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## 1. CURRENT POSITIONS

**2008-Present**      **DIRECTOR OF INSTITUTIONAL RESEARCH**
                   **PRAIRIE VIEW A&M UNIVERSITY**

Serve as the college's institutional research officer, through which efforts are conducted to ensure that data is gathered and analyzed to meet the university's requirements with internal constituents and external agencies, including the Texas A&M University System, the Texas Higher Education Coordinating Board, as well as state and federal governments.

## 2. PREVIOUS POSITIONS IN HIGHER EDUCATION

**2005-2008**      **CHAIRMAN FOR THE DIVISION OF BUSINESS**
**2002-2008**      **EXECUTIVE DIRECTOR FOR PLANNING & INSTITUTIONAL RESEARCH**
                **BREWTON-PARKER COLLEGE, MOUNT VERNON, GEORGIA**

*CHAIRMAN FOR THE DIVISION OF BUSINESS*
Duties with the business division include administrative oversight of the faculty and the curriculum for students at the college's main campus (Mount Vernon, Georgia) and at five external sites (Glennville, Hinesville, Newnan, Norman Park, and Savannah, Georgia). The division offers courses in traditional classroom environments and has expanded its opportunities for non-traditional students through a BBA Advantage Program that is offered in a cohort format. Current efforts are preparing for a January 2008 launch of a degree completion program offered online.
- Redesigned the division's curriculum to forge a core curriculum for the Bachelor of Business Administration that is composed of 15 courses (45 semester hours) to provide students with content knowledge for each of the areas covered on the standardized instrument (ETS Major Field Test) used for quantitative assessment.
- Developed a training program for adjunct instructors through mentoring provided by each course's lead instructor. The program relies on monitoring conducted through the Blackboard Learning Academic Suite and involves the archival of specified documents for portfolio reviews.
- Enhanced the communication channels between the fulltime faculty and adjunct instructors to provide feedback for each of the Division's concentrations (i.e., Accounting, Computer Science, Management, and Technical Management).
- Implemented a program review to ensure that course objectives taught in the traditional classrooms, through 16-week models, are met in the alternative degree completion delivery formats (8- and 5-week formats).

*EXECUTIVE DIRECTOR FOR PLANNING & INSTITUTIONAL RESEARCH*
As the college's chief institutional research officer, efforts are conducted to ensure that data is gathered and analyzed to meet the institution's requirements with external agencies, including the federal government, and to provide information that guides the institution's efforts of reaching toward its strategic planning vision.

- Served as the architect for the five-year strategic plan that will guide the institution beginning with the 2008-2009 academic year.
- Coordinated efforts that led to the development of a six-year – 2002-2008 – strategic plan that guided institutional development, and oversaw the annual collection and analysis of results and responses.
- Designed and implemented internal research projects and conduct statistical analysis reporting for accountability, policy evaluation, efficiency and effectiveness, and decision-making.

**1999-2002**      **DIRECTOR OF PUBLIC RELATIONS**
                     **BREWTON-PARKER COLLEGE, MOUNT VERNON, GEORGIA**

Directed and coordinated the various activities related to marketing the college's image to external populations. The department's various roles in development, enrollment, academics, and athletics required expertise with editorial and advertising mediums including newspaper, radio, television, magazine, and Internet.

**1997-1999**      **DIRECTOR OF PUBLIC RELATIONS**
                     **WAYLAND BAPTIST UNIVERSITY, PLAINVIEW, TEXAS**

Responsible for coordinating various activities related to promoting the university's external image. The various department roles required the development of enhanced media avenues that strategically targeted the university's message to targeted audiences.

**3.**    **TEACHING ASSIGNMENTS AT BREWTON-PARKER COLLEGE**

**BUS 100 – Business Concepts**
Survey of the development and nature of our business system and an introduction to the purposes and concepts of the major business functions including accounting, finance, human resource, management, marketing, and production.

**BUS 320 – Business Leadership**
This course is designed to introduce leadership theory and practice from a private perspective. Students will study the complexities of business leadership. The various leadership styles will be examined from a Christian and ethical perspective.

