

Curriculum Vita

Charles Dennis Hale, EdD, MBA

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Core Competencies

- Student/Learner Centered Strategic Learning & Instructional Design
- Values-Based Developmental Teaching & Leadership Philosophy
- Active Teaching, Learning, and Assessment Pedagogy
- Leadership, Management, & Program Evaluation Education
- Bachelors/Graduate/Continuing Education Proficiency
- International Teaching & Program Administration
- Online, Blended, & Traditional Teaching and Instructional Design
- Build Strong, Quality Academic Organizations, Processes, & Infrastructure
- Coach, Mentor, & Develop Highly Effective Faculty & Staff

Education

- EdD, Higher Education Administration, University of Florida, 1989
- MBA, Management & Business Administration, Saint Leo University, 2014
- EdS, Educational Administration (K-12), University of Florida, 1986
- MAHE, Community Health Education, University of Florida, 1982
- BS, Community Health Education, University of Southern Mississippi, 1977

Professional Certifications

- Designing Learning (ASTD), 2013
- Kirkpatrick Four Level Evaluation, 2010
- Emotional Intelligence (EQI-2.0), 2013
- Myers-Briggs Type Indicator (MBTI), 2000

International Travel

Asia & Africa: China, Hong Kong, Japan, Kenya, South Korea, Malaysia, Macao, Singapore, Taiwan, Thailand, Turkey, UAE, Vietnam

Americas: Bahamas, Canada, Cayman Islands, Jamaica, Mexico, Puerto Rico

HIGHER EDUCATION TEACHING

Position: **Professor of Management**, Saint Leo University (01.01.2014+)

Duties: Teach principles of management; business communications; introduction to business; organizational behavior; integrated business perspectives; business, government, and society; professional development seminar; strategic management; and academically advise students. Taught graduate program evaluation and applied measurement.

Research: Servant Leadership

Service: Small college/university and NGO capacity building

Committees: Promotion & Tenure (Elected) & Institutional Review Board

Promotions: Full Professor, 2008; Tenured, 2000; Associate Professor, 1996

Position: **Professor of Educational Leadership**, Saint Leo University (07.01.1996 to 12.31.2013)

Duties (1) Taught school leadership; law; finance; HRM; school operations; and measurement, evaluation, & assessment, 1996-2013; (2) coached adjunct educational management faculty to improve teaching effectiveness; and (3) designed 17 online, blended, and traditional graduate courses: program evaluation, 4; applied measurement and statistics, 2; introduction to research, 2; K-12 administration, 6; and higher education leadership, 3 between 1996 and 2013.

Position: **Associate/Assistant Professor of Health Care Administration**, (07.1989-06.1994)
Adjunct Instructor of Healthcare Administration, (09.1986-07.1989)
 Saint Leo College, St. Leo, Florida

Duties: Taught 2 or 3 classes each semester in an external baccalaureate degree program, serving 250+ adult students in 3 academic centers; supervised student interns; designed six (6) undergraduate HCA courses; wrote course curriculum guides, syllabi, content supplements, study guides, and workbooks; and designed, launched, and managed a health services specialization for the baccalaureate business administration (BBA) major.

Promotions: Associate Professor, 1992; Assistant Professor, 1989; Adjunct Instructor, 1986

Current Courses

<u>General Business Administration²</u>	<u>Dates</u>	<u>Delivery: Sections, Students</u>
<i>GBA 105 Introduction to Business</i>	2014 +	Traditional: 1, 25
<i>GBA 321 Essential Business Skills</i>	2014 +	Traditional: 6, 142
<i>GBA 298 Professional Development Seminar</i>	2016 +	Online: 1, 12
<i>GBA 398 Integrated Perspectives of Business</i>	2015 +	Online: 2, 33
<i>GBA 440 International Business</i>	2015 +	
<i>GBA 498 Strategic Management</i>	2015 +	
<u>Management²</u>		
<i>MGT 301 Principles of Management</i>	2014 +	Traditional: 1, 30; Online: 1, 13
<i>MGT 320 Entrepreneurship I</i>	2015 +	
<i>MGT 350 Entrepreneurship II</i>	2015 +	
<i>MGT 412 Organizational Behavior</i>	2014 +	Online: 1, 15
<i>MGT 430 Business, Government, and Society</i>	2014 +	Online: 5, 91
<i>MGT 441 Labor Relations</i>	2016 +	

