

BOARD OF TRUSTEES
ACADEMIC AND STUDENT AFFAIRS COMMITTEE
July 11, 2014
10:45 a.m., University Center, Room 215

Agenda

1.0 Action Item

1.1 Award of Faculty Tenure

Action

Dr. Morris, President, serving as Acting Provost, will present Resolution ASA 06-14, Award of Faculty Tenure.

2.0 Information Items

2.1 Faculty Retirements

Information

Dr. Morris will report on faculty retirements.

Ms. Elizabeth Chrisman, Department of Allied Health Sciences, Dental Hygiene
Dr. Valerie Myers, Department of Teacher Education (February, 2014)
Mr. Lane Raiser, Department of Fine, Digital, and Performing Arts
Ms. Patricia Spradlin, Department of English and Humanities
Dr. Carlson Yost, Department of English and Humanities

2.2 Emeritus Faculty

Information

Dr. Morris will report on Emeritus Professor designations in accordance with Board of Trustees Policy 5.18 Emeritus Faculty:

Ms. Elizabeth Chrisman, Professor
Mr. Lane Raiser, Professor

2.3 New Faculty Hires

Information

Dr. Morris will report on additional new faculty hires for the 2014-2015 academic year.

Ms. Jacqueline Camley, Department of Rehabilitation and Sport Professions,
Athletic Training/Exercise Science
Ms. Jennifer Scott, Department of English and Humanities, Writing Center
Mr. Mark Romesser, Department of Fine, Digital, and Performing Arts,
Photography

2.4 Summer Enrollment Report

Information

Mr. Bob Trusz will present the Summer Enrollment Report and the Summer Three-Year Comparison Report.

2.5 Interim Provost

President Morris will update the Committee on her appointment of Dr. Alan Walker as Interim Provost and Vice President of Academic Affairs until June 30, 2016

3.0 Education Item

3.1 Nursing Program Update

Information

Dr. Becky Thiel, Chair of the Department of Nursing, will present an overview of the Nursing Program.

RESOLUTION ASA 06-14

AWARD OF FACULTY TENURE

WHEREAS, Shawnee State University and Shawnee Education Association entered into a Collective Bargaining Agreement for August 2012-2015; and

WHEREAS, effective fall semester, 2013, the University implemented a Tenure System;

WHEREAS, awarding of tenure at Shawnee State University coincides with promotion to the rank of Associate Professor. Application for tenure, therefore, is included as part of the application for promotion to Associate Professor; and

WHEREAS, after recent action by College Promotion Committees, the Provost, and the President, Dr. Leeann Denning and Dr. Shannon Lawson were promoted to Associate Professor;

THEREFORE BE IT RESOLVED that the Board of Trustees of Shawnee State University grants Tenure to Dr. Leeann Denning and Dr. Shannon Lawson, Associate Professors.

(July 11, 2014)

**Board of Trustees
July 11, 2014**

**Faculty Report
Presented by Dr. Rita Rice Morris
President**

The following faculty retired at the end of the current academic year:

Ms. Elizabeth Chrisman, Department of Allied Health Sciences, Dental Hygiene
Dr. Valerie Myers, Department of Teacher Education (February, 2014)
Mr. Lane Raiser, Department of Fine, Digital, and Performing Arts
Ms. Patricia Spradlin, Department of English and Humanities (July 1, 2014)
Dr. Carlson Yost, Department of English and Humanities

In accordance with Board of Trustees Policy 5.18 Emeritus Faculty, the following faculty will be granted Emeritus Status:

Ms. Elizabeth Chrisman, Professor
Mr. Lane Raiser, Professor

While faculty hiring is continuing for the 2014-2015 academic year, the following additional faculty have accepted offers to teach at Shawnee State University:

Ms. Jacqueline Camley, Department of Rehabilitation and Sport Professions,
Athletic Training/Exercise Science
Ms. Jennifer Scott, Department of English and Humanities, Writing Center
Mr. Mark Romesser, Department of Fine, Digital, and Performing Arts, Photography

