

CURRICULUM VITA

ROGER L. FIRESTIEN

I. Personal Information

P.O. Box 615
Williamsville, New York 14231
Voice: (716) 631-3564
Roger@RogerFirestien.com

II. Education

Doctor of Philosophy in Communication. State University of New York. Buffalo, New York.
March 1987.

Master of Science in Creative Studies, State University of New York College at Buffalo.
August 1979.

Bachelor of Arts (Summa Cum Laude) in Liberal Arts, Music Education Emphasis, University of
Northern Colorado, Greeley, Colorado. December 1977.

III. Professional Experience

Present Position:

SUNY- Buffalo State, Buffalo New York. Senior Faculty. International Center for Studies in
Creativity. Teach Graduate: Principles in Creative Problem Solving, Facilitation of Group Problem
Solving. Advise graduate students on independent research projects. September 2008 to present.

President, Innovation Resources, Inc, Williamsville, New York. Responsible for overall strategy and
vision of the organization. Innovation Resources, Inc. delivers custom designed training programs in
creative problem solving to business, educational, health care and government institutions. Also
publishes and produces video and audio programs on creativity and innovation.
September 1994 to present.

SUNY Buffalo State, Buffalo, New York. Associate Professor. International Center for Studies in
Creativity. Teach Graduate: Principles in Creative Problem Solving, Designing and Delivering
Creativity Education, Facilitation of Group Problem Solving. Advise graduate students on
independent research projects.
September 1993 to 2007.

Positions Held:

SUNY Buffalo State, Buffalo, New York. Assistant Professor and Assistant Director, Center for
Studies in Creativity. Responsible for administrative coordination of the Center for Studies in
Creativity. Teach Undergraduate: Introduction to Creative Studies, Applications of Creativity and
Innovation; Teach Graduate: Workshop in Nurturing Creative Behavior, Nurturing Creative
Behavior, Team Teaching I.
July 1991 to August 1993.

SUNY Buffalo State, Buffalo, New York. Assistant Professor and Acting Director, Center for Studies
in Creativity. Responsible for administration of the Center for Studies in Creativity. Teach
Undergraduate: Introduction to Creative Studies, Applications of Creativity and Innovation;

Teach Graduate: Workshop in Nurturing Creative Behavior, Nurturing Creative Behavior, Team Teaching I.
August 1990 to June 1991

SUNY Buffalo State, Buffalo, New York. Assistant Professor, Center for Studies in Creativity. Teach Undergraduate: Introduction to Creative Studies, Creative Approaches to Problem Solving, Applying Principles of Creative Behavior; Teach Graduate: Workshop in Nurturing Creative Behavior, Nurturing Creative Behavior, Team Teaching I.
September 1984 to August 1990

Co-founder and Senior Partner of Multiple Resource, a creative problem-solving and change/innovation management consulting firm. Responsible for delivery of client training programs, client consulting, company marketing, program design and strategic planning.
July 1981-July 1984.

Co-founder and Senior Partner of Multiple Resource Media, a division of Multiple Resource. Responsible for development of video and multi-media programs in creativity, innovation and success management. Duties included development of product concepts, direction of productions and coordination of product marketing.
January 1983-July 1984.

SUNY Buffalo State, Buffalo, New York. Adjunct Instructor in Creative Studies. Taught following undergraduate courses: Introduction to Creative Studies, Creative Approaches to Problem Solving, Creative Leadership through Effective Facilitation.
August 1980 - August 1984.

IV. Publications

Books, edited collections, audio and video programs:

Miller, B. Vehar, J., Firestien R., Thurber, S. Nielsen, D., (2011). *Creativity Unbound*, (5th ed.), Evanstown, IL, Foursight Group, LLC.

Miller, B.Vehar, J., Firestien R., Thurber, S. Nielsen, D., (2011). *Facilitation: A Door to Creative Leadership* (5th ed.). Evanstown, IL, Foursight Group, LLC.

Firestien, R.L. (2004). *Leading on the Creative Edge*. (Second Printing) Williamsville, NY: Innovation Resources, Inc.

Firestien, R.L. (2000). *Why Didn't I Think of That? A personal and professional guide to better ideas and decision making*. (Second Printing) Williamsville, NY: Innovation Resources, Inc.

Firestien, R.L. (1996) *Leading on the Creative Edge*. Colorado Springs, CO: Pinon Press Inc.

Firestien, R.L. (1994). *Unleashing the Power of Creativity: The key to teamwork, empowerment, and continuous improvement*. [Video tape] Buffalo, NY: Kinetic Films, Inc.

Isaksen, S.G., Murdock, M.C., Firestien, R.L. & Treffinger, D.J. (Eds.) (1993). *Nurturing and developing creativity: The emergence of a discipline*. Norwood, NJ: Ablex Publishing Corporation.

Isaksen, S.G., Murdock, M.C., Firestien, R.L. & Treffinger, D.J. (Eds.) (1993). *Understanding and recognizing creativity: The emergence of a discipline*. Norwood, NJ: Ablex Publishing Corporation.

Firestien, R.L. (1993). *Breakthrough: Getting Better Ideas: Seven ways to jump-start your creativity*. [Audio tape] Williamsville, NY: Roger L. Firestien, Ph.D.

Firestien, R.L. (1989). *Why Didn't I Think of That? A personal and professional guide to better ideas and decision making*. Williamsville, NY: Innovation Systems Group.

Firestien, R.L. (1988). *From Basics to Breakthroughs: A guide to better thinking and decision making*. Williamsville, NY: Innovation Systems Group.

Firestien, R.L. (1987). *Power Think: Achieving your goals through mental rehearsal*. [Audio tape] Williamsville, NY: Innovation Systems Group.

Firestien, R.L. (1985). *Breakthrough: Getting Better Ideas* [Videotape] Buffalo, NY: State University College at Buffalo.

Firestien, R.F. (1983). *Breakthrough to Ideas*. [videotape, slides] East Aurora, NY: United Educational Services, Inc.

Firestien, R.L. & Foucar-Szocki, D. (1983). *Breakthrough to Ideas: Leader's manual*. Buffalo, NY: Multiple Resource Media.

Treffinger, D.J., Isaksen, S.G. & Firestien, R.L. (1982). *Handbook of Creative Learning*. Honeoye, NY: Center for Creative Learning.

V. Publications in professional journals and conference proceedings

Miller, B., Vehar, J., Firestien, R. & Exckert R. (2008). Four key principles of creative thinking training. In *Proceedings of the International Conference on Creativity and Innovation Management*, Buffalo, NY: International Center for Studies in Creativity.

