

SIDNEY T. ELLINGTON, Ph.D.

CDR, USN (Retired)

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Summary of Qualifications:

- Highly effective and proven military veteran with over 25 years of strategic, operational, and tactical level experience, as well as executive-level decision-making and problem-solving experience, and a distinguished track record of running both small and large organizations.
- Extensive personnel management and multi-million-dollar budget management experience.
- Supervisory and training responsibility for military and civilian staffs of up to 455 personnel.
- Extensive experience in ensuring organization compliance with complex military instructions and regulations, and with federal, state, and local laws in the civilian sector.
- Extensive experience in strategic plan development, organizational policy development, spearheading marketing and communications strategies, and cultivating organizational partner relationships.
- Extensive experience in creating and implementing physical security plans, operational procedures, standards, and training curricula.
- Proven leader with excellent time-management and problem-solving skills.
- Published author of four academic peer-reviewed publications.
- Confident and experienced public speaker and presenter.
- Oklahoma State Teaching Certification: 433327
- Certified Human Resources Professional, Society of Human Resources Management (SHRM-CP)
- Awarded

Post-Military Professional Experience:

2021-Pres: **Professor of Practice-Nonprofit Leadership and Management, University of Oklahoma**

Designs, develops, and leads academic discussion seminars and junior and senior-level courses in leadership and nonprofit management. Also interacts regularly with the local community as director of the department's student internship program for non-profit majors and graduate students.

2021-Pres: **Strategic Advisor, The Mark Divine Courage Foundation**

Founded by Mark Divine, the Courage Foundation (CF) is a 501(c)3 organization whose mission is to foster post-traumatic growth in military veterans, relieving the debilitating symptoms of post-traumatic stress (PTS). CF incorporates aspects of Mark Divine's Unbeatable Mind Integrated Training methodologies--transforming the lives of veterans through Divine's 5 Mountains of self-mastery: physical, mental, emotional, intuitional awareness, and spiritual growth. The course is comprised of two in-person training sessions that bookend a 12-month period of virtual training sessions. The Strategic Advisor works closely with the Courage Foundation Board of Directors and paid staff to:

- Advise in the planning for all programming for the Mark Divine Courage Foundation
- Assist the staff in developing partner relationships within the Veterans Service Organization (VSO) community
- Advise and assist in fundraising efforts
- Advise on the management of marketing and communication efforts
- Helps ensure that all aspects of CF operations and programming stay aligned with Unbeatable Mind philosophy

- 2019-2021 **Executive Director, Central & Southwest Chapter Oklahoma Red Cross**
The American Red Cross Oklahoma's Central and Southwest Chapter is responsible for the safety and preparedness of Oklahomans living in the 17 counties within the chapter. The ED is primarily responsible for four key areas including volunteer development, fundraising, relationship management and management of the local Board of Directors and Community Volunteer Leaders. Reporting to the Oklahoma Regional CEO in Tulsa, the ED serves as the face of the Red Cross for all Oklahoma counties that make up the Central and Southwest Chapter. Provides leadership and direction to volunteers and employees ensuring the goals and mission of the American Red Cross are effectively delivered.
- 2015-2018 **Executive Director, Warrior-Scholar Project.**
Hired by the Warrior-Scholar Project Board of Directors to use efficient, fiscally sound business practices to develop organizational structure, internal policies and procedures and growth strategy for new non-profit organization with mission of providing academic boot camps for enlisted military veterans who are leaving military service and planning to pursue college degrees. Developed fiscally wise accounting procedures and budget management protocols for the organization with a current annual operating budget of \$1.8M and a projected operational budget of over \$2M. Established a proven record of consistently coming in under budget. Responsible for daily operations, logistical planning and execution of organizational mission, using best practices for the delivery of campus programs, curriculum development, strategic planning, cultivation of internal and external programmatic partners, data analysis, and development of public affairs & marketing campaigns. Identified and solicited federal and private grants and donor contributions and completed grant compliance budgeting and reporting as required. Interacted with internal and external stakeholders on behalf of the organization with outside governmental and non-governmental organizations. Supervised a staff of over 200 full-time, part-time, contract employees, university faculty, and other volunteers across 17 top-tier colleges and universities nationwide. Ensured adherence to federal, multi-state, and university policies and regulations.
- 2014-2015 **Director, Military Veterans Outreach and Support Initiative; Teach For America.**
Grew the Veterans program at TFA from a one-man shop to a team of seven staff members focused on the primary goal of expanding the number of military veterans in the organization's corps of teachers. Responsible for efficient budget management, building recruiting pipelines, engaging with programmatic partners, designing media and communications strategies, providing policy advice to the TFA Legislative Affairs Team, and designing fundraising strategies.
- 2013-2014 **Program Manager, Truancy Center Improvement Initiative; Recovery School District. Louisiana Department of Education.**
Planned and spearheaded the development of a city-wide truancy program, and designed it to work effectively in New Orleans' uniquely decentralized and charter-dominant public education model. Established partnerships with the New Orleans Police Department and the local judiciary, community leaders, non-profits, and social services to create a holistic, multi-agency approach to chronic absenteeism among the city's public school students. The result was the launching of the first-ever Youth Opportunity Center in New Orleans.