Board of Trustees Meeting
July 11, 2014



15TH DAY ENROLLMENT REPORT (*preliminary*)
SUMMER SEMESTER 2014

<i>Headcount</i>	SM14	SM13	Change #	Change %
Undergraduate	1000	1120	-120	-10.7
Graduate	81	47	+34	+72.3
<i>Total</i>	<i>1081</i>	<i>1167</i>	<i>-86</i>	<i>-7.4</i>

<i>FTE</i>	SM14	SM13	Change #	Change %
Undergraduate	496	574	-78	-13.6
Graduate	48	24	+24	+100.0
<i>Total</i>	<i>544</i>	<i>598</i>	<i>-54</i>	<i>-9.0</i>

<i>SSI Eligible FTE</i>	SM14	SM13	Change #	Change %
Undergraduate	485	559	-74	-13.6
Graduate	44	21	+23	+109.5
<i>Total</i>	<i>529</i>	<i>580</i>	<i>-51</i>	<i>-8.8</i>

Alan G. Walker

3523 Hathaway Road
Kalamazoo, Michigan 49009
Email: alan_walker42@hotmail.com
Mobile: (563) 880-5436

A visionary leader with over thirty years of progressively responsible teaching, administrative, and leadership experience in postsecondary education, including more than eight years of experience as the chief executive officer of a large, complex, global institution of higher education and an excellent track record of achieving strategic goals and objectives that position organizations for success in an increasingly competitive, global, and dynamically changing environment. Skilled at building high-achieving teams, developing and implementing effective strategic plans and resourcing them, and being constituency centered. Maintains a passion for growing organizations and the continuous pursuit of excellence.

Core Leadership Strengths

- Strategic Change Leadership
 - Adult Education, Distance Learning, Curriculum Development, and Delivery System Design
 - Process, System, and Organizational Architecture Optimization
 - Global Leadership, Team Building, and Talent Management
 - Strategic Alliance and Coalition-Building
 - Financial Management and Strategic Resource Allocation
 - Global Business Development and Strategic Positioning
 - Fundraising and Grant Acquisition
 - Project and Cost Accounting-Based Budgeting
 - Regulatory and Professional/Industry Standard Development and Compliance
 - Legislative Affairs
-

Professional Experience

Century Education Group

2013-present

President

Provides consulting services to a wide variety of postsecondary institutions of higher education and other organizations in the areas of strategic planning, global business development, organizational and personnel development, adult education, distance learning, delivery system design, process and system analysis, and organizational performance assessment.

- Consulting Associate for Stamats, Inc; an international higher education marketing firm.
- Consulting Associate for the University Professional and Continuing Education Association (UPCEA); a national membership organization for professional, continuing and online education that links adult learners with public policy issues.

Upper Iowa University

2004-2012*

President

Provided leadership to a masters degree-granting, private, independent, non-profit university with an annual enrollment of approximately 6,000 students, annual self-generated operating budget of over \$50 million dollars, and 750 full and part-time faculty and staff. The University participates in NCAA Division II athletics, is an NCA AQIP institution, and participates in the Collegiate Learning Assessment Program (CLA). In addition to the principle residential campus in Fayette, Iowa, the University operates 20 centers across the US as well as in Hong Kong and Malaysia. The University offers over 40 majors, 64 minors, 5 pre-professional programs and

**On sabbatical during the 2012-2013 academic year*

four graduate-level programs. The principle campus is home to students from over 20 countries and boasts one of the most diverse campuses among all Iowa institutions of higher education. Seven Vice Presidents, an Executive Assistant to the President/Chief Diversity Officer, and the Athletic Director reported directly to the President.

