



Denver



# Faculty Directory



Executive MBA  
in **Aviation**

»»»» Est. 2026

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# Faculty Directory



## Jung Park

Term 1: Leading with Purpose

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Founder, Sherpath Coaching  
MBA, University of Colorado Denver

Jung Park has more than 20 years of consulting experience in design, branding, marketing, user experience, strategy, and business development. He also has over 15 years of experience as a start-up entrepreneur in all facets of entrepreneurship from funding to operations.

Jung also delivers keynotes, seminars and facilitates workshops on the subjects of corporate/personal branding, professional/personal development, leadership, Life ROI, entrepreneurship, value, culture, diversity, and Asian-American empowerment.

**Leading with Purpose Course Description:** This course explores the integration of personal brand with authentic and values-driven leadership strategies. While functional competencies address the “what” and “how” of performance, effective leadership also requires a deep understanding of “who” one is and “why” one leads. This course examines the limitations of transactional leadership models and emphasizes the importance of authenticity, vulnerability, and purpose to bridge silos, build collaborative teamwork, and cultivate high-performing organizational cultures. **Restricted to students in the Executive MBA in Aviation Program. Max hours: 3 credits.**



## Scott McCartney

Term 1: History of Aviation

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Former columnist, *The Wall Street Journal* + Podcast host, *Airlines Confidential*

BA, Duke University

Scott McCartney has chronicled aviation for over 30 years, including 25 years at The Wall Street Journal, where his “Middle Seat” column which was consistently one of the paper’s most-read features. He learned the business from industry legends like Bob Crandall, Herb Kelleher, and Gordon Bethune.

McCartney now hosts the podcast *Airlines Confidential*, featuring leaders from airlines and airports. He teaches journalism and policy at Duke University’s Sanford School of Public Policy and is a frequent media commentator. His travel tips video has garnered over 6 million YouTube views.

McCartney’s transportation coverage has earned multiple honors, including two SABEW “Best in Business” awards, a George Polk Award, and a Pulitzer Prize in breaking news reporting for the Journal’s 9/11 coverage. He’s the author of four books, including *The Wall Street Journal Guide to Power Travel: How to Arrive with Your Dignity, Sanity, and Wallet Intact*. A Boston native and instrument-rated multi-engine private pilot, he lives in Dallas.

**History of Aviation Course Description:** This course tracks the evolution of key components of the aviation ecosystem, involving airports, airlines, as well as their complex supply chains. Specific topics that will be explored include: government (de)regulation and oversight (FAA); the emergence and growth of airlines (including the evolution and application of technology); and airport and terminal design (including the evolving role of public art). **Restricted to students in the Executive MBA in Aviation Program. Max hours: 3 credits.**



## Michelle Marks

Term 2: Leading Individuals + Teams

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Professor + former Chancellor (2020-24), University of Colorado Denver

PhD, George Mason University

Michelle Marks is a professor of management at the University of Colorado Denver's Business School. Her professional experience and academic expertise are in leadership, change management, organizational behavior and team effectiveness.

Marks was Chancellor of CU Denver (2020-2024), where she led the institution through the pandemic and pursued an ambitious vision for the future of CU Denver. She is an innovator dedicated to reimagining higher education to support lifelong learning.

As Chancellor, she led the university in a highly collaborative strategic planning process, completed in June 2021. CU Denver's 2030 Strategic Plan promotes social and economic mobility and workforce sustainability. Under her leadership, the university nearly doubled its sponsored research and added many new academic programs tailored to the economic needs of Colorado and the nation.

Before arriving at CU Denver, Dr. Marks served as Vice President of academic innovation and new ventures at George Mason University, as well as professor of Management in GMU's business school.

**Leading Individuals + Teams Course Description:** In the dynamic and fast-paced world of modern organizations, effective leadership has never been more important. The Leading Individuals + Teams course helps participants master leadership skills and better understand team dynamics. This course is designed to enhance one's personal leadership approach, enabling participants to guide their teams and organizations towards success. Participants will learn to establish and lead a collaborative, innovative, and high-performing team environment. **Restricted to students in the Executive MBA in Aviation Program. Max hours: 3 credits.**



## Brett Burgess

Term 2: Aviation Technology + Analytics

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Executive Director, Aviation Consulting & Research, Jeppesen MBA, Kellogg School of Management, Northwestern University

Brett Burgess is the Executive Director of Jeppesen’s Aviation Consulting & Research practice. He helps airline C-suites and operating executives improve their operations through the application of data science, artificial intelligence, operations research, and related, enabling technologies.

