

## ERIN M. DeCURTIS, Ed.D.

### EDUCATION

- 2019 Doctor of Education  
***University of Southern California, Rossier School of Education*** Los Angeles, CA  
Dissertation title: *Underrepresentation of African American Tenured and Tenure Track Faculty in Higher Education: An Improvement Model Dissertation*  
**Nominated for Dissertation of Distinction Award**
- 2008 Masters of Business Administration and Certificate in Entrepreneurship  
***Simmons University, School of Business*** Boston, MA
- 1997 Bachelor of Arts, Honors Program, *Magna cum laude*  
Majors: Political Science & Spanish; Minor: Race, Culture and Power  
***University of New Hampshire*** Durham, NH

### TEACHING AND CURRICULUM DEVELOPMENT EXPERIENCE

***Simmons University, School of Business*** Boston, MA

- 2022 to Present **Interim Director**
- 2021 to Present **Assistant Teaching Professor**
- 2015 to 2021 **Lecturer**  
**Teaching Responsibilities - \*indicates courses with Service-Learning components**

#### **Undergraduate Courses Designed and Taught**

- 2022-Present BUS 213 Nonprofit Management\*
- 2015-Present BUS 100 Foundations of Business and Management\*
- 2015-Present LDR 101 Boston Women Leaders
- 2018-Present BOS 101 Sustainability in Boston\*
- 2015-2017 BOS 101 Support Your Local Businesses!\*

#### **Undergraduate Courses Designed and Taught Jointly**

- 2022 LCIS 201 Skills for Business Success\*  
Interdisciplinary Learning Community comprised of BUS 234 Organizational Communication and Behavior and ACCT 120 Managerial Accounting (ACCT 120 taught by another faculty member)

- 2020 LCIS 201 Social Impact: Measurement and Messaging\*  
Interdisciplinary Learning Community comprised of *redesigned and renamed* Bu 213 Nonprofit Management and BUS 229 People, Planet and Profits (BUS 229 taught by another faculty member)

- 2018 LCIS 201 Sustaining a Nonprofit Organization\*  
Interdisciplinary Learning Community comprised of BUS 213 Nonprofit Management: A Star Island Case Study and BIO 243 Environmental Sustainability (BIO 243 taught by another faculty member)

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**TEACHING AND CURRICULUM DEVELOPMENT EXPERIENCE (CONTINUED)**

*Simmons University, School of Business (continued)*

Boston, MA

**Graduate Course Designed and Taught**

2015-2017 GSM 561 Leading an Effective Nonprofit Organization\*

**University Service**

2020-Present PLAN Faculty Lead, Leadership Course

2018-2020 Member, University Helix Culture, Inclusion and Equity Working Group

2015-2020 Member, Simmons University Service-Learning Advisory Committee

2017-2018 Member, Search Committee for Founding Dean of College of Organizational, Computational and Informational Sciences

2016-2017 Member, Center for Excellence in Teaching Advisory Committee

2015-2016 Member, School of Management Diversity and Inclusion Task Force

2015 Member, Design Committee for new Undergraduate Writing Assistant program

2012-2014

**Adjunct Professor**

**Courses Taught**

- Bus 100 Foundations of Business and Management (Undergraduate)
- GSM 561 Leading an Effective Nonprofit Organization (Graduate)

2010

**MBA Program Teaching Assistant, *Strategy I***

2008

**Undergraduate Microsoft Excel Lab Instructor**

***Babson College, Center for Women's Entrepreneurial Leadership***

Wellesley, MA

2013

**Curriculum Developer, Women Innovating Now (WIN) Accelerator**

- Developed curriculum for a 9-month entrepreneurship accelerator program targeting women-owned business ventures

***Bunker Hill Community College***

Boston, MA

2010-2015

**Adjunct Professor, Business Administration Department**

**Courses Taught**

- BUS 101 Introduction to Business
- MAN 105 Principles of Marketing
- MAN 111 Management
- LCS 101 The Balancing Act – Life Skills Course

2010

**High School Entrepreneurship Program Curriculum Developer**

- Oversaw development and delivery of 3-week *Introduction to Entrepreneurship* program for high school students
- Supervised two MBA student interns involved in lesson plan development and delivery

## **ERIN M. DeCURTIS, Ed.D.**

### **RESEARCH EXPERIENCE**

*University of New Hampshire*

Durham, NH

2011-2015

#### **Research Assistant, Professor Fiona Wilson**

- Conducted academic literature searches focused on gathering all recent published literature about hybrid for-profit and non-profit business models
- Collected and summarized all recent published research literature regarding the social enterprise business-model, scaling non-profits and social enterprises for research study about new social franchise models of venture scaling

