

Stephen E Courter

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ACADEMIC

The University of Texas at Austin, McCombs School of Business
Lecturer

Austin, TX
2008-Present

Bryant University
Adjunct Instructor

Smithfield, RI
2005

University of Maryland
Adjunct Instructor

College Park, MD
1981-1995

EDUCATION:

1981 *Master of Business Administration, Finance*
 George Washington University, Washington, DC

1973-1977 *Bachelor of Science, Finance*
 Penn State University, State College, PA

1976 *Exchange Student, International Finance and Accounting*
 University of Cologne, Germany

TEACHING EXPERIENCE

MBA Program (Full Time, TEMBA, Executive)

BA 388T Strategic Management 2009-2020
MAN 385 Corporate Restructuring 2017-2020
MAN 385 Global Strategy and Transnational Management 2009
MAN 385 New Venture Creation 2013-2020
MAN 385 Leadership 2017-2020
IB 391 Global Connection Course Asia 2010-2019
Have led 5 Successful Global Connections Trips to Thailand, India, Vietnam and Indonesia

Undergraduate Program

MAN 374 General Management and Strategy 2008-2014
MAN 336 Organizational Behavior 2009
MAN 337 Global Strategy and Transnational Management 2009,2010,2011
MAN 337 Entrepreneurial Management 2012-2014
BA 320 Foundations of Entrepreneurship 2013-2104

Executive Education

ATT Corp Strategy
ShoreTel
Swagelok
SK Holdings (Korea)

Chinese Offshore Drilling Co
Esade Market Validation
Pocket MBA Program 2012-2014
BBVA Compass Bank

Crown Castle
Tokyo Electron
National Instruments

Other Universities

Operations Management
Financial Management
International Marketing
Decision Support Systems
Marketing
Intro to Business

University/College/Departmental Committees/Other

Appointed to co-chair of the McCombs UMA (University Management Association) and worked to relaunch this club.

Serve as a board member and Advisor to AIESEC-Austin: This global organization arranges and brokers international internships for business students.

Participated as review panel member for several MBA Case study competitions

Deloitte Challenge 2011,2012,2013,2014,2015,2016,2017,2018

Latin American MBA Case Challenge 2012,2013

TVLIC Competitions 2013-2020

AWARDS AND HONORS

Outstanding Professor Award Exec MBA 2017

Outstanding Professor Award Evening MBA 2017

Outstanding Professor Award Mexico MBA 2012,2015, 2016,2017,2019

Outstanding Professor Award Dallas MBA 2020

Faculty Honor Roll Exec MBA 2018,2019

Faculty Honor Roll MBA Spring, 2010 2011,2014,2016

Faculty Honor Roll Evening MBA 2011,2016,2017

Faculty Honor Roll Dallas MBA 2017,2018,2019

Undergraduate Faculty Honor Roll, 2008

AACSB Bridge Program Accreditation Certificate 2008

CORPORATE EXPERIENCE

July 2006-March 2007 **CEO Broadwing Communications**
Austin, Texas

Responsible for the tactical and strategic direction for this national fiber optic network with sales of \$1B to carrier and enterprise customers. Managed a workforce of 1,600 employees and served on the Board of Directors. Negotiated sale of the company to Level 3 in late 2006 creating significant return to shareholders and creating a powerful national network.

Dec 2000-July 2006 **CEO and Chairman NEON Communications**
Westborough, Massachusetts

Led this facilities based, fiber optic service provider for four years of 24%+ revenue growth. Upon arrival, raised \$26.5M in additional capital and completed a comprehensive restructuring of the balance sheet, which eliminated total debt of \$300M incurred in 1998. Experienced in board management, all aspects of corporate governance and investor relations. Managed 2005 merger with Globix Corp that created publicly traded entity. Continued to serve on the board until July 2006.

June 1998-Dec 2000 **CEO, EnerTel, N.V**
Rotterdam, The Netherlands

Subsequent to its acquisition by a US operator, managed all operations of this Dutch data, IP and corporate voice services provider, the largest alternative network in The Netherlands. **Revenue tripled** in twelve months and profitability improved. Transitioned consumer market oriented company to one focused on corporate, IP, and high-end data markets. Managed company of 200 professionals and \$105 M per year in revenue, 55% annualized growth. Company acquired in 2000 by UK operator Energis for **\$570M**.

August 1987-May 1998 **VP and GM, Sprint and Sprint International**
Brussels, Belgium and Reston, Virginia

Served in various executive positions within the international division of Sprint including management of all financial and most commercial operations in 20 countries with a staff of over 100. Served as deputy for European business operations, managing product introductions in deregulating countries. Launched new country operations, merged existing ones and sold off duplicative assets. **Managed growth of 50% in revenues to a total of \$623M** through expansion of extensive voice and data product line into deregulating markets. During this period, Sprint International's presence grew from 10 to 40 countries.

January 1985-August 1987 **Program Manager, IBM Corporation**
Washington D.C

June 1983-January 1985 **Staff, KPMG**
Washington, DC

BOARD EXPERIENCE

Current Board Positions

| | | | | |
|------------------------|----------|----------------|-------------------------|---------------|
| Upland Software | Director | Public NASDAQ | Austin, Texas | 2014 –Current |
| Cadiz Inc | Director | Public NASDAQ | Los Angeles, California | 2007-Current |
| Pointserve | Chairman | Privately held | Austin, Texas | 2005-Current |

Continued my service as a member of the **Governors Emerging Technologies Fund** selection board, which facilitates a close connection with both state government and startup companies in central Texas.

Prior Board Experience

| | | |
|---------------------------|-------------------------------|-----------|
| Globix Corporation | Director | 2005-2007 |
| Neon Communications | CEO and Chairman of the Board | 2000-2006 |
| Enertel (The Netherlands) | | 1998-2000 |
| Bulgaria SBTC (JV) | | 1995-1998 |

MILITARY EXPERIENCE

June 1977-June 1983 **Captain, United States Army,**
Continental US, Germany and Norway

Sept 1990-June 1991 **Major, United States Army,**
Recalled to Active Duty: Operation Desert Storm