Brett has also served as Chief Product Officer, General Manager, and Chief Technology Strategist in prior roles. He began his career as a software developer and consultant in Washington, DC, while serving US federal government agencies such as the FBI and the Department of Homeland Security.

After completing his MBA, Brett spent nearly 7 years as a consultant at Bain & Company in Dallas, Texas, where he discovered his passion for technology + travel and aviation. After leaving Bain, he spent 5.5 years at Sabre in Southlake, Texas, where he gained deep expertise on airline commercial operations and related technologies before joining Jeppesen in 2019 as Chief Product Officer.

**Aviation Technology + Analytics Course Description:** From the early days of aviation with computerized reservation and departure control systems through today with operations research-based optimization, machine learning, and artificial intelligence – aviation has pushed the boundary of what’s possible through analytics and technology. This course will provide a broad introduction to the technologies and analytics that our industry uses today to manage the complexities of our world’s most global, complex industry. You will leave this course with knowledge of how technology and analytics enable core aviation operations in areas such as network planning and scheduling, passenger sales and service, maintenance and engineering, flight operations, station operations, and air traffic control. **Restricted to students in the Executive MBA in Aviation Program. Max hours: 3 credits.**



## Kate Watkins

Term 3: Economics

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State Demographer, Colorado Legislature  
PhD, Cornell University

Kate Watkins is Colorado's State Demographer. She leads the State Demography Office, which produces population and economic estimates and forecasts for use by the business community and state and local governments.

Kate's career history includes serving as the Chief Economist for Colorado's state legislature, as an economist with the Federal Reserve Bank of Kansas City, and as an economic consultant in the private sector, including founding and directing Bright Fox Analytics, an economic and data analysis consulting firm.

Kate holds a Ph.D. from Cornell University, with research concentrations in economic sociology, and holds an MA in Global Finance, Trade, and Economic Integration from the University of Denver.

**Economics Course Description:** Economics offers an insightful lens for navigating business decisions in today's competitive and dynamic global economic environment. This course applies the lens of economics to business strategy and management through analysis of consumer demand, pricing, and market competition. The course will also explore how incentives guide firm and consumer behavior, and what social and psychological processes structure these incentives. Addresses profit-maximization, supply and demand, demand elasticity, the estimation of production and cost, and pricing and output decisions for making effective business decisions. **Restricted to students in the Executive MBA in Aviation Program. Max hours: 3 credits.**



## Bob Westgate

Term 3: Airline Planning + Operations

[robert.westgate@outlook.com](mailto:robert.westgate@outlook.com)

Managing Director, Network Planning + Scheduling, Hawaiian Airlines (Retired)

MSc, University of Minnesota

Robert (Bob) Westgate brings more than 30 years of leadership experience in the global airline industry, with deep expertise in commercial strategy, network planning and scheduling, and integrated operations planning. He has held senior leadership roles at major U.S. carriers, including American Airlines, Frontier Airlines, and Hawaiian Airlines, where he led initiatives spanning network development, fleet planning, schedule optimization, and hub strategy.

In addition to his U.S.-based executive experience, Mr. Westgate has advised international carriers, including LATAM Airlines (formerly TAM) in Brazil, Japan Airlines, and Iberia (of Spain). His consulting and leadership work has focused on long-term fleet and maintenance strategy, hub and schedule design, air service development, and the operational integration of airline and airport functions.

At Hawaiian Airlines, he played a central role in guiding the carrier through the commercial and operational disruptions of the COVID-19 pandemic. He developed and implemented a comprehensive charter operations framework and formalized the airline's U.S. Department of Defense charter program, increasing revenue diversification and operational resilience during a period of nearly unprecedented industry volatility.

In addition to his airline career, Bob currently serves in a senior planning role at Metro Transit, where he contributes to transitway operations planning and multimodal service integration within the Minneapolis–Saint Paul region.

