

**PHILLIP FRESE, PH.D.**

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**President and Chief Executive Officer  
Catholic Charities of Archdiocese of Newark, NJ  
January 2008 – Present, (Executive Vice President for Operations, 2005-2007,  
Executive Director, 2003-2005)**

In January of 2008 was appointed President and Chief Executive Officer of Catholic Charities of Archdiocese of Newark. The challenge was to combine, rationalize, streamline and focus four separate operating units under a single management system. Catholic Charities of Archdiocese of Newark, Mt. Carmel Guild Behavioral Health, Mt. Carmel Guild Schools for Special Education and Autism and Domus Corporation span four counties, forty (40) locations, have 800 employees, with annual operating budgets in excess of \$55 Million while servicing 70,000 individuals annually. At the time of appointment, the various units faced significant financial challenges providing services consistent with their missions.

Through the reorganization of the units from regionally based to service line based with specialist management, all reporting to a single Board, a significant turnaround was accomplished financially and in providing services. The implementation of controls, planning and financial discipline resulted in strategic goals being identified and attained.

The highest priority was placed on bringing together the management team and employees in one mission. This was done by acting as a leader and mentor and by communicating a vision. The changes and accomplishments represent a common effort founded on a joint sense of purpose developed through accountability and communication.

**Accomplishments Include:**

- Cut corporate overhead from 17% to 9.5%.
- Reorganized and rationalized financial and budgeting process.
- Streamlined management structure creating accountability and clear lines of authority and communication under a single board.
- Renamed service lines and strengthened identity, cohesion and mission of each.
- Put in place specialist management for each service line increasing efficiency and quality of service.
- Initiated comprehensive strategic planning through a single board structure.

**Dean of Lender School of Business  
Quinnipiac University, Hamden, CT  
1993 – 2003**

- As Dean of the School of Business at Quinnipiac University accomplished the reorganization of the School resulting in the awarding of accreditation by the AACSB.
- Established an integrated information technology solution addressing, training, management controls and cost issues.
- Developed and administered enhanced budget preparation and control, cost controls and strategic planning.
- Built consensus and reshaped the school through consultation, motivation and guidance.
- Taught undergraduate and graduate students in the School of Business: Auditing, Internal Auditing, Accounting Information Systems and in the Law School: Accounting for Lawyers and Law Practice Management.

**Accomplishments Include:**

- Lead and conducted overhaul of personnel utilization, budgeting and operations resulting in AACSB accreditation.
- Designed and implemented a complete faculty assessment and development program culminating in establishment of a school wide system administered by a Director for Faculty Development and a Director of Assessment.
- Developed and implemented a strategic plan successfully targeting and enhancing program, operation, budget and planning.
- Created new Center for Entrepreneurship and Small Business Institute by pioneering a relationship between the University and business community.
- Recruited, negotiated and hired new faculty improving quality and credentials of the School.
- Leader outside the University in the Institute of Internal Auditors, Vice Chair of Academic Relations Committee; on the Candidacy Committee of the AACSB; in the American Accounting Association; on the Board of Directors of the Southern Connecticut Chapter of the American Red Cross.

**Seton Hall University, Stillman School of Business, S. Orange, NJ  
Assistant Dean & Coordinator of Graduate Programs, Director of the MS  
Taxation Program, Associate Dean of Freshman Studies Program  
1981 – 1993**

- Taught undergraduate and graduate students Auditing, Internal Auditing, Accounting Information Systems and Federal Income Taxes.

**Selective Professional and Community Memberships (Past and Present):**

American Institute of Certified Public Accountants  
American Accounting Association  
Institute of Internal Auditors, Vice Chair Academic Relations Committee  
AACSB, Candidacy Committee Member  
Junior Achievement of Southern CT, Member of the Board of Directors  
American Red Cross of Southern CT, Member of the Board of Directors  
Cancer Research and Treatment Fund, Member of the Board of Trustees  
Seton Hall University, Member of the Board of Trustees  
Domus Corporation, Member of the Board of Trustees

**Education:**

Ph.D. Accounting	Drexel University, 1992
M.B.A. Accounting	Fairleigh Dickinson University, 1974
B.S. Accounting	Fairleigh Dickinson University, 1970

**Selection Publications:**

“The Impact of State Personal and Corporate Tax Rates on Firm Location”, Applied Economics Letters, pp. 47-49, 2002. With Mark Gius.

“Using Panel Data Estimation Techniques to Determine the Impact of State Taxation of Firm Location.” Southern Business Review, Fall 1999. With Mark Gius.

“Earnings and Profits—A Tax Perspective”: The CPA Report: Westcott Communications, 1997.

“Not-for-Profit Accounting –FASB 116 and 117.” The CPA Report: Westcott Communications, 1996.

“Financial Statement Analysis.” AFTN: Westcott Communications, 1995.

“Intermediate Solutions and their Impact on Not-for-Profit Organizations.” With M. Tucker, 1995.

“Avoiding Sales Tax on Prizes Won in Charity-Sponsored Raffles.” Journal of Multistate Taxation. Vol. 4, No. 5, November/December 1994. With R. Hunter.

“Analytic Report.” The CPA Report: Westcott Communications, 1994.

“SAS 65 and The Internal Auditing Function.” The CPA Report: Westcott Communications, 1993.

“The Expansion of an Auditor’s Professional Responsibility in Cases of Fraud and Illegal Acts: The S&L Crisis in Context.” MBAA, Chicago, April 30, 1991.

## **References Attached**