

# **ARAM MOURAD DONIGIAN**

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(719) 822-3541; adonigian13@gmail.com

## **RESEARCH AREAS**

Leadership, Negotiation, Conflict Management, Civil-Military Engagements, Virtual Leadership Training Simulations

## **EDUCATION**

M.B.A. Tuck School of Business at Dartmouth, June 2008.

B.A. United States Military Academy, May 1998.  
Major: American History

## **ACADEMIC APPOINTMENTS**

Co-Faculty Director Next Step Transition to Business  
Tuck School of Business  
Dartmouth College  
October 2023 to present

Clinical Professor Tuck School of Business  
Dartmouth College  
July 2022 to present

Lecturer Department of Urban and Environmental Policy and Planning  
Tufts University  
September 2020 to June 2022

Visiting Professor Tuck School of Business  
Dartmouth College  
June 2019 to June 2022

Director Leadership Programs  
Department of Behavioral Sciences and Leadership  
United Air Force Academy  
June 2016 to June 2018

Instructor Department of Behavioral Sciences and Leadership  
United Air Force Academy  
July 2015 to May 2019

Assistant Professor Management Program  
Behavioral Sciences and Leadership Department  
United States Military Academy  
July 2010 to August 2011

Co-Director West Point Negotiation Project  
United States Military Academy  
February 2009 to August 2011

Instructor                      Management Program  
Behavioral Sciences and Leadership Department  
United States Military Academy  
June 2008 to June 2010

Teaching Assistant        Dartmouth College  
Tuck School of Business / Thayer School of Engineering  
June 2007 to December 2007

## **HONORS AND AWARDS**

Dean of Faculty Team of the Year (Officership Team), United States Air Force Academy, 2018.

Academic Impact Award, Department of Behavioral Sciences and Leadership, USAFA, 2016.

Apgar Award for Innovation in Teaching, United States Military Academy, 2010.

Teaching Excellence Award, Department of Behavioral Sciences and Leadership, USMA, 2010.

Leadership Fellow, Tuck School of Business at Dartmouth, 2007-2008.

Center for Digital Strategies Fellow, Tuck School of Business at Dartmouth, 2007-2008.

Dean's List, United States Military Academy, 1995-1998.

Distinguished Cadet (CPS = 3.702, Class rank 10/892), USMA, 1998.

Phi Alpha Theta National Award winning paper, 1998.

Friends of the West Point Library Prize for Excellence in Research and Writing, USMA, 1998.

Daughters of Colonial Wars Award for Excellence in American History, USMA, 1998.

Curt Sansoucie Award for Excellence in 4th Class History, USMA, 1995.

## **GRANTS**

Office of the Secretary of Defense, Grant Recipient, 2011 (\$26,000).

United States Military Academy, Dean's Office, Grant Recipient, 2010 (\$1,100).

Army Research Institute, Basic Research Unit, Grant Recipient, 2010 (\$12,140).

United States Military Academy, Dean's Office, Grant Recipient, 2009 (\$1,420).

Army Research Institute, Basic Research Unit, Grant Recipient, 2009 (\$12,140).

United States Military Academy, Dean's Office, Grant Recipient, 2008 (\$4,400).

## **TEACHING EXPERIENCE**

Dartmouth College	<i>Tuck School of Business</i> Negotiations Business Bridge Program Tuck Executive Education (various programs)
	<i>Thayer School of Engineering</i> Marketing Management
Tufts University	<i>Department of Urban and Environmental Policy and Planning</i> Negotiation, Mediation, and Conflict Resolution
United States Air Force Academy	<i>Behavioral Sciences and Leadership Department</i> Officership (Course Director) Foundations for Leadership and Character Development
	<i>Law Department</i> Negotiation
United States Military Academy	<i>Behavioral Sciences and Leadership Department</i> Negotiation for Leaders (Course Director) Human Resource Management (Course Director) Military Leadership
Lebanon, NH School District	Junior High & High School Substitute Teacher

## **PUBLICATIONS**

- Donigian, A., Lindsay, D., & Samuels, S. M. (2018). Leadership development at a military service academy: The 47 month plan. In S. Rawat (Ed.), *Cadet Diary: Psychology of Warrior Ethos and Cadet Leadership Development* (pp. 239-250). Jaipur, India: Rawat Publications.
- Donigian, Aram, Jeff Weiss, and Davood Moradian. *Beyond Formality: A Better Way to Negotiate in Afghanistan*. Armed Forces Journal, April 2013.
- Donigian, Aram and Jeff Weiss. *Failure to Engage: Current Negotiation Strategies and Approaches*. Military Review, May 2012.
- Donigian, Aram, Jeff Weiss, and Patrick Petitti. *Toward A Better Way to Engage: Lessons from the Field of Negotiation*. Coin Common Sense, April 2012.
- Graves, Rhett, Robert J. Pleban, Marisa L. Miller, Jack V. Branciforte, Aram M. Donigian, Vanessa Johnson, Michael D. Matthews. (2011). *Evaluating a Problem-Based Learning Strategy for Enhancing Ethical Awareness in Negotiation*. (ARI Research Report). Arlington, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.
- Boroff, Karen E., Aram M. Donigian, and Zachary J. Mundell, Z.J. (2011). *A Better Way to Develop Officers*. Armed Forces Journal, May 2011.

