

Dr. John N. Laski

(2025 V.3 updated 7/11/25)

**New Jersey City University
School of Business
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OBJECTIVE

Affiliation with an academic entity, business accredited (AACSB, ACBSP), as a Tenured Full Professor in the fields of and related to Finance, Management, Leadership, Epistemology, Operations & Project Management, Global Strategy & Business, Supply Chain, Ethics and International Management.

ACADEMIC PREPARATION

Post-Doctoral Specialization, International Management, H. Wayne Huizenga School of

Business and Entrepreneurship [AACSB], Nova Southeastern University, 2003

DBA, Finance and International Business, H. Wayne Huizenga School of

Business and Entrepreneurship [AACSB], Nova Southeastern University, 1999-2003

Concentration: Finance

Dissertation: *Securities Underwriting by Commercial Banks and Others: An Analysis of Wealth, and Risk Characteristics Following Enactment of Gramm, Leach, Bliley (HR10).*

Advisor: Dr. David Hemley, Eastern New Mexico University

MBA, Finance, St. Thomas Aquinas College [IACBE], (Delta Mu Delta) 1997-1999

Concentration: Finance

Advisor: Dr. Nicholas Pappavlassopoulos, St. Thomas Aquinas College

B. S. Business Administration, Alliance University (formerly Nyack College), **with highest distinction** 1995-1997

Concentration: Organizational Management

Project Thesis: Volunteer *Fire Company Education for Command, Control, and Coordination Functions*.

Advisor: Dr. Betty J. Daughenbaugh, University of Delaware

A. S. Criminal Justice, Salve Regina University [IACBE], Newport, RI, 1974-1980

U.S. Navy TD A School Certificate, NATTC Memphis, Millington, TN, 1974

Concentration: Computer Simulation, Flight Simulation

U.S. Navy AV A School Certificate, NATTC Memphis, Millington, TN, 1974

Concentration: Aviation Electronics, Digital technology, Computers

U.S. Navy BE&E School Certificate, NATTC Memphis, Millington, TN, 1973

Concentration: Basic Electronics and Electricity Theory

U.S. Navy AFUN ‘P’ School, NATTC Memphis, Millington, TN, 1973

Concentration: Aviation Fundamentals

Passaic Senior High School, Passaic, NJ, 1972

Graduated High School Diploma

Don Bosco Technical High School, Paterson, NJ, 1969-1970

Concentration: Architectural Drafting

Salesian Seminary, Goshen, NY, 1968-1969

Concentration: Religious Studies

St. John Kanty Elementary School, Clifton, NJ, 1963-1968

Grades 3-8

School 13, Clifton, NJ, 1961-1962

Grades 1-2

School 6, Clifton, NJ, 1959-1960

Grade K

RESEARCH SKILLS

Certified Grant Writer; Grant Institute, St. John's University, NYC, 2000

Utilized SPSS, LIMDEP and EVENTUS statistical programs.

Survey and evaluation research techniques.

Competent in IT, MIS, EIS, DSS, IM, and web page design.

Integrative approach to research includes philosophy, positive theory, and statistical methods.

LANGUAGES

Fluent in English

Limited fluency in Polish

Programming in Basic, Assembly, FORTRAN, APT, CNC/DNC Programming

PROFESSIONAL EXPERIENCE

Tenured Full Professor, 2012 – Present

New Jersey City University, School of Business, Department of Business Administration/Management. [ACBSP]

Developed and built DBA Program in Management and Leadership, including team development, production of courses, course curricula, new program filing, and promotion in coordination with Ark Research Consulting, LLC.

Teaching OPFM, Operations Management, Production Management, Project Management; Innovation; Leadership; Global Business & Supply Chain; Global Strategic Management; Ethics; all courses at both Graduate and Undergraduate levels.

Founding Coordinator, MBA Program, 2008 – 2018

New Jersey City University, College of Professional Studies, Department of Business Administration

Developed and built the first MBA Program at NJCU in Organizational Management and Leadership; subsequent offerings include Finance and Marketing. This included team development, production of course curricula, new program filing, and promotion.