Inactive Graduate & Undergraduate Courses

<u>Educational Management (K-12)¹</u>	<u>Dates</u>	<u>Delivery: Sections, Students</u>
<i>EDU 647 School Operations</i>	2007-2013	Online: 13, 219
<i>EDU 659 Public School Law</i>	2007-2013	Online: 5, 65; Blended: 4, 52
<i>EDU 688 Public School Finance</i>	2006-2011	Online: 5, 62; Blended: 2, 23
<i>EDU 654 Education Sys Org & Leadership</i>	1997-2009	Traditional: 4, 62; Online: 12, 220
<i>EDU 662 Human Resource Management</i>	2006-2008	Online: 7, 103
<i>EDU 678 Educational Leadership Practicum</i>	1997-2000	Internship, 34
<u>Educational Management (Tertiary)¹</u>	<u>Dates</u>	<u>Delivery: Sections, Students</u>
<i>EDU 721 Higher Education Governance</i>	2011-2012	Blended: 2, 10
<i>EDU 719 Higher Education Curriculum</i>	2010-2012	Blended: 1, 8
<i>EDU 718 Enrollment Management</i>	2010-2012	Blended: 1, 10
<u>Management & Leadership¹</u>	<u>Dates</u>	<u>Delivery: Sections, Students</u>
<i>EDU 552 Diffusion & Adoption of Innovations</i>	2011-2016	Online: 4, 31
<i>MBA 525 Professional Development</i>	2010-2010	Traditional: 1, 18 (Taiwan)
<u>Measurement & Statistics¹</u>	<u>Dates</u>	<u>Delivery: Sections, Students</u>
<i>EDU 630 Measuring Learning & Performance</i>	2011-2016	Online: 15, 143
<i>EDU 703 Applied Educational Statistics</i>	2009-2013	Online: 3, 22; Blended: 2, 43
<i>EDU 630 Quantitative Educational Assessment</i>	1997-2010	Traditional: 17, 307; Online: 13, 156
<i>SOC 223 Introductory Statistics</i>	1991-2000	Traditional: 14, Uncounted

<u>Program Evaluation</u> ¹	<u>Dates</u>	<u>Delivery: Sections, Students</u>
<i>EDU 524 Program Evaluation</i>	2010-2016	Online: 16, 135
<i>EDU 713 Program Evaluation: Introduction</i>	2009-2013	Online: 2, 14; Blended: 2, 42
<i>EDU 714 Program Evaluation: Instrumentation</i>	2010-2013	Online: 2, 09; Blended: 2, 28
<i>EDU 715 Program Evaluation: Design</i>	2010-2013	Online: 2, 16; Blended: 2, 24
<u>Research Methods & Graduate Projects</u> ¹	<u>Dates</u>	<u>Delivery: Sections, Students</u>
<i>EDU 632 Educational Research Methods</i>	1998-2009	Traditional: 8, 74; Online: 13, 100
<i>EDU 670 Master's Applied Projects</i>	1997-2009	Tutorial, 18
<i>MBA 555 Business Research Methods</i>	2000-2004	Traditional: 9, 190; Online: 18, 269
<u>Healthcare Administration</u> ¹	<u>Dates</u>	<u>Delivery: Sections, Students</u>
<i>HCA 402 Epidemiology</i>	1990-1994	Traditional: 3, Uncounted
<i>HCA 302 Health Care Organization</i>	1989-1994	Traditional: 4, Uncounted
<i>HCA 498 Health Planning & Policy</i>	1986-1994	Traditional: 10, Uncounted
<i>HCA 301 Management Principles</i>	1986-1994	Traditional: 7, Uncounted
<i>HCA 425 Healthcare Internship</i>	1989-1998	Tutorial, 149

¹(Instructor & Designer, BS, MEd, or EdS) ²(Instructor, BA/BS Business Administration)

Dissertations

Dissertations: Committee Member

Development of an Educational Product that Prepares Nursing Faculty to Develop and Design Effective On-line Nursing Education Courses, Nova Southeastern University, 2002

Identification of Competencies Required for Clinical Education in Therapeutic Recreation with Development of a Continuing Education Plan to Enhance Competence of Clinical Educators, Nova Southeastern University, 2002

Comparison of the Adult Learning Styles Inventories of Traditional Nursing Students versus Non-traditional Nursing Students with Suggested Teaching and Learning Strategies, Nova Southeastern University, 2001

Development of a Strategic Plan for the Expansion and Continuation of a Service Learning Project at Glendale Community College, Nova Southeastern University, 2001

Dissertations: Committee Chair

Evaluation of the Appropriateness of a Graduate Nursing Experiential Learning Assessment for Undergraduate Music Therapy Clinical Student, Nova Southeastern University, 2001

Development of a Web-based Tutorial Program for Nursing Students Learning Fetal Heart Rate Assessment Skill at Red River College, Nova Southeastern University, 2001

HIGHER EDUCATION ADMINISTRATION

Position: **Associate Director, Graduate Academic Operations** (03.20.2009-05.15.2010)
Program Administrator, Educational Leadership (07.01.2007-05.15.2010)
Saint Leo University, St. Leo, Florida

Duties: Managed graduate academic operations; cleared faculty to teach graduate education courses; evaluated faculty teaching effectiveness; established 3-year multi-delivery platform course schedule; and consulted with other University graduate faculty program coordinators, department directors, and administrative offices.

Projects: (1) Managed instructional design and launch of an EdS in public school and higher education leadership, 2009-2010; (2) led the successful redesign and launch of the MEd in educational (school) leadership (2007-2009) which received full state program approval with commendations; and (3) led the redesign of the MEd in instructional leadership (2010) and MS in instructional design (2010).

