

# Michael G. Hasler, Ph.D.

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## Education

<b>Texas A&amp;M University</b> , College Station, TX Doctor of Philosophy in Human Resource Development; Regents' Fellow	2009
<b>The University of Virginia</b> , Charlottesville, VA Master of Business Administration; Master of Systems Engineering General Motors Fellow; First person to accomplish 2 degrees simultaneously as GM Fellow	1985
<b>Kettering University</b> , Flint, MI Bachelor of Mechanical Engineering Omicron Delta Kappa—Leadership Honor Society; Phi Eta Sigma—Academic Honor Society	1980
Licensed Professional Engineer in the state of Wisconsin	1982

## Experience

**University Cooperative Society**, Austin, TX 2013 - 2019  
*Chairman of the Board of Directors*

- Led the Co-op to its first positive EBITDA in over a decade
- Led the Board of Directors of one of the nation's top five university bookstores organized as a 501(c)3 not-for-profit enterprise affiliated with The University of Texas at Austin
- Drove improvements with executive management to improve inventory and operational performance
- Developed succession planning processes with the Board to ensure continuity of management
- Successfully executed succession processes that resulted in the employment of the Co-op's first female President/CEO

**University of Texas at Austin, McCombs School of Business**, Austin, TX 2005 - present  
*Program Director—Master of Science in Business Analytics 2012 - 2019*  
*Senior Lecturer—Information, Risk, and Operations Management Faculty 2008 - present*  
*Fellow--Supply Chain Management Center of Excellence 2008 - present*  
*Assistant Director, MBA Career Services 2005 - 2008*

- Managed and developed the structure and processes for the MS degree in the IROM department for Business Analytics (MSBA), including: curriculum, faculty hiring, university approval processes, admissions, scholarship programs, corporate relationships, and recruiting. Within three years, the MSBA program achieved 100% student placement, over \$550,000 in corporate cash and in-kind support, a selectivity rate for student admissions of approximately 8% with 800 applications annually, and ranking as #3 nationally and #2 globally among key ranking publications
- Developed proposal, budget, and staffing plan that led to successful acquisition of a \$44,000 grant with the Mitchell Family Foundation and the Energy Foundation to study the supply chains in the solar power industry in Texas
- Participated as a key executive in the development and implementation of the strategic plan for the Supply Chain Management Center of Excellence designed to lead the Supply Chain Management

program at McCombs School of Business to recognition as one of the nation's top SCM programs; Gartner Research ranked McCombs SCM program #4 in the US in 2014.

- Advised 1<sup>st</sup> and 2<sup>nd</sup> year full-time MBA students on areas of career choice, job search, and employment negotiations; Focused efforts in the functional areas of Corporate Finance, General Management, Operations Management, Information Management, and Entrepreneurship
- Developed and delivered classroom workshops for students in groups as large as 250 in areas of strategic career management, case and behavioral interviewing, networking, and salary negotiations
- Collected, validated, and analyzed employment statistics for full-time and internship positions used by publications such as *US News and World Report* and *Business Week* to develop rankings for top US business schools

### **Applied Materials, Inc., Austin, TX**

1996 - 2002

#### *Head of Global Materials Operations (2001-2002)*

- Developed and executed supply chain strategies through Contracting Operations, Global Indirect Materials, Global Real Estate and Facilities, and Global Transportation Operations with annual expenditures totaling over \$2B in both Direct and Indirect materials purchases
- Drove product cost reductions to achieve corporate goal of 25% Material Cost of Sales through coordination of commercial and technical resources across all divisions of the corporation
- Created and managed focused team of 10 that accomplished material cost reduction of over \$20M in 20 weeks. Achieved over \$100M of annualized savings through ongoing contracting operations

#### *Head of Manufacturing Operations, Transistor Capacitor Business Group (1999 - 2001)*

- Co-creator and executive sponsor of the Volume Manufacturing Operations (VMO) Leadership Development activity to identify and develop future leadership talent within VMO; Program was recognized by the CEO and became the benchmark for Leadership Development in the corporation
- Directed all Transistor Capacitor Group (TCG) manufacturing activities across the Austin site, including: Assembly, Integration, Final Test, Manufacturing Engineering, Test Engineering, Production Planning and Control, Project Management, and Quality
- Managed start up and growth of TCG Operations from 4 systems built, tested, and shipped in a quarter to over 80 systems per quarter, representing over \$200M in revenue per quarter; Recruited, organized, and developed first staff for TCG Operations in Austin
- Led the TCG organization to become the benchmark organization on the Austin site, measuring number 1 or 2 in every operational metric as the largest volume group in 15 months from start up