Coordinator, Management and International Business Units, 2006 – 2010

New Jersey City University, College of Professional Studies, Department of Business Administration

Coordination of unit function among faculty and students, semester course loads scheduling, adjunct scheduling, advisement and graduation clearance, as well as development of assessment and outcomes criteria for accreditation and other purposes.

Associate Professor of Business Administration (Management), 2005 – 2012

New Jersey City University, College of Professional Studies, Jersey City, NJ
Unit Coordinator MBA Program; founding member Department of Business Graduate Curriculum Committee.

Developed and built MBA Program in Organizational Management and Leadership, Finance, and Marketing with future growth expectations into Accounting, Public Sector Management, and Healthcare Management. Prepared all program and filing information for SED [State Education Department], University Executive Management, and Faculty Senate. Teaching at graduate and undergraduate levels, included areas of finance, ethics, management, international business and strategic management.

Founding Director, MBA Program, 2001 – 2007

Nyack College Graduate School of Business, Nyack and New York City, NY
Developed and built MBA Program in Business Administration, Accounting, Finance, Human Resources, International Business, Marketing, Computer Science, and Public Administration. This included all NY State Department of Ed filings, P/L responsibility, promotion and marketing, faculty hiring and support staffing, curriculum development, and accreditation support. Reported directly to the Provost Dr. Ronald Ruegsegger, the VP Treasurer Dr. David Jennings, and via chain-of-command to the President Dr. David Schroeder.

Associate Professor of Finance and International Business, 2001 – 2009

Nyack College School of Business, Nyack and New York City, NY
Teaching at the graduate level in areas of finance, international business, operations management, economics, global supply & sourcing, e-commerce, entrepreneurship and managerial thought & ethical implications, and research methods and statistics.

Adjunct Professor, 1999-2001

In the year 2001, designed and implemented for Nyack College several on-line finance and accounting courses for both undergraduate and MBA, as well as the ADCP [Adult Degree Completion Program].

During 1999-2003, I taught at Nyack College, New York City Campus as an ADCP Primary Professor in marketing, economics, group dynamics,

organizational analysis, interpersonal and business communications, research methods and statistics, advanced management, values and ethics.

In the year 2001, developed and taught course *History of the Vietnam War* at Nyack College.

Adjunct Professor, 1999-2001

During 1999-2001, taught at St. Thomas Aquinas College, as a Graduate Professor of finance, operations management, investment analysis I & II, and managerial finance.

Analyst, Simulation Director

During 1974-1980, directed warfare simulation at the US Naval War College, Center for War Gaming; technical operations at NETC (Naval Education & Training Center) for 20A61 Computerized Maneuvering Tactics Trainer. Taught ship handling in K-61 at the “Ship Tank,” as precursor to training OCS [Officer Candidate School] students in Computerized maneuvering tactics trainer (20A61)

At the CWG, NWC (Center for War Gaming, Naval War College), member of the simulator operations, training and implementation team for the NEWS (Naval Electronic Warfare Simulator) and later supervisor with the upgrade to the modern, multi-million dollar advanced WARS (Warfare Analysis Research System) and later still senior technical gaming director for NWGS (Naval War Gaming System) where I taught and supported tactical and strategic level warfare simulation and planning operations.

BUSINESS EXPERIENCE

- President (Member) Ark Research Consulting, LLC, December 2008 to Present
 - Higher Education, Business Development, Manufacturing, Sales/Marketing, Consulting
- Member, Full Belly Tonight (501 (c)(3) [PENDING]
 - Charitable distribution of Food, Clothing, Portable Shelter, etc. Paterson, NJ
- Vice President Investments, Northeast Securities, Inc., April 1995 – April 1999.
 - Invested for High-net-worth clients, established and ran the Orange County Hedge Fund, supervised (Series 24) other brokers in regional office, Orange County, NY.
- Investment Manager, Citicorp, January 1994 – April 1995.
 - CIS (Citicorp Investment Services) Branch brokerage, NYB Region.
- Financial Consultant, Merrill Lynch, January 1991 – January 1994.
 - Branch brokerage, Wayne, NJ and 46th & 6th NYC branches.
- President, Skyline Consulting Group, Inc., January 1988 – January 1991.
 - CNC, FA, DNC [Computer Numerical Control, Factory Automation, Distributed Numerical Control]. Designed systems, with training, programming education,

tooling engineering, and support products and services for Fortune 500 companies internationally.

