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PROFESSIONAL EXPERIENCE

Fairmont State University, Fairmont, WV

Fairmont State University (FSU) is a regional, comprehensive, state-supported institution with an enrollment of 4114 undergraduate and 432 graduate students. FSU offers 90 baccalaureate degree programs and five master's degree programs. It has a strong partnership with its sister institution, Pierpont Community & Technical College, with which it shares a campus.

Vice President for Research and Graduate Studies

8/05 – present

- Administer all aspects of external grants and contracts including proposal development, fiscal accountability and regulatory compliance
- Directed and facilitated the growth of external funding from \$7.4 million to \$11.2 million
- Coordinate and lead all graduate program activities including development, implementation, assessment, accreditation, strategic planning, marketing and admissions
- Managed the increase in graduate enrollment from 235 to 432 students in three years
- Established and direct the University's Undergraduate Research Program
- Facilitated the development of two regionally accredited programs: MBA and Master's in Human Services

Dean, College of Science & Technology

7/03 – 7/05

- Administered a college with 18 degree programs, 42 full-time faculty and 12⁺ adjunct faculty
- Developed and managed a \$350,000⁺ annual operating budget
- Directed the college's long-term planning, curriculum development, and assessment activities
- Led the development of an annual faculty performance evaluation system and the college's governance plan
- Created a biomedical research team of three faculty with half-time research responsibilities
- Led analysis of space needs and architectural planning for new engineering technology building

Chair, School of Science & Mathematics

7/98 – 7/00

1/01 – 6/03

Professor of Biology

- Administered a school with 10 degree programs, 26 full-time faculty and 10⁺ adjunct faculty
- Developed and managed a \$200,000⁺ annual operating budget
- Evaluated full-time faculty for promotion, tenure and annual merit raises
- Established degree programs in computer security and forensic science
- Directed the school's long-term planning, curriculum development, and assessment activities
- Co-Chaired Liberal Studies Committee that developed, administered and assessed the University's new general studies program

Interim Associate Provost

8/00 – 1/01

- Co-developed and implemented professional development workshop for new faculty
- Co-developed "Conversations in Teaching & Learning" discussion series for faculty
- Resolved academic standing issues and determined students' probation and suspension status
- Organized and implemented "Survival Skills" workshop series for New Student Orientation

Elon University, Elon, NC

Elon University is a private, liberal arts-based, comprehensive university with an enrollment of 4992 undergraduate and 636 graduate students.

Chair, Department of Biology and Allied Health 9/93 – 6/97

Associate Professor of Biology 7/95 – 6/98

- Administered a department of 10 full-time and five adjunct faculty
- Developed and managed a \$150,000⁺ annual operating budget
- Evaluated full-time faculty for promotion, tenure and merit raises
- Created and led *ad hoc* faculty committee that developed Environmental Studies Degree Program
- Member of President's Long-Range Planning Committee, 1995-1997
- Facilitated the growth in biology majors from 85 to 180 in a five year period
- Led analysis of program space needs and architectural planning for new science building

Coordinator of Environmental Studies Program 6/94 – 8/96

- Chaired Program Advisory Committee
- Led program recruitment efforts
- Developed and taught introductory and capstone courses
- Academic advisor for majority of majors

Unity College, Unity, Maine

Unity College is a private, liberal arts college with a strong environmental emphasis and an enrollment of 500 undergraduate students.

Chair, Division of Environmental Programs 7/91 – 6/93

Associate Professor of Zoology 8/87 – 6/91

- Administered a division consisting of 14 full-time and eight adjunct faculty
- Developed and managed a \$100,000⁺ annual operating budget
- Evaluated full-time faculty for promotion and continuation of multi-year contracts
- Established degree programs in Conservation Law Enforcement and Landscape Horticulture
- Chaired Self-Study Committee for NEASC accreditation of Unity College
- Member of Planning Committee that develop long-range plan based on NEASC self-study
- Facilitated the design and completion of new chemistry and computer laboratories

Berry College, Rome, Georgia

Berry College is a private, liberal arts college with an enrollment of 1737 undergraduates and 121 graduate students.

Assistant Professor of Biology 1/83 – 6/87

- Team-taught seminars, *Bioethics* and *Religious and Ethical Issues in Human Genetics*
- Advisor for students in pre- medicine and pre-veterinary science programs
- Served on Academic Affairs Committee of the Faculty Council for two years
- Member of committee that wrote successful proposal for \$250,000 Pugh Foundation grant

SERVICE

Consultant Evaluator, Higher Learning Commission of the North Central Association of Colleges and Schools, 2006 – present

Member, National Council of University Research Administrators Subcommittee for Sponsor Recruitment and Development, 2006 – 2008

Member, Board of Directors, NASA West Virginia Space Grant Consortium, 2005 – present

Member, Steering Committee, West Virginia INBRE (Idea Network of Biomedical Research Excellence), 2005 – present

Chair, Education Committee of the North Carolina Academy of Sciences, 1995 – 1997