Puccio, G.J., Firestien, R.L., Coyle, C. & Masucci, C. (2006). A review of the effectiveness of CPS training: A focus on workplace issues. *Creativity and Innovation Management*, 15 (1), 16-30.*

Firestien, R.L. & Kumiega, K. J. (1994) Using a formula for creativity to yield organizational quality improvement. *National Productivity Review*, Autumn, 569-595.

Firestien, R. L. (1993). The power of product. In Isaksen, S.G., Murdock, M.C., Firestien, R.L. & Treffinger, D.J. *Nurturing and developing creativity: The emergence of a discipline*. Norwood, NJ: Ablex Publishing Corporation.

Firestien, R.L. & Lunken, H.P. (1993). Assessment of the long term effects of the master of science degree in creative studies on its graduates. *The Journal of Creative Behavior*. 27 (3), 188- 199*

Isaksen, S.G., Dorval, K.B., Noller, R.B. & Firestien, R.L. (1993). The dynamic nature of creative problem solving. In *Proceedings of the 1992 Creativity and Innovation Networking Conference*. Greensboro, NC: Center for Creative Leadership.

Firestien, R.L. & McCowan, R.J. (1992). Effects of creative problem solving training on quality of ideas generated in small groups: A working paper. In Novelli, L. (Ed.) *Collected Research Papers of*

the 1992 Creativity and Innovation Networking Conference Greensboro, NC: Center for Creative Leadership.

Firestien, R. L. (1993). The power of product. In Isaksen, S.G., Murdock, M.C., Firestien, R.L. & Treffinger, D.J. *Nurturing and developing creativity: The emergence of a discipline*. Norwood, NJ: Ablex Publishing Corporation.

Firestien, R.L. (1991). Strategies for nourishing creativity. In Rickards, T., Colemont, P., Groholt, P., Parker, M., Smeekes, H. (Eds.), *Creativity and Innovation: Learning from Practice* (pp. 115-120). Drachten, The Netherlands: Necum Publishers.

Firestien, R.L. (1991). Linking creativity and quality: Lessons learned from the Japanese. In *Quality the requisite for the 90's*. (pp. C2-2, C2-12). Chicago, IL: Professional Education International, Inc.

Firestien, R.L. (1990). Effects of creative problem solving training on communication behaviors in small groups. *Small Group Research*, 21, (4), 507-521.*

Firestien, R.L. & Treffinger, D.J. (1989). Guidelines for effective facilitation of creative problem solving. *JANUS: A Janus Pannonius Todományegyetem folyoirata* (The Journal of the University of Sciences: Pecs, Hungary), 75-92.*

Firestien, R.L. (1989). Releasing creativity in the work force. In *Proceedings of the national communications forum*. (pp.1203-1210). Chicago, IL: National Engineering Consortium and Professional Education International, Inc.

Firestien, R.L. & McCowan, R. (1988). Creative problem solving and communication behavior in small groups. *Creativity Research Journal*, 1 (1), 106-114.*

Firestien, R.L. & Treffinger, D.J. (1989). Guidelines for effective facilitation of creative problem solving. *G/C/T Magazine*, July/August 1989, 35-39; September/October 1989, 44-47; November/December 1989, 40-44*

Firestien, R.L. (1988). Effects of creative problem solving training on communication behaviors in small groups. In Colemont, P., Groholt, P., Rickards, T., Smeekes, H. (Eds.), *Creativity and innovation: Towards a European network* (pp. 251-256). Dordrecht, The Netherlands: Kluwer Academic Publishers.

Firestien, R.L. & Treffinger, D.J. (1983). Ownership and converging: Essential ingredients of creative problem solving. *The Journal of Creative Behavior*, 17 (1).*

Treffinger, D.J., Isaksen, S.G. & Firestien, R.L. (1983). Theoretical perspectives on creative learning and its facilitation: An overview. *The Journal of Creative Behavior*, 17 (1).*

Firestien, R.L. & Treffinger, D.J. (1983). Creative Problem-Solving: Guidelines and resources for effective facilitation. *G/C/T Magazine*, (Jan/Feb).*

Sims, B.A. & Firestien, R.L. (1979). Out of the classroom and through the woods. *The Journal of Creative Behavior*, 13 (2).*

* Indicates Referred Journal.

VI. Publications in popular periodicals

- Firestien, R.L. (1995, April 17). Empower your workers to uncover their creativity. *Business First of Buffalo*, pp. 23.
- Firestien, R.L. (1995, March 27). Four ways to keep business creative, fresh and on top. *Business First of Buffalo*, pp.22.
- Firestien, R.L. (1995, January 9). After review, what you think is the problem probably isn't. *Business First of Buffalo*, pp. 20.
- Firestien, R.L. (1993, March 29). To get your company to excel, make sure the boss loosens up. *Business First of Buffalo*, pp. 22.
- Firestien, R.L. (1993, March 15). Short-run thinking stifles needed long-view creativity. *Business First of Buffalo*, pp. 25.
- Firestien, R.L. (1993, January 18). Strive for quantity when trying to generate ideas. *Business First of Buffalo*, pp. 22.
- Firestien, R.L. (1992). Use forced connections for innovation. *The Innovator*. 3 (2), 4.
- Firestien, R.L. (1992, July-September). Where you work plays a role in how you work. *International Creativity Network*, pp. 3.
- Firestien, R.L. (1992, April 13). If you need a fresh outlook, create the space in your life. *Business First of Buffalo*, pp. 23.
- Firestien, R.L. (1991, November 18). There are plenty of ways to jump-start creative juices. *Business First of Buffalo*, pp. 21.
- Firestien, R.L. (1991, September 2). There are definite ways to get your idea across. *Business First of Buffalo*, pp. 23.
- Firestien, R.L. (1991, June 10). Where you work plays a role in how you work. *Business First of Buffalo*, pp. 19.
- Firestien, R.L. (1991, March 25). The Japanese example: a lesson for Americans. *Business First of Buffalo*, pp. 17.
- Firestien, R.L. (1991, February). Success comes from setting attainable vision. *National Network News - Contel Cellular* pp.8.
- Firestien, R.L. (1991, January 14). Mistakes can be stepping stones to success. *Business First of Buffalo*, pp. 17.
- Firestien, R.L. (1990, February 12). Success comes from setting attainable vision and goal. *Business First of Buffalo*, pp.17.
- Firestien, R.L. (1990, April 2). Taking control of the future means setting an anchor in current reality. *Business First of Buffalo*, pp. 18.

Firestien, R.L. (1990, April 30). Entering a creative mind set requires ability to delay in passing judgment. *Business First of Buffalo*, pp. 25.

Firestien, R.L. (1990, August 20). You have to stay loose when brainstorming. *Business First of Buffalo*, pp. 27.