**Airline Planning + Operations Course Description:** In this course, we will explore the wide range of approaches used by today's airlines, from full-service network carriers to ultra-low-cost disruptors, while also examining trends that may define the future of air travel. Students will build a solid foundation in the core areas of airline planning and operations, including network planning, route forecasting, fleet planning, schedule design, budgeting, future and current schedules, coordination of maintenance, crew operations, catering, airport operations, slot management, airport coordination, customs, immigration, landing rights, and gate planning. A highlight of the course is a hands-on airline scheduling workshop, where students will put theory into practice through a real-world simulation. **Restricted to students in the Executive MBA in Aviation Program. Max hours: 3 credits.**



## Mary Malina

Term 4: Accounting

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Professor, University of Colorado Denver

PhD, University of Colorado Boulder

Mary Malina is a Professor of Accounting at the University of Colorado Denver. She received her Ph.D. from the University of Colorado Boulder and her MBA from Butler University. Prior to joining academia, she worked as a CPA for a global medical manufacturing firm. Mary teaches in the Executive, One Year, and Professional MBA programs at CU Denver.

Her research interests include management control systems, performance measurement, and subjectivity in performance evaluation. Her work has been published in leading accounting journals including *The Accounting Review*, *Contemporary Accounting Research*, *Journal of Management Accounting Research*, and *Management Accounting Research*. She formerly served as Editor of *Advances in Management Accounting*.

**Accounting Course Description:** This course focuses on the role of accounting information in business decision-making. Students will explore the application of Generally Accepted Accounting Principles (GAAP) to understand how business transactions are recorded and how they impact financial statements. Emphasis is placed on developing analytical skills through financial statement analysis and scenario-based profit planning to support strategic recommendations. The course also examines specialized accounting issues relevant to the airline industry, including deferred revenue recognition, loyalty programs and breakage, fund accounting, bonds, and long-term contract accounting. **Restricted to students in the Executive MBA in Aviation Program. Max hours: 3 credits.**



## Sean Donahue

Term 4: Airport Management + Operations

[spdonohue04@gmail.com](mailto:spdonohue04@gmail.com)

CEO, Dallas Fort Worth International Airport (Retired)

Sean Donohue is a retired (May 2025) Chief Executive Officer with over 40 years of worldwide executive experience leading aviation-related companies to grow and transform their businesses. Sean has deep operational experience in large, complex, and global businesses with proven results managing multi-billion dollar operating and capital programs.

Sean was the CEO of Dallas-Fort Worth International Airport, the 3rd largest airport in the world. During the 12 years in the role, Sean drove strategic growth as DFW went from the 11th largest global airport in 2013 to the 3rd largest airport in the world in 2025. Under his leadership, DFW saw significant improvements in operational quality and customer experience while elevating the secure and safe – both physical and cyber – management of the enterprise.

Sean was the Chief Operating Officer for Virgin Australia from 2010 – 2013. Residing in Australia, he was responsible for Virgin’s worldwide operations and was instrumental in leading the Virgin brand transformation from a low-cost to a full-service airline.

He started his career with United Airlines, where he spent 25 years with increasing responsibilities culminating in leading global operations that accounted for 22,000 employees and a \$3B budget. Sean also managed United’s Emergency Response efforts that responded to crisis events and accidents. Sean received his Bachelor of Science degree in marketing and economics from Boston College.

**Airport Management + Operations Course Description:** This course explores the multifaceted development and operational aspects of modern airports. Building on foundational knowledge, students will examine key functions like governance structures, infrastructure management (including construction, facility condition assessments, maintenance, and ground transportation), and the intricacies of both aeronautical and non-aeronautical activities (such as concessions and real estate). Students will emerge prepared to lead teams in airport operations, regulatory compliance, financial stewardship, and community engagement in dynamic airport environments. **Restricted to students in the Executive MBA in Aviation Program. Max hours: 3 credits.**



## Marci Armstrong

Term 5: Marketing

[marci@smu.edu](mailto:marci@smu.edu)

Professor of Practice, SMU Cox School of Business  
PhD, The University of Texas at Dallas

Marci Armstrong is a Marketing Professor of Practice in the Cox School of Business, Southern Methodist University (SMU), where she founded the Brierley Institute for Customer Engagement and served as director and Brierley Endowed Professor. The Brierley Institute seeks to understand how and why customers engage with brands and how engagement drives customer loyalty and value.

A teaching award honoree, Marci teaches SMU Cox graduate and undergraduate students and is an experienced consultant. Current and past clients in the aviation industry include American Airlines, Southwest Airlines, Boeing, Lockheed Martin and the French company Safran. Her recent work leads companies to understand how to engage customers, drive customer loyalty and incremental profit, and create memorable customer experiences.

At the Cox School, Marci served 19 years as associate dean, graduate programs. Prior to that, she was a faculty member and associate dean at the Olin Business School, Washington University in St. Louis.

