Call to Order/Roll Call........................................................................................................................................Mr. Robert Jones
Committee Chair

Chair’s Greetings.............................................................................................................................................Mr. Robert Jones

Action Item(s):
1. UWF REG-3.042 Admission of International Students
2. Tenure as a Condition of Employment
3. Request to Waive Request to Explore and Plan a New Degree Program - BSBA in Supply Chain Logistics Management

Information Item(s):

Other Committee Business:

Adjournment
UWF Board of Trustees Meeting
Academic Affairs Committee
November 18, 2014

Issue: UWF/REG-3.042 Admission of International Students

Proposed action: Approve amendment to UWF/REG-3.042 Admission of International Students

Background information:
Board of Governors Regulation 6.009 requires each university in the state university system to adopt a regulation governing the admission of international students. This proposed regulation defines which students are considered International Students, and sets forth requirements for English proficiency, transcript translation, academic achievement, medical insurance, and financial information for such students at the University of West Florida.

Regulation Adoption Procedural History: The notice for an amendment to UWF/REG 3.042 was distributed to the campus on October 23, 2014. The comment period extends until November 7, 2014.

Recommendation: The proposed amendment to the Admission of International Students regulation is necessary in order to update the English proficiency score requirement to the appropriate equivalencies between the TOEFL and IELTS tests. Medical and financial requirements for international students were also updated in order to comply with University Policy AC-28.02-07/14 Health Requirements for International Applicants. The deadline for receipt of the financial forms has also been clarified.

Implementation Plan: This regulation is a select regulation because it concerns admissions. Select regulations must be approved by the Florida Board of Governors before they are effective. This regulation will be forwarded to the BOG for approval upon BOT action.

Fiscal Implications: None.

Supporting documents:
- BOG REG 6.009 Admission of International Students to SUS Institutions.
- UWF/REG 3.042 Admission of International Students with proposed amendments
- English Score Equivalencies with SUS English Score Equivalencies

Prepared by: Rachel Errington, Director, International Student Office 850-474-2368

Facilitator/Presenter: Rachel Errington, Director, International Student Office
Issue: Tenure as a Condition of Employment

Proposed Action: Approval

Background Information: The University of West Florida Board of Trustees considers all nominations for tenure at its June meeting. Tenure nominations as a condition of employment will be considered as needed.

The following faculty are to be considered for tenure:

- **Dr. William Crawley**, Dean, College of Education and Professional Studies
- **Dr. Jerry Johnson**, Chair, Teacher Education and Educational Leadership
- **Dr. Lisa Assante**, Chair, Hospitality, Recreation and Resort Management

Recommendation: Approve tenure as a condition of employment.

Implementation Plan: Dr. Crawley began his appointment on September 15, 2014. Dr. Johnson began his appointment on August 8, 2014. Dr. Assante began her appointment on July 1, 2014.

Fiscal Implications: None

Curriculum Vitae and Departmental Support
- **Dr. William Crawley**
- **Dr. Jerry Johnson**
- **Dr. Lisa Assante**

Prepared by: George Ellenberg, Vice Provost, 474-2077, gellenberg@uwf.edu

Presented by: Martha Saunders, Provost and Executive Vice President
UWF Board of Trustees Meeting
Academic Affairs Committee
November 18, 2014

Issue/Agenda Item: Request to Waive Request to Explore and Plan a New Degree Program—BSBA in Supply Chain Logistics Management

Proposed Action: Approve

Background Information:

The College of Business wishes to convert the current Supply Chain Logistics specialization in its BSBA in Marketing to a stand-alone BSBA in Supply Chain Logistics Management. The College respectfully requests waiver of the requirement to submit a Request to Explore and Plan a New Degree Program and, thus, permission to proceed directly to preparing and submitting a Request to Implement a New Degree Program.

Ordinarily, the establishment of a new degree program includes, among others, the following steps which take two academic years to complete:

1. Identification of the proposed program on the UWF Work Plan.
2. Submission of a formal Request to Explore and Plan a New Degree Plan.
3. Submission of a formal Request to Implement a New Degree Plan.

Because the curriculum for the Supply Chain Logistics Management degree would be built around courses that are already in existence for the specialization, and because the faculty, library, technology, space and other resources needed to mount the program are already in place for the initial years of the program, the College respectively requests waiver of the requirement to submit a Request to Explore and Plan a New Degree Program.

The proposed degree would be included in the STEM category of the Board of Governors designated Programs of Strategic Emphasis.

Based on enrollment trends in the current specialization and the associated Supply Chain Logistics specialization in Marketing, it is expected that offering the degree will yield a net increase in undergraduate enrollment. Demand for graduates from bachelor’s degree programs in Supply Chain and Logistics programs is high, and existing programs are not able to satisfy this demand as attested to in letters of support from sister institutions in Florida and Alabama and from local industry.
Recommendation:

- Waiving the requirement to submit the Request to Explore and Plan a New Degree Program will cut in half the time required to secure approval of the proposed degree program.
- The Faculty Senate has approved the waiver request.

It is recommended that the Academic Affairs Committee approve the waiver request.

Implementation Plan:

- Fall 2014: Preparation and submission of the Curriculum Change Request (CCR) and Request to Implement a New Degree Program for consideration by the Faculty Senate.
- Spring 2015: Review of the CCR and the Request to Implement by the Faculty Senate
- Spring 2015: Review of the Request to Implement by the Academic Affairs Committee of the UWF Board of Trustees
- Spring 2015: Review of the Request to Implement by the UWF Board of Trustees
- Fall 2015: Implementation of the BSBA in Supply Chain Logistics Management

Fiscal Implications:

With respect to the waiver request, there are no fiscal implications.

With respect to the Request to Implement, because this is a conversion of an existing degree specialization to a stand-alone degree, resources are already in place to mount the program in the initial years. As enrollment grows, it is anticipated that additional faculty and staff will be required.

Supported documents:

Memorandum to Faculty Senate re Waiver of Request to Explore and Plan a New Degree Program: BSBA in Supply Chain Logistics Management

Prepared by:

Carl Backman, Interim Associate Dean, College of Business, 850-474-2502, cbackman@uwf.edu

Facilitator/Presenter:

W. Timothy O’Keefe, Dean, College of Business
Admission of International Students to State University System (SUS) Institutions.

(1) Within enrollment, space, and fiscal limitations, eligible international students may be accepted for admission at the appropriate level to an institution in the State University System (SUS). Each university board of trustees shall develop regulations for admission of international students that are consistent with Board of Governors regulations. At a minimum, such regulations shall require that:

(a) International students are obligated to follow the laws and regulations set by the United States Citizenship and Immigration Services and the United States Department of State.

(b) An international applicant must be academically eligible for admission to the program at the level of entrance requested by the applicant. An international student must demonstrate the required level of academic preparation as evidenced by official copies of any academic records needed to ascertain the comparability of the level and quality of the student’s previous education and achievement to that required for other students. Universities may choose to use departmental examinations to validate students’ claims when official documents are unavailable or insufficient. Academic documents must be translated into English and evaluated by a reputable credential evaluator.

(c) An international applicant’s proficiency in English must be adequate. International students whose first language is not English must demonstrate English language proficiency, as determined by the university. Universities may utilize various methods to determine English language proficiency, such that the method utilized to evaluate an individual student is sufficient to ensure a reasonable chance of academic success. All methods for determining English language proficiency shall be clearly outlined and included in university regulation. For those students demonstrating English language proficiency as measured by the Test of English as a Foreign Language (TOEFL), minimum scores acceptable for admission to an SUS university are 500 on the paper-based test, 173 on the computer-based test, or 61 on the iBT Internet-based test. Universities may set higher minimum TOEFL scores for admission.

(d) In order for an appropriate official at the university to issue a Certificate of Eligibility (Form I-20 or a DS 2019) to an international applicant, the student must provide documentation showing sufficient resources to cover tuition, fees, books, room and board, health insurance, and other living expenses while enrolled at the university.

(e) Each international applicant determined to be academically and financially eligible for admission must submit a health history form including proof of immunizations as required by the university prior to enrollment at the university.
(2) No international student in F or J non-immigrant status shall be permitted to register, or to continue enrollment, at a university without demonstrating that the student has adequate medical insurance coverage for illness or accidental injury and which includes the following minimum requirements:

(a) Coverage Period: Policies must provide, at a minimum, continuous coverage for the entire period the insured is enrolled as an eligible student, including annual breaks during that period. Payment of benefits must be renewable.

(b) Basic Benefits: Room, board, hospital services, physician fees, surgeon fees, ambulance, outpatient services, and outpatient customary fees must be paid at 80% or more of usual, customary, reasonable charge per accident or illness, after deductible is met, for in-network, and 70% or more of usual, customary, and reasonable charge for out-of-network providers per accident or illness.

(c) Inpatient Mental Health Care: Must be paid at 80% in-network or 60% out-of-network of the usual and customary fees with a minimum 30-day cap per benefit period.

(d) Outpatient Mental Health Care: Must be paid at 80% in-network or 60% out-of-network of the usual and customary fees for a minimum of 30 (preferably 40) sessions per year.

(e) Maternity Benefits: Must be treated as any other temporary medical condition and paid at no less than 80% of usual and customary fees in-network or 60% out-of-network.

(f) Inpatient/Outpatient Prescription Medication: Must include coverage of $1,000 or more per policy year.

(g) Repatriation: $10,000 (coverage to return the student’s remains to his/her native country).

(h) Medical Evacuation: $25,000 (to permit the patient to be transported to his/her home country and to be accompanied by a provider or escort, if directed by the physician in charge).

(i) Exclusion for Pre-Existing Conditions: First six months of policy period, at most.

(j) Deductible: Maximum of $50 per occurrence if treatment or services are rendered at the Student Health Center; maximum of $100 per occurrence if treatment or services are rendered at an off-campus ambulatory care or hospital emergency department facility.

(k) Minimum coverage: $200,000 for covered injuries/illnesses per policy year.

(l) Insurance Carrier must, at a minimum, meet the rating requirements specified in Part 62.14(c)(1) of Title 22 of the Code of Federal Regulations.

(m) Policy must not unreasonably exclude coverage for perils inherent to the student’s program of study.

(n) Claims must be paid in U.S. dollars payable on a U.S. financial institution.

(o) Policy provisions must be available from the insurer in English.

Authority: Section 7(d), Art. IX, Fla. Const., History–Adopted 7-6-72, 12-17-74, Amended 6-21-83, 8-11-85, Formerly 6C-6.09, Amended 12-9-91, 9-27-07, Amended and Renumbered 1-29-09.
REGULATION TITLE: UWF/REG-3.042 Admission of International Students

SUMMARY: The proposed amendment to the Admission of International Students regulation is necessary in order to update the English proficiency score requirement to the appropriate equivalencies between the TOEFL and IELTS tests. Medical and financial requirements for international students were also updated in order to comply with University Policy AC-28.02-07/14 Health Requirements for International Applicants. The deadline for receipt of the financial forms has also been clarified.

AUTHORITY: BOG Regulation 6.009

NAME OF UNIVERSITY OFFICIAL INITIATING PROPOSED REGULATION IS: Ms. Rachel Errington, Director of International Student Office

THE PERSON TO BE CONTACTED REGARDING THE PROPOSED REGULATION IS: Anita Schonberger, Deputy General Counsel, aschonberger@uwf.edu, Phone (850) 474-3420; FAX (850) 474-2203; Bldg. 10/Rm. 104; 1100 University Parkway; Pensacola, FL 32514-5750. Any comments regarding the proposed regulation amendment must be sent in writing to the contact person on or before November 7, 2014 to receive full consideration.

THE DATE THIS NOTICE POSTED ON THE UWF BOARD OF TRUSTEES WEBSITE: October 23, 2014; DATE THIS NOTICE WAS PUBLISHED IN @UWF: October 23, 2014.

THE FULL TEXT OF THE PROPOSED AMENDMENT OF THIS REGULATION IS SET FORTH BELOW:
University of West Florida Regulation  
UWF/REG 3.042-Admission of International Students

(1) Admission of international students to the University of West Florida (“UWF” or “University”) is governed by University of West Florida admission regulations 3.001, 3.002, 3.004, and 3.032, Florida Board of Governors (BOG) Regulations 6.001, 6.002, 6.003, 6.004, and 6.009, and the requirements herein.

(2) For purposes of this regulation applicants to the University of West Florida will be considered “International” students if they are not U.S. citizens and if they require a visa to remain in the United States. Applicants who are permanent residents of the United States are not considered international students.

(3) The admission requirements stated in the Board of Governors and UWF regulations are minimum requirements. Satisfaction of minimum requirements does not guarantee admission into the University. Preference for admission in any term will be given to those applicants whose credentials indicate the greatest promise of academic success.

(4) Applicants must meet the following criteria and submit the required documentation to receive consideration for admission to the University:

a. A degree seeking applicant (undergraduate and graduate) whose native language is not English must provide evidence of English language proficiency. Non-degree undergraduate students are not required to provide documentation of English proficiency unless they are attending UWF under an international exchange agreement which requires the student to document English proficiency. The English requirement (proficiency in written and spoken English) may be fulfilled by establishing one of the following:

   i. That he or she is from a country where English is the official language; or
   ii. That his or her prior associate’s, bachelor’s, master’s, or doctoral degree was earned from a regionally accredited college or university in the United States; or
   iii. That his or her prior bachelor’s, master’s, or doctoral degree was earned from a country where English is the official language, or from a university at which English is the official language of instruction; or
   iv. That he or she completed his or her junior and senior year in a U.S. high school with a SAT Verbal score of 550 or an ACT English score of 23; or
   v. That he or she achieved a qualifying score on the Test of English as a Foreign Language (TOEFL), International English Language Testing System (IELTS) or Michigan English Language Assessment Battery (MELAB)/ Michigan English Language Institute College English Test (MELICET).

   1. Qualifying scores for graduate applicants are either a TOEFL computer-based score of 213, a TOEFL internet-based score of

   2
79/80, a score of 550 on the paper-based TOEFL, an IELTS score of 6.5, or a MELAB/MELICET score of 78. (Consult the Graduate Catalog for sub-score requirements and for specific program requirements, which may be higher.)