Firestien, R.L. (1990, October 22). When you get stuck for ideas, look around. *Business First of Buffalo*, pp. 29.

Firestien, R.L. (1989, September 18). Creativity and innovation must be part of business. *Business First of Buffalo*, pp. 18.

Firestien, R.L. (1989, October 23). When that great ideas comes to you, write it down. *Business First of Buffalo*, pp. 29.

Firestien, R.L. (1989, November 20). Go ahead. Praise the positive and forget the negative. *Business First of Buffalo*, pp. 22.

Firestien, R.L. (1989, December 18). Use critical thinking, not criticism on new ideas. *Business First of Buffalo*, pp. 26.

Firestien, R.L. (1989) A strange looking wheelbarrow. *Hospital Marketing and Public Relations* 15, (6), 7.

Firestien, R.L. (1989) Capture your ideas. *Hospital Marketing and Public Relations* 15, (6), 9.

VII. Technical reports and unpublished writing

Firestien, R.L. (1987) Effects of creative problem solving training on communication behaviors and quality of ideas generated in small groups. (Dissertation Abstracts International, 48, 4805-A)

Firestien, R.L. (1979) Effects of brainstorming or short-term incubation on divergent production in problem-solving. Unpublished Master's Thesis. State University of New York College at Buffalo, NY.

VIII. Honors, Awards and Professional Memberships

Buffalo State College – Twenty-five Years of Service Award	February 2009
Founder- Firestien Family Creative Achievement Award – Buffalo State College	May 1999
Creative Education Foundation Service and Commitment Award	June 1995
Founder - Firestien Interdisciplinary Scholarship Fund – University of Northern Colorado, Greeley, Colorado	January 1995
Who's Who in the East	January 1993
Founding Contributor Alex F. Osborn Research Endowment, Buffalo State College, Buffalo, NY	October, 1992

Inaugural Honorary Recipient of Membership in the Chilean Foundation for Creativity and Innovation, Santiago, Chile	April 1991
Guest reviewer for Creativity Research Journal	1990, 1991
Delivered Key Note Address at Fourth International Conference on Humor and Creativity	April 1989
Phi Delta Kappa - Citation for distinguished service to education.	January 1988
Elected Colleague of the Creative Education Foundation.	June 1984
Member of the Niagara Frontier chapter of the American Society for Training and Development.	

IX. Presentations at Professional Meetings

Topics have included research findings in creativity and innovation; successful use of mental imagery methods and techniques; managing for innovation in organizations (By year in reverse chronological order.)

Creativity Expert Exchange	Buffalo, NY	June 2016
Creative Problem Solving Institute	Buffalo, NY	June 2016
Creative Problem Solving Institute	Buffalo, NY	June 2015
Creative Problem Solving Institute	Buffalo, NY	June 2014
Creative Problem Solving Institute	Buffalo, NY	June 2013
Creative Problem Solving Institute – Delivered Closing Keynote Address	Buffalo, NY	June 2010
American Society for Training and Development	Orlando, FL	June, 2005
Featured Speaker: 2004 Training Magazine ‘E’ Learning Conference	San Francisco, CA	October, 2004
Leadership Erie Commencement Address	Erie, PA	June, 2004
Keynote Speaker: American Creativity Association	Philadelphia, PA	March, 2003
26th to 50th Annual Creative Problem Solving Institute	Buffalo, NY	June 1980 - 2004
1992 International Creativity and Innovation Networking Conference	Greensboro, NC	September 1992
1990 International Creativity Conferences	Buffalo, NY	August, 1990
Second European Conference on Creativity and	Noordwijk aan Zee, the Netherlands	

Innovation		December 1989
Second International Creativity Symposium	Greensboro, NC	September 1988
Phi Delta Kappa: Canadian/American Meeting	Buffalo, NY	January 1988
First European Conference on Creativity and Innovation	Noordwijk aan Zee, the Netherlands	December 1987
American Society for Training and Development	Buffalo, NY	November 1983 February 1984 November 1989
Third American Conference on the Fantasy and Imaging Process	New York, NY	November 1979
National Association for Gifted Children	Baltimore, MD	October 1979

X. Radio and Television Appearances

WEBR Radio	January, 1993
WKBW Television <i>AM Buffalo</i>	August, 1990
WKBW Television <i>AM Buffalo</i>	December, 1988
WHTT Radio: <i>Buffalo Alive</i>	October, 1988
WKBW Radio: <i>The Penney Wolfgang Show</i>	August, 1987
WUTV Television: <i>In League with You</i>	August, 1986

XI. Cited or Quoted in the Following Publications

Pappano, L. (February 2014). Learning to think outside the box: Creativity becomes an academic discipline. *The New York Times*

Porter, J. (February 2014). Can creativity really be taught? *Fast Company*

English, D. (July 2008). When to share your intellectual property. *Buffalo Business First*.

Buchanan, M. (May, 1994). Just kidding around. *Entrepreneur*. pp. 126-132.

Hequet, M. (February, 1992). Creativity training gets creative. *Training*. pp. 41-46.

Golin, M. (1992, Spring). How to brainstorm by yourself... and triple the results.

Young Executive. pp. 44-49.

English, D. (August 17, 1992). Seminar planning, right tools separate good, bad and ugly. *Business First of Buffalo*. pp.21.

Shoup , P. (January 2, 1992). Firestien finds niche in teaching creativity techniques. *The Windsor Beacon*. pp. 6.

Jackson, D. (August 11, 1991). The creative edge. *The Greeley Tribune*. pp.D1-D3.

Buffington, P. (1991, June). Capitalizing on Complaints. *Sky Magazine*. pp. 33-38.

Buffington, P. (1989, June). No Problem! *Sky Magazine*. pp. 93,97.

Buffington, P. (1988, June). Risky Business. *Sky Magazine*. pp. 85, 87.

Isaksen, S.G. (1987). *Frontiers of creativity research : Beyond the basics*. Buffalo, NY: Bearly Limited.

Hovey, B. (1986, April 28). Some tough problems to solve? Get Creative. *Business First*. pp.1, 16.

Howard, N.A. (1985, October). Creativity: A special report. *Success Magazine*. pp. 54-61.

Jabs, C. (1986, October). Clear-ups for cloudy thinking. *Self*. pp. 155-159.

Montgomery, D. (1985, November 3). Buffalo: A Center of Imagination. *The Buffalo News*, pB-13.

Stein. M.I. (1986). *Gifted, talented and creative young people: A guide to theory, teaching and research*. New York: Garland Publishing, Inc.

VanGundy, A.(1987). *Techniques of structured problem solving*. (2nd Edition). New York: Van-Nostram-Reinholdt.

Wittrock, W.C.(1986). *Handbook of research on teaching*. New York: American Educational Research Association.