**Marketing Course Description:** This course equips students with the strategies and tools to drive profitable customer behavior while minimizing unnecessary costs. Emphasizing a customer-centric mindset, it explores how organizations can better understand and serve their markets by listening to customers and aligning marketing decisions with what they learn. Topics include segmentation, targeting, and positioning; branding and product strategy; omnichannel distribution; pricing; marketing communications – including digital and social media; customer engagement and experience; and key marketing metrics. Students work in teams to conduct a strategic marketing review of one of their own companies, culminating in actionable recommendations to enhance customer value and profitability. **Restricted to students in the Executive MBA in Aviation Program. Max hours: 3 credits.**



## Douglas Downey

Term 5: Crisis Management

[dedowney16@gmail.com](mailto:dedowney16@gmail.com)

Presidential Advance Agent, Air Force One (former)  
MBA, Embry-Riddle Aeronautical University

Doug served over 24 years as an Air Force Officer, Fighter Pilot, Commander of forces, and college instructor, and most recently as SVP Safety at Air Methods. He has a BS degree from the Air Force Academy and an MBA-Aviation from Embry-Riddle Aeronautical University (ERAU). He also served as a Presidential Advance Agent for Air Force One, and later as a Strategic Advisor to the Government of Pakistan and other Middle East Air Force leaders.

With over 31 years of experience in Safety Management and Operations, he has significant experience in the aviation ecosystem with domestic and international air carriers, regulators, major repair operations, pilots and crew, and airport operations. He is a certified and experienced Aircraft Accident Investigator and has advised commercial aerospace companies and those pursuing autonomous flight and eVTOL operations.

He is certified by the International Society of Safety Professionals (ISSP) as a Certified International Safety Manager (CISM) and serves on the ERAU Aeronautical Advisory Board and the FAA's Helicopter Safety Team (USHST) Fatigue Working Group.

**Crisis Management Course Description:** This course emphasizes the need to plan for every eventuality, when you work in a high-risk and low error tolerance industry which is tightly coupled to countless processes and stakeholders. In particular, it encapsulates the proactive and reactive responsibilities that are fundamental to the aviation ecosystem when a crisis occurs. Throughout the course, students will learn how to build a plan of action for their organization at various points (1 hour, 1 day, 1 week) in the aftermath of a crisis. Topics to be covered include safety, enterprise risk management (ERM), continuity of operations, communications and media relations, and aspects of negotiation within a new normal post-crisis. **Restricted to students in the Executive MBA in Aviation Program. Max hours: 3 credits.**



## Subodh Karnik

Term 6: Finance

[subodh.karnik@umich.edu](mailto:subodh.karnik@umich.edu)

Former CEO, ExpressJet Airlines  
DBA, SDA-Bocconi (expected 2026)

Half of Subodh Karnik's 35 years in the airline/travel industry has been as CEO, COO, CFO and CCO. His experience includes stints at international airlines, global-network airlines, LCCs, regional airlines, and Freight/ACMI carriers.

Subodh was also the head of the airline practice at SH&E, the oldest aviation consulting firm, and COO of Fareportal, the #3 online travel company. Subodh was a founding team member of the "mother" alliance (NWA-KLM) and of SkyTeam; and led the negotiation of the Delta-Air France JV. He has weathered three industry cycles, the pilot shortage-glut-shortage, \$20 to \$140 to \$60 oil, 9-11, COVID, wars and three Chapter 11s.

Subodh is an adjunct professor at the Auburn School of Aviation and the Georgia State Robinson School of Business. He completes his DBA at SDA-Bocconi, Milan in 2026.

**Finance Course Description:** Designed to provide aviation professionals with a deeper understanding of the Finance function's role in business. The course framework will include the traditional topics of Financial Planning, Financial Analysis, Financing, Cash Planning, Risk, and Strategic Finance – along with their underlying concepts (time-value, cost-of-capital, etc.). The course will use aviation and airport-specific cases and discussions, with the goal of equipping participants to partner with their Finance counterparts more effectively. **Restricted to students in the Executive MBA in Aviation Program. Max hours: 3 credits.**



## Alex Tarter

Term 6: Aviation Security

[dtarter@alixpartners.com](mailto:dtarter@alixpartners.com)

Director, AlixPartners  
PhD, Lancaster University

Alex has 20 years of experience working in the Aerospace and Defence sectors, both in the UK and US, focusing on strategy development and security engineering within the critical infrastructure and national security spaces.

He is currently a Director at AlixPartners within the Aerospace, Defence, and Aviation practice helping support multi-nationals and technology startups with business improvement and addressing their engineering and assurance challenges.

