

Robert W. Lion, Ph.D.
614 Garrison Hall, Idaho State University
208.282.3512 | rwlion@isu.edu

Current Academic Rank: Assistant Professor of Human Resource Development (tenure track)
Institution: Idaho State University **Department:** Organizational Learning and Performance

SUMMARY OF QUALIFICATIONS

Successful and highly respected scholar-practitioner with significant experience building teams and networks. Outcome and entrepreneurial minded professional with over 10 years of hands-on and theoretical work in organizational behavior. Critical and analytical thinker focused on developing and implementing sustainable and strategic performance solutions for individuals and organizations.

EDUCATION

Highest degree earned: Ph.D.

Year conferred: 2010

Institution: Capella University

Major Field: Education (Corporate) - Training and Performance Improvement

Dissertation title: “A study of the provisions of performance support for higher education faculty teaching web-based courses.”

Recipient of the 2011 Distinguished Dissertation Award by the International Society for Performance Improvement

Other degrees earned: M.S.

Year conferred: 2002

Institution: Drake University

Major Field: Education - Educational Leadership

Other degrees earned: B.A.

Year conferred: 2000

Institution: Graceland University

Major Field: Speech Communications

RESEARCH AND TEACHING INTERESTS

Individual and organizational performance; management accountability and decision-making; organizational development, leadership, and change; small and rural business performance dynamics.

EMPLOYMENT HISTORY

Teaching

Assistant Professor, Organizational Learning and Performance 2012 – present
Idaho State University, Pocatello, ID

Courses:

Foundations of Human Resource Development (UG/G) *Su13*
Occupational Analysis and Course Construction (UG/G) *Su13*
Methods of Training (UG/G) *F12, Sp15*
Professional Readings & Writing in HRD (UG/G) *F12, Sp13, F13, Sp14, F14, Sp15*
Change Management (G) *Su15*
Change Strategies (G) *Su15*
Principles of Human Resource Development (G) *F13*
Performance Improvement (G) *Sp13, Sp14*
HRD Literature for the Practitioner-Scholar (G) *F15*
Administration of Human Resource Development (G) *F13*
Field Research Chair (G) *since Sp13*
Graduate Faculty Representative (G) *since F12*

Affiliate Faculty, Department of Psychology 2008 – 2013
Northern Michigan University, Marquette, MI

Courses:

Facilitating Organizational Change (G) *Su10, Su12, Su13*
Improving Human Performance (G) *W08, F09, Su10, F11, Su12*
Managing the Organizational Learning Function (G) *Su09, F10, Su11*
Measuring and Evaluating Training (G) *W10, W11*
Thesis Committee Member (G) *W11*
Special Topics: The Psychology of Leadership (G) *W12, Su13*

Adjunct Faculty, Forbes School of Business 2009 – 2012
Ashford University, Clinton, IA; San Diego, CA

Courses:

Principles of Management* (UG)
Training and Development* (G)
Leadership Priorities and Practice* (UG)

Adjunct Faculty, School of Education 2009 – 2012
Ashford University, Clinton, IA; San Diego, CA*

Courses:

Research Methods* (G)

*AU used the block system where students were fully immersed in one course every six weeks.

Management and Administration

Assistant Dean, College of Business (AACSB accredited) 2008 – 2012
Northern Michigan University, Marquette, MI

Provided leadership and administration for non-academic functions, such as working with students to secure internships, representing the College in committee and special interest meetings including regional economic development initiatives (i.e. Small Business Incubator, the Center for Rural Community and Economic Development, etc.), building relationships between the College and the local business community, and cultivating relationships with donors. Responsibilities also included the coordination of the Master of Business Administration (MBA) program.

Accomplishments include:

- Securing grants, which resulted in funding special initiative projects such as the Business Incubator, College of Business Professional Development Program, and the New Business Venture Competition.
- Building a network among alumnae, donors, and friends of the University, yielding a 260% increase in student internships with companies across the US and abroad.
- Launching the Northern Michigan University Entrepreneurship Academy, which provided over 75 students and professionals with small business startup training and resources.
- Establishing the College of Business Mentorship Program, which paired the top 25% of the student body with executive-level mentors.
- Working with vendors, such as Bloomberg L.P., Rise Display, and Sedona Systems, to contract learning products.