**XII. Invited to Present Speeches, Workshops or Provide Consulting Services in Creative Problem Solving to the following organizations
(by year in reverse chronological order):**

2016

North Dakota State University	Fargo, ND
Ryerson University	Toronto, Ontario, Canada
Episcopal Diocese of North West Pennsylvania	Erie, PA
Design Innovation Garage	Buffalo, NY
Health Now	Buffalo, NY
Buffalo Niagara Medical Campus	Buffalo, NY
Gannon University	Erie, PA
University of Buffalo School of Management	Amherst, NY
12 th Annual Tri-Association Manufacturing Conference	Cobourg, Ontario, Canada

2015

Gannon University
Episcopal Diocese of North West Pennsylvania

Erie, PA
Ludlow, PA

2014

National Council of State Legislatures
NOAA National Oceanic and Atmospheric Administration
US Agency for International Development

Denver, CO
Washington, DC
Washington, DC

2013

NOAA National Oceanic and Atmospheric Administration -
US Agency for International Development

Washington, D.C.
Washington, DC

2012

NOAA National Oceanic and Atmospheric Administration
Federal Executive Institute

Washington, DC
Washington, DC

2011

Leadership Erie
New Era Cap Corporation
Center for Creative Solutions

Erie, PA
Buffalo, NY
Michigan City, IN

2010

Digital Wave Conference
New Era Cap Corporation
US Veterans Administration
Erie 1 Boces

Buffalo, NY
Buffalo, NY
Minneapolis, MN
Fredonia, NY

2009

US Millicare Corporation
US Veterans Administration
Leadership Erie

Santa Fe, NM
Chicago, IL
Erie, PA

2008

United States Department of Homeland Security
Federal Aviation Administration
US Veterans Administration
Leadership Erie
Chautauqua Opportunities, Inc.

Shepherdstown, WV
Norman, OK
San Antonio, TX
Erie, PA
Chautauqua, NY

2007

UBS Financial Services
Innovation In Government Lab
Farmers Insurance
United States Bureau of the Census
Thomson Learning Corporation
Presidents Council on Integrity
and Efficiency
WNY Library Resources Council
National Oceanic and Atmospheric
Administration – NOAA
Seventh Annual Nevada Community

Weehawken, NJ
Charlottesville, VA
Los Angeles, CA
Charlottesville, VA
Albany, NY

Charlottesville, VA
Buffalo, NY

Charlottesville, VA

College Conference
Sole'
Sara Lee
Institute for Management Studies

Reno, NV
Chicago, IL
Chicago, IL
Hartford, CT

2006

President's Council on Integrity and Efficiency
Office of the Comptroller of the Currency
UBS Financial Services
Institute for Management Studies

Charlottesville, VA
Denver, CO
New York, NY
The United Kingdom
The Netherlands
Philadelphia, PA
Wilmington, DE
St. Louis, MO
Charlottesville, VA
Buffalo, NY
Buffalo, NY
Lansdale, PA
Boston, NY
Oil City, PA
Arlington, VA
Washington, DC
Bloomington, IL
Fort Monmouth, NJ
Los Angeles, CA
Charlottesville, VA
Charlottesville, VA
Washington, DC
Weehawken, NJ

AstraZeneca
Leadership Veterans Administration
Veterans Administration Nurses Executives
Head Start
Not-For-Profit Conference
Merck and Company, Inc.
Federal Courts Clerks' Association Conference
Oil Region Alliance of Business and Industry
National Science Foundation
U.S. Department of Housing and Urban Development
State Farm Insurance
U.S. Army
Farmers Insurance Group
Federal Executive Institute
U.S. Agency for International Development - USAID
Brookings Institution
UBS Financial Services

2005

Federal Executive Institute
Institute for Management Studies

Federal Executive Institute Alumni Association
New York State Higher Education Services Corporation
National Center for Environmental Innovation
UBS Financial Services Inc.
American Creativity Association
U.S. Office of the Comptroller of the Currency
NOAA Coastal Services
Hamot Health
Social Security Administration/Office of Inspector General
New York State Police
Brookings Institution
Syngenta
U.S. Department of the Interior
Housing and Urban Development (HUD)
Leadership Veterans Administration
Institute for Management Studies
Leadership Erie
U.S. Mint
State Farm Insurance
Federal Reserve Bank

Charlottesville, VA
Los Angeles, CA
Cleveland, OH
Washington, DC
Albany, NY
Washington, DC
Weehawken, NJ
Austin, TX
Washington, DC
Charleston, SC
Erie, PA
Mystic, CT
Saratoga Springs, NY
Charlottesville, VA
Myrtle Beach, SC
Lakewood, CO
Washington, DC
Baltimore, MD
Columbus, OH, Houston, TX
Erie, PA
Shepherdstown, WV
Bloomington, IL
New York, NY

ASQ Buffalo, Alleghany, Jamestown, Erie
Northeast Health
U.S. Department of Transportation
U.S. Department of Education
U.S. Office of Personnel Management
U.S. Environmental Protection Agency

Erie, PA
Latham, NY
Washington, DC
Washington, DC
Shepherdstown, WV
Washington, DC

2004

US Environmental Protection Agency
Academy of Prosthodontics
US Internal Revenue Service
Southern California Edison
Leadership Portage County
Institute for Management Studies

Veterans Administration Nurses Executives
Buffalo Seminary
US Environmental Protection Agency
National Imaging and Mapping Agency
Federal Deposit Insurance Corporation
Institute for Management Studies

Seattle, WA
Niagara Falls, Ontario, Canada
Washington, DC
Rosemead, CA
Rootstown, OH
London, England;
Edinburgh, Scotland
Charlottesville, VA
Buffalo, NY
New York, NY
Charlottesville, VA
Boston, MA, New York, NY
Philadelphia, PA; Dallas, TX
New York, NY; Hartford, CT;
Kansas City, MO
Buffalo, NY
Baltimore, MD
Buffalo, NY
Saginaw, MI
Charlottesville, VA
Weehawken, NJ
Charleston, SC
Allentown, PA
Atlanta, GA
Charlottesville, VA
Buffalo, NY
Albany, NY
Buffalo, NY
Charlottesville, VA
Charlottesville, VA

Erie, Alleghany, Jamestown, Buffalo Quality Conference
Leadership Veterans Administration
Buffalo Spree Magazine
Veterans Administration Medical Center
US Agency for International Development
UBS Financial Services
US Treasury, Inspectors General for Tax Administration
Men's Health Magazine
US Centers for Disease Control
Federal Executive Institute
Buffalo Niagara International Coach Federation
New York Public Welfare Association, Inc.
Buffalo State College
President's Council on Integrity and Efficiency
US Department of the Treasury

