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**Education:**

**PhD Organization Management and Information Technology Capella University,  
Minneapolis, MN 2006. Dissertation: Globalization of the Enterprise Database**

**Masters of Science, Computers and Information Systems, the University of Phoenix, Tucson  
Southern Arizona Campus 1999**

**Bachelors of Science, Business Management The University of Phoenix, Tucson  
Southern Arizona Campus 1997**

**Certificate in Senior Management  
US Army Sergeants Major Academy, Ft Bliss TX 1992**

**Certificate in Senior Staff Operations Management  
US Army Sergeants Major Academy, Ft Bliss TX 1991**

**Certificate in Recruiting Management  
US Army Recruiting Command, Indianapolis IN 1985**

**Certificate in Recruiting  
US Army Recruiting Command, Indianapolis IN 1983**

**Job Experience:**

**2006 – Present; Owner/Editor of the LeHew Group, Freelance publishing, training and  
educational services. License # 140004 the State of Arizona**

**1999 – 2006, The University of Phoenix, Southern Arizona Campus.**

Served in various classroom positions as practitioner faculty and most recently as the Campus  
College Chair for the College of Information Systems and Technology. Responsibilities include  
the recruitment and development of faculty, classroom management and curriculum development.

**2000-2001 – Card Systems Incorporated, Tucson Arizona.**

Principal Data Architect working directly for the CIO on the next generation Credit Card  
Transaction and Fraud Detection Applications. Utilized current and prototype database  
technologies in the design of WEB delivered services on Very Large Database (VLDB)  
applications in a distributed web based environment. Systems included UNIX, Windows 2000,  
Oracle and MS SQL in both JAVA and .NET environment.

**1999-2000 University of Arizona, College of Public Health, ACTEV Project**

Director of information systems and technology for the Arizona Cessations Training and  
Evaluation Project. Responsibilities included a LAN including 22 buildings and 250 user nodes as  
well as the development of applications for various medical research programs. Projects included  
the implementation of a five state data warehouse of medical data for Hawaii, California, Oregon,  
Nevada and of course Arizona.

**1995-1999 Owner, Solutions Southwest**

Solutions Southwest is a small business dedicated to bringing the local business community up to date database solutions at an affordable cost. Primarily focused on databases dedicated to Online Analytical Processing or OLAP and various bar coding systems for inventory control.

**1994-1995 US Army Retired/Student**

After a long and fruitful career with the United States Army, I became a full time student for approximately one year. (10-94 thru 8-95)

**1993-1994 US Army Communications and Electronics Command, Ft Monmouth NJ**

Senior NCO in charge of Base operations and emergency planning, training and implementation. Developed an EIS database management center using existing technology and localized applications to track emergency operations for National Disaster and internal and external threats.

**1989 -1993 US Army Headquarters Europe, Heidelberg GE**

Senior Operations Manager for HQ US Army Europe to include training and development and management of resources for over 10,000 military and civilian personnel. Developed database systems for implementation for ARPANET (early WEB) delivery. Applications developed tracked the personnel and supplies needed for training operations for US and foreign personnel.

**1983 – 1989 US Army Recruiting Command, Denver CO**

Principal Recruiter Instructor responsible for training Army recruiters in three states, Colorado, Wyoming and Nebraska. Instructed in market analysis, public speaking and recruiting management techniques. Developed internet reporting system enabling centralized collection of data through ARPANET system over the phone.

**1978-1983 US Army, Various Assignments**

Served in a variety of roles and locations to include the 82<sup>nd</sup> Airborne Division, Devils Brigade and the Old Guard, Presidents Own Honor Guard in Washington DC. Training included Leadership Academies, Jungle Warfare School, Arctic Warfare School, Desert Warfare School, Amphibious Warfare School, Explosive Ordnance Demolition Training (EOD), Nuclear Biological Weapons Training, Sniper Training, Counter Sniper Training, Survival Evasion Resistance and Escape Training.

