Dr. Paul Schnitzler is retiring.

After 14 years with IMSE and MSEM, Dr. Paul Schnitzler will be embarking on a new course (sic). In his career, he had been an electrical engineer as well as in middle and upper management. While there is much, he will remember from USF, here are his three key takeaways:

1. Schnitzler worked with an amazing collection of colleagues. He found that the IMSE faculty are very smart people but they are also caring individuals. They listen to each other and value constructive conflict. Schnitzler says that he has not found that in many groups. The IMSE backgrounds range widely and so provide important contributions to departmental issues. He was pleased to watch the department grow under this influence.

2. Students often can "replay" what they are taught but frequently have difficulty using it. He valued the opportunity to help young minds learn and to actually use this content. His favorite challenge: When addressing a situation, have the student answer the question "What should I physically do first thing tomorrow?"

3. In the process of teaching about change, Schnitzler discovered a problem that seems to have not been addressed: Why do change initiatives fail 70% of the time? He believes he found the solution and wrote the book "Lead Change without Fear." He has been gratified by readers' responses.

Moreover, of course, a fourth takeaway: Schnitzler had the opportunity to tell his stories to anyone who would listen! If you want another story, look him up! pauls@usf.edu

"Effective Change -Desired Results"

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