Position: **Management Consultant** (Sabbatical Position, 08.2003-04.2005)
Sino-Western Education, Qingdao City, Shandong Province, China

Services: **(1)** Consulted on the design, organization, and successful launch of an independent K-12 international school; **(2)** recruited, inducted, and developed a full team of teachers; led curriculum development; trained foreign and Chinese staff in international teaching, learning and assessment practices; **(3)** supervised, developed, and evaluated 10 foreign teachers; and **(4)** developed and launched community outreach and parent/teacher relations platforms to allow for active involvement by all stakeholders.

Position: **Director/Chair (Founding), Graduate Studies in Education** (07.1996-05.15.2003)
Saint Leo University, St. Leo, Florida

Duties: Provided leadership to the Office of Graduate Studies in Education with 115+ majors; ensured academic quality and accreditation criteria compliance; supported graduate admission function; planned, scheduled, and staffed classes; recruited, cleared, recommended appointment, supervised, and evaluated 3 full-time and 7 adjunct graduate faculty and 1.75 staff FTE; managed revenue (\$205K) and expense (\$183K) budgets; and managed a multi-site post-baccalaureate teacher recertification and alternative certification programs (\$335K revenue & \$255K expense budgets), 2.0 staff FTE, & 75 adjunct faculty in 1998-2000 and 2001-2003.

Projects: **(1)** Led complete curricular revision and implementation for two education master degree majors, 2000-01; **(2)** managed graduate program's off-campus expansion, leading to a doubling of enrollment and revenues, 1999-2001; **(3)** led new graduate degree programs to regional accrediting and state education agency approval, 1997, 1998, & 2002; **(4)** managed the design, development, and implementation of a degree candidate portfolio assessment system, 1996; and **(5)** managed development of 13 graduate courses, 1996.

Position: **Chair (Interim), Department of Education** (08.1998-05.2000)
Saint Leo University, St. Leo, Florida

Duties: Led undergraduate education department (482 elementary and 53 secondary education majors) on six campuses to integrate and unify academic operations; managed the design, development, and implementation of a performance based accountability reporting system; re-structured faculty clearance policy and procedures; managed day-to-day departmental operations on home campus; managed revenue (\$700K) and expense budgets (\$250K); scheduled and staffed classes; and recruited, cleared, recommended appointment, supervised, and evaluated full-time and adjunct faculty.

Projects: **(1)** Led revision of an elementary teacher education program (retained at risk state program approval), **(2)** restructured the teacher continuing education program, and **(3)** successfully launched an undergraduate ESE major.

Position: **Director (Founding), Academic Assessment & Evaluation** (01.1999-08.2003)
University Assessment Consultant (07.1996-12.1998)
Saint Leo University, St. Leo, Florida

Duties: As Chief Assessment Officer (CAO) assisted faculty and administration in framing, designing, and implementing academic assessment and accountability reporting systems at the course, specialization, major, and departmental levels; managed revenue (\$120K) and expense (\$117K) budgets; supervised 2.0 staff FTE; designed, conducted, and reported 44 commissioned academic and institutional effectiveness studies; and prepared undergraduate and graduate student achievement reports.

Projects: **(1)** Designed, implemented, and maintained (for three cycles) the university's first comprehensive academic operations planning, reporting, and quality improvement system, which received no recommendations from the February 2001 SACS reaffirmation visiting team, 1998-2001; **(2)** led the construction and implementation of a locally developed business administration (major and specialization) achievement test series, 1999-2001; **(3)** led construction of an accountability reporting system for the university's teacher education programs consistent with State Law and Title II, 1998-2000; and **(4)** led the restructuring of the graduate programs' accountability reporting systems, 1996-1998.

- Position: **Coordinator, Academic Programs, Assessment, & Evaluation** (08.1994-06.1996)
Department of Evening Classes, University of Georgia Center for Continuing Education, Athens, Georgia.
- Duties: Provided institutional research (IR) services to support a continuous quality improvement (CQI) initiative within a self-supporting academic credit continuing education department of 18 persons serving 1,800 students quarterly with \$2.6 million in gross revenue; designed and conducted ad hoc IR studies; assessed classroom instruction and academic advising effectiveness; consulted with public service faculty and Center staff on the design and management of survey research projects; and worked with the College of Education to appoint faculty and schedule courses.
- Projects: **(1)** Developed theory based student assessment indexes for classroom instruction and academic advising; **(2)** assessed general education literacy instructional compliance and **(3)** conducted two (state & national) benchmarking studies.
- Position: **Chair, Department of Professional Studies** (05.1992-05.1994)
Director of Healthcare Administration (05.1989-06.1994)
Saint Leo College, St. Leo, Florida
- Duties: Provided academic support to adjunct faculty; recruited students; chaired home campus department consisting of the social work, healthcare administration, and criminology disciplines; prepared and managed departmental budget and course schedules; evaluated faculty teaching effectiveness; and appointed adjunct faculty.

HIGHER EDUCATION RESEARCH

Publications

Books: eBooks

Hale, C.D. & Astolfi, D. (2015). *Evaluating education & training effectiveness: A primer* (3rd ed.), 436 pp.

Hale, C.D. & Astolfi, D. (2014). *Measuring learning and performance: A primer* (3rd ed.), 199 pp

Hale, C.D. & Astolfi, D. (2012). *Active teaching and learning: A primer* (2nd ed.), 179 pp.