2003

Institute for Management Studies

Creative Problem Solving Institute
Pennsylvania Housing Finance Agency
US Department of Labor
New York State American Red Cross
Erie Insurance Group
Leadership Veterans Administration
Buffalo Veterans Administration Medical Center
US Agency for International Development
US Internal Revenue Service
Inspector Generals-Federal Executive Institute

Brussels, Belgium; Amsterdam,
Holland; Manchester, England;
Detroit, MI; St. Louis, MO
Buffalo, NY
State College, PA
St. Petersburg Beach, FL
East Syracuse, NY
Erie, PA
Baltimore, MD
Buffalo, NY
Charlottesville, VA
Washington, DC
Charlottesville, VA

US Environmental Protection Agency
National Imaging and Mapping Agency
Edison International
Farmers Insurance
New York State Department of Transportation
Leadership Greater Galesburg
American Creativity Association
US Department of Treasury
US Department of Homeland Security
New York State Department of Education

Washington, DC
Charlottesville, VA
Rosemead, CA
Los Angeles, CA
Buffalo, NY
Galesburg, IL
Philadelphia, PA
Washington, DC
Washington, DC
Kerhonkson, NY

2002

U.S. Centers for Medicare and Medicaid Services
United States Treasury
Federal Executive Institute
Southern California Edison
Foremost Insurance 2002 National Sales Meeting
Motts
Farm Credit Administration
Federal Prison Industries Management Training Program
New York State Department of Education
Creative Problem Solving Institute
Leadership Veterans Administration
WNET
New York State Governor's Tourism Conference
New York State Leadership Classroom
Farmers Insurance
Environmental Protection Agency
Lancaster Central School District

Henderson, NV
Washington, DC
Charlottesville, VA
Rosemead, CA
Lisle, IL
Ledyard, Ct
Tyson's Corner, MD
Potomac, MD
Saratoga Springs, NY
Buffalo, NY
Baltimore, MD
Buffalo, NY
Albany, NY
Lake Placid, NY
Los Angeles, CA
Durham, NC
Lancaster, NY

2001

US Geological Survey
US Treasury
CaterSource 2001 Annual Conference & Trade Show
US Environmental Protection Agency
Farmers' Insurance
SC Johnson
PaineWebber
Miller Brewing
Health and Human Services
Humor Project
USAID
Leadership Veterans Administration
Saint Gobain Ceramic Materials
Defense Commissary Agency
CFO Fellows
NYS Department of Labor
Leadership Erie
Erie Insurance Group
General Mills Institute
Leadership for a Democratic Society

Herndon, VA
Charlottesville, VA
Las Vegas, NV
Washington, DC
Los Angeles, CA
Racine, WI
Weehawken, NJ
Milwaukee, WI
Las Vegas, NV
Saratoga Springs, NY
Charlottesville, VA
Baltimore, MD
Niagara Falls Ontario, Canada
Charlottesville, VA
Charlottesville, VA
Buffalo, NY
Erie, PA
Erie, PA
Minneapolis, MN
Charlottesville, VA

NYS Association of Directors of Volunteer Services
RULE Rural Leadership
GE Medical Systems
University of Cincinnati
Erie Housing
Leadership Greater Galesburg
NYS Governors' Office of Employee Relations
National Oceanic Atmospheric Administration
US Department of Census
US Department of Education

Syracuse, NY
University Park, PA
Waukesha, WI
Cincinnati, OH
Erie, PA
Galesburg, IL
Lake Placid, NY
Charlottesville, VA
Charlottesville, VA
Washington, DC

2000

Greater Buffalo Convention and Visitors Bureau
American Society for Training and Development
Foodservice Educators Network International
National Oceanic and Atmospheric Administration
PaineWebber
Times Mirror
ESPN The Magazine
Utah State University
General Mills
General Mills Institute
GE Capital
US Pentagon
CFO Fellows
Consulting Engineers American Council
Leadership Erie
US Treasury
US Agency Industrial Development
GE Capital Merchant Banking Group
United Church of Christ
International Border Water Commission
National Association of College and University Food Services
FBI Laboratory Division
Leadership Veterans Administration
US Department of Justice
Oregon Coast Community College
University of Illinois
US Department of Education
Foodservice Consultants Society International
Lutheran Church Missouri Synod
Farmers' Insurance
APIC/NAPM
Federal Prison Industries
US Environmental Protection Agency
US Agency for Industrial Development

Buffalo, NY

Las Vegas, NV
Kansas City, MO
Weehawken, NJ
Huntington Beach, CA
New York, NY
Salt Lake City, UT
Minneapolis, MN
Minneapolis, MN
Fajardo, Puerto Rico
Salt Lake City, UT
Charlottesville, VA
Buffalo, NY
Erie, PA
Charlottesville, VA
Charlottesville, VA
Galena, IL
Houston, TX
El Paso, TX
Calgary, Alberta, Canada
Buffalo, NY
Baltimore, MD
Washington, DC
Lincoln City, OR
Urbana, IL
Washington, DC
Washington, DC
Ontario, Canada
Los Angeles, CA
Buffalo, NY
Washington, DC
Washington, DC
Charlottesville, VA

1999

PCMA
University of Virginia Health Services Center
General Mills Institute

Orlando, FL
Pentagon City, VA
Minneapolis, MN

Focus New Hampshire	Epping, NH
Social Security Administration	Richmond, CA
Achieve Global	Tampa, FL
Federal Executive Institute	Charlottesville, VA
US Forest Service	Tucson, AZ
Times Mirror Leadership Institute for Managers	Los Angeles, CA/Short Hills, NJ
US Army National Guard	Charlottesville, VA
US Army	Fort Belvoir, MD
Center for Executive Leadership	Charlottesville, VA
Tops Markets	Buffalo, NY
NSA	Fort Mead, MD
ASTD	Harrisonburg, VA
US Treasury	Charlottesville, VA
US Bureau of the Census	Hillcrest Heights, MD
Life Services Network of IL	Chicago, IL
Leadership Erie	Buffalo, NY
PaineWebber	Weehawken, NJ
Government Services Administration	Philadelphia, PA
Buffalo China	Buffalo, NY
NASA	Washington, DC
Creative Problem Solving Institute	Buffalo, NY
Unifrax Corporation	Grand Island, NY
SW Jack Drilling Company	Indiana, PA
University of Virginia	Charlottesville, VA
Papa John's International Annual Conference	Louisville, KY
Aramark	Charlottesville, VA
Chautauqua Institute	Chautauqua, NY
National Oceanic Atmospheric Administration	Charlottesville, VA
Leadership for a Democratic Society	Charlottesville, VA
SC Johnson Company Innovation Conference	Racine, WI
University of Southern Indiana	Evansville, IN
Abington Hospital	Abington, PA
NYS Governor's Office of Employee Relations	Lake George, NY
The Morning Call	Philadelphia, PA
Lutheran Church-Missouri Synod	Rochester, NY
St. Gobain	Depew, NY
US Agency for Industrial Development	Charlottesville, VA

