

**MICHAEL J. McKAY, S.T.D.**  
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## **SUMMARY OF BACKGROUND**

### *Diversity and Inter-Cultural Awareness*

Previously served for almost 15 years as Department Director for Refugee Services at Catholic Charities, responsible for programs and services providing for the resettlement of refugees and new immigrants from all over the world who are becoming today's new Americans in our community. Able to negotiate and communicate with a multicultural staff in a way that builds competency, confidence and coordinated action. Resided and studied in Italy for four years. Traveled extensively throughout Europe, the Middle East and Mexico. Currently serves as full-time Continuing Lecturer at Rady School of Management at the University of California, San Diego (UCSD) with a focus on teaching MGT 18 *Managing Diverse Teams*. Continue to serve as a volunteer Board member for the United Women of East Africa Support Team (UWEAST) and Survivors of Torture International (SURVIVORS), both non-profit community organizations serving refugees/asylees in the San Diego region.

### *Leadership in Higher Education*

Previously served as a Director in the Department of Student Affairs at the University of San Diego. Directed the implementation of programs serving student life on campus. Advised the University President on matters that pertained to the Catholic identity of the institution. Able to articulate and bring practical perspective toward refining University policy at the edges where inevitable challenges and tensions arose between academic freedom and foundational authority, between economics and ethical values, between institutional identity and a growing, diverse and pluralistic constituency. Shared responsibility for several of the University's early efforts to create an environment of inclusion, social justice and ethical responsibility.

### *Collaboration and Virtual Teaming*

Charged with a local and national collaborative role in the delivery of services to refugees as associate program director of the San Diego *Wilson/Fish Comprehensive Resettlement Collaborative*, an \$8 million dollar federally-funded, community-based, inter-agency project in San Diego.

Virtual team experience as Project Director and Contributor for Oxford University Press 1999 - 2006. Also, Contributor and Project Development Consultant for HarperCollins in 2006.

## **EMPLOYMENT HISTORY**

**Rady School of Management**  
**University of California San Diego**  
**9500 Gilman Drive**  
**La Jolla, CA 92093**

**2014 to present**

Lecturer: MGT 16 – *Personal Ethics at Work*  
MGT 18 – *Managing Diverse Teams*  
MGT 129 – Topics in Entrepreneurship: *Personal Communications*  
MGT 18GS – Global Seminar Dublin/London **Summer Session II 2023**

**Catholic Charities, San Diego**

Department Director, Refugee Services

**2000 to June, 2015**

Senior management professional and member of the Agency's Executive Management Team, responsible for oversight, planning and coordination of departmental functions for a complex and multi-dimensional service area which includes or has included resettlement, health assessment and immigration, budget planning and administration of federally funded programs. Operational supervision and development of 50 FT professional and support staff from 15 different countries of origin that speak 25 languages.

**HarperCollins**

Contributor and Project Development Consultant

**2006****Oxford University Press**

Consulting Project Editor

**1999 – 2006****Divinity, Inc.**

Vice President

Authored and published educational products in English and Spanish for the K-12 and Adult Ed markets.

**1993 – 2000****University of San Diego**

Director, Division of Student Affairs

Lecturer, College of Arts and Sciences

- Rel. 19 – *Christianity and Its Practice*
- Rel. 21 – *Reformation Era*

Department head within the division of Student Affairs with reporting relationship to University President and Vice President of Student Affairs. Member of University Cabinet and President's Advisory Council.

**1984 – 1992****EDUCATION**

- **Doctor of Sacred Theology**  
The Catholic University of America Washington, D.C.
- **Licentiate in Sacred Theology**  
The Catholic University of America Washington, D.C.
- **Bachelor of Sacred Theology**  
Gregorian University Rome, Italy
- **Bachelor of Arts, Philosophy**  
Josephinum College Worthington, Ohio

**BOARD VOLUNTEER ACTIVITIES**

- United Women of East Africa Support Team (UWEAST) 2016 to present
- Survivors of Torture, International (SURVIVORS) 2015 to present
- Board Fellows Program – Global Policy Institute (SDSU) 2017 to present

**SELECTED PRESENTATIONS**

- Presenter and host for Board of Directors Retreat for non-profit Survivors of Torture, International at the Tony Thornley Conference Room at Rady School of Management in January 2017, 2018, 2019 & 2023.
- Faculty host and presenter at the *Take a Triton to Class* Homecoming Week Events 2019 to 2022.
- Presenter, *Communication and Collaboration in Teams*, for Lumnus Consulting at UCSD, May 10, 2017 and November 13, 2017.

- Moderator, *Panel on Non-Profit Boards*, for the Center for Innovation and Impact, at Rady School of Management, UCSD, November 10, 2016 and January 31, 2017.
- Presenter, *What We Know About Teams Today*, for the Team Internship Program (TIP) at Jacob's School of Engineering, UCSD, June 4, 2016.
- Host, *Journey to Healing*, SURVIVORS.org - Mental Health Services to Refugees and Asylum Seekers in San Diego, March 10, 2016 and February 15, 2018.
- Co-presenter, Cultural Sensitivity in Palliative Care of Refugees, Sharp Grossmont Hospital, August 2014.
- Presenter, Refugee Services, Corporate Board Meeting, University of San Diego, January 2013.
- Presenter, *Domestic Refugee Resettlement in San Diego County*, Collaborating for Healthy Communication, Cuyamaca College, April 9, 2010.
- Presenter, *New Arriving Refugee Populations; Burmese, Burundi, Iraqi and Iranians* at the California Refugee Summit, Anaheim, CA, September 6, 2007.
- Presenter, *The Resettlement of the Somali Bantu* at the CA Refugee Summit: *Building Bridges for the Future* in Anaheim, CA, April 28, 2006.