2. Qualifying scores for undergraduate applicants are either a TOEFL computer-based score of 213, a TOEFL internet-based score of 78/80, a TOEFL paper-based score of 550, an IELTS score of 6.5.5/6, or a MELAB/MELICET score of 76/77. (Consult the Undergraduate Catalog for sub-score requirements and for specific program requirements, which may be higher.)

b. Graduate applicants must have a GPA of at least 3.0 on a 4 point scale or equivalent as calculated by the UWF Graduate School.

c. Applicants must submit transcripts evidencing all prior academic course work including post-secondary education. The University requires an official copy of all academic credentials. Transcripts that are not in English must be accompanied by a certified English translation. Transcripts from educational institutions outside the United States must be evaluated by a credential evaluation service, as specified on the international application. (All academic credentials become property of the University. They will not be returned or forwarded to a third party. Credentials of applicants who do not enroll within one year will be destroyed).

d. Applicants must submit a non-refundable application fee payable in U.S. dollars.

e. Applicants must complete, sign, and submit the following medical information:
   i. a Physician’s Evaluation Form and a Medical History Form completed by a physician, indicating the applicant’s fitness, mentally and physically to pursue a college level study program.
   ii. Documentation of MMR (measles, mumps, and rubella) immunization, and
   iii. Proof of immunization for meningitis and hepatitis B, or a signed waiver indicating the applicant’s informed decision not to be vaccinated.

f. Applicants must provide proof of medical insurance that complies with the requirement of University policy, AC-6.00-08/08 “Medical Insurance Coverage for Enrolled International Students” for all applicants on F-1 or J-1 visas.

g. Applicants must provide a Confidential Financial Statement Form and certification of finances before the Certificate of Eligibility (Form I-20 or a DS-2019) will be issued by the University. Applicants will be required to show adequate funding resources to provide for their support while studying. Funding resources must be verified by the student’s or sponsor’s bank by submitting an original bank statement from the student’s or sponsor’s financial institution. The total funds available to the student for the first academic year must at least equal the total
estimate of institutional costs and living expenses. The completed Confidential Financial Statement Form with supporting documentation must be received by the University no later than the application deadline each semester. The Declaration and Certification of Finances must be received by the University no later than the application deadline each semester.

h. For transfer students: A completed transfer clearance form is required for F-1 applicants to verify their eligibility to transfer in F-1 status.

(5) Applicants will not be considered for admission until the University has received all required materials. International student applications, undergraduate and graduate, along with all other records required for admission must be received by the program deadline or university international application deadline, whichever is earlier, unless the deadline is waived by the University in writing.

a. Undergraduate applicants who have provided all required materials and who meet all admission requirements except the English proficiency requirement may be considered for Conditional Admission to the University. Undergraduate students who receive a Conditional Admission letter who desire to attend UWF must enroll in the Intensive English Program at UWF. If such students seek to enroll in a degree program, they must meet the requirements set forth in paragraph (4)a, above.

Authority: BOG Regulation 6.009. History- New 3/25/11, Amended__________.
English Score Equivalencies

<table>
<thead>
<tr>
<th>Stated Level</th>
<th>IELTS</th>
<th>CELA</th>
<th>TOEFL IBT</th>
<th>MELICET (GCVR Only)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Proficient</td>
<td>6.5</td>
<td>C1</td>
<td>79</td>
<td>78</td>
</tr>
<tr>
<td>Independent</td>
<td>6.0</td>
<td>B2</td>
<td>60-78</td>
<td>69-76</td>
</tr>
<tr>
<td>Basic</td>
<td>5.5</td>
<td>B2</td>
<td>46-60</td>
<td>60-69</td>
</tr>
</tbody>
</table>

SUS English Score Equivalencies

<table>
<thead>
<tr>
<th>Institution</th>
<th>IELTS</th>
<th>TOEFL IBT</th>
<th>SAT/ACT</th>
<th>MELAB</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduate</td>
<td>UF*</td>
<td>6.0</td>
<td>80</td>
<td>x</td>
</tr>
<tr>
<td>Undergraduate</td>
<td>UF</td>
<td>X</td>
<td>X</td>
<td>Required</td>
</tr>
<tr>
<td>Graduate</td>
<td>USF*</td>
<td>6.5</td>
<td>79</td>
<td>x</td>
</tr>
<tr>
<td>Undergraduate</td>
<td>USF</td>
<td>Equivalency</td>
<td>79</td>
<td>Required</td>
</tr>
<tr>
<td>Graduate</td>
<td>FSU</td>
<td>6.5</td>
<td>80</td>
<td>x</td>
</tr>
<tr>
<td>Undergraduate</td>
<td>FSU</td>
<td>6.5</td>
<td>80</td>
<td>Required</td>
</tr>
<tr>
<td>Graduate</td>
<td>UCF</td>
<td>6.5</td>
<td>80</td>
<td>Not Used</td>
</tr>
<tr>
<td>Undergraduate</td>
<td>UCF</td>
<td>6.5</td>
<td>80</td>
<td>Required</td>
</tr>
<tr>
<td>Graduate</td>
<td>UNF</td>
<td>6.5</td>
<td>550 PBT</td>
<td>x</td>
</tr>
<tr>
<td>Undergraduate</td>
<td>UNF**</td>
<td>6.5</td>
<td>500 PBT</td>
<td>Required</td>
</tr>
<tr>
<td>Graduate</td>
<td>FIU</td>
<td>6.5</td>
<td>80</td>
<td>x</td>
</tr>
<tr>
<td>Undergraduate</td>
<td>FIU</td>
<td>5.0</td>
<td>63</td>
<td>Required</td>
</tr>
<tr>
<td>Graduate</td>
<td>UM</td>
<td>6.5</td>
<td>80</td>
<td>x</td>
</tr>
<tr>
<td>Undergraduate</td>
<td>UM</td>
<td>6.5</td>
<td>80</td>
<td>Not Required if not a native English Speaker</td>
</tr>
</tbody>
</table>

* Waived with appropriate GRE Score ** Waived if graduated from U.S. High School with SAT/ACT
October 29, 2014

Memo

To: Dr. George Ellenberg

Vice Provost

From: Dr. Diane Scott

Associate Dean, CEPS

Re: Dr. William Crawley - Tenure Review

I facilitated the Department of Criminal Justice tenure review for the CEPS Dean, Dr. William Crawley. Two tenured faculty members in the department are eligible to vote on tenure. They each voted in person by secret ballot.

The vote is in support of tenure (Vote 2-0). The envelope containing the secret ballots is attached.

Please let me know if further information is needed.
WILLIAM R. CRAWLEY
ASSOCIATE DEAN, COLLEGE OF COMMUNITY AND PUBLIC SERVICE
PROFESSOR, SCHOOL OF CRIMINAL JUSTICE
GRAND VALLEY STATE UNIVERSITY

EDUCATION

UNIVERSITY OF NEBRASKA
Omaha, Nebraska
Doctorate of Philosophy: Criminal Justice
- Dissertation: Substance Abuse and Dependency Disorders in the Criminal Justice System: An Exploratory Examination of the Validity, Efficacy and Influences on Self-Report Methodologies Utilized Via Diagnostic Screening Instrumentation in Criminal Justice Institutionalized Populations
- Qualifying Exams: Criminological Theory & Comparative Criminology

UNIVERSITY OF SOUTH CAROLINA
Columbia, South Carolina
Masters of Criminal Justice, with Graduate Distinguished Honors
- Thesis: Criminal Psychological Profiling: Investigators’ Perceptions and Utilization of a Forensic Tool

UNIVERSITY OF SOUTH CAROLINA
Columbia, South Carolina
Graduate Certificate: Drug and Alcohol Studies
- Thesis: Controlled Substance Act - Major Drugs of Use in the US: Action and Reaction
- Emphasis: Neuro-Psycho-Pharmacology

UNIVERSITY OF IOWA
Iowa City, Iowa
Bachelor of Arts: Asian Studies, with Honors

IOWA STATE UNIVERSITY
Ames, Iowa
Bachelor of Science: Resource Management

AREAS OF SPECIALIZATION

- Comparative Criminology
- Criminological Theory
- Addiction Behaviors and Need for Treatment
- Translational Community Research
- Research Methods and Analysis
- Drug Market Dynamics and Intelligence
ACADEMIC EMPLOYMENT HISTORY

2009 - present  Grand Valley State University
Associate Dean of the College of Community and Public Service (CCPS)
Faculty Position – Professor of Criminal Justice

The CCPS is comprised of four (4) academic schools, an academic advising center, a professional center for philanthropy, and a university office for community engagement:

- School of Criminal Justice
- School of Public & Non Profit Health Administration
- School of Social Work
- Department of Hospitality and Tourism Management
- American Humanics
- Dorothy A. Johnson Center for Philanthropy
- University Office for Community Engagement

2013 - present  Grand Valley State University
Interim Executive Director of the Dorothy A. Johnson Center for Philanthropy (JCP)

The JCP is comprised of:

- Community Research Institute
- Non-Profit Services
- Archives and Special Collections
- The State of Generosity Initiative
- Frey Foundation Chair for Family Foundations and Philanthropy
- Kellogg Foundation Chair for Community Engagement

2010 - 2011  St. Vincent DePaul University
American Council on Education (ACE) Fellow

1) Mentored by President Dennis Holtschneider and senior staff in areas of:
   - Enrollment Management and Marketing
   - University Development
   - Strategic Planning and Assessment
   - International Program Development
2) Coordinated the development of DePaul’s tenth college (College of Science & Health) and directed the selection process for the founding Dean.
3) Served as a consultant to various institutions of higher education (e.g., Roosevelt University, Harper College).
4) Performed site visits to more than thirty (30) domestic and international institutions of higher education to review, compare and assess best practices in university administration.
5) Attended numerous conferences, trainings and workshops (e.g., ACE retreats, Society for College and University Planning, Budget and Financing, Cash Flow Forecasting).

2009  Japanese Center for Michigan Universities (JCMU)
Interim Resident Director

1) Coordinating academic programs - supervising international in-residence and regional commuter-based student populations.
2) Representing JCMU to local and prefectural government agencies, collaborating with institutions of higher education, and community organizations.
3) Overseeing budgeting, personnel, and development activities.

2009  Grand Valley State University
Interim Director of the School of Social Work (SSW)

1) Managing graduate and undergraduate student enrollments - coordinating the implementation of a new university and college based enrollment strategy.
2) Managing budgeting, scheduling, and contracting of personnel.
3) Overseeing distance learning sites - enhancing efficiencies via personnel and scheduling.
4) Supporting prep work for the school’s Council on Social Work Education re-accreditation.
2007 - 2009  **Grand Valley State University**  
Director of the School of Criminal Justice (SCJ) & Grants Administrator  
Faculty Position – Associate Professor of Criminal Justice

The SCJ is comprised of:  
1) Two (2) academic disciplines offering five (5) distinct degree programs (BS and BA in Criminal Justice, BS and BA in Legal Studies, and an MS in Criminal Justice).  
2) American Bar Association (ABA) certified Legal Studies program.  
3) Police Academy and Military Police Academy – both certified by the Michigan Commission on Law Enforcement Standards (MCOLES).  
4) Criminal Justice Training Center where various seminars and certification programs are offered to in-service law enforcement agencies (e.g., research updates on best practices, executive/mid-management leadership, precision driving, animal control).

2006  **Grand Valley State University**  
Assistant Director of the School of Criminal Justice (SCJ) & Grants Coordinator

2003 - 2009  **Grand Valley State University**  
Grants Coordinator for the School of Criminal Justice (SCJ)

2002  **Grand Valley State University**  
Faculty Position – Assistant Professor of Criminal Justice

1998 - 2002  **University of Nebraska at Omaha**  
Administrative Coordinator of Department of Justice, Arrestee Drug Abuse Monitoring (ADAM) Program Teaching/Instructor and Research Associate

1996 - 1998  **University of South Carolina College of Criminal Justice**  
Research Associate

**CERTIFICATIONS**

2013  Development for Deans and Academic Leaders, Council for Advancement and Support of Education (CASE)

2013  Johnson Center Nonprofit Board Certification, Grand Valley State University, Johnson Center for Philanthropy

2012  Administrative Coaching: Job Coach – Leadership Architect, Korn/Ferry International

2012  Voices 360 Manager and Executive Coaching, Lominger

2010  Integrated Planning Certification Levels I-III, Society for College & University Planning (SCUP)

2008  Management Development Program (MDP) Certification, Harvard School of Graduate Education, Institutes for Higher Education (Cambridge, MA)

**TEACHING EXPERIENCE**

2014  Japanese Center for Michigan Universities (JCMU) – Hikone, Japan  
• Comparative Systems of Justice: Japan and the United States

2012  Collaborated with colleagues to develop and deliver a team-teaching initiative. Delivered lectures on Constitutional Law to introductory criminal justice courses.

2009  Japanese Center for Michigan Universities (JCMU) – Hikone, Japan  
• Comparative Social Control: Japan and the United States
2002 - present  Grand Valley State University - courses taught in Grand Rapids, Allendale and Holland delivered traditionally and via interactive television.
   • Graduate Teaching Workshop
   • Qualitative Methodology
   • Social Science Methodology
   • Justice and Society
   • Graduate Qualitative Methods
   • Quantitative Methodology
   • Criminology
   • Constitutional Law

1998 - 2002  University of Nebraska at Omaha
   • Drugs, Crime and Criminal Justice
   • Criminology
   • Juvenile Delinquency and Justice

1996 - 1998  University of South Carolina - courses delivered traditionally and via interactive television
   • Alternatives to Incarceration
   • Prison Violence

1996 - 1998  University of South Carolina College of Criminal Justice - tutor/mentor for the university
   Athletic Department – tutoring disciplines:
   • Criminology
   • Scientific Research Methods
   • Sociology

1995 - 1996  University of Iowa - tutor/mentor for the university Athletic Department – tutoring disciplines:
   • Japanese Language
   • History
   • Religion
   • Philosophy

ADVISING – GRADUATE DISSERTATIONS, THESES AND PROJECTS

2002 - present  Advised as chairperson or reader:
   • “Neighbor Context and Offender Re-entry,” Western Michigan University (WMU)
   • “Human Lie Detector? Discriminating Truth from Lies,” GVSU
   • “Conflict Resolution as a Law Enforcement Technique in Resolving Disputes,” GVSU
   • “Examining the Effectiveness of Feedback and Its Influence on the Attitudes and Writing Proficiencies of Undergraduate University Students,” GVSU
   • “Intelligence Lead Policing,” GVSU
   • “Sayyid Qutb: An Historical and Contextual Analysis of Jihadist Theory,” GVSU
   • “Police Misconduct and Early Warning Systems: An Exploratory Examination of Influential Variables,” GVSU
   • “Law Enforcement Agencies Use of the Cognitive Interview Based on Types of Research,” GVSU
   • “Human Trafficking and Anomic Theory: A Theoretical Application of Anomie on the Tier Placement System Utilized by the U.S. Department of State’s ‘Trafficking in Persons’,” GVSU
   • “Citizen Police Academies,” GVSU
   • “DNA Evidence in Exoneration of Guilty Verdicts,” GVSU
   • “HIV and Correctional Populations: An Examination of Risk Behaviors and Policy Implementation,” GVSU

AWARDS AND RECOGNITIONS

2014  Japanese Center for Michigan Universities (JCMU), Visiting Scholar
2010  American Council on Education (ACE), Fellowship
2009  Japanese Center for Michigan Universities (JCMU), Research and Teaching Fellowship
2009  GVSU Student Life, Outstanding Faculty Mentor Award
2007  GVSU Graduate and Professional Student Association, Faculty Mentor Award
2007  GVSU Panhellenic Association, Excellence in Teaching Award
2006  GVSU Pew Campus, Outstanding Teaching Award
EXEMPLARS OF PROFESSIONAL ACCOMPLISHMENTS

For more than a decade, my work has involved creating support and development opportunities for faculty, staff, and administrative leaders. Recent accomplishments include a “New Faculty and Staff College Orientation” program and the successful launch of a university-wide year-long Leadership Development Program (LDP) in support of mid-level leaders – “core leadership.”