- Supply Chain & Logistics; Foreign Exchange & Payments.
- President, MJV International Limited, January 1990-January 1992
 - Shipping, rigging, installation & training for manufacturing systems.
- Vice President & National Sales and Engineering Manager, UVA Machine Company, Bromma, Sweden, April 1986 – January 1988.
 - CNC, FA, FMC in ultra-precision grinding, rounding, super finishing for internationally recognized ultra-precision manufacturing firms (Fortune 200).
 - Managed Sales & Engineering organization; P/L Direct responsibility; Supply Chain, Foreign Exchange, Hedging, Global Payments.
- Technical Sales / Engineering, Marubeni America Corp., July 1981 – April 1986.
 - Designed, programmed, implemented and installed CNC, FA, FMC in “Swiss-turned products” for Fortune 500 firms globally.
- Field Service Engineer, Brown & Sharpe Mfg., August 1980 – July 1981.
- Computer / Electronics Training Simulation Directing Supervisor, U.S. Naval War College; Technician 20A61; Ship Handling; YPRON 3, DESRON 28, Newport, RI, June 1974 – August 1980.

MILITARY

Viet-Nam Era Veteran (1973-1980) Honorable Discharge, US Navy, 1980

SECURITY CLEARANCES

Interim ‘Top Secret’ Security Clearance (ITS)
NATO ‘Cosmic Top Secret’ Clearance (CTS)
FBI ‘Secret’ Clearance (FBI S)

PROFESSIONAL LICENSES & CERTIFICATIONS

Series 7, Series 24, Series 63 Securities Licenses; NY/NJ Life, Health & Annuity Insurance Agents Licenses; Certified Manufacturing Engineer, Society of Manufacturing Engineers; NJ Certified School Business Administrator.

CIVIC AND PERSONAL AFFILIATIONS

Battalion Chief, UGL Vol. Fire Company (1987-2002)
West Milford Twp. SAR (Search & Rescue) Team (1992-2002)
Commissioner Passaic County Planning Board (1990-1998)
AFAM (St. John’s #1) Portsmouth, R.I. Member (present)
SME (Society of Manufacturing Engineers) Member (present)
FMA (Financial Management Association) Member (present)

AOM (Academy of Management) Member (present)
ABR (Academy of Business Research) Member (present)
American Legion, Post 1000, Life Member (present)
Viet Nam Vets of America, Member (present)
NJ2AS, Member (present)
NRA Life Member (present)

DECORATIONS & HONORS

Susan D. Williams Professor of the Year Award, 2024
Who's Who in America, 2018 Edition
Who's Who in America, 2016 Edition
Who's Who in America, 2014 Edition
Who's Who in America, 2013 Edition
Who's Who in America, 2012 Edition
Who's Who in America, 2011 Edition
Who's Who in America, 2010 Edition
Who's Who in America, 2009 Edition
Who's Who in America, 2008 Edition
Who's Who in Education, 2008 Edition
Who's Who in America, 2007 Edition
Who's Who in Education, 2007 Edition
Who's Who in America, 2007 Edition
Who's Who in America, 2006 Edition
Who's Who in America, 2004 Edition
Who's Who in America, 2003 Edition
Excellent teaching skills (2nd Highest Evaluations in the College, 2003/2004).
Faculty Appreciation Award – ADCP Professor of the Year, 2002
Inducted into Delta Mu Delta National Business Honor Society, 3/99
Medal of Valor, Passaic County Board of Chosen Freeholders, for saving two
lives in ice rescue, West Milford Twp. Fire Department, 8/96.
Meritorious Unit Commendation, Naval War College
US Navy Good Conduct Medal
National Defense Medal
Cold War Veteran Medal
Expert Pistol Medal
Expert Rifle Medal
(Several Commendations and Awards upon Request).

