

THE COMPREHENSIVE RESUME OF DR. CARLE HUNT

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CAREER MISSION:

To challenge, encourage, motivate and equip leaders and managers in the United States, western and non-western countries, through service as a teacher, mentor, consultant, and facilitator in order that their organizations can more effectively compete in a rapidly changing global marketplace through:

- Values-based view of leadership development and organizational effectiveness;
- Mission statements, objectives, goals, direction setting, strategies and action plans which are research based and driven by outcomes benefiting the ones to be served;
- Client-oriented strategic planning which focuses on meeting needs in the context of organizational vision/mission;
- Training, modeling and facilitating the knowledge, skills and practices of building and maintaining right relationships, restoring broken relationships, developing people, building and empowering management teams and making people-oriented decisions;
- On-going analysis of effectiveness designed to improve and innovate;
- A leadership philosophy that exemplifies commitment to excellence, integrity, staff fulfillment and productivity.

PRESENT POSITION:

May 2001 to date

Professor, School of Education (2001- present), Regent University, Virginia Beach, VA 23464
Teach in the Masters and Doctoral programs: Advanced School Leadership, Leadership/Organization and Administration, Advanced School Finance, School Finance, Advanced Funds Development for Christian Schools, Start-up and Development of Christian Schools, Staff Development for Christian Schools and Strategic Management. Chairman and/or Reader on some 40+ Theses and Dissertations.

PRIOR TEACHING POSITIONS:

January 1990 to May 2001

Professor, Schools of Business and Organizational Leadership, Regent University, Virginia Beach, VA. Taught in the M.B.A. (Masters of Business Administration) program, the M.O.L. program (Masters of Organizational Leadership), and the Ph.D. in Organizational Leadership program. Courses taught: Strategic Management, Leadership, Nonprofit Management, Successful Executive Life, Funds Development, Special Topics in Business, Human Resource Management

ADMINISTRATIVE AND BUSINESS EXPERIENCE:

June 1973 to Date:

President, MasterTrainer International.
www.mastertrainerintl.com

A part-time management consulting firm that serves senior leaders and managers of for-profit and not for profit organizations in the following areas: Strategic management, long-range planning, corporate profit planning, retail location studies, market analysis studies, economic feasibility studies, acquisition and merger of companies, executive development and key personnel development seminars.

Consulting engagements include Management consulting for many educational, businesses and nonprofit organizations.

Large agribusiness firm -- Executive skills training

Several small and medium colleges, strategic planning and market studies

Several human service organizations, strategic planning and executive development seminars

Savings and Loan Associations -- writer and researcher for market letter; economic feasibility studies

Urban Renewal Authority of Fayetteville, Arkansas -- Economic study of alternative development patterns for downtown Fayetteville.

Advisory and Planning Councils for several cities

Travel Trailer Park -- Feasibility study.

Recreation Complex -- Economic Feasibility, Location Analysis and Marketing Plan.

A Location/Market Analysis and Marketing Plan for major theme park

Financial Feasibility for Employee Stock Ownership Trust (E.S.O.T.).

September 1986 to November 1989:

Vice President for Academic Affairs.

Provided leadership to the faculty of Regent University in fulfilling the mission of the University and its colleges as the chief academic officer of the University and oversaw the academic services of the University.

September 1984 to August 1986:

Business Administrator, Calvary Temple, Denver, Colorado.

Reported to the senior pastor of a 5,000-member church. Planned, administered and evaluated the financial program of the church; supervised the fiscal affairs, records, housekeeping and maintenance, print shop and kitchen. Responsibilities included proper accounting and control procedures; budget creation, oversight and implementation; cash flow projections, monetary investments, contract negotiations. Administered personnel policies for staff of 65 at the church and 20 at the Christian school. Employed personnel in all non-pastoral positions and all faculty and staff positions in the school. Served as treasurer of the corporation. Served as Headmaster of Colorado Christian School, 281 students -- pre-school through 9th grade.