- 2010-2013: **Teach for America (TFA) Corps Member, Greater New Orleans Region.**
Selected for the highly competitive (12% acceptance rate) TFA program. Assigned to teach special education to high-risk inner-city youth in an alternative high school. Volunteered to extend two-year TFA classroom commitment to a third year to meet staffing shortfalls experienced by the school. Displayed consistent upward mobility during TFA corps member tenure, spending one year as a classroom teacher, one year as a Director of Special Education, and one year as Dean of Students. Worked with Orleans Parish Sheriff's Office to develop school's physical security and emergency response plans.
- 2006-2010: **Graduate Teaching Associate (GTA) and Adjunct Professor.**
- GTA at the University of Oklahoma while completing a graduate program of study. Taught classes in International Relations, Foreign Policy, American Government, and Terrorism.
- 2005-2007: **Adjunct Professor, Southwestern College School of Professional Studies**
- Designed and taught courses in Security Management, Physical Security, Homeland Security, Emergency Response, Crime and Loss Prevention, and Terrorism
- 2005-2006: **Adjunct Training and Faculty member/Subject Matter Expert, Joint Special Operations University, U.S. Special Operations Command.**
- Served as contract support staff, providing support in various forms, including curriculum development, seminar discussion-leader, red cell/OPFOR role play, Naval Special Warfare capabilities presentations/lessons, lane grader, and exercise support.

Military Experience:

United States Navy: Active Duty from 1985 through 2005.

Career Designation: Officer Designator 1130--Naval Special Warfare (SEAL).

Highlights of Management and Operational Experience:

Shipboard Division Officer, USS Blue Ridge: Achieved surface warfare qualification aboard USS Blue Ridge, Flagship for Commander, Seventh Fleet. Held billets as junior officer in the ship's Engineering and Operations Departments, including Damage Control Repair Locker Leader, Assistant Operations Officer, Operational Propulsion Plant Examination Training Team, and Ship's Security Alert Team

SEAL Team Platoon Commander: Gained real-world combat and operational planning experience during Operation Desert Storm and Operation Southern Watch. Conducted enemy threat assessments and executed tactical operations during the reality of war. Worked with US Embassies abroad to provide Security Detail operations for visiting dignitaries, to include layered security, route planning, executive protection, sniper placement, and rapid response plans.

SEAL Team Operations Officer: Led development of Naval Special Warfare (NSW) Very Shallow Water / Mine Countermeasures tactics as a part of a post-Desert Storm Chief of Naval Operations (CNO) and Joint Staff initiative to find a solution to the mine problem experienced by the fleet in the Arabian Gulf. Participated in Research, Development, Training, and Evaluation (RDT&E) of state-of-the-art technologies to combat the newly emerging threat of very shallow water mines.

Staff, Special Operations Command, Pacific: Coordinated logistical, operational, force protection, and intelligence planning for numerous joint military exercises. Interacted with multiple host nation stakeholders in the military, governmental, and civilian sectors. Developed budgets for each exercise and ensured cost efficiencies in a post-Cold War era of military downsizing.

SEAL Delivery Vehicle (SDV) Team Executive Officer: Responsible for the daily operations of a command of over 250 special operators and support personnel, training curriculum, equipment inventory, command technological innovation, training, and budget management for a command of 7 departments and 3 deployable Task Units. Served as primary assistant to the Commanding Officer for all strategic and operational level planning mission execution.