(Retrieve from: www.CharlesDennisHale.org [free, downloadable pdf files, no ads or sales])

Books: Print

Hale, C. D., Arnold, F., & Travis, M. T. (1994). *Planning and evaluating health programs: A primer*. Albany, NY: Delmar Publishing Inc. (4,178 copies sold)

Manuscripts in Preparation

Hale, C. D. & Walker, C. (In Preparation). *Entrepreneurial servant Leadership: Fostering creativity and innovation*.

Hale, C. D. (In Preparation). *Servant leadership in Christian higher education: A Conceptualization*

Peer Reviewed Articles: Academic Quality Assessment, Evaluation, & Improvement

Hale, C. D., Brewer, P. B., McLaurin, S., Hardaway, E., & Thompson, N. (1998). Assessing academic credit continuing education: The total assessment project. *Assessment Update*, 10(4), 14-15.

Brewer, P. B., Hale, C., & McLaurin, S. (1996). Benchmarking academic credit and noncredit continuing education. *Journal of Continuing Higher Education*, 44(1), 2-11.

Hale, C. D. (1995). Assessing academic program effects. *Adult Assessment Forum*, 5(3), 6-8.

Williams, A. R., Davis, R. C., Hale, C. D., & Collins, T. R. (1989). Patterns of concern: Needs assessment and continuing education needs among public health physicians. *The Journal of Continuing Education in the Health Professions*, 9(3), 131-139.

Peer Reviewed Articles: Education Policy

Hale, C. D. & Smith, J. S. (2010). Serving Christian education at the elementary and secondary levels: A reply. *Proceedings of the Christian Higher Education and Globalization in Asia/Oceania: Realities and Challenges Consultation*. Sioux Center, IA: International Association for the Promotion of Christian Higher Education.

Hale, C. D. (1995). Commentary on the freedoms to research and publish in the academy and holding tenure. *Practicum, 14*(2), 15-32.

Hale, C. D. (1995). The freedoms to speak and teach in the academy: Commentary on two of the four academic freedoms. *Practicum, 14*(1), 1-9.

Hale, C. D. & Varnes, J. (1987). To be a reasonably prudent person. *Journal of the Florida Association for Health, Physical Education, Recreation, and Dance, 25*(2), 32-33.

Peer Reviewed Articles: Continuing Education Enrollment Management

Hale, C. D. & Wattenbarger, J. L. (1990). Adult undergraduate academic participation. *Community/Junior College Quarterly of Research and Practice, 14*(3), 199-211.

Hale, C. D., Nutter, R., Zemlo, J., & Willett, L. (1989). Examining adult participation in community school classes using Cross' chain of response model: Implications for recruiting. *The Community Education Research Digest, 3*(2), 38-47.

Hale, C. D., & Varnes, J. (1989). Community health education recruiting: A theoretical model. *The Eta Sigma Gamman, 21*(1), 24-27.

Sutherland, M., & Hale, C. D. (1986). The work functions and role perceptions of Florida public health educators. *Southern Health Practices, 3*(2), 1-3.

Peer Reviewed Articles: Community, Minority, Maternal, & Child Health Services

Sutherland, M., Hale, C. D., Harris, G., Stalls, P. (1997). Strengthening youth ATOD resiliency through the African-American church. *Journal of Health Education, 28*(4), 205-214.

Dimperio, D., Adams, C., Hale, C. D., Sierra, T., & Millsaps, C. (1996). Reducing the impact of substance abuse on at risk women and infants. *Journal of Health Studies, 12*(2), 90-97.

Sutherland, M., Hale, C. D., & Harris, G. J. (1995). Community health promotion: The Church as partner. *The Journal of Primary Prevention, 16*(2), 201-216.

Hale, C. D., Dorman, S., Dimperio, D., & Wilson, E. (1991). Planning for health education: Operations planning using a behavioral risk factor surveillance system. *The Eta Sigma Gamman, 22*, (2), 7-10.

Dimperio, D., Hale, C. D., Smith, E., Doran, A.M., Thurston, N. (1990). Evaluating the implementation of an inter-conceptional risk reduction program using resource mothers. *Southern Health Update, 11*(1), 8-10.

Hale, C. D., Wilson, E., & Dimperio, D. (1989). Pre-conceptional intervention: A programmatic model to reduce LBW incidence. *Journal of Health Education, 20*(6), 32-34.

Hale, C. D., Richards, N., Belcuore, T., Rains, C. S., & Davis, R. C. (1988). The high blood pressure and you education program. *Journal of School Health, 58*(6), 251-252.

Hale, C. D., Rains, C., Richards, N., Davis, R. C. & Belcuore, T., R., (1988). The prevalence of elevated blood pressure, cholesterol, and clinical obesity in grade 9 students in a north Florida school district. *Southern Health Update, 4*(3), 1-2.