I have also worked with faculty from numerous disciplines, coordinating and supporting collaborative curriculum development processes, focusing on a range of issues from curriculum mapping to alternative course delivery strategies. Highlights of this work include collaborating with deans from other colleges to establish a multi-college curriculum mapping network, where it is possible to draw upon the unique contributions from different colleges to more efficiently service new and existing degree programs.

---

2012 - present  Sponsored a faculty task force charged with strategically implementing flipped-classroom opportunities for graduate program delivery.

2012 - present  Appointed by the Vice President for University Development to serve as the CCPS Associate for University Development. This was the university’s first position of its kind; responsible for supporting college-level advancement.

2010 - present  Developed curriculum for a GVSU “Leadership Development Program” (GV-LDP). With the support of the University President and Provost, this initiative was designed to inform mid-level university administrator audiences (e.g., department chairs, school directors, associate deans) across an academic year of guided activities.

Curriculum content included:

- Leadership Philosophies & Reflections
- Institutional Financial Management
- Campus Diversity and Equity
- Leading & Building Effective Management Teams
- University & Local-Regional Community Relations
- Institutional Advancement-Development & Philanthropy
- Institutional Planning & Assessment
- Working with Faculty Governance
- Human Resources & Legal Issues

2009 - present  Developed “New Faculty Orientation” to the College of Community and Public Service. Initiated programming to involve new faculty in transfer student advising.

2009  Worked with colleagues to develop a School of Criminal Justice (SCJ) Resource Center. This center supports faculty, working together with students, to progress a variety of skills (e.g., tutoring, presentation support) initiatives (e.g., journal articles, textbook chapters).

2008  Restructured the SCJ to increase efficiencies in faculty communications (e.g., creation of “Coordinator” positions reduced faculty meeting obligations and redundancy across committee work, while simultaneously facilitating significant faculty dialogues and ownership of programming decisions, curriculum, etc.).

2008  Supervised the organization, processing, and production of an application to the American Bar Association (ABA) for accreditation of the Grand Valley’s Legal Studies program.

2007  Guided faculty throughout a multi-year ‘curriculum mapping’ effort, resulting in integrated core courses and thematic criterion across three (3) academic programs (e.g., development of syllabi of record, curriculum ‘threads,’ and integration of Bloom’s Taxonomy).

2005  Guided the development of a SCJ “Faculty Workload Planning” process designed to provide faculty with an efficient and transparent method for sharing individual professional goals and obtaining collegial feedback.
# INTELLECTUAL CONTRIBUTIONS

## Journal Articles


**Crawley, W. (under review)**. Criminology and the Philosophies of Science. *Theoretical & Philosophical Criminology*.


## Books: Authored and/or Edited


## Book Chapters


**Crawley, W. & Steffel, J.** (2012). The U.S. Constitution and We the People. In ed. *Justice & Society: An Introduction (2nd ed.)*. Grand Valley State University, School of Criminal Justice.


Monographs

Crawley, W. (2003). It’s the Same Difference? A Comparative Examination of Criminal Population Drug Dynamics in Bordering Counties of Adjacent States, Research was supported by a grant from the U.S. Department of Justice, National Institute of Justice. Washington, D.C.

Crawley, W. & Wakefield, W. (2002). Fourth Judicial District Research Initiative Examining Drug Prevalence in the Recent Arrestee Population, Research was supported by a grant from the Pottawattamie County Attorney’s Office, Fourth Judicial District, Iowa.

Encyclopedia Entries


Technical Reports


Crawley, W. & Konecky, C. (2002). ADAM’s Place in the World of Research on Drugs and Crime. Created for dissemination to the Omaha ADAM LCC counsel, University of Nebraska. Omaha, NE.

Crawley, W. & Elquist, A. (2001). The ADAM Difference: Insight Into a Distinct Population. Created for dissemination to the Omaha ADAM LCC counsel, University of Nebraska. Omaha, NE.

**Editorials**


**Works in Progress**


Crawley, W., Grant, Jr., G. (*currently in development*). Resource Centered Management: Capacities Realized through Decentralized Resource Modeling in Higher Education.

Crawley, W. & Crawley, A. (*currently in development*) Are Police Academy Graduates Prepared for Physical Demands of the Job.

**EXEMPLARS OF PROFESSIONAL PRESENTATIONS AND CONFERENCE PAPERS**


EXEMPLARS OF COMMUNITY SERVICE & ENGAGEMENT

Throughout my academic career I have consistently pursued collaborations with a multitude of community organizations, actively building bridges between university and community partners. Such activities have included serving as a board member and fundraising chairperson for non-profit organizations, and conducting research in support of private foundations and government organizations at local, regional and federal levels.

<table>
<thead>
<tr>
<th>Year Range</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>2013 – present</td>
<td>Board member (Chair of Fundraising Committee), The Arc Kent County, a non-profit organization that advocates for the rights and full participation of children and adults with intellectual and developmental disabilities.</td>
</tr>
<tr>
<td>2011 - present</td>
<td>Executive Committee Member, Juvenile Justice Vision 2020. This is a statewide group of professionals engaged in developing a strategic vision and action plan for reinvigorating the state’s juvenile justice agenda.</td>
</tr>
<tr>
<td>2008 – 2010</td>
<td>Committee member, Kent County Community Re-Entry Coordinating Counsel. This organization is a subcommittee of the Kent County Office of Community Corrections, but also includes a representation from the City, County, State and members of the community. The purpose of the committee is to facilitate the reentry work completed by agencies within Kent County – to enhance best practices across government and non-profit organizations.</td>
</tr>
<tr>
<td>2008 - 2009</td>
<td>Member of the DeVos Family Foundation’s Youth Gang Violence Panel working with the United Way, the Grand Rapids Hispanic Center and other community-based groups to conduct research to inform funding and policy interventions regarding youth violence in Grand Rapids, MI.</td>
</tr>
<tr>
<td>2007</td>
<td>Worked with various community organizations, spearheaded by the Grand Rapids Office Of Children, Youth and Families, advising on a grant application to fund a “Master Planning Process for Youth.” This plan was successfully funded.</td>
</tr>
<tr>
<td>2006 - 2007</td>
<td>Just City Initiative, Grand Rapids Police Department and GVSU School of Criminal Justice. I co-chaired this community group with Police Chief Harry Dolan.</td>
</tr>
<tr>
<td>2005 - 2011</td>
<td>Executive Board Advisor, Central City Weed &amp; Seed, a federally-funded initiative (Department of Justice) designed to support the development of partnerships between community and local law enforcement.</td>
</tr>
<tr>
<td>2005 - 2008</td>
<td>Executive Board Advisor, Garfield Park Weed &amp; Seed, a federally-funded initiative (Department of Justice) designed to support the development of partnerships between community and local law enforcement.</td>
</tr>
<tr>
<td>2004</td>
<td>Task Force Chair, Youth Violence Reduction Initiative Committee. Conducting meetings with Police Chief Dolan, city officials, and community members to discuss and plan electronic data collections to take place as part of GRPD officers arrest process for violent offenders.</td>
</tr>
<tr>
<td>2003 - present</td>
<td>Task Force Member, Project Safe Neighborhoods (PSN): America’s Network against Gang and Gun Violence – funded by grants from the Department of Justice (DOJ) in conjunction with the US Attorney’s Office, Western District of Michigan (WDWI).</td>
</tr>
</tbody>
</table>

**EXEMPLARS OF FUNDRAISING, GRANTMANSHIP & SPONSORED RESEARCH**

As part of my commitment to working with community partners, I have experienced significant success with fundraising and grantsmanship, having been awarded grants totaling more than $5 million in support of sponsored research and programming. This has required the capacity to raise funds, and successfully organize and coordinate large-scale dynamic initiatives, budgets, and personnel across time.

2014 – 2017 **($1,050,000) (under review)**

*Pathway to Potential* funded by the W.K. Kellogg Foundation (private). I serve as the co-principal investigator on this grant, which assesses the impact of school-based programming for historically under prepared populations across five key student outcome areas: safety, health, education, attendance, and self-sufficiency.

2013 - 2018 **($1,500,000)**

*Community Philanthropy Chair Endowment* funded by W.K. Kellogg Foundation (private). As the interim executive director of the Dorothy A. Johnson Center for Philanthropy, I worked with the CCPS dean to facilitate the creation of a chair for community philanthropy.

2012 - 2014 **($500,000 with ongoing fundraising)**

*Learn Philanthropy* (Electronic Platform) - As interim executive director of the Dorothy A. Johnson Center for Philanthropy, I directed staffing, revenue modeling, and fundraising from a variety of private foundation partners (i.e., W. K. Kellogg, C.S. Mott, Kresge, Loadstar, Hewlett, Packard, Gates Foundations) for this initiative. The forthcoming platform will provide support to grant makers across the philanthropic sector.

2011 - 2014 **($650,000)**

*Our State of Generosity* (Book & Electronic Platform) funded by the W.K. Kellogg Foundation (private). As the interim executive director of the Dorothy A. Johnson Center for Philanthropy, I supervised the development and launching of an online platform documenting historical best practices in philanthropy.

2003 - 2013 **($2,685,395)**

Project Safe Neighborhoods (PSN) 2003-11: *America’s Network Against Gun Violence* and PSN 2006-08: *Anti-Gang Initiative* was funded by grants from the U.S. Department of Justice in conjunction with the U.S. Attorney’s Office, Western District of Michigan. I served as the Principal Investigator and Fiscal Agent for the Western District of Michigan.

2009 - 2010 **($10,000)**

Sponsored research by the Richard DeVos Corporate Research Foundation (private), Grand Rapids, MI, project entitled, "Youth Violence Reduction Literature Review."

2006 - 2008 **($720,000)**

Operation Weed & Seed – Grand Rapids Central City W&S site was funded by the U.S. Department of Justice, Bureau of Justice Assistance. This program was designed to impact community level crime issues by constructing “bridges” and coordinating work between community leaders, stakeholders and respective law enforcement agencies. I served as the Fiscal Agent and Principal Investigator.
2005 - 2006 ($11,844)
I initiated a regional consortium consisting of stakeholders from federal and local law enforcement, prosecutor offices, project Weed & Seed (local community stakeholders) and GVSU to develop and deploy a regional Project Safe Neighborhoods sponsored conference. To this end, I co-authored a grant application to support a district conference entitled, Guns, Drugs and Violent Crime: A Unified Defense hosted by GVSU in September, 2005. I chaired the conference planning committee and represented various organizations (e.g. GVSU, PSN, W&S) as the conference host.

2002 - 2003 ($15,000)
Sponsored research grant awarded by the Department of Justice, National Institute of Justice (NIJ) to examine drug dynamics in two Midwest states. I served as the Co-Principal Investigator and sole report author on this research project.

2001 - 2002 ($20,000)
State-level sponsored research initiative entitled, Pottawattamie County Research Examining Drug Prevalence in the Recent Arrestee Population, funded by a grant from the Iowa West Foundation. I served as the Co-Principal Investigator.

1999 - 2002 ($12,000)
Federal research dissemination program entitled, Arrestee Drug Abuse Monitoring Program’s Omaha Local Coordinating Council (ADAM LCC), sponsored by a grant from the Department of Justice, National Institute of Justice. I served as the Statistical Analyst.

EXEMPLARS OF PROFESSIONAL SERVICE

<table>
<thead>
<tr>
<th>Year</th>
<th>Role/Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>2014</td>
<td>Executive Committee, Japanese Center for Michigan Universities (JCMU), coordinated by Michigan State University. This group oversees the operation of the JCMU on behalf of the Michigan Higher Education Consortium.</td>
</tr>
<tr>
<td>2013</td>
<td>Moderated a leadership dialogue panel discussion at the Community Engagement SynergyWorks! Conference at Grand Valley State University.</td>
</tr>
<tr>
<td>2012</td>
<td>Ad Hoc Application Reviewer, American Council on Education (ACE) Fellows Program.</td>
</tr>
<tr>
<td>2010 - present</td>
<td>Finance and Development Committee, American Council on Education (ACE).</td>
</tr>
<tr>
<td>2010 - present</td>
<td>Outreach and Engagement Committee, American Council on Education (ACE).</td>
</tr>
<tr>
<td>2009 - 2010</td>
<td>GVSU College of Community and Public Service, School of Criminal Justice representative in support of recruiting the National Organization of Black Law Enforcement Executives’ (NOBLE), July 2014 Training Conference &amp; Exhibition. This involved working with Grand Rapids conference officials hosting the National Selection Committee. Grand Rapids was successful in securing this 2014 event.</td>
</tr>
<tr>
<td>2008</td>
<td>Co-hosted a training seminar at GVSU titled “Firearms Investigations” in partnership with the US Attorney’s Office (Eastern and Western Districts of Michigan) and the Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF).</td>
</tr>
</tbody>
</table>
2007  Served as a reviewer and advisor to GVSU’s Community Research Institute and the Grand Rapids Office of Children, Youth and Families in their production of a community report on juvenile involvement in crime, both as offenders and victims.

2006  Served as a research reviewer for the peer-reviewed journal, *Knowledge and Best Practices in Juvenile Justice and Psychology*.

2006  Served as an expert scientific reviewer for the National Institute of Justice’s (NIJ) Research and Evaluation Technical Support, Washington, D.C.

2006  Book Reviewer, *Jones and Bartlett Publishers*.

2005  Served as an expert reference and panel reviewer for the National Institute of Justice Consultation Information Center – Office of Research and Evaluation.

2005  Requested to assist the Grand Rapids Police Department’s (GRPD) Internal Affairs (IA) division in conducting analyses and presenting the IA process and most recent annual data for citizen review (April). In May of 2005, the GRPD Chief of Police (Harry Dolan), in addressing the city commission and citizens of Grand Rapids regarding police procedures and practices, used this information.

2004 - 2005  Served as an original planning member for a federally-initiated program introduced in Grand Rapids, MI entitled, *Focused Deterrence*, designed to work with prisoners re-entering the community. My role in this program involved designing, organizing and deploying a methodology for identifying, from a specific geographic scope, probationers at ‘high-risk’ of re-offending, and subsequently assisting in the presentation of a two-fold message involving “deterrence and support” via local service providers. In addition, I created assessment instruments and engaged in data collection activities.

2004  Appointed by the Grand Rapids Chief of Police (Harry Dolan) to serve as a member of the Youth Violence Reduction Initiative Committee. To this end I have met with Chief Dolan on several occasions to discuss and plan out electronic data collections to take place as part of GRPD officers arrest process for violent offenders.

2004 - 2007  Nominated and re-elected to serve a second term as the Secretary of the Grand Rapids, MI Garfield Park Weed & Seed Board of Directors. Duties included making final decisions concerning personnel issues and federal grant money allocations channeled through this program sponsored by the Bureau of Justice Assistance.

2003 - present  Task Force Member, United States Attorney’s Office, Western District of Michigan Task Force for the *Project Safe Neighborhoods (PSN): America’s Network Against Gun Violence*. Responsible for participating in quarterly meetings, presenting reports to the Task Force regarding the coordination of multiple sub-recipient anti-gun violence initiatives and strategies, serving as research investigator and advisor.

2003 - 2007  Appointed as a committee member to Kent County’s Office of Community Corrections (OCC), Alternative Sentencing Evaluation Committee (ASEC).

2003  Benton Harbor Community Policing Advisory Council – a group concerned with planning and implementing community policing initiatives in Benton Harbor, MI. Meetings regularly held in Benton Harbor.