1998

NYS Comptroller's Office	Syracuse, NY
US Postal Service	Washington, DC
Social Security Administration	Charleston, WV
Saint-Gobain	Worcester, MA
Times Mirror Magazines, Inc.	Tarrytown, NY
Times Mirror	CA/NJ/CO/MD
General Mills Institute	Plymouth, MN
Nordion	Kanata, Ontario, Canada
Leadership Erie	Dunkirk, NY
Federal Executive Institute	Charlottesville, VA
PaineWebber	Weehawken, NJ
Los Angeles Times	Glendale, CA
AchieveGlobal	Tampa, FL

Museum Store Association
Ontario Society for Training & Development
Stairways
Creative Problem Solving Institute
Graduate Management Admissions Council
Villa Maria Center
Society for Food Service Management
Hamot Medical Center
DiPaul
University of Virginia
US Department of the Interior
NYS Governor's Office of Employee Relations
ASTD
The Rotary Club of Erie
National Association for Community Leadership
The Sporting News

St. Louis, MO
Toronto, Ontario, Canada
Erie, PA
Buffalo, NY
McLean, VA
Erie, PA
Minneapolis, MN
Erie, PA
Rochester, NY
Keswick, VA
Washington, DC
Poughkeepsie, NY
Amherst, NY
Erie, PA
Omaha, NE
New York, NY

1997

Deloitte & Touche
Times Mirror
Mosby-Year Book, Inc.
Creative Education Foundation/Winterfest
Nordion
Northstar Guarantee, Inc.
Hopevale, Inc.
Baltimore Sun
NASA
Gannon University
Leadership Erie
Federal Executive Institute
Creative Resources
St. Gobain/Norton Industrial Ceramics Corp.
Humor Project
Urban Land Institute
General Mills Institute
Nav Press
Society for Human Resource Management
Salt Water Sportsman
Hartford Courant
Creative Problem Solving Institute
E. & Y. Kenneth Leventhal
Regional Vision
Advocate Greenwich Times
Agency for International Development
Universal Underwriters Group
Nortel
Social Security Administration
SC Johnson
Motorola
Governor's Office of Employee Relations
Child and Family Services
Marketing Research Partners

Englewood, CO
CA,NJ, CO
St. Louis, MO
San Diego, CA
Kanata, Ontario, Canada
St. Paul, MN
Hamburg, NY
Baltimore, MD
Washington, DC
Erie, PA
Erie, PA
Charlottesville, VA
Tulsa, OK
Sarasota, FL
Saratoga Springs, NY
St. Louis, MO
Minneapolis, MN
Colorado Springs, CO
Wilmington, DE
Boston, MA
Hartford, CN
Buffalo, NY
West Chester, NY
Erie, PA
Stamford, CT
Washington, DC
Overland Park, KS
Nashville, TN
Baltimore, MD
Racine, WI
Oak Brook, IL
Auburn, NY
Buffalo, NY
Dallas, TX

Clorox
Kaset International
Graduate Management Admissions Council
Los Angeles Times

Pleasanton, CA
Tampa, FL
McLean, VA
Los Angeles, CA

1996

Creative Education Foundation/Winterfest
FTD Association
Federal Executive Institute
M Financial Group
Job Corps
Deloitte & Touche
Strippit, Inc.
General Mills
Federation of Chiropractic Licensing Boards
Forest Products Industry Annual Meeting
Humor Project
Enterprise Marketing
Clorox Corporation
Disney Institute
Junior League of Buffalo
The School District of the City of Erie, PA
Creative Problem Solving Institute
Graduate Management Admission Council
Council of Hotel, Restaurant, & Institutional Educators
University of Illinois MBA Program
Peco Energy
Environmental Protection Agency
Hartwick College
General Mills, Canada
Nordion
Mosby Year Book, Inc.
NYS Governor's Office of Employee Relations
Leadership Erie
University of Buffalo
Buffalo Speech and Hearing
Times Mirror
USDA Forest Service

San Diego, CA
Palm Springs, Ca
Charlottesville, VA
Palm Springs, CA
San Antonio, TX
TX, NY, AZ, IL, NJ, CO, MD
Akron, NY
Minneapolis, MN
Chicago, IL
Syracuse, NY
Saratoga Springs, NY
Dallas, TX
San Francisco, CA
Orlando, FL
Buffalo, NY
Erie, PA
Buffalo, NY
Chicago, IL
Washington, DC
Urbana, IL
Philadelphia, PA
Washington, DC
Oneonta, NY
Huntsville, Ontario, Canada
Ottawa, Canada
St. Louis, MO
Rochester, NY
Buffalo, NY
Buffalo, NY
Buffalo, NY
Short Hills, NJ
San Antonio, TX

1995

Clorox Company
Kent State University
M&T Bank
United Church of Christ
Regional Vision
Job Corps Training Program
Ford Motor Company
Broom-Tioga BOCES
NACUBO-National Association of College and
University Business Officers
Tops Markets

Pleasanton, CA
Kent, OH
Buffalo, NY
Denver, CO
Edinborough, NY
New York, NY
Cleveland, OH
Binghamton, NY

Washington, DC
Buffalo, NY

Sheritt, Inc.
Mead Fine Paper
Federal Executive Institute
Walker Group
Strippit, Inc.
Texas Association of Worksite Health Promotion
The Humor Project
PACE - Philadelphia Area Council for Excellence
University of Redlands
Columbus McKinnon
Allied Health Services
Leadership Erie
Deloitte & Touche
Parke-Davis
United States Department of Agriculture
American Movie Classics
University of Illinois MBA

Fort Saskatchewan, Alberta, CA
Dayton, OH
Charlottesville, WV
Indianapolis, IN
Buffalo, NY
Galveston, TX
Saratoga Springs, NY
Philadelphia, PA
Redlands, CA
Buffalo, NY
Scranton, PA
Erie, PA
Atlanta, GA
Newark, NJ
Washington, DC
New York, NY
Champagne-Urbana, IL

1994

Mead Fine Paper
Disney Institute
Maritz Travel Company
Ameritech
The Nutrasweet Company
Sheritt, Inc.
NACUBO - National Association of College and
University Business Officers
M&T Bank
Federal Executive Development Program,
Wright-Patterson Air Force Base
Twin Cities Federal Executive Board
University of Illinois, MBA Program
The Humor Conference
United Church of Christ, Faithworks '94
Pennsylvania Association for Volunteerism
Graduate Management Admissions Council,
University of California at Los Angeles
U.S. Department of Justice - McKean Federal
Correctional Institution
Wesbar Corporation
Erie Insurance
Pennsylvania Association for the Aging,
White House Conference on Aging