RESEARCH AND PUBLICATIONS

Dispute Resolution: Pumping the Brakes on Improvisational Management using
Mediation as a Governance Tool, ABR October 2025, Marathon, FL [Enhanced]

Dispute Resolution: Pumping the Brakes on Improvisational Management using Mediation as a Governance Tool, ICBEF April 2025, Los Angeles, CA

Improvisational Leadership and IDR, ABR 2023, San Antonio, TX

Leadership in the 21st Century, (un-published manuscript) 2021

The Communist Republic of New Jersey, Monograph, 2019/2020

Improvisational Management & Governance, Academy of Business Research, New Orleans, LA, March 2020 [converted to online due to COVID]

Shantytown Re-published Star Publishing, Monograph, 2018

Shantytown. PublishAmerica Press, Monograph, 2013

Improvisational Finance Paper, Academy of Business Research, San Antonio, TX, August 2012

Presentation & Paper on Strong Corporate Governance leading to higher shareholder returns, using Tobin's Q estimation for valuation AOEf, 2009.

Capitalism & Christianity: A Moral and Ethical Struggle. Publish America Press, Monograph, 2008

Debt Ratio Trends of Major U.S. Corporations: 1975-2003. (Manuscript, submitted to Journal of Finance) 2009.

Vortex Theory. (Unpublished manuscript) 2003.

"Management of Banking Industry following enactment of Gramm, Leach, Bliley." Journal of Financial Management, (FMA) May 2004.

BUS 333/ Finance On-Line, posted to e-college web site, January 2004.

"Management of Small Banks Following Enactment of Gramm, Leach, Bliley." Academy of Entrepreneurial Finance Proceedings, April 2003.

Co-authored Marketing, a textbook to accompany BSG 661 for the Nyack College Graduate Division School of Business strategic marketing course. March 2003.

"Wealth, Risk Characteristics of Section 20 Subsidiaries Following Enactment of Gramm, Leach, Bliley." Dissertation Manuscript, January 2003.

Published ILM and course materials for Advanced Management/ Mgt 406, for the adult education division of Nyack College. Summer, 2002.

"Education for Command, Control and Coordination Functions."
Project Paper, Nyack College, April 1997.

Study: Headcount, Attraction and Retention in Vocational Education
Unpublished Study prepared and submitted to NJEA, 2001.

"Flexible Grinding Cell at TRW" Modern Machine Shop, Summer, 1987.

FUTURE RESEARCH AND TEACHING INTERESTS

- Globalization and the hidden impact of offshoring (proposal process under way)
- Supply Chain Disruption: Failures of tier 1 and tier 2 suppliers during covid (data accumulation phase)
- Leadership in the 21st Century (monograph in-process review)
- Epistemology in the 21st Century (currently dormant)
- Improvisational Finance (currently dormant)
- Improvisational Leadership (proposal to ABR conference 2025/2026)
- New Paradigms in Finance and Corporate Debt (post GLB) (in resubmission)
- International Corporate Debt Effect (S&P 500) (currently dormant)
- Capital Structure and Risk to the Firm (seeking student co-authors)
- Investment Analysis Models Following the Dot-Com Bust (currently dormant)
- Further Implications of Gramm, Leach, Bliley (2003) (currently dormant)
- Economics of Discrimination (in process, manuscript, and text) (currently dormant due to sudden death of co-author M. Cole)

COURSE & PROGRAM DESIGN

Designed DBA Program, NJCU (in coordination with Ark Research Consulting, LLC)

Designed MGMT 8XX, Leadership in the 21st Century, DBA Program, NJCU School of Business

Designed MGMT 8XX, Epistemology, DBA Program, NJCU School of Business

Designed MGMT 711, Innovation, MBA Program NJCU School of Business

Designed MGMT 713, Services Mgt., MBA Program NJCU School of Business

Designed MGMT 714, Situational Leadership, MBA Program NJCU School of Business

Designed on-line courses in Managerial Finance and Accounting (BUSI 333)

Designed and implemented MBA Program & courses from inception at Nyack College School of Business

Designed and implemented Advanced Management Course (MGT 406), Nyack College School of Business

Designed History of Viet Nam (HIS 225), Nyack College ADCP

Designed Operations Management (BSG 640, graduate course) Nyack College School of Business
Designed and implemented re-vamped course in Business Policy (MGMT 411) NJCU School of Business
Designed and implemented graduate course in Managerial Thought and Ethical Implications (BUSI 610)

