

H. Neil Geismar

Center for Executive Development Professor
Department of Information and Operations Management
Mays Business School, Texas A&M University

Education Ph.D. Operations Management, University of Texas at Dallas, 2003
M.S. Operations Research, University of Texas at Dallas, 2000
M.S. Mathematics, University of Tennessee, 1986
B.S. Mathematics, Tulane University, 1984

Research and Teaching Interest: Supply Chain Management, Logistics, Manufacturing

Papers Published by Refereed Journals (*italicized* names are students)

1. Abbey, J.M., Geismar, H.N., Souza, G. "Improving Remanufacturing Core Recovery and Profitability Through Strategic Seeding," *Production and Operations Management*, **28**(3) 610-627 (2019).
2. Jung, K.S., Geismar, H.N., Pinedo, M., Sriskandarajah, C., "Scheduling Dual-Gripper Robotic Cells: Optimization over 1-Unit Cycles," *Production and Operations Management*, **27**(2) 285-303 (2018).
3. Akturk, M.S., Abbey, J.M., Geismar, H.N. "Strategic Design for Remanufacturing: Analyzing the Complicating Factors for Multiple Lifecycle Products," *IIE Transactions*, **49**(10) 967-979 (2017).
4. Ferrell, W.G., Devapriya, D. P., Geismar, H.N. "Integrated Production and Distribution Scheduling with a Perishable Product," *European Journal of Operational Research*, **259**(3) 906-916 (2017).
5. Huang, Y., Geismar, H.N., Rajamani, D., Sethi, S.P., Sriskandarajah, C., Carlos, M. "Optimizing Logistics Operations in a Country's Currency Supply Network," *IIE Transactions*, **49**(2), 1-15 (2017).
<http://dx.doi.org/10.1080/0740817X.2016.1224958>
6. Geismar, H.N., Sriskandarajah, C., Zhu, Y. "Operations in Currency Supply Chains – A Review," *Production and Operations Management*, **26**(6), 976-996 (2017).
7. Jung, K.S., Dawande, M., Geismar, H.N., V.D.R. Guide, Sriskandarajah, C. "Supply Planning Models for a Just-in-Time Manufacturing Environment with Remanufacturing and Reverse Logistics," *Annals of Operations Research*, **240**(2), 533-581 (2016).
8. Geismar, H.N., Dawande, M., Murthy, B.P.S., and Sriskandarajah, C., "Maximizing Revenue Through Two-Dimensional Shelf Space Allocation," *Production and Operations Management*, **24**(7), 1148-1163 (2015).
9. Geismar, H.N., Murthy, N. "Balancing Production and Distribution in Paper Manufacturing," *Production and Operations Management*, **24**(7), 1164-1178 (2015).
10. Jung, K.S., Geismar, H.N., Pinedo, M., Sriskandarajah, C., "Approximations to Optimal Sequences in Single-Gripper and Dual-Gripper Robotic Cells with Circular Layouts," *IIE Transactions*, **47**(1), 1-19 (2015).
11. Cakici, E., Mason, S. J., Geismar, H.N., Fowler, J.W. "Scheduling parallel machines with single vehicle delivery," *Journal of Heuristics*, **20**(5), 511-537 (2014).