Prior to joining AlixPartners, Alex co-founded a cyber startup, and was the CTO-Cyber and inaugural Head of Product Security at Thales UK responsible for the cybersecurity of all products, systems and solutions the company designed and delivered into the aviation, defense, government, rail and space sectors.

Alex has a PhD in the security of aviation systems from Lancaster University and was a Civil Expert on communications and cyber security to NATO. He acted as the Secretary of EUROCAE WG-72, developing the ED-200 series on Aviation Security, and co-authored the book 'Aviation Security Engineering: A Holistic Approach'

**Aviation Security Course Description:** This course will provide an overview of the evolving aviation threat landscape, how the industry has/is responding, and highlighting the interconnected challenges facing businesses across the Aircraft, Airport, Cargo, ATM/CNS, Airspace and Supply-Chain sectors. We will use real-world examples to explore the security trade-offs and how to balance preventative vs responsive investments. Students will develop the skills necessary to assess and review the real-world security risks and determine an appropriate resource allocation appropriate to their businesses to balance the costs vs the risks. Specific topics to be explored include: standards & regulatory frameworks, risk management, sector specific challenges, cyber security in aviation, impact of technology, risk vs resource allocation, and security as a business enabler. **Restricted to students in the Executive MBA in Aviation Program. Max hours: 3 credits.**



## Charles Duncan

Term 7: Aviation Strategy

[charles.duncan@altxaviation.com](mailto:charles.duncan@altxaviation.com)

Former Chief Strategy Officer, WestJet Airlines; Snr. Advisor,  
AltitudeX Aviation Group  
MBA, Harvard University

Charles Duncan is a seasoned aviation executive with deep expertise in commercial airlines and operations strategy. He is a founding partner at AltitudeX Aviation Group and an advisor to Norse Atlantic Airways, where he previously served as president. Charles also teaches MBA-level Operations Strategy at UNC's Kenan-Flagler Business School.

He held senior roles at WestJet Airlines, including President of Encore and Swoop, Chief Strategy Officer, and Cargo lead—guiding major M&A activity, business transformation, and expansion into new markets. He also played a key role in WestJet's \$5B sale to Onex and Sunwing's \$2.5B acquisition.

Earlier, Charles spent 20 years at Continental and United Airlines, leading global teams across Asia, Europe, and North America. Notably, he led United's Chicago hub turnaround in operating metrics, customer satisfaction, and employee engagement. He led the rollout of the Polaris business class seat, successfully negotiated a new Teamsters labor agreement, and integrated global commercial operations post-merger.

An avid cyclist, skier, and diver, Charles lives with his wife and their two teenage athlete sons.

**Aviation Strategy Course Description:** This course will focus on the role of Chief Strategy Officer, and the various strategies and business models employed by airports and airlines. Topics will include competition, network design, segmentation, pricing, loyalty, capital structure, cost drivers, insourcing vs outsourcing, access to infrastructure (gates, slots, etc), congestion, operations choices, and more. Aviation Strategy is intended to build on topics covered in other EMBA classes and students' work experience, to gain a greater appreciation for the trade-offs inherent in defining strategy. Content will include relevant case studies, active discussion, and flight profitability models. **Restricted to students in the Executive MBA in Aviation Program. Max hours: 3 credits.**



## Donnell Harvey

Term 7: Aviation Economics

[dkharvey@dfwairport.com](mailto:dkharvey@dfwairport.com)

VP of Aviation Estate, Dallas Fort Worth International Airport  
MBA, Georgia Tech

Donnell Harvey is Vice President of Aviation Estate at Dallas Fort Worth International Airport, bringing over 25 years of commercial aviation experience. He leads a team that manages airline partnerships and drives strategic and operational initiatives. Donnell recently closed a landmark deal to establish the largest single airline hub in the U.S., backed by a \$12 billion capital investment.

Previously, at Delta Air Lines, he shaped the real estate strategy for the Seattle hub and accelerated the Salt Lake City airport expansion. He also contributed to Amazon Air's rapid U.S. growth during the pandemic and held roles with the City of Atlanta.

Donnell holds a B.S. in Mathematics from Georgia State University and an MBA from Georgia Tech. He is active in Airports Council International and is known for his deep commitment to advancing the aviation industry. A passionate aviation enthusiast, he proudly calls himself a self-proclaimed aviation geek.