- Added eleven new majors and doubled the number of full-time faculty.
- Doubled the annual operating budget and unrestricted net assets of the university.
- Opened five new academic extension centers and transitioned international centers to a new model.
- Improved the average incoming freshmen GPAs by 15% and the average ACT composite scores for incoming freshmen by 8.7%
- Increased enrollment on the principle campus by 48%.
- Increased base salaries for faculty and staff across the board by 38%.
- Established the Office of Institutional Effectiveness and improved general education and major academic outcomes-based assessment processes.
- Developed two strategic plans, a facilities master plan, a resource development plan and completed almost \$70 million in capital construction.
- Led the university's first comprehensive capital campaign and secured the four largest gifts in the history of the institution.
- Reorganized the functions of admissions, registrar and financial aid, implemented an enrollment management system, and created an integrated enrollment center (IEC).
- Created a business incubation program in partnership with the City of Fayette.
- Added twelve new corporate partnerships and increased the number of articulation agreements with community colleges to over 50 nationwide

Western Michigan University

2000-2004

Vice Provost for Extended University Programs

Responsible for the operation of a self-supporting unit that partners with the university's degree-granting colleges, and collaborates with partners from the private and public sector at the local, state, national and international level to develop and deliver innovative educational off-campus programs designed to meet marketplace demands, particularly at the graduate level. Responsible for the management of the university's six branch campus facilities and the technology that supports them as well as the university's distance education programs (online, compressed audio/video, and self-instructional courses). Responsible for the off-campus delivery of 40 complete graduate and undergraduate degree programs delivered by part-time, adjunct, and board appointed bargaining unit faculty, producing approximately 45,000 student credit hours in more than 1,200 courses annually, as well as 900 noncredit events that serve 47,000 individuals. Responsible for approximately 65 regular full-time staff (not including faculty) and a self-generated budget of \$15 million. Served on the University's Academic General Counsel and Academic Dean's Council.

- Increased student credit hour generation by 6.3% and gross revenue generation by 85%
- Increased the degree to which Extended University Programs was self-supported by 11%, from 88% self-supported in FY 2000 to 98% self-supported in FY 2003.
- Increased total return on investment to the university by 84%.
- Developed a partnership involving several joint degree programs with the Thomas M. Cooley School of Law (which ultimately led to the recent merger of the two institutions).
- Completed \$20 million of renovation, relocation, and new construction projects on leased or owned property, including a university-owned building on the campus of a community college – the first of its kind in the State of Michigan.
- Introduced 12 new academic programs offered away from the principle campus of Western Michigan University in Kalamazoo for the first time.
- Developed Western Michigan University's first 100 Internet-based courses (including the first degree program to be offered completely online).

Louisiana State University

1995-2000

Director of Program Development (1999-2000)

Primary duties included: working with the Executive Director of the Federal Affairs Division of the LSU System, the Vice Chancellor for Research and Graduate Studies at LSU, the Federal Emergency Management Agency, the Department of Defense, and members of the Louisiana congressional delegation, in an interdisciplinary effort to establish an international center for emergency management training and education at LSU; represented the Division of Continuing Education on the LSU Committee of Administrators of Sponsored Programs; served on an LSU System task force to develop a certification program for faculty engaged in the delivery of distance education; participated in the development of a prototype interdisciplinary graduate level program in emergency management; and participated on a management team representing LSU in a national consortium of universities and federal agencies, to develop and deliver national anti-terrorism related training activities and research.

- Developed two interdisciplinary graduate level prototype curricula.
- Participated on a management team at the Louisiana State University system level in conjunction with LSU's Division for Instructional Support and Development, as well as six other institutions of higher education in Louisiana, to establish a statewide distance education certification program and to provide development training to faculty engaged in the delivery of distance education.

Director of the Fire and Emergency Training Institute (1995-1999)

Responsible for the delivery of fire and emergency service training and education on a statewide basis and the daily operations of the institute, including: municipal, certification, and accredited programs, hazardous materials and industrial programs and the management of a fifty-acre facility with offices, classrooms, and a live-fire training field with specialized props. Specific responsibilities included the hiring, training and supervision of 45 full-time staff and 80 adjunct faculty, development of policies and procedures for the effective delivery and administration of the instructional and service programs of the unit centrally, and on an extension basis; preparation of budgets exceeding \$3 million annually, and related reports; review and development of competency-based curriculum of the highest quality to meet the long-term needs of fire fighters and emergency response personnel; and working cooperatively with fire service organizations, allied professionals and a variety of agencies at the state, national and international level.