12. Cakici, E., Mason, S. J., Fowler, J.W., Geismar, H.N. "Batch Scheduling on Parallel Machines with Dynamic Job Arrivals and Incompatible Job Families," *International Journal of Production Research*, **51**(8), 2462-2477 (2013).
13. Ketzenberg, M., Geismar, H.N., Metters, R., and van der Laan, E., "Value of Information for Managing Inventory Remotely," *Production and Operations Management*, **22**(4), 811-825 (2013).
14. Geismar, H.N., Manoj, U.V., Sethi, A., and Sriskandarajah, C., "Scheduling Robotic Cells Served by a Dual-Arm Robot," *IIE Transactions*, **44**(3), 230-248 (2012). DOI:10.1080/0740817X.2011.618174
15. Geismar, H.N., Dawande, M., and Sriskandarajah, C., "Pool Point Distribution of Zero-Inventory Products," *Production and Operations Management*, **20**(5), 737-753 (2011).
16. Geismar, H.N. and Pinedo, M., "Robotic Cells with Stochastic Processing Times," *IIE Transactions*, **42**(12), 897-914 (2010). Featured research in *Industrial Engineer* magazine, November 2010.
17. Drobouchevitch, I., Geismar, H.N., and Sriskandarajah, C., "Robotic Cells with Input and Output Machine Buffers," *European Journal of Operational Research*, **206**, 623-633 (2010), DOI: 10.1016/j.ejor.2010.03.002
18. Geismar, H.N., Dawande, M., and Sriskandarajah, C., "Productivity Improvement from Using Machine Buffers in Dual-Gripper Cluster Tools," *IEEE Transactions on Automation Science and Engineering*, **18**(1), 29-41 (2010), DOI:10.1109/TASE.2009.2039567
19. Dawande, M., Geismar, H.N., Pinedo, M., and Sriskandarajah, C., "Throughput Optimization in Dual-Gripper Interval Robotic Cells," *IIE Transactions*, **42**(1), 1-15 (2010).
20. Geismar, H.N., Pinedo, M., and Sriskandarajah, C., "Robotic Cells with Parallel Machines and Multiple Dual Gripper Robots: a Comparative Overview," *IIE Transactions*, **40**(12), 1211-1227 (2008).
21. Geismar, H.N., Chan, L.M.A., Dawande, M, and Sriskandarajah, C., "Approximations to Optimal k -unit Cycles for Single Gripper and Dual Gripper Robot Cells," *Production and Operations Management*, **17**(5), 551-563 (2008).
22. Geismar, H.N., Laporte, G., Lei L., and Sriskandarajah, C., "The Integrated Production and Transportation Scheduling Problem for a Product with a Short Life Span," *INFORMS Journal on Computing*, **20**(1), 21-33 (2008).
23. Geismar, H.N., Dawande, M, Rajamani, D., and Sriskandarajah, C., "Managing a Bank's Currency Inventory under New Federal Reserve Guidelines," *Manufacturing & Services Operations Management*, **9**(2), 147-167 (2007).
24. Geismar, H.N., Dawande, M, and Sriskandarajah, C., "A 10/7-Approximation Algorithm for an Optimum Cyclic Solution in Additive Travel-time Robotic Cells," *IIE Transactions*, **39**(2), 217-227 (2007).
25. Rajamani, D., Geismar, H.N., and Sriskandarajah, C., "A Framework To Model And Analyze Cash Supply Chains," *Production and Operations Management*, **15**(4), 544-552 (2007).
26. Dawande, M., Geismar, H.N., Hall, N.G., and Sriskandarajah, C., "Supply Chain Scheduling: Distribution Systems," *Production and Operations Management*, **15**(2), 243-261 (2006)
27. Geismar, H.N., Dawande, M, and Sriskandarajah, C., "Throughput Optimization in Constant Travel-time Dual Gripper Robotic Cells with Parallel Machines," *Production and Operations Management*, **15**(2), 311-328 (2006).

28. Geismar, H.N., Sethi, S., Sidney, J. B., and Sriskandarajah, C., "A Note on Productivity Gains in Flexible Robotic Cells," *International Journal of Flexible Manufacturing Systems*, **17**(1), 5-21 (2005).
29. Dawande, M, Geismar, H.N., and Sethi, S., "Dominance of Cyclic Solutions and Some Open Problems in Scheduling Bufferless Robotic Cells," *SIAM Review*, **47**(4), 709-721 (2005).
30. Dawande, M, Geismar, H.N., Sethi, S., and Sriskandarajah, C., "Sequencing and Scheduling in Robotics Cells: Recent Developments," *Journal of Scheduling*, **8**(5), 387-426 (2005).
31. Geismar, H.N., Dawande, M, and Sriskandarajah, C., "Approximation Algorithms for k -unit Cyclic Solutions in Robotic Cells," *European Journal of Operational Research*, **162**, 291-309 (2005).
32. Geismar, H.N., Sriskandarajah, C., and Ramanan, N., "Increasing Throughput in Robotic Cells with Parallel Machines and Multiple Robots," *IEEE Transactions on Automation Science and Engineering* (formerly *IEEE Transactions on Robotics and Automation*), **1**(1), 84-89 (2004).
33. Geismar, H.N., Dawande, M, and Sriskandarajah, C., "Robotic Cells with Parallel Machines: Throughput Maximization in Constant Travel-Time Cells," *Journal of Scheduling*, **7**(5), 375-395 (2004).

