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Education:

Ph.D., University of Virginia, (2010). Higher Education Administration.
M.B.A., University of Connecticut, (1995).
B.A., Hofstra University, (1994). English

Professional experience:

Curry School of Education (2016-Current)
Associate Professor, Higher Education

Curry School Foundation (2016-Current)
Executive Director

Darden School of Business at the University of Virginia (2013-2015)
Senior Associate Dean and Chief Operating Officer

Darden School of Business Foundation (2013-2015)
Chief Operating Officer and Chief Financial Officer
Staff Liaison - Audit & Finance, Compensation, and Grounds, Hospitality & Technology
Committees

McIntire School of Commerce at the University of Virginia (2001-2013)
Senior Associate Dean for Administration

McIntire School of Commerce Foundation (2001-2013)
Executive Director

Professional experience before UVA:

- **Structure Tech Companies**, President and Chief Executive Officer. (1988-2001)
- **Weston Partners Advisory**, Director. (1994-Current)
- **Tritec Real Estate Companies**, Senior Vice President. (1986-1988)
- **Wernert Companies**, Director of Operations. (1984-1986)
- **Corbel Companies**, Project Manager - Senior Vice President. (1980-1984)

Teaching Responsibilities (current):

- **Darden MBA Program**. Designed and teach a Global Business Experience course (GBE) titled: "Leading Complex Global Projects" consisting of a six-week module in Charlottesville and another in Rio de Janeiro, Brazil. This two-part course combines concepts of Leadership Complexity Theory with Project Management in an advanced,

- fast-paced experiential course – all based on virtual, global consulting teams examining projects at Brazil corporate sites.
- **Darden Executive Education Program.** Co-designed and team teach a 2.5-day custom program at a pharmaceutical company titled: Project Management for Executives.
 - **Darden Executive Education Program.** Co-designed and team teach a 2-day executive level course in Project Management in Washington, D.C.
 - **McIntire School of Commerce.** Developed and teach a 4-week online course titled: Leadership and Management, in the Executive Certificate in Management Program.
 - **Curry School of Education.** Guest lectured at the Curry School in Leadership, Organization and Governance, and Intercollegiate Athletics classes.

Governing Boards:

Curry School of Education Foundation (Current)

Executive Director

Darden Graduate School of Business Foundation

Chief Operating Officer and Chief Financial Officer (delegated authority)

McIntire School of Commerce Foundation

Former Executive Director and Member of Executive, Audit, and Investment Committees

School of Engineering and Applied Sciences Foundation (Current)

Member, Finance and Audit Committees

Alumni Board of Managers at the UVA Fund at Alumni Hall

Member, Investment Committee

UCROO, PTY, LTD

Member, Advisory Board

Building Goodness Foundation

Board Member

Affiliations:

Member, National Association of Corporate Directors
Member, Association for the Study of Higher Education
Member, National Association of College Auxiliary Services
Member, Society of College and University Planners

CURRICULUM VITAE SUPPLEMENT: ACADEMIC ACTIVITIES

Conferences and Publications

Agile Planning (being edited)

A book underway that links principles of Strategic Management, Leadership Complexity Theory and Agile Project Management into a working model for the development and implementation of strategy in complex organizations.

E.E. Ford Foundation, Keynote Speaker (2015)

Financial Sustainability of and Competition among Independent Schools

University of Virginia, Ambassadors Program, Speaker (2015)

Leadership Challenges in Higher Education

Project Management: Constructive Building (2015), Case Study

Rouss & Robertson Halls: A Study in Project Management and Strategy

University of Washington, (2013), Working Paper Series

Education & Leadership Policy Studies

A Test of Strategic Planning Practices and Their Effect on Success in NCAA Division I Athletic Departments

NACAS (2012), Instructor

Project Management Best Practices

Advance Institute for Managers

Journal of the Study of Higher Education (2012)

Strategic Planning in Higher Education: A Test of Strategic Planning Variation in Strategic Planning Practices, under review

American Educational Research Association (2011), Reviewer

Commission for Recreation and Athletics

SCUP conference (2011), Accepted paper and Presenter

Strategic Planning in Higher Education: An Examination of Variation in Strategic Planning Practices

NACAS Senior Leadership Forum (2011), Program Director and Presenter

Dimensions of Auxiliary Leadership in Higher Education

ASHE conference (2011), Reviewer and Discussant

Research on History, Leadership and Governance in American Intercollegiate Athletics

Decision-Making in Higher Education: A Case Study (2011), Co-Author

The Newcomb Hall Expansion and Dining Services Renovation Project

College Services (Spring, 2011), Author

Servant Leadership: Skills to Lead Through Turbulent Times

College Services (Summer, 2011), Co-Author
Integrating a Higher Ed Case Study into the Leadership Curriculum

ASHE conference (2010), Presenter
An Examination of Strategic Planning Practices and Their Effect on Success in NCAA Division I Athletic Departments, Reviewed and accepted paper

