

Michael J. Colarusso, Ed.D.

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Present Positions

- 2008** Senior Research Analyst
U.S. Army Office of Economic & Manpower Analysis (OEMA)
Department of Social Sciences
West Point, NY 10996-5000
- 2022** Assistant Professor
Department of Behavioral Sciences & Leadership
West Point, NY 10996-5000

Education

- 2020** M.S., **Human Resource Management**, USC Bovard College
- 2019** Ed.D., **Organizational Change and Leadership**, USC Rossier School of Education
- 1998** M.A., **History**, the Pennsylvania State University
- 1988** B.A., **History**, St. John's University (New York)

Areas of Academic Interest and Research

Change Leadership / Organization Development
Organization Design
Organizational Learning and Behavior
Diversity, Equity, and Inclusion
Career Counseling and Performance Management
Human Capital and Talent Management

Professional Affiliations

Association of American Educators

Publications

Books (Editor Reviewed)

Colarusso, Michael J. and David S. Lyle, "Senior Officer Talent Management: Fostering Institutional Adaptability." *Strategic Studies Institute*, U.S. Army War College Press: Carlisle, Pennsylvania, February 2014.

Policy Monographs (Editor Reviewed)

Colarusso, Michael J., Kenneth G. Heckel, David S. Lyle, and William L. Skimmyhorn, "Starting Strong: Talent-Based Branching of Newly Commissioned U.S. Army Officers." *Strategic Studies Institute*, April 2016.

Wallace, Roy A., Michael J. Colarusso, Andrew O. Hall, David S. Lyle, and Michael S. Walker, "Paid to Perform: Aligning Total Military Compensation with Talent Management." *Strategic Studies Institute*, June 2015.

Bukowski, Raven, John Childress, Michael J. Colarusso, and David S. Lyle, "Creating an Effective Regional Alignment Strategy for the U.S. Army." *Strategic Studies Institute*, November 2014.

Wardynski, Casey, David S. Lyle, and Michael J. Colarusso, "Towards a U.S. Army Officer Corps Strategy: Employing Talent." *Strategic Studies Institute*, May 2010.

Wardynski, Casey, David S. Lyle, and Michael J. Colarusso, "Towards a U.S. Army Officer Corps Strategy for Success: Developing Talent." *Strategic Studies Institute*, March 2010.

Wardynski, Casey, David S. Lyle, and Michael J. Colarusso, "Towards a U.S. Army Officer Corps Strategy: Accessing Talent: The Foundation of a U.S. Army Officer Corps Strategy." *Strategic Studies Institute*, February 2010.

Wardynski, Casey, David S. Lyle, and Michael J. Colarusso, "Towards a U.S. Army Officer Corps Strategy: Retaining Talent." *Strategic Studies Institute*, January 2010.

Wardynski, Casey, David S. Lyle, and Michael J. Colarusso, "Towards a U.S. Army Officer Corps Strategy: Talent: Implications for a U.S. Army Officer Corps Strategy." *Strategic Studies Institute*, November 2009.

Wardynski, Casey, David S. Lyle, and Michael J. Colarusso, "Towards a U.S. Army Officer Corps Strategy: A Proposed Human Capital Model Focused Upon Talent." *Strategic Studies Institute*, April 2009.

Other Journals and Articles

Colarusso, Michael J., and Douglas Stitt, "Creating a Strategic HR Capability: Four Steps to Accelerate the US Army's People Transformation." *Modern War Institute*, August 2021.

Colarusso, Michael J., and David S. Lyle, "Talent Management, Six Constraints on Senior Officer Succession Planning." *Army Magazine*, July 2014.

Colarusso, Michael J., "West Point's Campaign Plan: Transforming to Meet the Needs of the Army." *Assembly Magazine* (West Point Association of Graduates), January-February 2008.

Colarusso, Michael J., "The Challenges to Church Building among Croatian Americans." *Journal of Croatian Studies*, April-June 2001.

Colarusso, Michael J., "Yugoslavia — the First Postwar Decade." *America in the World: International Perspectives on US History*, eds. Colarusso and Vassalo, 2000. Orlando: Harcourt Publishers.

Papers Presented at Conferences

"Towards a U.S. Army Officer Corps Strategy: A Human Capital Model Focused on Talent," Multiple Presentations to Department of Defense Agencies and Private Associations, 2009-present.

"The Challenges to Church Building among Pennsylvania's Croatian Communities," Annual Conference of the Association of Croatian Studies, Xavier University, Chicago, April 1999.

Teaching Experience

Assistant Professor (current), United States Military Academy at West Point, NY

- PL 398, *Leadership Theory and Development*

Guest Lecturer, 2020-2021, Bovard College, USC, Los Angeles, CA

- HRM 505, *Organizational Culture*

Guest Lecturer, 2020, Graziadio Business School, Pepperdine University, Los Angeles, CA

- PGBS 698, *Contemporary Issues in Business and Management*

Guest Lecturer, 2018-2019, Rossier School of Education, USC, Los Angeles, CA

- MSC EDUC 612, *Human Development Theory for School Counselors*

Guest Lecturer, 2017, 2019, U.S. Army War College, Carlisle Barracks, PA

- LM 2250, *Topics in Leadership Development*

Guest Lecturer, 2008-2010, United States Military Academy at West Point, NY

- SS 477 (Economic History), *Economics of National Security*

Instructor / Assistant Professor, 1998-2001, United States Military Academy at West Point, NY

- HI 103, *History of the United States to 1877*
- HI 104, *History of the United States from 1877-Present*

- HI 396, *The Making of Modern America, 1877-1945*
- HI 498 (Colloquium), *History of the Balkans since 1877*
- MS 402, *The Tools of the Profession*

Additional Professional Experience

2007 – 2008: University Strategist & Business Transformation Lead, West Point, NY

2005 – 2007: University Director of Operations & Security, West Point, NY

2003 – 2004: University Chief of Operations & Plans, West Point, NY

2001 – 2003: Executive Officer, 323rd Military Intelligence Battalion, Fort Meade, MD & Iraqi Theater of Operations

Professional Schools

Command and General Staff School	2003
Combined Arms Services Staff School	1995
US Army Europe Company Commander's Course	1993
Military Intelligence Officer's Advanced Course	1993
Electronic Warfare Staff Officer Course	1989
Military Intelligence Officer's Basic Course	1988
US Army Airborne School	1986

Academic Awards and Honors

- USC Bovard College Leadership and Service in the Community Award, 2021
- Maintained an MSHRM degree program GPA of 4.0, USC, 2019-2020
- Maintained an EdD degree program GPA of 4.0, USC, 2017-2019
- Promoted to West Point Assistant Professor, AY 2000-2001
- Received the West Point History Department Teaching Excellence Award, 2000
- Graduated with honors from Penn State's MA program, 1998
- Army Advanced Civil Schooling Scholarship, 1996
- Army ROTC Distinguished Military Graduate, 1987
- Army ROTC Scholarship Awardee, 1985

References

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Colonel Mark Crow, PhD
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