

**FERNANDO RODRIGUEZ-RAMOS**  
**Texas A&M University-Central Texas**  
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## **SUMMARY**

- Experienced, hard-working, and career minded professional who gained significant experience leading, managing, educating, and training adults while serving in the U.S. Army for almost 31 years, as Soldier and as Army Civilian
- Experienced knowledge manager and instructor of undergraduate level college courses in Organizational Development, Human Resources, Management, and Leadership
- Trained and proficient with Canvas, Blackboard, Moodle, and IZIO Learning Management Systems

## **EDUCATION**

- **Master of Arts in Administration- Organizational Development**  
University of the Incarnate Word, San Antonio, Texas. December 2008  
Graduated with Distinction and a 4.0 GPA
- **Bachelor of Science- Liberal Arts**  
Excelsior College, Albany, New York., August 2002

## **TEACHING EXPERIENCE**

### **Adjunct Instructor**

University of the Incarnate Word, San Antonio, Texas. 2010 to present

- Develop and teach a variety of undergraduate online courses utilizing the Blackboard Learning Management System
- Develop course outline, weekly lessons, and discussion questions
- Lead students through discussion and post examinations, assignments, and grades
- Courses taught include: Leadership in Organizations, Organizational Learning, Organizational Development, Total Quality Management, Organizational Change, Performance Management, Communication in Organizations, Teambuilding in Organizations, and Capstone- Organizational Development

### **Adjunct Instructor**

Texas A&M University- Central Texas, Killeen, TX. 2013 to 2015 and 2018 to present

- Teach a variety of undergraduate courses related to the fields of Human Resources, Organizational Development, Leadership, and Management, for classroom and online delivery utilizing Blackboard and Canvas Learning Management Systems
- Lead students through discussion and post examinations, assignments, and grades
- Courses taught include: Organizational Behavior, Advanced Leadership Applications, Business Communications, Supervisory Management, Leadership Theory and Practice, and Principles of Management

### **Adjunct Instructor**

Concordia University- Texas, Austin, TX. 2013 to 2020

- Developed and taught undergraduate courses related to the fields of Human Resources for online delivery using the Moodle Learning Management System
- Led students through discussion and posted examinations, assignments, and grades

- Courses taught include: Conflict Resolution and Training and Development

## **ADDITIONAL PROFESSIONAL EXPERIENCE**

### **Director of Operations, Killeen/Fort Hood Extended Academic Program (EAP)**

University of the Incarnate Word, San Antonio, Texas. 2014 to 2017

- Manage and supervised all aspects of the EAP Learning Center
- Oversaw facilities, enrollment, and schedule development and implementation
- Provided advising and career counseling to classroom and Online students
- Developed, administered, and monitored budgets
- Assisted in the selection and supervision of Adjunct Faculty
- Assigned faculty to courses

### **Information Analyst and Command Knowledge Manager**

United States Army, Fort Hood, Texas. 2010 to 2013

- Served as information analyst and management expert as well as forum integrator of the Armored War fighters' Forum as a Department of the Army civilian
- Performed staff actions and staff integration functions within the knowledge management field
- Used web-based collaboration and advance information technology to collect data, and gather and analyze information to enhance training, leader development, and unit readiness across the Army's total force

### **Command Senior Enlisted Leader/ Command Sergeant Major/ NCO Academy Commandant/ Operations Sergeant Major/ Career and Training Development Specialist**

United States Army, Fort Hood, Texas. 1984 to 2010

- Commandant/ Senior Instructor/ Manager of the largest Leadership Development and Management Program for junior enlisted leaders in the U.S. Army
- Planned, coordinated, and managed the training and development of more than 12,000 students at the Leadership Development and Management Course
- Supervised over 70 instructors in the performance of their duties, including compliance with established policies and guidance
- Reviewed lesson plans and supervised their effective delivery
- Conducted, facilitated, and led hundreds of hours of classroom instruction
- Developed and selected training aids, such as multimedia visual aids, and training handbooks
- Tested students to measure progress and evaluate effectiveness of training

### **Professional Service**

- Consultant- Student Recruiting/Enrollment, University of the Incarnate Word, San Antonio, TX. 2014
- Consultant/Subject Matter Expert- Knowledge Management, Keybridge Technologies, Oklahoma City, OK. 2015 and 2017