



**RESOLUTION TO APPROVE THE APPOINTMENT OF THE
VICE PRESIDENT FOR STRATEGIC COMMUNICATIONS &
CHIEF OF STAFF**

WHEREAS, the Vice President for Strategic Communications & Chief of Staff has been created to serve as an executive officer and provide comprehensive leadership vision for the development and implementation of a communications, marketing (including enrollment marketing), branding, and public relations strategy for Youngstown State University (YSU) as well as act as the chief of staff to work directly with the President, executive leadership team, and community business leaders to provide policy and strategic leadership to enhance the mission of the university for the benefit of the students.

WHEREAS, Tim Harrington was appointed on July 15, 2024, as the Special Assistant to the President for Strategic Communications to provide a comprehensive leadership vision for the development and implementation of a communications, marketing, branding, and public relations strategy for the University; and

WHEREAS, Tim Harrington was appointed on January 18, 2024, as the Executive Assistant to the President to work directly with the President and executive leadership team; and

WHEREAS, University Policy 3356-9-01, Selection, Appointment, and Evaluation of Executive Officers, requires board approval prior to the employment start date; and

WHEREAS, Tim Harrington has all the requisite skills, both hard and soft, to be successful in more proactively telling the world who YSU is, what we are doing, how we are doing it, when we are doing it, and doing so in a way that supports our vision to continue as THE anchor university in Northeast Ohio; and

WHEREAS, the candidate's credentials have been reviewed by the President, who recommends the appointment of the candidate to the Board of Trustees; and

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees of Youngstown State University does hereby approve the appointment of Tim Harrington as the Vice President for Strategic Communications & Chief of Staff, effective December 16, 2024, attached hereto.

**Name:** Timothy Harrington**Effective Date:****Salary Range:** L12 Excl.**POSN:** 998023**FTE:** 1.00**Reviewed By:** HJ/DL/JLA**FLSA Review:** Exempt**Hiring Range:** \$170,000**Title:** Vice President, Strategic Communications & Chief of Staff**Division:** University Relations

Summary of Position: Serves as the university's Strategic Communications Officer. Duties include: Oversees all university communications operations, including messaging, internal and external communications, branding, crisis communications, marketing, advertising, social and digital media, website management, and press relations; develops and implements a strategic communications, marketing, branding, and public relations strategy for Youngstown State University; provides leadership of a division, including supervision of staff, budgetary authority, and implementation and administration of all strategic communications programs and services.

Serves as President's Chief of Staff, including: working directly with the President and executive leadership team to develop and implement the university's comprehensive strategic plan; developing policies and procedures and participating in setting the overall strategy and vision of the university; serving as the President's designee when needed; and working directly with the President and executive leadership and community/business leaders to provide policy and strategic leadership to enhance the mission of the university for the benefit of the students.

Position Information:

Essential Functions and Responsibilities: Coordinates and leads a complex logistical operation responsible for synthesizing YSU's comprehensive communications, messaging, marketing, and branding strategy over the academic, enrollment and administrative operations in order to achieve consistent messaging both internally and externally across all university constituencies by aligning with key functions including but not limited to: enrollment management; colleges; government affairs; alumni and donor relations; student activities; community, business, and media relations; and athletics.

Strategizes with key areas to create a communications, messaging, marketing, and branding vision for YSU that aligns with the President's priorities and goals to enhance and expand the reputation and visibility of the University and strengthen the University's position within key markets.

Participates in the development of the university's strategic plan. Reviews the current structure and organization of YSU's communications and marketing operations for efficiency and develops a strategic business plan for the department to improve brand awareness, enrollment, marketing research and management, communications across campus with employees and students, external communications, as well as strengthening relationships with media, community leaders, policymakers, external business partners, etc. Specifies goals, strategies, tactics, resource requirements and metrics for the department, and works collaboratively with staff to implement it across paid, earned, social and owned media.

Manages press and media relations, and serves as the University's chief spokesperson and representative to the news media.

Reports directly to the President; serves as member of the President's cabinet and may act as chief executive officer in the absence of the President. Builds an integrated, highly collaborative team of strategic marketing and communications leaders who are responsible for working with assigned constituents to build and communicate the YSU brand that will enhance the institution's reputation and inspire prospective students, faculty, and staff to choose YSU.