Weiss, Jeff, Aram Donigian, and Jonathan Hughes. *Extreme Negotiations*. Harvard Business Review. November 2010.

Kolditz, Thomas and Aram M. Donigian. (2010). Military Leadership. *Political and Civic Leadership: A Sage Publication*. Richard A. Couto, Primary Editor.

Graves, Rhett, Robert J. Pleban, Marisa L. Miller, Jack V. Branciforte, Aram M. Donigian, Vanessa Johnson, Michael D. Matthews. (2010). *Research and Training in an Ill-Defined Domain: A Thematic Model and Metric for Enhancing Perceptual Awareness in Ethical Decision Making*. (ARI Research Report). Arlington, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.

Donigian, Aram M., "Teaching for Learning in the 21<sup>st</sup> Century Classroom," in "The Exchange," Volume 22, Number 1, Spring 2010. New England Faculty Development Consortium.

## **PRESENTATIONS**

Dickerson, A. Mechele, Aram M. Donigian, Jeanne F. Franklin, Stacy E. Lee, James E. Ryan. "Reuniting America: Can We Be Part of the Answer?" Virginia Bar Association Annual Conference. Williamsburg, VA. January 2019.

Abramson, Hal, Aram M. Donigian, Linell A. Letendre, and Elizabeth McDaniel. "Teaching Negotiations in the Military: Is that an Oxymoron?" ABA Section of Dispute Resolution Spring Conference. Washington, D.C., April 2018.

Donigian, Aram M. "Driving More Effective Results through Negotiation: Lessons Learned from West Point." True Venture's True University. Stanford University, Stanford, CA, June 2014.

Weiss, Jeff and Aram Donigian. "High Risk, High Stakes Negotiations." Revenue 50 Summits. New York City, NY. March 2013.

Donigian, Aram M. "Applying Negotiation Concepts and Tools in Afghanistan: My Experiences with CJIAF-Shafafiyat, SEP 2011-SEP 2012." United States Military Academy, West Point, NY, October 2012.

Donigian, Aram M. "Extreme Negotiations: Dealing with Conflicts in a War Zone (Lessons Learned from Afghanistan)." American University of Rome, Italy, September 2012.

Donigian, Aram M. "Finding Simple yet Sophisticated Solutions to Complex Problems through Systematic Thinking." American University of Rome, Italy, September 2012.

Donigian, Aram M. "Applying Negotiation Concepts to Achieve National Unity, Stability, and Prosperity." Presented to Herati civil society and governmental leaders, Herat, Afghanistan, May 2012.

Donigian, Aram M. "Applying Negotiation Concepts and Tools to Solving International Problems." American University of Kabul, Kabul, Afghanistan, April 2012.

Donigian, Aram M. "Applying Negotiation Concepts and Tools for More Effective Mentoring." Special Operations Advisory Group, Camp Morehead, Kabul, Afghanistan, February and March 2012.

Donigian, Aram M. "Extreme Negotiations." Boeing Thought Leader Forum. St. Louis, Missouri. April 2011.