- Sutherland, M., Hale, C. D., Davis, R. C., & Heck, C. (1987). The lifestyle practices of potential elementary classroom teachers. *Southern Health Journal*, 4(2), 3-5.
- Hale, C. D., Collins, T. R., and Davis, R. C., (1986). Assessing lifestyle health risk reduction program needs: A low cost model. *Health Education*, 17(3), 11-13.
- Hale, C. D., Davis, R. C., Collins, T. R., & Lesneski, C. (1986). Lifestyle health risks of Putnam County, Florida adults. *Journal of the Florida Association for Health, Physical Education, Recreation and Dance*, 24(1), 6-7.
- Hale, C. D. & Davis, R. C. (1986). The do-it-yourself caffeine audit. *Journal of Nutrition Education*, 18(3), 122a.

ERIC: Academic Quality Assessment, Evaluation, & Improvement

Hale, C. D. (1995). Analysis of nominal survey data. *Resources in Education* (ERIC Clearinghouse on Assessment & Evaluation). TM 024120.

Hale, C. D. & Travis, M. T. (1992). Academic program level effects assessment: A model. *Resources in Education* (ERIC Clearinghouse on Higher Education). ED 345 670. HE 025 582.

Hale, C. D. (1987). Continuing education program analysis guide. *Resources in Education* (ERIC Clearinghouse on Adult, Career, and Vocational Education). CE 047 785 ED 284 017.

ERIC: Community, Minority, Maternal, & Child Health Services

Hale, C. D. & Davis, R. C. (1987) Health education training needs assessment for county public health nurses. *Resources in Education* (ERIC Clearinghouse on Adult, Career, and Vocational Education). CE 046 515 ED 279 844.

Hale, C. D., Davis, R. C. Collins, T. R. & Sutherland, M. (1987). Public health nursing staff health education attitudes. *Resources in Education* (ERIC Clearinghouse on Higher Education). ED 273 186.

Hale, C. D., Davis, R. C. & Sutherland, M. (1987). Measuring the economic impact of health promotion programs. *Resources in Education* (ERIC Clearinghouse on Teacher Education). SP 027 834 ED 273 579.

Sutherland, M., Hale, C. D., & Davis, R. C. (1987). The Measurement of health behavior change: The health behavior risk factor instrument. *Resources in Education* (ERIC Clearinghouse on Teacher Education). SP 027 833 ED 273 578.

Hale, C. & Varnes, J. (1987). Assessing school emergency care preparedness. *Resources in Education* (ERIC Clearinghouse on Teacher Education). SP 028 623 ED 281 825.

Professional Development Training Curricula

Hale, C. D., Sutherland, M., & Harris, G. J. (1993). *Evaluating the church health program: The Church Health Committee manual*, Tallahassee, FL: Area Agency on Aging.

Hale, C. D., Sutherland, M., & Harris, G. J. (1992). *The Church health program: The minister's manual*. Tallahassee, FL: Area Agency on Aging.

Hale, C. D., Sutherland, M., & Harris, G. J. (1991). *Health promotion activities for senior citizens: A leaders' manual*, Tallahassee, FL: Area Agency on Aging.

Hale, C. D. & Davis, R. C. (1986). *High blood pressure and you: Workbook*, Gainesville, FL: School Board of Alachua County, (18,000 workbooks printed and distributed)

- Hale, C. D. & Davis, R. C. (1986). *High blood pressure and you: Instructor's manual*, Gainesville, FL: School Board of Alachua County.
- Hale, C. D. & Davis, R. C. (1984). *Live long and prosper: A wellness workbook*. Gainesville, FL: Alachua County Public Health Department. (1,000 workbooks printed and distributed)
- Hale, C. D. & Davis, R. C. (1984). *Live long and prosper: Instructor's curriculum guide*, Gainesville, FL: Alachua County Public Health Department.
- Hale, C. D. & Davis, R. C. (1983). *Health education methods course*, Gainesville, FL: Alachua County Public Health Department.
- Hale, C. D. & Davis, R. C. (1983). *Patient education and behavior change*, Gainesville, FL: Alachua County Public Health Department.
- Hale, C. D. & Davis, R. C. (1983). *Stress management techniques*, Gainesville, FL: Alachua County Public Health Department.
- Hale, C. D. & Davis, R. C. (1983). *Florida Health Risk Appraisal training course*, Gainesville, FL: Alachua County Public Health Department.

Workshops & Presentations

Servant Leadership

- Servant Leadership in Christian Higher Education: A Conceptualization*, at the 8th International Conference of the International Association for the Promotion of Christian Higher Education Higher Education hosted by Baekseok University in Cheonan City South Korea, June 2, 2016. (Author)
- Servant Leadership: A Tentative Cross-Contextual Conceptualization*, Invited Lecture at Jilin University School of Business in Changchun City, Jilin Province, China, May 2016. (Author)
- Servant Leadership, Creativity, and Innovation*, Invited Lecture at Jilin University School of Business in Changchun City, Jilin Province, China, May 2016. (Senior Author)
- Servant Leadership as a Theoretical Frame for Creativity and Innovation*, at the 1st Wyvern Publishing Group Academic Conference in Orlando, FL, October 2015. (Senior Author)
- Christian Servant Leadership* at the International Association for the Promotion of Christian Higher Education Higher Education Faculty Development and Leadership Training in Nairobi, Kenya, May 2014. (Author)
- Servant Leadership Theory: An Innovation & Internationalization Driver* at 5th International Business Conference at Saint Leo University in St. Leo, FL, February 2014. (Senior Author)
- Servant Leadership: Concept into Theory*, Invited Lecture at Jilin University School of Business in Changchun City, Jilin Province, China, June 2013. (Author)
- Servant Leadership: Concept into Theory*, Invited Lecture at Handong Global University in Pohang, South Korea, June, 2013. (Author)