Assistant Director, Housing and Residence Life 2004 – 2008
Northern Michigan University, Marquette, MI

Managed a staff of 150+ union and non-union employees in a \$10 million residential housing operation. Routine functions included strategic planning, training and development, and various human resource functions including recruitment, selection, and termination.

Accomplishments include:

- Measuring return-on-investment for training and non-training initiatives to determine financial impact.
- Conducting needs and performance analyses to determine the most appropriate means to improve staff and organization-wide performance.
- Developing an annual leadership workshop, which resulted in over 100 participants annually each receiving 25+ hours of leadership development training.
- Designing and delivering over 400 hours of staff training.
- Coaching direct reports to consistently meet organizational goals.

Assistant Director, Residence Life 2003 – 2004
Area Coordinator, Residence Life 2002 – 2003

Michigan Technological University, Houghton, MI

Area Coordinator, Residence Life
Drake University, Des Moines, IA

2000 – 2002

INTELLECTUAL CONTRIBUTIONS

Works Under Review

Lion, R. W., & Zigarmi, D. “Can pronouns predict work intentions? An empirical assessment of the Reich Test.”

Lion, R. W. & Bolinger, A. R. “An assessment of pronouns as linguistic cues for predicting work attitudes.”

Research in Progress

Lion, R. W., & Zigarmi, D. (empirical). “A longitudinal study of the relationship between work intentions, cognitions and linguistic cues.”

Lion, R. W. (conceptual). “The paradoxes of performance: The fundamental attribution error on correspondence bias and its remediation in the workplace.”

Lion, R. W., Appleby, K. M., & Zigarmi, D. (empirical). “From the gym-space to the workplace: Exploring work motivational outlooks of recreational athletes.”

Zigarmi, D., & Lion, R. W. (conceptual). “The feedback on the feedback research literature: An integrated review of the last 25 years.”

Invited Publication

Lion, R. W., & Lindbeck, R. (2013). “Human performance technology for CTE: An alternative approach to course redesign.” *Techniques*, 88(6).

Refereed Publications

Lion, R. W. & Lindbeck, R. (*in press*) “Content Analysis of NSSA National Technology and Social Science Conference Presentations from 2012-2014.” *The National Social Science Journal*.

Nix, J. V., Lion, R. W., Michalek, M. B., & Christensen, A. (2015). “Individualized, purposeful, and persistent: Successful transitions and retention of students at risk.” *Journal of Student Affairs Research and Practice*, 52(1).

Lindbeck, R., Lion, R. W., & Roby, T. M. (2013). “Impact of pedagogy training on student perception of learning and academic achievement in a college biology laboratory classroom.” *The International Journal of University Teaching and Faculty Development*, 3(4).

Lion, R. W. (2011). "A study of performance support in higher education." *Performance Improvement Quarterly*, 24(1).

Lion, R. W., & Stark, G. (2010). "A glance at institutional support for faculty teaching in the online learning environment." *Educause Quarterly* 33(3).

Proceedings

Lindbeck, R., Lion, R. W., & Wells, N. "Content Analysis of NSSA National Technology and Social Science Conference Presentations from 2012-2014." National Social Science Association, Las Vegas, 2015.

Bolinger, A. R., & Lion, R. W. "Do pronouns predict work attitudes? An empirical assessment of the Reich Test." Western Academy of Management Conference, Napa, CA, 2014.

Lion, R. W., & Bolinger, A. R. "Do pronouns predict job attitudes? An empirical assessment of the Reich Test." Academy of Human Resource Development Conference, Houston, TX, 2014.

Lion, R. W., & Lindbeck, R. "Can the square peg fit into the round hole? The need to further explore HRD in small organizations." Academy of Human Resource Development Conference, Houston, TX, 2014.

Stark, G., Harris, R., & Lion, R. W. "Opening the possibility of community service to all students: The superior edge student development program." Organizational Behavior Teaching Conference, Milwaukee, WI, 2011.

Non-Refereed Publications

Lion, R. W. (2013). "Can how advisors approach advising student groups help break barriers?" *Techniques*, 88(5).

Lion, R. W. (2011). "NMU's College of Business plans for 2011 Entrepreneurship Academy." *U.P. Business Today*, 19(1).

Lion, R. W. (2010). "Thinking of having an intern? Ten things to consider." *Northern Horizons*, 99(2).

