

Curriculum Vitae

For

Dr. William J. (Jim) Vosburg

Senior Vice President and Director
Oak Ridge Associated Universities
Oak Ridge Institute for Science and Education
C (865) 340-0277
wjvosburg@outlook.com

ACADEMIC PREPARATION:

Ed.D. Vanderbilt University, Major Field: Human Resource Development/Organizational Development.
Dissertation Topic: *Factors Affecting the Transfer of Training from the Classroom to the Worksite.*

B.S. Southern Illinois University, Major Field: Workforce Education and Development.

SECURITY CLEARANCE:

‘Q’ Level – U.S. Department of Energy

PROFESSIONAL DEVELOPMENT:

Measuring the Return on Investment in Training and Development (certification program) Performance Resources Organization (Dr. Jack Phillips).

Facilitation Skills Certification – Development Dimensions International (DDI).

Instructor Certification Program - US Department of Energy/Lockheed-Martin Corporation.

PROFESSIONAL EXPERIENCE:

Senior Vice President and Director; Oak Ridge Associated Universities (Oak Ridge Institute for Science and Education-ORISE) 2015-Present

As the Director for the Oak Ridge Institute for Science and Education, Dr. Vosburg is responsible for the leadership and management of a \$300 million plus project supporting the U. S. Department of Energy's Office of Science. He leads five major areas within the contract in areas to include workforce development and education (STEM), scientific peer review, former worker health programs, independent environmental assessment, and radiation emergency management and response.

Manager, Office of Training and Resources; U. S. Department of Energy (DOE), National Nuclear Security Administration (NNSA), Office of Secure Transportation (OST) 2009-2015

Dr. Vosburg was responsible for all corporate organizational development, training systems management, leadership/training and development, human capital assessment, personnel management, management analysis, logistics and property management, and acquisitions/funds management for multiple NNSA/OST operational sites nationwide. He directs a geographically dispersed staff of over 120 Federal and contractor employees supporting the critical operational mission of nuclear weapons and components transportation. As the OD/HR manager, Dr. Vosburg manages key inter-agency and international partnerships such as that between OST and the United Kingdom's Royal Marines and the Ministry of Defence Police, as well as a newly formed partnership with the Department of Homeland Security's Federal Law Enforcement Training Center (FLETC)

Deputy Director, Human Resource Division; U. S. Department of Energy (DOE), Oak Ridge Office (ORO) 2005-2009

Dr. Vosburg was responsible for all aspects of the human resource program including, organizational development, leadership training, human capital assessment, personnel management, workforce management, management analysis, contractor labor relations, classification, and directives management. He directed the development of organizational strategic plans, mission statements, and goals and milestones in order to comply with guidelines outlined in Federal regulations, legislation, and Executive Orders. He established a formal organizational development program with trained OD Facilitators skilled in both process improvement and conflict resolution techniques. He directed the DOE Oak Ridge Office's training and development program

including oversight of operating contractor's technical and non-technical training and organizational development programs.

Director, Training and Development Division; U. S. Department of Energy (DOE), Oak Ridge Office 1991-2005

Responsible for the management and direction of a multi-million dollar training and organizational development program for 520 technical and non-technical federal employees as well as the oversight of DOE's operating contractor's (12,000 employees) training, development, and qualification programs. He managed all elements of the employee performance program including leadership and management development, technology supported learning, organizational needs assessment, training design/evaluation, and environmental, safety and health qualification programs. Dr. Vosburg designed and managed the *Leadership 21* program as well as the ORO Mentor Program for high potential mid-level managers. Directed the ORO Facilitator Program for federal organizations including process improvement efforts and conflict resolutions.

ADJUNCT FACULTY POSITIONS:

Vanderbilt University; Department of Leadership, Policy and Organizations (Department of HRD). Adjunct Assistant Professor: *Design of Human Resource Development Programs, Evaluation of Human Resource Development Programs.*

Vanderbilt University; Owen Graduate School of Management.
Adjunct Assistant Professor: *Training Systems Management.*

University of Tennessee; College of Business, Department of Management.
Adjunct Assistant Professor: *Current Trends in Human Resources.*

Clemson University; School of Education (Department of HRD). Adjunct Assistant Professor: *Consulting in HRM.* Distance Learning Program.

Tusculum College; Professional Studies Program (HRD program). Adjunct Assistant Professor: *Assessing Adult and Organizational Learning Needs, Evaluating Learning Outcomes and Impacts, The Consultant Relationship, HRD Design.*

University of New Mexico; Organizational Learning and Instructional Technology. Adjunct Assistant Professor: *Team Development, Training Systems Management.*

American Management Association International (AMAI). Guest Lecturer: *Human Resource Development, Training Needs Assessment, Management and Leadership*. Courses conducted both domestically and internationally (South America).

PRACTITIONERS WORKSHOPS/CONFERENCES/CONSULTING:

American Management Association International (AMAI), Buenos Aires, Argentina. *Training Needs Assessment Course*.

American Management Association (AMA), *Making the Transition from Staff Member to Supervisor Course*.

U. S. Department of Energy, Integrated Safety Management (ISM) Conference, Idaho Falls, ID. *Implementation of the Science Management System (SCMS)*.

Training Resource and Data Exchange (TRADE) Conference, Dallas, TX. *Discovering Competence in the Federal Workforce Rather than Creating It*.

Training Resource and Data Exchange (TRADE) Conference, Chicago, IL. *Doing More with Less in HRD*.

Training Resource and Data Exchange (TRADE) Conference, Denver, CO. *Return on Investment in HRD*.

Southern Association of Colleges and Schools (SACS). Alternative Model Accreditation Review Team Member. Nashville State Technical Community College.

TCS Communication/Call Center University. Supervisory curriculum for new nation-wide Call Center University (CCU) public seminars.

PUBLICATIONS AND REPORTS:

Vosburg, J (2000). *Factors Affecting the Transfer of Training from the Classroom to the Worksite*. Published dissertation manuscript, Vanderbilt University.

Vosburg, J (1999). *A Transfer of Training Study*, U. S. Department of Energy, Oak Ridge Operations Office.

Lindsey, A. M., Spinney, R., & Vosburg, J (1997). *A Return on Investment Evaluation on "Principles of Environmental Restoration, Streamlining Techniques for CERCLA and RCRA Projects."* National Environmental Training Office, U. S. Department of Energy.

AWARDS AND RECOGNITIONS:

U.S. Department of Energy's HEROES Award – computer-based ethics training program

U.S. Department of Energy's Partnership Award – multi-site partnering initiative

PROFESSIONAL ORGANIZATIONS:

Member of the Academy of Human Resource Development

Member of the American Society for Training and Development (ASTD)

Society for Human Resource Management (SHRM)