

## Tom Estad

Cornell University, SC Johnson College of Business  
Peter and Stephanie Nolan School of Hotel Administration  
Samuel Curtis Johnson Graduate School of Management  
541A Statler Hall, Ithaca, New York 14853  
+1 (585) 770-4282 | tge6 [at] cornell.edu

### Professional Experience

CORNELL UNIVERSITY, SC Johnson College of Business, Ithaca, New York

#### **Lecturer, 2022 – present**

Graduate courses: *MGMT 5680 Management Communication*  
*NBA 5680 Management Presentations*  
*NBA 5670 Management Writing*

Undergraduate courses: *HADM 1650 Management Communication*

UNIVERSITY OF ROCHESTER, Simon Business School, Rochester, New York

#### **Clinical Assistant Professor, 2018 - 2022**

Graduate courses: *MGC 461 Professional Communication*  
*MGC 462 Communicating Analytics: Using Data to Tell a Persuasive Story*  
*MGC 463 Communicating for Team Success*  
*FIN 465 Applied Finance Project*

All graduate courses were for Master of Science in Finance students

Undergraduate courses: *BUS 210 The Art of Pitching*  
*BUS 390 Supervised Teaching*

SINGAPORE MANAGEMENT UNIVERSITY, Lee Kong Chian School of Business,  
Singapore

#### **Senior Lecturer of Corporate Communication, 2006 – 2018**

Courses: *Management Communication*  
*The Art of Pitching*  
*Business Study Mission to Scandinavia*  
*Business Study Mission to New Zealand*  
*Business Study Mission to ASEAN*  
*Current Issues in Business, Culture, and Society*  
*Academic Research Writing (Writing for Publication)*

**Academic Director, SUTD-SMU Dual Degree Programme in Technology and Management, 2013 – 2018** (Note: SUTD is Singapore University of Technology and Design, which had a seven-year education collaboration with MIT from 2010 - 2017)

Had a central role in shaping this scholars' programme from inception  
Responsible for all administrative and curriculum aspects of the programme as well as student welfare

**Academic Director, Quality Assurance, 2017 - 2018**

Responsible for all aspects of accreditation compliance and renewals

**Associate Dean, Undergraduate Programmes, 2011 – 2017**

Responsible for all aspects of undergraduate matters for the 3000+ students of the Lee Kong Chian School of Business (LKCSB), including overseeing all aspects of SMU's Bachelor of Business Management degree and the SMU joint-degree programme in Technology and Management with the Singapore University of Technology and Design

Responsibilities included:

reviewing, expanding, and refreshing undergraduate curriculum  
managing and expanding course offerings for eight majors and seven tracks  
guiding an administrative team of seven in relation to operational issues  
interviewing and hiring of adjuncts  
handling student complaints and concerns  
handling leave of absence requests as well as course incompletes  
managing 11 LKCSB student clubs, events, and funds  
monitoring diversity cases and the dispensing of school-related scholarships  
contributing to the AACSB and EQUIS accreditation processes  
counseling students – including academic probation and dismissal issues

**Member, Coordinating Council for Students, 2015 - 2017**

Council appointed by Vice-Provost (Undergraduate Matters and Student Development) to work closely with student leaders to ensure quality student life experiences at SMU

**Task Force Member, Emergency Preparedness for Teaching and Learning, 2014 - 2017**

Responsible for ensuring that LKCSB faculty were prepared and equipped to continue teaching online in the event of any on-going emergency situations

**Course Coordinator**, *COMM101: Management Communication*, 2006 – 2009  
Revamped and standardized the *Management Communication* curriculum as well as reviewed course outlines and monitored equity of coverage and assessment for the 16 COMM101 sections offered every semester

Organized and conducted assessment standardization workshops for adjuncts and teaching consultants

Involved in hiring and providing guidance for new adjuncts and teaching consultants