**Aviation Economics Course Description:** This course examines aviation economics from the perspective of the airport operator, focusing on strategies to generate diverse revenue streams. It covers traditional sources such as parking, terminal concessions, and advertising, while also exploring innovative opportunities and emerging land use strategies including the development of an Aerotropolis, which integrate business growth, community engagement and the broader economic impact of the airport. This course will also explore rate making methodologies and airport-airline negotiations. **Restricted to students in the Executive MBA in Aviation Program. Max hours: 3 credits.**



## Mike Hendron

Term 8: Strategy Implementation

[hendron@byu.edu](mailto:hendron@byu.edu)

Associate Teaching Professor of Entrepreneurship  
Director, BYU Rollins Center for Entrepreneurship + Technology  
PhD, The University of Texas at Austin

Mike Hendron is Director of the Rollins Center for Entrepreneurship + Technology and an Associate Teaching Professor at the BYU Marriott School of Business. Since 2008, he has taught strategic management, entrepreneurship, and innovation in BYU's undergraduate, MBA, and EMBA programs, while building and expanding campus-wide entrepreneurship programs. His research focuses on innovation, strategic decision-making, and strategy execution.

Mike holds a Ph.D. in Strategic Management from the University of Texas at Austin, an MBA from the University of Virginia, and a B.A. from BYU. He previously worked as a strategy consultant for technology and consumer products firms, including startups and Fortune 100 brands. He also worked in global business development for tech firms and runs an educational simulation business.

An aviation enthusiast and private glider pilot, Mike has led a large flying club and collaborated with multiple aviation groups, including participation in long-term airport planning and operations.

**Strategy Implementation Course Description:** This course focuses on how executives can effectively implement strategy to maximize peak performance outcomes and foster continuous strategic improvement and growth. It builds upon foundational strategy concepts and incorporates various functional perspectives, including strategic alignment (frameworks and approaches to build alignment throughout the organization), resource management (analysis and planning for acquisition and allocation of critical resources for execution), performance management (integration of performance measurement to optimize results), strategic dynamics (evaluation of strategic trade-offs and optimal sequencing of actions), and strategic lifecycles (managing the phases of strategy from initial launch to steady-state operations, turnarounds, and realignments). **Restricted to students in the Executive MBA in Aviation Program. Max hours: 3 credits.**



## Oscar Munoz

Term 8: Future of Aviation

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CEO (retired), United Airlines  
MBA, Pepperdine Graziadio Business School

Oscar Munoz, former CEO and Chairman of United Airlines, has held senior roles at Coca-Cola, PepsiCo, AT&T, and CSX Corp., where he served as President and COO. He currently sits on the boards of Salesforce, TelevisaUnivision, Archer Aviation, USC, and the Brookings Institution, and is an independent trustee for Fidelity and a CNBC contributor. He is also a general partner at L'Attitude Ventures, a \$100M+ VC fund backing early-stage Latino-led startups.

A first-generation college graduate and immigrant, Oscar earned degrees from the University of Southern California and Pepperdine. He is the first Hispanic person to lead a major U.S. airline and has been recognized by *Hispanic Business Magazine* as one of the "100 Most Influential Hispanics."

He is the author of the *Wall Street Journal* best-selling memoir *Turnaround Time: Uniting an Airline and its Employees in the Friendly Skies*, which chronicles his leadership journey and turnaround of United Airlines.

**Future of Aviation Course Description:** This course captures the dynamic potential of aviation to shape our societies and lives over the next 50 years. Drawing on guest speakers from across the ecosystem, a wide range of topics will be explored that include aviation law, airport/airplane design, the intersection of aviation and aerospace, airports and spaceports (and terminal design), unmanned aerial vehicles (UAVs) and electric vertical take-off and landing vehicles (EVTOLs), the sustainability of aviation (SAF/hydrogen), and the strategic use of technology/A.I. **Restricted to students in the Executive MBA in Aviation Program. Max hours: 3 credits.**

# Residency Faculty Directory



## Ryan Nalty

Residency 1: Aviation Law + Ethics

[ryan.nalty@colorado.edu](mailto:ryan.nalty@colorado.edu)

Director of Industry Research Partnerships (Aerospace),  
University of Colorado  
MSc DIC, Imperial College London

Ryan Nalty is a Director at the University of Colorado Boulder, where he leads industry research partnerships that connect academia, industry, and government—driving innovation, particularly in the Aerospace & Defense sector. He is known for building strategic collaborations that advance research, economic development, and public-private engagement.