Refereed Presentations

Bolinger, A. R., & Lion, R. W. "Do pronouns predict work attitudes? An empirical assessment of the Reich Test." Paper presented at the Western Academy of Management Conference, Napa, CA, 2014.

Lion, R. W., & Bolinger, A. R. "Do pronouns predict job attitudes? An empirical assessment of the Reich Test." Abstract presented at the Academy of Human Resource Development Conference, Houston, TX, 2014.

Lion, R. W., & Lindbeck, R. “Can the square peg fit into the round hole? The need to further explore HRD in small organizations.” Abstract presented at the Academy of Human Resource Development Conference, Houston, TX, 2014.

Lion, R. W. “Managers’ paradoxical view of performance.” Food-for-thought presentation at the Academy of Human Resource Development Conference, Arlington, VA, 2013.

Stark, G., Harris, R., & Lion, R. W. “Opening the possibility of community service to all students: The superior edge student development program.” Paper presented at the Organizational Behavior Teaching Conference, Milwaukee, WI, 2011.

Lion, R. W. “Exploring faculty support through Gilbert’s BEM.” Paper presented at THE Performance Improvement Conference, Orlando, FL, 2011.

Lion, R. W., & Amtmann, R. “Responding to community needs: NMU’s entrepreneurship academy. 5th Annual Uniting Neighbors in Experience of Diversity (UNITED) Conference, Marquette, MI, 2010.

Invited Book Contribution

Lion, R. W. (2012). “Exhibit 10.1. The Practitioner’s Voice: Action Learning.” In D. Van Tiem, J. L. Moseley, & J. C. Dessinger (Eds.), *Fundamentals of performance improvement: Optimizing results through people, process, and organizations* (p. 264). San Francisco, CA: Pfeiffer.

Selection of Non-Refereed Presentations

Lion, R. W. “Antecedents and moderators influencing managers’ use of fundamental attribution error: Can we identify them?” College of Education Community of Scholars, Pocatello, ID, 2014.

Lion, R. W. “Do pronouns predict job attitudes? The findings on the Reich Test.” College of Education Community of Scholars, Pocatello, ID, 2014.

Lion, R. W. “Do pronouns predict job attitudes? An empirical assessment of the Reich Test.” College of Education Research Symposium, Pocatello, ID, 2014.

Lindbeck, R., & Lion, R. W. “Podcasting for training and development.” 11th Annual Utah ASTD Conference, Salt Lake City, UT, 2013

Lion, R. W., & Scott, K. W. “A study of instructor satisfaction with PTE education in Idaho.” State Meeting for Professional Technical Educators, Boise, ID, 2012.

Lion, R. W. “Sometimes what they want isn’t what they need.” Eastern Idaho Chapter of the American Society for Training and Development Fall Conference, Pocatello, ID, 2012.

Lion, R. W. “Performance matters...so does how you manage it.” Idaho Lifelong Learning Association Annual Conference, Island Park, ID, 2012.

Lion, R. W. “A crash course in human performance technology.” Idaho Lifelong Learning Association Annual Conference, Island Park, ID, 2012.

Lion, R. W. "Human performance improvement: Models and methods." Department of Psychology Colloquium, Northern Michigan University, 2007.

EDITORIAL AND REVIEW ACTIVITIES

Editorial & Review

| | |
|--|----------------|
| Chapter Reviewer, <i>Bridging the Scholar-Practitioner Gap in Human Resources Development</i> | 2015 |
| Editorial Advisory Board Member, IGI Global <i>Handbook of Research on Strategic Management of Interaction, Presence, and Participation in Online Courses</i> | 2014 – present |
| Reviewer, <i>Human Resource Development Review</i> | 2015 – present |
| Contributing Editor, <i>Performance Improvement Quarterly</i> | 2011 – present |

Publisher Solicited Review

| | |
|--|------|
| Taylor & Francis <i>Human Factors Engineering and Ergonomics: A Systems Approach, 2 ed.</i> | 2013 |
|--|------|