**BUS 335 – Production & Operations Management**
Concepts and techniques of operations management: production, inventory, quality control, performance measurement, forecasting methods, planning, and scheduling.

**BUS 431 – Organizational Behavior**
Human behavior in organizations is studied, with an emphasis on topics including motivation, leadership, job satisfaction, and group dynamics.

**BUS 453 – Strategic Management**
A capstone course to develop decision-making skills at the top management level and encompassing all management functions in their environmental, political, and social context.

**CHR 230 – Professional Ethics**
A study of contemporary ethical issues in various professions. Relevant issues for students anticipating careers in fields such as business, psychology, and education will be explored from a Christian perspective.

**LDR 101 – Personal Leadership**
Introduces fundamental leadership theories and the role of leadership in a historical context and gives learners the opportunity to explore their personal philosophy of leadership, engage in personal reflection, and assess personal leadership abilities. The course also focuses students on developing their personal worldview.

4.   **ACADEMIC ACTIVITIES**

- Serve as part of Capella University dissertation committee for Cathleen Thomas.

- Review of Introduction to Business Course, Flat World Knowledge, June 2008.

- Review of the McGraw-Hill introduction to business textbook, *Understanding Business* (8th ed.), written by Nickels, McHugh, & McHugh, April 2008.

- Review of Ebert & Griffin's *Business Essentials* (7th ed.), for Pearson Education Business Publishing, February 2008.

- Reviewed materials for Pearson Prentice Hall's Self Assessment Library software that accompanies the *Organizational Behavior* (13th ed.) textbook written by Stephen P. Robbins and Tim A. Judge, April 2007.

- *The Language of Business: Using Acronyms, Initialisms, and Alphabetisms to Focus on Purpose,* a journal article delivered on March 30, 2007, at the 2nd Annual Meeting of the Georgia Philological Association, Brewton-Parker College, Mount Vernon, Georgia.

- Chaired the "Interdisciplinary Colloquium on Language" workshop session at the Georgia Philological Association's 2nd Annual Meeting, Brewton-Parker College, Mount Vernon, Georgia, March 30, 2007.

- Served as a Pearson Prentice Hall reviewer for the 13th edition of *Organizational Behavior,* written by Stephen P. Robbins and Tim A. Judge, March 2007.

- Served as a reviewer for the Grandview Group and Pearson Prentice Hall Business Publishing textbooks: *Business in Action* (3rd ed.) and *Excellence in Business* (3rd ed.), November 2006.

- Facilitator for a session titled *Institutional Isomorphism in American Higher Education, 1973-2003,* which was part of the Higher Education Collaborations,

Policy Issues, and Accountability track at the Annual Forum of the Association for Institutional Research, Chicago, Illinois, May 16, 2006.

- Panelist for an Introduction to Ethics (PHIL 2306) course taught by WebCT for Texas State Technical College-West Texas students located at campus locations in Abilene, Breckenridge, Brownwood, and Sweetwater, Texas, February 21, 2006.
- Served as a reviewer for articles submitted to the Leadership Debate for publication in a special edition of the Emerald journal *Management Decision,* Fall 2004.
- *Brewton-Parker College's SURE program: A model for research integration in higher education at Georgia's primarily undergraduate institutions.* William Said and Dean Williamson. Georgia Academy of Science, Annual Meeting, Reinhardt College, Waleska, Georgia, March 22, 2003.
- *Worldviews in Conflict.* Diane Ross, Nicole Scuderi, William Welsh III, Dean Williamson, and Ron Woodworth. The Servant Leadership Conference, Regent University's Center for Leadership Studies, Chesapeake Conference Center, Virginia, August 12, 2000.