Staff, Commander Pacific Fleet: Worked with command staff and intelligence community personnel as Pacific Fleet lead planner for Naval Special Warfare and joint special operations. Headed up PACFLT Special Access Program (SAP) operations in theater.

Commanding Officer, Naval Operational Support Center (NOSC), Tinker AFB: Responsible for providing strategic depth and the delivery of operational capabilities to the US Navy's Active component and Joint Forces from peace to war. Responsible for ensuring that 17 reserve units and 455 Navy Reservists maintained a high state of mobilization readiness for rapid deployment in times of national emergency while also providing routine support contributions to Fleet missions around the globe. Developed and maintained an administrative budget of approximately \$600,000 and an operational budget of over \$5M. As CO, NOSC was awarded "Reserve Center of the Year" by Readiness Command South for two consecutive years 2002-2003. NOSC OKC was also recognized by the ESGR as the nation's Outstanding Reserve Center in 2004.

- Assigned as the Naval Liaison to Gov. Brad Henry's *Oklahoma Joint Terrorism Task Force*. At the time, the OK JTTF was a newly formed coalition of subject matter experts (SMEs) from Law Enforcement, Emergency Management, the Oklahoma State Bureau of Investigation, the Oklahoma Office of Homeland Security, Oklahoma National Guard, the FBI, and the Department of Defense.

Education:

University of Oklahoma, Norman, Oklahoma

Ph.D. Political Science, 2013

Areas of Specialization: International Relations and Public Policy.

Dissertation Title: *Adapting Counterinsurgency Doctrine to Policy-Making Realities in the 21st Century: An American Approach*

M.A. Political Science, 2009

Areas of Specialization in International Relations, Public Policy, and Comparative Politics, 2009.

B.A. Political Science, with minors in History and English, 1985.

Naval Postgraduate School, Monterey, California

M.A. National Security Affairs, 1995

Thesis Title: *Special Operations in Littoral Warfare*

Awards and Publications:

2016: Winner of the 2016 National Education Award from the American Legion. Past winners of this award include Tom Brokaw, Fred Rogers, and Laura Bush.

2017: Forward to *An Instructor's Guide to Teaching Military Students: Simple Steps to Integrate the Military Learner* by Suzane L. Bricker (Rowan & Littlefield).

- 2015: "Exit before Entering?" *Defense & Foreign Affairs: Special Analysis*. Vol. XXXIII, No. 35.
- 2015: "By Teaching, Military Spouses can Continue to Serve." *On the Move*. Vol. 9, Issue 2.
- 2013: "A Call for a New Counterinsurgency Theory." *Air & Space Power Journal – Africa & Francophonie*. No. 2 (Spring 2013): 63-96.
- 2011: "The Rise of Battlefield Private Contractors: An Analysis of Military Policy." *Public Integrity*, Vol 13, No. 2: 131-148.

Volunteer and Community Service Experience:

- 2022-Pres: Member, State Board of Commissioners, Oklahoma Department of Veterans Affairs
- 2019-2022: Member, Board of Directors for the Oklahoma Office of Juvenile Affairs.
- 2019-2020: Member, Oklahoma City Archdiocese School Advisory Council.
- 2011-Present: Manager and Founder, Lorena "Duke" Ellington Memorial Scholarship Fund, which was established in 2011 as a public charity and scholarship fund for high school seniors from rural Oklahoma communities entering the medical field.
- 2012-2013: Volunteer Student Mentor, Youth Run NOLA after school youth sports program.
- 2010-2011: Certified Student Mentor, Louisiana National Guard Youth Challenge Program.
- 2003-2007: Volunteer, Oklahoma City Catholic Charities, Loaves and Fishes Program.

Memberships and Professional Affiliations:

- Lifetime member: University of Oklahoma Varsity Lettermen's O-Club
- Lifetime member: Veterans of Foreign Wars
- Lifetime member: UDT/SEAL Association
- Lifetime member: Military Officers Association of America (MOAA)
- Lifetime member: Teach For America Alumni Association
- Current member: Pete Fountain's Half-Fast Walking Club of New Orleans
- Current member: American Legion
- Current member: OSS Society
- Current member: Army and Navy Club of Washington, DC