Peer Reviewer for Annual Conferences

| | |
|---|-------------|
| Academy of Management · Organizational Development and Change Track | 2015 |
| Western Academy of Management · Organizational Behavior/Human Resources Management Track | 2015 |
| Academy of Human Resource Development · Organizational Development and Change Track | 2014 |
| · Leadership and Career Development Track | 2013 |
| · Assessment and Evaluation Track | 2013 |
| · Scholar-practitioner Track | 2011 |
| International Society for Performance Improvement · Distinguished Dissertation Competition | 2011 – 2013 |
| · Research-to-practice Track | 2011 – 2013 |
| · Measurement and Evaluation Track | 2011 |

GRANTS AND CONTRACTS

Grants

| | |
|---------------|---|
| \$25,000 | October 2010. Northern Michigan University Wildcat Innovation Fund Grant. <i>College of Business Professional Development Program.</i> |
| \$15,000 | December 2009. Northern Michigan University Wildcat Innovation Fund Grant. <i>Northern Michigan University Entrepreneurship Academy.</i> |
| \$25,000 | May 2009. Michigan Initiative for Innovation & Entrepreneurship. <i>The Entrepreneurship Academy at Northern Michigan University.</i> |
| \$63,000 | May 2008. Michigan Initiative for Innovation & Entrepreneurship. <i>Business Incubator and Technology Center at Northern Michigan University.</i> (assumed PI responsibility upon Dean's resignation) |
| Peer Reviewer | Subject matter expert secured by Lake Superior State University for <i>2010 Title III Strengthening Institutions Grant Application.</i> |

Grant Evaluator

| | |
|--|----------------|
| Lake Superior State University KCP-4S LSSU Strengthening Commuter Student Success | 2011 – present |
|--|----------------|

GRADUATE DEFENSE EXAMINING COMMITTEES

Doctoral Defense

Campbell, D. (2013). *The Effect of Prior Knowledge and Feedback Type Design on Student Achievement and Satisfaction in Introductory Accounting*. Doctor of Instructional Design, Idaho State University.

Master Defense

Hansen, C. (2014). Master of Training and Development, Idaho State University.

Leavitt, D. (2014). Master of Training and Development, Idaho State University.

McDonald, L. (2014). Master of Training and Development, Idaho State University.

Smith, C. (2014). Master of Training and Development, Idaho State University. (chair)

Olson, A. (2014). Master of Accountancy, Idaho State University.

Nash, H. (2014). Master of Training and Development, Idaho State University.

Ludwig, K. (2014). Master of Training and Development, Idaho State University. (chair)

Durham, A. (2014). Master of Training and Development, Idaho State University.

Hollingsworth, B. (2014). Master of Training and Development, Idaho State University. (chair)

Anderson, K. (2014). Master of Business Administration, Idaho State University.

Phillips, N. (2014). Master of Business Administration, Idaho State University.

- Beck, S. (2014). Master of Training and Development, Idaho State University. (chair)
- Corbridge, A. (2013). Master of Training and Development, Idaho State University.
- Bass, C. (2013). Master of Arts in Organizational Communication, Idaho State University.
- Freeman, S. (2013). Master of Business Administration, Idaho State University.
- Butler, T. (2013). Master of Business Administration, Idaho State University.
- Smith, T. (2013). Master of Public Administration, Idaho State University.
- Noles, V. (2013). Master of Education in Human Exceptionality, Idaho State University.

ACCREDITATION WORK

Idaho State University, Pocatello, ID

Northwest Commission on Colleges and Universities campus visit 2015

- Faculty member

Northern Michigan University, Marquette, MI

Association to Advance Collegiate Schools of Business (AACSB)
Maintenance of Accreditation Review campus visit 2011

- Attended the AACSB Maintenance of Accreditation Seminar.
- Actively participated in the oversight of our College's preparation of materials for the Fifth Year Maintenance Report and the campus visit.

North Central Association of Colleges and Secondary Schools campus visit 2009

- Served on the Academic Quality Improvement Program (AQIP) action committee concerning the University's internship practices.