**Teaching Experience Vast:**

**NOTE: As College Chair, I taught often in all of the courses listed, in the traditional classroom as well as online, and yes, I have or DO teach all of these courses or write curriculum for them.**

1999 – 2007 the University of Phoenix, Southern Arizona Campus

**Graduate and Undergraduate Programs**

**Syllabi Preparation and Instruction for the Following Courses:**

<a href="#"><u>BSA/375</u></a>	<b>FUNDAMENTALS OF BUSINESS SYSTEMS DEVELOPMENT</b>
<a href="#"><u>BSA/400</u></a>	<b>BUSINESS SYSTEMS DEVELOPMENT II</b>
<a href="#"><u>BSA/410</u></a>	<b>BUSINESS SYSTEMS I</b>
<a href="#"><u>BSA/420</u></a>	<b>BUSINESS SYSTEMS II</b>
<a href="#"><u>BSA/430</u></a>	<b>SYSTEMS ANALYSIS METHODOLOGIES</b>
<a href="#"><u>BSA/440</u></a>	<b>SYSTEM ANALYSIS TOOLS</b>
<a href="#"><u>BSA/450</u></a>	<b>APPLIED BUSINESS CASES</b>
<a href="#"><u>CIS/319</u></a>	<b>COMPUTERS AND INFORMATION PROCESSING</b>

<a href="#"><u>CIS/564</u></a>	INFORMATION MANAGEMENT IN BUSINESS
<a href="#"><u>CIS/564.4</u></a>	INFORMATION MANAGEMENT IN BUSINESS
<a href="#"><u>CJA/310</u></a>	CONTEMPORARY ISSUES IN CRIMINAL JUSTICE
<a href="#"><u>CJA/313</u></a>	CONTEMPORARY ISSUES IN CRIMINAL JUSTICE
<a href="#"><u>CJA/500</u></a>	SURVEY OF JUSTICE AND SECURITY
<a href="#"><u>CJA/510</u></a>	ORGANIZATIONAL ADMINISTRATION
<a href="#"><u>CJA/520</u></a>	MANAGEMENT OF INSTITUTIONAL RISK
<a href="#"><u>CJA/530</u></a>	ETHICS IN JUSTICE AND SECURITY
<a href="#"><u>CJA/570</u></a>	CYBER CRIME AND INFORMATION SYSTEMS SECURITY
<a href="#"><u>CMGT/320</u></a>	ORGANIZATIONS AND TECHNOLOGY
<a href="#"><u>CMGT/410</u></a>	PROJECT PLANNING AND IMPLEMENTATION
<a href="#"><u>CMGT/423</u></a>	PROJECT PLANNING AND IMPLEMENTATION
<a href="#"><u>CMGT/424</u></a>	INFORMATION RESOURCE MANAGEMENT
<a href="#"><u>CMGT/450</u></a>	APPLIED STUDIES IN INFORMATION TECHNOLOGY
<a href="#"><u>CMGT/555</u></a>	SYSTEMS ANALYSIS AND DEVELOPMENT
<a href="#"><u>CMGT/575</u></a>	CIS PROJECT MANAGEMENT
<a href="#"><u>CMGT/576</u></a>	PROGRAMMING MANAGEMENT
<a href="#"><u>CMGT/578</u></a>	CIS STRATEGIC PLANNING
<a href="#"><u>CMGT/581</u></a>	CIS ORGANIZATION & MANAGEMENT
<a href="#"><u>CMGT/585</u></a>	CIS RISK MANAGEMENT & STRATEGIC PLANNING
<a href="#"><u>COM/515</u></a>	MANAGERIAL COMMUNICATION
<a href="#"><u>COM/525</u></a>	MANAGERIAL COMMUNICATION AND ETHICS
<a href="#"><u>COMM/470</u></a>	COMMUNICATING IN THE VIRTUAL WORKPLACE
<a href="#"><u>CPMGT/301</u></a>	STRATEGIC PORTFOLIO AND PROJECT MANAGEMENT
<a href="#"><u>CRT/205</u></a>	CRITICAL THINKING (AXIA)
<a href="#"><u>CSS/330</u></a>	CRITICAL THINKING AND COMPUTER LOGIC
<a href="#"><u>CSS/335</u></a>	COMPUTERS AND INFORMATION PROCESSING
<a href="#"><u>CSS/416</u></a>	DATA DESIGN AND INFORMATION RETRIEVAL
<a href="#"><u>CSS/417</u></a>	DATABASE MANAGEMENT SYSTEMS
<a href="#"><u>CSS/420</u></a>	COMPUTER ARCHITECTURE
<a href="#"><u>CSS/553</u></a>	SOFTWARE ENGINEERING
<a href="#"><u>CSS/558</u></a>	DATA BASE CONCEPTS I
<a href="#"><u>CSS/559</u></a>	DATA BASE CONCEPTS II
<a href="#"><u>CSS/561</u></a>	PROGRAMMING CONCEPTS
<a href="#"><u>DBM/380</u></a>	DATABASE CONCEPTS
<a href="#"><u>DBM/405</u></a>	DATABASE MANAGEMENT SYSTEMS
<a href="#"><u>DBM/410</u></a>	DECISION SUPPORT SYSTEMS
<a href="#"><u>DBM/420</u></a>	ENTERPRISE DATA MANAGEMENT SYSTEMS
<a href="#"><u>DBM/430</u></a>	RAPID APPLICATION DEVELOPMENT
<a href="#"><u>DBM/440</u></a>	DATA WAREHOUSING

