

DENISE E. BURRILL (MARIÉ SIMION)

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978-772-5349 H

978-339-3232 C

EDUCATION

UNIVERSITÉ PAUL-VALÉRY - MONTPELLIER 3 (2016 – CURRENTLY) MONTPELLIER, FRANCE

PHD CANDIDATE DEGREE: ECOLE DOCTORALE: TERRITOIRES, TEMPS, SOCIÉTÉS ET DÉVELOPPEMENT

DOCTORAT SCIENCES DE L'INFORMATION, DE LA COMMUNICATION ET DE LA DOCUMENTATION

UNITÉ DE RECHERCHE: CTS-IARSIC CORHIS – COMMUNICATION, RESSOURCES HUMAINES & INTERVENTION SOCIALE EA 7400

HARVARD UNIVERSITY EXTENSION SCHOOL (2009-2011) CAMBRIDGE, MA

MASTERS OF LIBERAL ARTS IN GENERAL MANAGEMENT FINAL GPA: 3.94

AWARDS: HAROLD V. LANGLOIS AWARD
DEAN'S LIST ACADEMIC ACHIEVEMENT AWARD

SLIPPERY ROCK UNIVERSITY OF PENNSYLVANIA 1990-1993 SLIPPERY ROCK, PA

BACHELOR OF SCIENCE IN MANAGEMENT

PUBLICATIONS

BOOK CAMBRIDGE, MA

THE PHENOMENON OF MIGRATION: PROCEEDINGS OF HARVARD SQUARE SYMPOSIUM VOLUME 2 | YEAR 2016 (SCIENTIFIC EDITORS: IOAN-GHEORGHE ROTARU, DENISE E. SIMION, VIORICA BURCEA) CAMBRIDGE, MA: THE SCIENTIFIC PRESS, 2016. (ISBN 978-1-945298-04-2 | 411 PAGES)

SCIENTIFIC PAPER CAMBRIDGE, MA

"A SNAPSHOT OF ROMANIA'S ECONOMIC SCENE AT THE TIME OF EU ACCESSION" PP.514-517 IN PROCEEDINGS: 32ND ANNUAL CONGRESS OF THE AMERICAN ROMANIAN ACADEMY OF ARTS AND SCIENCES MARIAN GH. SIMION, ILIE TĂLPĂȘANU, EDS. MONTRÉAL: PRESSES INTERNATIONALE POLYTECHNIQUE, 2008. (ISBN 978-2-553-01424-6 | 644 PAGES)

RESEARCH INTERESTS

CORE AREAS OF INTEREST

INTERCULTURAL COMMUNICATION (THE GLOBAL COMPANY) ECONOMIC, SOCIAL, AND CULTURAL DIMENSIONS

WOMEN AND LEADERSHIP ORGANIZATIONAL BEHAVIOR

CORPORATE SOCIAL RESPONSIBILITY DESIGNING BEST PRACTICES TO INCREASE PROFITS

LANGUAGES

ENGLISH (NATIVE)

FRENCH (OPERATIONAL)

ROMANIAN (OPERATIONAL)

RUSSIAN (BEGINNER)

SKILLS

CORE COMPETENCIES

STAFFING (JOB ANALYSIS, RECRUITMENT, SELECTION, ONBOARDING, RETENTION)	HR DEVELOPMENT (TRAINING, DEVELOPMENT, 360 REVIEW, RETENTION)
ORGANIZATIONAL BEHAVIOR (ENGAGEMENT, MOTIVATION, WOMEN AND MINORITY EMPOWERMENT)	INTERCULTURAL COMMUNICATIONS
DEPARTMENTAL STRATEGY AND GOAL SETTING	PERSONAL CAREER DEVELOPMENT AND GOAL SETTING
INSTRUCTIONAL PROGRAM DESIGN	LEARNING ASSESSMENTS
ORGANIZATIONAL STRATEGY	ORGANIZATIONAL CHANGE

TECHNOLOGY/SOFTWARE SKILLS

PROFICIENT IN MICROSOFT OFFICE (WORD, EXCEL, ACCESS)	WORKING KNOWLEDGE OF SIEBEL
PROFICIENT IN JDEDWARDS, KRONOS WORKFORCE READY	TRAINING TOOLS (SMART BOARD)
WORKING KNOWLEDGE OF SQL DATABASE	ONLINE TRAINING (OPENCLASS, BLACKBOARD)
WORKFLOW DIAGRAM (VISIO)	PRESENTATIONS (MS POWERPOINT)
ONLINE VIDEO PRODUCTION FOR YOUTUBE	SOME KNOWLEDGE OF HTML AND JAVA

CURRENT WORK EXPERIENCE

SEPTEMBER 2014 – PRESENT

FITCHBURG STATE UNIVERSITY

VISITING INSTRUCTOR, BUSINESS DEPARTMENT

ONLINE MBA PROGRAM:

Human Resources Functions and the Manager (Sum2: 2017; S2018)
 Leadership & Cultural Diversity, (F2016; F2017)
 Women & Leadership, (F2014; F2015)

UNDERGRADUATE EVENING PROGRAM:

Organizational Behavior (F2015)

The programs are online and Blackboard technology is what the university uses for the course portal. I create online lectures through video production and YouTube.

