

**NICHOLAS ANDREADIS M.D.**  
**3433 Sangren Hall**  
**Western Michigan University**  
**Kalamazoo, MI 49008**  
**(269) 387-3504**

### **CAREER SUMMARY**

Experienced physician, educator and organization development consultant skilled in creating and leading innovative and practical solutions to complex organizational performance issues. Demonstrated contributions to business, academic and nonprofit sectors with particular focus on learning and performance improvement and organization and leadership development.

### **PROFESSIONAL EXPERIENCE**

**Western Michigan University- Kalamazoo MI** **1999 to present**

**Assistant Professor, Counselor Education and Counseling Psychology**

Responsibilities include course design, instruction and advising for students pursuing Masters in Human Resources Development and Masters or Doctorate in one of several counseling disciplines. Scholarly activities are pursued in the area of leadership and organizational development.

**TSI Consulting Partners - Kalamazoo, MI** **1998- 1999**

**Senior Consultant**

Assisted clients in building strategic effectiveness, designing organizational architecture, strengthening leadership effectiveness and achieving greater impact and business value from training and development.

**Pharmacia and Upjohn Inc.** **1984-1997**

From 1992- 1997 served in four executive positions where a record of strategic and operational contributions was established resulting in improved profitability, process improvement, organizational development and merger integration. These positions and responsibilities include:

**Vice President, Global Leadership Development**

Developed strategy and plan for facilitating the development of globally effective leaders for Pharmacia and Upjohn. The plan included a structured approach to competency assessment, performance management, workforce planning and leadership development.

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**Vice President, Leadership Development and Administrative Services**

Developed strategies and programs that focused on corporate merger integration and the design and facilitation of a global initiative to achieve alignment of functional operations with company strategy. Integrated and streamlined a diverse set of internal business services that served the business and functional operations of several Pharmacia and Upjohn Divisions.

### **Vice President, Corporate Quality Center**

Designed and implemented a major corporate-wide performance improvement and reengineering initiative entitled Redesigning Upjohn. Led and directed an internal management consulting team that provided products and services focused on assisting clients achieve organizational goals.

### **Medical and Regulatory Affairs**

From 1984 to 1992, served in a series of professional and executive positions within the Medical and Regulatory organizations of The Upjohn Company where a record of accomplishments was established including management of global research activities, advances in Company product development, and contributions to the medical literature.

**Cardiovascular Consultants Inc. Federal Way, Washington**

**1978-1984**

### **EDUCATION**

B.A. Kent State University, 1969

M.D., Creighton University School of Medicine, 1974

Internship, Internal Medicine, Creighton University Hospitals, 1974-1975

Residency, Internal Medicine, Creighton University Hospitals, 1975-1976

Fellowship, Cardiovascular Diseases, Creighton University Hospitals, 1976-1978

### **BOARD CERTIFICATION**

The American Board of Internal Medicine, 1977

The American Board of Internal Medicine, Subspecialty, Cardiovascular Diseases, 1978

### **MEDICAL LICENSURE**

Nebraska 1974-present

Michigan 1985-present

### **HONORS AND AWARDS**

Fellow of the American College of Cardiology

Fellow of the American College of Physicians

### **PROFESSIONAL AFFILIATION**

American College of Physicians

American College of Cardiology

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### **PUBLICATIONS**

#### ***Manuscripts***

Andreadis, NA, Leadership for Civil Society: Implications for Corporate Leadership Development, Human Resources Development International, Vol 5:2 (2002) 143-149

Superko RH, Greenland P, Manchester RA, Andreadis NA, Schectman G, Hendriksen West N, Hunninghake D, Haskell WL, Probstfield JL: Effectiveness of Low-Dose Colestipol Therapy in Patients with Moderate Hypercholesterolemia, The American Journal of Cardiology, 70(2):135-140, July, 1992.

Andreadis NA: Pharmacoeconomics, An Industry Perspective, Journal of Research in Pharmaceutical Economics, 3(4):23-27, 1991

Halstenson CE, Opsahl JA, Wright CE, Fleishaker JC, Andreadis NA, Sobieraj J, Matzke GR: Disposition of Minoxidil in Patients with Various Degrees of Renal Function. The Journal of Clinical Pharmacology, V29(9)p798-802, Sept 1989.

Rossi SS, Wayne ML, Smith RB, Wright CE, Andreadis NA, Hofmann AF: Effect of the Bile Acid Sequestrant Colestipol on Postprandial Serum Bile Acid Levels: Evaluation of Bioluminescent Enzymatic Analysis. Alimentary Pharmacology & Therapeutics, 3:41-46, 1989.