<a href="#"><u>DBM/450</u></a>	APPLICATIONS MAINTENANCE AND MIGRATION
<a href="#"><u>EBUS/400</u></a>	E-BUSINESS
<a href="#"><u>EBUS/500</u></a>	E-BUSINESS PRINCIPLES AND PRACTICE
<a href="#"><u>EBUS/500.1</u></a>	E-BUSINESS PRINCIPLES AND PRACTICES
<a href="#"><u>EBUS/550</u></a>	CREATING THE E-BUSINESS
<a href="#"><u>EDTC/550</u></a>	INFORMATION TECHNOLOGY
<a href="#"><u>EDTC/555</u></a>	INTERNET AND DISTANCE EDUCATION DELIVERY
<a href="#"><u>EDTC/560</u></a>	APPLICATIONS OF MULTIMEDIA AND WEB PAGE DESIGN
<a href="#"><u>EDTC/570</u></a>	COURSEWARE AUTHORIZING
<a href="#"><u>GEN/300</u></a>	SKILLS FOR PROFESSIONAL DEVELOPMENT
<a href="#"><u>GEN/480</u></a>	INTERDISCIPLINARY CAPSTONE COURSE
<a href="#"><u>IT/105</u></a>	SKILLS FOR LEARNING IN AN INFORMATION AGE (AXIA)
<a href="#"><u>IT/205</u></a>	MANAGEMENT OF INFORMATION SYSTEMS (AXIA)
<a href="#"><u>IT/305</u></a>	MANAGEMENT OF INFORMATION SYSTEMS (AXIA)
<a href="#"><u>MBA/500</u></a>	FOUNDATIONS OF PROBLEM-BASED LEARNING
<a href="#"><u>MBGM/568</u></a>	INTERNATIONAL BUSINESS SYSTEMS
<a href="#"><u>MGT/255</u></a>	POLITICAL, LEGAL AND ETHICAL ENVIRONMENTS OF BUSINESS (AXIA)
<a href="#"><u>MGT/350</u></a>	CRITICAL THINKING: STRATEGIES IN DECISION MAKING
<a href="#"><u>MGT/355</u></a>	POLITICAL, LEGAL AND ETHICAL ENVIRONMENTS OF BUSINESS (AXIA)
<a href="#"><u>MGT/545</u></a>	TECHNOLOGY AND ORGANIZATIONS
<a href="#"><u>NTC/360</u></a>	NETWORK AND TELECOMMUNICATIONS CONCEPTS
<a href="#"><u>NTC/410</u></a>	NETWORKS AND TELECOMMUNICATIONS II
<a href="#"><u>NTC/440</u></a>	ADVANCED WINDOWS NT
<a href="#"><u>PMGT/438</u></a>	PROJECT MANAGEMENT
<a href="#"><u>PMGT/443</u></a>	PROJECT ESTIMATING AND CONTROL TECHNIQUES
<a href="#"><u>POS/355</u></a>	INTRODUCTION TO OPERATING SYSTEMS
<a href="#"><u>POS/360</u></a>	PROGRAMMING CONCEPTS
<a href="#"><u>POS/370</u></a>	PROGRAMMING CONCEPTS
<a href="#"><u>POS/400</u></a>	INTRODUCTION TO OBJECT-ORIENTED PROGRAMMING
<a href="#"><u>POS/402</u></a>	VISUAL BASIC
<a href="#"><u>POS/405</u></a>	ADVANCED VISUAL BASIC
<a href="#"><u>POS/406</u></a>	COMPUTER PROGRAMMING I
<a href="#"><u>POS/407</u></a>	COMPUTER PROGRAMMING II
<a href="#"><u>POS/410</u></a>	SQL FOR BUSINESS
<a href="#"><u>POS/420</u></a>	INTRODUCTION TO UNIX
<a href="#"><u>POS/426</u></a>	WINDOWS 2000
<a href="#"><u>POS/427</u></a>	WINDOWS NETWORKING
<a href="#"><u>POS/431.4</u></a>	STRUCTURED PROGRAMMING TECHNIQUES USING THE C LANGUAGE
<a href="#"><u>POS/440</u></a>	INTRODUCTION TO C++

