

DR. XAVIER V. BRUCE, DBA, MBA, CWC, CPC, ELI-MP, RBLP-T
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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)

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, BLAQBORD 2023 – Present
Created a “barter-buy-build” referral networking platform to facilitate the exchange of goods and services among Black Veterans, Servicemembers, and their families. Platform also serves as a psychologically safe space to enhance collaboration among this community.

Founder, 1st Friday Black Networking 2018 – Present
Hosts monthly social enrichment event to brings together Black veterans, servicemembers, family members, and supporters to establish and maintain collaborative relationships with people who are willing and able to provide intentional interaction and expertise.

Founder, The Conduit 2022 – 2023
Hosted a care coordination and claims clinic for Black 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.

Founder and Executive Director, Uplift In-Powerment 2020 – 2022
Created and led a 501(c)(3) nonprofit organization to provide holistic services and resources to help veterans through the stress of transition, helping build a foundation to success in the civilian world.

Vice President, National Association of Minority Veterans 2022 – 2023
Co-led a mission-driven organization working to address the issues affecting 5.5 million veterans of color in communities across America. The organization was founded out of a need for greater equity, access, and inclusion for Veterans of color and women Veterans.

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
University of Denver	2017
American Public University System	2016 – 2017
Colorado Technical University	2012 – 2014

Education

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

Publications

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. (2020). *Uplift Your Damn Self! A Black Veteran's Guide for In-Powerment: 8 Rules to Make a Strategic Energetic Transition*. 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 Wellness Coach, National Association of Sports Medicine	2022
Certified Professional Coach, Institute of Professional Excellence in Coaching	2012
Energy Leadership Index-Master Practitioner, Institute of Professional Excellence in Coaching	2012