## 5.   COMMITTEE ASSIGNMENTS

### BREWTON-PARKER COLLEGE

- Academic Council, 2005—2008
- Appeals Committee, 2003-06 (Chair, 2005-06)
- Assessment Committee, 2002—2008
- Athletic Committee, 2000-03 (Chair, 2002-03)
- Campus Space Needs Committee, 2003-04
- Centennial Scholars Program Steering Committee, 1999-2003
- Cultural, Lecture & Arts Series (CLAS Act), 1999-2001
- Curriculum Committee, 2005—2008
- Educational Support Services (SACS Self-Study), 1999-2001
- Emergency Safety Officer, Chair, 2001-04
- Environmental, Health & Safety Administration, 2000-05
- Faculty Assembly, 2004—2008
- Grievance Committee, 2003-04 & 2005-06
- Internet Policy Committee, Chair, 2003-04
- Red Cross Evacuation Liaison, 2002-04
- Strategic Planning Executive Committee, 2002—2008
- Technology Committee, 2003—2008

- *U.S. News & World Report* Ranking Committee, Chair, 2003-04
- President's Council, 1999—2008
- Provost's Cabinet, 2003—2008
- Student Success Team, 2003-04
- Student Activities Center's Dedication Committee, 2002-03

**WAYLAND BAPTIST UNIVERSITY**
- Computer Information Services Committee, 1997-99
- Institutional Advancement Council, 1997-99
- Internet Policy Committee, Committee chair, 1998-99
- Lubbock Center Dedication Committee, 1998-99
- President's Council, 1997-99
- Press Advisory Committee, 1997-99
- SACS Editorial Committee, 1997-98
- Van Howeling Groundbreaking, Committee chair, 1998-99

6. **PROFESSIONAL CONFERENCES**

- *Institute on Quality Enhancement and Accreditation, Southern* Association of Colleges and Schools, Orlando, Florida, July 27-30, 2008

- Georgia Association of Institutional Research, Planning, Assessment and Quality, Annual Meeting, Macon, Georgia, April 2008

- Southern Association of Colleges and Schools, 112th Annual Meeting, New Orleans, Louisiana, December 2007

- Association of Collegiate Business Schools and Programs (ACBSP), Annual Conference, Orlando, Florida, June 29-July 2, 2007

- *Business Discoveries in Disney's Magic Kingdom,* World Class Benchmarking and Association of Collegiate Business Schools and Programs, Lake Buena Vista, Florida, June 30, 2007

- *Accreditation Workshop for Baccalaureate/Graduate Degree Institutions,* Association of Collegiate Business Schools and Programs, Orlando, Florida, June 27-28, 2007

- Georgia Philological Association, 2nd Annual Meeting, Mount Vernon, Georgia, March 2007

- Southern Association of Colleges and Schools, 111th Annual Meeting, Orlando, Florida, December 2006

- *Following a Road Map for Improvement of Student Learning and Support Services Through Assessment,* 16th Annual Institutional Effectiveness Associates and Agathon Press Intensive Workshop, San Antonio, Texas, August 2006

- *Foundations II Institute: Advanced Practice of Institutional Research,* Association for Institutional Research, Georgia Institute of Technology, Atlanta, Georgia, June 2006

- Association for Institutional Research, 46th Annual Forum, Chicago, Illinois, May 2006

- Southern Association of Colleges and Schools, 110th Annual Meeting, Atlanta, Georgia, December 2005

- *Applied Statistics for Institutional Research, Planning, and Management Institute,* Association for Institutional Research, Indiana University-Purdue University Indianapolis, July 2005

- Southern Association of Colleges and Schools, 109th Annual Meeting, Atlanta, Georgia, December 2004

- Association for Institutional Research, 44th Annual Forum, Boston, Massachusetts, June 2004

- *Foundations I Institute: The Practice of Institutional Research,* Association for Institutional Research, The Ohio State University, Columbus, Ohio, July 2003

- Association for Institutional Research, 42nd Annual Forum, Toronto, Canada, June 2002