Works directly with the President, cabinet, key advisors, and deans to create a vision for communications that align with the YSU's priorities and goals. In collaboration with the President, oversees the management of the institution's reputation and visibility through effective communications, media (paid, earned, social, and owned), and public relations practices that create understanding and transparency of the university's programs, initiatives, and campaigns. Develops enduring partnerships with the President's cabinet, academic deans, and administrative leaders to understand unit-level goals and distinct marketing and communications needs and connects unit-level messages and strategies with the overall direction of the institution, developing shared solutions to further support the deans and cabinet leaders.

As a member of the President's cabinet and key advisor to the President and Board of Trustees, advises on institutional issues and serve as a primary media and public relations spokesperson and leader during crises. Anticipates and manages communications for issues and crises that could impact YSU's operations, resources, and reputation. Proactively communicates on behalf of the university during crises, including serving as the primary spokesperson for the university.

Works toward a goal of increasing YSU's local, national, and international visibility of accomplishments, advances in knowledge, and impact achieved by members of the university community (administration, faculty, staff, students, alumni) and programs.

Designs and implements a metrics system and uses this data to inform strategies and evaluate outputs and outcomes. Drives measurable impact through agile, data-informed, and technology-enabled approaches effective for higher education and other industries.

Establishes institutional policies, guidelines and standards pertaining to communications, oversees compliance, and builds a culture of continual improvement. Acts as a liaison between the President's office and other departments, faculty and external stakeholders.

Manages the fiscal and human resources responsible for the communications, marketing, and branding operations of the university, including establishing levels of responsibility and accountability, training and organizational development, compensation recommendation, staff performance evaluations, and employee engagement.

Other Functions and Responsibilities: Assists with training new hires. Performs other duties as assigned and or required that are within the level of responsibility for this classification at the discretion of the supervisor.

Equipment Operated: Computer and all other standard office equipment.

Work Schedule: Typically, Monday through Friday. Available to work evening and weekend hours as needed.

Supervision Exercised: Supervision exercised over staff and student employees.

Reports to: President

Qualifications and Competencies: Tested executive with deep experience in leading complex organizations/institutions and resolving complex situations. Proven interpersonal and people skills with exceptional experience as a relationship developer who builds strong partnerships at all organizational levels. Proven organizational and management skills. Team builder with a proven ability to develop and harness diverse talents, knowledge, and experiences across large organizations/institutions. Experience working and leading teams in a complex, highly matrixed environment, regularly engaging with senior leaders and board members. Disciplined practitioner with a strong background in internal and external strategic communications, press and media relations, brand and marketing strategy development, and digital communications and marketing. Demonstrated success developing highly effective teams who manage critical projects and relationships on behalf of the organization/institution. Experience in strategy development and long-range planning. Exceptional written and oral communication skills with demonstrated experience representing an organization/institution in times of crisis.

Required Certifications, Training, and/or Licensures: None

Knowledge, Skills, and Abilities:

Knowledge of: University policies and procedures*; office practices and procedures; department/division goals and objectives*; department/division policies and procedures*; workplace safety practices and procedures*; English grammar and spelling; records management; office management; project management.

Skill in: Interpersonal, oral, and written communication; use of office equipment; typing, data entry; computer operation; use of computer software and other programs applicable to the assigned department/division*.

Ability to: Operate with the utmost integrity and model respect for others; display executive presence; inspire confidence in trustees and senior leaders; lead a large staff at a complex organization; build a cohesive team that is transparent and works well with the other divisions, offices and departments across campus; deal with problems involving several variables within familiar context; define problems, collect data, establish facts, and draw valid conclusions; determine material and equipment needs; calculate fractions, decimals, and percentages; compile and prepare reports; use proper research methods to gather data; prepare accurate documentation; maintain records according to established procedures; travel to and gain access to work site; effectively interact with personnel and public to answer routine questions; train or instruct others; move quickly and effectively from one tasks to another; work independently and in a team environment; develop and maintain effective working relationships. Excellent interpersonal skills and a personal commitment to equity. Strong written and oral communication skills and experience presenting information and summary reports internally and to the public.

