

Renée Downey Hart, Ph.D.
Professor of Practice
Le Moyne College – Madden School of Business
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EDUCATION

- Doctorate: Education, Syracuse University, Syracuse, New York, 1996.
- Master of Science: Human Resources, Chapman University, 1986
- Bachelor of Science: Sociology and Psychology, Eisenhower College, 1977

AREAS OF EXPERTISE

Human Resources, Management and Leadership, Supervision, Team Skills, Conflict Management, Presentation and Facilitation, Organization Development, Train the Trainer, Strategic Planning

ACADEMIC/TEACHING EXPERIENCE

Praised for engaging, exciting and tangible courses, in her twenty plus years of teaching, Downey Hart has successfully offered (at both the undergraduate and graduate levels)

- Human Resource Management
- Principles of Management
- Organization Development
- Effective Supervision
- Strategic Management
- Organizational Learning
- Lessons in Leadership
- Managing Multicultural Connections
- Emotional Intelligence

Courses were taught at:

Le Moyne College (Madden School of Business) 2008 – present
Syracuse University (Newhouse School of Communications) 2006 - 2016
Cazenovia College 1990 – 1991

SELECTED CORPORATE TRAINING INITIATIVES

- Train the Trainer (initially designed for UTC Global)
- Practical Skills for Supervisors (authored New York State's primary program)
- Risk Management
- Team Leadership
- Quality

SELECTED KEYNOTES AND PRESENTATIONS (2016)

- Espresso and Herbal Tea: Finding Human Moments in the Age of e
- Generations at Work
- Millennials 2.0: Celebrating the First Global Generation
- Move Over Millennials: Here Comes Generation Z!
- Hiring in the Mobile Age

COLLEGE AND SCHOOL OF BUSINESS CONTRIBUTIONS

- Serve on Madden Curriculum Committee
- Served on four search committees including Purcell Dean
- Speak at numerous admissions events
- Creating professional development programs for local not for profits including Catholic Charities of CNY and the Human Services Leadership Coalition
- Direct New York Family Business Center
- As part of Madden's Keenan Center, was on team that created and launched programs for Congolese refugees hoping to start their own businesses
- Frequent guest speaker at clubs, and the classes of colleagues on hiring, work preparation, etc.
- Advisor to 40+ students
- Moderate FB Club and HRClub
- Conduct Strategic Planning for School of Business and Purcell School of Professional Studies
- Mentor new hires

SELECTED PROFESSIONAL EXPERTISE

PROFESSOR OF PRACTICE - HUMAN RESOURCES, Le Moyne College (August 2008 – present; initially hired as Visiting Professor) Syracuse, New York

Teaching numerous classes in Human Resources (graduate and undergraduate) and Organizational Behavior and Leadership, Effective Supervision and Organizational Learning.

- Provide creative and engaging classroom experiences
- Leadership roles in organizational development initiatives
- Exceptional student evaluations
- Championed numerous professional development programs for local organizations including Human Services Leadership Coalition and Catholic Charities
- Instrumental in creating Graduate Certificate in Health Care Leadership
- As Professor of Practice, conduct Strategic Planning and Training initiatives for selected local organizations in five sectors.
- Advise students
- Advise HRAscent – student organization

EXECUTIVE DIRECTOR, NEW YORK FAMILY BUSINESS CENTER AT MADDEN (2016-2018)

Create programming and direct the expanding organization housed in the Madden School of Business

PARTNER, EAGLE CONSULTANTS (1990-2009) Syracuse, New York

As Senior Partner, led an organization development consulting practice for nearly twenty years.

Accomplishments include:

- Conducted consulting and training to over 300 organizations, successfully integrating professional development and business performance in corporate, government, healthcare and educational sectors.

- Provided creative instructional design, development, and evaluation to warrant publication and conference presentations showcasing best practices.
- Present over 40 keynote deliveries for professional organizations including ASTD, SHRM, Blue Cross/Blue Shield, Syracuse University, National Association of Human Resource Professionals in Engineering, Syracuse Rescue Mission, Liberty Resources, NYS Governor's Office of Employee Relations

SELECTED PRO BONO WORK

For numerous Central New York Organizations, including:

- ~ Catholic Charities of Onondaga County
- ~ Enable
- ~ Leadership Greater Syracuse
- ~ ARISE
- ~ Hope for Bereaved
- ~ Human Services Coalition of Cayuga County
- ~ PEACE Inc.
- ~ Rescue Mission
- ~ Project Management Association
- ~ Risk Management Association
- ~ Westhill Schools (Chair initiative which has raised over \$150,000 for high school music program)

PROFESSIONAL AFFILIATIONS

- Member, Society of Human Resource Management (1990-present)
- Member, American Society for Training and Development (1984-present)
 - Past President (1997); President (2001); Vice President for Communications (2005 – 2007)
- Member, Council for Adult and Continuing Education (1992-2000)
- Community Service: during career have offered over 300 pro-bono programs, keynotes, organizational development initiatives and seminars to not-for-profit organizations

WRITING

- Downey-Hart, R., *Supervising in a Healthcare Environment*, New York State, 2007 (3 day curriculum)
- Downey, R: *Practical Skills for Supervisors*, Governor's Office of Employee Relations, 1996; revised 2006
- Downey, R., *A Study in Stand-Up: The Roles and Behaviors of Excellent Trainers*, publisher, 1996
- Downey, R., Hart, D., *Integrated Manufacturing System Excellence*, Sage Institute, 1998
- Downey, R., Haines, H., Hart, D., *Strategies of Change*, (book and CD ROM) unpublished at present, 2003
- Downey, R., Haines, H., *Practical Skills for Supervisors*, New York State, 1998, Revised 2001
- Downey-Hart, R., *Train the Trainer*, Eagle Press, 1994
- Hart, D., Downey-Hart, R., *Quality Plus, An Investigative Journey*; Salt City Publishers, date
- Downey-Hart, R., Designed and developed over 100 professional development programs for global organizations, 1995 to present