

JOHN COSTANZO

2644 Alamance Circle, Virginia Beach, VA 23456
(757) 285-6516 jcostanz@odu.edu

Director, Military Connection Center

Proven leader with 26+ years of military experience leading mid-sized organizations with a passion to succeed and achieve goals and objectives. Recognized as an expert in planning, coordination, and execution of programs and training events; solid leader, performer and planner with a proven ability to motivate and maximize employee productivity, morale and performance.

Professional Experience

Assistant Director, Tri-Cities Higher Education Center, Old Dominion University, Portsmouth, Virginia (06/2013 – Present)

- Advised current and potential students on programs and services offered by ODU, including advising military, veterans and military affiliated students, to facilitate student success by assisting them in the admissions process, financial aid options (including veteran benefits), selection of their major field of study and career management
- Collaborated with Academic Affairs and SEES on outreach programs and services for students, including military, veteran, and military affiliated students
- Panel member and speaker for the City of Portsmouth's Vann H Lefcoe Leadership Development Program's discussion on education entitled "Developments (not so) silent partner: Education"
- Developed marketing materials promoting the Higher Education Center aimed at increasing student enrollment and community outreach
- Prepared and presented analytical reports and presentations on the capabilities and enrollment data of Old Dominion University Higher Education Centers
- Led a team of 5 multifunctional employees supporting 300-400 students, including military, veteran and military affiliated students, per semester

United States Army Officer (Lieutenant Colonel)

2004 - 2013

EXECUTIVE OFFICER, Virginia Beach, Virginia (02/2010 – 06/2013)

- Led a team of 65 full-time employees who managed over 1100 part-time employees at multiple sites
- Collaborated with various local, state, federal and private agencies to provide services and programs to military members, veterans and military affiliated families across the Commonwealth of Virginia; including Yellow Ribbon Reintegration Programs, employment services, counseling services, education programs and services, and veterans benefits
- Authored and developed a strategic communications program for the organization's strategic plan, operational guidance, and training programs resulting in a clear understanding of the vision, mission, goals and objectives throughout the organization
- Improved the organization's performance in all measured areas by 25% and consistently ranked as the best organization in the Virginia Army National Guard by designing and administering a strategic management system's tool to evaluate and improve the performance of the organization's key statistical metrics
- Established Family Readiness Groups across the organization ensuring communication with members and their families were available during times of crisis
- Developed, managed and implemented multi-faceted training plans for over 200 soldiers preparing to deploy overseas in support of contingency operations
- Managed the Human Resources, Logistics, Operations, Training, and IT Departments

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DEPUTY DIVISION CHIEF – TRAINING, Baghdad, Iraq (03/2009 – 02/2010)

- Supervised over 200 American joint military and civilian advisors who trained over 25,000 Iraqi soldiers in basic and advanced military functions
- Developed and implemented a comprehensive assessment tool used to evaluate the proficiency and professionalism of the Iraqi Army's schools and training centers
- Coordinated over \$18,000,000 in campus renovations projects for Iraqi Army schools
- Advised senior American, British and Iraqi military leaders on the overall professionalism of the Iraqi Army's schools and training centers

DIRECTOR, REGIONAL TRAINING INSTITUTE, Fort Pickett, Virginia (10/2006 – 03/2009)

- Received "Center of Excellence" status and full accreditation one year ahead of schedule
- Increased student enrollment by 400% during a 20 month period through supervision of 100 trainers and instructors who trained over 2000 personnel on multiple military occupational skills
- Increased the operational budget by 200% in 18 months
- Awarded the US Army Meritorious Service Medal for outstanding performance while assigned as Commander of the Regional Training Battalion

EXECUTIVE OFFICER/DIRECTOR OF OPERATIONS, Virginia Beach, Virginia (07/2004 – 10/2006)