(*) Developed after employment.

Minimum Qualifications: At least a bachelor's degree from an accredited college or university; five or more years of experience as a professional communicator. Three or more years of experience as a manager.

Preferred Qualifications: Master's degree in business administration, communications, English, public relations, journalism, or related field. Advanced credentials in public relations or business communications, such as the Accredited in Public Relations (APR) designation, or a master's degree in a closely related discipline. Experience serving a complex organization with multiple constituencies, such as higher education, health care, government, or non-profit organizations. Experience representing clients or employers to the news media. Demonstrated skills in working with journalists, including relationship building, serving as a spokesperson, pitching stories that drive the brand narrative, and handling sensitive and challenging interactions. Experience developing and managing an organization's brand. Experience in developing and implementing strategic communications plans that are research-based, aligned to business objectives, and measurable. Experience in designing, managing, and measuring multi-channel communications initiatives that rely on paid, earned, shared, and owned media. Experience leading communications professionals, such as writers, designers, photographers, web developers and social media practitioners.

Physical Requirements: In accordance with the U.S. Department of Labor physical demands strength ratings, this position will perform sedentary work.

Sedentary: work involves exerting up to 10 pounds of force occasionally or a negligible amount of force frequently to lift, carry, push, pull, or otherwise move objects, including the human body. Sedentary work involves sitting most of the time but may involve walking or standing for brief periods of time. Jobs may be defined as Sedentary when walking and standing are required only occasionally, and all other Sedentary criteria are met.

Timothy J. Harrington

6429 Farmington Circle • Canfield, OH • H/C: 330.518.1293 • tjharrington02@ysu.edu

SENIOR EXECUTIVE / STRATEGIC COMMUNICATIONS / OPERATIONS

Accomplished Senior Executive with over 30 years of experience in a broad spectrum of leadership, operational improvement, change management, KPI's/metrics, synchronized communication, instruction and training in the U.S. Navy, the private sector, and at Youngstown State University. Exceptional track record of leading and instructing teams, US Navy personnel, government employees, students, and organizations to improved performance. Led high performance teams and organizations ranging from 20 to over 600+ people. Exceptional communication and leadership skills to teach, coach, manage, and motivate diverse professionals in challenging environments. Experience includes being the COO of a multi-million-dollar industry leader in water hydraulics, Deputy Chief of Staff for Logistics, Supply and Ordnance for Commander of the U.S. Pacific Fleet, CEO/Commanding Officer of a 425 person, \$300M Naval Sea Systems Command major field activity with 6 detachments, and the Head Logistics Director for 2 aircraft carriers. Experienced in the staff operations, communications, social media, human resources, Aerospace/Maritime industries, and University instruction with a demonstrated focus on strategic leadership, operational improvement, project management, crisis communications and building successful teams to drive strategic results.

PROFILE / CAREER MILESTONES

- Youngstown State University Special Assistant to the President for Strategic Communications.
- Chief Operating Officer/VP of Operations for a Veteran-Owned business that increased operational effectiveness twofold, decreased backlog by 99%, and executed actions that reduced overhead 35%. Completely revamped all operational processes at the company and managed the company to achieve ISO 9001 certification.
- Chief Executive Officer/Commanding Officer of a US Navy activity that was hand selected by the Commander of the Naval Sea Systems Command (VADM Kevin McCoy) to lead the complete restoration of a crippled activity of 425 employees. Implemented a Change Management program and successfully transitioned the activity through an extensive financial overhaul, echelon change and implementation of Enterprise Resource Planning (ERP) in 18 months. (2010-2012) (*Naval Sea Systems Command*)
- Hand Selected as the Deputy Chief of Staff for Logistics, Fleet Supply and Ordnance on the Staff of the Commander, U.S. Pacific Fleet (COMPACFLT).
- Youngstown State University Part -Time Instructor Williamson College of Business Administration, MBA Program.
- Personally selected by the Commander, Naval Sea Systems Command, VADM Kevin McCoy, to testify to Congress to the bipartisan congressional commission to study wartime contracting (COWC) in Afghanistan and Iraq.
- Recognized experience in strategic leadership, organizational change management and acquisition led to selection as a finalist for the Admiral Stan Arthur Award for Naval Logistics Excellence (2011) (*Naval Sea Systems Command*)
- Personally selected by the Commander, Naval Air Forces Pacific to be the Head Logistician to restore logistics services/aviation readiness and lead a 600-person department onboard the aircraft carrier USS GEORGE WASHINGTON after \$75M of damages were incurred following a major casualty at sea.