Previously, Ryan served as Deputy Director of Community & Economic Development for Adams County, Colorado, supporting business growth at the Colorado Air & Space Port. He also led international engagement as Director of Strategic Partnerships at the World Trade Center Denver.

Before moving to Colorado, Ryan spent over seven years as a British diplomat based in Washington, D.C., leading aerospace and security policy and representing the UK in negotiations with the FAA, USDOT, DOD, and NASA.

He holds degrees from the University of Montana and a dual Master's Degree in Transportation Policy and Business Management from Imperial College London and UCL. He lives in Denver with his wife, Ashley, and their cat, Wicklow.

**Aviation Law + Ethics (Residency 1) Course Description:** This course reflects the highly regulated nature of the aviation industry, along with the ethical issues involved in navigating government contracts and relations. Topics covered include aviation law (US + international, ICAO/IATA), government regulation and policy compliance (FAA), aircraft and airport safety (NTSB), ethics, and issue-driven advocacy and lobbying. This course will take place in Washington D.C. and will be hosted by Georgetown University. **Restricted to students in the Executive MBA in Aviation Program. Max hours: 1 credit.**



## Edward 'Ned' Russell

Residencies 2-4: Airport Management

[ned@byerussell.com](mailto:ned@byerussell.com)

Aviation and Transport Journalist  
BA, George Washington University

Edward Russell is a transport and aviation reporter with nearly two decades in journalism. He has covered airlines from both an industry and consumer perspective at FlightGlobal, The Points Guy, and Skift since 2012. His work appears regularly in The Washington Post, CNN Travel, The Points Guy, Fast Company, and elsewhere.

Edward received a B.A. in International Affairs and Geography from The George Washington University in 2005.

**Airport Management (Residencies 2-4) Course Description:** This course combines three 1-credit residencies to capture the complexity and variance of operations across multiple types of airports in different legal and regulatory jurisdictions. Specifically, at different points throughout the program, students will visit a large national hub airport (e.g., DFW or ATL), a regional or cargo-based airport (e.g., CLT or CVG), and an international airport (MUC). **Restricted to students in the Executive MBA in Aviation Program. Max hours: 1 credit (each).**

# Staff Directory



## David Chandler

Associate Dean, Executive Programs

[David.Chandler@ucdenver.edu](mailto:David.Chandler@ucdenver.edu)

David is a Professor of Management who joined the University of Colorado Denver Business School in 2011. He first taught in the EMBA Program in 2015, and currently teaches the capstone course, Sustainable Value Creation. David grew up in the U.K. and spent many years in Asia (Hong Kong and Japan) before moving to the U.S. in

2002. He got his Ph.D. in Management from The University of Texas at Austin. He enjoys swimming, art, and discovering great cuisine from around the world.

Connect with David about:

- Curriculum design
- Faculty management
- EMBA staff
- Program development
- Alumni Network

## Bethany Cape

Director of Operations and Alumni Engagement

[Bethany.Cape@ucdenver.edu](mailto:Bethany.Cape@ucdenver.edu)



Bethany joined the EMBA team in the fall of 2021 and is an alumna of the One-Year MBA at CU Denver. She enjoys building relationships with the students to help them achieve their goals and developing local partners for the program, such as our community service project opportunities. Her background is in human services operations and social work, including adult vocational rehabilitation. Bethany built and ran an e-commerce business with her sister for a time, enjoys seeing live music whenever possible, loves yoga and running, and is continuously learning from her three children.

Connect with Bethany about:

- Program logistics
- Class details and materials
- CU Denver resources
- Post-graduation
- Alumni Network



## Joe Hogan

Finance Director

[Joe.Hogan@ucdenver.edu](mailto:Joe.Hogan@ucdenver.edu)

Joe has been involved with the CU Denver EMBA for over two decades. Joe has extensive experience with CU Denver finance and procurement and has served as interim director of the EMBA. Joe was born and raised in Colorado. He loves spending time with his family

and enjoys cooking, hiking, bicycling, and walking the dogs.

Connect with Joe about:

- Tuition
- Veterans Benefits
- Scholarships and financing resources
- Financial Aid
- Alumni Network

## Mary Ann Skadow

Director of Recruiting and Marketing

[MaryAnn.Skadow@ucdenver.edu](mailto:MaryAnn.Skadow@ucdenver.edu)



Mary Ann joined the EMBA team in the spring of 2022. Mary Ann has worked with various universities supporting Executive MBA programs, traveling abroad with students, and developing local business connections.

