

*Nancy Chapple - Lecturer*  
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## Professional Profile

Have successfully started businesses and sold them profitably throughout career. Have navigated start up funding and found continuing capital to successfully run the business entities. Most of the business were staffing services, however state management contracts were also part of the business portfolio. Successfully maneuvered several recessions and the implementation of major federal mandates/laws.

## Professional History

### University of Colorado – 2021 to present

Assistant Teaching Professor - Leeds School of Business

Instructor –

**World of Business**, a mandatory course at Leeds School of Business, an ethics-based course. Class consists of roughly 50 students. Includes gamification, discussions, and debates. Though the course has a defined course content, am responsible for individual delivery and exam content.

**BASE**, is an application-based course. This class is a large team based, content application, course with an average of 75 students. Students are assigned to teams and work for the entire semester on team projects using business situations as the premise from which to draw conclusions and make recommendations. Teams must draw from knowledge on previous course (MODS) to make their assessments. Am responsible for content, projects and grading, exams, team dynamics.

**FGX – Athens**, is a course designed to introduce business concepts/approaches in foreign countries. Students go to Athens and meet with start-up businesses as well as established businesses and we discuss the different approaches to problems and successes.

### University of Colorado – 2013-2020

Contract Lecturer 2015-2020

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recommendations. Teams must draw from knowledge on previous course (MODS) to make their assessments. Am responsible for content, projects and grading, exams, team dynamics.

**Human Resources Recruitment and Retention**, a course designed to dive deeply into facets of HR recruiting and retention. This course includes employment law, HR processes including HR planning, Job Analysis, measuring applicant tests, external and internal recruitment, and retention plans.

Discussion Leader 2013-2015

Adjunct Lecturer 2015-2020

Discussion Leader- Instructed sections of World of Business and Operations. Taught sections of 25 students once a week for entire semester. Students, taken from mega sections, were broke into small sections for recitations. Lead discussions and in class exercises, delivered exams, graded exams, graded essays, and projects. In Operations, I guided students, once a week, through a semester long project that included the integration of Marketing, Management, Finance, Accounting and Operations concepts.

### Bolder Staffing Inc – 1991-2018

Co-Founder

Started in Boulder Colorado as a funding partner. Started as a working partner in 1994. BSI was the largest locally and women owned staffing company in Boulder area. BSI staffed general administration, skilled manufacturing, and midlevel management positions. Was responsible for startup funding and continual business operation funding. Over the course of the business, we opened offices in Longmont and North Denver, but as technology advanced, we used that to effectively work from one office minimizing costs and placing more emphasis on advancing technology. Had broad oversight of numerous computer upgrades and system changes for both front and back offices. Navigated the Affordable Care Act with employees and customers. Responsible for legal compliance for I-9's, ACA. Also responsible for legal understand, implication and implementation of employment law for all assigned temporaries and fulltime staff as well. Had broad oversight of Workers Compensation and State Unemployment audits and compliance. During business BSI was in the top 50 women owned businesses in Colorado and won many national staffing awards.

### Rocky Mountain Temporaries - 1987-1990

Co-Founder

Started in Boulder Colorado in 1987. Staffed general administrative and general manufacturing positions. Became a leading local staffing firm in the Denver Metro area. Rocky Mountain Temporaries was sold to a leading national technical service in 1990. Was responsible for startup funding, setting up and managing front and back-office operations and profit and loss accountability. Also responsible for legal compliance with employment laws.

### Chapple Management – 1987-1992

Sole Proprietor

Managed the Low-Income Energy Assistance Program (LIEAP) and a FEMA program for the state of Wyoming. Hired employees in every Wyoming county to authenticate financial information for individuals applying LIEAP. Opened offices in every county, developed relationships with local energy

providers and implemented outreach to potential LIEAP users. Employees spent considerable time in training for financial authentication and customer relations. Personally, responsible for entire implementation, funding, and quality control of management contracts.

### Allen Temporary Service- 1984-1987

Co-Founder

Started in Casper Wyoming in 1984. Staffed general positions including oilfield and coal mine industries. Opened three additional offices around the state of Wyoming, becoming the largest staffing service in the state. Allen Temporary Service was sold to a national service in 1987. As a startup, was responsible for acquiring funding, strategically opening offices, front and back-office operations, and profit and loss accountability,

## Awards

### **Bolder Staffing**

Top 50 Women owned business in Colorado- Denver Business Journal

Best of Staffing – American Staffing Association

### **University of Colorado**

Discussion Leader Award- University of Colorado, Leeds School of Business, CESR

## Education

Bachelor of Science in Accounting University of Wyoming 1984