Organizational Leadership

- Trends Impacting Development of the Workforce in Northeastern Asia: Global Workforce Planning and Development*, 6th Annual Business Research Conference at Ching Yun University in Jhongli City, Taiwan, September 2010. (Senior Author)

Serving Christian Education at the Elementary and Secondary Levels: A Reply, Christian Higher Education and Globalization in Asia/Oceania: Realities and Challenges in Taipei, Taiwan, May 2008. (Senior Author)

Characteristics of High Performing Principals--A New Study, 2004 Conference on Global Leadership, Learning, and Research, in Orlando, FL, July 2004. (Senior Author)

Academic Personnel Evaluation in American Higher Education, Invited Paper at Jilin University in Changchun City, Jilin Province, China, March 2002. (Senior Author)

Assessment Directors' Round Table, AAHE Assessment Conference, June 2000. (Panel Member)

What Goes Around Comes Around, Carrying the Land-grant Mission into to the 21st Century National University Continuing Education Association, Region III Annual Meeting, September 1995. (Senior Author)

Active Teaching, Learning & Assessment

Program Evaluation: Strategies for Success, International Association for the Promotion of Christian Higher Education Faculty Development and Leadership Training in Nairobi, May 2014. (Author)

The "E" in ADDIE, Association for Staff Training and Development, Sun Coast Chapter in St. Petersburg, FL, October 2010. (Author)

Improving Graduate Education through Electronic Program Evaluation: The Individual Principal Leadership Assessment System (IPLAS), International Association for Technology, Education and Development in Madrid, Spain, November 2009. (Junior Author)

Active Teaching and Learning: A Primer, Christian Higher Education and Globalization in Asia/Oceania: Realities and Challenges in Taipei, Taiwan, May 2008. (Senior Author)

The Interactive Lecture, First International Conference of the American Institute of Higher Education in Orlando, Florida, April 2008. (Senior Author)

Assessing Teaching Effectiveness, First International Conference of the American Institute of Higher Education in Orlando, Florida, April 2008. (Senior Author)

Active Learning, Qingdao Vocational & Technical College in Qingdao, China, July 2003. (Leader, 4 hours)

Introduction to Research Methods, Jilin University, Changchun, China, June 2002. (Leader, 12 days)

Quantitative Strategies for Assessing & Evaluating Attitudes, Learning, and Performance: A Primer. American Evaluation Association, November 2002. (1 day) (Senior Author)

Quantitative Evaluation Research Methods: A Primer. American Evaluation Association, Nov 2002. (1 day) (Senior Author)

Quantitative Approaches to Assessing Learning and Performance: A Primer. AAHE 2002 Assessment Forum, June 2002. (Two sessions) (Senior Author)

Active Learning Strategies in Graduate Business Education, Bright China Management Institute, Beijing, August 2002. (Leader, 5 days)

Quantitative Strategies for Assessing & Evaluating Attitudes, Learning, and Performance: A Primer. American Evaluation Association, November 2001. (1 day) (Senior Author)

- Active Learning in Higher Education*, Qingdao Advanced Vocational College, Qingdao, China.
August 2000. (Leader, 2 weeks)
- Evaluating Graduate Programs*, AAHE Assessment Conference, in Boston, June 2000 (Senior Author)
- Portfolio Assessment in a Graduate Education Leadership Degree Program: Design, Implementation, & Experiences*, AAHE Assessment Conference, June 1998. (Senior Author)
- Constructing Student Ratings of Teaching Effectiveness (SRTE): Legal Imperatives*, Association for Institutional Research May 1997. (Panel Member)
- Assessing Teaching Effectiveness in a Liberal Arts College: The Student Perspective*, Association for Institutional Research, May 1996. (Senior Author)
- A Decentralized Model for Assessing Academic Program Effects in Academic Credit Continuing Higher Education*, American Association for Higher Education, June 1995. (Senior Author)
- Academic Program Level Effects Assessment: A Model*. 16th National Conference on Successful College Teaching and Administration, March 1992. (Senior Author)
- A SAS PC Program to Analyze and Produce Feedback from Student Evaluations of Teaching*, Association for Institutional Research May 1996. (Junior Author)
- Continuing Education Enrollment Management: Constructing Theory Based Psychographic Profiles*, Region VII Association for Continuing Higher Education, April 1997. (Senior Author)
- Benchmarking Credit and Noncredit Programs*, Georgia Adult Education Association, April 1995. (Senior Author)
- The Changing Face of the Nontraditional Student*, Georgia Adult Education Association, April 1995. (Junior Author)
- Who's Taking Courses in the Evening: The Nontraditional Student in Flux*, National University Continuing Education Association Region III Annual Meeting, September 1995. (Senior Author)
- Community, Minority, Maternal, & Child Health Services**
- Strengthening Rural Youth Resiliency through the Church*. National Prevention Network, September 1998. (Junior Author)
- Health Education Professional Practice in Florida: An Exploratory Analysis*. Annual Meeting of the Southern District of AAPHERD, January 1994. (Senior Author)
- Assessing Community HIV/AIDS Health Needs* (Florida State Health Office), November 1993. (Author)
- Community Health Status Analysis: Basic Techniques* at Annual Health Promotion and Wellness Training Conference (Florida State Health Office), April 1993. (Senior Author)
- Pre-conceptional Intervention: A Program for Reducing LBW*. Annual Meeting of the American Public Health Association, November 1991. (Junior Author)
- Planning and Evaluating Health Programs* at Florida Association of Professional Health Educators, January 1991. (Senior Author)
- Pre-conceptional Intervention: A Program for Reducing LBW*. National Meeting of the American Association for the Advancement of Health Education, April 1989. (Senior Author)