#### *Senior Director, Supply Management Operations, Fabricated Parts (1996 – 1999)*

- Developed commodity-based strategy for metallic and plastic Build-to-Print commodity, representing approximately \$1B of annual purchases and over 40% of total purchased goods
- Directed Corporate "Suppliers at Risk" activity during industry downturn that maintained continuity of supply from critical, single-source suppliers
- Achieved 1997 Build-to-Print commodity cost reduction of >20% while reducing supply base from over 430 suppliers to 80 in 24 months

**Peterson Spring—Three Rivers Division**, Three Rivers, MI 1992 - 1996  
*General Manager; largest division of largest privately-held spring company in US; annual sales over \$12 M*

- Implemented Lean Manufacturing principles to reduce Work in Process and Finished Goods inventories by >90%, while reducing cycle times by >80% and dramatically improving profitability and cash flow for largest product line
- Accomplished operational and asset management improvements that moved the organization from 15<sup>th</sup> of 15 divisions in cash flow to 2<sup>nd</sup> of 15 divisions in 36 months, representing shift from net user of cash of \$3M annually to net producer of over \$2M annually
- Successfully negotiated cost reducing labor contract with United Auto Workers local while improving labor/management relations. Received national recognition at the National Labor Management Conference conducted by the United States Department of Labor for implementing "Saturn Corporation" Labor/Management concepts in a privately-held firm

**NISSAN Research & Development, Inc.**, Farmington Hills, MI 1990 - 1992  
*Corporate Purchasing Manager*

- Developed procurement strategy, policies, and procedures for North American vehicle development subsidiary of Nissan Motor Corporation ensuring implementation of purchasing best practices
- Directed contract and project management negotiation and implementation for successful, on-time construction of new \$80M R&D center and \$25M Arizona-based high-speed test track

**Efficient Enterprises, Inc.**, Troy, MI 1987 - 1990  
*President, Owner*

- Developed and implemented business plan for holding company. Investigated, evaluated, and negotiated acquisitions of 4 companies in automotive supply, international military spare parts, and engineering services and managed the operational integration of the firms into the company
- Conducted several briefings at the Pentagon and on Capitol Hill with military and civilian personnel from the US and foreign allies for military vehicle spare parts business

**General Motors Corporation**, Detroit, MI 1975 - 1987  
*Numerous positions in engineering, manufacturing, and supply chain*

- Coordinated purchases for all GM divisions from the North American Machine Tool Industry; Developed corporate strategy for purchasing manufacturing equipment as Corporate Purchasing Manager for all General Motors capital equipment purchases totaling over \$2B annually
- Supervised implementation of manufacturing plan and operations personnel during introduction of Electronic Engine Control module from 75 unit per day to 17,000 unit per day volume
- Represented GM as a founding member of the National Center for Manufacturing Sciences

## **Board and Community Service**

### **University Cooperative Society—Austin, TX**

*Chairman of the Board of Directors*

### **Institute for Supply Management—Austin, TX chapter**

### **2004 Academy of Human Resource Development Research Conference, Austin, TX**

*Conference Coordinator*

- Conceived, planned, and executed complete program management for research conference with over 400 attendees using over 100 staff and student volunteers
- Negotiated and administered contracts valued at >\$120K with vendors, hotels, and catering
- Ensured conference profitability through enhancing revenue streams and controlling costs

### **National Center for Manufacturing Sciences, Ann Arbor, MI**

*Manufacturing technology research consortium between North American manufacturing technology producers and users*

- Authored original business plan
- Presented concept and facilitated industry-wide discussions at the Manufacturing Studies Board of the National Academy of Sciences
- Secured funding and participation from General Motors and other leading North American manufacturing firms as member of original start-up team

### **The Stunsl Group, LLC,**

*Advisory Board*

- Global Consulting firm on supply chain and operational topics

### **Verts, Berlin Kebap**

*Operations Advisor*

- Advised student-led start up on operational strategy and organizational structure

### **Beatbox Beverages, Winner of “Shark Tank” competition**

*Advisory Board*

- Advised student-led start up on operational strategy

### **Spofford Design**

*Director, Corporate Board*

- Advised and participated in start-up management of organization utilizing unique software platform technology to develop custom designed furniture through a collaboration of consumers, designers, and manufacturers.

## **Education and Teaching Addendum**

**University of Texas at Austin, McCombs School of Business, Austin, TX**

2007 - Current

*Program Director—Master of Science in Business Analytics*

*Senior Lecturer—Information, Risk, and Operations Management Faculty*

*Fellow--Supply Chain Management Center of Excellence*

### **Classes Taught**

- OM 335—Introduction to Operations Management (local at McCombs and as part of a BBA International Programs course in Hong Kong)
- OM 337.3—Procurement and Supplier Management (lead faculty member at McCombs to teach this course)
- OM 366P/MIS 366P—Operations Management Practicum (also known as the Brass Ring Program)
- OM 353—Internship Course
- OM 386—Strategic Sourcing, designed, developed, and delivered this new MBA course
- OM 386.4—MBA Operations Management Practicum
- IB 391—Developed and delivered course content for MBA course that included a two week long trip to Europe with a focus on supply chains in alternative energy: specifically solar and wind energy
- MAN 385—Conceived, developed, and delivered course content for MBA on strategic sourcing through a collaboration with Dell Computer to provide students with experiential learning activities on evaluating and selecting suppliers
- Executive Education—designed and developed week long program for major corporate customer on Commercial Excellence in procurement and sourcing as well as delivered day long programs on operations and supply to multiple corporate and subscription students