STUDENT ADVISING AND MENTORING

| | |
|---|----------------|
| Bachelor of Science – Workplace Training and Leadership students | 2012 – present |
| Master of Organizational Learning and Performance students | 2012 – present |
| Student Leader Fellowship Program Mentor | 2008 – 2012 |
| College of Business Dean's Student Advisory Council, Marquette, MI | 2008 – 2012 |
| Presidents Roundtable, Northern Michigan University, Marquette, MI | 2004 – 2008 |
| National Residence Hall Honorary, Michigan Technological University, Houghton, MI | 2003 – 2004 |
| Inter-Residence Hall Council, Michigan Technological University, Houghton, MI | 2002 – 2004 |
| Residence Hall Broomball League, Michigan Technological University, Houghton, MI | 2002 – 2004 |

Goodwin-Kirk Hall Council, Drake University, Des Moines, IA 2000 – 2002
 BACCHUS, Drake University, Des Moines, IA 2000 – 2002

ACADEMIC AND PROFESSIONAL SERVICE

Institutional Service

Idaho State University, Pocatello, ID

Assurances of Learning Assessment Committee (department) 2014 – present
 Member.

Student Conduct Board 2014 – present
 Faculty Senate representative.

Academic Dishonesty Board 2014 – present
 College of Education faculty representative.

Scholastic Appeals Board 2014 – present
 College of Education faculty representative.

Search Committee – Department of Organizational Learning & Performance

- Tenure Track Assistant Professor – Human Resource Development 2014 – 2015
- Non-Tenure Track Assistant Professor – Professional-Technical Education 2014 – 2015
- Tenure Track Assistant Professor – Professional-Technical Education 2013 – 2014
- Non-Tenure , Limited Term Assistant Professor – Human Resource Development 2013
- Tenure Track Associate/Full Professor – Instructional Design 2013 – 2014

Selection Committee – Pride of the College Awards 2014
 Reviewed award nominations and identified award winners.

Department Service – Liaison to Central Academic Advising (CAA) 2014
 Maintain communications with CAA to provide current programmatic information to assist with advising of students, as well as serve as the point of contact for their student referrals.

Program Development – Multi-discipline Ph.D. in Leadership Studies 2013 – 2014
 Provided a vision, model, and leadership to the development of a multi-disciplinary, integrated doctoral degree in Leadership Studies.

Website Development Liaison 2013 – 2014
 Point of contact for web updates, additions, and developments for the Department of Organizational Learning and Performance.

Marketing Liaison 2013 – 2014
 Point of contact for marketing material development i.e. racks cards, brochures, etc. for the Department of Organizational Learning and Performance.

Faculty Council 2012 – 2013
 Served as the faculty representative for the Human Resource Training and Development Department.

Instructor and Course Evaluation Committee, Chair 2012 – 2013
Charged with reviewing and revising the course evaluation form students complete at the end of the semester.

Ad Hoc Committee for Faculty Constitution, Chair 2013
Lead effort to coordinate College faculty input resulting in the draft of the College's version of the Faculty Constitution.

Undergraduate Curriculum Update and Development 2012 – present
Played an important role in transitioning our program to include a suite of four leadership courses. These leadership courses resulted in the creation of a new degree and the addition of a new minor.

Graduate Curriculum Update and Development 2012 – present
Actively participated in graduate program updates and re-branding.

Northern Michigan University, Marquette, MI

Travel Abroad Service Learning Trip Leader, Belize 2011 – 2012
Selected as trip leader for a group of student leaders traveling to Belize on a service learning trip during Spring Break 2012. As the trip leader, I coordinated reservations and accommodations, as well as worked with various groups to mitigate risk.

Center for Rural Community and Economic Development 2011 – 2012
Participated as a representative on the advisory committee for the Center. The Center aimed to combine research, public service, education, and training to enhance the quality of life, support economic development, and improve the delivery of services in the Upper Peninsula and surrounding region.

AQIP Project - Internship/Work Experience Processes 2010 – 2012
Played a significant role in designing the process side of the policy and practice recommendations. Worked with risk manager and general counsel to review materials and practices to ensure compliance and risk mitigation.

Business Student Recruitment Activity for Admissions 2011
Developed a classroom-based recruitment activity for admission counselors to use in high school classrooms to specifically generate interest in business minors to complement students' non-business major interests.

Curriculum Committee, Training, Development, and Performance Improvement 2009 – 2012
Provided input and advice on emerging trends, practices, and industry needs. My input resulted in the initiation of a curriculum revision to incorporate a new specialization in Leading Change and The Psychology of Leadership.

Secretary, Center of Resources for Enterprise Steering Committee 2009 – 2010
Prior to disbanding in 2010, the Committee, comprised of deans and departments heads, worked to provide services and assistance to local entrepreneurs. The work of the committee resulted in the creation of the Center for Rural Community and Economic Development.