- Kolditz, Thomas and Aram Donigian. "*Inextremis* Leadership in Negotiations." General Electric Labor Negotiators. Fairfield, Connecticut. March 2011.
- Swain, J., Schuck, P., Donigian, A., and Ender, M. "A Teaching Excellence Award: Promoting Reflection and Growth for Teachers at the Collegiate Level." Presented at the New England Faculty Development Consortium Fall Conference, Worcester, MA, November 2010.
- Donigian, Aram M. "The Military Leader as Negotiator Simulation." Paper presented at the International Military Testing Association annual conference, Lucerne, Switzerland, September 2010.
- Graves, T. R., Pleban, R. J., Miller, M. L., Branciforte, J. V., Donigian, A. M., & Matthews, M. D. (2010). "Assessing perceptual awareness and ethical decision making in military operational contexts." Paper presented at the annual meeting of the Association for Psychological Science, Boston, May 2010.
- Graves, T. R., Pleban, R. J., Miller, M. L., Branciforte, J. V., Donigian, A. M., & Matthews, M. D. (2010). "Thematic Analysis of U.S. Military Academy Cadets' Experiences of Ethical Decision Making: Training Ethical Perception in the West Point Negotiation Course." Presented at the annual meeting of the Association for Psychological Science, Boston, May 2010.
- Donigian, Aram M. "Replacing Blackboards in the 21st Century: A Pedagogical Approach for Using Advanced Media Classrooms." Teachers, Teaching, and the Movies Conference, Vassar College, Poughkeepsie, NY, April 2010.
- Donigian, Aram M. "Tactical Negotiators: What We Need to be Teaching Small Group Leaders." International Association of Military Pedagogy annual conference, Joint Services Command and Staff College, UK Defence Academy, Shrivenham, Wiltshire, UK, December 2009.
- Donigian, Aram M. "Leader Development." Presented at the Tuck School of Business Bridge Program, June & July 2009.
- Donigian, Aram M. "Group Development." Presented at Yale University, Leadership Education and Development (L.E.A.D.) program, April 2009.
- Donigian, Aram M. "The West Point Negotiation Project." Presented at TRADOC, Fort Myer, VA, April 2009.
- Donigian, Aram M. "Leadership." Presented at the Tuck School of Business Bridge Program, June & July 2008.
- Donigian, Aram M. "Forging Adaptive Leaders: Revolutionizing Leader Development with Interactive Technology." Presented at Glassmeyer/McNamee Center for Digital Strategies annual fellows presentations. Tuck School of Business at Dartmouth, May 2008.
- Donigian, Aram M. "Leadership." Presented at the Tuck School of Business Bridge Program, July 2007.

## **COMMITTEE MEMBERSHIPS**

Teaching Excellence Committee, Department of Behavioral Sciences and Leadership, United States Military Academy, West Point, NY, 2008-2009.

Faculty Colloquium Committee, Department of Behavioral Sciences and Leadership, United States Military Academy, West Point, NY, 2009.

## **PROFESSIONAL ACTIVITIES**

Hogan Assessment Certification (Level 2), 2018.

Hogan Assessment Certification (Level 1), 2017.

Colorado Federal Executive Board Basic Mediation Course, 2017.

Master Teacher Program, Center for Teaching Excellence, USMA, West Point, 2008-2010.

New England Faculty Development Consortium, 2008-2009.

Dartmouth Center for the Advancement of Learning, 2007-2008.

Leadership Development Task Force, Tuck School of Business, Dartmouth, 2007-2008.

## **PROFESSIONAL SERVICE**

Pre-Deployment Negotiation seminars. Navy SEALs, 1st CA/PO Training BDE, etc. (2009-present).

Negotiation Task List. Army Maneuver Center of Excellence. Contributor. October-November, 2013.

ADRP 6-22: Army Leadership. Contributor. August 2012.

U.S. Army TRADOC Culture Center Annual Conference. Panelist. March 2011.

International Journal of Conflict Management. Manuscript reviewer. October 2010.

Army Concept Framework Leader Development Implications Seminar. Negotiation Theory & Practice Panelist. September 2010.

USMA Garrison Command Leader Professional Development session. Guest Presenter. January 2010.

Orange County Medical Society Annual Conference. Guest Presenter. October 2008.

Officer Christian Fellowship. Small Group Bible Study Leader. 2008-2011.

Simon Center for the Professional Military Ethic. Volunteer Instructor. 2008-2011.

## **MILITARY EXPERIENCE**

2013 - 2015                      Public Affairs Officer, 10th Special Forces Group (Airborne), Fort Carson, CO

2011 - 2012                      Deputy Chief of Engagements & Communication, CJIATF-Shafafiyat (Counter Corruption Task Force), ISAF HQ, Kabul, Afghanistan

2010                                Faculty Advisor, National Military Academy of Afghanistan, Kabul, Afghanistan

2003 - 2006            1-501 Infantry (Airborne), Fort Richardson, AK  
Battalion Assistant Operations Officer (2006)  
Airborne Infantry Company Commander (2004-2006)  
Task Force Human Resources Officer (2003-2004), FOB Salerno, Afghanistan

1999 - 2002            2/11 Armored Cavalry Regiment, Fort Irwin, CA  
Headquarters and Headquarters Troop Executive Officer (2001 – 2002)  
120mm Mortar Platoon Leader (2000 – 2001)  
Mechanized Infantry Rifle Platoon Leader (1999-2000)

## **PROFESSIONAL REFERENCES**

Mr. Jeff Weiss, JD  
Chief Transformation Officer, Partners Healthcare  
Email: [jweiss6@partners.org](mailto:jweiss6@partners.org)  
Phone: (617) 278-1107

Brigadier General Linell A. Letendre  
Dean, United States Air Force Academy  
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Associate Director, MBA Program  
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