*Simmons University, School of Business*

Boston, MA

2010-2015

#### **Research Assistant, Center for Gender in Organizations**

- Authored symposium background paper and served as Rapporteur for 2015 *International Symposium on Gender & Intersectionality*
- Researched and authored a Lessons Learned publication evaluating programmatic lessons learned by Oxfam America's (OA) staff specific to incorporating gender equity strategies into international development programs
- Conducted in-depth review of OA's Program Strategy Papers through the lens of OA's new Gender Equality Policy
- Researched and authored case studies of gender equity components of CARE USA's "Sustaining the Dairy Value Chain" project in Bangladesh
- Conducted *Gates Foundation*-funded literature review on gender equity in agricultural extension services in rural Southeast Asia and Africa
- Researched and developed gender equitable recruiting guidelines for *Gates Foundation* grantees working in developing countries

2009

#### **Research Assistant, Professor Fiona Wilson**

- Collected and coded publicly available data on over 700 social venture organizations based in the United States

### **PROFESSIONAL SERVICES EXPERIENCE**

*Isaacson, Miller*

Boston, MA

2011-2018

#### **Senior Consulting Associate**

Consulted to Vice President for Human Capital and Director of People and Culture on organizational development, diversity and internal recruitment projects.

*Bunker Hill Community College*

Boston, MA

2010-2011

#### **Coordinator, Community Center for Entrepreneurship**

- Consulted to local small business owners and prospective entrepreneurs to support the development and growth of their respective businesses
- Developed and produced educational events for students and local small business owners

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### **PROFESSIONAL SERVICES EXPERIENCE (CONTINUED)**

#### ***Nonprofit Professionals Advisory Group, LLC***

Newton, MA

*A start-up executive search firm providing tailored executive search, training and job seeker support services for the nonprofit sector*

2008-2010

#### **Vice President, Strategy**

- Developed firm's first strategic marketing plan
- Developed recruitment and organizational development strategy for all executive search clients
- Developed new firm financial model to improve long-term sustainability as firm grew
- Managed development of the firm's strategic knowledge management system
- Rolled out annual 360° professional development review process

#### ***Isaacson, Miller***

Boston, MA

1999-2007

#### **Senior Associate**

Conducted national executive search assignments for United States-based nonprofit organizations. Role included the following responsibilities:

##### *Organizational Analysis*

- Co-led in-depth organizational analysis of client organizations
- Authored organizational analysis and marketing case studies for use in recruitment, networking and candidate evaluation

##### *Client and Candidate Relationship Management*

- Served as primary contact for day-to-day client relationship management
- Managed all candidate relationships and candidate suitability assessments

##### *Networking and Executive Recruitment*

- Developed and executed networking and recruitment strategies for executive search assignments in the nonprofit and public sectors.

##### *Internal Organizational Development and Recruitment*

- Served on firm's Search Process Quality Assurance Committee
- Developed and implemented training program for new associates
- Executed multiple internal searches for Partner and Associate level staff

#### ***Prime Look Communications (formerly Prime Design)***

New York, NY and Stow, MA

1998-1999

#### **Assistant Copywriter – Variable Annuity Products**

- Drafted variable annuity marketing copy for financial services clients including MassMutual, SunLife Financial and The Equitable

### **PRESENTATIONS**

Selected Presenter with Dr. Bogusia Wojciechowska. “*Engaging the Next Generation of Entrepreneurs: Creating Dynamic Channels for Learning.*” National Association for Community College Entrepreneurship, Annual Conference, October 10-13, 2010.

## **ERIN M. DeCURTIS, Ed.D.**

### **ADDITIONAL WORK & VOLUNTEER EXPERIENCE**

2018-Present	Training Affiliate, Courageous Conversations about Race, <i>Pacific Educational Group</i> , San Francisco, CA
2021-2022	Member, 6 <sup>th</sup> Grade Expansion Task Force, <i>Ellis Mendell School</i> , Roxbury, MA
2014-2015	Secretary of the Board, <i>Simmons University, School of Business Alumnae Association</i> , Boston, MA
2011-2015	Alumna Mentor, <i>Simmons University, School of Business</i> , Boston, MA
2009	Social Impact Sector Volunteer, <i>MassChallenge Global Start-Up Competition</i> , Cambridge, MA
2008-2009	Operations Director, Annual Global Entrepreneurship Week Celebrations, <i>Simmons University, School of Business</i> , Boston, MA
2008-2009	Alumna Member, Climate Change Committee, <i>Simmons University</i> , Boston, MA
1997-1998	Substitute Teacher, <i>Acton-Boxborough Regional School District</i> , Acton, MA