**Director**, SMU Communication Studies Centre, 2002 - 2003  
Responsibilities included: hiring, training and overseeing communication assistants; purchasing of all materials, equipment, and furnishings; creating instructional modules to strengthen students' communication competencies

**Adjunct Faculty**, COMM101, 2001 - 2006  
Taught *Management Communication*

LEGACY TRAINING RESOURCES SDN BHD, Kuala Lumpur  
**Training and Curriculum Development Director**, 2003 - 2006  
Designed and wrote courses on business communication topics  
Conducted seminars for corporate clients in Singapore and Malaysia

NATIONAL UNIVERSITY OF SINGAPORE  
**Tutor**, English Language and Literature Department, 1996 - 2000  
Course taught: *Professional Writing*

Taught students to write and design various documents including profiles, proposals, brochures, job application documents, commentaries, and end user manuals

**Lecturer**, Centre for English Language Communication, 1986 - 1996  
Courses taught:  
*English Proficiency* (a first-year course for students deemed weak in their English language skills)

*Technical Communication I* (for first year students)  
*Technical Communication II* (for second year students)  
*Technical Communication III* (for fourth year students)

Taught the writing of proposals, business plans, feasibility studies, design reports, instructions, memos, letters, as well as oral presentation skills for presenting to non-technical audiences, including effective slide design

Students were Years 1-4, from the Departments of Electrical Engineering, Mechanical Engineering, Chemical Engineering and Civil Engineering

Other duties: faculty coordinator overseeing 20 staff and 1800 students, curriculum development, course coordinator, organizing and conducting job skills seminars

#### IOWA STATE UNIVERSITY

**Instructor**, Department of English, 1983 - 1986

Courses taught:     *Freshman Composition*  
                           *Post-graduate English for foreign students*  
                           *Undergraduate English for foreign students*  
                           *Intensive English Orientation for TOEFL preparation*

### Education

**Master of Arts in English**, Iowa State University, 1985  
 Emphasis in Teaching English to Speakers of Other Languages  
 Graduated Magna Cum Laude

**Bachelor of Science in Education**, Mayville State University, 1982  
 Double Majors in English and Social Science  
 Graduated Summa Cum Laude

### Consultancies

BROOKHAVEN NATIONAL LABORATORIES  
 Coached teams in preparation for the Department of Energy's Office of Technology Transitions National Lab Accelerator Pitch Event, October – November 2022

AIN CENTER FOR ENTREPRENEURSHIP, University of Rochester  
 Coached the Photonect team, consisting of UR PhD students Juniya Nauriyal and Sushant Kumar, who were the Grand Prize Winners of the New York Business Plan Competition, 2022

BROOKHAVEN NATIONAL LABORATORIES  
 Coached scientist Chang-Yong Nam to first place in the Department of Energy's Office of Technology Transitions National Lab Accelerator Pitch Event, September 2021

VESTAS ASIA PACIFIC

Conducted workshop on presentation skills for Vestas ambassadors

SINGAPORE MANAGEMENT UNIVERSITY

Conducted three 20-hour writing workshops for CIT and CAC support staff

PURVIN & GERTZ, INC.

Coached staff in writing of corporate reports and oral presentations

GOVERNMENT OF SINGAPORE INVESTMENT CORPORATION

Conducted a written communication course for staff of the Special Investments Department

HOUSING DEVELOPMENT BOARD OF SINGAPORE

Conducted a written communication course for junior supervisory staff  
Equipped participants with skills to write reports and memos

## Papers

Bordean, Ovidiu Niculae, Zenovia Cristiana Pop, Nina Rizun, Reinhold Bopp, and Tom Estad (Accepted for publication, 2023). East meets West: Exploring the formation of entrepreneurial intention within a three-country context. Sage Open. Manuscript ID: SO-23-4424.

Estad, Tom, Stefano Harney, and Howard Thomas (2014). Implementing a Liberal Management Education through the Lens of the Other. *Journal of Management Development* Vol. 33(5), p. 456-469.

