhi – 4/98  
Holiday Inn Worldwide/Reed Tourism Scholarship, SUNY Delhi – 4/98  
Phi Theta Kappa International Honor Society, SUNY Delhi – 5/97  
Dean's High Honor List, SUNY Delhi – 5/97-5/00  
Chefs de Cuisine Scholarship, SUNY Delhi – 4/97  
Ricky J. Parisian Memorial Award – 6/96-Present  
Benevolent Protective Order of Elk's National Foundation Scholarship – 6/96-5/00  
Ellsowrth M. Statler Foundation Scholarship – 6/96-8/02

### *PROFESSIONAL AFFILIATIONS*

International Society of Travel and Tourism Educators  
New York State Hospitality & Tourism Association (NYSHTA)  
New York State Restaurant Association (NYSRA)  
National Restaurant Association (NRA)  
American Hotel & Lodging Association (AHLA)

### *ACTIVITIES*

First Annual Travel and Tourism Educators' Symposium Moderator – SUNY Delhi – Fall 2006  
Faculty and Staff Development Committee – SUNY Delhi 9/05 – Present  
Committee for Best Practices in Online Instruction – SUNY Delhi 9/05 – Present  
Alumni and Reunion Revitalization Task Force – SUNY Delhi 5/05 – Present  
Inter-Institutional Committee; Chair – SUNY Delhi/SCCC 12/04 – Present  
Technology Sub-Committee; Chair – Alumni Hall Revitalization Effort – SUNY Delhi 1/05 – Present  
Honor's Committee – Schenectady County Community College – 8/04 – Present  
Annual Kevin Zraly Scholarship Fund Dinner – Marketing and Decorating Committees  
Hospitality Today Newsletter Committee, SUNY Delhi – 8/03-Present  
Hospitality Department Website Design and Maintenance Committee, SUNY Delhi – 10/03-Present  
DACUM Participant, Alan Shawn Feinstein Graduate School at Johnson & Wales University  
Travel and Tourism Planning Program – 7/03  
Graduate Student Association, Johnson & Wales University – 8/00-8/02  
Campus Tour Guide and Student Ambassador, SUNY Delhi – 1/97-5/00

Residence Life Committee on Educational Awareness, SUNY Delhi – 8/97-5/00  
Staff Recruitment and Selection Committee, SUNY Delhi Residence Life – 8/97-5/00  
Judicial Review Committee, SUNY Delhi – 5/98-5/00  
Selection Committee for 1999 John F. Kennedy Award, SUNY Delhi – 4/99  
Selection Committee for Director of Dining Services, SUNY Delhi – 8/99 – 5/00

### *PUBLICATIONS, REVIEWS & CONTRIBUTIONS*

“The Effects of Information Technology in the Delivery of Superior Guest Service in the Hospitality Industry.” *International Journal of Contemporary Hospitality Management* (Under Review).

Book Review: PCMA – Professional Meeting Management, 5<sup>th</sup> ed.

Book Review: McGraw Hill-Irwin – Hospitality Human Resources Management, proposal

### *CONFERENCES*

International Society of Travel and Tourism Educators Annual Conference. Charleston, SC. October 2007.

Middle States Commission on Higher Education: Understanding the Importance of Academic Assessment. Albany, NY. June 16, 2006

Innovations in Program Delivery: Offering Bachelor Degrees at SUNY Community Colleges. Washington, DC. Sponsored by Noel Levitz. July 27, 2005

Affordable. Flexible. Close to Home: Baccalaureate Degrees at New York State Community Colleges. Saratoga, NY. Sponsored by the SUNY College Admissions Professionals Organization. June 16, 2005.

International Hotel, Motel and Restaurant Show. New York, NY. November 2002, 2003, 2004, 2005

Incorporating Ethics across the Curriculum. Online. Sponsored by Mercy College and the National Science Foundation. June 2003.

State Lodging Association Conference on Membership Services. Sponsored by the American Hotel and Lodging Association. Washington, DC. March 2002.

National Restaurant Association: Restaurant, Hotel-Motel Show. Chicago, IL. May 2001.

### *COMPUTER SKILLS*

Operating Systems: Windows 3.1, '95, '98' 00, ME, XP Professional, Vista

Word Processing: MS Works 3.0, MS Word 6.0, '97, '00, XP, '03, '07

Spreadsheets: MS Works 3.0, MS Excel 6.0, '97, '00, XP, '03, '07

Databases: MS Access '97, '00, XP, '03, '07; Act!; Paradox

Other: MS PowerPoint, MS FrontPage, MS Money, SPSS, Outlook and Express, QuickBooks, Hospitality Information Systems, Encore, and Fidelio Property Management Systems, Holidex Central Reservation System (Holiday Inn National Reservation Network), MICROS Foodservice Computer Systems, Palm Software and Hardware components, Proficient with the World Wide Web and Internet search engines.