Prospective Elementary Teachers' Health Behavior Patterns, National Meeting of the American Association for the Advancement of Health Education, April 1988. (Senior Author)

Hypertension Education in the Schools: A Profile of the High Blood Pressure and You Education Program, Biennial Florida School Health Conference, March 1987. (Senior Author)

The Prevalence of Obesity, High Blood Pressure, and Elevated Cholesterol in Grade 9 Alachua County Public School Students, Annual Educational Conference of the Florida Association for Health, Physical Education, Recreation, and Dance, October 1986. (Senior Author)

The School as the Center for Health Promotion: Linkage between School and Community Annual Educational Conference of the Florida Association for Health, Physical Education, Recreation, & Dance, October 1986. (Panel Member)

Job Functions and Continuing Education Needs of Public Health Educators, National Meeting of the American Association for the Advancement of Health Education, February 1986. (Senior Author)

Health Behavior Risk Factor Surveillance: Health Risk Status of Putnam County at Florida Adults. Winter Educational Workshop of the Florida Public Health Association, January 1986. (Author)

Descriptive Analysis of Public Health Educator Job Functions at Annual Educational Workshop of the Florida Public Health Association, September 1985. (Author)

County Public Health Unit Health Promotion Practices at Florida Public Health Association Summer Workshop, August 1984. (Author)

Health Education Training Needs Assessment for CPHU Nurses. Eighth Annual Institute of the American Rural Health Association, June 1984. (Senior Author)

Rural Health Promotion: The HELP Model. Eighth National Institute of the American Rural Health Association, June 1984. (Senior Author)

Consultations

<u>Description</u>	<u>Location</u>	<u>Client</u>	<u>Dates</u>
11. Conducted academic program audits examining MBA program implementation (Compliance Reviews).	Taipei & Hong Kong	Saint Leo University	April 2009
10. Designed and delivered an instructional training program for Chinese MBA faculty; consulted on program's instructional implementation; assessed foreign and Chinese faculty teaching performance.	Beijing	Saint Leo University & Bright China Management Institute	August 2002 to April 2005
9. Taught doctoral students a primer on research methods; assisted in resume development; consulted with faculty members on evaluation projects.	Changchun, Jilin Province, China	Jilin University Business School	June 2002
8. Evaluated a joint educational and economic development project.	Changchun, Jilin Province, China	Saint Leo and Jilin Universities	December 2001, 2002
7. Conducted active teaching, learning, and assessment faculty training.	Qingdao, Shandong, China	Qingdao Advanced Vocational College	August 2000

6. Evaluated the Probationers' Educational Growth program.	New Port Richey, Florida	Probationers Growth Program	October 1999
5. Evaluated the effectiveness of a church-based substance abuse primary prevention partnership serving a rural minority community.	Jackson County, Florida	Health Promotion Program for the Citizens of Jackson County (FL)	January 1996 to April 1997
4. Reviewed and revised a proposed M.Ed. leadership program prospectus respecting curriculum, administration, and staffing.	St. Leo, Florida	Saint Leo College	November 1995 to January 1996
3. Led the team implementing a MIS used for project monitoring and evaluation; conducted decision needs analysis; developed MIS specifications; and wrote documentation manuals for a community based primary & secondary prevention project targeting at risk or substance abusing women.	Gainesville, Florida	Maternal and Infant Care Project, in the Department of OB/GYN, at the University of Florida	March 1991 to June 1993
2. Lead author of a program evaluation manual for use in a community based primary prevention program targeting substance abuse within a minority community.	Jackson County, Florida	Health Promotion Program for the Citizens of Jackson County (FL)	January to April 1993.
1. Revised a church health program minister's manual for a community based primary prevention program targeting substance abuse within a minority community.	Jackson County, Florida	Health Promotion Program for the Citizens of Jackson County (FL)	June to October 1992

HIGHER EDUCATION SERVICE

Fulbright

Fulbright Specialist Roster of Candidates, 2016-2021

Accreditation

Commissioner, International Accreditation Council for Business Education (IACBE), 2016-2019
 Accreditation Site Visitor (IACBE), 2014 (1), 2015 (3), 2016 (1); Team Lead: 3, Team Member: 2
 Accreditation Site Visitor (Southern Association for Colleges and Schools), 1998 (1), 2000 (1)