## 7.   RECENT TRAINING

- *Elluminate Live!* synchronous learning system, Elluminate, July 21-24, 2008
- *Transforming Data into Insight: How Colleges and Universities Benefit from Business Intelligence,* University Business/Jenzabar, June 26, 2008
- *Delivering Classroom-based Lecture Capture via the Web,* Tegrity, June 24, 2008
- *Reducing Costs Through Strategic Financial Management,* Campus Technology, June 4, 2008
- *Employing Geographic Information for Analysis and Presentation in Institutional Research,* Association for Institutional Research, April 24, 2008
- *Accountability Management System (AMS),* TaskStream, March 2008
- *MAPP Test and the Voluntary System of Accountability (VSA),* Education Testing System, February 19, 2008
- *Descriptive Statistics and Graphs Using SAS Enterprise,* SAS Education, June 15, 2007
- *Extending the Vision: Large-Scale WiFi Securely Connecting the Entire Campus Community,* Campus Technology, June 7, 2007
- *SPOL to Empower Your Planning Process,* Strategic Planning Online (SPOL), June 4, 2007
- *Integrated Postsecondary Education Data System (IPEDS) users seminar for the Peer Analysis System (PAS),* conducted by the National Center for Education Statistics (NCES) and the Association for Institutional Research (AIR), May 31, 2007

- *Structural Equation Modeling for the Institutional Researcher*, AIR and SPSS, May 24, 2007
- *Visual Analysis for Institutional Research*, Tableau Software, May 24, 2007
- *Campus Data Security: Making the Assessment, Finding the Holes*, Oracle, May 17, 2007
- *Making Open Ended Questions Count*, AIR and SPSS, May 17, 2007
- *Data Visualization for Institutional Research Professionals*, Tableau Software, May 3, 2007
- *Seminar about TurnItIn.com plagiarism software*, TurnItIn software, April 26, 2007
- *Structural Equation Modeling for Institutional Researchers: Applications using SPSS and AMOS*, AIR and SPSS, April 26, 2007
- *Glo-Bus (Global Business) Strategy Simulation*, McGraw-Hill/Irwin, April 18, 2007
- BSG (Business Strategy Game) Strategy Simulation, McGraw-Hill/Irwin, April 12, 2007
- *Capstone Business Simulation*, Management Simulations, Inc., April 10, 2007
- *Predictive Enrollment Management -- Attracting the Best Applicants for Your Institution*, SPSS, April 4, 2007
- *Structural Equation Modeling for Institutional Researchers: Applications using SPSS and AMOS*, AIR and SPSS, March 22, 2007
- *Demonstrating Continuous Improvement to Meet Accreditation Standards*, SPSS, March 7, 2007
- *Predictive Student Retention -- Identifying and Retaining At-Risk Students with Enterprise Technology*, SPSS, February 7, 2007
- *Maximizing Fundraising Programs*, SPSS, December 7, 2006
- *Enterprise Feedback Management in Higher Education*, SPSS, December 5, 2006

## 8.   ACADEMIC DEGREES

| PHD | Regent University | 2003 | Organizational Leadership |
| MBA | Wayland Baptist University | 1998 | Business Administration |
| BA | Sul Ross State University | 1994 | Political Science |

## 9.   DISSERTATION

Title: "The development of stewardship relationships between managers and their principals: A study of the effect of three organizational/cultural variables." The dissertation examined why agents and stewards are different, not only psychologically, as advanced by Stevenson (2002), but also in the way they perceive their organization. This research project extended research by Davis, Schoorman, and Donaldson (1997) by examining the situational influences on the development of principal-steward relationships. That is, the involvement/control orientation in organizational management;

individualism/collectivism in organizational culture; and power distance in organizational culture, which was the focus of this study about institutions of higher education. The 1,077 respondents answered self-typing paragraphs (STPAs) about their management relationship, used to identify their status as an agent or steward, and management philosophy, which identified the perception they held of their organization as being either control-oriented or involvement-oriented. The administrators also provided answers to individualism/collectivism (IDV) and power distance (PDI) questions from Hofstede's Values Survey Module (VSM 94) that provided an understanding about relationships that exist between agents and stewards and their organizations. Dissertation Advisor: Bruce E. Winston, Ph.D.