Co-Advisor, Student Chapter of the Wildlife Society, Unity College, 1988 – 1991

Faculty Member, Unity College Board of Trustees for two-year term, 1989 – 1991

Member, Fairfield, Maine Land Use Board of Appeals, 1989 – 1991(approximate)

Advisor, Student Chapter of Beta, Beta, Beta Biological Honor Society, Berry College, 1984 – 1987

EDUCATION

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|-----------------------------|------------------------|-------------|
| Auburn University | Ph.D. Zoology | 1986 |
| Auburn University | M.S. Wildlife Biology | 1978 |
| University of Massachusetts | B.S. Wildlife Biology | 1974 |
| | <i>magna cum laude</i> | |
| Tufts University | Math-Philosophy | 1965 – 1968 |

HONORS

- SENCER Fellow (Science for New Civic Engagements and Responsibilities) - selected by the National Center for Science and Civic Engagement at Harrisburg University of Science and Technology
- Member, Gamma Sigma Delta, National Honor Fraternity of Agriculture
- Member, Xi Sigma Psi, National Honor Fraternity of American Foresters
- Member, Beta, Beta, Beta Biological Honor Society

PROFESSIONAL AFFILIATIONS

- National Council of University Research Administrators
- Council of Graduate Schools (University liaison)
- Association of American Colleges and Universities (University liaison)
- Council on Undergraduate Research (University liaison)

GRANTS, PRESENTATIONS AND PUBLICATIONS

Grants

\$1,009,800 NASA Earmark Grant, “Fairmont State University Aerospace Programs, Equipment, Student Internships and Upgrades”, 2006 – 2009.

\$14,000 from the National Center for Science Education and Civic Engagement to attend the SENCER Summer Institute (Science Education for New Civic Engagements and Responsibilities), San Jose, CA, August 5-9, 2005, and to develop interdisciplinary non-majors science course, *Obesity in Appalachia*.

\$191,000 from the National Science Foundation’s Adaptation & Implementation Program to develop new science courses, including a Learning Community, “Coal in the Heart of Appalachian Life: An Interdisciplinary Exploration of the Science & Culture of Coal”, 2003 – 2005.

\$56,552 from the NASA NOVA Program (Novel Opportunities for Visionary Academics) in support of a curriculum development project “Reconstructing Science Education for Elementary Pre-service Teachers”, 2002-2003.

\$18,000 from the American Association of Colleges and Universities and National Science Foundation to attend Science Education for New Civic Engagement and Responsibilities (SENCER) Institute, San Jose, CA, August 2-6, 2002, and to develop an interdisciplinary non-majors science course.

\$62,998 the National Science Foundation’s CCLI Program in support of teaching laboratory improvement, “A Microcomputer Laboratory to Facilitate and Enhance Undergraduate Education in Anatomy and Physiology”, 1997-1999.

\$1,200 from Elon University Faculty Research and Development Committee to participate in Tufts Environmental Literacy Institute (TELI), Tufts University, Medford, MA, June 10-19, 1996.

\$37,000 from Maine Bureau of Parks and Recreation to investigate the ecological impact of all-terrain vehicles (ATVs) on an experimental trail in Mt. Blue State Park, Weld, Maine, 1989-1991.

Presentations and Publications (selective)

“Coal in the Heart of Appalachian Life: A Learning Community”. Presented at the SENCER Summer Institute 2005 (Science Education for New Civic Engagement and Responsibilities), Santa Clara University, San Jose, CA, August 5-9, 2005.

“Fostering Civic Engagement: Integrating the Sciences with Other Disciplines in Learning Communities”. Co-Presented workshop at SENCER Summer Institute 2005 (Science Education for New Civic Engagement and Responsibilities), Santa Clara University, San Jose, CA, August 5-9, 2005.

“Coal in the Heart of Appalachian Life: A Learning Community”. Published by the National Center for Science & Civic Engagement as a SENCER (Science Education for New Civic Engagement and Responsibilities) Model, August 2004.

“Fostering Civic Engagement: Integrating the Sciences with other Disciplines in Learning Communities”. Co-Presented at the SENCER Summer Institute 2004 (Science Education for New Civic Engagement and Responsibilities), Santa Clara University, San Jose, CA, August 6-10, 2004.

Presentations and Publications (selective)

“The Ecological Impact of Maya Agricultural Practices: Past and Present”. Presented at Neotropical Studies Symposium, Fairmont State College, February 6, 1999.

“Human Nature: A Biologist's Perspective”. Presented at Human Paradigms: Interdisciplinary Perspectives Symposium, Elon College, NC, October 1995.

“Mount Blue ATV Trail Impact Study”. 1992. Maine Department of Conservation, Bureau of Parks and Recreation Publication, 59 pp.

“Mt. Blue ATV Experimental Trail: What We've Learned”. Presented at ATV Impacts Workshop, sponsored by State of Maine Department of Conservation, Bureau of Parks and Recreation. Waterville, ME, September, 1991.

