

MICHAEL J. SULLIVAN, Ph.D., M.S., M.A.
University of Wisconsin-Platteville

EDUCATION

University of Wisconsin-Platteville

Masters of Science (M.S.). Organizational Change Leadership, 2017.

University of Wisconsin-Madison.

Doctorate of Philosophy (Ph.D.). Political Science, 1995.

Masters of Arts (M.A.). Political Science, 1992.

Nanjing University, Course Work in Chinese Studies, 1988-1989.

National Taiwan Normal University, Course Work in Chinese Language, 1986-1987.

University of Minnesota, Course Work in Chinese Language, Summer 1986.

Marquette University.

Bachelors of Arts (B.A.). Cum Laude. Political Science and History, 1986.

PROFESSIONAL EXPERIENCES

Resources Global Professionals (Houston, TX)

Organizational Change Management Consultant, 2020 – Present.

University of Wisconsin-Platteville (Platteville, WI)

Adjunct Instructor (Organizational Change Leadership; Conflict Resolution and Negotiation) and Master Thesis Mentor, 2018 – Present.

Think Growth, LLC [Self-Employed] (Houston, TX)

Change Management & Organizational Development Consultant, 2017-2020. Clients: Chevron, Bayer Crop Science, LyondellBasel, Non-profit Service Organizations.

Houston Community College (Houston, TX)

Adjunct Professor (American Government, Texas State Government), 2017 – 2018.

Phillips 66 Company (Houston, TX)

Senior Advisor, Talent Development, 2012-2016.

ConocoPhillips (Bartlesville, OK)

Leadership and Development Advisor, 2007-2012.

Oakland Community College (Waterford, MI)

Adjunct Instructor (American National Government), Fall 2005 -2007.

MSX International (Warren, MI)

Training & Development Leader (Assigned to Ford Motor Company), 2000-2007.

Instructional Systems Designer (Assigned to Ford China), 1999-2000.

University of Wisconsin-Milwaukee, Center for International Studies (Milwaukee, WI)

Visiting Fellow, 1996-1999.

E.J. Malek and Associates, Inc. (Milwaukee, WI)

Program Developer/Trainer (Assigned to UAW-Chrysler), 1996-1999.

University of Wisconsin-Milwaukee, Department of Political Science (Milwaukee, WI)

Lecturer, 1995-1996 (Chinese Politics; Asian International Relations; Politics of World Nations; Politics of Underdeveloped Areas).

Milwaukee Area Technical College, College of Liberal Arts (Milwaukee, WI)

Instructor, 1994-1995 (American National Government; State and Local Politics).

University of Wisconsin-Madison, Department of Political Science (Madison, WI)

Lecturer, Fall 1993 (Political Power in Contemporary China).

Teaching Assistant, Summer 1991 (Chinese Civilization in Crisis).

Teaching Assistant, Fall 1989 (Introduction to Comparative Politics).

Nanjing Institute of Medical Technology, Foreign Languages Department (Nanjing, PRC):
Instructor, Spring 1989 (English Conversation).
Tamkang University, Foreign Languages Department (Tamkang, Taiwan)
Instructor, 1986-1987 (English Composition).

CERTIFICATIONS

Agile Change Manager Certificate (Agile Change Leadership Institute), expected June 2025
Change Leadership Certificate (IDEO U), July 2024
Project Management Professional Certificate, (Project Management Institute), February 2022
UW System Certificate in Online Learning (Universities of Wisconsin), October 2021
SAFe Agilist Certification (Scaled Agile), 2020
Facilitating 8-Week Online Canvas Courses (University of Wisconsin-Platteville), January 2020
Brain-based Coaching (Neuroleadership Institute), 2019
Mental Health First Aid (National Council for Behavioral Health), 2019
Canvas Certification (Houston Community College), 2017
Training Needs Analysis Certification (Langevin), 2016
Stakeholder Leadership Coaching Certification (Marshall Goldsmith), 2013
Change Management Certification (PROSCI®), December 2011
Myers-Briggs Type Indicator Certification (CPP), January 2010
Performance Coaching Certification (Ford Motor Company), 2006
Six Sigma Green Belt Certification (Ford Motor Company), 2005
Sustaining Agent Champion Certification (Ford Motor Company), 2003
Lean Manufacturing (Ford Motor Company), 2001
Consulting Skills Certification (Peter Block, Ford Motor Company), 2000 & 2004