### **Teaching Honors**

- Awarded Spring 2018 Faculty Honor Roll
- Wrote and delivered a speech at the 2012 McCombs School of Business Fall Commencement ceremony as the distinguished faculty speaker
- 2012 Wickham Skinner Teaching Innovation Award from the Production and Operations Management Society; an international teaching innovation award,
- 2012 McCombs School of Business CBA Foundation Award for Innovation in Teaching;
- 2011 Bobby Bizzell Teaching Innovation Award from the Southwest Business Deans Association—Runner up
- Informal student teaching awards from Alpha Kappa Psi (2013), Texas Blazers (2013, 2017), Texas Spirits (2014, 2015), and Phi Chi Theta (2012)

### **Other Activities**

- Participated as a key executive in the development and implementation of the strategic plan for the Supply Chain Management Center of Excellence designed to lead the Supply Chain Management program at McCombs School of Business to recognition as one of the nation's top SCM programs; Gartner Research ranks McCombs SCM program #4 in the US.
- Created innovative course on "Introduction to Operations" in collaboration with Supply Chain executives at Target Corporation that combined direct experiential learning in a global environment, developed content using the Target Corporation global supply chain map as a course template and

taught the class in a 5-week program at the Chinese University of Hong Kong. As a result of this course, Target was recognized as the 2011 winner of the "Blazing Saddles" award that was created to honor a company that has the most unique and innovative involvement with the McCombs School over the past year.

- Developed and delivered course content for BBA Procurement and Supplier Management course, and integrated a semester-long case study with Target Corporation into the course curriculum
- Developed and delivered course content for MBA Operations Management core program course
- Developed course content for MBA Global Connections course (Spring 2011) that included trip to Copenhagen, Denmark and Madrid, Spain with an emphasis on the supply chain in alternative energy industries in Europe
- Coordinated research and practicum interactions between sponsor companies, research faculty, and students through the Supply Chain Management Center of Excellence for both the BBA practicum class (Brass Ring Program) and MBA Operations Practicum
- Served as the Curriculum Coordinator for the Supply Chain Management (SCM) BBA major and the Engineering Route to Business (ERB) major, and successfully developed and defended catalog changes to both these majors through the Undergraduate Programs Office
- Served as the de facto faculty advisor for over 150 Supply Chain Management and Engineering Route to Business students and provided academic and career counseling as an informal extension of the Undergraduate Academic Advising group and the BBA Career Services department
- Led development of executive education curriculum in Supply Chain Management and Operations and delivered content in non-degree, certificate, and custom programs
- Taught multiple independent study courses (at least one each semester), and served as a reader for several student Plan II/Honors Thesis efforts
- Served as a judge in the annual MBA Operations Management Case Challenge over multiple years
- Coordinated the internship program within the SCM and Engineering-Route-to-Business (ERB) majors for SCM/ERB students
- Advised several student groups as the faculty liaison: SCMSO (undergraduate SCM students), ERBLC (undergraduate ERB students), and Graduate Operations Group (MBA students in Supply Chain and Operations Management concentration)
- Advised and participated in the development of the Sigma Fellows, an MBA student organization for outstanding individuals with a career focus on Supply Chain, Operations, and Technology

**Saint Edward's University, MBA Program, Austin, TX**

2003 - 2005

*Adjunct Professor of Operations and Quality Management*

- Developed and delivered classroom content for graduate-level classes in Operations Management and Quality Management for MBA students
- Consistently rated as one of the top adjunct professors in the program (top 10%), and twice noted as the highest rated adjunct professor through student satisfaction surveys

### Guest Lecturer

- *University of Virginia*, Graduate School of Business, Spring 1987, Case Discussion on Supply Chain; School of Engineering and Applied Science, Fall 2000, Led discussion on Semiconductor Industry
- *University of Michigan*, Ross Graduate School of Business, Fall 1986, Case Discussion on Supply Chain
- *Texas A&M University*, College of Engineering, Spring 2003, *Implementing Quality Programs*

**Teaching and Research Interests:** Leadership, Leadership Development, Organizational Culture, Operations and Supply Chain Management, Procurement and Supplier Management, Supply Chains in Alternative Energy, Procurement and Sustainability, Managing the Organization, Quality, Strategic Career Management

### Publications and Presentations

#### *Dissertation*

Hasler, M. G. (2009). *Leadership development in context: A descriptive, mixed method study of leadership development activities during significant organizational change*. Published Dissertation, Texas A&M University, College Station, TX.