AUGUST 2015 – PRESENT

PAYRIGHT PAYROLL SERVICES, INC.

MANAGER OF PROJECT MANAGEMENT

High Level Responsibilities

- Project planning and resource allocation of all company projects and implementations
- Track and monitor all projects and engage to remove obstacles
- Encourage collaboration and creative solutions among team members
- Foster communication through holding weekly status meetings of all department leads and major stake holders
- Work closely with external customers, implementation specialists, analysts, and project managers to provide overall big picture and assist in the communication between the various teams
- Continual interaction with company executives
- Drive process improvements and best practices
- Participate in high profile sales by attending client meetings, preparing and presenting demonstrations and sales proposals

Major Accomplishments

- Maintain client relationship for 3 high profile clients providing personal support and implementation of products. One of these clients has more than 2000 employees and the other has approximately 800 employees

- Part of the team that won Kronos 2017 Operational Excellence Award
- Completing an overhaul of the company's external web site in 2017
- Implemented a tracking process for client issues and requests in 2015
- Successfully oversaw the implementation of 180 project in 2017
- Successfully oversaw the implementation of 117 project in 2016
- Successfully oversaw the implementation of 20 projects in 2015
- Brought standardization and structure surrounding the company's implementation process

Software/Tools

- | | |
|---------------------------------|--------------------------|
| ➤ Workforce Ready by Kronos | ➤ Evolution by iSystems |
| ➤ InTouch and Hand Punch Clocks | ➤ Visio |
| ➤ MS Project | ➤ MS Office Professional |

PREVIOUS WORK EXPERIENCE

AUGUST 2008 – 2017

INSTITUTE FOR PEACE STUDIES IN EASTERN CHRISTIANITY (IPSEC)

EXECUTIVE DIRECTOR

The Mission of IPSEC is to conduct research, educate, offer consultancy to educators, policymakers, and religious leaders in exploring and implementing methods of peacemaking emerging from the traditions of Eastern Christianity.

* Administrative Responsibilities

- | | |
|---|---|
| ➤ Organizational Strategy | ➤ Financial & Accounting/Tax Information |
| ➤ Board Development | ➤ Fundraising & Grant Writing |
| ➤ Goal Setting and Evaluation | ➤ Program Development |
| ➤ Marketing & Public Relations | ➤ Program Metrics/Impact |

* Paper Presentation: "A snapshot of Romania's Economic Scene at the time of EU Accession"

Presented a paper, and provided logistics for IPSEC to organize a round table during the 32nd Congress of the American Romanian Academy of Arts and Sciences in Boston, USA (July 22-26, 2008)

* Organization/Participation of two international pan-orthodox consultations, and two workshops in

Bucharest, Romania (June 29 July 2, 2009) *the Orthodox Peace Ethics: A Consultation, organized by Institute for Peace Studies in Eastern Christianity (Boston, USA), Institute for Theology and Peace (Hamburg, Germany), World Council of Churches (Geneva, Switzerland) and Romanian Patriarchate (Bucharest, Romania).*

Damascus, Syria (October 17-22, 2010) *"Orthodox Contribution to a Theology of Just Peace: Developing the Principles of Just Peace." An International Expert Consultation organized by the Institute for Peace Studies in Eastern Christianity (Boston) in collaboration with the Institute for Theology and Peace (Hamburg), and the World Council of Churches (Geneva)*

Kingston, Jamaica (May 22-23, 2011) *assisted with the organization of two international IPSEC workshops during the International Peace Convocation organized by the World Council of Churches (WCC), Kingston, Jamaica:*

* **Workshop 1:** *Developing Strategic Education on Peacemaking: An Orthodox Christian Contribution,"*

* **Workshop 2:** *"Peace education as means to promote the human right to peace"*

Academic Event Coordination and Participation at Harvard Faculty Club, Cambridge, MA*** Book launching events**

*** Harvard Square Symposium:** Logistics; co-edited the papers presented during the second edition

The objectives of the Harvard Square Symposium are to provide opportunities to academics from across the world, working in various disciplines to:

- 1) attend and share their research through the conference;
- 2) receive in-depth feedback on their work through discussions;
- 3) enable to network with professionals in other countries and institutions; and
- 4) publish their research in the conference's Proceedings.