June 1981 to May 1984:

RESUME: Carle M. Hunt, D.B.A.

Headmaster, Tyler Street Christian Academy.

Grades K-12, 725 students, 55 professional faculty, total of 94 on the payroll as of the 1983/84 school year. Responsibilities included personnel recruiting and evaluation, curriculum review, parent relations, fundraising (raised \$265,000 in gifts during 1982/83 school year), student recruiting, and oversee all business office activities. Successfully completed a five-year re-accreditation process with the Texas Education Agency including self-study and a five-year priority plan.

June 1980 to June 1981; January 1984 to September 1984:

Chief Financial Officer, Dallas Baptist University.

Responsibilities included: Direct all business office operations and accounting/control systems; annual operating budget, financial planning, purchasing, personnel relations and employee benefits, investment of funds, liaison with finance committee of the Board of Trustees. Reason for leaving: respond to my pastor's appeal to help revive the Christian academy where enrollment was declining; financial flows are negative. Returned to the University in January 1984 as Assistant to the President. Responsibilities included: Direct supervision of Student Recruiting, Student Life and Housing, Student Financial Aid.

EDUCATION:

Highland High School, Albuquerque, New Mexico - 1957

Denver University, B.S.B.A. - 1962

Denver University, M.B.A. - 1964

University of Southern California, D.B.A. - 1968

Major Fields: Finance, Real Estate and Economics

Minor Fields: Management, City and Regional Planning

Dissertation Title: "A Critical Analysis of the Credit
Policies of the Federal Home Loan
Bank Board: 1950-1966"

TEACHING EXPERIENCE

<u>Institution</u>	<u>Rank</u>	<u>Dates</u>
University of Denver	Intern	1964
Calif. State College at Long Beach	Lecturer	1965-1966
University of Southern California	Instructor	1967-1968
University of Denver	Assistant Professor	1968-1972
University of Denver	Associate Professor	1972-1973
Southern Methodist University	Associate Professor	1974-1976
Oral Roberts University	Professor	1976-1980
Dallas Baptist College (Part-time)	Professor	1980-1984
Regent University	Professor	1986-Present

TEACHING INTEREST:

Advanced Leadership Theory and Practices of Management, Supervision and Organizational Development, Leadership, Organization and Administration, Human Resource Management, Advanced School Finance, Strategic Planning and Program Evaluation, Strategic Leadership, Leadership Development, Successful Executive Life, Small Business Management, Managing and Leading Non-Profit Organizations, Business Finance, Economic Theory.

MEMBERSHIPS IN ASSOCIATIONS; HONORS AND RECOGNITION; LISTING IN BIOGRAPHIC PUBLICATIONS

Who's Who In The Southwest
Academy of Management
Southwest Economics Association
Southern Case Research Association
Beta Gamma Sigma
Directory of Education Specialists

INVOLVEMENT IN INNOVATIVE CURRICULA DEVELOPMENT, EXPERIMENTATION IN TEACHING METHODS, AND OTHER MEANINGFUL EFFORTS TO IMPROVE INSTRUCTIONAL TECHNIQUES

Involved with the design and development of innovative "high-touch", "high-tech" computer assisted instruction in a Ph.D. in Organizational Leadership offered on the Internet
Developed and authored two major computer simulation games for use in advanced undergraduate and graduate courses in Business Policy.
Managed "Action-Learning: Programs with Undergraduates and Graduates in the School of Business."
Managed students in a business internship program.
Designed multi-media program for real estate courses using computer analysis programs, slide presentations and other standard media.
Participated in development of a "fast Tract" or professional program for getting juniors and seniors committed to a graduate program.
Helped develop a modular approach to team teaching a graduate policy course.