2002  Book Reviewer, *Copper House Publishing*.

**EXEMPLARS OF UNIVERSITY SERVICE**

2014  
Facilitated a senior university leadership dialogue on community engagement – “Insights and Lessons Learned” with guest, Daniel Hall (University of Louisville, KY).

2013 - present  
Serving as a member of the GVSU Pew Campus Master Planning Committee.

2013  
Participated in the 2013 Annual Conference, *Boundary Spanning: Engaged Scholarship Across Disciplines, Communities & Geography* at Texas Tech University in Lubbock, TX.

2013  
Served on the Grand Valley State Cross-College Curriculum Mapping Task Force.

2012 - present  
Served as a member of the University-Community Engagement Core Team.

2012  
Served as the university leadership representative for the GVSU Community Engagement Committee site visit to University of Louisville.

2012 - present  
Served as a member of the Community Engagement Impact Assessment Team.

2012  
Participated in the Community Engagement Academy for Academic Leaders (sponsored by Virginia Tech and hosted at the University of Minnesota).

2012  
Represented GVSU as part of the “Community-University Partnerships: Investing in Michigan’s Future” (CUPIMF) at the Michigan State Capital – presented information on GVSU’s partnerships with Believe-2-Become and Talent 2025.

2012  
Served on the University Faculty and Staff Campaign Advisory Committee.

2011  
Served as the Program Coordinator for Michigan’s Public University Partnerships: Investing in Michigan’s Futures (CUPIMF).

2010 - present  
Facilitate the implementation and use of a faculty workload planning and reporting process (Digital Measures) new to the College of Community and Public Service (CCPS).

2009  
Represented GVSU to Ritsumeikan Daigaku (Asian Pacific University) leadership during a trip to Beppu, Japan.

2009  
Represented the College of Community and Public Service during the American Humanics (AH) reaccreditation process.

2009  
Served on a college faculty panel during a Commission on Accreditation Healthcare Management (CAME) accreditation site visit to the School of Public & Non-Profit Health Administration.

2007  
Served as a volunteer to the GVSU Alumni Association’s fundraising campaign.

2007  
Served on GVSU’s Student Employment Background Check Protocol Steering Committee.

2007  
Served on GVSU’s Faculty Salary and Budget Committee (FSBC).

2007  

2006 - 2010  
Served on GVSU University Judicial Committee.

2006  
Presenter for Part II of a University Lecture Series, entitled “Consent, Ascent and Agreement in Conducting Research Involving Human Subjects,” sponsored by the Human Research Review Committee (HRRC), Allendale and DeVos Campuses, GVSU.

2006  
Served on GVSU’s International Education Committee.

2005 - 2006  
Appointed to the University Executive Committee of the Senate (ECS) to serve on GVSU’s Academic Research Misconduct Committee.
2005 - 2008  Appointed by the Provost to serve a 3-year term as a regular member of the Human Research Review Committee.

2004  Appointed to serve on GVSU’s Graduate Advisory Council – charged with creating a strategic university plan for graduate studies, graduate policies, and to act as the reviewing body for graduate academic programs/curriculum changes.

2003 - 2010  Served as a member of the Grants Leadership Advisory Team (GLAD Team) – an advisory body working with university grant-related processes and procedures at GVSU.

CONSULTING

2010 - 2011  ACE Fellowship Consulting Project, Roosevelt University College of Education, Chicago, IL. Conducted a review of college dynamics in the context of stated goals, resulting in a series of advisory sessions to the college’s dean, university’s president, and senior management team.

2006 - 2011  Government Agency, Intelligence Fusion Center / Michigan Intelligence Operation Center (MIOC), Department of Community Health Grant, administered by the GVSU’s School of Criminal Justice at Michigan State University, Lansing, MI. I served as an Intelligence Consultant to the Planning and Policy Team & the Operational Team.

2007  GVSU’s Community Research Institute (CRI) and the Grand Rapids Office of Children, Youth and Families, Grand Rapids, MI. I supported the development of an annual report to the city community regarding the children and services provided to this population.

2005  In conjunction with GVSU’s Community Research Institute (CRI), I consulted with Kent County Corrections on the implementation of a Prisoner Re-Entry Program. To this end, I contributed to the writing and submission of a grant application.

2003 - 2004  Kent County (MI), Office of Community Corrections. I worked with county staff and research analysts to develop inquiries on the use and performance of vendor-based programming.

2002 - 2003  University of Nebraska (UNO), National Institute of Justice Arrestee Drug Abuse Monitoring Program (ADAM). After transitioning to a new employer I was retained to support and provide insights regarding ongoing ADAM programming.

PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS

- Associate for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), member
- Juvenile Justice Vision 20/20, executive committee member
- Independent Sector, member
- West Michigan Research Consortium, member
- Michigan Nonprofit Association (MNA), member
- Nonprofit Academic Centers Council (NACC) (Executive Director only membership), member
- Nonprofit Technology Network (NTEN), member
- The Arc Kent County, board of directors member, fundraising chair
- American Council on Education (ACE) Council of Fellows, finance and development sub-committee member
- Society for College and University Planning (SCUP), member
- American Society of Criminology (ASC), member
- Academy of Criminal Justice Sciences (ACJS), member
- American Association for Correctional and Forensic Psychology, member
- Midwest Criminal Justice Association (MCJA), member
- West Michigan Law Enforcement Association, member
- Alpha Phi Sigma National Criminal Justice Honor Society, member
- Cambridge Who’s Who (CWW), 2008-2009 honors member

**LANGUAGES**

While my first language is English, I also have a working knowledge of Japanese and have studied Korean vernacular structures.

**TRANSCRIPTS**

Available upon request.
Memo

To: Dr. Stacie Whinnery  
Interim Dean, College of Education and Professional Studies

From: Dr. Diane Scott  
Associate Dean, CEPS

Re: Dr. Jerry Johnson - Tenure Review

As requested, I facilitated the Department of Teacher Education and Educational Leadership tenure review for Dr. Jerry Johnson. Faculty members provided their votes to me individually in person via secret ballot. There are ten tenured faculty members in the department eligible to vote on tenure. One person did not vote.

The vote was unanimous in support of tenure (Vote 9-0). The envelope containing the secret ballots is attached.

Please let me know if further information is needed.
Jerry Johnson

jjohnson9@uwf.edu

Education

Dissertation: *Et in Arcadia Mattheus?: An analysis of educational equity in Kentucky’s public schools*

Eastern Kentucky University – Richmond, Kentucky – M.A. in English Literature (1991)
Thesis: *An enabling resource: Seamus Heaney’s debt to Yeats*


Professional Awards

**Outstanding Paper Award** – International Society of Educational Planning 40th Anniversary Conference (October, 2010).

**Distinguished Faculty Scholarship/Research Award** – Ohio University, College of Education (2008-09).

**Outstanding Faculty Scholarship Award** – Eastern Kentucky University, College of Education, (2007-08).

Higher Education and Related Experience

**Chair & Associate Professor** – University of West Florida, 2014-Present

**Associate Professor** – University of North Florida (2012-2014)
- Coordinator, Educational Leadership Program, 2013-2014

**Associate Professor** – Ohio University (2011-2012)
- Coordinator, Educational Administration Program, 2011-2012
- Co-Director, Institute for Democracy in Education, 2011-2012

**Assistant Professor** – Ohio University (2008-2011)
- Co-Director, Institute for Democracy in Education, 2009-2011
- Coordinator, Educational Administration Program, 2010-2011

**Assistant Professor** – Eastern Kentucky University (2006-2008)
- Research Director, *Center for Educational Research in Appalachia*, 2007-2008

- Led research efforts of national nonprofit organization (www.rural.edu.org)
- Operations manager for the organization’s Policy Research and Analysis Unit
K-12 Education Experience

- Principal 1999-2003
- Assistant Principal 1998-99

- Subjects taught: English, Journalism, Political Science

Peer-reviewed Publications


| Peer-reviewed Presentations - National and International |


presented at the annual conference of the National Rural Education Association, Cincinnati, OH.


25th Annual Conference Within-a-Conference, Co-sponsored by the National Council of Professors of Educational Administration, Phoenix, AZ.


Hess, M., & Johnson, J. (2009, October). Teacher perceptions of administrative support for democratic practice: Implications for leadership and planning. Paper presented at the 39th annual meeting of International Society for Educational Planning, Savannah, GA.


**Peer-reviewed Presentations - State and Regional**


**Invited Articles, Reports, and Briefs - Non-refereed**


<table>
<thead>
<tr>
<th>Invited Presentations</th>
</tr>
</thead>
</table>


Johnson, J. (2011, February). *Place-based education and learning with a public purpose.* Invited workshop, Ohio University Chapter of the National Council of Teachers of English, Athens, OH.
Hitchcock, J., Johnson, J., & Prince, B. (2010, October). Qualitative credibility techniques in the context of program evaluation. Invited workshop, Ohio Program Evaluator's Group Fall Workshop, Columbus, OH.

Johnson, J. (2010, June). The status of rural education in the Commonwealth of Kentucky. Keynote address at the Kentucky Association of School Superintendents Annual Meeting, Bowling Green, KY.

Johnson, J. (2010, April). Characteristics and contexts of rural education in 4 Appalachian states. Invited presentation, Appalachia Regional Education Laboratory (REL-Appalachia), Charleston, WV.


Johnson, J. (2008, August). Impact of AIR-proposed funding formula on Northern New Mexico districts. Invited presentation, Northern New Mexico Network Rural Systemic Initiative, Santa Fe, NM.


Johnson, J., & Tompkins, R. (2007, December). *National trends in rural education.* Research briefing sponsored by Senators Enzi (WY), Collins (ME), Conrad (SD), and Bingaman (NM). Washington, DC.

Johnson, J. (2007, November). *What the research says about rural education.* Keynote address at the annual meeting of the Vermont School Boards Association/Vermont Superintendents Association, Montpelier, VT.


Johnson, J. (2004, December). Academic achievement and the distribution of fiscal resources in New Mexico's public schools. Invited paper presented to the ENLACE (Engaging Latino Communities for Education) state policy working group. Santa Fe, NM.

Johnson, J. (2004, October). Achievement patterns and fiscal inequity and inadequacy in Nebraska public school systems. Invited presentation to the Nebraska State Board of Education, Lincoln, NE.

Johnson, J. (2004, September). Money: Understanding where it's going, and where it should go to provide a quality education for all children. Invited presentation to the Mississippi Education Working Group and Southern Echo, Inc., Jackson, MS.


---

**Grants and Contracts Awarded (n=9; totaling $199,882)**

**AppalachiA Regional Education Laboratory (REL-AppalachiA).** $60,611 subcontract to provide research and technical assistance on REL projects in Kentucky and West Virginia (January 2014-December 2014). Role: Primary Investigator.

**AppalachiA Regional Education Laboratory (REL-AppalachiA).** $24,491 subcontract to provide technical assistance for research on student engagement in K-12 settings in Kentucky and West Virginia (August 2013-December 2013). Role: Primary Investigator.

**International Center, University of North Florida.** $2,500 grant awarded for travel to Ghana to plan for a UNF study abroad course (December, 2012).

**Martha Holden Jennings Foundation.** $43,250 contract awarded to design and implement evaluation plan for Southeast Ohio Teachers Development Collaborative (August, 2011). Role: Key Personnel/Evaluator.

**Coalition of Rural Appalachian Schools.** $6,000 contract awarded to conduct study of school district consolidation in the region (May, 2011). Role: Project Manager/Principal Investigator.

**Achieve Career Preparatory Academy.** $13,000 contract awarded to analyze extant student performance data (May, 2011). Role: Project Manager/Principal Investigator.

**Battelle for Kids.** $8,500 contract awarded to provide technical assistance related to instrument development. (May, 2011). Role: Key Personnel.
Ohio Appalachian Center for Higher Education. $5,000 contract awarded to develop Appalachian Principal's Academy (January, 2010). Role: Project Manager/Principal Investigator.

Ohio Department of Education. $36,530 contract awarded to evaluate Inquiry-based Science Professional Development Project (December, 2008). Role: Key Personnel.

**Consulting Affiliations**

**Principal Research Consultant** – The Rural School and Community Trust (www.ruraledu.org), 2006-present.

**Senior Research Consultant** – CNA, Inc. (http://www.cna.org/), 2008-present.

**Consulting Researcher** – ICF International (http://www.icfi.com/), 2010-present.

**Fellow** – Ohio University Global Services Program, 2010-present.

**Service to the Profession**

**Associate Editor** – Journal of Research in Rural Education, 2014-present.

**Secretary** – Florida Association of Professors of Educational Leadership, 2014-2016.

**Advisory Board Member** – Collaborative for Teaching & Learning, Louisville, KY, 2012-present.


**Member** – Florida Association of School Administrators, 2013-present.

**Member** – Florida Educational Leadership Examination Technical Advisory Committee


**Reviewer** – International Journal of Educational Leadership Preparation, 2007-present (9 manuscripts reviewed).

**Reviewer** – Current Issues in Education, 2008-present (7 manuscripts reviewed).

**Reviewer** – International Journal of Educational Policy and Leadership, 2009-present (3 manuscripts reviewed).

**Reviewer** – Peabody Journal of Education, 2012-present (1 manuscript reviewed).

**Service to the Department, College, and University (University of North Florida)**

**Member** – Search Committee (Dean of the College of Education and Human Services), 2013-14.

**Reviewer** – UNF Faculty Enhancement Committee Summer Teaching Grant proposals, 2013.
Program Coordinator – Educational Leadership, 2013-present.

Member – COEHS Student Issues Committee, 2012-2013.

Member – Search Committee (Associate/Full Professor of Educational Leadership) 2012-2013.

<table>
<thead>
<tr>
<th>Service to the Department, College, and University (Ohio University)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Coordinator – Educational Administration, 2010-2012.</td>
</tr>
<tr>
<td>Co-Director – Institute for Democracy in Education, Ohio University, 2009-2012.</td>
</tr>
<tr>
<td>Chair – Committee on Rural Appalachia, Patton College of Education and Human Services, 2009-2012.</td>
</tr>
<tr>
<td>Faculty Fellow – Voinovich School of Leadership and Public Affairs, 2010-2012.</td>
</tr>
<tr>
<td>Member – Connonino Honors Program Faculty, Patton College of Education and Human Services, 2009-2012.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Service to the Department, College, and University (Eastern Kentucky University)</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Service to the Community</th>
</tr>
</thead>
<tbody>
<tr>
<td>Member – St. Johns County (FL) School District New Principal Training/Induction Program Development Committee, 2014-present.</td>
</tr>
<tr>
<td>Volunteer Literacy Instructor – Catholic Charities Refugee Education Program (Jacksonville, FL), 2013.</td>
</tr>
<tr>
<td>Facilitator – Adult Basic Education Programs of Athens, Pickaway, and Scioto (OH) Counties (led workshops on place-based learning and community education), 2011-2012.</td>
</tr>
<tr>
<td>Facilitator – Perry County Housing Coalition (led workshops on community asset mapping for community-based group in southeast Ohio), 2012.</td>
</tr>
<tr>
<td>Member, Board of Directors – Coalition of Rural and Appalachian Schools (OH), 2009-2012.</td>
</tr>
<tr>
<td>Founding Member – Owsley County (KY) School-Community Partnership, 2007-2009.</td>
</tr>
</tbody>
</table>

---

**Dissertation Service**


October 27, 2014

Memo

To: Dr. George Ellenberg
   Vice Provost

From: Dr. Diane Scott
      Associate Dean, CEPS

Re: Dr. Lisa Assante - Tenure Review

I facilitated the Department of Hospitality, Recreation, and Resort Management tenure review for Dr. Lisa Assante. There are two tenured faculty members in the department eligible to vote on tenure. They each voted in person by secret ballot.