<a href="#"><u>POS/450</u></a>	C++ PROGRAMMING
<a href="#"><u>POS/568</u></a>	OPERATING SYSTEMS
<a href="#"><u>PRG/410</u></a>	C++PROGRAMMING I
<a href="#"><u>PRG/411</u></a>	C++ PROGRAMMING II
<a href="#"><u>TCM/537</u></a>	NETWORKS/DATACOM I
<a href="#"><u>TCM/538</u></a>	NETWORKS/DATACOM II
<a href="#"><u>TMGT/510</u></a>	PROJECT MANAGEMENT IN THE TECHNOLOGICAL ENVIRONMENT
<a href="#"><u>TMGT/540</u></a>	MANAGEMENT OF R&D AND INNOVATION PROCESSES
<a href="#"><u>TMGT/550</u></a>	TECHNOLOGY TRANSFER IN THE GLOBAL ECONOMY
<a href="#"><u>TMGT/578</u></a>	STRATEGY FORMULATION AND IMPLEMENTATION
<a href="#"><u>TMGT/580</u></a>	STRATEGY FORMULATION AND IMPLEMENTATION
<a href="#"><u>TMGT/590</u></a>	APPLICATIONS OF TECHNOLOGY MANAGEMENT
<a href="#"><u>WEB/350</u></a>	THE INTERNET:CONCEPTS AND APPLICATIONS
<a href="#"><u>WEB/400</u></a>	WEB PROGRAMMING
<a href="#"><u>WEB/410</u></a>	WEB PROGRAMMING I
<a href="#"><u>WEB/420</u></a>	WEB PROGRAMMING II
<a href="#"><u>WEB/430</u></a>	WEB PROGRAMMING III
<a href="#"><u>WEB/445</u></a>	WEB SERVER ADMINISTRATION
<a href="#"><u>WEB/450</u></a>	THE WEB:CURRENT TOPICS

#### **1999- Present Faculty Development Training Curriculum and Courses**

Contracted for and wrote numerous training programs to include faculty web development, rEsource electronic campus training, and technology in the classroom. Specifically contracted for the development of the POS 405, Advanced Visual Basic Faculty Supplement by Apollo Group.

**Course Content Includes but is not limited to the following:**

**Core student introductory education, writing, research, critical thinking, statistics, computing, college preparatory course work and related electives. Sp**

#### **Systems Analysis**

- ❖ **Software Requirements Planning**
- ❖ **Systems Development**
- ❖ **Modeling Techniques**
- ❖ **Standards, Policies and Practices**

#### **Data Analysis and Design**

- ❖ **Information Retrieval**
- ❖ **Database Modeling**
- ❖ **Database Design**
- ❖ **Database Management Systems**
- ❖ **File Processing**
- ❖ **User Interfaces**

#### **Computer Aided Software Engineering (CASE)**

- ❖ **4GL software Design**

- ❖ Process Modeling
- ❖ Process Design
- ❖ Cost Benefit Analysis of software systems

**Database Programming**

- ❖ Structured Query Language
- ❖ Data Mining Solutions
- ❖ OLAP – to include MOLAP, HOLAP and ROLAP
- ❖ Web Delivered Database Solutions

**Programming in the following languages**

- ❖ C Family (C, C++, C#)
- ❖ VB Family through .net
- ❖ SQL
- ❖ Java
- ❖ PHP-PEARL
- ❖ VISUAL and GRAPHIC Software

**1989-1994 US Army Teaching and Training Experience, Heidelberg GE  
Commissioned and Non-Commissioned Officer Training**