- Increased grant revenue to the Fire and Emergency Training Institute by over 100% while also increasing additional external funding by 55%.
- Grew the annual operating budget for the Fire and emergency Training Institute by an average of 12.5% annually (while state funding remained level).
- Increased the number of course deliveries, enrollments, and student FTEs by 23%, 24%, and 40%, respectively.
- Secured over \$1 million in equipment and services donated to the Fire and Emergency Training Institute in support of new and expanding programs.

University of Kansas

1988-1995

Director, Fire Service Training, Division of Continuing Education.

Responsible for the delivery of fire and emergency service training and education on a statewide basis and the daily operations of the unit including municipal, industrial, certification and accredited programs. Among the duties of this position was the hiring, training and supervision of five full-time and 20 part-time staff; development of policies and programs of the unit; long and short-range strategic planning; development and implementation of marketing strategies; the effective administration of the instructional and service programs of the unit centrally, and on an extension basis; preparation of budgets exceeding \$400,000 annually; review and development of competency-based curriculum of the highest quality meeting the long-term needs of firefighters in Kansas; faculty development; and working cooperatively with fire service organizations, allied professionals and a variety of agencies at the state and national level.

- Increased enrollment, number of course deliveries, total student clock hours of training delivered and FTEs by 300%, 335%, 209%, and 210%, respectively.
- Reduced the costs to produce each enrollment, course delivery, student contact hour of training and FTE by 53%, 58%, 39%, and 40%, respectively.
- Increased the ratio of full-time staff to total student clock hour of training delivered by 413%.

- Doubled the number of accredited certification programs available to the fire service.

Idaho State Division for Vocational Education

1982-1988

Director, Fire Service Training (1985-1988)

Responsible for all aspects of the development and administration of a uniform statewide fire training and education system that included fire science degrees and a wide variety of competency-based certificate programs utilizing a blended delivery format (face-to-face, self-instruction). Responsible for coordination of these programs on an extension basis exclusively through vocational technical schools located at colleges and universities statewide. Responsible for program development, grant development and administration, strategic planning, budgeting, and faculty development.

- Developed and implemented competency-based, standardized fire science instructor criteria and development curriculum meeting national standards and utilizing University of Idaho teacher education courses in part.
- PI for several major federal grants (i.e., Carl Perkins, US Fire Administration).
- Co-developer of a statewide fire/arson investigator certification program.
- Developed a state-wide five-year master plan for the training of fire service personnel.
- Increased enrollments in fire fighter training programs by 160%.

Fire Service Program/Curriculum Developer (1983-1985)

Responsible for the research, development, implementation, evaluation and management of a statewide fire science degree and certificate programs utilizing competency-based curriculum. Responsible for coordination of such programs with adult education divisions through area vocational technical schools in Idaho.

Fire Service Instructor (1982-1985)

Instruction in wide range of basic firefighting skills to fire personnel statewide. Responsible for supervision, administration and evaluation of the state firefighter certification program.

Moscow, Idaho Fire Department

1979-1983

Student Fire Fighter/EMT

Participated in the student fire fighter program as a resident of the fire department living in the downtown station. Responded to all fires and emergency medical calls (including transport) in the city (pop. 20,000) and rural fire protection district.

Education

Ph.D. Higher Education Policy and Administration, minor in Business Administration
University of Kansas, 1999

M.Ed. Vocational/Adult Education, University of Idaho, 1988

B.S. Trade & Industrial Technical Education, University of Idaho, 1984

A.S. Fire Science, College of Southern Idaho, 1982

Leadership and Professional Activities

International

- Member, Federal Emergency Management Agency delegation to Istanbul Technical University, Turkey, to train faculty in principles of emergency management (2000).