PUBLICATIONS

"Navigating change: a playbook for success." Insight 17, 11 (February, 2025): 38.
"Organizational change leadership considerations for workplace engagement, performance, and change." Masters of Science Thesis. University of Wisconsin-Platteville, 2017.
"Aggressive Engagement, Not Containment: The Domestic Political Implications of US-China Relations." Co-authored with Shaozhi Su. In What If China Does Not Democratize?, edited by Edward Friedman and Barrett McCormick. Boulder: Westview Press, 1999.
"Developmentalism and China's Human Rights Policy." In Debating Human Rights in the US and Asia, edited by Peter Van Ness. New York: Routledge Press, 1999.
Review of Human Rights: Chinese and Canadian Perspectives, edited by Errol P. Mendes and Anne-Marie Traeholt. China Information (1998).
Review of The Democratization of China, by Baogang He. The China Journal 39 (January 1998): 103-105.
Review of Deng Xiaoping: Portrait of a Chinese Statesman, edited by David Shambaugh. China Information 10, 3-4 (Winter 1995/Spring 1996): 201-203.
"Development and Political Repression: China's Human Rights Policy Since 1989." The Bulletin of Concerned Asian Scholars 27, 4 (1995): 24-39.
"The Impact of Western Political Thought on Chinese Political Discourse on Transitions from Leninism, 1986-1992." World Affairs 157, 2 (Fall 1994): 79-91.
"The 1988-1989 Nanjing Anti-African Protests: National Racism or Racial Nationalism?" The China Quarterly 138 (Summer 1994): 438-457.
Review of Lianbang zhongguo gouxiang [A Plan for a Federated China], by Yan Jiaqi. Australian Journal of Chinese Affairs 31 (January 1994): 148-150.

- Review of Toward a Democratic China: The Intellectual Autobiography of Yan Jiaqi, by Yan Jiaqi; translated by David S.K. Hong and Dennis Mair. Journal of Asian Studies 52, 3 (August 1993): 719-722.
- Review of Yan Jiaqi and China's Struggle for Democracy, by David Bachman and Dali L. Yang, eds. and trans. Journal of Asian Studies 52, 3 (August 1993): 719-722.
- "Milwaukee Neighborhood Organizations: Their Activities, Needs, Relationships with Public and Private Bodies." Co-authored with Norman N. Gill and Kevin Gleason. Milwaukee: Bradley Institute for Citizenship and Public Values, 1988.

ACADEMIC DISTINCTIONS AND FELLOWSHIPS

- Visiting Fellow, Center for International Studies at the University of Wisconsin-Milwaukee, 1996-1999.
- MacArthur Scholarship on International Peace and Cooperation, 1990-1991, Fall 1992.
- Foreign Languages and Area Studies Fellowship (Title VI), Summer 1988, 1991-1992, 1992-1993, and 1993-1994.
- Genevieve Gorst Herfurth Award (For best graduate student paper in the social sciences at the University of Wisconsin-Madison), Honorable Mention, July 1991.
- "Chinese Government Scholarship for American Students" (For study at Nanjing University), 1988-1989.

