

## EDUCATION

UNIVERSITY OF TEXAS AT TYLER, Tyler, Texas 2020  
Doctor of Philosophy, Human Resources Development. **Cognate** Organizational  
Development & Change

***Dissertation***

*Antecedents to Strategic Project Success: A Qualitative Phenomenological Analysis of  
Project Leaders' Perceptions.*

BOSTON UNIVERSITY, Boston, Massachusetts 2016  
Master of Science, Project Management

COLORADO TECHNICAL UNIVERSITY, Colorado Springs, Colorado 2013  
Bachelor of Science, Business Administration and Project Management (concentration)  
*Magna Cum Laude*

COMMUNITY COLLEGE OF THE AIR FORCE, Montgomery, Alabama 2007  
Associate of Applied Science, Criminal Justice

## PROFESSIONAL CERTIFICATIONS

**Birkman Certified Professional**, Birkman International Inc.

**Certified Agile Leader**, Scrum Alliance, (Credential) No 000323453

**Certified Change Management Practitioner & Experienced Practitioner** Program, Prosci

**Certified Scrum Professional – Scrum Master (CSP-CM)**, Scrum Alliance, (Credential) No.  
000323453

**Certified Scrum Professional – Product Owner (CSP-PO)**, Scrum Alliance, (Credential) No.  
000323453

**Certified MBTI Practitioner** - Step 1 & Step II Instruments. The Myers & Briggs Foundation,  
(Credential) No. MBTI - 2017-T757362.

Master Practitioner (Credential) \*In-Progress\* scheduled completion: October 2021.

**Certified Six Sigma Master Black Belt**, Villanova University, (Credential) No. VILC165507

**Certified Trainer in Systems Thinking, Mapping, and Leadership**, Cabrera Research Lab

(Credential) No. 2021-1-000929

**Changewise Authorized Leadership Agility Coach**, Changewise, Inc.

**PMI Agile Certified Practitioner (PMI-ACP)**, Project Management Institute, (Credential) No.

1722488

**Project Management Professional (PMP)**, Project Management Institute, (Credential) No.

1914146

**Stanford Certified Project Manager (SCPM)**, Stanford University

## PROFESSIONAL EMPLOYMENT EXPERIENCE

REDLEAF VENTURES AND ADVANTA ANALYTICAL LABORATORIES

Chief Development Officer 2018-Present

RHYTHMIC LEADER SCIENCE CO AND AMP COACHING AND CONSULTING

Chief Research & Development Officer, Co-Founder/Knowledge Officer 2020-Present

AGILE LEADERSHIP JOURNEY

Agile Leadership Guide 2020-Present

BOSTON UNIVERSITY

Adjunct Professor and Course Facilitator (On-line) 2016-Present

LEAD IMPAIRMENT TRAINING

Chief Instructor 2009-Present

BLACKBERRY LIMITED (RIM)

Senior Project Manager 2015-2018

ATHOC, INC.

Program Manager 2012-2015

CONCURRENT TECHNOLOGIES CORPORATION

Senior Technical Staff Project Officer 2010-2012

UNITED STATES AIR FORCE

Training Manager/Senior Project Manager 2008-2010

U.S. MILITARY SERVICE

Honorable Discharge, Decorated, and Disabled Combat Veteran 1999-2010

# PUBLICATIONS IN ACADEMIC/PROFESSIONAL SETTINGS

## Summary Table of Scholarly and Creative Activity Accomplishments

Articles in Scholarly Journals (accepted + under review)	5
Articles in Professional Trade Journals and Publications	1
Proceedings, Abstracts, Symposiums, and Innovative Sessions	12
Presentations and Workshops	9
<b>TOTAL SCHOLARLY AND CREATIVE ACTIVITY</b>	<b>27</b>

### Articles in Scholarly Journals

5 Total (5 Refereed, indicated with + | 5 co-authored, indicated with #)

#### A. Refereed (accepted)

- 3). + #Carpenter, R. E., McWhorter, R., Donaldson, S., **Silberman, D.**, & Maffei, S. (2021). Working against the clock: A model for rural STEMI triage. *Health Services Insights*, 14, 1-8. <https://doi.org/10.1177/11786329211037521>
- 2). + #**Silberman, D.**, Carpenter, R., Takemoto, J., & Coyne, L. (2021). The Impact of Team-Based Learning on the Critical Thinking Skills of Pharmacy Students. *Currents in Pharmacy Teaching and Learning*, 13(2), 116-121. <https://doi.org/10.1016/j.cptl.2020.09.008>
- 1). + #Carpenter, R.E., **Silberman, D.** (2020). Veteran-civilian career identity conflict: What is human resource development's role? *New Horizons in Adult Education and Human Resource Development*, 32(3), 35-53. <https://doi.org/10.1002/nha3.20287>

#### B. Refereed (under review)

- + #Carpenter, R. E., **Silberman, D.**, & Takemoto, J. (under review). The student engagement effect of team-based learning in a college of pharmacy: A qualitative case study. Manuscript submitted for publication.
- + #Wolff, S. B., Norton, M, **Silberman, D.**, & Moran, B. (under review). Inspired Teams: The Emotional Climate as a Catalyst to Innovation. Manuscript submitted for publication.

## Articles in Professional Trade Journals and Publications

1 Total (0 student co-authored, indicted with # | 1 accepted, indicated with ^)

^**Silberman, D.**, Kernaleguen, J., (XXXX). The power of capacity is found in the lever of leaders, *Agile Leadership Journey*, p.4-7.