## 10. ACADEMIC STUDIES

2000-2003    Regent University's School of Leadership Studies
Virginia Beach, Virginia
Doctorate of Philosophy in Organizational Leadership
Majors: Business and Leading Organizations
*Recognition*
Certificate for Advanced Graduate Studies (CAGS), 2001
Volunteer Excellence Award in Leadership, 2001

1997-1998    Wayland Baptist University
Plainview, Texas
Master of Business Administration
Recognition: Who's Who Amoung Students in American Universities and Colleges, 1998; Dean's List, 1998

Additional graduate courses were taken at Midwestern State University of Wichita Falls, Texas (1996); and at Sul Ross State University of Alpine, Texas (1994-95).

1992-1994    Sul Ross State University
Alpine, Texas
Bachelor of Arts in Political Science
Recognition: Who's Who Amoung Students in American Universities and Colleges, 1994; National Dean's List, 1994; Dean's List, 1994

Undergraduate experience included studies at Western Texas College of Snyder, Texas (1978, 1982, 1989-91); Chapman College of Orange, California (1980); and Hardin-Simmons University of Abilene, Texas (1977-78).

## 11. CAREER EXPERIENCES

1996            Staff Writer
*Vernon Daily Record,* Vernon, Texas

| 1995-1996 | Staff Writer |
| | *Abilene Reporter-News,* Abilene, Texas |
| 1992-1995 | Publisher |
| | *Alpine Avalanche,* Alpine, Texas |
| 1991-1992 | Editor |
| | *Colorado City Record,* Colorado City, Texas |
| 1985-1991 | Manager |
| | Williamson Auto Supply, Inc., Snyder, Texas |

## 12. MILITARY SERVICE

| 1979-1985 | Storekeeper, Second Class Petty Officer (SK2/E5) |
| | United States Navy |

Served, from 1979-82, as the Shipboard Uniform Automated Data Processing System (SUADPS) Coordinator for the U.S.S. White Plains (AFS-4), which was forward deployed from Yokosuka, Japan. Provided service for the U.S.S. Cook (FF-1083) and U.S.S. Oldendorf (DD-972), from 1982-85, through operations at the U.S. Naval Reserve Center of Abilene, Texas.

*Recognition*

Honorable Discharge, March 1985; Sailor of the Quarter, Naval and Marine Corps Reserve Center, Abilene, Texas, April—June 1984; Navy Rifle Sharpshooters Medal, 1983; Sea Service Ribbon with 1 Bronze Star, 1982; Letter of Commendation from Commanding Officer U.S.S. White Plains, Captain D. L. Kerr, December 1981, for Involvement in Indian Ocean Operations (April 1 to December 7, 1981); Navy Expeditionary Medal (3) (Indian Ocean, 1979; Iranian/Yemen/Indian Ocean, 1980; Indian Ocean, 1981); Letter of Commendation from Commander Naval Surface Group Western Pacific, Rear Admiral M. P. Frudden, July 1980, for Operations with Task Force 70 in Indian Ocean and Arabian Sea, and for work establishing a Logistic Airhead at Seeb, Oman (November 26, 1979 to May 11, 1980); Letter of Commendation from Commanding Officer U.S.S. White Plains, Captain M. H. Munsey, July 1980, for Task Force 70 operations in the Indian Ocean and Arabian Sea, and for work involved with establishing a Logistic Airhead at Seeb, Oman; Meritorious Unit Commendation (2) 1979, 1980; Navy "E" Ribbon, 1980; Ancient Order of Shellbacks, December 25, 1979; Humanitarian Service Medal (Operation Boat People/Vietnam) 1979.