The vote is in support of tenure (Vote 2-0). The envelope containing the secret ballots is attached.

Please let me know if further information is needed.
LISA MARIE ASSANTE

11000 University Parkway
Pensacola, FL 32514 USA
(850) 474 – 2039
lassante@uwf.edu

CURRICULUM VITAE

EDUCATION

Texas Tech University; Lubbock, TX
December 2005 – Doctor of Philosophy in Hospitality Administration
Concentration: Educational Psychology

University of Nevada, Las Vegas; Las Vegas, NV
May 1998 – Master of Science in Hotel Administration
Concentration: Hospitality Education / Food and Beverage Management / Marketing

The Pennsylvania State University; University Park, PA
May 1987 – Bachelor of Science in Hotel, Restaurant and Institutional Management
Independent Study Courses: Teaching Assistant for HRIM 330, Food Production Systems
Sales Blitz (including planning, execution, and analysis) for the Westin William Penn Hotel;
Pittsburgh, PA

ACADEMIC AND PROFESSIONAL APPOINTMENTS

July 2014–Present
University of West Florida; Pensacola, FL
Chair & Associate Professor, Department of Hospitality, Recreation, and Resort Management

August 2007–June 2014
Southern Utah University; Cedar City, UT
Associate Professor, Management, Marketing & Hospitality
Assistant Professor, Management, Marketing & Hospitality

University of Hawai’i at Mānoa; Honolulu, HI
Assistant Professor, Travel Industry Management

August 2003–August 2005
Texas Tech University; Lubbock, TX
Graduate Part Time Instructor, Nutrition, Hospitality, and Retailing

August 2002–July 2003
Stephen F. Austin State University; Nacogdoches, TX
Assistant Professor, Human Sciences: Hospitality Administration

May 2001–July 2002
The Venetian Resort, Hotel, Casino; Las Vegas, NV
Manager of Training and Development

August 1999–Present
Creative Solutions Consulting; Las Vegas, NV, Nacogdoches, TX, Honolulu, HI, Southern Utah, UT
Owner/Consultant, Hospitality & Retailing

August 1999–June 2001
College of Southern Nevada; Las Vegas, NV
Food and Beverage Instructor

June 1998–August 1999
Pennsylvania Institute of Culinary Arts; Pittsburgh, PA
Dean, School of Hotel/Restaurant Management
ACADEMIC AND PROFESSIONAL APPOINTMENTS

January 1997–May 1998  University of Nevada, Las Vegas; Las Vegas, NV
08/97 to 05/98 – Graduate Assistant, Food and Beverage Department
01/97 to 08/97 – Graduate Assistant, Hotel Department

January 1990–September 1996 Sodexho Management Services, Inc.; Trumbull, CT
05/93 to 09/96 – District Manager, New Jersey
11/90 to 05/93 – Group Manager, New Jersey
01/90 to 11/90 – Food Service Manager
NYC Avon Products Corporate Headquarters

AT&T Tower Center; East Brunswick, NJ
- Food Service Director
- Assistant Food Service Director
- Management Trainee

ADMINISTRATIVE AND TEACHING EXPERIENCE

ADMINISTRATIVE RESPONSIBILITIES AS CHAIR, DEPARTMENT OF HOSPITALITY, RECREATION, AND RESORT MANAGEMENT; UNIVERSITY OF WEST FLORIDA

- Provide strategic leadership, guidance, and vision for new department
- Maintain compliance with Southern Association of Colleges and Schools Commission on Colleges requirements
- Faculty recruitment, selection, and training
- Budget development and adherence
- Curriculum development and execution
- Course scheduling
- Establish advisory board and facilitate bi-annual meetings
- Market and promote the Department of Hospitality, Recreation, and Resort Management
- Network with hospitality and tourism industry leaders and participate in industry related events
- Student advisor and mentor

UNIVERSITY OF WEST FLORIDA

- Strategic Leadership

SOUTHERN UTAH UNIVERSITY

- Special Topics: MBA Thesis
- Special Topics: MBA Directed Readings
- Special Topics: Issues in Quantity Food Production
- Special Topics: Issues in Services Marketing
- Special Topics: Issues in Beverage Management
- Special Topics: Issues in Medical Tourism and Service Learning
- Strategic Management and Leadership in HRHM
- Services Marketing / Strategic Guest Service (SL)
- Business and Society
- Food & Beverage Management
- Restaurant Management
ADMINISTRATIVE AND TEACHING EXPERIENCE

SOUTHERN UTAH UNIVERSITY
- Beverage Management
- Introduction to Hospitality Management
- Tourism Management
- Quantity Food Production (SL*)
- Internship/Work Requirement

(SL) denotes SUU service-learning designated course
(SL*) denotes requisite fundraising to support service-learning; $20,000+ raised

UNIVERSITY OF HAWAI’I AT MĀNOA
- Special Topics: PhD Dissertation
- Special Topics: Master of Science Thesis
- Special Topics: Strategic Initiatives in the Hospitality Industry, Graduate/Undergraduate Level
- International Hospitality Management, Graduate Level
- Strategic Management for the Travel/Hospitality Industry
- Food & Beverage Management

TEXAS TECH UNIVERSITY
- Introduction to Hospitality Management
- Introduction to Beverage Management
- Human Science Seminar

STEPHEN F. AUSTIN STATE UNIVERSITY
- Introduction to Hospitality Management
- Management in Meal Production
- Independent Study – Strategic and Operational Consulting
- Travel and Tourism
- Club Management
- National Restaurant Association Bar Code Certification

COMMUNITY COLLEGE OF SOUTHERN NEVADA
- Restaurant Management
- Liquor and Bar Management
- Event Management
- Dining Room Service
- National Restaurant Association ServSafe Certification
- National Restaurant Association HACCP Certification
- School to Careers Marketing Externship Grant Recipient

PENNSYLVANIA INSTITUTE OF CULINARY ARTS
- Marketing for Hospitality and Tourism
- Hospitality Financial Analysis
- Human Resource Management
- Hotel/Restaurant Operations Management
- Public Health and Safety (National Restaurant Association ServSafe Certification)
- Dining Room Procedures
- Hospitality Math
LISA MARIE ASSANTE

(850) 474 – 2039

ADMINISTRATIVE AND TEACHING EXPERIENCE

PENNSYLVANIA INSTITUTE OF CULINARY ARTS

- Strategies for Success
- Hospitality Law
- Event Management

ADMINISTRATIVE RESPONSIBILITIES AS DEAN, SCHOOL OF HOTEL/RESTAURANT MANAGEMENT; PENNSYLVANIA INSTITUTE OF CULINARY ARTS

- Developed and implemented Associate Degree Program in Hotel/Restaurant Management
- Maintained compliance with ACFEI and Accrediting Commission of Career Schools and Colleges of Technology (ACCSCT) requirements
- Established advisory board and facilitated bi-annual meetings
- Faculty recruitment, selection, and training
- Budget development and adherence
- Curriculum development and execution
- Course scheduling
- Developed and implemented externship criteria
- Coordinated Summer Studies in Europe Program in conjunction with UNLV, NYIT, and University of Southern Oregon
- Marketing and promotion of the School of Hotel/Restaurant Management
- Corresponded with hospitality and tourism industry leaders and participated in industry related functions
- Student advisor and mentor

UNIVERSITY OF NEVADA, LAS VEGAS

- Team-taught Introduction to Culinary Arts; a six week segment within HOA 259, Food Service Operation Fundamentals
- Team-taught Quantity Food Management (HOA 467); a simulated restaurant operation
- Guest lecturer in the following subject areas: Hospitality Cost Control, Purchasing, Beverage Control, Front-of-House Service, Culinary Arts, Non-Commercial Foodservice, and In-flight Catering
- Distance education liaison and advisor for Orientation to the Hospitality Industry (HOA 101)
- Administered and graded quizzes, exams, and projects for the Food and Beverage Department
- Maintained undergraduate student grade and attendance spreadsheets for Quantity Food Management course (HOA 467)
- Created and nurtured a cohesive teaching/learning environment between classroom facilitators and students
- Assisted kitchen facilities manager with food, beverage, and supply inventory and purchasing for culinary arts classes

HOSPITALITY EDUCATION AWARDS AND HONORS

- Award Recipient, SUU University College, EDGE Program Award for Achievement in Experiential Learning; 2014
- Candidate, SUU Pinnacle Award for Outstanding Service; 2013
- Award Recipient, SUUSA Clubs & Student Leadership Branch, Professional Development Club of the Year: Hospitality Management Guild; 2011 – 2012
HOSPITALITY EDUCATION AWARDS AND HONORS

- Award Recipient, **SUU School of Business, Department of Management, Marketing & Hospitality Outstanding Professor of the Year**; 2010 – 2011
- Candidate, **SUU Outstanding Scholar of the Year**; 2010 – 2011
- **Featured Alumni Video Presenter**, Texas Tech University Graduate Student Recruitment Video; June 2011
- **Featured Alumni**, University of Nevada, Las Vegas Premier Magazine: Alumni Taking Their UNLV Education to Other Institutions as Faculty Members; Fall/Winter 2010
- Award Recipient, **SUU School of Business, Department of Management, Marketing & Hospitality Outstanding Professor of the Year**; 2009 – 2010
- Award Recipient, **Southern Utah University Service-Learning Fellow**; 2009 – 2010
- **Invited Representative**, Southern Utah University Complimentary Issue of Bloomberg BusinessWeek Magazine; cover wrap issue dated April 21, 2010
- Award Recipient, **Southern Utah University Outstanding Educator for the Year**; 2008 – 2009
- Award Recipient, **Utah Campus Compact Outstanding Engaged Scholar**; Southern Utah University; 2008
- Award Recipient, **Southern Utah University Thunderbird Awards Professor of the Year**; 2008
- Award Recipient, **Alpha Iota Delta International Honor Society Best Application Paper**; Lottig, K. J., Assante, L. M., Wen, H. I. An empirical assessment of a structural equation model of residents’ attitudes for sustainable tourism development: a case study of O’ahu, Hawai’i; 37th Annual Conference of the Western Decision Sciences Institute, 2008; San Diego, CA

REFEREEED PUBLICATIONS

LISA MARIE ASSANTE

(850) 474 – 2039

REFEREED PUBLICATIONS


REFEREED CONFERENCE PROCEEDINGS AND PRESENTATIONS

- Assante, L. M. (2010, November 20 – 23). The Success of Hospitality Programs within Business Schools. 41st Annual Conference of the Decision Sciences Institute: Challenging the Status Quo – Breakthrough Innovations that Rejuvenate Organizations; San Diego, CA
- Johnston, W. J., Assante, L. M. & Steed, E. Establishing a hospitality research center: Examining best practices and stakeholder perceptions, 38th Annual Conference of the Western Decision Sciences Institute, 2009; Kauai, HI
- Lottig, K. J., Assante, L. M., Wen, H. I. An empirical assessment of a structural equation model of residents’ attitudes for sustainable tourism development: a case study of O’ahu, Hawai’i; 37th Annual Conference of the Western Decision Sciences Institute, 2008; San Diego, CA; Awarded Alpha Iota Delta Honor Society Best Application Paper
- Lottig, K. J., Assante, L. M., Wen, H. I. Modeling resident attitudes on the environmental impacts of tourism: a case study of O’ahu, Hawai’i; 13th Annual Graduate Education and Graduate Student Research Conference in Hospitality and Tourism, 2008; Orlando, FL
- Assante, L. M., Huffman, L., & Rivera, Jr., D. Utilizing quality indicators as a foundation for program assessment, strategic planning, and the development of a four-year undergraduate hospitality education rating/ranking program: a quantitative study; 2006 Annual EuroCHRIE Conference
LISA MARIE ASSANTE

(850) 474 – 2039

REFEREED CONFERENCE PROCEEDINGS AND PRESENTATIONS

- Assante, L. M., Focus Group Discussion Leader, Conceptualizing quality indicators as a foundation for program assessment, strategic planning, and the development of a four-year undergraduate hospitality education rating/ranking program: a qualitative study; 10th Annual Graduate Education and Graduate Student Research Conference in Hospitality and Tourism, 2005; Myrtle Beach, SC
- Assante, L. M., Focus Group Discussion Leader, Conceptualizing quality indicators as a foundation for program assessment, strategic planning, and the development of a four-year undergraduate hospitality education rating/ranking program: a qualitative study; 2004 Annual International CHRIE Convention; Philadelphia, PA
- Baloglu, S. & Assante, L. M. A content analysis of subject areas and research methods used in five hospitality management journals; 1998 Annual International CHRIE Conference

NON-REFEREED CONFERENCE PROCEEDINGS AND PRESENTATIONS

- Assante, L. M., Summers, W. & Baxley, D. Transformative peer group projects through artifact and visual media. Utah Campus Compact 2013 Moab Faculty Retreat, Moab, UT; 2013
- Assante, L. M. In pursuit of excellence: developing a service-learning educational partnership with alumni as a final progress check. Utah Campus Compact Engaged Scholars Retreat: What Piece of the Civic Engagement Puzzle are You?; Dixie State College, St. George, UT; 2009

JOURNAL AND CONFERENCE MANUSCRIPT REVIEWS

- Reviewer, 18th Annual Graduate Education & Graduate Student Research Conference in Hospitality and Tourism: Consumer Behavior Track; 2012
- Reviewer, Journal of Business and Management; 2012
- Reviewer, Journal of Hospitality Management and Tourism; 2012
- Reviewer, International Journal of Revenue Management: Hospitality Issue; 2010

RESEARCH, GRANTS AND FUNDRAISING

- External Fund Raiser: Garrett Gunderson – Wealth Management School of Business Fundraiser; HRHM Student Scholarships, Southern Utah University; Fall 2013; raised $1110
- External Fund Raiser: Café Zupas Scholarships; HRHM Students – Food and Beverage Emphasis, Southern Utah University; Fall 2012 – Present; raised $9000
- External Fund Raiser: Service-Learning, Southern Utah University, HRHM 3110 – Quantity Food Production; Spring 2008 – Present; raised $20,000+
RESEARCH, GRANTS AND FUNDRAISING