- Implemented a comprehensive restructuring of the Virginia Army National Guard resulting in retraining over 500 field artillery personnel in various Army occupational skills in 18 months
- Planned and executed numerous Yellow Ribbon Reintegration Program events for soldiers and their families connecting them with resources throughout the deployment cycle; including employment services, counseling services, education programs and services, and veterans benefits
- Managed the annual personnel performance evaluations for over 1200 personnel resulting in all personnel receiving feedback on their job performance improving individual performance; Improved all measured performance metrics by 25% through the development of a strategic management systems tool; Reduced processing time for personnel actions by 20% by establishing policies and procedures
- Deployed over 1,500 personnel for numerous State and Federal emergency operations resulting in the protection of property and citizens; Deployed over 1000 soldiers to austere and volatile environments in support of overseas contingencies
- Recognized nationally as being the best Battalion in the Army National Guard by receiving the US Army Superior Unit Award, Walter Kerwin Award, and Milton Reckord Trophy
- Awarded US Army Meritorious Service Medal and other individual achievement and service awards by senior leaders for expertise in decision making and overall accomplishments

Education/Leadership Training _____

- **MASTER OF BUSINESS ADMINISTRATION**, Averett University, Danville, Virginia, 1997
- **BACHELOR OF ARTS**, Old Dominion University, Norfolk, Virginia, 1987 (Cum Laude)
- **MILITARY TRAINING AND SCHOOLS**
 - US Army Command and General Staff College
 - US Army Combined Arms Services Staff School
 - US Army Field Artillery Officer Advanced Course
 - US Army Infantry Officer Basic Course
 - US Army Combat Advisor Course
 - US Army Support Operations Course
 - Joint Forces Command Joint Planners Course
 - National Guard Bureau Administration Officer Course

Professional Certificates _____

- Master Advisor Certificate, Old Dominion University, 2013
- Top Secret (TS-SCI) Security Clearance, Department of Defense, 2009

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PROFESSIONAL REFERENCES

<u>Name and Address</u>	<u>Phone Number</u>	<u>Email</u>
Renee Olander Associate Vice President, Regional Higher Education Centers, Old Dominion University, Virginia Beach, VA	(W) 757-368-4108	rolander@odu.edu
Dr. Barry Miller Director, Peninsula Higher Education Center, Old Dominion University, Newport News, VA	(W) 757-766-5200	bsmiller@odu.edu
Timothy Williams Director, Training Support Combined Arms Support Command, United States Army, Ft. Lee, VA	(W) 804-734-2869 (C) 804-731-9530	timothy.p.williams.civ@mail.mil
William Phillips Acting Deputy Assistant Director, National Protection and Program Directorate, US-VISIT, Program Control Branch, Department of Homeland Security, Arlington, VA	(C) 202-734-9305	william.phillips12.mil@mail.mil william.phillips@ice.dhs.gov
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WILLIAM E. (Bill) BROWN III

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PROFESSIONAL SUMMARY

Career Army officer with extensive management and leadership experience with a wide variety of experience serving in operations, personnel and logistics roles throughout the world. Well developed organizational and management skills demonstrated through demanding daily operations in large organizations. Experienced in implementing new programs and missions through team and subordinate development, training and effective communication.

- Participated in three operational deployments to Iraq and one to Bosnia
- Implemented changes in equipment and personnel during the Army's organizational restructuring
- Consistently received highest ratings on performance evaluations
- Served in three distinct military functional areas including Armor, Quartermaster, and Aviation

PROFESSIONAL EXPERIENCE

US Army

1990-Present

NATO-Allied Command Transformation, Norfolk, VA

2012-Present

Multinational Capability Development Team Chief, Smart Defense Core Team

Initiative to foster greater multinational cooperation to reduce military program redundancy and costs during the economic crisis. Manage over 150 multinational military projects and prepares analysis and strategic level guidance on all matter associated with the initiative. Coordinate with, brief, and prepare the Commander and senior NATO military and political leaders to meet with Presidents and Prime Ministers and called on to brief Ministers of Defense as well as NATO Ambassadors on Smart Defense.