Before discovering her love of higher education, Mary Ann has been a professional organizer (yes, hoarders!), a community activist, and an event planner. In her free time, she has racked up hundreds of miles on Colorado trails hiking the beautiful Rocky Mountains with her husband of 30 years and her Bernese Mountain Dog, Apollo. She also enjoys spending time with her adult children, biking, reading, and cooking.

Connect with Mary Ann about:

- Prospective student inquiries
- Application and admissions process
- EMBA website and social media
- Community Events
- Alumni Network



## Karen Freidhof

Assistant Director of Operations

[Karen.Freidhof@ucdenver.edu](mailto:Karen.Freidhof@ucdenver.edu)

Karen Freidhof joined the EMBA team in Spring 2026 and is an alumna of the MBA and MS International Business programs at CU Denver. Her background is in international business operations, marketing and project management, with extensive experience leading strategic initiatives, managing complex projects, and supporting global partnerships. Karen has two sons, is a Colorado native, loves to travel, and will take any opportunity to partake in outdoor activities.

Connect with Karen about:

- General information
- Program logistics
- CU Denver resources
- Post-graduation
- Alumni network

## Vincent Pre

Assistant Director of Recruiting

[Vincent.Pre@ucdenver.edu](mailto:Vincent.Pre@ucdenver.edu)

Vincent joined the EMBA team in Spring 2026. He serves as the Assistant Director of Recruiting for our Aviation program. He has over 15 years of experience in higher education. Throughout his career, he has been dedicated to helping students find the right programs while supporting institutions in achieving strategic growth. He has led global recruitment efforts for MBA programs, built high-performing teams, and driven enrollment growth through data-driven strategies and personalized engagement. Outside of work, Vincent enjoys sports and travel, and he is bilingual in French and English.



Connect with Vincent about:

- Prospective student inquiries
- Application and admissions processes
- Recruitment
- Community events



## Paul Wood

Assistant Director of Recruiting

[Paul.Wood@ucdenver.edu](mailto:Paul.Wood@ucdenver.edu)

Paul joined the EMBA Team at the beginning of 2025. He is an alumnus of CU graduating in 2012 with a bachelor's in communications and with a Masters in Educational Leadership in 2014 from University of Colorado, Colorado Springs. He has a long history within the CU system having worked professionally on all four CU campuses. His background is in operations and program management. Originally from Illinois, Paul came to Colorado when his father transferred to Denver for work. He loves spending time with his wife Christina, their son Gabriel, and two dogs, Bane and Hobbs. He is an avid workout enthusiast and always looking for his next adventure.

Connect with Paul about:

- Prospective student inquiries
- Application and admissions processes
- Recruitment
- Community events

## Kaela Kalabany

Senior Operations Specialist

[Kaela.2.Kalabany@ucdenver.edu](mailto:Kaela.2.Kalabany@ucdenver.edu)

Kaela joined the EMBA team in Spring 2026 and is currently pursuing her MS in International Business program at CU Denver. Her background is in academic program operations, marketing, and event coordination, with experience supporting large-scale initiatives, managing program logistics, and enhancing student and partner engagement. Kaela was raised and born in Colorado and loves to hike, camp, and travel.



Connect with Kaela about:

- General information
- Program logistics
- Student engagement
- Events and outreach
- CU Denver resources



## Shamsiah Ebadi

Student Assistant

[Shamsiah.Ebadi@ucdenver.edu](mailto:Shamsiah.Ebadi@ucdenver.edu)

Shamsiah joined the EMBA Team in November 2025 and serves as a Student Assistant for the EMBA Aviation program. In this role, she supports event coordination and marketing efforts while helping create a welcoming environment for students, faculty, and staff. She is pursuing a bachelor's degree in business at the University of Colorado Denver, with interests in management and international business. Shamsiah enjoys her free time in fitness, basketball, and traveling.

Connect with Shamsiah about:

- General information
- Administrative/marketing support

## Isabel Soto

Student Assistant

[Isabel.Soto@ucdenver.edu](mailto:Isabel.Soto@ucdenver.edu)

Isabel joined the EMBA program in August 2025 and serves as a Student Assistant for the program. In her role, she provides essential office support and helps maintain a welcoming and organized environment for students, faculty, and staff. Isabel is pursuing a bachelor's degree with a double major in Accounting and Entrepreneurship at the University of Colorado Denver Business School. Originally from California, she enjoys spending quality time with her family, traveling, and creating crafts.



Connect with Isabel about:

- General information and administrative help
- Catering, snack, and beverage suggestions