Compliance/Accreditation Training

International Accreditation Council for Business Education (IACBE), 2013, 2015
 Collaborative Institutional Training Initiative (CITI), Human Subjects Protection, 2013-2018

Editorial Review Boards

Journal of Perspectives in Organizational Behavior, Management, and Leadership, 2015-2017
Journal of Contemporary Issues in Education and Educational Leadership, 2015-2017
The American Journal of Health Studies, 1996-2009
Evaluation Practice, 1997-1998
The American Journal of Health Behavior, Education, & Promotion, 1995-1998
The Health Educator, Official Journal of Eta Sigma Gamma, 1993-1995

Presentation & Grant Proposal Reviews

Interdisciplinary Academic Conference, Orlando, FL (Wyvern Publishing), 2015
Saint Leo University International Business Conference: 2014, 2015
American Educational Research Association (Divisions L or J): 1997–2000, & 2005
National Council on Measurement in Education (Annual Meeting): 1997, 1998, & 2000
American Evaluation Association (Annual Meeting): 1997 & 1998
Association for Continuing Higher Education: 1995–2000

Saint Leo University: Departmental

Faculty Observer/Evaluator (Face-to-face & Online), 1989-1994, 1996-Present, 50+
Chair or Member, 35+ Faculty Search Committees, 1989-1994, 1996+
Chair or Member, 10+ Academic Program Review Committees, 1990-1994, 1996+
Member, Graduate Academic Standards and Program, 1999-2002

Saint Leo University: University-Wide

Member, Institutional Review Board (IRB), 2011-2018
Member, Promotion & Tenure Committee, 2008-2012, 2015-2017
Member, Graduate Program and Curriculum Committee, 2015-2016
Faculty Advisor, SERVE New Orleans Alternative Spring Break Trip, 2016
Mentor, New Faculty Member, 2015-2016
Member (Invited), FL Race to the Top Educational Leadership Subcommittee, 2011
President (Elected) University Senate, President, 2000-2003
Chair, University Senate Executive Committee, 2000-2003
Member, University Senate Organizing Committee, 01.1999-07.1999
Chair, University Institutional Effectiveness Council, 1999-2001

Grants (Authored & Co-Authored)

Project	Date	Years	Amount
Active Learning e-book Development Project ^c	2004	1	\$ 2,030
Workshop Travel Grant for Jilin University (Changchun) ^c	2002	1	\$ 2,800
Workshop Travel Grant for Qingdao Vocational College ^c	2000	1	\$ 1,500
Integrating Technology into Classroom Teaching ^a	1998	1	\$ 50,000
Community Assessment & Evaluation Project ^b	1987	1	\$100,000
Health Education Liaison Program (Renewal) ^b	1984	1	\$ 50,000
Health Education Liaison Program ^c	1983	1	\$ 50,000
Putnam County Health Risk Factor Survey ^b	1983	.25	\$ 5,000
Two Small Community Service Grants ^c	1982-85.	.25	\$ 3,600

^a Contributor ^b Co-investigator ^c Principal investigator

ACADEMIC & PROFESSIONAL AFFILIATIONS & HONORS

Affiliations

Member, American Academy of Management, 2012-
Member, American Evaluation Association, 1991-
Member, International Association for the Promotion of Christian Higher Education, 2006-
Member, Association for Staff Training and Development (ASTD), 2006-2014

Academic Honor Societies

Sigma Beta Delta (Business), 2014
Phi Kappa Phi (Academic), 1989
Phi Delta Kappa (Education Research), 1986
Phi Theta Kappa (Education), 1986
Kappa Delta Pi (Teaching), 1985
Eta Sigma Gamma (Health Education), 1978

Professional Honors

Faculty Marshall (Saint Leo University), 2010

Distinguished Publications Award (Saint Leo College), 1997

University Continuing Education Assoc. Region III Research Award for Assessment System Design, 1996

Outstanding Service Award (Saint Leo College), 1994

Professional Experience Summary: 1977-1989

<u>Position</u>	<u>Organization</u>	<u>Period of Service</u>
Health Education Consultant	OB/GYN, College of Medicine University of Florida, Gainesville, FL	01.1988 - 07.1989
Research Coordinator/Project Manager	Family Resource Center, Gainesville, FL	02.1987 - 12.1987
Education and Training Specialist First Aid & CPR Instructor Trainer	Alachua County Health Department Alachua County Red Cross, Gainesville, FL	07.1985 - 08.1987
Health Education Consultant	Department of Health, District 3 Health Program Office, Gainesville, FL	11.1982 – 06.1985
Graduate Teaching Assistant	Department of Health Education, University of Florida, Gainesville, FL	08.1981 – 08.1982
Vista Volunteer	University Year for Action, Santa Fe Community College, Gainesville, FL	05.1980 – 05.1981
EMT-A (Registered)	Durham Ambulance Corps, Durham, NH	06.1979 - 03.1980