Dayton, OH
Orlando, FL
St. Louis, MO
Racine, WI
Naples, FL
Edmonton, Alberta, Canada

Washington, D.C.
Buffalo, NY

Dayton, OH
St. Paul, MN
Champagne-Urbana, IL
Saratoga Springs, NY
Indianapolis, IN
Erie, PA

Los Angeles, CA

Bradford, PA.
Milwaukee, WI
Erie, PA

Harrisburg, PA

1993

United States Postal Service
Federal Government Executive Forum
Niagara Mohawk Industrial Gas Marketing
Graduate Management Admissions Council
Association for Worksite Health Promotion

New York, NY
Chicago, IL
Syracuse, NY
Los Angeles, CA
New Orleans, LA

National Fuel Corporation
Hunt Real Estate Corporation
Pennsylvania Assoc. of Home Health Agencies
Right Associates
Erie Insurance Corporation
St. Vincent Health Center
M&T Bank
M. Pro Financial Group
Forging Industry Association
Maritz Travel Corporation
Bank Administration Institute
Louisiana Hospital Association
Leadership Erie

Buffalo, NY
Buffalo, NY
Harrisburg, PA
Amherst, NY
Hershey, PA
Erie, PA
Buffalo, NY
Chicago, IL
Vancouver, B.C
St. Louis, MO
Chicago, IL
New Orleans, LA
Erie, PA

1992

M&T Bank
Williamsville East High School
Tops Friendly Markets
Bull Data Systems
Leadership Erie
NAPA Auto Parts
Mercy Hospital Medical Center
A.T. Massey Coal
Exxon TQA 8
Graduate Management Admissions Council
United Way of New York State
Western New York Safety Conference
Polaroid
Niagara Mohawk Power Corporation
Bank Administration Institute
Hurley Medical Center
Young President's Organization
Empire State Youth Employment Services
American Dietetic Association
Gates Chili Central Schools
Continuing Education Association of New York
Missouri Hospital Association
TDS Telecom

Buffalo, NY
Williamsville, NY
Buffalo, NY
Phoenix, AZ
Erie, PA
Buffalo, NY
Des Moines, IA
Richmond, VA
Houston, TX
San Francisco, Ca
Albany, NY
Buffalo, NY
Boston, MA
Syracuse, NY
Chicago, IL
Flint, MI
Vail, CO
Niagara Falls, NY
Washington, DC
Rochester, NY
Lake Placid, NY
St. Louis, MO
Buffalo, NY

1991

DuPont
North Country Community College
Blue Cross of Western New York
Unity Church of Buffalo
Graduate Management Admissions Council
Exxon Marketing, USA
The Humor Conference
Epson Chili
Fifth Latin American Conference on Entrepreneurial Spirit
Catholic University of the Pacific

Wilmington, DE
Saranac Lake, NY
Buffalo, NY
Buffalo, NY
Princeton, NJ
Houston, TX
Saratoga Springs, NY
Santiago, Chile
Santiago, Chile
Santiago, Chile

Leadership Erie
M&T Bank
Effective Parenting Information for Children
American Cancer Society
Problem Solving Across the Disciplines
Amoco Oil Corporation
Phi Kappa Pi Fraternity
Roberts Wesleyan College
Bull Data Systems
National Geographic Television
Association for Quality & Participation
Exelon ESK
Public Relations Society of America
Arthritis Foundation
Association for Directors of Volunteer Services
Buffalo Museum Society
Public Relations Society of New York City
Fisher Price Toys

Erie, PA
Buffalo, NY
Buffalo, NY
Indianapolis, IN
Aurora, NY
Rhineland, WI
Charleston, SC
Rochester, NY
Phoenix, AZ
Washington, DC
Rochester, NY
Rochester, NY
Buffalo, NY
Rochester, NY
Indianapolis, IN
Buffalo, NY
New York, NY
East Aurora, NY

1990

Ohio Bell Carrier Services
Fisher Price Toys
M&T Bank
Regents Earth Science Teachers
California Association of Hospitals and Health Systems
Personnel Association of Ontario
Cummins Sign Corporation
New York State School Counselors Association
Island Creek Corporation
TRW Canada
ABB Corporation
Buffalo State College Technology Department
SUNYCAP and SUNYCUAD
Zenith Data Systems
SUNY College at Alfred
Eastman Chemical Corporation
Genesee Valley ASCD
Casey Middle School
National Communications Forum
Rochester United Way
NYS Sign Association
Young President's Organization
Kennedy Memorial Hospital

Cleveland, OH
Holland, NY
Buffalo, NY
Buffalo, NY
San Jose, CA
Toronto, Ontario Canada
Nashville, TN
Bolton's Landing, NY
Lexington, KY
Toronto, Ontario, Canada
Rochester, NY
Buffalo, NY
Lake Placid, NY
Phoenix, AZ
Alfred, NY
Kingsport, TN
Rochester, NY
Williamsville, NY
Chicago, IL
Rochester, NY
Buffalo, NY
Cancun, Mexico
Cherry Hill, NJ

1989

Candler General Hospital
Civil Service Employees Association
Healthcare Public Relations Association of Greater New York
Medigroup Health Care Services
Institute of Industrial Engineers
Phi Delta Kappa

Savannah, GA
Rochester, NY
New York, NY
Philadelphia, PA
Buffalo, NY
Buffalo, NY

Amway Corporation	Syracuse, NY
Maple Elementary School	Williamsville, NY
Fourth International Humor Conference	Saratoga Springs, NY
Northern Westchester County Hospital	Westchester, NY
New York State Middle School Conference	Lewiston, NY
Eastern Association of College Auxiliary Service	Richmond, VA
Vanguard Award Business Dinner	Buffalo, NY
M&T Bank	Buffalo, NY
University of California San Diego Medical Center	San Diego, CA
Occidental Chemical Corporation	Tiberus, PA
Tops Friendly Markets, Inc.	Buffalo, NY
Sherwood Industries	Chicago, IL
Phi Kappa Phi Fraternity	Washington, DC
Amherst Industrial Development Association	Amherst, NY
United Way of Rochester, NY	Rochester, NY
National Communications Forum	Chicago, IL
Young President's Organization	Montreal, Ontario, Canada
New City Communications	Atlanta, GA
Center for Development of Human Services	Lake Lucerne, NY
Critical Care Nurses Association	Burlington, VT
Toastmasters of Western New York	Buffalo, NY
Niagara Frontier Chapter, ASTD	Buffalo, NY