CONFERENCE PAPERS, INTERVIEWS, AND GUEST LECTURES

- "Cultivating Middle Managers as Change Agents" [Interviewed]. Rework, June 13, 2022.
- "Instructor as Cultural Broker: Techniques to Foster Cross-cultural Dialogue." Presentation at the 2020 Midwest Culturally Inclusive Conference at UW- Platteville, February 27-28, 2020.
- "The Role of Cultural Brokers in Building Agile Change-Ready Organizations." Presentation at the Change Management Texas 2018 Conference for the Association of Change Management Professionals, September 8, 2018.
- "Neuroscience of Leadership Development." Presentation delivered to the Houston Organizational Development Network Monthly Meeting, July 11, 2018.
- "What's Your Why: Steps to Build Your Job Search Brand," Presentation delivered to the Houston Pay It Forward Network, June 1, 2018
- "What's You Why: Steps to Build Your Personal Brand." Virtual presentation at the University of Wisconsin Platteville STEM Master's Program, February 20, 2018.
- "Instructor as Cultural Broker: Techniques to Foster Cross-cultural Dialogue." Presentation at the Faculty Conference 2018 at Houston Community College, February 10, 2018.
- "Change Management and Communication." Presentation delivered to Houston Management Company, February 7, 2018.
- "Developing and Managing Your Personal Career Plan" [workshop], Houston Pay It Forward Network, December 8, 2017
- "Reinvent Your Career Transition with a Growth-Driven Mindset." Presentation delivered at the Pay-it-forward Networking Programs, November 17, 2017.
- "Rethinking Performance Management – A Third Way?" Presentation delivered at the Association for Talent Development Houston CTN Corridor Monthly Meeting, July 27, 2017.
- "The Future of Talent Development Roundtable with Industry Practitioners." Roundtable discussion presentation at the ATD Houston Membership Conference, September 19, 2013
- "Conservative Reform and China's Human Rights Policy in the 1990s." Paper presented at

the 49th Annual Meeting of the Association of Asian Studies, Chicago, Ill, March 13-16, 1997.

"Democracy Under Siege?: Taiwan's 1996 Presidential Elections." Talk presented for the "Elections '96 Lecture Series," University of Wisconsin-Milwaukee, April 8, 1996.

"The Domestic Constraints of China's Role in the Global Economy." Paper presented at Marquette University's INIA Capstone Seminar, March 20, 1996.

"Rebellion, Revolution, and Domination in Post-Mao China: The 1989 Nanjing Democracy Movement." Paper prepared for the conference on "Popular Protest in East Asia," University of Minnesota, March 1-3, 1996.

"Taiwan After Martial Law: Establishing Civilian Control Over the Military?" Paper presented to the conference on "Democratization: International and Domestic Security Dimensions," Stanford University, February 23-25, 1996.

"Political Change and Development in China." Paper presented to the Summer Institute for the Minnesota-Stanford-Wisconsin Consortium on International Peace and Cooperation, University of Wisconsin, June 20-25, 1995.

"Demystifying Political Change in China: Is 'Soft Authoritarianism' the Route for China?" Paper presented at the "India-China Workshop," Marquette University, May 12-13, 1995.

"Chinese Developmentalism and Regional Cooperation: Is an Economically Developed China a Threat?" Paper presented at the "Conference on the Politics and Economics of Regional Cooperation in East and Southeast Asia," University of Wisconsin-Milwaukee, April 28-29, 1995.

"Developmentalism and China's Human Rights Policy: Should June Fourth Be Forgotten?" Paper presented at the 47th Annual Meeting of the Association of Asian Studies, Washington, D.C., April 6-9, 1995.

"Discourse and Domination in Leninist Political Systems." Paper presented at the MacArthur Foundation-funded "Global Discourses on Policy Issues, Identity, and Resistance: Applications and Methods," University of Minnesota, February 10-12, 1995.

"Paper Tiger or Beautiful Country?: Contemporary Chinese Perspectives of the United States." Paper presented at Marquette University's INIA Capstone Seminar, January 30, 1995.

Participant at the MacArthur Foundation-funded Summer Institute for the Minnesota-Stanford-Wisconsin Consortium on International Peace and Cooperation, University of Minnesota, June 20-26, 1994.