*Overview*

Military service as a sailor in the U.S. Navy, from 1979 to 1985, provided for a period of challenges and opportunities. After receiving training at the Naval Training Center at San Diego, California, and the Naval Technical Training Center at Meridian, Mississippi, orders provided for an assignment with a combat ship forward deployed from Yokosuka, Japan. After reporting aboard the U.S.S. White Plains, the ship faced a challenging barrage of crisis situations. *Newsweek* journalist Barry Came wrote "America's Thin Blue Line" and highlighted the U.S.S. White Plains and the operational load of the U.S. Navy's Seventh Fleet—a unit composed of 50,000 sailors aboard 58 ships—that tackled a range

of disparate activities. Came wrote that, "Not much more than a year ago, the fleet's principal task was to defend the peace on the Korean peninsula. Since then it has had to respond to the 'boat people' crisis and turmoil in Indochina, a war between the two Yemens in the Arabian Peninsula, the seizure of the U.S. hostages in Iran and the Soviet invasion of Afghanistan" (*Newsweek*, June 16, 1980, p. 38).

U.S.S. White Plains operations in the South China Sea and Gulf of Thailand—between July and September of 1979—led to involvement with six "boat people" incidents that resulted in the rescue of 322 Vietnamese refugees. As Operation Boat People closed, combat operations involved with the hostage situation in Iran led to November 1979 operational orders sending the ship to the Indian Ocean. Came (*Newsweek*, 1980) provided a description of the ship and her efforts when he wrote that, "Broad and squat, the U.S.S. White Plains is a wallowing jumble of cranes, cargo winches and antennas. ... It carries the provisions, the arms and the amenities that keep the fleet on station, from the South China Sea to 'Gonzo Station,' the irreverent nickname weary U.S. sailors have given the Indian Ocean." As one of the 430 crewmembers aboard the 581 foot long combat stores ship, *Gonzo Station* operations with Task Force 70 in the Indian Ocean and Arabian Sea—November 26, 1979 to December 7, 1981—involved conducting 4,000-mile trips between the operating area and Diego Garcia, and the establishment of a Logistic Airhead at Seeb, Oman.

Assignments aboard the U.S.S. White Plains progressed from duties as a member of the Supply Department's Bulk Cargo Hold 2 team to Stock Control Division assignments as SUADPS 207 Financial Storekeeper, Underway Replenishment Coordinator, and then ultimately to service as the SUADPS Systems Coordinator. These promotions were earned as the ship faced arduous *Gonzo Station* operations, where the U.S.S. White Plains conducted 345 underway replenishments. Stock Control Division assignments involved the prioritizing and scheduling of all the ship's computer update processing and assignment promotions led to service as a position as the Systems Coordinator, where, as identified in a post-operational evaluation by Commander John S. Lamade (March 8, 1981), the position's assignments, and the collateral duties associated with being a member of the Self Defense Force, required "assuming responsibility for the entire battle group." As the SUADPS Coordinator, duties involved allocating COSAL materials to ships stationed on *Gonzo Station* and led to operational assignments in the Indian Ocean and Arabian Sea and conducted at ports in Yokosuka and Sasebo, Japan; Subic Bay, Republic of the Philippines; Pusan, Korea; Singapore; Diego Garcia, British Indian Ocean Territory; Muscat and Masirah, Oman; Hong Kong; and Freemantle, Australia.

Recognition for operations at *Gonzo Station* included: Three (3) Letters of Commendation—Rear Admiral M.P. Frudden, 1980; Captain M.H. Munsey, 1980; and Captain D.L. Kerr, 1981—as well as receiving a Humanitarian Service Medal, two (2) Navy Expeditionary Medals, two (2) Meritorious Unit Commendations, the Navy "E" Battle Efficiency Ribbon, and a Sea Service Ribbon.

Following deployment with the U.S.S. White Plains, served in a range of administrative assignments at the U.S. Naval and Marine Corps Reserve Center at Abilene, Texas, which involved serving as an Instructor and Petty Officer in Charge of Supply Department. These assignments involved training personnel for deployment operations

with the U.S.S. Cook and U.S.S. Oldendorf and also included a 1984 assignment with the U.S. Naval Station at Long Beach, California.

