

MICHAEL D. NICASTRO, J.D.

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EDUCATION

Central Connecticut State University
Bachelor of Science, Marketing 1984

Western New England University, School of Law
Juris Doctor 1993

AWARDS

Admitted Delta Mu Delta, National Honor Society, Business Administration. Delta Eta Chapter 1984
Chairman's Global Customer Satisfaction Award, NCR Corporation 1993
Connecticut River's Council, BSA – Silver Beaver 2012
Connecticut River's Council, BSA – National Outstanding Eagle Scout Award (NOESA) 2016
Central Connecticut State University "Excellence in Teaching" Nominee and Honor Roll 2020

TEACHING EXPERIENCE

Central Connecticut State University
Adjunct & Full Time (Emergency Hire) Associate Professor, Management & Organization 1/14 – Current
MGT 480, ENT 499, ENT 355, ENT 350, ENT 330 & MGT 295

In addition to administrative (syllabus, course structure & grading) duties, I developed an exercise for entrepreneurship classes where teams deal with the challenges of external growth, specifically the process and challenges with strategic alliances, mergers & acquisitions. I utilize a number of guest speakers such as CFO's business leaders, Angel Investors and entrepreneurs throughout the academic year. I use a team building and strategy building exercise (From the Carpenter's Toolbox) with the teams before the start of the MGT 480 simulation to get them in the mode of strategizing, decision making, product design, finance, marketing and deployment. I launched a new program inside of the ENT 355 rubric which divided the students into teams and then matched those teams up with 10 local businesses. The businesses were varied and diversified and included both for profit and non-profit organizations, manufacturing firms, high-tech firms, service firms, media firms and artistic/museum organizations.

Entrepreneur-in Residence 9/16 – Current

As EIR, hold open office hours, speak to classes, mentor graduate and undergraduate business plan teams, and help the University with co-curricular and extracurricular programs. The EIR role also helps with engagement with external stakeholders and potential partners and helps the University identify funding sources.

Moot Court Judge, Western New England University, School of Law 2017, 2018 & 2019

I serve as a judge for first year law students tasked with making written and oral argument seeking either injunctive relief or summary judgement. Requires case review, research and extensive preparation prior to the "moot" hearing

Guest Lecturer, Yale University, School of Management Spring 2012

In conjunction with Professor Dr. Douglas Rae, participated in a series of lectures to graduate students regarding the development, deployment and cost of mass transit as well as its impact to existing infrastructure.

PROFESSIONAL EXPERIENCE

Coppermine Advisors, LLC – Bristol, CT
CEO & Principal July 2015 – Current

Coppermine provides services for strategic planning development and facilitation, brand expansion strategies, capital acquisition, M&A and succession/exit strategies to start-up up to mid-sized organizations. This includes financial technology companies, manufacturing, health care and any number of scalable businesses that have experienced either significant growth or unexpected decline.

Continuity – New Haven, CT

Chief Executive Officer & Director

May 2016 – Current

Responsible for the overall execution of the business plan, strategy and development of the business including reporting to the board of directors and investors. The company has been through a massive pivot and retrenchment which has resulted in significant growth, improved gross margins, a strategic acquisition and a continued trend toward positive cash flow and profitability.

Simsbury Bank & Trust

Board of Directors

June 2011 – October 2019

Board duties included additional assignments to the Loan Committee and Audit Committee. After a number of years of significant growth we recently agreed to merge the bank with Liberty Bank of Connecticut resulting in a 2X book value return to shareholders.

COCC – Southington, CT

Senior Vice President & Chief Marketing Officer

October 13 – June 15

Recruited by COCC leadership to become their sales and marketing executive with a mission of rebranding the company and restructuring the sales organization.

Central Connecticut Chambers of Commerce

President & Chief Executive Officer

January 2009 – September 2013

Restructured and redefined the organization's mission to focus on economic growth, legislative advocacy and member development. Developed new revenue sources and created an alliance of seven different Chambers to form the Central Chamber.

Open Solutions Inc. – Glastonbury, CT

Founder, Senior Vice President & Chief Marketing & Strategy Officer

September 1994 – January 20008

Responsible for the company's entire product and services strategy, third party alliances and overall corporate communications including public and investor relations. This encompassed every key phase of the company's growth and included overseeing more than 20 acquisitions, an Initial Public Offering in 2003 and private equity sale & recapitalization in 2007 valued at \$1.4 billion.

NCR Corporation

Senior Product Manager

February 1985 – September 1994

National Product Manager of Platform/Branch Automation. In 1992 I was one of only 15 NCR employees worldwide (60,000 employees) to be recognized with the prestigious "Chairman's Customer Satisfaction Award."

PUBLICATIONS AND PAPERS

"FinTech Property Rights & Banks"

<https://www.bai.org/banking-strategies/article-detail/fintech-property-rights-and-banks>

BAI (Bank Automation Institute) Banking Strategies Journal

May 2016

"The Next Generation of Core Systems, Maybe"

<https://www.bai.org/banking-strategies/article-detail/the-next-generation-of-core-systems-maybe>

BAI (Bank Automation Institute) Banking Strategies Journal

March 2016

"Always Remember Where you Came From"

<https://thriveglobal.com/stories/always-remember-where-you-came-from-with-mike-nicastro-ceo-of-continuity/>

Thrive Global a Forbes Publication

October 2018

MEMBERSHIPS & BOARD POSITIONS

AAUP - CCSU

CT Next Higher Education Entrepreneurship Advisory Committee – Current Member

Association for Financial Technology – Current Member & Past President

Connecticut Rivers Council, BSA – Current Trustee and Past Board Chair

Hartford Stage Company - Current Board Secretary and Board of Directors

The American Clock & Watch Museum – Current Board Treasurer & Trustee

Charter Oak State College – Former Member, Board of Directors (Pre CSCU)