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**B.S. Computer Science 1983, MBA 1988 West Chester University**  
**President - Colorcon North America**



**Please provide your biographical information (major/minor at WCU, town you grew up in, reason why you came to WCU).**

I was born and raised in Downingtown, PA. As an undergrad at WCU, I majored in Computer Science with a minor in Information Systems. I actually transferred into West Chester as a second-semester freshman as I was able to secure a job in the computer field close to home (Burroughs Corporation – now Unisys).

**What made you go into Computer Science?**

At Downingtown High School, I took a Computer Math class. I enjoyed the technical and problem solving aspects of this course. Once I got exposed to this type of work, I knew this was the area I wanted to study.

**What is your official title and what are your responsibilities in your current position?**

I have been with Colorcon, Inc. since 1998. I was hired as Global Director, Information Technology and served as Colorcon's VP/Chief Information Officer for over 14 years. In 2013, I was promoted to President – Colorcon North America. I am responsible for Colorcon's North America Business which includes sales, marketing, operations/quality, finance and human resources. As president, I organize and lead over 300 individuals in the above functions to achieve our company vision (To be our Customers' Supplier of Choice) and to ensure our continued leadership in the industries we serve.

**What is a typical day like at work?**

As a leader of any business, the only real typical aspect of any day is change and adapting to these situations while balancing the long-term, strategic aspects of leadership. I try to spend as much time as possible with my team and customers. It helps me stay connected with what is going on as well as provides good information to make proper business decisions.

**What have been the biggest challenges at work?**

I believe the key challenges I face every day are to: 1) Ensure a work environment that fosters clarity, alignment and focus on our core operating principles and key business goals (the “hows” are as important as the “whats”), and 2) Monitor and adapt to the ever changing markets we serve and the constant requirement to differentiate our capabilities. All businesses are consistently under pressure to grow; thus, it is vital that Colorcon stay focused on how we can help our customers’ achieve their goals. Win-Win results are not always easy to achieve; but, when executed correctly, they can establish long lasting success.

**What do you enjoy most about your current position?**

Participating and being involved in all business functions is fun; however, the most enjoyable part of my role is to help and position our people to unleash their talents while helping Colorcon achieve its goals. When you hire talented people that “get” the way in which you want to work, and you watch them develop, grow and succeed at what they do, it is extremely fulfilling.

**What skills, talents, and other traits are useful and necessary to do your job?**

As a key leader within my company, I hope that I inspire trust in what we are doing and how we do it. I would never ask anyone on my team to do something I would not do. I am a firm believer in company culture and it starts with trust, candor and attitude. When individuals have the proper intent in mind, creating ideas and challenging how our company can continuously improve are great components that build a solid foundation to establish alignment and teamwork.

**Do you have a favorite or funny story about work?**

We do try to have fun at work so I have many. One funny story is when our CEO’s son was a summer intern working on my IT Services team. He loved sports and one day challenged me to a game of HORSE (basketball). It was a risky move taking on the CEO’s son; but, I could not resist the challenge. I actually won and we still talk about it today (he is still practicing his “hook” shot!).

**Where do you see yourself in five years?**

I hope to continue as one of Colorcon’s executive leaders. I also enjoy teaching and coaching. I did teach in WCU’s Tech-MBA program so hopefully I can continue teaching or coaching sports in some capacity.

**What advice would you give to a current student who aspires to follow in your footsteps and pursue a similar career path?**

Nothing good happens without positive energy and enthusiasm. We used to say this all the time in Little League; but, I think it rings true in anything that we do. Also, understand the importance of integrity, preparation, and understanding that anything achieved that is worthwhile will most likely have some failures/road blocks along the way. There are many things that are outside of our control, but we can control our preparation and attitude.

**How has your WCU education contributed to your success?**

The combination of my Computer Science (Technical) and MBA (Business/Functional) degrees provided a strong balance of relevant, technical and functional acumen. Back in my day, WCU's Computer Science Program was a well-kept secret; but, I would have put the program up against any I knew. I was very prepared to do the work required in the field.

**What do you consider to be your greatest accomplishments (both personally and professionally)?**

I am very blessed with family - a wonderful wife and two great, healthy kids (a boy and a girl). My mom and dad provided me with what I needed to be successful (there isn't enough time or paper to explain the impact they had on me). I am the youngest of five children (three boys and two girls) and I am honored to be the only son to continue his education (my brothers went to war). Every day I try to make my family proud.

As for business, hopefully providing a model that demonstrates hard work and preparation can lead to great things. Everybody who is successful needs help now and then. Strong leaders know when to call on this help but yet be decisive in their actions.

**What do you enjoy doing in your free time?**

All sports, I especially enjoy participating in sports with our kids. Both of our children are in high school now so I do not coach anymore (they stopped listening☺). I really enjoy watching them play. They grow up fast.

**What's your favorite memory from when you were a student at WCU?**

Working out in the "old" field house between classes and getting an "A" in Dr. Weaver's Operating Systems class (I even answered his extra credit question correctly)!