

# XAVIER V. BRUCE, DBA, MBA, CPC, RBLP-T

Highly motivated and accomplished professional with 20+ years of leading teams, analyzing problems, assessing complex issues, and driving improvements in dynamic environments. Scholar-practitioner with proven ability to drive positive results over a range of principles.

## Professional Experience (last 10 years)

**Assistant Vice President, Veterans Programs**, University of Maryland Global Campus 2024 – Present  
*Responsible for university-wide veteran student services and support programs, and ensures that veteran students receive the resources, support, and advocacy needed to have a more successful student experience at UMGC.*

**Founder and CEO**, Uplift Energy Coaching LLC 2018 – Present  
*Specializes in Self-Leadership, Interaction Management, and Resilience-Building workshops for Black and other Veterans of Color.*

- 2023 Governor of Maryland Citation

**Learning and Development Consultant**, Development Dimensions International 2022 – Present  
*Facilitates leadership development workshops, both in-person and remotely, in various industries across the Fortune 500 including Toyota, Northrup Grumman, Raytheon, Caterpillar, Entergy, and Boston Scientific. Other companies include KBR, Howmet, IPEX, Abbvie, and more.*

**Subject Matter Expert**, Coursera 2023 – Present  
*Produces courses and clip bundles to bring flexible, affordable, job-relevant online learning to individuals and organizations worldwide. Launched Anger Management Techniques that Work, Introduction to the Supply Chain Industry, and What are Service-Level Agreements.*

**Founder**, The Conduit 2022 – Present  
*Hosted a care coordination and claims clinic for military-connected communities across the Washington D.C.-Maryland-Virginia region to provide a new way to serve the community through a collective of established community partners.*

**Founding President**, National Association for Black Veterans, Western Maryland Chapter 2021 – 2022  
*Recruited the charter board members, volunteers, and donors for the first chapter in Western Maryland. Set the overall strategic direction for the nonprofit, ensuring its programs and activities aligned with the founding mission of “creating a positive lifestyle for all veterans”.*

**Senior Scientific and Technical Intelligence (S&TI) Analyst**, Infectious Disease Division, Nisga’a Tek 2020 – 2021  
*Prepared and coordinated integrated, all-source intelligence for the DoD and other government and international organizations on foreign health threats and other medical issues to protect U.S. interests worldwide.*

**All-Source Intelligence Analyst**, Africa, National Center of Medical Intelligence 2016 – 2019  
*Performed open source and classified research into medical systems across 54 African countries. Conducted analyses of time-critical requirements from senior-level policymakers through intelligence systems.*

**Chief Operating Officer**, Expeditionary Medical Group, Ahmed Al Jaber Air Base 2015  
*Supervised 7-member medical support team supporting 3.8K coalition forces across 4 sites and ensuring medical continuity for medical rescue capabilities. Evaluated effectiveness of expeditionary medical group’s logistics, systems, resources, and readiness operations.*

**Chief Financial Officer**, Wright-Patterson Medical Center 2014 – 2016  
*Led 25-member team managing \$143M budget. Coordinated policies, programs, and financial operations for Air Force’s 2nd largest medical center. Informed Director of impacts of budget, human resources, data quality, patient billing, and key initiatives.*

**Chief Operating Officer**, US Air Force School of Aerospace Medicine 2014  
*Led the planning and execution of \$82M annual budget, \$32M contracts, 830+ members in 48 divisions at 6 locations. Revamped civilian appraisal process and managed 137k cash awards distributed fairly across 9 departments.*

## Teaching Experience

Embry-Riddle Aeronautical University 2016 – Present  
Florida Institute of Technology 2014 – Present

## Education

Doctorate of Business Administration: Global Supply Chain Management, *Walden University* 2011  
Masters of Business Administration: Information Systems Management, *Wayland Baptist University* 2004  
Bachelors of Science: Biology, *United States Air Force Academy* 2000

## Publications

- Bruce, X. V. (2024). *BASS GO BOOM! VOL I: BOUNCING BACK: 10 Powerful Stories of Resilience*. Available on [Amazon](#).
- Bruce, X. V. (2021). *Uplift Yourself Workbook: A Self-Leadership Program Utilizing the Core Principles of Strategic Energetic Transition*. Available on [Amazon](#).
- Bruce, X. V. (2021). *1 Habit of the World's Great Leaders - Dr. Xavier Bruce Special Edition: Life Changing Habits to Unlock Your True Leadership Potential*. Available on [Amazon](#).
- Bruce, X. V. (2015). *Influence Strategies for Reduced Department of Defense Health Care Spending*. In *The Refractive Thinker* (2). Available on [Amazon](#).
- Bruce, X. V. (2011). *The Impact of Demographic and Professional Characteristics on Group Purchasing Organizations' Use of Rational Persuasion* (Doctoral dissertation). Retrieved from ProQuest Dissertations and Theses Database. (UMI Number: 3482188)

## Volunteer Work

**Commissioner**, Equal Business Opportunity Commission, Howard County MD 2023 – Present  
*Assists the efforts of the County in procuring goods and services from businesses owned by minorities, women and persons with disabilities and monitor the activities of the economic development authority to determine its efforts.*

**Course Director**, Liaison Officer Director Training, U.S. Air Force Academy 2018 – 2019  
*Member of operational think tank using admissions liaison officers' skillsets to ensure efficiency in recruitment, marketing, outreach, and training. Prepared 90+ directors to lead 1.2K admissions liaisons to process 9K applicants.*

**Admissions Liaison Officer**, U.S. Air Force Academy 2017 – 2019  
*Evaluated, mentored, identified, and attracted candidates for USAFA and/or applicants for AF Reserve Officer Training Corps (AFROTC).*

**Director of Communications**, American College of Federal Healthcare Administrators 2014 – 2015  
*Assisted members in keeping up-to-date with significant developments in Federal healthcare administration. Managed communication among healthcare leaders in the Uniformed Services, active duty, reserve, and retired, and VA.*

**Advisory Board Member**, American Intercontinental University 2013 – 2014  
*Participated in focus group meetings that defined and directed the curriculum requirements of the business degree program. Ensured incorporation of industry-specific skills in preparing students for challenging business careers.*

## Certifications

Resilience-Building Leadership Professional® Trainer, Resilience Building Leader Program 2022  
Certified Professional Coach, Institute of Professional Excellence in Coaching 2012  
Energy Leadership Index-Master Practitioner, Institute of Professional Excellence in Coaching 2012