

MICHAEL J. SULLIVAN, Ph.D.

University of Wisconsin–Platteville

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Location: Houston, TX

ACADEMIC PROFILE

Practitioner-scholar in Organizational Change Leadership with 25+ years of experience integrating applied research, leadership development, and enterprise transformation across corporate, public sector, and higher education contexts. Experienced adjunct instructor teaching organizational change leadership, management consulting, political science, and cross-cultural communication. Published author with a strong record of applied research and practitioner-focused curriculum design. Research and teaching interests include organizational change leadership, workplace engagement, leadership development, management consulting, and cross-cultural dynamics in organizations.

RESEARCH INTERESTS

Organizational Change Leadership; Employee Engagement and Performance; Leadership Development; Cross-Cultural Communication; Organizational Culture; Neuroscience

EDUCATION

University of Wisconsin–Platteville

M.S., Organizational Change Leadership, 2017

University of Wisconsin–Madison

Ph.D., Political Science, 1995

M.A., Political Science, 1992

Nanjing University, Chinese Studies (coursework), 1988–1989

National Taiwan Normal University, Chinese Language (coursework), 1986–1987

University of Minnesota, Chinese Language (summer study), 1986

Marquette University

B.A., Political Science and History, *cum laude*, 1986

ACADEMIC APPOINTMENTS

University of Wisconsin–Platteville — Adjunct Instructor, Organizational Change Leadership (2018–Present); Capstone and Seminar Mentor (2018–Present)

Houston Community College — Adjunct Professor, Government (2017–2018)

Oakland Community College — Adjunct Instructor, American Government (2005–2007)

University of Wisconsin–Milwaukee — Lecturer, Political Science (1995–1996)

University of Wisconsin–Madison — Lecturer and Teaching Assistant (1989–1993)

Nanjing Institute of Medical Technology (PRC) — Instructor, English Conversation (1989)

Tamkang University (Taiwan) — Instructor, English Composition (1986–1987)

COURSES TAUGHT

Organizational Change Leadership; Consulting for Organizational Change; Conflict Resolution and Negotiation; American Government; Texas State Government; Chinese Politics; Asian International Relations; Comparative Politics; Politics of World Nations; Politics of Developing Areas; English Composition; English Conversation

PROFESSIONAL EXPERIENCE (INDUSTRY & CONSULTING)

Independent Consultant (Houston, TX)

Organizational Change Management Consultant, 2016–Present

Harris County Universal Services (Houston, TX)

Organizational Change Management Manager, 2025–2026

Resources Global Professionals (Houston, TX)

Organizational Change Management Consultant, 2020–2025

Clients included Walmart, Adtalem, Wiley Publishing, Phillips Health Technologies, AIG, Entergy

Think Growth, LLC (Houston, TX)

Change Management and Organizational Development Consultant, 2017–2020

Clients included Chevron, Bayer Crop Science, LyondellBasell, and nonprofit organizations

Phillips 66 (Houston, TX)

Senior Advisor, Talent Development, 2012–2016

ConocoPhillips (Bartlesville, OK)

Leadership and Development Advisor, 2007–2012

MSX International / Ford Motor Company (Warren, MI / China)

Training and Development Leader (Ford NA), 2000–2007

Instructional Systems Designer (Ford China), 1999–2000

University of Wisconsin–Milwaukee, Center for International Studies

Visiting Fellow, 1996–1999

E.J. Malek & Associates (Milwaukee, WI)

Program Developer/Trainer (UAW–Chrysler), 1996–1999

PUBLICATIONS

Peer-Reviewed Articles

- “Development and Political Repression: China’s Human Rights Policy Since 1989.” *Bulletin of Concerned Asian Scholars* 27, no. 4 (1995): 24–39.
- “The Impact of Western Political Thought on Chinese Political Discourse, 1986–1992.” *World Affairs* 157, no. 2 (1994): 79–91.
- “The 1988–1989 Nanjing Anti-African Protests.” *China Quarterly* 138 (1994): 438–457.

Book Chapters

- “Aggressive Engagement, Not Containment.” In *What If China Does Not Democratize?* Boulder: Westview Press, 1999.
- “Developmentalism and China’s Human Rights Policy.” In *Debating Human Rights in the US and Asia*. Routledge, 1999.

Other Publications

- “Navigating Change: A Playbook for Success.” *Insight* 17, no. 11 (2025): 38.
- Master’s Thesis, University of Wisconsin–Platteville, 2017.

Book Reviews

- Multiple reviews published in *China Information*, *Journal of Asian Studies*, and related journals (1993–1998).

SELECTED CONFERENCE PRESENTATIONS AND INVITED TALKS

- “Cultivating Middle Managers as Change Agents.” Interview, *Rework*, 2022
- “Instructor as Cultural Broker.” Midwest Culturally Inclusive Conference, UW–Platteville, 2020
- “The Role of Cultural Brokers in Agile Organizations.” ACMP Texas Conference, 2018
- “Change Management and Communication.” Houston Management Company, 2018.
- “Neuroscience of Leadership Development.” Houston OD Network, 2018
- “What’s Your Why: Steps to Build Your Job Search Brand,” Houston Pay It Forward, 2018
- “Rethinking Performance Management – A Third Way?” Houston ATD, 2018
- Numerous academic conference papers on Chinese politics and political development (1990–1997)

RESEARCH EXPERIENCE

- University of Wisconsin–Platteville — M.S. Research, 2016–2017
- University of Wisconsin–Milwaukee — Visiting Fellow, 1996–1999
- People’s University of China — Dissertation Research, 1992
- Chinese University of Hong Kong — Dissertation Research, 1991–1992
- University of Wisconsin–Madison — Doctoral Research, 1991–1995

CERTIFICATIONS AND PROFESSIONAL DEVELOPMENT

- Agile Change Manager Certification, 2025
- IDEO® U Change Leadership Certification, 2024
- Project Management Professional (PMP®), 2022
- PROSCI® Change Practitioner Certification, 2011
- UW System Online Teaching Certification, 2021
- NeuroLeadership Institute® Coaching Certification, 2018
- Canvas Certification, 2017
- Marshall Goldsmith Stakeholder Coaching Certification, 2014
- Consulting Skills Certification (Peter Block, Ford Motor Company), 2000 & 2004

ACADEMIC AND PROFESSIONAL SERVICE

- Member, Association for Change Management Professionals (2018–Present)
- Program Director, ATD Houston Chapter
- Reviewer, *China Journal*
- Reviewer, *Journal of Asian Studies*
- Member, American Political Science Association
- Member, Association for Asian Studies

HONORS AND FELLOWSHIPS

- MacArthur Fellowship in International Peace and Cooperation
- Foreign Language and Area Studies (FLAS) Fellowships
- Chinese Government Scholarship for American Students (Nanjing University)
- Genevieve Gorst Herfurth Award (Honorable Mention)