## Proceedings Papers, Abstracts, Symposiums, and Innovative Sessions

9 Total (9 Refereed, indicated with + | 1 student co-authored, indicted with # | 1 award winning, indicated with a \*)

+\***Silberman, D.**, Carpenter, R., Coyne, L., Takemoto, J. (2021). The Impact of Team-Based Learning on the Critical Thinking Skills of Pharmacy Students. *25<sup>th</sup> Annual International Association of Medical Science Educators (IAMSE) Meeting*, Virtual [Poster Session]

+**Silberman, D.**, Carpenter, R., Coyne, L., Takemoto, J. (2021). The Impact of Team-Based Learning on Pharmacy Student Critical Thinking Skill. *20<sup>th</sup> Annual Meeting of the Team-Based Learning Collaborative*, Virtual [Poster Session]

+#Mull, M., Duffy, C., & **Silberman, D.** (2020). Forgetting to Learn and Learning to Forget: The Call for Organizational Unlearning. *Academy of Human Resource Development International Conference in the Americas*, Atlanta, GA. [Full Manuscript]

+**Silberman, D.**, Carpenter, R., & Sun, J. (2020). Building police effectiveness: Exploring the guiding blueprint of work design to reduce work stress. *Academy of Human Resource Development International Conference in the Americas*, Atlanta, GA. [Poster Session]

+Carpenter, R., **Silberman, D.**, & Mull, M. (2020). Your Brain on Work: The Neuroscience of Trust. *Academy of Human Resource Development International Conference in the Americas*, Atlanta, GA. [Poster Session]

+Carpenter, R., Mull, M., & **Silberman, D.** (2020). Attachment Orientation and HRD: A Psychoneuroimmunology View. *Academy of Human Resource Development International Conference in the Americas*, Atlanta, GA. [Poster Session]

+**Silberman, D.**, Carpenter, R., & Sun, J. (2020). Transforming Prescription Opioid Management with Change Theory: A Case Study. *Academy of Human Resource Development International Conference in the Americas*, Atlanta, GA. [Poster Session]

+Carpenter, R., **Silberman, D.**, & McWhorter, R. (2019). "Relate-Create-Donate": Exploring Team-Based Learning in a College of Pharmacy. *Academy of Human Resource Development International Conference in the Americas*, Louisville, KY. [Poster Session]

+Wang, G.G, Werner, J., & **Silberman, D.** (2018). HRD theory building through definitional research. *Academy of Human Resource Development International Conference in the Americas*, Richmond, VA. [Full Manuscript]

## **PRESENTATIONS AND WORKSHOPS**

### **Invited Workshops and Presentations (12)**

**Silberman, D.**, (2021). Change is projects people: The forces of WIFM and WITHM. *2021 Project Management in Practice Conference*. Boston University, Boston, MA.

Kernaleguen, J., **Silberman, D.**, (2021). The leadership lynch pin: The binding or destructive force on transformations. *2<sup>nd</sup> Annual Agile Project Management Conference (Leading in a VUCA World)*. Boston University, Boston, MA.

**Silberman, D.**, (2020). The Human Side of Agile. *1<sup>st</sup> Annual Agile Project Management Conference (Enterprise Agility)*. Boston University, Boston, MA.

**Silberman, D.**, (2019). An Agile Overview Using Practical Exercises and Games. *2019 Project Management in Practice Conference*. Boston University, Boston, MA.

**Silberman, D.**, & McNeill, M (2019). Project Management in the Government: Characteristics and Techniques. *2019 Project Management in Practice Conference*. Boston University, Boston, MA.

**Silberman, D.** (2019). Advanced Instructor Techniques. Workshop presented at the Broomfield Police Department, Broomfield, CO.

**Silberman, D.** (2018). Advanced Instructor Techniques. Workshop presented at the Colorado State Patrol, Golden, CO.

**Silberman, D.** (2017). Advanced Instructor Techniques. Workshop presented at the Jefferson County Sheriff's Office, Golden, CO.

**Silberman, D.** (2017). Advanced Instructor Techniques. Workshop presented at the Colorado State Patrol, Golden, CO.

**Silberman, D.**, & Ashby, M. (2016). Advanced Instructor Techniques. Workshop presented at the Northglenn Police Department, Northglenn, CO.

**Silberman, D.**, & Ashby, M. (2015). Advanced Instructor Techniques. Workshop presented at the Firestone Police Department, Firestone, CO.

**Silberman, D.**, & Ashby, M. (2011). Advanced Instructor Techniques. Workshop presented at the La Junta Police Department, La Junta, CO.

## PROFESSIONAL AWARDS AND HONORS

2021 IAMSE Outstanding Poster of the Year Presentation Award	2021
‘AtHocster’ – Outstanding Performer Award	2013
Category II Civilian of the Year	2009
Category II Civilian of the Year	2008
GEICO Military Service Award, Traffic and Safety Accident Prevention	2007
Law Enforcement Officer of the Year	2005
Top Dog Honor Graduate	2004
GEICO Military Service Award, Drug and Alcohol Abuse Prevention	2004
Leadership Award, Airman Leadership School	2003
Distinguished Graduate, Airman Leadership School	2003

## PROFESSIONAL SERVICE ENGAGEMENT

### **Development Boards & Committees**

Boston University Agile Innovation Lab, Executive Board Member	2019 – Present
Team-Based Learning Collaborative, Educational Committee Member	2019 – Present
CampV, Executive Strategy Committee Member	2019 – Present
Veterans Project Management Mentor Alliance, President & Chairman	2019 – 2020
University of Texas Health Science Center at Tyler, Board Member	2019 – 2020