Program Development and Partnerships with Romanian Universities (e.g., Alexandru Ioan Cuza University of Iasi, Babes-Bolyai University of Cluj-Napoca, and NGOs involving, course development, summer institutes, exchanges of faculties and studies, publications, etc.

JANUARY 2012 – 2016**SIMION GROUP****OWNER**

Provide customized trainings and seminars to organizations. Some topics include: Women Leadership and Empowerment, Inter-cultural Communications, Organizational Development, Negotiations 101, Negotiations for Women and Minorities

SEPTEMBER 2012 – MAY 2015**HELLENIC COLLEGE****ADJUNCT INSTRUCTOR, MANAGEMENT & LEADERSHIP PROGRAM**

Courses Taught:

- Business and Society (S2013, S2015)
- Human Resource Management (F2012, F2013, F2014)
- Introduction to Management (F2013)
- Management Information Systems (F2013, F2014)
- Organizational Behavior (S2013, S2014, S2015)

FEBRUARY 2012 – SEPTEMBER 2012**C-SNAP**

Dedicated to the physical and cyber security of our internet, telecommunications, data and computer infrastructure. Data security has become the greatest international economic and national security threat confronting the public and private sector globally. C-Snap is in the forefront of data handling solutions, providing security levels that are superior to any data handling facility in the United States.

EXECUTIVE VICE-PRESIDENT, BUSINESS STRATEGY & OPERATIONS

This was a pre-launch startup venture which unfortunately did not make it to the launch phase. This was a virtual organization of approximately twelve individuals throughout the U.S. and internationally working on making this a viable business venture. Through this process learned a lot about the entrepreneurial side of the business world as well as dealing with venture capital.

JUNE 1999 – AUGUST 2007**THE MATHWORKS, INC.**

3 APPLE HILL DRIVE, NATICK, MA 01760

MathWorks is the leading developer of mathematical computing software. Engineers and scientists worldwide rely on its products to accelerate the pace of discovery, innovation, and development.

BUSINESS SYSTEMS APPLICATIONS

SENIOR SOFTWARE QUALITY ASSURANCE ANALYST

High Level Responsibilities

- For major scheduled releases provided SQA analysis and management of proposed changes, provided input during the requirements gathering and design phase, estimate QA time needed, identify the areas of vulnerability and to develop test points to stress those areas
- Worked closely with internal customers, system developers, analysts, and project managers to perceive overall big picture and assist in the communication between the various teams
- Evaluated current test strategies and identify areas for improvement
- Continue to seek process improvements, best practices and assist QE team in defining/reporting metrics

Application Responsibilities

- JD Edwards – 3rd Party Financial and Warehouse Application (International)
- Sales Order Management Applications (web based and client based)
- Siebel – 3rd Party Client Management Application

System Defect/Enhancement Tracking System (Gecko)

- Business Systems Applications' point person to the Systems QE Development for Gecko
- Established best practice use of the system defect application to aid in PMs mitigation of releases to address enhancements and defects
- Led training efforts to disseminate new release information to the system defect application
- Initiated training to engage the Quality Team in mentoring their product team members
- Led QA/QE training effort in the administrative duties of maintaining the system defect application for Business Systems Applications

MAY 1993 – JUNE 1999

FIDELITY INVESTMENTS

82 DEVONSHIRE STREET, BOSTON, MA

Fidelity Investments is among the most diversified financial services companies in the world, offering a full range of product solutions for individual investors, employers, institutions and intermediaries. Fidelity's fundamental mission is to help customers and clients achieve their financial objectives.

DEFINED BENEFITS

SOFTWARE QUALITY ASSURANCE ANALYST

FIRSCO (FIDELITY INVESTMENTS RETIREMENT SERVICES COMPANY)

SOFTWARE QUALITY ASSURANCE ANALYST

SYSTEMS SENIOR SECRETARY

FMR CORP

HUMAN RESOURCES, CORPORATE RECRUITING COORDINATOR

JANUARY 1993 – MAY 1993

AUSTIN KNIGHT ADVERTISING

BOYLSTON STREET, BOSTON, MA

Austin Knight, a leading recruitment advertising agency headquartered in the United Kingdom with twenty-four offices worldwide, was acquired in 1997 by TMP Worldwide.

MARKET RESEARCH ASSISTANT

INTERN (SUMMER 1992): END-TO-END ADVERTISING HOUSE

APPOINTMENTS

Member of the Scientific Board of the Romania Journal of Economics, edited by the Institute of National Economy of the Romanian Academy (since 2013)

Chair of the Board of Trustees of the Institute for Peace Studies in Eastern Christianity, Inc (IPSEC) IPSEC is affiliated with Harvard Divinity School as Field Education Site (since 2017)