

## **RAYMOND ANDREW KIMBALL, EdD**

Founder and CEO, 42 Educational Games Coaching and Design (42EdGames)

Colonel (Retired), United States Army

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A decade of knowledge derived from creating game-based educational modules that challenge students to inhabit the identities of historical actors, better understanding the complex forces that drive decision-making and actions. 15 years of experience creating formal and informal leader development programs that educate, train, and inspire diverse leaders of character. A meticulous editor who rapidly adapts to different house styles and author needs to deliver timely, readable material that meets all requirements. A proven leader in combat, academe, and business who builds and grows organizations that serve others.

**Title/Current Duty Position:** Founder and Chief Executive Officer, 42EdGames. Assists higher ed faculty who want to use game-based learning in their classroom. <https://42ed.games/how-it-works/>

### **Selected Relevant Past Work**

Chief of Faculty Learning, Innovation, Collaboration, and Research (FLICR), United States Military Academy (USMA), West Point, NY (February 2018-June 2021): Led a cross-functional team of two soldiers and 10 civilians that holistically supported faculty development across the Academy. Served as the external face of the Academy for engagement with interested parties on Academy Research. Systematically broke down barriers to faculty development and replaced them with sustainable processes and systems.

Director, Center for Junior Officers, USMA (June 2016 – September 2020): Led a small research cell of military and civilians charged with fundamentally rethinking how the Army learns. Authored high-quality content used throughout the Army for leader, Soldier, and civilian professional development. Stewarded a cutting-edge online space that housed all content and made it readily accessible anywhere, anytime.

Military Assistant to the Commanding General and Center for Army Lessons Learned Liaison Officer, Combined Joint Task Force – Horn of Africa (June 2015 – May 2016): Supported the commander with strategic and operational messaging to the combatant and service component commands. Prepared, supervised, and documented all Key Leader Engagements with DoD, Interagency, and Multinational partners. Researched and published a comprehensive special study of the command's transition from crisis action to campaigning.

Strategic Advisor, Commander's Initiatives Group, International Security Assistance Force, Afghanistan (July 2011 – June 2012): Advised the commander (a U.S. four-star Marine general officer) on a broad range of strategic issues, including coalition political dynamics, North Atlantic Treaty Organization force development, and U.S. national security interagency deliberations. Served as the commander's direct representative during multiple meetings of U.S. interagency policy committees and sub-committees.

Executive Assistant to the Senior Director for European Affairs, National Security Staff, The White House, Washington, DC (February 2009 – June 2011): Functioned as the Chief of Staff for the European Affairs Directorate. Supervised and coordinated the collaboration and staffing of policy documents advising the President and National Security Advisor on all aspects of national policy involving Europe, NATO, and the Western Former Soviet States. Directed day-to-day operations of the directorate, to include strategic planning, resource allocation, and personnel management.

Operations Officer, CALDOL, USMA, West Point, NY (July 2007 – January 2009): Coordinated and synchronized activities in support of the [companycommand.army.mil](http://companycommand.army.mil) and [platoonleader.army.mil](http://platoonleader.army.mil) forums, the premiere online communities of practice for the U.S. Army. Planned online and face-to-face leader development and organizational learning initiatives in support of junior officers around the world.

Instructor and Assistant Professor, Department of History, USMA, West Point, NY (July 2005 – January 2009): Taught multiple courses in World History, History of Western Civilization, and Russian History. Developed, implemented and supervised entirely new freshman history sequence involving nine instructors and five hundred cadets in twelve months. Served as undergraduate thesis advisor for one cadet.

### **Editing Experience**

Kimball, Raymond A., *Special Study: CJTF-HOA, From Crisis Action to Campaigning*, Fort Leavenworth, KS: Center for Army Lessons Learned, 2016. Took multiple published works and synthesized them into a coherent whole. Study was distributed throughout Combined Joint Task Force-Horn of Africa (CJTF-HOA) and presented to visitors as a summary of the command's function.

Leader Challenge Team Lead, Center for Junior Officers, 2016-2020. 26 Leader Challenges authored and reviewed for the US Military Academy (USMA) Cadet Character Education Program, Center for Junior Officers online leader development forum, USMA High School Outreach Program, U.S Army Armament Development and Engineering Center, and Department of Defense Insider Threat program. Titles and samples available on request.

Ender, Morten, Raymond Kimball, Rachel Sondheimer, and Jakob Bruhl, eds. *Teaching and Learning the West Point Way*. London, UK: Routledge, 2021. Edited two of the five sections of the book with a total of 12 chapters. Incorporated outside peer reviews, house style requirements, and own judgement to produce work.