Papers Submitted to Refereed Journals (*italicized names are students*)

1. Geismar, H.N., Huang, Y., Pillai, S.D., Sriskandarajah, C., Youn, S. "Location and Capacity Optimization for Electron Beam Facilities for Phytosanitary Treatment of Mexican Import Commodities," submitted to *Manufacturing & Services Operations Management*, June 2018.
2. Abbey, J.D., Geismar, H.N., Oliva, R. "Resolving the RACket: Unraveling and Improving Recovery Audit Contractor Policies for Medicare Reimbursement," submitted to *Journal of Operations Management*, April 2019.
3. "Adaptive Capacity Planning for Ambulatory Surgery Centers, " submitted to *Manufacturing & Services Operations Management*, April 2019.

Working Papers

1. Drobouchevitch, I., Geismar, H.N., Sriskandarajah, C., Zhu, Y. "Cross-dock Terminal Scheduling."
2. Geismar, H.N., Murthy, N. "Scheduling the Use of Batteries to Power Forklifts to Minimize the Cost of Warehouse Operations."
3. Geismar, H.N., McCarl, B.A., Searcy, S.W. "Optimal Design and Operation of a Second-Generation Biofuels Supply Chain."

Conference Proceedings

- Özelkan, E., Geismar, H.N., and Sriskandarajah, C., "Optimal Procurement in a Group-Buying Framework." *POM in the Service Economy*, Savannah, GA, April 4-7, 2003.

Book Publication

Dawande, M., Geismar, H. N., Sethi, S., and Sriskandarajah, C. *Throughput Optimization in Robotic Cells*, Springer, 2007.

Other Refereed Publication

Wiley Encyclopedia of Operations Research and Management Science: “Single Machine Scheduling.”

Editorial Positions

- Senior Editor, *Production and Operations Management*, 2012 – present
 - Named Outstanding Senior Editor, 2015
- Editorial Board Member, *Surveys in Operations Research and Management Science* (formerly *Handbooks in Operations Research and Management Science*), 2013 – present
- Editorial Review Board Member, MSOM Conference 2008

Invited Talks at Universities and Businesses

“Improving Remanufacturing Core Recovery And Profitability Through Seeding”

- Technische Universität München, March 28, 2019.

“Maximizing Revenue Through Two-Dimensional Shelf-Space Allocation”

- INFORMS Student Chapter Texas A&M University, February 14, 2014

“Balancing Production, Inventory, and Delivery Costs in Paper Manufacturing”

- The Chinese University of Hong Kong, Department of Systems Engineering and Engineering Management, March 16, 2012.
- The City University of Hong Kong, Department of Management Sciences, March 21, 2012.

“Pool Point Distribution of Zero-Inventory Products”

- University of North Texas, College of Business, February 20, 2009.

“Managing a Bank’s Currency Inventory under New Federal Reserve Guidelines”

- Texas A&M University, Dwight Look College of Engineering, September 10, 2007.
- University of Dayton School of Business Administration, January 18, 2007.
- Drexel University, LeBow College of Business, January 11, 2007.
- University of Oregon, Charles Lundquist College of Business, February 3, 2006.
- University of Texas at Dallas, School of Management, January 13, 2006.

“Supply Chain Scheduling: Distribution Systems”

- University of New Brunswick, Fredericton, March 12, 2004.
- Indiana University, Kelley School of Business, January 16, 2004.

“Increasing Throughput in Robotic Cells with Parallel Machines and Multiple Robots,”

- FSI International, Inc., Allen, TX, March 19, 2003.
- Auburn University, College of Business, March 12, 2003.

Papers Presented in Conferences

“Improving Remanufacturing Core Recovery And Profitability Through Seeding”

- *POMS*, (invited paper), Washington, DC, May 2019

“Strategic Design for Remanufacturing: Analyzing the Complicating Factors for Multiple Lifecycle Products”

- *POMS*, (invited paper), Washington, DC, May 2019
- *European Conference on Operational Research*, Valencia, July 2018

“Cross-dock Terminal Scheduling”

- *POMS*, (invited paper), Seattle, May 2017

“Balancing Production and Distribution in Paper Manufacturing.”

- *MSOM*, (refereed extended abstract), INSEAD, Fontainebleau, France, July 2013
- *POMS*, (invited paper), Chicago, April 2012.
- *INFORMS*, (invited paper), Charlotte, November 2011
- *POMS*, Reno, May 2011.