PROFESSIONAL EXPERIENCE

Youngstown State University, 1 Tressel Way, Youngstown, OH 44555

Aug 2024 - Pres

Special Assistant to the President for Strategic Communications

- Direct report to the President of YSU. Advances the vision and goals of the President; provides strategic advice and support to the President and works with the Cabinet and other leadership (across all echelons) to develop and make progress on the priorities of YSU.
- Strategic Communications (StratComm) - responsible for driving YSU brand messages, specific news/media/information to internal and external audiences, including news media relations, social media management, strategic content creation, support for the president's communications and student recruitment.
 - Aug 2024 – Present --- reorganizing the University Relations (UR) department to a more integrated team by rebalancing skill sets within the top managers and refocusing skill sets on the tactical sides (i.e. – Aug 2024 social media hire being aligned with earning news coverage for the university).
 - Drafting a Board approved campus Communications policy to centralize YSU's external communication and marketing efforts (crisis communication, social media, website editing, news releases, and promotion of the YSU brand)
 - Assessing the graphic design area of UR and conducting an informal, cursory review of other campus areas where duplication of effort appears to be present.
 - Analyzing the WYSU AM radio channel programming and identifying areas to modify to better balance the content.
- YSU's Chief Spokesperson – representative to news media for crisis communication, crisis management messaging and preparing plans and communications for top level issues that affect the strategic vision of YSU.

Timothy J. Harrington

6429 Farmington Circle • Canfield, OH • H/C: 330.518.1293 • tjharrington02@ysu.edu

Youngstown State University, 1 Tressel Way, Youngstown, OH 44555

Jan 2024 – Aug 2024

Special Assistant to the President

- Directed, administered, and coordinated the internal operational activities and strategic focus of the President of Youngstown State University.
- Managed the strategic scheduling, constituent coordination, and University promotion for the President.
- Personally managed on behalf of the President the executive review of organization policies, strategic goals, and personnel actions that cover all university operations and growth.

BOC Water Hydraulics, LLC, 12024 Salem-Warren Rd, Salem OH 44460

July 2014 – Jan 2024

CHIEF OPERATING OFFICER / VP OF OPERATIONS

- Increased operational effectiveness twofold, decreased backlog by 98%, and executed actions that reduced overhead 30%. Increased profit margins and customer satisfaction. Aggressively directed the development and implementation of standard operating procedures and controls that resulted in sustained synch'd communication / information flow across all departments and a consistent drumbeat of communication externally to customers via social media.
- Implemented Key Performance Indicators (KPI's) / Advanced Metrics that quickly resulted in the identification of opportunities to expand the business overseas, and increased efficiency of production workflow.
- Responsible for developing, managing, and executing all BOC's communication strategy to promote and maintain the company's reputation as the industry leader in descaling and decoking operations. This included all media engagements, strategic social media, publicity for events, products and people.

Youngstown State University, 1 University Plaza, Youngstown, OH 44555

Sep 2016 – Jan 2021

PART-TIME INSTRUCTOR, WILLIAMSON COLLEGE OF BUSINESS ADMINISTRATION (MBA Program)

- Classroom Management – challenged students throughout a semester to “be curious” about business, the world we live in, and how it will affect them and provide them a competitive advantage. \
- Engaged students to manage a project that I coordinate with local businesses that will be used by the business moving forward. Real business world instructing. Routinely provide students class with compelling (and controversial) leadership and business articles/videos and have follow on discussion for a small portion of class. Articles are geared to spur their own curiosity about how they lead...or will lead.
- My educator goal was to use the textbook as a template but to take my experiences, good and bad, and instruct students to be 'business ready'.