**Operational Information Management**

- ❖ Operational Planning
- ❖ Data Management for Operations
- ❖ Data Management for Logistics
- ❖ Data Management for Intelligence
- ❖ Data Management for Training

**Training Management**

- ❖ Short, Medium and Long Range Training Plans
- ❖ Schools Management
- ❖ Fund Site Management for Training

**1983-1989 US Army Teaching and Training Experience, Denver CO  
Commissioned and Non-Commissioned Officer Training**

**Recruiter Training and Development**

- ❖ Market Analysis
- ❖ Data Management of Target Population
- ❖ Recruiting Station Management
- ❖ Public Relations
- ❖ Public Speaking

**Joint Optical Information Systems Trainer**

- ❖ System Setup and Configuration
- ❖ Remote Data Transmissions
- ❖ Database design and implementation

**Publications – Information Systems Developed**

**2008- American Council on Education Evaluation of Ft. Huachuca Arizona Coursework;  
and related educational programs.**

**2005 – 2007 Criminal Justice Ethics and Cyber Crime Courses**

**2004- Computer Graphics with Maya and 3D Studio Max**

**1995-2003- Rational Unified Process (RUP) using the then named RATIONAL ROSE Suite, now falling under IBM Rational**

**2001 – Contributor – POS 405 Advanced Visual Basic Module, University of Phoenix.**  
Contracted to provide faculty supplement for POS 405; delivered Oct 2001 to be released with the next update.

**1999 – Present Currently under development; University of Phoenix, Southern Arizona Campus.** *Hall of Fame Database System* built to track the career accomplishments of students, faculty and alumni of the Southern Arizona Campus and to make this information available to the enrollment counselors.

**2000 – Published – Credit Card Fraud Detection System:** Funded and supported by the UNISYS corporation in a joint effort to develop the first Microsoft Dot Net application. The project consisted of incorporating three legacy systems into a web delivered Neural Network capable of predicting fraud before it occurred in merchant accounting systems. My role was principal data architect for the project.

**2000 – Published – Texas Welfare System (EBT)**  
Published the Texas state welfare system (EBT) and incorporated the system into existing regional credit card management systems. This system is the largest card based delivery of state benefits in the world. My role included the design of the entire back-end solution as well as the reporting plan gathered from the database.

**1999 – Copyright – Vocabulary Management System**  
Under contract for TUSD, wrote, tested and delivered a faculty vocabulary management system for the theatre department of Cholla HS, Tucson AZ.

**1991 – Primary Developer for REFORGER, 92 Site Management and Security Program.**  
Wrote, tested and delivered a database management system that tracked over 250,000 personnel for logistic and security purposes on the REFORGER 92 site in Geisen GE. This position was collaborative between multi-national disciplined research and management teams.

**1991 – Primary Operation Developer for Database Tracking Provide Comfort;**  
Delivered database solution tracking US Army Europe Personnel involved in Operation Provide Comfort, the relief operation of Iraqi Kurds. This position was collaborative between multi-national disciplined research and management teams.

**1990 - Primary Operation Developer for Database Tracking Desert Shield;**  
Delivered database solution tracking US Army Europe Personnel involved in Operation Desert Shield, the relief operation of Iraqi Kurds. This position was collaborative between multi-national disciplined research and management teams.

**1989 – Primary Developer for REFORGER 89 Site Management and Security Program.**  
Wrote, tested and delivered a database management system that tracked over 250,000 personnel for logistic and security purposes on the REFORGER 89 site in Crailsheim, GE. This position was collaborative between multi-national disciplined research and management teams.

## **Presentations:**

**10/99 – Present numerous engagements (100's) to include student audiences, corporate luncheons, faculty seminars and of course classroom presentation and delivery.**

**10/99 Guest speaker and participant at the Arizona Statewide Planning committee for AZTEPP.**

**7/99 Presenter at the Central Arizona Conference for Local Project Administrators.**

**1989 1993 Monthly Speaker at the Heidelberg Germany Military Family Advocacy Counsel on issues related to abuse and neglect within the military community.**

**1991-1992 Guest speaker and alumni member of the Sergeant Morales Leadership Association.**

**Various 1000'sf professional briefings on Project Management; Project Milestones; Operations; Intelligence; Education; Human Resources; Security; Force Protection (homeland security of my era "same BAD GUYS")**