- Southern Utah University Student Association Senate Bill Author and Award Recipient, SUU School of Business, Department of Management, Marketing & Hospitality – Hospitality Management Guild Experiential Education – 99th Annual International Hotel, Motel & Restaurant Show - NYC; November 2011; funded at $1628.44
- Funding Recipient, Southern Utah University, School of Business – Hospitality Management Guild Experiential Education – 99th Annual International Hotel, Motel & Restaurant Show - NYC; November 2011; funded at $2637.40 plus $1100.00 for students
- Provost Faculty Development Grant Recipient and Presenter, Conceptualization of modeling resident attitudes on the environmental impacts of tourism: a case study of O’ahu, Hawai'i; 2011 Annual ICHRIE Conference & Marketplace; Denver, CO; 2011; funded at $2291.21
- Provost Faculty Development Grant Recipient and Presenter, The Success of Hospitality Programs within Business Schools; 41st Annual Conference of the Decision Sciences Institute 2010; San Diego, CA; 2010; funded at $2120.50
- Southern Utah University Student Association Senate Bill Author and Award Recipient, SUU School of Business, Department of Management, Marketing & Hospitality – Hotel, Resort, and Hospitality Management 3110 – Quantity Food Production: Service-Learning and Civic Engagement Project – Make-A-Wish Dinner; Fall 2010; funded at $810.00
- Southern Utah University Student Association Senate Bill Author and Award Recipient, SUU School of Business, Department of Management, Marketing & Hospitality – Hotel, Resort, and Hospitality Management 3110 – Quantity Food Production: Service-Learning and Civic Engagement Project – Supporting the US Armed Forces Dinner; Spring 2010; funded at $1300.00
- Southern Utah University Service-Learning Fellow; Spring 2010; funded at $700.00
- Research Advisor for Austrian Marshall Plan Foundation Scholarship Grant Recipient, Dorothy Knudson; Tourism Stakeholder Perceptions of Austria: Strategic Implementation of the Communication Mix in the Destination Image-Creation Process; SUU Study Abroad Program collaboration with the University of Applied Sciences Fachhochschule Salzburg and the Austrian Marshall Plan Foundation; 2009 – 2010; funded at EUR 5,000.00 ($7500.00)
- Provost Faculty Development Grant Recipient and Co-Author and Presenter, Establishing a Hospitality Research Center: Examining Best Practices and Stakeholder Perceptions; 38th Annual Conference of the Western Decision Sciences Institute; Kauai, HI; 2009; funded at $3394.00
- Service-Learning Enhancement Grant Recipient, SUU School of Business, Department of Management & Marketing – Hotel, Resort, and Hospitality Management 3110 – Quantity Food Production: Providing Food and Educational Materials to Canyon Creek Women’s Crisis Center; Spring 2009; funded at $500.00
- Provost Faculty Development Grant Recipient, Co-Author and Presenter, An empirical assessment of a structural equation model of residents’ attitudes for sustainable tourism development: a case study of O’ahu, Hawai'i; 39th Annual Conference of the Decision Sciences Institute, 2008; Baltimore, MD; funded at $2461.00
- Southern Utah University Student Association Senate Bill Author and Award Recipient, SUU School of Business, Department of Management & Marketing – Hotel, Resort, and Hospitality Management 3110 – Quantity Food Production: Service-Learning and Civic Engagement Project – Feeding and Educating the Team Members of Zion Lodge; Fall 2008; funded at $372.00
- Provost Faculty Development Grant Recipient and Program Director, SUU Salzburg Summer Study Abroad Program: Tourism Management; initiated, developed, and executed the Tourism Management Educational Partnership with the University of Applied Sciences Fachhochschule Salzburg; Summer 2008; funded at $3061.50
RESEARCH, GRANTS AND FUNDRAISING

- Proposed $3.5 million Culinary Training Facility Development, SUU School of Business, Department of Management & Marketing – Hotel, Resort, and Hospitality Management; Food and Beverage Program Development, Summer 2008; not funded
- Service-Learning Enhancement Grant Recipient, SUU School of Business, Department of Management & Marketing – Hotel, Resort, and Hospitality Management 3110 – Quantity Food Production: Feeding and Educating the Cub Scouts of Cedar City; Spring 2008; funded at $500.00
- Provost Faculty Development Grant Recipient and Co-Author, Presenter, and Reviewer; An empirical assessment of a structural equation model of residents’ attitudes for sustainable tourism development: a case study of O‘ahu, Hawai‘i; 37th Annual Conference of the Western Decision Sciences Institute, 2008; San Diego, CA; Awarded Alpha Iota Delta Honor Society Best Application Paper; 2008; funded at $1470.40
- Provost Faculty Development Grant Recipient and Co-Author, Modeling resident attitudes on the environmental impacts of tourism: a case study of O‘ahu, Hawai‘i; 13th Annual Graduate Education and Graduate Student Research Conference in Hospitality and Tourism, 2008; Orlando, FL; funded at $1768.92
- Conducted focus group research to examining best practices and stakeholder perceptions in the establishment of a rural hospitality research center, Iron County, UT; Fall 2007
- President’s Council Allocation Recipient, SUU School of Business, Department of Management & Marketing – Hotel, Resort, and Hospitality Management; Food and Beverage Program Development, 2007 - 2008; funded at $25,000.00
- Initiated, developed, and executed the Hotels and Resorts of Halekulani Educational Partnership for strategic initiatives; Spring 2006, Summer 2006
- Recipient, Academic Dissertation Scholarship to continue doctoral research at Texas Tech University; Fall 2005; funded at $1500.00
- Conducted focus group research to determine quality parameters in undergraduate hospitality management programs at the 10th Annual Education and Graduate Student Research Conference in Hospitality and Tourism; Spring 2005
- Conducted focus group research to determine quality parameters in undergraduate hospitality management programs at the 2004 Annual International CHRIE Convention; Philadelphia, PA
- Author, $10,000 TLTC Grant: Determining Quality Parameters in Undergraduate Hospitality Management Programs; not funded
- Recipient, Dan Dollins Academic Scholarship to continue doctoral degree at Texas Tech University; Fall 2004; funded at $1000.00
- Recipient, SBC Chancellor’s Fellowship to pursue doctoral degree at Texas Tech University; Fall 2003 – Spring 2006; funded at $10,000.00
- Recipient, UCSSN School to Careers Externship Program Grant, to partner with Trizec Hahn, developers of Desert Passage at The Aladdin, to support research for coordinating and marketing the grand opening of the megaresort; Summer 2000; funded at $1500.00
- Initiated, developed, conducted, and presented beverage department and gaming service audit for the Hard Rock Hotel and Casino property in Las Vegas; Spring 1998
- Created and implemented a study of competencies needed for entry level beverage managers. Study findings served as the basis for the development of beverage management curricula in hospitality management programs; Spring 1998
RESEARCH, GRANTS AND FUNDRAISING

- Researched need for a beverage management major in undergraduate hospitality education, utilizing opinions of a snowball sample of leaders in the Food and Beverage Industry; Fall 1997
- Conducted study seeking to identify the most effective way to promote appetizer sales for OreIda Foods, Incorporated; Fall 1997
- Initiated, developed, conducted, and presented rooms reservation service audit for the Sahara Hotel and Casino property in Las Vegas; Fall 1996

THESIS AND DISSERTATION COMMITTEE ACTIVITIES

- Committee Chair, Master of Business Administration Thesis, SUU School of Business; Changing the Learning Landscape in Quantity Food Production with Technology: The KP Compass Online Learning Platform Advantage; 2013 – 2014
- Committee Chair, Master of Business Administration Thesis, SUU School of Business; Tourism Stakeholder Perceptions of Austria: An Empirical Assessment of Modeling Tourist’s Abilities Regarding Information Communication Technologies in the Destination Image-Creation Process; 2009 – 2010
- Committee Chair, Master of Business Administration Thesis, SUU School of Business; Tourism Stakeholder Perceptions of Austria: Strategic Implementation of the Communication Mix in the Destination Image-Creation Process; 2009 – 2010
- Committee Member, Master of Business Administration Thesis, SUU School of Business; Establishing a Hospitality Research Center: Examining Best Practices and Stakeholder Perceptions; 2007 – 2008
- Outside Committee Member, Doctor of Philosophy Dissertation, UHM Information and Computer Science Department; Factors Influencing the Development of Institutional Repositories; 2006 – 2008
- Committee Chair, Master of Science Thesis, UHM School of Travel Industry Management; Modeling Resident Attitudes on the Environmental Impacts of Tourism: A Case Study of O’ahu, Hawai’i; 2006 – 2007

UNIVERSITY, PROFESSIONAL AND COMMUNITY SERVICE

- Service-Learning and Civic Engagement Project Coordinator, HRHM 3110 – Quantity Food Production Final Progress Check: Community Engaged Learning/Leadership Project; Community Partner – Chartwells, Cedar City, UT; Spring 2014
- Service-Learning and Civic Engagement Project Coordinator, HRHM 4601 – Strategic Guest Service Final Progress Check: Sustainable Tourism Development: Cedar City, Utah ~ Elevated by Service; Spring 2014
- Service-Learning and Civic Engagement Project Coordinator, HRHM 3110 – Quantity Food Production Final Progress Check: Community Engaged Learning/Leadership Project; Community Partner – Chartwells, Cedar City, UT; Fall 2013
- Participant and External Fund Raiser, EDGE Move-A-Thon, Three Peaks Elementary School, Cedar City, UT; Fall 2013; raised $7000 for educational materials
- Founder, Annual HRHM Homecoming Event, SUU Hospitality Management Guild; 2013
- Member, AACSB Assessment Committee, SUU School of Business, Department of Management, Marketing & Hospitality; 2013 – 2016
- Chair, Leave, Rank and Tenure Committee, School of Business, Department of Management, Marketing & Hospitality; 2013
UNIVERSITY, PROFESSIONAL AND COMMUNITY SERVICE

- Founder, Annual HRHM Etiquette Dinner, SUU Hospitality Management Guild; 2013
- Service-Learning and Civic Engagement Project Coordinator, HRHM 4601 – Strategic Guest Service Final Progress Check: In Pursuit of Excellence & The Leader’s Role in Unmatched Service: Brian Head Ski Resort Educational Partnership; Community Partner – Brian Head Resort, Brian Head, UT; Spring 2013
- Service-Learning and Civic Engagement Project Coordinator, HRHM 3110 – Quantity Food Production Final Progress Check: Spring is in the Air ~ Dinner Party; Community Partner – Bee Hive Homes Assisted Living, Cedar City, UT; Spring 2013
- Service-Learning and Civic Engagement Project Coordinator, HRHM 3110 – Quantity Food Production Final Progress Check: Clue Dinner Party ~ Food and Frights on Halloween Night; Community Partner – Chartwells, Cedar City, UT; Fall 2012
- Member, Leave, Rank and Tenure Committee, School of Business, Department of Management, Marketing & Hospitality; 2012
- Founder, Annual HRHM Alumni Mad Hatter Tea, SUU Hospitality Management Guild; 2012
- Service-Learning and Civic Engagement Project Coordinator, HRHM 4601 – Strategic Guest Service Final Progress Check: In Pursuit of Excellence & The Leader’s Role in Unmatched Service: Red Mountain Resort Educational Partnership; Community Partner – Red Mountain Resort, Ivins, UT; Spring 2012
- Service-Learning and Civic Engagement Project Coordinator, HRHM 3110 – Quantity Food Production Final Progress Check: Tropical Fusion ~ A Night in Paradise; Community Partner – Chartwells, Cedar City, UT; Spring 2012
- Experiential Leadership Coordinator and Advisor – SUU Annual Cardboard Boat Races; HRHM 4600 Strategic Leadership; Fall 2012, 2011
- Experiential Education Coordinator and Advisor – Hospitality Management Guild Experiential Education – 99th Annual International Hotel, Motel & Restaurant Show - NYC; Fall 2011
- Service-Learning and Civic Engagement Project Coordinator, HRHM 3110 – Quantity Food Production Final Progress Check: Providing Food and Educational Materials to Canyon Creek Women’s Crisis Center; Cedar City, UT; Community Partner – Canyon Creek Women’s Crisis Center; Fall 2011
- Member, University Committee for Student Engagement Task Team for Quality Service, Southern Utah University; 2011
- Service-Learning and Civic Engagement Project Coordinator, HRHM 3110 – Quantity Food Production Final Progress Check: An Evening of Culinary Enlightenment; Cedar City, UT; Community Partner – Cedar City Downtown Retail Alliance; Spring 2011
- Service-Learning and Civic Engagement Project Coordinator, HRHM 4601 – Strategic Guest Service Final Progress Check: In Pursuit of Excellence & The Leader’s Role in Unmatched Service: The Grand Lodge at Brian Head Educational Partnership; Community Partner – The Grand Lodge at Brian Head Management, Brian Head, UT; Spring 2011
- Service-Learning and Civic Engagement Project Coordinator, HRHM 3110 – Quantity Food Production Final Progress Check: Make-A-Wish Dinner and Silent Auction; Cedar City, UT; Community Partner – Make-A-Wish Foundation of Utah; Fall 2010; $10,200 raised
- Investigator/Member, University Committee for Non-Discrimination/Anti-Harassment Policy 5.27, Southern Utah University; 2010 – Present
- Founder & Advisor, Hospitality Management Guild, SUU School of Business; 2010 – Present
- Member, Curriculum Committee, SUU School of Business; 2010 – 2014
- Member, Experiential Education Requirement Committee for Outdoor Engagement, Southern Utah University; 2010 – 2011
### UNIVERSITY, PROFESSIONAL AND COMMUNITY SERVICE

- Member, University Residency Committee, Southern Utah University; 2010 – 2011
- Founder & Participant, Southern Utah University Annual Hospitality Management and ProStart Day; 2010
- Member, University Committee for Student Discipline, Southern Utah University; 2009 – 2011
- Chair, Service-Learning Course Proposal Criteria and Liability Waiver sub-committee, Southern Utah University; 2009 – 2010
- Judge, Southern Utah University Thunderbird Awards; 2010, 2009
- Service-Learning and Civic Engagement Project Coordinator, HRHM 3600 – Guest Service Final Progress Check: In Pursuit of Excellence & The Leader’s Role in Unmatched Service: Safari Property Management Educational Partnership; Community Partner – Safari Property Management, Cedar City, UT; Spring 2010
- Service-Learning and Civic Engagement Project Coordinator, HRHM 3110 – Quantity Food Production Final Progress Check: Supporting the US Armed Forces Dinner; Cedar City, UT; Community Partner – US Military of Iron County; Spring 2010
- Service-Learning and Civic Engagement Project Coordinator, HRHM 3600 – Guest Service Final Progress Check: The Leader’s Role in Unmatched Service: Ruby’s Inn Educational Partnership; Community Partner – Ruby’s Inn, Bryce Canyon City, UT; Fall 2009
- Service-Learning and Civic Engagement Project Coordinator, HRHM 3110 – Quantity Food Production Final Progress Check: Providing Thanksgiving Dinner and Educational Materials to Turning Point Foster Care; Cedar City, UT; Community Partner – Turning Point Foster Care, Inc.; Fall 2009
- Service-Learning and Civic Engagement Project Coordinator, HRHM 3600 – Guest Service Final Progress Check: In Pursuit of Excellence: Ruby’s Inn Educational Partnership; Community Partner – Ruby’s Inn, Bryce Canyon City, UT; Spring 2009
- Service-Learning and Civic Engagement Project Coordinator, HRHM 3110 – Quantity Food Production Final Progress Check: Providing Food and Educational Materials to Canyon Creek Women’s Crisis Center; Cedar City, UT; Community Partner – Canyon Creek Women’s Crisis Center; Spring 2009
- Service-Learning Course Designation Recipient, SUU School of Business, Department of Management & Marketing; HRHM 3600/4601 – Strategic Guest Service; 2009
- University Foodservice Beverage Contract Advisory Board Member, Southern Utah University; 2009
- Service-Learning and Civic Engagement Project Coordinator, HRHM 3600 – Guest Service Final Progress Check: In Pursuit of Excellence: Ruby’s Inn Educational Partnership; Community Partner – Ruby’s Inn, Bryce Canyon City, UT; Fall 2008
- Service-Learning and Civic Engagement Project Coordinator, HRHM 3110 – Quantity Food Production Final Progress Check: Feeding and Educating the Team Members of Zion Lodge; Community Partner – Xanterra Parks & Resorts/Zion Lodge, Springdale, UT; Fall 2008
- Member since 2008 – Alpha Iota Delta Honorary Chapter in the Decision Sciences and Information Systems
- Member, Grade Change/Appeal Committee, SUU School of Business; 2008
- Service-Learning and Civic Engagement Project Coordinator, HRHM 3110 – Quantity Food Production Final Progress Check: Feeding and Educating the Cub Scouts of Cedar City; Community Partner – Cub Scouts of Cedar City, UT; Spring 2008
- Service-Learning Course Designation Recipient, SUU School of Business, Department of Management & Marketing; HRHM 3110 – Quantity Food Production; 2008
UNIVERSITY, PROFESSIONAL AND COMMUNITY SERVICE