**13.    COMMUNITY SERVICE**

- Leadership Consultant, Succeed to Lead, Woodbridge, Virginia, 2007—
- Business Programs Consultant, Bob Hartman International Ministries, Nashville, Tennessee, 2007—
- Education Task Force, Toombs-Montgomery Chamber of Commerce and Development Authority, Vidalia, Georgia, 2005—
- Toombs-Montgomery Chamber of Commerce and Development Authority, 1999—
- Judge, GISA (Georgia Independent School Association) Region 2AA Literary Competition, March 2005, March 2006, March 2007 & March 2008
- *Recognizing Accomplishments,* speaker for Mount Vernon's First Baptist Church Brotherhood, May 21, 2007
- School Council, Montgomery County High School, Montgomery County Board of Education, Mount Vernon, Georgia, 2001-03
- Representative, Christian Education Coordinating Board, Georgia Baptist Convention, Atlanta, Georgia, 1999-2002
- Newsroom Staff, Georgia Baptist Convention Annual Meetings (Macon, 1999; Savannah, 2000; and, Macon, 2001)
- Advisor & Huddle Leader, Fellowship of Christian Athletes, Brewton-Parker College, Mount Vernon, Georgia, 1999-2001
- Representative, Christian Life Commission, Baptist General Convention of Texas, Hope for the Family marketing campaign, 1998-99
- Representative, Christian Education Coordinating Board, Baptist General Convention of Texas, Dallas, Texas, 1997-99
- Member, Convention & Tourism Bureau, Plainview Chamber of Commerce, Plainview, Texas, 1997-99
- Membership Volunteer, Plainview Chamber of Commerce, Plainview, Texas, 1999
- Newsroom Staff, Baptist General Convention of Texas (BGCT), Annual Convention, Houston, Texas, November 1998
- Representative, Independent Colleges and Universities of Texas, Senate Interim Committee Hearing on Public Information, Amarillo, Texas, July 1998
- Membership Volunteer, Plainview Chamber of Commerce, Plainview, Texas, 1998
- Newsroom Staff, BGCT Annual Convention, Austin, Texas, November 1997
- Campaign Volunteer, United Way, Plainview, Texas, 1997

- Judge, Excellence in Higher Education Award Competition, Association of Texas Colleges and Universities, Austin, Texas, October 1995
- Election Service Representative, Voter News Service, November 1994
- Police Academy Advisory Board, Sul Ross State University Criminal Justice Department's Law Enforcement Academy, Alpine, Texas, 1994

## 14. RECOGNITION

- Who's Who in American Education (Marquis, 2005-08, 6th-8th eds.)
- Who's Who in America (Marquis, 2000-08, 54th-62nd eds.)
- Who's Who in the World (2000-07, 17th-24th eds.)
- Who's Who Among Executives and Professionals (Madison, 2005-06, 6th ed. & 2006-07, 7th ed.)
- Who's Who (Strathmores, 2003-04)
- America's Registry of Outstanding Professionals, 2001
- Who's Who in the South and Southwest (1999, 26th ed.)
- Outstanding Young Men of America (1998, 31st ed.)

## 15. CERTIFICATIONS

- *Overview of IPEDS (Integrated Postsecondary Education Data System): A Self-Paced Online Interactive Course*, Association for Institutional Research (AIR) and National Center for Education Statistics (NCES), Certificate, 2007

- *Following a Road Map for Improvement of Student Learning and Support Services Through Assessment*, 16th Annual Institutional Effectiveness Associates and Agathon Press Intensive Workshop, Certificate of Completion, San Antonio, Texas, August 2006

- *Foundations II Institute: Advanced Practice of Institutional Research*, Certificate of Completion, Association for Institutional Research, Georgia Institute of Technology, Atlanta, Georgia, June 2006

- *Applied Statistics for Institutional Research, Planning, and Management Institute*, Certificate of Completion, Association for Institutional Research, Indiana University-Purdue University Indianapolis, Indiana, July 2005

- *Foundations for the Practice of Institutional Research Institute*, Certificate of Completion, Association for Institutional Research, Ohio State University, Columbus, Ohio, July 2003