PRESENTATIONS & PAPERS

STEM Voices: Voices Across Industries: AI Transforming the New Work Landscape, the first in our new **roundtable series** bringing industry experts together on emerging technologies. October 16, 2025
<https://us06web.zoom.us/j/84839936120?pwd=ArxM83VbgREnMJ8N1X8Sl846jVB5Bq.1>

Academy of Business Research, Marathon, FL; Dispute Resolution: Pumping the Brakes on Improvisational Management using Mediation as a Governance Tool, October 2025

ICBEF (International Conference on Business, Economics and Finance, Los Angeles, CA, Using Mediation as a Governance Tool, April 2025

Academy of Business Research, San Antonio, TX; Improvisational Leadership & IDR, October 2023

Academy of Business Research, New Orleans, LA; Improvisational Management & Governance, March 2020

Academy of Business Research, San Antonio, TX; Improvisational Finance Paper; August 2012

Academy of Entrepreneurial Finance, Chicago, IL; Presentation of Small Firms Corporate Governance Paper, August 2009

Academy of Entrepreneurial Finance, DePaul University, Chicago, IL; Presentation of Small Banks Paper, April 2003

Financial Money Management Seminar; June 1991; Merrill Lynch Private Client Group; Sheraton Hotel, Parsippany, NJ

IRA and Retirement Plans Seminar; December 1991; Merrill Lynch Private Client Group; Merrill Lynch Conference Center, Wayne, NJ

403(b) and 457 Plan Presentation; March 1992; Passaic County Executive Membership; County Administration Building, Paterson, NJ

Alternative Investments for CD's; New Jersey State Fireman's Association; June 1992; State Fireman's Convention; Atlantic City, NJ

State Association Approved Investments; Park Ridge Fireman's Relief Association; July 1992; Park Ridge, NJ

Investing in Government Securities; Central Valley Volunteer Fire Department; March 1994; Central Valley, NY

Investment Alternatives for Seniors and the Risk Averse; The M/V Commander; June 1994; West Point on the Hudson, NY

Careful Investing; Highland Mills Senior Citizens Center; 1994; Highland Mills, NY

State Association Approved Investments; West Milford Fire Company #6; June 1996; West Milford, NJ

State Association Approved Investments; West Milford Fire Company #5; June 1996; Hewitt, NJ

CONFERENCES ATTENDED

ABR 2025, Marathon, FL, October 29th, 2025

ICBEF 2025, Los Angeles, CA, April 17th, 2025 (Bus Econ & Finance)

ABR 2023, San Antonio, TX, October 2023

ITS World Congress 28th Annual Conference 2022, Los Angeles, September 2022

SME/Westec 2021, Los Angeles, September 2021

ABR Conference, New Orleans, March 2020 [moved to online due to Covid-19]

ABR Conference, San Antonio, August 2012

AOEF Conference, Chicago, August 2009

Higher Education & Learning Conference, Washington, D.C., July 2008

AOEF Conference, DePaul University, Chicago, April 2003

FMA Conference, Toronto, 2002

IMTS Conference and Exhibits, Chicago, 1982 – 1992 (every 2 years)

MILAN EXPO, Milan, 1987

WESTEC Conference and Exhibits, Los Angeles, 1984 – 1992 (every year)

PHILA EXPO, Philadelphia, 1981 – 1990 (every year)

HARTFORD EXPO, Hartford, 1981 – 1984

GRANTS

2025 Fulbright Scholarship, (applied for, results pending)

2007 VPAA Research/Scholarship Grant for work dealing with corporate debt structures and changes. Awarded \$4,000.00

2005 Research Grant to study impact of higher debt costs on delivery for medical oncological care in an urban environment, given lower Medicare reimbursements. Awarded \$75,000 [equity matching award] M.D. research group, San Antonio, TX.