Development Editor, Reacting Consortium, 2021-present. To date, reviewed seven full-length *Reacting to the Past* role-playing games for conformity with house style and ease of playability.

Managing Editor, *British Journal for Military History*, 2022-present, To date, coordinated peer review and author editing of four scholarly articles and one research note.

## **Education**

Bachelor of Science, Russian and German, US Military Academy, 1995

Master of Arts, History, Stanford University, 2005

Master of Arts, Russian, East European and Eurasian Studies, Stanford University, 2005

Doctorate of Education in Learning Technologies, Pepperdine University, 2015

Master of Strategic Studies, U.S. Army War College, 2018

## **Scholarly publications**

Kimball, Raymond A., "Breaking Ranks: The History, Limitations, and Importance of American Active Duty Issue Advocacy", Presentation to the New York Military Affairs Symposium, January 2006.

Kimball, Raymond A., "The Digital History Classroom: A Case Study", Presentation to ED-Media World Conference on Educational Multimedia, Hypermedia and Telecommunications, June 2007.

Kimball, Raymond A., *Transformation Under Fire: A Historical Case Study with Modern Parallels*, Carlisle Barracks, PA: U.S. Army Strategic Studies Institute, October 2007.

Kimball, Raymond A., "Beyond Blackwater: Contractors on the Battlefield", Presentation to the New York Military Affairs Symposium, October 2007.

Campbell, Victoria J. and Kimball, Raymond A., "The Blended History Classroom: Keeping the Student Central", *Teaching History: A Journal of Methods*, Vol. 35, 2010.

Kimball, Raymond A. and Byerly, Joseph M., "To Make Army PME Distance Learning Work, Make it Social", *Military Review*, May-June 2013.

Kimball, Raymond A., "The Leader Challenge as Cognitive Tool", Presentation to E-LEARN World Conference on E-Learning, October 2013

Kimball, Raymond A., "It Takes More Than Rank to Be a Mentor", *ARMY*, February 2015.

Kimball, Raymond A., *Walking in the Woods: A Phenomenological Study of Online Communities of Practice and Army Mentoring*, Dissertation, Pepperdine University, 2015.

Kimball, Raymond A., *The Army Officer's Guide to Mentoring*. West Point, NY: CALDOL, 2015.

Kimball, Raymond A., *Special Study: CJTF-HOA, From Crisis Action to Campaigning*, Fort Leavenworth, KS: Center for Army Lessons Learned, 2016.

Kimball, Raymond A., “Eyeball to Eyeball: Cuban Missile Crisis Microgame”, *Reacting to the Past Game Library*, <http://reactingconsortiumlibrary.org/>, 2017

Kimball, Raymond A., “*Cuius Regio*: Reformation Microgame”, *Reacting to the Past Game Library*, <http://reactingconsortiumlibrary.org/>, 2017

Kimball, Raymond A., “After Catherine: Russian Imperial Court Microgame”, *Reacting to the Past Game Library*, <http://reactingconsortiumlibrary.org/>, 2017

Kimball, Raymond A., “Mentoring for a Military Professional Identity” in *Redefining the Modern Military: The Intersection of Profession and Ethics*, U.S. Naval Institute Press, 2018.

Kimball, Raymond A., “The Mongol Matrix Game”, *Reacting to the Past Big List of Reacting Games*, 2018.

Kimball, Raymond A, and Kimberly Redding. “Eyeball to Eyeball: The Cuban Missile Crisis Simulation”, *Reacting to the Past Game Library*, <http://reactingconsortiumlibrary.org/>, 2019

Kimball, Raymond A., *The Army NCO’s Guide to Mentoring*. West Point, NY: Kindle Direct Publishing, 2019.

Kimball, Raymond A, “The Mongol Matrix Game: Matrix Games for Historical Thinking”, Presentation to Play Make Learn, University of Madison-Wisconsin, August 2019.

Ender, Morten, Raymond Kimball, Rachel Sondheimer, and Jakob Bruhl, eds. *Teaching and Learning the West Point Way*. London, UK: Routledge, 2021.

Kimball, Raymond A., Jack Cooperman, Chris Fuhrman, and Eric J. Simpson, “The Impact of the Vertical Writing Surface on Teaching and Learning in Different Disciplines: The Writing’s on the Wall” in *Teaching and Learning the West Point Way*.