Published dissertation, (2010)
Strategic Planning in Higher Education: An Examination of Variation in Strategic Planning Practices in NCAA Division One Intercollegiate Athletic Departments

National Association of College Auxiliary Services (2010), Instructor
Project Management Best Practices
Advance Institute for Managers

EduCause Quarterly, (2009), Webinar instructor
Challenges in Technology Implementation for Learning Spaces in Higher Education

SCUP conference (2008), Presenter
Effective Integration of Technology for Generation NeXt in the Learning Environment

EDUCAUSE Learning Initiative, (2008), Presenter
The Sensible Application of Learning Technologies in Classroom Design

ASHE conference (2007), Discussant
Instructional and Pedagogical Strategies

Teaching Experience

In October, 2013, Starsia received the Seven Society teaching and service award. It states:

“A model of balance between teaching, research and administrative leadership...Mr. Starsia has served the University in many capacities. As a scholar, his published works compliment his administrative and professorial vision for the field of higher education. As a teacher and role model, he demands the best from his students. He is skilled at facilitating rigorous and thought-provoking conversation and challenges his students to think beyond the scope of their respective concentrations. He leads by example and in doing so calls those around him to live with meaning and intention.”

Teaching Experiences:

GBUS 8510M – Leading Complex Global Projects

This two part graduate business course combines the lessons of the Leadership and Management course with the foundational aspects of an advanced, fast-paced Project Management course - in a global setting. The goal is to apply the lessons learned to a set of tools and techniques designed to increase the student’s knowledge of and ability to cope with the unique challenges related to the management of complex global projects. The learning objectives are: Provide a foundational understanding of how to organize, implement and manage projects; Expose students to a set of tools necessary to be an effective project leader; Provide a framework for assessing risk and uncertainty in global projects; Build an

understanding of how value is added to firms and groups through leadership; and, Help the students formulate their own model of leadership.

COMM 3200/4200 - Project Management

This undergraduate course is an in-depth examination of project management principles and means and methods. Using case studies in real estate development, information technology, and business, the application of tools and techniques in managing complex projects is explored in depth. Using a combination of lecture, case study and practica, course learning objectives include: compare and contrast agile and traditional project management methods and then applying the concepts i.e. control processes, agile management, failures and recoveries, and best practices. Student teams prepare and present a capstone Project Retrospective report at its conclusion.

eMcIntire – Leadership and Management, Instructor

The Leadership and Management course was designed as part of this on-line Executive Management Certificate Program. The learning objectives are to provide these executives and managers with a blend of leadership theory and practical skills necessary to improve each participant's leadership abilities. Topics covered include the nature of leadership and the traits often ascribed to effective leaders and managers and various skill-building techniques and exercises are presented.

eMcIntire – Executive Certificate in Management, Program Director

As Program Director, my role is as primary point-of-contact with the customer in India and, along with the Academic Director, provides overall program oversight. In addition, I also co-authored two courses (Leadership and Management and Strategic Management) and remain a member of its faculty. The McIntire Executive Certificate in Management Program consists of 10 courses lasting 4 weeks each, delivered over a 10-month period.

MBI: Business Life Skills Program for Athletes (Proposed)

This program was proposed by the McIntire School of Commerce to the UVA Athletics Department and designed to provide UVA athletes with a certificate customized to fit their schedules, interests and careers. The primary learning objectives are to provide basic business skills and career advisement in preparation for being placed into jobs upon graduation. Designed using the McIntire MBI program as a model, and assuming interdisciplinary instructors from McIntire, Darden and the College, the curriculum would be tailored to the unique needs of student athletes. The course is designed around core business classes and relevant electives. The use of outside experts, speakers, panels and other techniques, on relevant topics would be used to reinforce principals taught in the classes.

COMM 3100 - Web Project Management

Lectured in this one hour case study-based class covering topics such as website development, enterprise-wide applications, contracting for consulting services, and managing consultants.

EDLF 8649 - Introduction to Higher Education, Lecturer

In this course, I lead a discussion among a group of students on perspectives related to careers tracks and challenges in higher education.

EDLF 5890 - Curry School of Education, Conference Co-Director

Higher Education Doctoral Program conference titled "Globalization and Higher Education" hosted at the University of Edinburgh, in Edinburgh, Scotland. Responsibilities included program conceptualization, approval, and direction as well as co-instruction, with the dean of

the McIntire School, on the topic: “Private Corporation’s International Practices: Lessons Learned.”

EDLF 5890 - Curry School of Education, Conference Co-Director

Higher Education Doctoral Program conference titled “United States and Chinese Higher Education: History and Future Collaborations” hosted by Shanghai Jiao Tong University and the University of Beijing. Responsibilities included program conceptualization, approval, and direction as well as co-instruction, with a Curry School faculty member, on the topic: “Higher Education: A Comparative Study of China and the U.S.”

Curry School of Education. Guest lectured at the Curry School in Leadership, Organization and Governance, and Intercollegiate Athletics classes.