“Scheduling Robotic Cells Served by a Dual-arm Robot”

- Society for Design and Process Science (invited paper), Dallas, June 7, 2010

“Maximizing Revenue of Perishable Goods Through Shelf Space Allocation”

- *Workshop in Management Science*, Puerto Varas, Chile, January 6, 2017
- *POMS* (invited paper), Orlando, May 6, 2016
- *POMS*, Vancouver, May 7, 2010.
- *INFORMS* (invited paper), San Diego, October 12, 2009

“Robotic Cells with Internal Buffers: Single Gripper and Dual Gripper Models”

- *INFORMS* (invited paper), San Diego, October 11, 2009

“Pool Point Distribution of Zero-Inventory Products”

- *INFORMS* (invited paper), San Diego, October 13, 2009
- *POMS*, Orlando, May 4, 2009.

“Throughput Optimization in Dual-Gripper Interval Robotic Cells”

- *POMS* (invited paper), La Jolla, May 11, 2008.
- *INFORMS* Southwest Regional Conference, College Station, TX, April 19, 2008.

“Robotic Cells with a Stochastic Processing Time”

- *INFORMS* (invited paper), Seattle, November 4, 2007.

“Algorithmic Challenges in the Scheduling of Robotic Cells”

- *INFORMS* (invited paper), Seattle, November 6, 2007.

“Robotic Cells with Parallel Machines and Multiple Dual Gripper Robots”

- *INFORMS* (invited paper), Pittsburgh, November 7, 2006.
- *POMS* (invited paper), Dallas, May 4, 2007.

“Approximations to Optimal k -unit Cycles for Single Gripper and Dual Gripper Robot Cells”

- *International Conference on Management Sciences: Optimization Models & Applications* (invited paper), Dallas, May 21, 2006.
- *INFORMS* (invited paper), San Francisco, November 14, 2005.
- *Multidisciplinary International Conference on Scheduling: Theory and Applications*, New York, July 18, 2005.

“Managing a Bank's Currency Inventory under New Federal Reserve Guidelines”

- *POMS* (invited paper), Boston, April 28, 2006.
- *INFORMS* (invited paper), San Francisco, November 14, 2005.

“Supply Chain Scheduling: Distribution Systems”

- *INFORMS* (invited paper), Denver, October 25, 2004.

“The Integrated Production and Transportation Scheduling Problem for a Product with a Short Life Span and Non-Instantaneous Transportation Time”

- *INFORMS* (invited paper), Atlanta, October 20, 2003.

“Increasing Throughput in Robotic Cells with Parallel Machines and Multiple Robots”

- *INFORMS* (invited paper), Atlanta, October 20, 2003.

“Robotic Cells with Parallel Machines: Throughput Maximization in Constant Travel-Time Cells”

- *INFORMS*, San Jose, November 16-19, 2002.
- *44th Annual Conference of the Canadian Operational Research Society (CORS)* (invited paper), Toronto, June 3-5, 2002.

Other Conference Activities

Chair: College of Sustainable Operations Mini-Conference, *POMS*, Houston, May 2018.

Chair: INFORMS Career Center Job Fair Breakfast and Panel Discussion, *INFORMS*

- Nashville, November 2016
- Philadelphia, November 2015
- San Francisco, November 2014
- Minneapolis, October 2013

Track Chair – Production Planning and Scheduling, *POMS*, Washington, D.C., May 2015.

Moderator: Academic Job Search and Industry Job Search Panels, *INFORMS* Career Center, *INFORMS*, Minneapolis, October 2013

Panelist: POMS Doctoral Consortium, *POMS*, Atlanta, May 2014

Panelist: POMS Doctoral Consortium, *POMS*, Denver, May 2013

Panelist: Academic Job Search, Job Placement Services, *INFORMS*, Phoenix, October 2012

Panelist: Academic Job Search, Job Placement Services, *INFORMS*, Charlotte, November 2011

Track Chair - Scheduling, *POMS*, Reno, May 2011.

Sponsorship & Exhibitors Committee Member, *POMS*, Orlando, May 2009.

Session Chair

- *POMS*, Washington, D.C., May 2019.
- *POMS*, Seattle, WA, May 2017.
- *POMS*, Orlando, FL, May 2016.
- *INFORMS*, Austin, TX, November 2010.
- *INFORMS*, Washington, D.C., October 15, 2008.
- *INFORMS* Southwest Regional Conference, College Station, TX, April 19, 2008.
- *International Conference on Management Sciences: Optimization Models & Applications*, Dallas, May 21, 2006.