Commander, United States Pacific Fleet, Oahu, Pearl Harbor, HI

May 2012 – June 2014

DEPUTY CHIEF OF STAFF FOR LOGISTICS, FLEET SUPPLY AND ORDNANCE (Navy Captain/0-6)

- Led a joint-capable logistics team focused on operational and logistics effectiveness at the theater strategic/operational level. Responsible for synchronizing communications across 4 echelons of commands, which included logistically planning and the execution of numerous contingency operations.
- Continued the strategic, collaborative effort from Naval Sea Logistics Center to execute an inventory readiness sparing modeling and analysis of the Ballistic Missile Defense (BMD) system to the entire US Navy Fleet. Built the execution and communication strategy across 5 agencies, received the buy in from the Commander of the Pacific Fleet, coordinated with the Pentagon staff and delivered the results which equipped over half the Navy's operational forces with the right sparing to achieve 3 fold readiness for our Ballistic Missile Defense with emphasis on forward deployed units, and our Littoral Combat Ships. Initiatives included increased sparing, coordinated contract support across the theaters, forward positioning of stock, and developing and executing theater distribution capabilities.
- Optimized ordnance management, positioning and readiness for PACFLT through sited explosive anchorages, ordnance load plans, explosive safety, inventory management and support infrastructure. Coordinated with PACOM and other constituents to develop ordnance requirements and provides recommendations for investment and procurement strategies to PACFLT, PACOM, and OPNAV staffs. Result was increased ordnance readiness across the theatre. Drill down information on this is classified.

Timothy J. Harrington

6429 Farmington Circle • Canfield, OH • H/C: 330.518.1293 • tjharrington02@ysu.edu

Naval Sea Logistics Center (NSLC), Mechanicsburg, PA

May 2010 – April 2012

CHIEF EXECUTIVE OFFICER / COMMANDING OFFICER (Navy Captain/0-6)

Commanded one of the largest Naval Sea System Command (NAVSEA) field activities. Sought out and hand selected by the Commander of the Naval Sea Systems Command (VADM Kevin McCoy) to lead the complete restoration of a crippled activity of 700 employees. Led a professional workforce of 700 civilian and contractor personnel located at six primary sites in strategic planning and business transformation. Oversaw and facilitated accomplishment of the organization's mission to serve as NAVSEA's technical agent for developing, maintaining, and assessing life cycle logistics support policies, procedures, products and data systems. Served as the senior fiscal execution officer responsible for the planning and execution of a \$65M yearly budget.

- Efficiently implemented a disciplined project review process that has improved cost/schedule performance by analyzing the 'right' project metrics that resulted in a 75 percent cost and schedule improvement; was the impetus to the execution of the organization's first ever Business Development Plan that has provided an in-depth analysis and stratification of the command's products and services, communication strategy, financial posture, customers, and talent base; unwavering leadership that drove the requirements for the command's flawless implementation of ERP.
- Built the Team - Coordinated with and across the Program Executive Office (Integrated Weapons systems), NAVSUP Weapon Systems Support and NAVSEA, forged a partnership that aggressively addressed AEGIS onboard sparing options, enabled a BMD System of Systems Optimization which resulted in the completion of a comprehensive Readiness Based Sparing (RBS) analysis for the AN/SPY-1D version of AWS and a "system of systems" RBS analysis for BMD capability.
- Provided professional and articulate testimony to the independent, bipartisan legislative Commission on Wartime Contracting (COWC) in Iraq and Afghanistan. As a witness on the COWC panel to examine how the past performance information system and the suspension and debarment process can be used to achieve better contractor performance and accountability in contingencies, testified on NAVSEA's behalf and provided the commission a clear-cut, detailed analysis of NSLC's role as the system and training administrator of the federally utilized Contracting Performance Assessment Reporting System (CPARS).
- Implemented a Change Management program to stimulate employee discussion and afford the workforce a better understanding of organizational changes, their effects, and how employees can be leaders in the process.
- Led the successful realignment of the Naval Sea Logistics Center (NSLC) to Naval Undersea Warfare Center – Keyport (NUWC-K). Coordinated the administrative, organizational, and financial realignment and successfully gained efficiencies while meeting all milestones on or ahead of schedule. Specific actions included: transitioning to a new unit identification code (UIC); coordinating the organizational change request (OCR) transition; notifying bargaining units of the alignment; transitioning NSPS employees to the Interim Performance Management System (IPMS); providing input and coordinating submissions for the development of the DoN WCF budget.