- University Foodservice Contractor Advisory Board Member, Southern Utah University; 2008
- HRHM Search and Selection Committee Member, SUU School of Business, Department of Management & Marketing; Hotel, Resort, and Hospitality Management faculty position; Spring 2008
- Focus Group Discussion Leader, Establishing a Hospitality Research Center: Examining Best Practices and Stakeholder Perceptions; Southern Utah Hoteliers; 2007; Cedar City, UT
- Focus Group Discussion Leader, Establishing a Hospitality Research Center: Examining Best Practices and Stakeholder Perceptions; Southern Utah Hoteliers; 2007; St. George, UT
- Search and Selection Committee Member, SUU Department of Management, Marketing and Hospitality – HRHM faculty position; Fall 2013, Summer 2013, Spring 2009, Spring 2008
- Member, Faculty Service-Learning and Civic Engagement Committee, Southern Utah University; 2007 – Present
- Member, Student Involvement AACSB Accreditation Committee, SUU School of Business; 2007 – 2011
- Chair, Curriculum Committee, SUU School of Business, Department of Management & Marketing; 2007 – 2010
- Chair, Faculty Senate, UHM School of Travel Industry Management; elected 2007
- Chair, Junior Faculty Assistance Task Force, UHM School of Travel Industry Management; 2006 – 2007
- Secretary, Faculty Senate, UHM School of Travel Industry Management; 2006 – 2007
- Search and Selection Committee Member, UHM School of Travel Industry Management Hospitality Management faculty position; Spring 2006, Summer 2006, Fall 2006
- Faculty Senate Personnel Committee Member, UHM School of Travel Industry Management; Spring 2006
- Faculty Senate Curriculum Committee Member, UHM School of Travel Industry Management; 2005 – 2006, 2006 – 2007
- Member, Faculty Senate, UHM School of Travel Industry Management; 2005 – 2006, 2006 – 2007
- Faculty Advisor, Travel Industry Management Student Association (TIMSA), UHM School of Travel Industry Management; 2005 – 2006, 2006 – 2007
- Invited Member, Phi Kappa Phi National Honor Society; inducted 2005
- Invited Member, Phi Upsilon Omicron National Honor Society in Family and Consumer Sciences; inducted 2004
- Trained Sensory Evaluation Panelist: Cantaloupe Sorbet, Texas Tech University; 2004 – 2005
- Member since 2004, PADI Diving Society
- Member, Graduate Restaurant, Hotel, and Institutional Management Society (GRHIMS), Texas Tech University; 2003 – 2005
- AAFCS Subject Matter Expert (SME) on Food, Lodging, and Hospitality; developed replacement questions, revised existing questions, and assigned specification standards for the national CFCS standardized exams; 2003
- Chair, Office Management Committee, SFASU Department of Human Sciences; 2002 – 2003
- Co-Chair, Human Sciences Alumni Association Scholarship Fund Raising Committee; 2002 – 2003
- Search and Selection Committee Member, SFASU Department of Human Sciences Chair Position; 2002
UNIVERSITY, PROFESSIONAL AND COMMUNITY SERVICE

- Executive Board Member, Nacogdoches Chamber of Commerce Blueberry Festival; 2002 – 2003
- Advisory Board Member, UNLV/CCSN Culinary Arts Management Program (CAMP); 1999 – 2001
- Student Chapter Advisor, VICA Skills USA, CCSN Food and Beverage Department; 2000 – 2001
- Advisory Board Member, CCSN Food and Beverage Department; 1999 – 2001
- Advisory Board Founder and Member, Pennsylvania Institute of Culinary Arts, School of Hotel/Restaurant Management; 1998 – 1999
- Invited Member – Eta Sigma Delta International Hospitality Management Honor Society; inducted 1998
- Allied Member – American Culinary Federation, Inc.; 1998 – 1999
- William F. Harrah College of Hotel Administration Representative for the University of Nevada, Las Vegas Graduate Student Association; 1996 – 1998
- Member since 2000 – National Ground Water Association
- Member since 1996 – International Council on Hotel, Restaurant and Institutional Education
- Member – Texas Tech University Alumni Association
- Lifetime Member – University of Nevada, Las Vegas Alumni Association
- Lifetime Member – The Pennsylvania State University Alumni Association
- Lifetime Member – Penn State Hotel and Restaurant Society

INVITED PRESENTATIONS

- Invited Video Presenter, Texas Tech University Graduate Student Recruitment Video; 06/11
- Invited Speaker, SUU Master of Public Administration, PADM 6500: Human Resource Management – Training & Developing Employees; 02/11, 02/10
- Invited Video Speaker, SUU Provost Rod Decker’s Annual Meeting with the Faculty, Life as a SUU Team Member; 08/08
- Invited Speaker, SUU School of Business, Business Administration 1000: Welcome to the Wonderful World of Hospitality Management; 03/13, 11/12, 02/12, 10/11, 03/11, 10/10, 02/10, 10/09, 03/09, 11/08, 03/08, 10/07
- Invited Speaker, SUU School of Business, HRHM 3000: Introduction to Hospitality Management – Contract Foodservice; Fall 2008
- Invited Speaker, UHM School of Travel Industry Management, Introduction to Travel Industry Management: Welcome to the Wonderful World of Hospitality Management; February 2006
- Invited Speaker, UHM School of Travel Industry Management, Eta Sigma Delta International Hospitality Management Honor Society Induction Ceremony; December 2005
- Invited Speaker, Texas Tech University, Professional Applications in Family and Consumer Science Education: Creating an Active Learning Environment; April 2004
- Invited Speaker, Lubbock Christian University, Human Resources: Appraising and Improving Performance; March 2004
INVITED PRESENTATIONS

- Invited Speaker, Texas Tech University, Hospitality Law: Employment Laws and Sexual Harassment; February 2004
- Invited Speaker, Texas Tech University, Hospitality Management: Business Plans; November 2003
- Invited Speaker, Texas Tech University, Catering and Convention Management: Creating a Successful Catered Event; November 2003
- Invited Speaker, Texas Tech University Research and Graduate Studies Development Council Bi-annual Meeting; October 2003

PROFESSIONAL DEVELOPMENT

- Coordinator and Participant, Dr. Carl Templin, Dean, School of Business, seminar entitled “Business and Employment Negotiation Tactics” 2013; Southern Utah University, HRHM 4600 – Strategic Leadership
- Coordinator and Participant, Mr. Eric Gordon, Chief Operating Officer, Café Zupas, seminar entitled “Creating a Strategic Corporate Culture within a Restaurant Chain” 2013, 2012; Southern Utah University, School of Business, HRHM 4600 – Strategic Leadership
- Coordinator and Participant, Mr. Jim Burgess & Mr. Jace Burgess, Owners of Burgess Investment Group, seminar entitled “Financing and Franchising Limited Service Hotels,” 2013, 2012; Southern Utah University, School of Business, HRHM 4600 – Strategic Leadership
- Participant, Dr. Ken Bain seminar entitled “What the Best College Teachers Do,” Southern Utah University; 2013
- National Restaurant Association: Certified ServSafe® Instructor and Registered Proctor; June 25, 2013 – June 25, 2018
- National Restaurant Association: Certified ServSafe Alcohol® Instructor and Registered Proctor; May 17, 2013
- Certified Guest Service Professional and Trainer, American Hotel & Lodging Association Educational Institute; March 8, 2012
- Co-Host and Participant, Mr. Allen Fazio, VP of Global Business Technology Strategic Planning-Theme Parks & Resorts, The Walt Disney Company seminar entitled “Leadership Toolbox,” 2011; Southern Utah University
- Coordinator and Participant, Mr. Jim Burgess & Mr. Jace Burgess, Owners of Burgess Investment Group, seminar entitled “Financing Limited Service Hotels,” 2011; Southern Utah University, School of Business, HRHM 4600 – Strategic Leadership; 2011
- Participant, IMEX America Worldwide Exhibition: Incentive Travel, Meetings & Events; Las Vegas, NV; 2011
- Investigator, State of Utah Risk Management: Certified Workplace Harassment Investigations Training; December 16, 2010
- Coordinator and Participant, Mr. Jared Stewart, President & CEO of Corporate Alliance, seminar entitled “The Art of Networking,” 2010; Southern Utah University, School of Business, HRHM 4600 – Strategic Leadership
- Coordinator and Participant, Mr. Stephen M. R. Covey seminar entitled “The Speed of Trust,” 2010; Southern Utah University, School of Business, HRHM 4600 – Strategic Leadership
PROFESSIONAL DEVELOPMENT

- Coordinator and Participant, Mr. Jim Burgess & Mr. Jace Burgess, Owners of Burgess Investment Group, seminar entitled “Financing Limited Service Hotels,” 2010; Southern Utah University, School of Business, HRHM 4600 – Strategic Leadership
- Participant, Convocation Seminar presented by Mr. Harry Markopolos entitled “No One Would Listen: A True Financial Thriller,” 2010; Southern Utah University
- Participant, Mr. Brent Jones seminar entitled “Tips for Successful Resume Writing & Interviewing,” 2010; Southern Utah University, School of Business
- Participant, Ms. Michelle Douros seminar entitled “Buckle, Incorporated – Recruitment Strategies, Ethics, and the Law,” 2010; Southern Utah University, School of Business
- Participant, Mr. Scott Lanning seminar entitled “Research Methods and Resources,” 2010; Southern Utah University, School of Business
- Participant, Convocation Seminar presented by Dr. Kwame Anthony Appiah entitled “Cosmopolitanism: Ethics in a World of Strangers,” 2010; Southern Utah University
- Participant, School of Business & Wells Fargo Business Executive Speaker Series presented by Ms. Laura O. Houston entitled “Ethics Still Matter,” 2010; Southern Utah University
- Participant, Convocation Seminar presented by Dr. Noah Feldman entitled “Religion and World Affairs: Where are we Going?” 2010; Southern Utah University
- Participant, School of Business Brown Bag Seminar presented by Dr. Joe Baker entitled “Job Satisfaction of Science and Engineering Bachelor of Science Degree Recipients,” 2007; Southern Utah University, School of Business
- Participant, School of Business & Wells Fargo Business Executive Speaker Series presented by Ms. Renee West entitled “Success In A Crisis Economy,” 2009; Southern Utah University
- Participant, Convocation Seminar presented by Rabbi Shmuley Boteach entitled “Economic Collapse: The Cause and Cures of Human Greed,” 2009; Southern Utah University
- Participant, Convocation Seminar presented by Ms. Diane Dutton entitled “A Woman’s Career: Leadership Beyond the Glass Ceiling,” 2009; Southern Utah University
- Participant, Mr. Kerry McDonnell seminar entitled “Alaska Coach Tours,” 2009; Southern Utah University, School of Business
- Participant, Dr. Steve Evans seminar entitled “Financial Management & Securities Markets: Financing & Investing Opportunities,” 2009; Southern Utah University, School of Business
- Participant, Ms. Anne Yero seminar entitled “Dynamics of Canyon Creek Women’s Crisis Center,” 2009; Southern Utah University, School of Business
- Presenter and Participant, 38th Annual Conference of the Western Decision Sciences Institute, 2009; Kauai, HI
- Roundtable Discussion Leader and Participant, Utah Campus Compact Engaged Scholars Retreat: “What Piece of the Civic Engagement Puzzle are You?” Dixie State College, St. George, UT; 2009
- Participant, Ms. Mary Christiansen seminar entitled “NRA ProStart Culinary Competitions at the High School Level,” 2009; Southern Utah University, School of Business
- Participant, Mr. Jason Gibson seminar entitled “Services Marketing Inside the World of Disney,” 2008; Southern Utah University, School of Business
LISA MARIE ASSANTE

(850) 474 – 2039

PROFESSIONAL DEVELOPMENT

- Participant, Mr. Dan Twohy seminar entitled “Contract Foodservice Operations: Compass Group USA vs. the Competition,” 2008; Southern Utah University, School of Business
- Participant, Mr. Robert Whitleaw seminar entitled “Resort Recreation Management and Marketing at Brian Head Ski Resort,” 2008; Southern Utah University, School of Business
- Participant, Convocation Seminar presented by Dr. Donald L. McCabe entitled “Promoting Academic Integrity,” 2008; Southern Utah University
- Presenter and Participant, 39th Annual Conference of the Decision Sciences Institute, 2008; Baltimore, MD
- Presenter and Participant, 2008 Utah Tourism Conference; Salt Lake City, UT
- Presenter, Session Chair, Reviewer and Participant, 37th Annual Conference of the Western Decision Sciences Institute, 2008; San Diego, CA
- Participant, Utah Campus Compact Engaged Scholars Retreat: “Building and Nurturing the Engaged Campus,” Dixie State College, St. George, UT; 2008
- Presenter, School of Business Brown Bag Seminar presented by Dr. Lisa Marie Assante, Dr. Emmett Steed and MBA Candidate Whitney Johnston entitled “Establishing a Hospitality Research Center: Examining Best Practices and Stakeholder Perceptions,” 2007; Southern Utah University, School of Business
- Participant, School of Business Brown Bag Seminar presented by Dr. David Tufte entitled “Commercialization of Malware,” 2007; Southern Utah University, School of Business
- Participant, Lunchbytes seminar presented by Drs. Donna Eddleman, Katy Herbold and Deb Hill entitled “Baby on Board – The Legacy: Generation Y, Echo Boomers, The Millenials, the Internet Generation,” 2007; Southern Utah University
- Participant, State of Utah, Division of Risk Management seminar conducted by Dr. Brian Nelson, entitled “Workplace Harassment,” 2007; Southern Utah University
- Participant, Department of Public Safety training entitled “Campus Emergency Preparedness,” 2007; Southern Utah University
- Participant, Dr. David Heenan seminar entitled “Flight Capital,” 2007; UHM School of Travel Industry Management
- Participant, Dr. Donald E. Hawkins seminar entitled “Understanding Tourism in a World of Uncertainty…A Paradox Approach,” 2006; UHM School of Travel Industry Management
- Participant, Dr. Ivo Martinac seminar entitled “Benchmarking and Certification in the Hotel Industry: Order Out of Chaos,” 2005; UHM School of Travel Industry Management
- Participant, Ms. Rosa Say seminar entitled “Managing with Aloha,” 2005; UHM School of Travel Industry Management
- Participant, Mr. Frank Haas seminar entitled “Hawai’i Tourism Strategic Plan: 2005 – 2015,” 2005; UHM School of Travel Industry Management
- Participant, Dr. Peter Tarlow seminar entitled “Confronting Issues of Tourism Security and Safety: The World after New Orleans,” 2005; UHM School of Travel Industry Management
- Participant, Dr. Peter Murphy seminar entitled “Distinguishing the Difference between Tourism and Resorts,” 2005; UHM School of Travel Industry Management
- Focus Group Discussion Leader & Attendee, 10th Annual Graduate Education and Graduate Student Research Conference in Hospitality and Tourism, 2005; Myrtle Beach, SC
PROFESSIONAL DEVELOPMENT