### **Awards and Distinctions:**

**Vice President Public Relations, Los Nortenos Toastmasters (1999)**

**Sergeant Morales Leadership Award Recipient, Heidelberg, GE  
Meritorious Service Medal**

**Army Commendation Medal (Awarded 3 times)**

**Army Achievement Medal (Awarded 5 times)**

**US Army Recruiting Gold Ring (Top 2% lifetime)**

**US Army Recruiters Gold Badge with 3 Sapphires**

**US Army Honor Guard, Washington DC**

**Employee of the Quarter, 3 Qtr 2002, University of Phoenix, Tucson**

### **Affiliations:**

**Microsoft Developers Network**

**WWW/WAI consortium (international web consortium)**

**ANSI-standards consultation**

**Tucson Computer Society**

**ITASCA**

**Toastmasters International**

**UNICODE Consortium International**

**ANSI committee for database standards**

**Small Business Association**

**US Army NCO Association – Retired**

**US Army 82<sup>nd</sup> Airborne Association**

**US Army Old Guard Alumni Association**

**American Counsel for Curriculum Development (ACCD)**

### **Additional Works in Progress:**

**Analysis of the SW Asian theatre of operations, using my own version of the Dupuy (1983) QJM model for strategic analysis. Various other titles in the production process 2011-2012 release date; on Data Analysis of varying topics.**

Strategic Intelligence using Data-Mining prepublication mode, (740 pages), on the utilization of nontraditional data states for data mining. (Solid, Liquid, and Gaseous Data Theory © LEHEW GROUP.

Faculty/Student Collaboration project, University of Phoenix, Southern Arizona Campus. This effort which is under development is actually something new for the UoP. Students will be placed in volunteer internships throughout the community in order to gain much needed skills in the IT area. In addition to the actual placement there is development of the systems necessary to track and report on the student's activities and progress. (COMPLETED 2004-2006; as evidenced by "I AM PHOENIX IMPLEMENTATION COMMERCIALS)

Napoleonic History Database in celebration of the Bi-Centennial of the Napoleonic Wars. This database, although a hobby of mine will be available to the general public covering all of the major events, locations and resources involved during the Napoleonic period. Much work is involved in the developing of maps and graphics of the period. In conjunction several articles for periodic submission on the topic.

Database curriculum development, College of Information Systems and Technology. This project is actually a joint effort with my dean and a never-ending process to update the curriculum for the current industry standards.

**SKILLS** (*Many more, but this is the majority of IT oriented skills*)

Skill Name	Skill Level	Last Used	Experience
Rational Unified Process	Expert	Currently used	12 years
Rational Rose	Expert	Currently used	12 years
Oracle	Expert	Currently used	19 years
MS SQL	Expert	Currently used	15 years
ANSI SQL	Expert	Currently used	23 years
MS Access	Expert	Currently used	14 years
Seagate Crystal Reports	Intermediate	Currently used	12 years
MS Excell	Expert	Currently used	14 years
Visual Basic ****	Intermediate	Currently used	8 years
C#	Beginner	Currently used	5 years
C++	Beginner	Currently used	12 years
Power Designer	Expert	Currently used	12 years
Power Builder	Intermediate	Currently used	12 years
System Architect, Popkin	Intermediate	Currently used	12 years
Fireworks/Dreamweaver	Intermediate	Currently used	6 years
Power Point	Expert	Currently used	12 years
Unicode Standard	Expert	Currently used	16 years
Adobe Illustrator	Intermediate	Currently used	12 years
Visio Enterprise	Expert	Currently used	14 years
ERwin	Expert	Currently used	9 years
Oracle Enterprise**	Expert	Currently used	7 years
Oracel Forms **	Expert	Currently used	7 years
Oracle Reports **	Expert	Currently used	7 years

Java	Expert	Currently used	8 years
Java Script	Expert	Currently used	8 years
HTML/XML/DHTML	Expert	Currently used	17 years
Additional Software	Too NUMEROUS to list	Currently used	15 years

**\*\*Additional software too numerous to mention; but all current (Cloud, IPOD, AJAX, SECURITY etc; and legacy software is not only proficient in use; but “ramp-up” time is minimal due to the PhD level of knowledge and combined 30 years experience with ALL software.**