Commander, Fleet Air Forward, Atsugi, Japan

May 2009 – April 2010

LOGISTICS DIRECTOR

Led 120 Senior Government, Military, and Japanese civilians. Served as the Logistics Director and Fleet Type Commander in the operating areas of the U.S. Navy's Fifth and Seventh Fleets (Japan to Guam to the Arabian Gulf). Oversaw all logistics and maintenance requirements, policies and programs for all aviation forward deployed naval units, aviation capable ships, airfields, and air facilities.

- Primary responsibilities were to coordinate/support and communicate the prioritization and management of material, maintenance and training to geographically dispersed aviation customers within the Pacific Naval Aviation Enterprise.
- Developed, implemented and trained supply leadership on KPI's/metrics and business processes which reduced performance variability across customer channels and improved performance measures for all customers.
- Led a 10-constituent aviation enterprise integrated process team that identified operational plan forward operating base requirements and shortfalls required in the Navy's 7th Fleet Area of Operation.
- Identified, developed a plan, garnered the right players, and resolved an IT connectivity flaw in 6 months that had hampered US Navy aviation supply chain management operations between Guam, Japan, and Bahrain for over 10 years. This solution continues to save 1000's of hours of work and increased aviation material readiness for units operating in forward deployed areas of the Pacific Theatre.

Timothy J. Harrington

6429 Farmington Circle • Canfield, OH • H/C: 330.518.1293 • tjharrington02@ysu.edu

USS GEORGE WASHINGTON (CVN-73), San Diego, CA/Yokosuka, Japan

Aug 2008 – Apr 2009

LOGISTICS DIRECTOR / SUPPLY OFFICER

After a \$75M casualty that drew national and global attention, was personally called upon by the Commander, U.S. Naval Air Forces Pacific, to be the Supply Officer/Logistics Director to restore unity to a 600-person department and repair the logistics processes onboard an aircraft carrier.

- Restored unity – quickly developed a plan, made the difficult decisions, and built a Team that was able to recover from one of the most challenging catastrophes the US Navy had experienced since the USS Cole terrorist attack in Yemen. Exceeded all expectations, increased readiness, and personally managed the logistics plan that resulted in the nuclear aircraft carrier successfully moving 12,000 miles and changing homeports to Japan.
- Responsible for 9 separate budget operating accounts with a combined annual budget of \$200M, and readiness parts and material inventories exceeding 60,000 line items and \$225M in value for both shipboard and aviation support.
- Responsible for the daily inport and at sea aviation logistics readiness and maintenance for the forward deployed Airwing permanently stationed in Atsugi, Japan
- Managed the daily services for a co-ed crew of 5,500+ crewmembers that included (2) multi-million dollar stores, a 1M pound/yr postal service, 20,000+ meals/day
- Routinely interacted with international personnel, from host nation government offices and military, senior government officials, to local citizens in numerous ports of call and intermediate support sites.

USS KITTY HAWK (CV-63), Yokosuka, Japan

Apr 2007 – Aug 2008

LOGISTICS DIRECTOR / SUPPLY OFFICER

Board selected to lead a 500+ department for the forward deployed aircraft carrier

- Responsible for 9 separate budget operating accounts with a combined annual budget of \$200M, and parts and material inventories exceeding 60,000 line items and \$220M in value.
- Responsible for the daily inport and at sea aviation logistics readiness and maintenance for the forward deployed Airwing permanently stationed in Atsugi, Japan
- Awarded the Meritorious Service Medal mid-tour from the Commander, Naval Air Forces Pacific Fleet for increasing, maintaining, and sustaining the highest aviation readiness of all US Navy aircraft carriers
- Managed the hotel services for a co-ed crew of 5,500 crewmembers. While deployed, hosted numerous official visits and social events for host country dignitaries, military personnel, and host country citizens.
- Managed the daily services for a co-ed crew of 5,500+ crewmembers that included (2) multi-million dollar stores, a 1M pound/yr postal service, 20,000+ meals/day, Pay and Personnel Office
- Ambassador - routinely interacted with international dignitaries, from host nation government offices and military, to high ranking officials and staff, to local citizens in numerous ports of call and intermediate support sites