POMS Annual Conference Emerging Scholars Program Invitee and Participant, 2007

Awards and Grants

- Texas A&M Triads for Transformation Grant, 2018: “How Do A Hospital’s Financial Status And Processes Interact With Its Operations And Care Provision?”
- Mays Business School Dr. Ricky W. Griffin Research Award, 2017.
- Mays Business School Grand Challenge Grant, 2017: “Designing an Efficient Biofuel Supply Chain.”
- Sun Grant Program, 2016: “Modeling and Analysis of the Logistical Challenge of Supplying Biomass for Biofuel and BioPower.” Total value: \$150,000
- Defense Logistics Agency 2010-2012: “Field-based and Applied Problem Solving Research to Enhance Manufacturing Competitiveness in the Pacific Northwest.” Total value: \$200,000
- Mays Faculty Fellowship for Research, 2009-2015
- Center for Executive Development Professor, 2015-
- Mays Business School Dean’s Performance Recognition Grant for Research, 2008, 2011-2018
- Mays Business School Information and Operations Management Department’s Outstanding Researcher, 2008
- Prairie View A&M University College of Business Outstanding Researcher, 2005

Grant Applications

- National Science Foundation, 2009: “Periodic Vehicle Routing and Product Distribution in a Supply Chain.” Total value: \$89,000.

PhD committees

- Eray Cakici, University of Arkansas, Department of Industrial Engineering, graduated August 2009.
- Emre Demirezen, Department of Information and Operations Management, Texas A&M University, graduated August 2013.
- Kyung Sung Jung, Department of Information Systems and Operations Management, University of Texas at Dallas, graduated August 2013.
- Gokhan Memisoglu, Department of Industrial and Systems Engineering, Texas A&M University, graduated December 2014.
- Jyotirmoy Dalal, Department of Industrial and Systems Engineering, Texas A&M University, graduated December 2014.
- Yiwei Huang, Department of Information and Operations Management, Texas A&M University (co-chair), graduated August 2016.
- Serkan M. Akturk, Department of Information and Operations Management, Texas A&M University, graduated May 2017.
- Guannan Zhao, Department of Agricultural Economics, Texas A&M University, graduated May 2017.
- Seokjun Youn, Department of Information and Operations Management, Texas A&M University, graduated May 2019.

Patent

- U.S. Patent Number 7,089,076: Scheduling Multi-Robot Processing Systems. Granted August 8, 2006.

Dissertation: *Advanced Problems in Robotic Cell Scheduling: Approximations, Parallel Machines, and Multiple Robots*

Advisor: Chelliah Sriskandarajah.

Membership in Professional Societies

- The Institute for Operations Research and the Management Sciences (INFORMS)
- Manufacturing & Services Operations Management (MSOM)
- Production and Operations Management Society (POMS)

Refereed Articles for the Following Journals

- | | |
|---|--|
| • <i>Operations Research</i> | • <i>Journal of Operational Research Society</i> |
| • <i>Management Science</i> | • <i>Annals of Operations Research</i> |
| • <i>Manufacturing & Services Operations Management</i> | • <i>INFOR</i> |
| • <i>Production and Operations Management</i> | • <i>Computers & Industrial Engineering</i> |
| • <i>IIE Transactions</i> | • <i>Computers & Operations Research</i> |
| • <i>European Journal of Operational Research</i> | • <i>IEEE Transactions on Automation Science & Engineering</i> |
| • <i>Interfaces</i> | • <i>IEEE Transactions on Semiconductor Manufacturing</i> |
| • <i>Journal of Scheduling</i> | • <i>Operations Research Letters</i> |
| • <i>Naval Logistics Research</i> | • <i>IJPR</i> |
| | • <i>Omega</i> |

Reviewed Grants for the Following Funding Agencies

- Israel Science Foundation
- Research Grant Council (RGC) of Hong Kong
- Austrian Science Fund (FWF)
- Netherlands Organisation for Scientific Research: TOP Grants

Professional Service

Reviewer for Elwood S. Buffa Outstanding Dissertation Award for DSI 2018

POMS Board Member, 2016-2017

INFORMS Job Placement Service / INFORMS Career Center: Chairman 2012-2016

INFORMS Job Placement Service: Member 2012

Departmental Service

- Chair, SCM hiring committee, 2015-2018.
- Member, SCM hiring committee, 2008-2009, 2012-2015
- Member, INFO Department Head search committee, 2010-2011
- Member of PhD committee: review and recommend applicants to program, participate in meetings to design the program, interview prospective students, provide questions for qualifying examinations, 2011 –
- Organize the department's research presentation series: invite and schedule speakers (both internal and external), 2008 –
- Coordinator for INFO 364. Oversee discussions concerning book selection, establishment of a library of articles and videos, develop a common syllabus. Represent department at publishers' presentations, 2007-2009.

