

POINT PARK UNIVERSITY *Full Professor Tenured* 1996 - Present

Started as Adjunct Professor in Business Department
Signed Full Time Tenure Track Contract in 1998, Awarded Tenure in 2004
Business Department
Teach Principles of Management and Marketing, Human Resources, Business Information Systems and Various Accounting and Finance Courses Including Tax, Managerial, Financial and Introductory.
Also teach Corporate Finance in the Accelerated MBA Program

COMMUNITY COLLEGE OF ALLEGHENY COUNTY (CCAC) Allegheny and Boyce Campuses 1991 - 2009
ROBERT MORRIS UNIVERSITY Downtown and Moon Township Campuses
UNIVERSITY OF PITTSBURGH, KATZ GRADUATE SCHOOL OF BUSINESS

Instructor - Accounting, Computer Science and Paralegal Department
Teach Accounting, Finance and Computer Science Classes.
Accounting Principles I & II, Principles of Tax I, Managerial Accounting, Advanced Cost Accounting.
Corporate Finance.
Introduction to Computers, Advanced Microcomputer Applications, Windows, DOS, Lotus 123,
Windows, DOS, Accounting and Information Systems, Systems Development,
Networks and Telecommunications and Management Information Systems.

ACCOUNTING AND COMPUTER SERVICES CONSULTANT 1991 - 2001
Pittsburgh, Pennsylvania and Chatham, New Jersey

Self Employed Consultant
Computer Software Training, Small System Installation.
Accounting and Tax Services for Sole Proprietorships, Partnerships and Subchapter S-Corporations.

MONTCLAIR STATE COLLEGE 1991
Upper Montclair, New Jersey

Adjunct Professor - Finance and Quantitative Methods Department
Taught Advanced Corporate Finance Class.

SCHERING-PLOUGH CORPORATION (Sales - \$3.3 Billion) 1984 - 1990
Schering Laboratories Division (Sales - \$1.2 Billion)

Director of Business Analysis (4/89-12/90)
Newly created position provided business and financial analysis support for contract review and negotiations related to company and product line acquisitions, research and development joint ventures and product licensing agreements for worldwide pharmaceutical operations.

- Analyzed asset purchase and supply agreement contracts for a product line acquisition valued at \$30 million. Negotiated concessions on the supply agreement that resulted in annual manufacturing cost savings of \$700,000.
- Developed strategy for an automated management and reporting system (using laptop computers) to support multiple sales forces (1500 users). Participated in software development and vendor selection. Negotiated one-time savings of \$1.5 million on system design contracts.
- Analyzed profitability of managed health care business. Recommended changes in marketing and profitability measurement systems.
- Reviewed standard cost methodologies for products facing generic competition.
- Evaluated major pharmaceutical acquisition candidate. Reviewed product synergies with marketing and research and development, and facility consolidation plans with manufacturing.
- Participated in the development and implementation of integration plans for two successful pharmaceutical acquisitions including technology transfers and facility and operating unit consolidations.

Director of Economic Analysis and Sourcing (11/85-3/89)
Manager of Capital Planning and Economic Analysis
Appointed Director of newly created group combining Product Sourcing and Capital Appropriation Review functions. Directed the development of Worldwide sourcing strategies for new products with research and development, marketing and manufacturing management. Managed the analysis and control of capital spending (\$50-70 million annually) and the analysis

and approval processes for major appropriation requests (20-30 annually) using Discounted Cash Flow techniques and PC software. Coordinated the construction in process and fixed assets reporting system for all New Jersey based operations. Supervised staff of eight (seven professional positions and one clerical).

- Developed sourcing strategy for major new product with staged investments matched to development schedule which maximized flexibility and minimized risk. Reduced capital requirements \$15 million.
- Developed investment plan for critical safety and environmental equipment at a primary chemical manufacturing facility. The \$15 million investment yielded operating savings as well as reduced operating risks.
- Recommended strategy for short and long-term office space facility requirements that provided savings of \$1.5 million in interim move expense and \$25 million in facility construction expense.
- Directed development of strategy for generic products. Reduced costs, improved bidding procedures and increased sales \$3 million annually.
- Appointed Finance Manager on several project teams overseeing major capital investment projects including a \$25 million facility expansion in Puerto Rico.

Manager of Finance, OTC Marketing (1/85-10/85)

Newly created position providing business analysis support to senior marketing and brand management for over-the-counter products with annual sales and promotional expenses of \$250 million and \$50 million respectively.

- Analyzed licensing agreement for new product with annual sales of \$50 million. Successful launch of product included first direct-to-consumer promotional campaign.

Financial Analyst III (7/84-12/84)

Prepared three year operating plans and monthly forecast updates for Division. Directed fixed cost allocation and headcount analysis systems.

ALLIED-SIGNAL INC. Acquired by Honeywell (Sales - \$3.0 Billion)
Chemical Division (Sales - \$900 Million)

1981 - 1984

Business Analyst (12/83-7/84)

Provided analytical support to the General Manager and staff (Marketing, Manufacturing and Sales Directors) of the Fine Chemicals Business Area (sales: \$100 million).

- Developed strategy for manufacturing facility shut-down and consolidation that yielded \$6 million savings in annual overhead costs.
- Analyzed joint venture investment proposal with Spanish partner to expand manufacturing facility in Puerto Rico.

Senior Financial Analyst - Capital and Planning Groups 6/81 - 11/83)

Responsible for capital planning and reporting, appropriation request analysis, operational and strategic planning for three major business groups (Fine Chemicals, Genetron-Genesolv and Joint Ventures - New Business Development). Prepared cash flow and balance sheet projections for the division.

- Provided analytical support for the launch of an internally developed new product (Oximes) with projected sales of \$30 million.
- Reviewed various joint venture proposals with Research and Development and upper management including co-generation using geothermal energy and new chemical composition for batteries.
- Projected cash flow and balance sheet positions for the division.

PEPSICO, INC.
PepsiCola Bottling Division

1977 - 1981

Senior Business Planner, Financial Reporting and Control and Planning Groups (1/79-6/81)

Responsible for financial planning, forecasting and reporting for company-owned bottling facilities.

ELAINE LUTHER

- Conducted several acquisition analyses and directed implementation plans for the newly acquired facilities.

Budget Analyst, Bottling Facility (1/77-12/78)

Established financial controls and decentralized financial planning and reporting procedures.

- Implemented financial controls at the plant level, including purchasing and inventory procedures, that resulted in the elimination of a \$100,000 annual product shrinkage problem.
- Participated in the development and implementation of automated general ledger, financial reporting, standard cost and fleet expense tracking systems.

EDUCATION

Robert Morris University

D. Sc. Information Systems and Communications – May 2005 (G.P.A. 4.0)

University of Pittsburgh, Pittsburgh PA

M.B.A., Finance/Accounting - 1976 (G.P.A. 3.4)

B.S., Psychology - 1973 Magna Cum Laude (G.P.A. 3.7)

PROFESSIONAL CERTIFICATIONS

Enrolled Agent:

Certified to Represent Clients before the IRS

PHR Certification:

From the Society of Human Resource Management

RESEARCH AND PRESENTATIONS

Field Project for Doctoral Program:

How Nonprofits Use Information Systems for Fundraising
A Comparative Case Study

Presentation and Panel Discussion:

Information Technology Security Issues from a Human Resources Perspective
Tech Town Hall for Bayer Center for Nonprofits at Robert Morris University
Fall 2004