*Singapore engineers communicate – what are they saying to teachers?* Based on a survey of professional engineers conducted in 1991. Presented at the Society for Technical Communication Conference in Atlanta, Georgia, 1992

## Presentations

Workshop on Pitching to Investors for the MARL Accelerator, September 2023

Workshop on Pitching to Investors for the MARL Accelerator, April 2023

Workshop on Pitching to Investors for finalists of the Cornell Hospitality Business Plan Competition, Cornell University, April 2023

Workshop on Pitching to Investors for the Ain Center for Entrepreneurship, University of Rochester, April 2022

Workshop on Pitching to Investors for the UR Innovation Challenge: Community Health Crisis, January 2021

Workshop on Pitching to Investors for the Hult Prize 2021 Challenge, University of Rochester chapter, November 2020

Workshop on Pitching to Investors for the *Coronavirus Problem-Based Learning Challenge*, Ain Center for Entrepreneurship, University of Rochester, July 2020

Workshop on Pitching to Investors for the Ain Center for Entrepreneurship, University of Rochester, April 2020

*This Could Not Have Been My Life!* Management Communication Association Annual Conference, Stanford University, May 13, 2016

*Towards a Relevant and Dynamic Liberal Management Education*. With Stefano Harney, Brown Bag Conversation, SMU, October 8, 2013

### **Awards and Honors**

Johnson Teaching Honor Roll AY 2022-2023, Cornell University

Superior Teaching Award, awarded by the Master of Science in Finance students (first non-Finance professor to receive this award), University of Rochester, Simon Business School, May 2022

Simon Business School Teaching Honor Roll, Spring 2021

Simon Business School Teaching Honor Roll, Fall 2020

Simon Business School Teaching Honor Roll, Fall 2019

Elected by peers to serve in SMU's Faculty Senate, March 2018

Recipient of Singapore's Commendation Medal (*Pingat Kepujian*), awarded by the Ministry of Education, a national-level award in recognition of significant contribution to Singapore's tertiary education landscape, August 2017

Winner of Excellent Teacher Award, 2012, SMU's Teaching Excellence Awards - a university-wide award

University Student Life Awards, 2015, 2013, and 2011, for contributions to student welfare SMU Long Service Award 2016 (10 years)

Selected by Centre for Teaching Excellence to be a presenter at SMU's Teaching Innovation Week Pedagogy Fair, September 2011

Selected by the Lee Kong Chian School of Business to be a participant in the International Management Teacher's Academy, June 2011, in Bled, Slovenia

Nominated by the Lee Kong Chian School of Business for SMU's Innovative Teacher Award, May 2010

Dean's Teaching Honor List, Top 20 Faculty Members, Term 1&2 AY2017/18  
Dean's Teaching Honor List, Top 20 Faculty Members, Term 1 AY2015/16  
Dean's Teaching Honor List, Top 20 Faculty Members, Term 1 AY2014/15  
Dean's Teaching Honor List, Top 20 Faculty Members, Term 1 AY2013/14  
Dean's Teaching Honor List, Top 20 Faculty Members, Term 1 AY2012/13  
Dean's Teaching Honor List, Top 20 Faculty Members, Term 1&2 AY2011/12  
Dean's Teaching Honor List, Top 20 Faculty Members, Term 1&2 AY2010/11  
Dean's Teaching Honor List, Top 20 Faculty Members, Term 1&2 AY2009/10  
Dean's Teaching Honor List, Top 20 Faculty Members, Term 1&2 AY2008/09  
Dean's Teaching Honor List, Top 20 Faculty Members, Term 1&2 AY2007/08

English Student of the Year, Mayville State University  
Brunsdale Scholarship, Mayville State University  
Valedictorian, Valley High School

### **Memberships**

Management Communication Association  
and member of MCA's Curriculum Committee since January 2020

### **Boards**

Member, English Language Study Office Advisory Board, Cornell University,  
Fall 2022 – Spring 2024