Advisor, College of Business Dean's Student Advisory Council 2008 – 2012

Met regularly with a select group of business students to solicit input on curriculum and co-curriculum experiences. The information gleaned from these meetings was used to enhance the quality of the business program.

NMU Internship Committee (Ad Hoc) 2008 – 2009

Worked with representatives from all colleges to explore policies, practices, and procedures specifically in the area of internships and practicums.

Civil Rights Policy and Procedure Task Force 2008 – 2009

As a member, we reviewed other institutional policies and best practices prior to updating the University's policy and procedures.

Mentor, Student Leader Fellowship Program 2008 – 2009

As the mentor to an undergraduate student, I had regular meetings to discuss personal and academic goals and interests. The goal of the program was to prepare students to enter the workforce as service oriented leaders.

Campus Violence Committee 2008

As a representative for my department, I met regularly with representatives from the Dean of Students Office and Public Safety to discuss severe and/or problematic student behavioral issues.

Sexual Assault and Harassment Policy Review Committee 2007 – 2009

After researching other institutional practices, we updated University policies to reflect best practices. The process involved university personnel as well as representatives from other community groups, including a representative from the county prosecutor's office.

Selection Committee, Student Leader Fellowship Program 2006 – 2012

Worked with other staff members to review applications and interview students for the prestigious and award winning Student Leader Fellowship Program.

Search Committee – Director of the Multicultural Resource Center 2006 – 2007

Served on search committee as a representative from the Student Services Division.

Alcohol Policy Review Committee 2006

Served as a committee member and department representative in the review of the student alcohol use policy. The policy established the parameters for acceptable alcohol use on campus.

Self-Destructive Behavior Policy Review Committee 2006

Reviewed and updated the campus policy concerning students that demonstrate suicidal and other self-destructive behaviors. This policy specified how students demonstrating self-destructive behaviors would be handled by the University.

Search Committee – Director of Dining Services 2005 – 06, 2007 – 08

Served on search committee as a representative from the Student Services Division.

Ally, GLBT 2004 – 2012

Member of the campus organization NMU ALLIES. Its purpose is to provide an avenue for faculty, staff, and students who wish to offer visible support for a safe university environment for faculty, staff, and students who are gay, lesbian, bisexual, or transgender (GLBT).

Michigan Technological University, Houghton, MI

Student Leadership Initiative Steering Committee 2004
In recognition of a deficiency in the student leadership development area on campus, this cross discipline group was charged with creating a student leadership program.

Michigan Tech Student Commission 2003 – 2004
Represented the Division of Student Affairs in this cross-campus committee charged with exploring opportunities to improve the campus climate for student centeredness. The outcomes from this group included changes in the hours of campus services as well as the identification of the need for a student leader development program.

National Residence Hall Honorary 2003 – 2004
Served as the founding advisor. NRHH is the only nationwide organization that exclusively recognizes leaders living in residence halls. Membership is limited to the top one percent of the school's residence hall population.

Inter-Residence Hall Council 2002 – 2004
Served as the advisor to the largest student organization on campus. My role was to ensure that the group was making policies and decisions that were lawful and appropriate.

Residence Hall Broomball League 2002 – 2004
Served as the advisor to the largest student extracurricular athletic activity on campus. The group's annual budget exceeded \$25,000.

Drake University, Des Moines, IA

Goodwin-Kirk Hall Council 2000 – 2002
Served as the advisor to the organization that was responsible for developing social activities and policy for the residence hall residents. The group aimed to improve the experience of living in the Goodwin-Kirk residence hall.

Advisor, BACCHUS 2000 – 2002
Served as the advisor. The group's mission was to promote campus and community-wide leadership on health and wellness issues.

Professional Service

Leadership Coaching and Consulting, YMCA of Marquette County 2012 – present
Since my resignation from the president position of the Board of Directors, due to relocation, I have maintained a pro bono coaching and consulting relationship with the CEO.

Research Committee, International Society for Performance Improvement 2010 – 2013
Charged with identifying research related needs of the professional organization, as well as relevant and emerging needs in the industry.

Marketing Committee, Upper Peninsula Economic Development Alliance 2010 – 2011
Participated in the annual strategic planning workshop to work on branding and the revitalization of the UPEDA mission, vision, and membership.