Mocek, Lynnann, Raymond A. Kimball, and Rebecca Jones-Kellogg, “Teaching and Learning in a COVID-19 World” in *Teaching and Learning the West Point Way*.

Kimball, Raymond A., “Winning is Overrated (In Educational Games)”, *Ludogogy* (January 2022) <https://ludogogy.co.uk/article/winning-is-overrated-in-educational-games/>

Kimball, Raymond A., “Playing at Ethics: Reviewing Military Ethics Education Playing Cards”, *Strategy Bridge*, May 2022

Kimball, Raymond A., “Well-Played Session: *Monumental Consequence*”,

Presentation to the 2022 Games, Learning, and Society Conference, June 2022

Kimball, Raymond A., "Best of Both Worlds: Combining In-Person Roleplay and Online Scaffolding for Amazing Classroom Games", Presentation to the 2022 North American Simulation and Gaming Association Conference, October 2022

(under contract) Kimball, Raymond A. and Kimberly Redding, *Eyeball to Eyeball: The Cuban Missile Crisis, 1962*, Central Michigan University Press, 2023

(under contract) Kimball, Raymond A., and Amanda Rollinson, eds., *Charles Darwin, the Copley Medal, and the Rise of Naturalism, 1862–1864 (Revised Edition)*, University of North Carolina Press, 2023

### **Service on faculty and courses taught**

United States Military Academy: Instructor, 2005-2007; Assistant Professor, 2007-2009; Academy Professor 2015-2021; Associate Professor 2021

HI107, History of the World to 1700

HI107 (revised), Western Civilization

HI108, History of the World from 1700

Course Director, HI108 (revised), Regional Studies in World History

HI108R, Regional Studies in World History – Russia

HI158R, Advanced Regional Studies in World History - Russia

HI461, Topics in Gender History: Sex and Civilization

Faculty Advisor, HI498/499, Independent Research (Undergraduate Thesis Work)

Mary Lou Fulton Teachers College, Arizona State University: Academic Associate and Co-Instructor, 2022-2023; Faculty Associate and Lead Instructor, 2023-present

LDT504, Modalities of Learning

LDT523, Issues in Online and Distance Education

### **Selected Relevant Honors**

Eagle Scout, 1990.

U.S. Army Armor and Cavalry Association Order of St. George (Bronze), 2003. Presented in recognition of outstanding service in armor and cavalry organizations.

Heavy Hitter Award, 2005. Given on a recurring basis to informal leaders in the CompanyCommand and PlatoonLeader forums who have made a significant contribution to the functioning of the forums.

USMA Apgar Award for Excellence in Teaching, 2007. Given annually to a faculty member whose projects show promise for affecting the largest number of learners and who have demonstrated promise as outstanding teachers, both in their impact on students in and outside the classroom and in their contributions to the art and methods of teaching.

USMA Department of History Excellence in Teaching Award, 2007. Given annually to two or three members of the Department who best exemplify excellence in classroom instruction.

Reading High School Outstanding RHS Alumnus, 2014. Given annually to graduates of Reading High School, Reading, PA, who exemplify excellence and the *Arxalma* spirit.

#### **Academic and professional societies**

National Eagle Scout Association, Life Member, 1991 – present

Phi Kappa Phi, Life Member, 1995 - present

Phi Sigma Iota, Life Member, 1995 - present

Association of the US Army, Life Member, 1995 - present

Army Aviation Association of America, Life Member, 1995 - present

Cavalry and Armor Association, Life Member, 1997 - present

Iraq and Afghanistan Veterans of America, Founding Member, 2004 - present

Military Writers Guild, 2015-present

North American Simulation and Gaming Association, 2020-present

#### **Other related academic experience**

Peer Teaching Counselor, Department of History, 2007-2008

Faculty Advisor, USMA Master Teacher Program, 2008

Lead Author, USMA Leader Challenge Program, 2016 – present

Member, Department of History Excellence in Teaching Committee, 2007-2008, 2016-2017

Faculty Lead, USMA Middle States Accreditation Working Group 3, 2017-present

Chair, Department of History Excellence in Teaching Committee, 2017-2018

Games Reviewer, Reacting to the Past Editorial Board, 2020-present

### **Other Publications/Presentations**

Kimball, Raymond A., "The IBCT and the Death of Air Cavalry?", *Army Aviation*, June-July 2001.

Kimball, Raymond A., "Time for an Azimuth Check: the Future(s) of Army Aviation", *Army Aviation*, April-May 2005.

Contributing Author, "Air-Ground Integration (Army Internal)", Association of the United States Army, *Army Magazine*, April 2006.