- Focus Group Discussion Leader & Attendee, 2004 Annual International CHRIE Convention; Philadelphia, PA
- Participant, ATLTC Basic Statistical Procedures with SPSS Software, 2004; Texas Tech University
- Participant, TLTC Creating a Grade Book with Excel, 2004; Texas Tech University
- Attendee, 9th Annual Graduate Education and Graduate Student Research Conference in Hospitality and Tourism, 2003; Houston, TX
- Participant, TLTC Designing Courses with Front Page 2000, 2003; Texas Tech University
- Participant, TLTC Creating WWW Courses (Pedagogy), 2003; Texas Tech University
- Participant, TLTC TEACH Workshop: Active Learning: Learning is Not a Spectator Sport! Part I, 2003; Texas Tech University
- Attendee, 8th Annual Graduate Education and Graduate Student Research Conference in Hospitality and Tourism, 2002; Las Vegas, NV
- The Pennsylvania State University: Food Service Manager 2000 Institute; 1994

HOSPITALITY INDUSTRY EXPERIENCE

- Formulated and implemented training and development seminars for AAA 5 Diamond property, focusing on unmatched service for approximately 500 managers and 4500 team members, while striving to attain a Balanced Scorecard
- Actively promoted unmatched service and loyalty through interaction with internal and external guests
- Operated subsidy business and 95% of total regional Profit and Loss (P&L) business, generating 6.5 million dollars of annual revenue, with 100% client retention rate
- Formulated annual business development plan for all facilities, resulting in expanded profit margins through increased sales and improved client and guest satisfaction
- Prepared annual budgets for all facilities including the negotiation of management fees, general and administrative charges, and P&L commission schedules
- Instituted procedural controls at the facility level to ensure proper management of corporate assets (i.e., cash management guidelines, accounts receivable collection policies, and inventory and cost maintenance controls)
- Ensured facility compliance with established quality and performance standards as well as health and safety regulatory codes
- Employed team building approach in the development of individuals through extensive cross-training and the establishment of a semi-annual review process
- Actively worked to develop and promote corporate cohesiveness and loyalty through interaction between individual facilities as well as district, regional, and corporate levels
- Set up corporate presence in new market, developed supplier network, trained opening team, and established regional marketing strategy
- Designed, organized, and managed on and off premise catering profit center to generate additional sales
- Planned and instituted regional marketing newsletter
- Developed and implemented Fresh Approach Program; a retail marketing program designed to drive top-line sales
HOSPITALITY INDUSTRY ACTIVITIES AND AWARDS

- Team Captain – Sodexho Mid-Atlantic Expo ’96, Summer Expectations: Let’s Heat It Up; Gourmet Grab and Go Display, Honorable Mention
- Team Member – Societe Culinaire Philanthropique ’95, Jacob Javitz Center, NYC; Hors d’oeuvres, 1st Place, Gold
- Team Captain – Gardner Merchant Expo ’95, Supplying Tomorrow’s Needs Today; Great American Grill-Off, 1st Place, Gold
- Team Member – First Night Bethlehem ’95, Volunteer Ice Sculpting Display

CERTIFICATIONS

- National Restaurant Association: Certified ServSafe® Instructor and Registered Proctor; June 25, 2013 – June 25, 2018
- National Restaurant Association: Certified ServSafe Alcohol® Instructor and Registered Proctor; May 17, 2013
- Certified Guest Service Professional and Trainer, American Hotel & Lodging Association Educational Institute; March 8, 2012
- Investigator, State of Utah Risk Management: Certified Workplace Harassment Investigations Training; December 16, 2010
- PADI Scuba Diving Specialty Certification: Manatee Awareness; 2006
- PADI Scuba Diving Specialty Certification: Equipment Specialist, Care, and Maintenance; 2005
- PADI Scuba Diving Certification: Open Water Diver; 2004
- National Restaurant Association: Bar Code Certification; April, 2003
- National Restaurant Association: HACCP; May, 2001
- The Venetian, Resort, Hotel, Casino Trainer: Taking the Lead; The Practical Coach; Leader’s Role in Unmatched Service; Team Members’ Role in Unmatched Service; Unmatched Support: Mastering the Interview Process; Team Member Orientation; Follow Up Orientation
- Zenger Miller Front Line Leadership: Core Interpersonal Skills; Train the Trainer; Developing Team Performance; Leadership in a Diverse Workplace
- Trainer, Gardner Merchant: Quality Customer Service Program
- Trainer, Gardner Merchant: Quality Assurance Audit Program
- Learning International: Need Satisfaction Selling – Understanding Professional Sales Negotiations
- HIV/AIDS Awareness Program
- Gardner Merchant: Time/Stress Management
- The International Writing Institute, Incorporated: Put it in Writing Workshop
MEMORANDUM
July 18, 2014

TO: Dr. Martha Saunders
Provost

FROM: Dr. W. Timothy O'Keefe
Interim Dean, College of Business

Dr. Nestor Arguea
Chair, Department of Marketing & Economics

SUBJECT: Proposed BSBA in Supply Chain Logistics Management
(CIP Code 52.0203)
Request for Waiver of Request to Explore and Plan a New Degree

The College of Business respectfully requests waiver of the requirement to submit a Request to Explore and Plan for a new BSBA degree in Supply Chain Logistics Management (CIP 52.0203). We understand that this request for waiver requires review by the Faculty Senate and approval by the Provost and the Academic Affairs Committee of the UWF Board of Trustees.

Currently, the College of Business offers a specialization in Supply Chain Management under the BSBA in Marketing (CIP 52.1401). The College wishes to convert this specialization to a free-standing BSBA in Supply Chain Logistics Management (CIP 52.0203).

The College of Business has reviewed its undergraduate degree offerings in relation to the regional and national job market; programs available at other universities in the State University System, other Florida baccalaureate degree granting institutions, at other institutions in the Southeast; and with respect to potential interest among first-time-in-college (FTIC) and community college transfer students. The College has also examined its potential for undergraduate enrollment growth given the increasingly competitive higher education market in the region. We believe that the BSBA in Supply Chain Logistics Management will be an important addition to the College’s degree portfolio. (See attached letters of support from Ascend, the University of North Florida, and Auburn University—Montgomery.)

Because the curriculum for the Supply Chain Logistics Management degree would be built around courses that are already in existence for the specialization, and because the faculty, library, technology, space and other resources needed to mount the program are already in place for the initial years of the program, the College respectively requests waiver of the requirement to submit a Request to Explore and Plan a New Degree Program and, thus, permission to proceed directly to preparing and submitting a Request to Implement a New Degree Program. Assuming that the preparation of the Request to
Academic Affairs

JUL 1 6 2014

Provost Office
Implement and the ensuing reviews and approvals can be accomplished in a timely manner, it is proposed that this new degree be implemented in Fall 2015 with the degree being available in a face-to-face format at the Pensacola campus.

It is expected that offering the degree will yield a net increase in undergraduate enrollment. Demand for graduates from bachelor’s degree programs in Supply Chain and Logistics programs is high, and existing programs are not able to satisfy this demand as attested to in the accompanying letters of support.

As is the case with the College’s current BSBA programs, the BSBA in Supply Chain Logistics Management will be a 120 sh program, subscribe to the state-mandated Common Prerequisites, and include UWF’s College of Business Common Core.

Additionally, the College will include the Supply Chain Logistics Management degree in its articulation discussions with area state colleges. A.A. degrees in Business are offered by Pensacola State College, Northwest Florida State College (Niceville), Gulf Coast State College (Panama City), and Chipola College (Marianna).

The BSBA in Supply Chain Logistics Management will fall under the College’s accreditation by AACSB International.

Within the State University System of Florida, the BS in Supply Chain Management (CIP 52.0203) is offered by Florida Polytechnic University. A BSBA in Transportation Management is offered by the University of North Florida under CIP 52.0209. Within the Florida College System, Broward College (Davie) offers the BAS in Supply Chain Management and the Florida State College at Jacksonville offers the BAS in Logistics.

Within the Florida Panhandle, Embry Riddle University offers the BS in Transportation at Choctawhatchee High School in Fort Walton Beach.

Outside of Florida, geographically, the closest logistics-related bachelor’s degree program is located at Auburn University—Montgomery.

The Board of Governors’ required New Academic Degree Program Authorization Pre-Proposal Form has been reviewed and received approval by the Council of Academic Vice Presidents of the State University System. The proposed program is included on UWF’s Work Plan for the 2014-2015 academic year.

Attachments (3)

cc: Dr. George Ellenberg
Dr. James Arruda
Dr. Carl Backman
Dr. Scott Keller
July 11, 2014

To: Dr. Dr. W. Timothy O’Keefe, Dean

From: Brian J. Gibson, Ph.D., Wilson Family Professor of Supply Chain Management

Subject: UWF Supply Chain Logistics Management Degree Program

Dr. O’Keefe:

Please accept this letter of support for a standalone degree program in Supply Chain Logistics Management at the University of West Florida. Over the course of my twenty year academic career, I have witnessed a dramatic growth in industry demand for highly qualified graduates with supply chain related degrees. It is an exciting time to be in this academic field as there is a great need for additional undergraduate programs to support the industry demand for talent.

Businesses are recognizing the critical importance of SCM to their success but they face a talent crisis, an issue that research projects at MIT, Gartner, and the Council of Supply Chain Management Professionals association have highlighted. The U.S. Department of Labor projects that employment of logisticians will grow 22% from 2012 to 2022, which is much faster than average for all occupations. In response, employers are quickly ramping up their efforts to attract strong SCM graduates to fill their talent void.

At the same time, student interest in supply chain degrees is rising. Students want more than a few courses or a concentration in SCM, they want a standalone major that can lead to excellent career prospects. Our undergraduate program at Auburn has grown tenfold since 2000, moving from 12 graduates per year to 120 graduates annually. This growth has not impeded our ability to achieve strong placement of SCM graduates with top notch employers in the Southeast and beyond. The average starting salary of our May 2014 graduates is just over $51,000.

Dr. Keller has built a strong foundation for a supply chain logistics management degree program. This new major would quickly attract high caliber students, employers, and sponsors. With adequate support, it would soon become a flagship program for the UWF College of Business.

Thank you,

Brian J. Gibson

Brian J. Gibson, Ph.D.
Wilson Family Professor
SCM Program Coordinator
June 28, 2014

Dr. Tim O'Keefe  
Dean, College of Business

Dear Dr. O'Keefe:

I am very pleased and excited to hear that UWF is planning to offer a stand-alone Supply Chain Logistics Management Degree in Fall 2015. I am well-acquainted with Dr. Scott Keller and with the growth in your program over the past nine years, and I believe that offering such a degree should be the next step in its development. UWF consistently places at the top of annual logistics and supply chain competitions throughout the country, which validates the rigor and application of the program's curriculum. Your graduates are very competitive in the job market; and they are hired by the same leading logistics companies that also recruit at the highly ranked supply chain and logistics programs.

It is a well-established fact that corporate strategies rely on logistics and transportation to mobilize materials, work in process, and finished goods in ways that provide competitive levels of customer service while reducing overall supply chain costs. Achieving this objective requires employees and particularly managers who are educated in evaluating the many logistics trade-offs that influence decision-making across the many alternatives in business today. Without a comprehensive and detailed understanding of supply chain logistics concepts, terminology, metrics, and cost trade-offs managers are more likely to err in logistics decision-making. UWF's stand-alone Supply Chain Logistics Management Degree will assure that your students are well-trained in these important areas; moreover, the degree will offer career positions that are highly paid, will please their parents and friends, and provide continued visibility and pride for UWF.

I have examined the comprehensive coursework which will comprise the degree program (Supply Chain Logistics Management; Strategic Transportation Management; Warehousing and Terminal Management; Global Logistics; Logistics Systems and Analytics; Supply Chain Logistics Strategy; and an Internship in Supply Chain/Logistics Management), and I am very sure that it will attract top high school prospects and transfer students, and provide well-paying professional career paths within Florida and across the country upon graduation. There is, unquestionably, corporate demand for logistics graduates which far exceeds the ability of the existing logistics programs to create graduates knowledgeable in supply chain and logistics management.

I fully support your move to offer the stand-alone degree. Please feel free to contact me with any questions you may have.

Sincerely,

Robert Frankel, Ph.D.  
Richard deRaismes Kip Professor  
of Marketing & Logistics  
Director Transportation & Logistics Flagship Program  
UNF Coggin College of Business
Tim O'Keefe, Dean  
College of Business  
University of West Florida  
Pensacola, FL

Dear Dean O'Keefe:

I would like to show my support for your intentions to create a stand-alone Supply Chain Logistics Management Degree. It is great news to hear, and with the progress of your logistics program over the past 9 years the stand-alone degree is the right step to take to assure the future development and success of your program.

Supply Chain Management and Logistics programs are few across the country, but the demand is high for managers knowledgeable in the discipline. Companies have limited university programs from which to recruit qualified students, and your logistics program has shown that your graduates are very competitive and receive top jobs in transportation and logistics operations.

Over the years, we have hired many students from UWF's College of Business Logistics program. We have provided internships, full-time placement and scholarships. We have also been involved in the annual meetings that bring our company together with your students. Several of your graduates have risen to important positions in our organization; however, we will need even more.

Increasing demands of our customers and operating in a highly competitive international environment requires that we hire highly qualified managers with logistics and supply chain management knowledge. Our transportation carriers also need employees and managers with a better understanding of logistics so they can more adequately provide valuable transportation services with knowledge of the industry's challenges. UWF's efforts to provide the critical coursework needed to develop your logistics graduates into highly skilled logistics and supply chain managers is very important. I commend you for what you've accomplished and for the future that you have set forth with your stand-alone logistics degree.

We have supported of the Logistics program at UWF for many years, and we strongly support your decision to create a stand-alone supply chain logistics degree.

Sincerely,

Chris Price  |  Transportation Manager (Trucking & Warehousing)  |  Ascend Performance Materials  
O: 850.968.7165  |  M: 850.497.2792

P. O. Box 97  |  Gonzalez, FL 32560
Academic Affairs

Oct 2, 2014

Provost Office