



August 26, 2007

To Whom It May Concern:

It is my privilege to recommend Dr. R. Drummond McNaughton as a consultant to education organizations. I have known and appreciated my relationship with Dr. R. Drummond McNaughton for nearly 9 years as friend and colleague, and have come to know him as a consultant and teacher of the highest caliber, a person of integrity, and a natural leader.

I am currently Executive Vice President at Fielding Graduate University. In this role and in previous roles as Chief Executive Officer of several Fortune fifty companies, I frequently assisted in recruiting and evaluating talented individuals for a variety of tasks and responsibilities.

Dr. McNaughton is a sought-after consultant to management in the areas of personal and organizational transformation. He has consulted to significant organizations, served on the Boards for organizations such as the Institute of Management Consultants; and taught in both the face-to-face and online programs. This has enabled him to gain a deep and unique understanding of the key issues facing educational organizations today.

Dr. McNaughton earned his doctorate in a distance learning environment and is presently a faculty member at Touro and Capella Universities where he teaches and has developed curricula for the online programs. With the demographics of the student populations changing, he has been instrumental in developing pedagogies for delivery of quality education online and then presenting them at such conferences as the Western Organization Behavior Teaching Conference.

Dr. McNaughton has a developed intellect. He listens carefully to all sides, reflects, and then puts forth unique solutions. This, coupled with strong, cross-cultural background having lived outside the United States for nearly 20 years, allows him to respectfully exchange and understand people of other nationalities and backgrounds.

In his academic life Dr. R. Drummond McNaughton is a frequent contributor to the Academy of Management and other periodicals and journals, having both presented and served as a reviewer for conferences; serves on doctoral dissertation and comps committees; and serves on multiple committees at his campuses. As a consultant, he serves on the Board of Directors for multiple organizations. He is a natural leader and relationship builder.

Dr. McNaughton brings significant life and work experiences to his consulting and teaching. He brings professionalism, congeniality and collegiality to his relationships. He adds intellectual and emotional intelligence to his leadership activities.

He is responsible and hard working. I recommend Dr. Drumm McNaughton for appropriate consulting roles in educational organizations.

Sincerely,

Bernard J. Luskin

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