"Democracy and the Empowerment of Ideas: Elite and Societal Discourses on Democracy in Dengist China." Paper presented at the MacArthur Consortium Workshop on "Democracy and Popular Empowerment," University of Minnesota, April 8-10, 1994.

"Postmodernism and Chinese Reality: Chinese Democratic Thought's Critique of Socialist Modernity." Paper presented at the annual conference of the Midwest Conference of Asian Affairs, Cleveland, October 1-3, 1993.

"The Impact of Western Political Thought on Chinese Political Discourse on Transitions from Leninism, 1986-1992." Paper presented at the annual conference of the American Political Science Association, Washington, D.C., September 1-5, 1993.

Participant at the National Endowment for Humanities-supported conference "Construction of the Party-State and State Socialism in China, 1936-1965," The Colorado College, Colorado Springs, May 31-June 2, 1993.

"The Teeth and the Tongue Live Together': The Nanjing Anti-African Protests, December 1988-January 1989." Paper presented at the annual conference of the Midwest

- Conference on Asian Affairs, Iowa City, September 13-15, 1991.
- "China's One-Child Policy." Lecture at the University of Wisconsin-Madison's Cultures at Crossroad Series: "The People of China," September 19, 1991.
- "A Global Trouble Spot: Unrest in China, 1989-1990." Lecture at the University of Wisconsin-Extension Summer Program, June 24, 1990.
- "The 1989 Prodemocracy Movement in Nanjing China." Presentation at a Round Table Discussion on the 1989 Chinese Democratic Movement, Beliot College, November 1989.
- "The Neo-Authoritarianism Debate in China: Should Economic Modernization Precede Political Democratization?" Paper presented at the annual conference of the Midwest Conference on Asian Affairs, East Lansing, October 29-30, 1989.

ACADEMIC RESEARCH EXPERIENCES

- University of Wisconsin-Platteville
M.S. research, 2016-2017
- University of Wisconsin-Milwaukee
Visiting Fellow, 1996-1999
- The People's University of China (Beijing, P.R.C.):
Ph.D. dissertation research, 1992.
- Universities Services Centre (The Chinese University of Hong Kong):
Ph.D. dissertation research, 1991-1992.
- University of Wisconsin (Madison, Wisconsin):
Ph.D. dissertation research, 1991-1995
M.A. research, 1987-1988, 1989-1991
Project Assistant for the NEH-sponsored "Summer Seminar for College Teachers" on Democratization in Leninist States and Cultural Pluralism, January-August 1990.
- Nanjing University (Nanjing, P.R.C.):
Pre-dissertation research, 1988-1989.
- Institute for Citizenship and Public Policy (Marquette University):
Research Assistant, 1984-1986.

PROFESSIONAL ACTIVITIES

- Member, Association for Change Management Professionals (2018-Present)
- Member, Distance Education Alumni Board University of Wisconsin-Platteville (2018-2020)
- Member, Society of Human Resources Management (2002-2018).
- Member, Association for Talent Development (2007-2018).
- Program Director, Houston Chapter Association for Talent Development (2017).
- Fall Conference Chair, Houston Chapter Association for Talent Development (2016 & 2017).
- Member, Houston Chapter Association for Talent Development (2012-2017).
- Consultant, Amnesty International China Desk (1999).
- Member, American Political Science Association (1992-1999).
- Member, Association for Asian Studies (1990-1999).
- Reviewer, China Journal (1998).
- Reviewer, China Information (1995, 1996, & 1998).
- Reviewer, The Australian Journal of Chinese Affairs (1994, 1995, & 1997).
- Member, "Debating Human Rights: The US and Asia" project (1994-1996).
- Member, Network Group on "Domestic Security and Democratization" for the MacArthur Foundation-funded Minnesota-Stanford-Wisconsin Consortium on International Peace

and Cooperation (1995-1996).

Reviewer, American Journal of Political Science (1996).

Reviewer, Journal of Asian Studies (1993).