“Mount Blue ATV Trails: Ecological Effects”. Presented at Maine Medical and Biological Symposium, College of the Atlantic, Bar Harbor, ME, May 1990. Abstract published.

“Slicing the Maine Pie”. Published in *Northeast*, The Magazine of Unity College, Spring 1990, Vol. 2, pp. 3-5.

“Origin of Life”. Presented at 7th Annual Association of Biology Laboratory Education (ABLE) Workshops, University of Nevada, Las Vegas, June 4-7, 1985. Published in Proceedings.

“Aspects of the reproductive physiology of male American woodcock in Alabama”. Presented at Association of Southeastern Biologists (ASB) meeting, Memphis State University, April 11-13, 1984. Published as abstract in *ASB Bulletin* 31(2):69.

“A ground nesting wood duck”. 1983. *The Auk* 100 (2): 506.

“Total serum protein and cholesterol as indicators of reproductive activity in female American woodcock over-wintering in Alabama”. Presented at 7th Woodcock Symposium, Penn-State University, Oct 26-27, 1980. Published in *U.S. Fish and Wildlife Research Report* No. 14. 1982, pp. 126-131.

“American woodcock hatched in Alabama killed in Michigan”. 1977. *Wilson Bulletin* 91(3): 463-464.

PROFESSIONAL DEVELOPMENT (selective)

“Frontiers and Challenges in Undergraduate Education”, 12th biennial conference of the Council on Undergraduate Research, College of Saint Benedict, St. Cloud, Minnesota, June 21-24, 2008.

49th Annual Meeting of National Council of University Research Administrators, Washington, D.C., Nov 4-7, 2007.

“Best Practices in Partnering: Developing Capacity”, workshop sponsored by the Higher Learning Commission of the North Central Association of Colleges and Schools, Chicago, IL, Jan 31-Feb 2, 2007.

“Assessment and Review of Graduate Programs”, and “Establishing and Sustaining Professional Science Master's Programs”, workshops at the 46th Annual Meeting of Council of Graduate Schools, Washington, D.C., December 6-9, 2006.

PEAQ Intensive Training Workshop for New Consultant Evaluators, sponsored by the Higher Learning Commission of the North Central Association of Colleges and Schools, Chicago, Illinois, Nov 8-10, 2006.

Institutionalizing Undergraduate Research Institute, sponsored by the Council on Undergraduate Research, Harvey Mudd College, Clermont, CA, Oct 13-15, 2006. Led team of nine faculty members.

PROFESSIONAL DEVELOPMENT (selective)

“Research Administration at a Predominantly Undergraduate Institution”, workshop at the 47th Annual Meeting of National Council of University Research Administrators, Washington, D.C., Oct. 31- Nov 2, 2005.

“Fundamentals of Sponsored Program Administration”, workshop sponsored by National Council of University Research Administrators, Pittsburgh, PA, October 3-5, 2005.

SENCER Summer Institute 2005 (Science Education for New Civic Engagement and Responsibilities), Santa Clara University, San Jose, CA, Aug. 5-9, 2005

“Practicing Liberal Education”, annual conference of Association of American Colleges & Universities, Washington, D.C., Jan. 21-24, 2004.

“Achieving Greater Expectations”, conference sponsored by the Association of American Colleges & Universities, Washington, D.C, November 13-15, 2003.

SENCER Summer Institute 2003 (Science Education for New Civic Engagement and Responsibilities), sponsored by Association of American Colleges & Universities, San Jose, CA, August 7-11, 2003.

“The Courage to Question: Liberal Education in the 21st Century”, annual conference of Association of American Colleges & Universities, Seattle, WA, Jan. 23-25, 2003.

“The Dean in Transition”, workshop sponsored by the American Conference of Academic Deans, Seattle, WA, Jan. 22, 2003.

“The Budgetary Process and Strategic Planning”, workshop conducted by National Center for Higher Education Management Systems (NCHEMS), Williamsburg, VA, April 16-19, 2002.

“NASA Opportunities for Visionary Academics (NOVA) Workshop” Orlando, FL, February 20-22, 2002.

“Balancing Private Gains & Public Good”, National Conference on Higher Education, sponsored by American Association for Higher Education, Washington D.C. March 24-27, 2001.

“Best Practices in General Education and Its Assessment: Bridging Theory and Practice,” conference sponsored by the Association of American Colleges & Universities, Atlanta, GA, Feb. 22-24, 2001.

“Chairing the Academic Department: A Workshop for Division & Department Chairs & Deans”, sponsored by the American Council on Education, San Diego, CA, February 17-20, 1999.

Faculty Exchange Program with Southeastern University, Nanjing, China, June-July 1997.

“Involving Students in Active and Collaborative Learning”, sponsored by the Association of American Colleges & Universities, Boston, MA, October 1994.

Faculty Seminar, exploring environmental issues from interdisciplinary perspectives supported by National Endowment for the Humanities grant, Elon College, NC, Summer 1994.

“Innovative Approaches to Non-Majors Science Education”, Ferrum College, Ferrum, VA, October 1993.