- Member, Federal Emergency Management Agency delegation to Russia to promote international cooperation in emergency preparedness and disaster management (1996).
- Member, International Fire Service Accreditation delegation to Russia to Develop accreditation partnership with Moscow State University of Civil Engineering (1994).

Board Memberships

- Member, Blue Sky Foundation Board of Directors (2005-2008)
- Member, Northern Sun Intercollegiate Conference Board of Directors (2005-2012, Chair, 2011-2012)
- Member, Board of Directors, Fayette County, IA, Economic Development Corporation (2004-2012)
- Member, Board of Directors, Iowa College Foundation (2004-2012)
- Member, Board of Directors, Iowa Association of Independent Colleges and Universities (2004-2006)
- Member, Advisory Board, School of Public Health, Emergency Management Program, University of North Carolina, Chapel Hill (2004-2006).
- Member, Board of Visitors, Emergency Management Institute, Federal Emergency Management Agency (1999-2002)
- Charter member, Council of Governors, International Fire Service Accreditation Congress (1994-1997).
- Chair, Board of Governors, International Fire Service Accreditation Congress Certificate Assembly (1992-1995).
- Charter Member of the Certificate Assembly Board of Governors for the International Fire Service Accreditation Congress (1991-1997).
- Member, Board of Directors, Idaho State Fire School (1985-1988).
- Member, Board of Directors, Idaho Fire/Arson Investigator's Association (1985-1988).
- Member, Board of Directors, Idaho State Fire Chief's Association (1985-1988).
- Advisory Board Member, Idaho State Fire Marshal (1985-1988).
- Advisory Board Member, Idaho State Fire Service Training (1982-1988).

Professional Association Memberships

- Member, Iowa Association of College Presidents (2004-2006)
- Member, Michigan Association for Adult and Continuing Education (2000-2004)
- Member, National Association of State Directors of Fire Training & Education (1985-1998)
- Member, Regional National Fire Training Resource & Data Exchange (1984-1998)

Elected/Appointed Officer Positions: Professional Associations, Committees and Task Forces

- President, Council on Continuing Higher Education (Michigan) 2002-2003
- Program Chair, Louisiana State Firemen's Association (1997-1998).
- Chair, Screening Committee for Assistant Director of Fire Service Training, Oklahoma State University (1997).
- Chair, Technical Committee on Fire Officer Professional Qualifications, National Fire Protection Association (1996-1998).
- Program Chair, Louisiana Fire Chiefs Association (1996-1997).
- Chair, Assoc. of State, Provincial and Territorial Directors of Fire Training (1995-1997).
- Accreditation Site Visit Team Leader, International Fire Service Accreditation Congress site visit for Washington State Department of Community, Trade and Economic Development (1994).
- Chair, Fire Code Board, City of Lawrence, Kansas (1992-1995).
- Vice-Chair, National Association of State Directors of Fire Training & Education (1991-1995).
- Secretary, National Association of State Directors of Fire Training & Education (1990-1991).

Teaching and Professional Conference Presentations

- Featured Presenter, Stamats webinar (2014)
- Speaker, Stamats Adult Student Integrated Marketing Conference (2014).
- Featured Speaker, University Business Technology Conference (2013).