#### *Journals*

Hasler, M. G., Thompson, M. D., Schuler, M. (2006) National human resource development in transitioning societies in the developing world: Brazil. *Advances in Developing Human Resources*, 8(1), pp. 116-135.

Callahan, J. L., Hasler, M. G., Tolson, H. (2005) Perceptions of emotion expressiveness: Gender differences among senior executives. *The Leadership & Organization Development Journal*. 26(7). pp. 512-528. (Winner: Emerald Publishing "Outstanding Paper Award" for 2005)

#### *Conference Proceedings*

Hasler, M. G. (2005) Leadership development and organizational culture: Which comes first? In M. L. Morris and F. M. Nafukho (Eds.), *Academy of Human Resource Management 2005 Conference Proceedings* (pp. 996-1003). Bowling Green, OH: AHRD.

Hasler, M. G., Thompson, M. D., Lynham, S. A., Paprock, K. E. (2004) HRD in Latin America: An exploratory review of the literature. In T. M. Egan and M. L. Morris (Eds.), *Academy of Human Resource Management 2004 Conference Proceedings* (pp. 463-470). Bowling Green, OH: AHRD. (2004 AHRD Conference "Cutting Edge Award")

Hasler, M. G., & VanWert, B. (1981) Selection of a conformal coating for the General Motors electronic control module. *SAE Technical Paper Series*. Warrendale, PA: Society of Automotive Engineers.

#### *Cases*

Landel, R. D., & Hasler, M. G. (1991). *Buying steel the GM way*. A series of three cases. Charlottesville, VA: Darden Business Publishing.

### Other Publications

- Referenced in "VertsKebab: The \$36 Million VC-Backed Mediterranean Street Food Startup," *Poets and Quants*, January 27, 2016.
- Quoted in "The Hottest New MBA Is Not an MBA at All," *FORTUNE*, December 8, 2015.
- Quoted in "Rachel Huynh: 2016 Best and Brightest," *Poets and Quants*, December 7, 2015.
- Quoted in "From Business Analytics to Real Estate, An Explosion In Specialized Degrees," *Poets and Quants*, December 4, 2015.
- Hasler, M. G. (2012). *A model for tomorrow's supply chain leadership*. Supply Chain Brain; March, 2012.
- Quoted in El Paso Times, April 20, 2013
- Quoted in Bloomberg News, April 18, 2013 and August 7, 2012
- Video presentation by *Supply Chain Brain* on the topic of "What does it take to be a supply chain professional today?"; October, 2010
- Testimony before the U.S. House of Representatives Subcommittee on Small Business in *Congressional Record*; September, 1988
- Subject of article in *Inc.*; October, 1988
- Subject of front page article in *Crain's Detroit Business*; July, 1987
- Quoted multiple times in *Wall Street Journal*

### Presentations

- Hasler, M. G., Vaidya, N. (2014). *Procurement and the Total Cost of Ownership in the collection, processing, storage, and distribution of human blood*. America's Blood Centers conference on procurement, Austin, Texas; December, 2014.
- Hasler, M. G. (2013). *Total Cost of Ownership: Implications for procurement in Brazil*. Institute for Brazilian Supply Chain Management—Annual Conference, Sao Paulo, Brazil; May, 2013.
- Hasler, M. G. (2012). Managing organizational change. University of Texas at Austin—University Staff Council Professional Development Series; July, 2012.
- Hasler, M. G., (2010). *Hands-On learning for SCM: A collaboration between Target Corporation and University of Texas—Austin*, Rotary Club of Austin, TX; December, 2010.
- Hasler, M. G., Houseman, D., & Pelley, J. (2010). *Hands-On learning for SCM: A collaboration between Target Corporation and University of Texas—Austin*. Webinar presentation. Supply Chain Council/Supply Chain Talent Acquisition Initiative; December, 2010.
- Hasler, M. G., Agoulnik, E., & Pelley, J. (2010). *Hands-On learning for SCM: A collaboration between Target Corporation and University of Texas—Austin*. McCombs School of Business Dean's Advisory Council, Austin, TX; November, 2010.
- Hasler, M. G. (2010). *Hands-On learning for SCM: A collaboration between Target Corporation and University of Texas—Austin*. ScopeWest Supply Chain Conference, Las Vegas, Nevada; August, 2010.
- Hasler, M. G. (2009). *An overview of the Supply Chain Management Center of Excellence*. Institute for Supply Management—Austin, TX chapter; September, 2009.
- Hasler, M. G. (2009). *An overview of the Supply Chain Management Center of Excellence*. Council of Supply Chain Management Professionals—Austin, TX chapter; March, 2009.