United States Fleet Forces Command, Norfolk, VA

Apr 2005 – Mar 2007

READINESS & SERVICES OFFICER – NAVY OPERATIONS

- Liaison to major system commands within the United States Navy (NAVSEA/NAVSUP/NAVAIR). Streamlined afloat logistics processes for all ships in the US Navy – Logistics Operations, financial reform and standardization, and postal policy changes.
- Chairman of the Chief of Naval Operations (CNO) Afloat Operational Advisory Group that spearheaded and executed major changes to the complex mission of afloat food service across the entire US Navy. The changes identified by this group were implemented Fleet-wide and resulted in \$100M+ in cost savings

Naval Inventory Control Point, Mechanicsburg, PA

Aug 2002 – Mar 2005

DIRECTOR, PLATFORM MANAGEMENT / RETROGRADE PROGRAM MANAGER

Led 35 government and senior civilians that planned, coordinated and managed the provisioning of shipboard allowance levels for all classes of Navy ships

- Personally built the team, managed the Fleet-wide major change to the retrograde management process, and spearheaded the development of a Navy-wide, fleet wide retrograde management program (Electronic Retrograde Management System/eRMS).
- Managed the start to finish development, testing, expansion, and roll out of an entire SAAS IT logistics system for

Timothy J. Harrington

6429 Farmington Circle • Canfield, OH • H/C: 330.518.1293 • tjharrington02@ysu.edu

the US Navy. Implemented the system onboard 12 aircraft carriers, (10) L-Deck ships and (2) mobile shore based nodes in Kuwait City and Fujairah. During Operation Iraqi Freedom, the system ensured 100% accountability of over \$1B of aviation/shipboard repairable items and wait time for repair was decreased by 60%. The system is still in use today, has been expanded DoD-wide and has saved the DoD over \$300M in lost equipment surveys.

EARLY MILITARY CAREER

Jan 1990 – Nov 2002

USS ABRAHAM LINCOLN: Aviation Readiness Officer

(Jul 2000 – Jul 2002)

US Air Station Keflavik, Iceland: Assistant Logistics Director

(May 1997 – Apr 1999)

Personal Staff to the Chairman, Office of the Chairman Joint Chiefs of Staff (OCJCS)

(Apr 1995 – Apr 1997)

- Personal staff member to General John Shalikashvili
- Routinely interacted with Cabinet Members, Senior Military and Government Officials

USS REID (FFG-30): Department Head of a guided missile frigate

(Mar 1993 – Mar 1995)

- Awarded the Navy Commendation Medal at sea by the Chief of Naval Operations for assuming duties as the Executive Officer (XO) of the ship during a boarding and takeover of a motor vessel in the Arabian Gulf in 1994

USS FORRESTAL (CV-59): Division Officer

(Aug 1990 – Feb 1993)

EDUCATION / CERTIFICATION / AWARDS

- Duke University - Fuqua School of Business Executive Education Advanced Management Program (2012)
- MBA - University of Georgia Terry College of Business with an emphasis in Economics/Organizational Consulting/Information Technology, Athens, GA (2000)
- Tench Francis School of Business Executive Advanced Management Program (Athens, GA)
- BS/BA (Finance/Economics) – Youngstown State University (Youngstown, OH)
- Personal Awards from the US Navy: (2) Legions of Merit, (1) Defense Meritorious Service Medal, (3) Meritorious Service Medals, (8) Navy Commendation Medals, (1) Navy Achievement Medal
- Runner up Navy wide in 2012 for the Admiral Stan Arthur Logistics Excellence Award
- President, Salem High School Alumni Association (2024 – Present)
- Certified Mentor, Severn Leadership Group, Annapolis Maryland.
- Graduated Fellow of the CS Lewis Institute / Mentor for incoming Fellows
- Distinguished Alumni Award from Salem High School, Salem, OH (2013)

References

- Rear Admiral (ret), US Navy, James McNeal, 619.980.9908
- Rear Admiral (ret), US Navy, Donald (Lee) Singleton, 904.226.1445 / 703.236.0034
- CDR (ret), US Navy, Kent Michaelis, 717.421.6003