Community Service

| | |
|--|----------------|
| <u>Lifetime Member of Trout Unlimited</u> | 2011 – present |
| <u>President of the Board of Directors, YMCA of Marquette County</u> As board president I increased board and staff accountability, which resulted in a significant turn in fiscal management and profitability. The organization also surpassed the previous record for annual donations and financial gifts, and the newly established childcare center was accredited by the National Association for the Education of Young Children (NAEYC). | 2011 – 2012 |
| <u>Strategic Planning Chair - Board of Directors, YMCA of Marquette County</u> Responsible for leading strategic planning efforts. | 2009 – 2012 |
| <u>Campaign Strategist, Marquette, MI</u> Provided strategic planning and visioning assistance to a candidate running as an independent against a 20+ year incumbent. | 2008 |
| <u>Co-Coordinator of the New Professionals Institute, NASPA IV East, Milwaukee, WI</u> Provided assistance to the coordinator, Dr. Mimi Benjamin, to help ensure an enjoyable and informative workshop. | 2004 |
| <u>Educator, Iowa Homeless Youth Center-Lighthouse Shelter, Des Moines, IA</u> Volunteered time to provide educational programming in the areas of self-confidence development, job searching skills, and continuing education. | 2001 – 2002 |
| <u>Habitat for Humanity, Kansas City, MO; Lamoni, IA; Calumet, MI</u> Participated in home demolitions and new home builds. | 1996 – 2003 |

PROFESSIONAL DEVELOPMENT

| | |
|--|------|
| Applying the QM Rubric (certification) | 2014 |
| Online Security Awareness Training (certificate of completion) | 2014 |
| Multicultural Relations and Communication - workshop | 2014 |
| AACSB Maintenance of Accreditation Seminar | 2011 |
| Building a Culture of Philanthropy - workshop | 2010 |
| Cluster Facilitator – The LeaderShape® Institute | 2004 |
| High and Low Rope Team Challenge Certification | 2002 |

AWARDS & ACHIEVEMENTS

| | |
|--|------|
| Scout Mountain Ultra Trail (SMUT) run finisher | 2015 |
| Graduate of the Idaho State University Leadership Institute | 2012 |
| Special Recognition for Service by the Dean of the College of Business | 2012 |

| | |
|---|------|
| Excellence in Service <i>nominee</i> – Northern Michigan University | 2012 |
| Special Recognition by the 3 member AACSB peer review team in the final Maintenance Review of Accreditation documentation | 2011 |
| Distinguished Dissertation Award – International Society for Performance Improvement | 2011 |
| Excellence in Service <i>nominee</i> – Northern Michigan University | 2010 |
| Graduate of the Lake Superior Leadership Academy | 2006 |
| Selected to Participate in the National Association of Student Personnel Administrators IV East New Professional Institute, Cleveland, OH | 2001 |
| Outstanding Contributions to the Field of Student Services – Graceland University | 1999 |
| Graduate Case Study Competition Winner – Upper Midwest Region Association of College and University Housing Officers | 1998 |

PROFESSIONAL AFFILIATIONS

| | |
|---|----------------|
| Academy of Management (AOM) | 2014 – present |
| Academy of Human Resource Development (AHRD) | 2011 – present |
| International Society for Performance Improvement (ISPI) | 2009 – 2014 |
| The Economic Club, Marquette, MI | 2008 – 2012 |
| Professional and Organizational Development Network in Higher Education (POD) | 2007 – 2010 |
| United States Distance Learning Association (USDLA) | 2007 – 2010 |
| American Society for Training and Development (ASTD) | 2006 – 2010 |
| Society for Human Resource Management (SHRM) | 2007 – 2009 |
| National Association of Student Personnel Administrators (NASPA) | 2001 – 2008 |

COMPUTER EXPERIENCE

Computer Software & Instructional Systems

Activity Insight; Adobe Connect Pro Meeting; BANNER; Blackboard; CareerLeader Assessment; Concur; Cayuse, Collaborate, eCollege; Microsoft Word, Excel, PowerPoint, Publisher, & Outlook; Moodle; Quality Matters, SCT Site Studio (CMS); Sedona Systems; Smarthinking; Turnitin; Waypoint Outcomes; WebCT.

Research Software

Linguistic Inquiry and Word Count (LIWC); Qualtrics; SciMAT; SPSS.