- Speaker, Association of Governing Boards (AGB) annual meeting (2012).
- Speaker, Federal Laboratory Consortium's Mid-Continent and Far West Region Annual Conference, Colorado Springs (2006).
- Adjunct faculty, Department of Communications, College of Arts and Sciences, Western Michigan University (2003-2004).
- Associate Graduate Faculty, Western Michigan University (2001-2004).
- Adjunct Faculty, Arkansas Tech University (web-based course) (1999-2000).
- Instructor, Fire Service Development Conference, Fire Instructor's Assoc of North Texas (1998).
- Adjunct Faculty, Fire Science Degree Program, Louisiana State University-Eunice (1997-2000).
- Adjunct Faculty, Office of Government Programs. Louisiana State University, Division of Continuing Education (1996-2000).
- Guest Instructor, St. Louis County Fire Academy (1996, 1997).
- Keynote Speaker, Annual Fire Conference, Mississippi (1995).
- Speaker, 1994 EMS Leadership Conference, Kansas City Missouri (1994).
- Speaker, Dallas-Fort Worth Federal Women's Program Council (1994).
- Guest Lecturer, Moscow State University of Civil Engineering, Russia (1994).
- Speaker, Washington State Conference on Fire Service Certification and Accreditation (1993, 1995).
- Keynote Speaker, ISFSI Fire Department Safety Officers Conference (1993).
- Speaker, Oklahoma Public Fire Educator's Conference (1993-94, 2000).
- Lead Instructor, National Fire Academy TRADE Region VI and IIX Fall Conference (1992)
- Speaker, Indiana Fire Conference (1992, 1994).
- Lead Instructor, Iowa Fire Service Instructor's Conference (1992).
- Guest instructor, Department of Architectural Engineering, School of Engineering, University of Kansas (1992-1995).
- Instructor, ICMA Supervisory Practices Course for the City of Olathe, KS (1991-1994).
- Lead Instructor, South Carolina Fire Service Instructor's Conference (1991).
- Instructor, Oklahoma Fire Service Instructor's Conference (1991).
- Lead Instructor, South Dakota Winter Fire School (1991).
- Instructor, Fire Department Instructors' Conference, Cincinnati, Ohio (1990-1992).
- Associate Faculty, University of Missouri Fire and Rescue Training Institute (1989-1997).
- Speaker, Idaho Loss Prevention Conference (1986-1987).

Publications and Papers

Using Multiple Delivery Methods to Reduce the Cost of Higher Education: A Conversation with Alan Walker, University Business Magazine (website publication), April 17, 2013

Keeping Tuition Within Reach. University Business Magazine (website publication), June 13, 2012. Co-author: Dr. Melik Peter Khoury.

An Analysis of Current Issues and Trends in Higher Education Accreditation: A Report on the March 1999 Meeting of the Association of Specialized and Professional Accreditors (ASPA). A paper presented at the annual meeting of the International Fire Service Accreditation Congress, Minneapolis/St. Paul, MN, April 16-17, 1999.

Development of Specialized Accreditation for Emergency Management Degree Programs. A paper presented at the Higher Education Project Conference, Federal Emergency Management Agency, Emmitsburg, Maryland, July 22-2, 1998.

The Status of Accreditation and Recognition in Higher Education. A paper presented at the annual meeting of the International Fire Service Accreditation Congress, Salt Lake City, Utah, April 17-18, 1998.

Fire Department Company Officer, member of editorial review committee, Fire Protection Publications, Oklahoma State University, Third Edition, 1998.

A Process for Developing Accreditation Criteria for Fire Degree Programs: A Proposal. A paper presented at the annual meeting of the International Fire Service Accreditation Congress, St. Louis, Missouri, April 19-20, 1996.