Contributing Author, "Honoring Leaders Who Made a Difference", Association of the United States Army, *Army Magazine*, December 2007.

Recurring Contributor, Military.com, 2007-2008.

Recurring Contributor, HuffingtonPost.com, 2008.

Contributing Author, "Supporting a Combat Veteran's Family", Association of the United States Army, *Army Magazine*, July 2009.

Kimball, Raymond A., "Book Review: Diffusion of Innovations", *STRATEGOS: The Journal of the U.S. Military Strategists Association*, Spring 2014.

Recurring Contributor, The Bridge (<https://medium.com/the-bridge/>), 2014-2017.

Kimball, Raymond A. "Walking in the Woods': Conversations on Professional Mentoring", Presentation to U.S. Army ARDEC, Picatinny Arsenal, NJ, July 2016.

"Leader Challenge: Truth or Happiness?", U.S. Army ARDEC, July 2016.

"Leader Challenge: The New PL", USMA Cadet Character Development Program, September 2016.

"Leader Challenge: LTP APFT", USMA New York City High School Outreach Program, October 2016.

"Leader Challenge: Combat Integrity", USMA Cadet Character Development Program, November 2016.

"Leader Challenge: The Honor Board", USMA Cadet Character Development Program, January 2017.

“Leader Challenge: Test of Character”, USMA New York City High School Outreach Program, January 2017.

“Leader Challenge: Pushing Back”, USMA Cadet Character Development Program, February 2017.

Kimball, Raymond A., “The Seven Deadly Sins of Army Mentoring”, U.S. Army War College, *War Room*, June 2017.

“Leader Challenge: Cohesion or Abuse?”, USMA Cadet Character Development Program, August 2017.

“Leader Challenge: Butting Heads”, USMA Cadet Character Development Program, September 2017.

CALDOL, USMA, “Holistic Review of the U.S. Army Armament Research and Development Engineering Center (ARDEC) Leader Development Program: Final Report”, September 2017.

“Leader Challenge: Lingering Doubt”, USMA Cadet Character Development Program, January 2018.

“Leader Challenge: Partners”, USMA Cadet Character Development Program, February 2018.

“Leader Challenge: Sum of Integrity”, USMA New York City High School Outreach Program, June 2018.

“Leader Challenge: Authentic Duty”, USMA Cadet Character Education Program, September 2018.

“Leader Challenge: Weighty Risk”, USMA Cadet Character Education Program, November 2018.

“Leader Challenge: The Sex Tape”, USMA Cadet Character Education Program, January 2019.

“Leader Challenge: Blue On Blue”, Department of Defense Insider Threat Agency, July 2019

“Leader Challenge: The Weird Duck”, Department of Defense Insider Threat Agency, August 2019

“Leader Challenge: Writing on the Wall”, USMA Cadet Character Education Program, September 2019

“Leader Challenge: Head in the Game”, Center for Junior Officers, October 2019



“Leader Challenge: Stray Rounds”, USMA Cadet Character Education Program, 2019

“Leader Challenge: Christmas Day”, Center for Junior Officers, December 2019

Kimball, Raymond A, “Mentoring Matters in the Enlisted Community”, Society of American Military Engineers Enlisted Community of Interest Webinar, January 2020

Kimball, Raymond A, “Mentoring Matters (No Matter Where)”, Society of American Military Engineers Academy of Fellows Webinar, January 2020

Kimball, Raymond A, “Mentoring for Emerging Professionals: Finding your Path”, Society of American Military Engineers Virtual Student Chapter Webinar, February 2020

Kimball, Raymond A, “Telemachus Unbound: Being a Great Protege”, Society of American Military Engineers Young Member Webinar, March 2020

Kimball, Raymond A, “Getting Mentoring Going”, Presentation at the Society of American Military Engineers Joint Education and Training Conference, May 2020

“Leader Challenge: Bystanders”, Center for Junior Officers, May 2020

“Leader Challenge: L.A. Story”, Department of Defense Insider Threat Agency, May 2020

“Leader Challenge: Losing it All”, Department of Defense Insider Threat Agency, May 2020

“Leader Challenge: Whose Team”, Center for Junior Officers, September 2020

“Leader Challenge: Facing the Bear”, Department of Defense Insider Threat Agency, September 2020

Kimball, Raymond A., “From Professor to Entrepreneur”, *North American Simulation and Gaming Association*, January 19<sup>th</sup>, 2022, <https://nasaga.org/from-professor-to-entrepreneur/>