SPECIAL SKILL AREAS

International Management & Strategy
Academically & Professionally Qualified

Global Supply Chain Management
Professionally Qualified

Small Business Development & Implementation
Academically & Professionally Qualified

Domestic & Global Manufacturing (Including P/L responsibility)
Professionally Qualified

Operations, Production, Project Management (OPPM)
Academically & Professionally Qualified

Leadership & Leadership Training
Academically & Professionally Qualified

Sales Training & Management
Academically & Professionally Qualified

Entrepreneurship
Professionally Qualified

Multinational Finance & Finance
Academically & Professionally Qualified

DISSERTATION COMMITTEE

Doctoral Dissertation Committee member for Michael Shell

THESIS ADVISOR

Advisor for more than 100 Master's Level thesis works (NJCU & Alliance University, available on request)

SERVICE TO NJCU AND THE COMMUNITY

Special Police Officer, Tiverton Police Department, Tiverton, RI 1975-1978

Assistant Arson Investigator, Tiverton Fire Department, 1975 – 1980

Upper Greenwood Lake Volunteer Fire Company, West Milford, NJ 1987 – 2000

West Milford Search and Rescue Team, West Milford, NJ 1994-2000

West Milford Township Planning Board, West Milford, NJ 1987 – 1989

Commissioner, Passaic County Planning Board, Paterson, NJ 1990 – 1998

Member, Full Belly Tonight (Not for profit), Paterson, NJ 2020 – present

Tenure & Promotion Committee, NJCU School of Business, 2018 – present

Curriculum Committee, NJCU School of Business, 2018 – present

NJCU Senate Planning, Development, Budget Committee, Chair, 6 years

NJCU Senate Graduate Studies Committee, Chair, 6 years

Founding Coordinator, NJCU SOB MBA Program, 5 years

Coordinator, NJCU Management Department, 4 years

NJCU Search Committees (served on ten search committees since 2005)

Judge, Pitch Competition, NJCU School of Business, 2023

Senator-At-Large NJCU Faculty Senate 2024 – Present

Treasurer, AFT Local 1839, 2018 – 2024

Delegate AFTNJ, AFT Local 1839, 2024 – Present

Budget Committee, CNJSCL, 2024-Present

Vice President Full Time Faculty, AFT Local 1839, 2024 - Present

Parliamentarian, AFT Local 1839, 2025-Present

NJCU Senate Planning Development & Budget Committee, 2025-Present

Judge, Pitch Competition, School of Business, 2025

SPECIALTY TRAINING

Title IX Supportive training
ADA (Americans with Disabilities Act) & Sec. 504 Training
DEI (Diversity & Inclusion in the workplace)
Managing Bias
IT Security
AI, SME Systems Integration using AI

CLIENTS (NATIONAL & INTERNATIONAL) MANUFACTURING

Eastman Kodak, Rochester, NY
Parker Hannafin, Clyde, NY
Rochester Products Division of General Motors, Rochester, NY
CR Bard, Murray Hill, NJ
US Catheter Corporation, Glens Falls, NY
General Motors, Detroit, MI
Ford Motor Company, Detroit, MI
New Process Gear, Albany, NY
TRW, Lebanon, TN
General Electric, Buffalo, NY
Fiat, Milan, Italy
Stryker, Allendale, NJ
Howmedica, East Rutherford, NJ
Conax Corporation, Buffalo, NY
Arkwin Industries, Hauppauge, NY
Kings Electronics, Tuckahoe, NY
Bendix, Eatontown, NJ
Allied Signal, Sidney, NY
Taylor Instrument, Rochester, NY
Saab Scania, Trollhattan, Sweden
Moog, Elma, NY
Hayden Precision, Orchard Park, NY
(others available on request; security requires redaction of clients not listed)

CLIENTS (NATIONAL & INTERNATIONAL) CONSULTING

Salvation Army, New York Higher Headquarters (utilization analysis, sales organization)

Nyack College, Nyack, NY (Study, enrollment analysis, sales organization)

Alliance University, New York, NY

AFT Local 1839 (pro bono analysis independent continuation of NJCU)

NJCU School of Business DBA Program (pro bono, research, program development)

Full Belly Tonight (501c3 pending, organization structure, creation, marketing & sales planning, start-up funding)

Dysfunctional Dreamers (business plan analysis, start-up funding, operations)