- Essentials of Fire Fighting*, member of editorial review committee, Fire Protection Publications, Oklahoma State University, Fourth Edition.
- The International Fire Service Accreditation Congress: Driving the Evolution of the Fire Service*, Speaking of Fire, Volume One, Number One, Spring, 1994.
- Benchmarking: A Survey for the Fire Service*, The Voice, Volume 23, Issue 3, International Society of Fire Service Instructors, March, 1994.
- Do You Have An Award-Winning Training Division?*, Fire Chief Magazine, March 1994, Volume 38, Number 3, 1994.
- Membership of the International Fire Service Accreditation Congress in the Council on Postsecondary Accreditation (COPA): A Feasibility Study*. A paper presented at the annual meeting of the International Fire Service Accreditation Congress, Hilton Head, South Carolina, March 5-6, 1993.
- Implementation Plan for the Formation of the IFSAC Assembly of Accredited Fire Science Degree Programs: A Proposal*. A paper presented at the annual meeting of the International Fire Service Accreditation Congress, Hilton Head, South Carolina, March 5-6, 1993.
- An Analysis of COPA Recognition Hearings*. A paper presented at the annual meeting of the International Fire Service Accreditation Congress, Hilton Head, South Carolina, March 5-6, 1993.
- Measuring Your Training Division's Performance*, Fire Chief Magazine, July, Volume 36, Number 7, 1992.
- Training Academy: University of Kansas Fire Service Training-Profile of a Program on the Move*, Firehouse Magazine, October, Volume 17, Number 10, 1992.
- Suggested Guidelines for Visits to Organizations Seeking Accreditation by the International Fire Service Accreditation Congress: A Discussion Paper*. A paper presented at the annual meeting of the International Fire Service Accreditation Congress, St. Louis, Missouri, April 24-25, 1992.
- Legal Aspects of Accreditation*. A paper presented at the annual meeting of the International Fire Service Accreditation Congress, St. Louis, Missouri, April 24-25, 1992.
- Communications and Human Relations: The Frontier for Fire Training in the Future*, The Voice, Volume 20, Issue 3, International Society of Fire Service Instructors, March, 1991.

Research and Consulting

- Consultant to College of St. Scholastica (MN) (2014)
- Consultant to Averett University (2014).
- Consulting Associate, University Professional and Continuing Education Association (2013-present).
- Consulting Associate, Stamats, Inc. (2013-present).
- Consultant, U.S. Department of State and New Mexico Tech for management study (2002).
- Member, Advisory Committee, Computer-Simulated Fire Training Project, Cater Research Associates (1994-1996).
- Consultant to R.O.M., Inc. (1994-1995).
- Consultant to BRK/First Alert Inc. and Operation Life Safety, International Association of Fire Chiefs (1994-1995).
- Advisor, State of Arkansas Office of the Governor/University of Arkansas, Fire Science Degree Program Development Project (1994).
- Consultant to the Johnson County, Kansas, Board of Commissioners: Fire Protection Study (1992).
- Consultant to the City of Ft. Scott, Kansas: Personnel Management and Fire Department Operations Study (1991).
- Principle Investigator, Carl Perkins vocational education training grant (1989-1992).
- Advisor to the Idaho Governor's Emergency Response Commission on Hazardous Materials (1987-1988).
- Principal Investigator, FEMA/USFA Residential Sprinkler Trailer Project-Idaho (1986-1988).
- Principle Investigator, Carl Perkins vocational education training grant (1985-1988).

Committee/Task Force Memberships

- Iowa Dept. of Economic Development Education Workforce Development Committee (2008-2010)
- Education Advisory Committee for Congressman James Nussle, First District, Iowa (2004-2006)