Professional Development

- Student Counseling Service Training: “How to Handle Those ‘Uh-Oh’ Situations: What do I do now?” April 10, 2009.
- Center for Teaching Excellence Faculty Teaching Academy, Fall 2008 – Spring 2009
- Center for Teaching Excellence workshop on “Engaging Students in Classroom Discussion,” January 29, 2008.
- Center for Teaching Excellence workshop on “Lecturing Well,” January 22, 2008.

Teaching

Texas A&M University, Mays Business School

- INFO 688 PhD Seminar, Spring 2016
- INFO 688 PhD Seminar in Supply Chain Scheduling, Spring 2009, Spring 2011
- INFO 660 Introduction to Contemporary Manufacturing Management, Fall 2011, Fall 2013
- INFO/SCMT 336 Decision Support Systems: Fall 2011, Fall 2012, Fall 2013, Fall 2014, Fall 2015, Fall 2016, Fall 2017, Fall 2018
- INFO 364 Production Management: Fall 2007, Spring 2009, Fall 2009, Spring 2011, Fall 2012

Prairie View A&M University College of Business

- MGMT 4383 Supply Chain Management: Spring 2007
- MGMT 5123 Quantitative Analysis: Fall 2005, Spring 2006, Fall 2006
- MGMT 4333 Production Management: Fall 2004, Spring 2006, Fall 2006, Spring 2007
- MGMT 3013 Business Statistics: Spring 2005, Spring 2006, Fall 2006, Spring 2007
- MGMT 1013 Introduction to Business: Fall 2004, Spring 2004, Fall 2005

University of Texas at Dallas School of Management:

- OPRE 6201 Introduction to Operations Research, Fall 2003, Spring 2004
- OPRE 6260 Operations Management, Spring 2004 (case based)
- BA 3352 Production Management, Summer 2003, Fall 2003

University of Tennessee Mathematics Department (1984 – 1986):

- First-Year Calculus, Differential Equations, College Algebra

EMPLOYMENT

Texas A&M University, Mays Business School

(8/07 – present)

Professor

9/18 – present

Associate Professor

9/11 – 8/18

Assistant Professor

8/07 – 8/11

Teach undergraduate and Masters-level Production Management and Decision Support Systems courses. Prepare and deliver lectures, write and grade tests, provide one-on-one instruction to students as needed. Teach PhD seminars.

The Chinese University of Hong Kong
Department of Systems Engineering and Engineering Management
Visiting Scholar

3/1/12 – 3/31/12

Prairie View A&M University College of Business
Assistant Professor

8/04 – 5/07

Teach graduate Quantitative Analysis and undergraduate Production Management, Statistics, and Introduction to Business courses. Prepare and deliver lectures, write and grade tests, provide one-on-one instruction to students as needed.

University of Texas at Dallas School of Management
Adjunct Professor

5/03 – 5/04

Taught undergraduate Production Management course and MBA Operations Research and Operations Management courses. Prepared and delivered lectures, wrote and graded tests, provided one-on-one instruction to students as needed.

FSI International, Technical Consultant

10/02 – 4/03

Developed simulations and schedules to optimize the use of a robotic cell with three robots, eighteen different processes, and parallel machines. Presented results to client at monthly meetings.

Acclaim Services, Inc. / The Insource Group
Senior Recruiter / Sales Representative

1993 – 2001

Recruited computer professionals for diverse companies in the D/FW area. Clients ranged from multi-national Fortune 500 companies to high-tech startups. Placements were for both permanent positions and contract assignments. Established business relationships with clients, interviewed candidates, managed consultants on-site at clients' facilities, trained new employees. Led staff in production every year.

E-Systems
Senior Software Engineer

1986 – 1993

Participated in the design, development, implementation, test, integration, on-site installation and final sell-off of three multi-year, custom hardware / software classified systems for military intelligence. Technologies used included C, FORTRAN, Ada, X-Windows / Motif, UNIX on Silicon Graphics and Sun Workstations, VAX / VMS, IBM MVS, and Gould.

University of Tennessee
Graduate Teaching Assistant

1984 – 1986

Taught freshman- and sophomore-level mathematics courses, including Calculus and Differential Equations. Prepared and delivered lectures, wrote and graded tests, provided one-on-one instruction to students as needed. Selected as one of three finalists for the Best First-Year Teaching Assistant Award.