Halstenson CE, Opsahl JA, Abraham PA, Schwenk MH, Keane WF, Andreadis NA, Antal EJ, Matzke GR: Disposition of Guanadrel in Subjects with Normal and Impaired Renal Function. Journal of Clinical Pharmacology, 28(2):128-132, Feb. 1989.

Fleishaker JC, Andreadis NA, Welshman IR, Wright III CE: The Pharmacokinetics of 2.5 to 10 mg Oral Doses of Minoxidil in Healthy Volunteers, PD-7215-88-011. Journal of Clinical Pharmacology, V28(2)p162-167, Feb 1989.

Cox JW, Andreadis NA, Bone RC, Maunder RJ, Pullen RH, Ursprung JJ, Vassar MJ: Pulmonary Extraction and Pharmacokinetics of Prostaglandin E1, during Continuous Intravenous Infusion in Patients with Adult Respiratory Distress Syndrome. American Review of Respiratory Disease, 137(1):5-12, Jan. 1988.

Gee MH, Tahamont MV, Flynn JT, Cox JW, Pullen RH, Andreadis NA: Prostaglandin E1 Prevents Increased Lung Microvascular Permeability During Intravascular Complement Activation in Sheep. Circulation Research, 61(3):420-428, Sept. 1987.

Hyers TM, Gee M, Andreadis NA: Cellular Interactions in the Multiple Organ Injury Syndrome. American Review of Respiratory Diseases, 135:952-953, 1987.

Andreadis NA, Petty TL: Commentary - Adult Respiratory Distress Syndrome: Problems and Progress. American Review of Respiratory Diseases, 132:1344-1346, 1985.

Mooss A, Mohiuddin S, Sketch M, Andreadis NA: The Effect of Left Anterior Hemiblock on Exercise-Induced ST-T Segment Changes. American Heart Journal, 98(6): Dec. 1979.

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#### ***Book Chapters***

Brinkerhoff, R.O. and Andreadis, N.A. Strategic Employee Development Planning in What Trainers Need to Know; Jossey-Bass May, 2001

#### ***Abstracts:***

Gee MH, Andreadis NA, Albertine KH, Gottlieb JE, Peters SP, Fish JE: Abstract: Age Contributes to poor outcome in patients with acute respiratory failure, 1990.

Gottlieb JE, Kubis J, Peters SP, Andreadis NA, Fish JE, Gee MH: Selection Criteria in Patients with Adult Respiratory Distress Syndrome: Are Single Cutoff Distinctions Meaningful? Presented at American Thoracic Society Annual Meeting, May 1989.

Andreadis NA: Effect of Prostaglandin E1, on In Vivo Neutrophil Adherence and Development of Lung Injury in Air Emboli. 9125-88-001. Presented at American Society for Pharmacology & Experimental Therapeutics First Annual Pharmacology Scientific Day, Chicago, May 12, 1988.

Poster Presentation 9125-88-002. The Center for Critical Care Research: A Collaborative Research Effort of Thomas Jefferson University and The Upjohn Company, Greater Chicago Chapter of ASPET: First Annual Pharmacology Scientific Day, Chicago, IL, May 12, 1988.

Poster Presentation 9125-88-001. Effect of Prostaglandin E1, on In Vivo Neutrophil Adherence and Development of Lung Injury in Air Emboli, American Society for Pharmacology and Experimental Therapeutics First Annual Pharmacology Scientific Day, Chicago, IL, May 12, 1988.

Halstenson CE, Opsahl JA, Wright CE, Fleishaker JC, Andreadis NA, Matzke GR: Disposition of Minoxidil (M) in Patients with Various Degrees of Renal Function. Clinical Pharmacology and Therapeutics, 43(2):173, Feb. 1988.

Greenland P, Superko R, Schectman G, Andreadis NA, West NH: Effectiveness of Low Dose Colestipol Therapy in Patients with Moderate Hypercholesterolemia. Circulation: 1987, V76,#4,pIV-420.

Zukerman LS, Friehling TD, Kowey PR, Andreadis NA, et al: Electrophysiologic Effects of PGE1 in Man. Clinical Research, 34(3):866A, 1986.

Wright CE, Andreadis NA: Digoxin Pharmacokinetics when Administered Concurrently with Guanadrel Sulfate. Drug Intelligence and Clinical Pharmacy, 20(6):465, 1986.

Matzke GR, Halstensen CE, Opsahl JA, Abraham PA, Keane WF, Andreadis NA, Antal EJ: Disposition of Guanadrel in Patients with Renal Insufficiency. Clinical Pharmacology and Therapeutics, 94(913): 1986.

