TIMOTHY M. MAXON, MBA, PHR, SSGB

Commercial leadership • Business education • Applied research • Entrepreneurship
Northern Michigan, United States | timothymaxon.com

Professional Profile

Business professional, university educator, and doctoral researcher with experience in commercialization, organizational operations, human resources, and entrepreneurship. Commercial Lead with Impact Team K (IFMC); Professor of Business at Newlane University; adjunct faculty at Sonoran Desert Institute; and Founder & Principal of Maxon Products LLC. Background includes federal healthcare HR, military administration, business process improvement, and U.S. Air Force service. Doctor of Business Administration candidate researching flexible work arrangements and multigenerational teams.

Current Professional and Academic Appointments

Commercial Lead

Impact Team K (IFMC) | May 2026–Present

- Contribute to commercial development, commercialization initiatives, customer research, and operational improvement across functional teams.
- Developed a QR-enabled documentation and reorder-system proposal addressing product identification, ordering information, and shipping challenges.
- Prepared concise problem–solution–expected-result materials tailored to sales, engineering, operations, and logistics stakeholders.
- Support customer discovery and industrial-product commercialization initiatives.

Professor of Business

Newlane University | January 2025–Present

- Teach and assess undergraduate business, finance, accounting, and management coursework with an emphasis on practical applications.
- Participate in degree hearings and evaluate student competency, including business and finance capstone work.
- Contribute to transcript evaluation, transfer-credit review, academic degree-completion processes, and instructional improvements.
- Deliver live instruction, student guidance, and individualized feedback.

Adjunct Faculty

Sonoran Desert Institute | January 2025–Present

- Teach and assess applied technical coursework, including firearms technology and machining-related subjects.
- Support students through evaluation, feedback, and practical online instruction.

Entrepreneurial Leadership

Founder & Principal

Maxon Products LLC — Founded May 2019 | May 2019–Present

- Lead business development, supplier coordination, product and service planning, pricing, marketing, digital operations, and customer-experience design across the company's ventures.
- Fullrange Supply: Manage an active outdoor and field-supply e-commerce business, including its product catalog, storefront, inventory processes, and merchandising.
- Citadel Wireless: Develop a proposed mobile virtual network operator, coordinating wholesale/platform partnerships, regulatory requirements, service pricing, and customer-support systems. Venture in development.

Prior Federal and Military Experience

Human Resources Specialist, GS-0201-11

Army Civilian Human Resources Agency — supporting Defense Health Agency facilities | September 2024–September 2025

- Served as an Army Civilian Human Resources Agency employee providing HR services for Defense Health Agency healthcare operations.
- Supported recruitment, placement, hiring actions, and workforce administration for approximately 600 employees across two hospital facilities.
- Advised hiring officials on staffing requirements, job analysis, classification, candidate assessment, and federal hiring procedures.
- Coordinated personnel documentation, onboarding-related processes, and compliance requirements.

Human Resources Specialist, GS-0201-09

Michigan Air National Guard — Alpena Combat Readiness Training Center | December 2020–September 2024

- Administered civilian personnel programs involving staffing, classification, workforce planning, employee relations, records, and policy compliance.
- Rebuilt the installation's performance-management process, resolving a five-year compliance failure and restoring appraisal readiness.
- Advised leadership on personnel policy, collective-bargaining considerations, employee issues, and administrative procedures.
- Developed local processes and documentation to strengthen audit readiness and operational consistency.

Executive Administrator / Commander's Support Staff

United States Air Force — Scott Air Force Base, Illinois | October 2018–June 2020

- Supported command and staff leadership through personnel administration, executive coordination, records management, and compliance duties.
- Managed workflow, executive scheduling, personnel actions, travel coordination, and communications across supported organizations.
- Contributed to records digitization and SharePoint modernization, including large-scale archival of organizational documentation.

Education

Doctor of Business Administration (DBA) — Edgewood University
Expected May 2027; doctoral research in organizational effectiveness, flexible work, and multigenerational teams.

Master of Business Administration (MBA), Applied Business Research — Edgewood University
2025

International Business Qualifications — ENEB / Universidad Isabel I, Spain
2024. Awards titled Master of Business Administration and Master in Business and Corporate Communication. Both foreign credentials evaluated by Educational Credential Evaluators (ECE) as comparable to U.S. bachelor's degrees. These are foreign qualification titles, not U.S. master's-degree equivalencies.

Associate of Science, Firearms Technology — Sonoran Desert Institute
2024

Associate of Applied Science, Board of Governors / Criminal Justice — Pierpont Community & Technical College
2024

Associate of Applied Science, Information Management — Community College of the Air Force
2024

Associate of Individualized Study — Eastern Gateway Community College
2024, cum laude

Doctoral Research

Qualitative multiple-case study of remote, hybrid, and compressed four-day work arrangements in multigenerational teams. Research domains include productivity, workplace relationships, professional development and mentoring, well-being, and organizational knowledge transfer. Design includes interviews, within-case analysis, and cross-case thematic analysis. Preliminary dissertation defense passed May 2026; dissertation in progress.

Publication

Maxon, T. (2026). I've Worked Here Before. Independently published. Practitioner-oriented study of leadership, organizational culture, governance, and accountability.
Publication details: timothymaxon.com/work/ive-worked-here-before/

Professional Certifications

Professional in Human Resources (PHR) — HR Certification Institute, 2025
Six Sigma Green Belt (SSGB) — Council for Six Sigma Certification, 2025

Military Service and Selected Honors

United States Air Force, active duty (2018–2020); Michigan Air National Guard (2020–2025). Final rank: Staff Sergeant (E-5). Air Force Achievement Medal (three awards); Airman of the Quarter (2019); Distinguished Graduate, Air Force administrative training (2018).