* Selected by a US Vice Admiral over more senior officers to serve as the Team Chief

* Evaluated as the #1 of 15 US Army officers and #3 of 52 total officers assigned to the Headquarters

1st Infantry Division, Ft. Riley, KS and Baghdad, Iraq

2010-2011

Infantry Brigade Deputy Commanding Officer and Iraqi Army Advisor

Worked as a military advisor to an Iraqi Army General who served as the Chief of Staff for 20,000 soldiers. Provided assistance in helping to reestablish personnel, logistics, budgeting and daily operational procedures as the Iraqi Army assumed the lead for the defense of Iraq from the United States. As the deputy commander oversaw daily combat and logistical operations of over 3500 US Soldiers. Supervised a staff of nearly 100 personnel with the responsibility for all planning, logistics, administration, civilian-military relations, closure of numerous US bases and the resulting transfer of millions of dollars in equipment as part of the US departure from Iraq.

* Selected over 25 other officers of the same rank to serve as the Deputy Commander

Old Dominion University Army ROTC, Norfolk, VA

2007-2010

Professor of Military Science/Battalion Commander

Served as Academic Department Chair and senior leader for 13 staff and 300 students with a responsibility to recruit, train, counsel and commission Army officers. Managed scholarship and incentive programs valued near \$2 million annually, planned and supervised all training and academic instruction, managed budgets provided by the Army and university, and evaluated nine employees using five different evaluation systems.

* Ranked as the 3rd largest of 273 Army ROTC programs in the nation; grew from 125 to 300 students in two years

* Earned ranking within the top three of all Army ROTC Commanders out of 40 in the Southeast region

101st Airborne Division, Fort Campbell, KY

1998-2002 and 2003-2007

Aviation Brigade Deputy Commander and Executive Officer

2005-2007

Served as the deputy commander for an aviation unit with over 3000 Soldiers, 173 helicopters and equipment valued at over \$2.5 billion. Responsible for the brigade staff consisting of nearly 100 personnel that performed all logistical, personnel, operational, and communication functions to support combat and training missions.

- * Oversaw the completion of an equipment and personnel reorganization resulting in a new structure for each unit
- * Responsible for all planning and the execution of a yearlong combat deployment to Iraq; developed the transportation timeline and requirements for all Soldiers and equipment from the US to Kuwait and then to Iraq
- * Oversaw the daily activities of the staff during combat operations; coordinated actions with higher headquarters
- * Unit recognized for finishing 12 month deployment with no loss of life while flying record number of flight hours
- * Selected over 15 other Majors to become the Executive Officer and then Deputy Commander

Aviation Battalion Executive Officer

2004 -2005

Coordinated all administrative/personnel, intelligence/security, operations, training, logistics, budgeting and communications support to sustain 500 Soldiers, 48 helicopters and 160 vehicles. Directed, trained and supervised a staff of 60 personnel and oversaw a budget of \$2.2 million.

- * Supervised transformation of organization resulting in a complete overhaul of the organizational structure, capabilities, equipment requirements and transfer of 220 personnel to other bases in the US; was first aviation unit in the Army to undergo this redesign
- * Selected to travel to other Army bases to provide insights and best practices on the transformational process
- * Ranked among the top 2 Majors out of 15 in the unit

Aviation Brigade Logistical Officer

2003 -2004

Served as the logistical officer for an aviation unit with 1800 Soldiers, 138 helicopters, 347 vehicles and equipment valued over \$2 billion. Oversaw the logistical requirements for the unit to include all budgets, equipment/supplies, maintenance, food operations and facilities/housing.

- * Operated in very austere environment during initial combat operations in Iraq
- * Planned and supervised the redeployment of all personnel and equipment; first aviation unit to do so during war

US Army Liaison Officer to a Multinational Division in Bosnia

2001-2002

Served as the US representative to a European unit formed by five different countries while conducting stability and support operations in Bosnia. Worked closely with the multinational staff and US forces to plan, direct and execute operations and training throughout the country.

- * Commended by the French and Italian Generals for performance and for improving working relations

Aviation Brigade Personnel Officer

1999-2001

Served as the personnel officer for an aviation unit with over 1800 personnel. Supervised all administrative functions to include strength management, pay, evaluations, legal, medical and religious requirements.

- * Earned recognition as the Personnel Office of the Quarter over 40 other offices for six quarters in a row
- * Assessed as the best of 30 Captains in the unit. Later ranked in top 2 of 17 Majors even though the most junior

EDUCATION

Master of Business Administration, Webster University, St. Louis, MO
 Bachelor of Business and Economics, Lafayette College, Easton, PA