Cox JW, Pullen RH, Andreadis NA, Ursprung JJ: Pulmonary Extraction and Pharmacokinetics of Prostaglandin E1 During Continuous Intravenous Infusion in Patients with Adult Respiratory Distress Syndrome. 7256/87/015. April 1987.

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### **ORAL PRESENTATIONS**

"Leadership for Civil Society: Implications for Corporate Leadership Development", International Leadership Association Annual Meeting, November 4, 2000 Toronto, Canada

"Leadership for Civil Society: Implications for Leadership Development", Center for the Study of Ethics in Society Speaker Series, October 3, 2000 Western Michigan University

"Strategic Employee Development", SW Michigan Quality Council, Kalamazoo, MI July 1999

"Focused Strategies For Employee Retention", March 26, 1999 Chicago, Illinois

"Working Effectively in the Global Matrix", Zenger-Miller Conference, San Francisco, CA August 1997

"Process Management: A Holistic Approach," Drug Information Association Second Biennial Workshop: "Total Quality Management, Process Improvement and Reengineering in Drug Development," Philadelphia, PA April 24-25, 1995

"Industry's Information Needs for Development & Marketing Decisions Under Containment," EMMS Symposium, AAPS Fifth Annual Meeting & Exposition, Las Vegas, NV Nov. 4-8, 1990

"The Impact of Health Economics on Clinical Drug Development"; Joint Marketing Symposium "Going Global," December 11, 1989.

Workshop Symposium: "Appropriate Relationship Between Clinical Expertise and Physician/Scholarship/Leadership," Education of Physician-Scholars for Leadership in the Health Care System, The University of Illinois College of Medicine at Urbana-Champaign and the Medical Scholars Program, November 4-6, 1989.

"Epidemiology: An Essential Tool for Drug Development, The Epidemiology of Acute Lung Injury.", Drug Information Association Meeting on Drug Epidemiology, Charleston, SC. November 14, 1988.

"Merging Worlds of Information: Information Technology and the Clinical Data Flow Process", 1988 Upjohn Information Symposium Group Presentation, Fetzer Business Center, Western Michigan University, October 10-11, 1988

"Whose Job Is It to Protect the Rights of Human Subjects During Research Protocol Development?", Issues and Concerns Facing IRB's and Clinical Investigators, Scott & White and Texas A&M University, Austin, Texas, September 29-30, 1988.

"Integrative Research Approach to Acute Lung Injury", Kalamazoo, MI, September 17, 1987.

"Integration of Basic Sciences into a Clinical Research Program", Albany Medical College, Albany, NY, March 1987.

"Pathophysiology of Adult Respiratory Distress Syndrome", Kalamazoo, MI, December 3, 1986.

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"Pathophysiology of Adult Respiratory Distress Syndrome", Waltham, MA, June 14, 1986.

"High Risk Adult Respiratory Distress Syndrome", San Diego, CA, September 10,

"Pharmacology of Bile Acid Sequestrants", Kalamazoo, MI, November 20, 1985.

## **PROGRAMS CHAIRED**

Moderator: Clinical Applications of Lipid Lowering Drugs, 1988 Frontiers Symposium of the American College of Clinical Pharmacology, The Johns Hopkins Medical Institutions, Baltimore, MD, May 16, 1988.

Workshop Leader, "Quality of Life in Cardiovascular Disease Studies", Brook Lodge, Augusta, MI, December, 1987.

Cell/Cell Interactions in Acute Lung Injury Symposium, San Diego, CA, October 27-29, 1986.

Moderator and Discussant: Adult Respiratory Distress Syndrome Workshop, Thomas Jefferson University, Philadelphia, PA, December 4, 1985.

Current Concepts in Lipid Lowering Therapy, Kalamazoo, MI, November 20, 1985.

Co-Chairman with TL Petty, MD: The Role of Prostaglandin E1 in Therapy of Adult Respiratory Distress Syndrome, Dallas, TX, June 26-28, 1985.

Common Endocrine Problems - Practical Concepts for Evaluation and Management, October 1, 1983.

### **EDITORIAL RESPONSIBILITIES**

Manuscript reviewer: Human Resources Development International

Andreadis NA, Petty TL: New Basic and Clinical Science in ARDS, Seminars in Respiratory Medicine (special supplement), October 1986.

### **INSTRUCTIONAL PORTFOLIO**

ED 505 The Adult Learner

CECP 622 Psychoeducational Consultation

CECP 640 Principles of Human Resources Development

CECP 641 Fundamentals of Needs Analysis

CECP 642 Evaluation of Human Resources Development Impact and Transfer

CECP 643 Project Management in Human Resources Development

CECP644 Learning and Organizational Effectiveness

CECP 645 Practicum in Human Resources Development

CECP 686 Capstone Research Project