1988

Health Care Plan of Western New York	Buffalo, NY
Occidental Chemical Corporation	Pottstown, PA
Residence of Western New York	Buffalo, NY
Fisher Price Toys	East Aurora, NY
Niagara County Labor Management Council	Niagara Falls, NY
Phi Delta Kappa	Buffalo, NY
WNY Association of High School and Middle School Counselors	
Erie 1 BOCES	Buffalo, NY
Tam Ceramics	Niagara Falls, NY
Wayne Finger Lakes BOCES	Elmira, NY
International Management Council	Savannah, GA
Candler General Hospital	Savannah, GA
Western New York Institute for Arts in Education	Buffalo, NY
North Tonawanda High School	North Tonawanda, NY
Central New York State Hospital Public Relations Society	Syracuse, NY
SUNY Business Officers Association	Bolton's Landing, NY
Western New York Employee Involvement Association	Buffalo, NY
Association for Management Success	Atlanta, GA
WNY Administrators of Volunteer Services	Niagara Falls, NY
Erie County Public Library	Buffalo, NY
Administrators of Volunteer Services State of New York	Buffalo, NY
New York State Conference for the Aging	Buffalo, NY
American Society of Personnel Administrators	Berwyn, PA
BOCES 2 of Long Island, NY	Long Island, NY
Pi Kappa Phi Fraternity	Roanoke, VI
Leonardo DaVinci School	Buffalo, NY
West Seneca Central Schools	Ellicottville, NY
Ingram Distribution Group	Chautauqua, NY

Industrial Relations Association of WNY
Occidental Chemical
Wayne Finger Lakes Honor Students
North West Buffalo Community Center
SUNY Community Colleges Deans of Students
Newark Central Schools
American Brass
Group Health Association of America

Grand Island, NY
Grand Island, NY
Newark, NY
Niagara Falls, NY
Rochester, NY
Newark, NY
Buffalo, NY
Tampa, FL

1987

Mazda Motor Manufacturing Corporation, USA
Procter and Gamble Corporation
AT&T
Volunteer Administration of Upstate New York
Western New York Women in Communication
United Way of Western New York
Veterans Administration Hospital
National Society of Fund Raising Executives
Association of Administrators of State Colleges and Universities
District 10 Healthcare Home Services
Niagara County Community College
American Society for Directors of Volunteer Services
Continuing Education Association of New York State
Hospital Public Relations Society of New York State
New Jersey Public Relations Society
Insurance Women of Western New York
Upjohn Healthcare Services
SUNY Albany Computing Services
Computer Officers Association of the State University of New York

Flatrock, Michigan
Cincinnati, Ohio
Princeton, NJ
Niagara Falls, NY
Buffalo, NY
Buffalo, NY
Buffalo, NY
Buffalo, NY
Vail, Colorado
Buffalo, NY
Niagara Falls, NY
Toronto, Ontario, Canada
Buffalo, NY
Syracuse, NY
Princeton, NJ
Buffalo, NY
Buffalo, NY
Albany, NY
Grand Island, NY

1986

SUNY AB Communication Department
NY State Financial Aid Counselors
St. Jerome Hospital
Professional Communicators of Western New York
Goldome Realty Credit Corporation
Niagara Falls Hilton
Trinity Episcopal Church
Mercy Hospital
Buffalo Rotary Club
Tonawanda Council of the Arts
Salamanca School District
Kenmore Mercy Hospital
Public Relations Society of America
Sheehan Emergency Hospital
Jamestown Container Corp.
Lockport Memorial Hospital
St. Mary's Hospital
Buffalo Arts Council
University Heights Community Center
United Way of Buffalo

Buffalo, NY
Buffalo, NY
Batavia, NY
Buffalo, NY
Buffalo, NY
Niagara Falls, NY
East Aurora, NY
Buffalo, NY
Buffalo, NY
Tonawanda, NY
Salamanca, NY
Kenmore, NY
Buffalo, NY
Buffalo, NY
Lockport, NY
Lockport, NY
Lewiston, NY
Buffalo, NY
Buffalo, NY
Buffalo, NY

Lockport Rotary Club
Amway Corporation
National Conference on Volunteerism
Niagara Orleans BOCES
The Tralfamadore Cafe
Bristol Valley Playhouse

Lockport, NY
Rochester, NY
Buffalo, NY
Lockport, NY
Buffalo, NY
Rochester, NY

1985

ARCO Oil Exploration Company
State University College at Buffalo Perry Hall Residence Life Staff
Professional Communicators of Western New York
Empire State Games
New York State Regents Action Plan Home Economics Division
Council of Independent Colleges
American Institute of Banking
Fredonia Central Schools

Colorado Springs, CO
Buffalo, NY
Buffalo, NY
Buffalo, NY
Buffalo, NY
Pittsburgh, PA
Buffalo, NY
Fredonia, NY

1984

United States Army - Fusion Center
Sierra Research Corporation
Marine Midland Bank, N.A.
Erie-Cattaraugus County BOCES II
Junior League of Buffalo
Millard Fillmore Suburban Hospital
State University College at Buffalo EOP Seek Program
Center for Creative Learning
Buffalo General Hospital
Jewish Center of Greater Buffalo
WBEN Radio

Fort Belvoir, VI
Buffalo, NY
Buffalo, NY
Hamburg, NY
Buffalo, NY
Amherst, NY
Buffalo, NY
Honeoye, NY
Buffalo, NY
Buffalo, NY
Buffalo, NY

1983

Northeast Management Education Center
Concepts in Communication
Callex International, Inc.
Chamber of Commerce
Retail Merchants Association
Deaconess Hospital
New York State Medical Records Association

Buffalo, NY
Buffalo, NY
Buffalo, NY
Buffalo, NY

Buffalo, NY
Buffalo, NY

1982

Buffalo Public Schools
Ramada Inn

Buffalo, NY
Niagara Falls, NY

1981

Community Support Services of Lakeshore Corporation Six
Oil Sales of America
Williamsville Public Schools Teacher's In Service Day

Buffalo, NY
Buffalo, NY
Williamsville, NY

1980

State University of New York at Buffalo
State University College of Arts and Sciences
Special Education Training and Resource Center
Veterans Administration Hospital
Michigan State University Department of Agriculture

Buffalo, NY
Potsdam, NY
Buffalo, NY
Buffalo, NY
East Lansing, MI

1979

Xerox, Inc.
Trinity Episcopal Church
United Campus Ministries
Rocky Mountain Conference of the United Church of Christ
University of Northern Colorado

Rochester, NY
Buffalo, NY
Estes Park, CO
Vail, CO
Greeley, CO

This vita is current as of October 10, 2016.