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NOTEWORTHY RESEARCH

Role and Consequences of On-Line Adult Academic Mentoring: A Case Study
A Systematic Review of the Mentoring Literature (Co-authored/In-process)
Strategic Planning in Private Higher Education (co-authored)
Management Simulation of Homebuilding Operations: Players Manual (co-authored)
Incentive Compensation Systems -- Homebuilding Industry
Systems Approach Applied to Municipal Problems
Management Review and Analysis -- Homebuilder
Corporate Policy Review
Analysis and Recommendations -- Homebuilding Industry
Leadership and Administration Profile in Selected Church Organizations: A Pilot Study, Tulsa, Oklahoma
Assessing the Relationship of Management Planning and High Performance Banking
Developed and co-authored case studies from actual consulting experiences as follows:

- * Pleasant Valley Leisure Living -- Long-Range Planning problems faced by a rapidly growing real estate recreational land developer.
- * Strategic Direction for Southfield -- City Commissioners in a small town must decide whether to terminate the City Manager and assess the type of strategic management system most appropriate for a small town.
- * Lamm-McLaughlin Realty -- A small business partnership facing a franchising decision.
- * Builders-Homes (A) -- A strategic planning decision about a major capital expenditure which will change the destiny of a large rural homebuilding firm.
- * Builders-Homes (B) -- Formalized planning considerations as related to marketing strategies and plans for a newly established modular housing firm.
- * Central City Land and Cattle Company -- Financial implications of a small homebuilding diversifying into the land development business.
- * Real Estate Study of Newcomers to Tulsa and how housing needs were met.
- * Evaluation of Professionalism of Real Estate Associates.
- * Consumer Use of Home-buying Information.
- * Update of Tulsa Newcomers Study.
- * Consumer Decision Processes in Buying a Home.
- * Management by Objectives -- Tulsa Parks and Recreation Department.

PUBLICATIONS

Hunt, C and Yeazell, D. (2010). Kingdom transformational leadership. North Charleston, SC: Create Space

Reid, K. and Hunt, C. (1998). Proceedings of the International Mentoring Association. Role and Consequences of On-Line Adult Academic Mentoring: A Case Study.

Hunt, C., Oosting, K., Stevens, R., Loudon, D. and Migliore, R.H. (1997). *Strategic Planning In Private Higher Education*. Binghamton, NY: The Haworth Press.

Hunt, C., Vernon, B. and Hunt, J. (1997). How do things really work around here? *Journal of Ministry Marketing and Management*, 3(1), 17-32.

Hunt, C., and Burns, C. (1995). Planning and ministry effectiveness in the church. *Journal of Ministry Marketing and Management*, 1(2), 97-114.

Hunt, C. (1995). What is the best management style? *Journal of Ministry Marketing and Management*, 1(1), 37-49.

RESUME: Carle M. Hunt, D.B.A.

INVOLVEMENT IN EXECUTIVE-MANAGEMENT DEVELOPMENT PROGRAMS, EXTENSION AND PUBLIC SERVICE ACTIVITIES

Operation Blessing (Virginia Beach, VA) Presented day-long training seminars to leaders and managers of non-profit organizations.
Carrollton Christian Academy, (Dallas, TX.) Presented Seminar on “Strategic Planning in Christian Education.” (1998)
Alliance Christian Schools, (Portsmouth, VA) Presented Seminar on “Strategic Planning in Christian Education (1997)
United Way of South Hampton Roads, Presented Seminar on “Introduction to Strategic Planning for Human Service Agencies.” (1993).
Seventh Annual Regent University Missions Conference, Presented Seminar on Strategic Management for Missions Organizations.” (1993).
United Way of South Hampton Roads, Presented Seminar on “Strategic Planning in Difficult Financial Times.” (1994)
Ninth Annual Regent University Missions Conference, Presented Seminar on “Designing Strategic Alliances.” (1995).
Boys and Girls Club of Norfolk, Presented a staff development seminar. (1995).

ATTENDANCE RECORD IN PAST TEN YEARS AT MEETINGS OF ASSOCIATIONS, LEARNED SOCIETIES, ETC.

International Mentoring Association
Christian Management Association
Christian Business Faculty Association

INVOLVEMENT IN CONSULTING ACTIVITIES (See above)