- College of Engineering Dean Search Committee, Western Michigan University (2004)
- Western Michigan University Academic Affairs Budget Model Committee (2003-2004)
- Evaluator, Medallion Scholarship Program, Western Michigan University (2003-2004)
- College of Education Dean Search Committee, Western Michigan University (2003)
- Western Michigan University Centennial Committee (2002-2003)
- Technology, Innovation, Education and Research Corridor Development Steering Committee, Western Michigan University (2002-2004)
- Doctoral dissertation committee, College of Education, Michigan State University (2002-2009)
- Doctoral dissertation committee, College of Arts and Sciences, School of Public Administration, Western Michigan University (2001-2003)
- Western Michigan University Student Information Systems Steering Committee (2001-2002)
- Western Michigan University Mission Statement Revision Committee (2001-2002)
- Western Michigan University Emergency Response Planning Committee (2000-2004)
- Emergency Management Technology Steering Group, Federal Emergency Management Agency (1998-2002)
- Program Evaluator, American Council on Education (1997-2004).
- Representative for the International Fire Service Accreditation Congress to the Association of Specialized and Professional Accreditors (1994-1998).
- Fire Science Degree Program Advisory Committee, Washburn University, Topeka, Kansas (1993-1995).
- Administrative Committee, International Fire Service Training Association (1993-1995).
- Accreditation Site Visit Team, International Fire Service Accreditation Congress (1991-1999).
- National Fire Protection Association's Volunteer Fire Service Advisory Task Force (1991-1998).
- Fire Code Board, City of Lawrence, Kansas (1991-1995).
- Kansas University Relations annual state fair committee (1991-1992).
- Principal Member of the National Fire Protection Association's Technical Committee on Fire Service Instructor Professional Qualifications (1990-1995).
- Kansas State Emergency Response Commission's Subcommittee on Training (1990-1992).
- Evaluator for Assessment Lab, Olathe, Kansas Fire Department (1990).
- Charter member of Kansas Fire Science Education Council (1989-1995).
- Evaluator for Assessment Lab, Lawrence, Kansas Fire Department (1989).
- Kansas State Department of Education's Technical Committee for Competency Based Firefighter-Fire Officer Training (1989).
- Special Advisory Committee to the International Society of Fire Service Instructors (1989).
- Evaluator for Assessment Lab, Wichita, Kansas Fire Department (1988-1989).
- Advisory Committee Member, LaBette Community College Fire Science Program, Parsons, Kansas (1988-1995).
- Kansas State PRIDE Program Community Evaluation Committee (1988-1995).
- Advisory Committee Member, Johnson County Community College Fire Science Program, Overland Park, Kansas (1988-1995).
- Evaluator for Assessment Lab, Boise, Idaho City Fire Department (1988).

Honors and Awards

Honorary member of the Upper Iowa University Alumni Association (2007).
Mayor's Award for Outstanding Community Volunteerism, City of Fayette Iowa (2006).
Outstanding Leadership Award, Extended University Programs, Western Michigan University (2004).
Outstanding Leadership Award, Council for Continuing Higher Education, Michigan (2003).
Member, Phi Kappa Phi, Western Michigan University Chapter (2001).
Certificate of Appreciation, Istanbul Technical University (2000).

Certificate of Appreciation for Outstanding Customer Service, Louisiana Army National Guard (1997).
International Inaugural Visiting Fellow, Fire Service College, England (1995).
Certificate of Appreciation for Outstanding Service, Louisiana Arson and Fire Prevention Assoc (1995).
Meritorious Service Award, Kansas State Association of Fire Chiefs (1995).
The Honorable Order of Kentucky Colonels (1994).
Honorary Member, South Carolina Society of Fire Service Instructors (1992).
Meritorious Service Award, Idaho State Fire Fighters/Fire School (1988).
Outstanding Achievement Award, Idaho State Fire Chief's Association (1988).
Meritorious Service Award, Moscow, Idaho Fire Department (1988).
Meritorious Service Award, 124th CES Fire Department, Idaho (1988).
Meritorious Service Award, North Idaho Fire Chief's Association (1988).
Outstanding Achievement Award, American Diabetes Association (1978-1979).
Eagle Scout, Assistant Scoutmaster, Woodbadge, Order of the Arrow (1971-1976).

COMMUNITY SERVICE

Member, Fayette Volunteer Fire Department (2004-2012).
Member, Bugles Across America (2002-present).
Member, Chamber of Commerce, Lawrence, Kansas (1990-1991).
Member, Douglas County Association for Retarded Citizens (1989-1995).
Member, The Sounding Board, Boise, Idaho. Conflict mediator (1987-1988).
Member, Capital Mall Chapter of Toastmasters International, Boise, Idaho (1987-1988).
Idaho State Fire School Bugler (1981-1988).
Vice President, Moscow Idaho Chapter of the Jaycees (1979-1980).
Member, Moscow, Idaho Volunteer Fire Department (1979-1985).
Benefit Marathon Run for Diabetes: Conceived, organized and personally carried out benefit marathon runs from Moscow to Boise, Idaho (300 miles) on behalf of the Idaho Chapter of the American Diabetes Association (1978, 1979).
Latah County Search & Rescue Team Leader, Moscow, Idaho (1976-1983).