

Christopher "Allan" Hubbard, Ph.D.

SCHOLAR-PRACTITIONER EN PURSUIT NONPROFIT PROFESSION

INTERPERSONAL COMPETENCIES

- Communication & Stakeholder Engagement
- Collaboration & Team Development
- Adaptability & Change Management
- Strategic Leadership & Decision-Making

APPLIED TECHNICAL COMPETENCIES

- Budget Management & Financial Oversight
- Data Analytics & Performance Measurement
- Project & Program Management
- Grant Development & Funding Strategy

DIRECTOR, COORDINATOR, AND SPECIALIST EXPERIENCE

- 2025 - present - **Academic Interventionist**, Edmonson Elementary Montessori, Detroit, MI
- Deliver Montessori-aligned, mixed-method math interventions (CRA, language supports, i-Ready-informed) for K-8 students, meeting Michigan math standards and achieving an average 8-point gain in student performance.
 - Provide individualized and small-group instruction across grade levels, adapting curriculum to developmental, multilingual, and WIDA proficiency needs.
 - Collaborate with teachers and families to monitor progress, differentiate instruction, and adjust interventions using data and Montessori best practices.
- 2024 - present - **Grant and Organizational Development (1099)**, Mercy's Mission, Detroit, MI
- Ongoing collaboration with project teams to plan and support grantmaking strategies
 - Preparing and organizing materials for Program/Trustee Committee and meetings
 - Participating in strategic meetings to ensure timely follow through on submissions
- 2024 - present - **Community and Business Development (1099)**, ECHO, Detroit, MI
- Leveraging ten (10) years of experience in sales (B2B, B2C, C2C, C2B)
 - Leading full end-to-end sales cycles: prospecting through closing and handoff
 - Procuring partners and managing timelines, deliverables, and stakeholder expectations
- 2025 - 2025 - **Polling Site Assessor**, Detroit Board of Elections, Detroit, MI
- Evaluated a polling locations for compliance with election regulations, and accessibility
 - Managed two (2) site Directors and 12 support staff to in service of 200+ voters
- 2022 - 24 - **Faculty Developer**, Center for Teaching Excellence, Baker College, Royal Oak, MI
- Led faculty development that improved teaching quality, curriculum, and assessment
 - Led faculty quality through accreditation alignment, and data-informed decision-making
- 2021 - 22 - **HR Director & Racial Equity**, United Community Housing Coalition, Detroit, MI
- 8 dotted lined reports; and served as SME on recruitment and contracts/salary
 - Managed operations preparation, sourcing, screening, selection, hiring, and onboarding
 - Tracked credentialing, and regulatory compliance for all eighty-five (85) staff members
- 2009 - 09 - **Director, Administration**, Northshore Unitarian Church, Winnetka, IL
- Managed HR operations preparation, sourcing, screening, selection, and hiring
 - Curated annual speaker projects series, built organizational structure
- 2006 - 08 - **Director, Youth**, First Presbyterian Church, Evanston, IL
- Recruited 85+ volunteers to help manage 50+ program attendees annually
 - Managed budgets, capital campaigns and donation solicitation annually
- 2003 - 06 - **Director, Youth**, Western Hills UMC, El Paso, TX
- Enhanced community presence through city-wide marketing campaigns
 - Chaired youth council of key stakeholders (i.e. parents, professionals, youth etc.)

FACULTY AND HIGHER EDUCATION EXPERIENCE

- 2021 - 23 - **Clinical MBA Professor**, Lindsey Wilson College, Columbia, KY
- 2019 - 20 - **Intl. Business Lecturer and Course Coordinator**, RMIT, South Saigon, Vietnam
- 2013 - 18 - **Assistant Professor, Leadership and Management**, North Park University, Chicago, IL
- 2019 - 19 - **Visiting Management Professor**, Hebei University, Shijiazhuang, China
- 2017 - 17 - **Visiting Leadership Professor**, Auhi University, Bengbu, China

ENTREPRENEURIAL EXPERIENCE

- 2024 - Present **Proprietor**, CARINE Chamber of Community Commerce, LLC, Detroit, MI/Chicago, IL
- 2024 - Present **Co-Founder**, WhyteRock - Nonprofit Risk Management, Detroit, MI/New York, NY
- 2021 - 24 **Managing Partner**, Archival - Organizational Development, Detroit, MI
- 2015 - 18 **Founder**, W.Dawk & Associates - Organizational Design (Sold), Chicago, IL

REFERENCES - CONSULTANCY, SUPERVISORY, CHARACTER, AND SCHOLARLY

Consultancy Reference 1/5:
City of Lathrup Village
Mayor Garrett, City of Lathrup Village
Mobile: (248) 302-0336
kgarrett@lathrupvillage.org

Consultancy & Supervisory Ref. 2/5:
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Dr. B. Watkins, Former Dean
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raven1555@gmail.com

Consultancy & Supervisory Ref. 3/5:
Chicago Field Museum
Dr. C. Hands, VP, People and Culture
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Character Reference 4/5:
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KEY SUCCESSES

- 958K MiLeap OST Grant Procurement, (2026)
- 50K SEMPQIC Grant Coordination (2025)
- Strategic Advisor, Sitting Mayor, (2023 - 24)
- Strategic Advisor, State Representative, (2024)
- Org. Development (OD) Consultant, (2015 - 18)
- Sold Small Firm W.Dawk & Associates, (2018)
- Coached 20+ TEDx Speakers (2016- 17)
- Doctoral Leadership Research Fellow (2015)

TEAM GROUP LEADERSHIP

- Board member, Whyte Rock (2023 - present)
- HR Director, managed 8 reports (2021-22)
- Faculty, Project Team Lead (2008 -2018)
- Faculty Senator, Lead Researcher (2018)
- Chairman, Youth Council (2003 - 06; 06 -08)

TECHNICAL CAPACITY

- AI Platforms: ChatGPT, Gemini, and Claude
- LMS: Moodle, Canvas, BB 2.0, and eCollege
- Project Management: ADP, Asana, and Slack
- OS: Microsoft Windows, and Apple iOS
- Programming: HTML, CSS, and JavaScript
- Digital Mastery: LinkedIn, YouTube, FB and X

PERSONALITY MIX

- Myers/Briggs: INTP
- I 59%, N 69%, T 58%, P 87%
- DISC: Influence (28%) & Direct (27%)
- Clifton Strengths: 1. Strategic 2. Activator

EDUCATION

Bowling Green State University
(B.Sc.) Bachelor of Science, Technology (2006)
Major: Technology Education

North Park Theological Seminary
(M.A.) Master of Arts, Christian Ministry (2010)
Focus: Leadership, Administration

North Park University School of Business
(M.B.A) Master of Business Administration (2010)
Focus: Organizational Development, Ethics

The Chicago School of Professional Psychology
(Ph.D.) Doctorate of Philosophy (2018)
Organizational Leadership
Topic: Self-leading, Careering, Statistical Analysis

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