

JOHN MICHAEL SEELIG

UPO 1316
Morehead State University
Morehead, Kentucky 40351
(606)780-0424 - home
(606)783-2650 - work
(606)783-5046 - fax
m.seelig@morehead-st.edu

I. **EDUCATION**

Capital University Columbus, Ohio	J.D.	(1983, Law)
Ohio State University Columbus, Ohio	M.S.W.	(1976, Social Work)
Ohio State University Columbus, Ohio	M.A.	(1976, Public Adm.)
Ohio State University Columbus, Ohio	B.S.	(1972, Biology)

II. **UNIVERSITY ADMINISTRATIVE EXPERIENCE**

2008-2009 Senior Assistant to the Provost and Interim Affirmative Action Officer

- Performing all affirmative action roles and duties pending the completion of a national search for a new Chief Diversity Officer for the campus
- Co-directing and developing the curriculum training for the President's Leadership Academy
- Developing the curriculum training for a Department Chair Leadership Training Program
- Assisting the Provost in researching, conducting, and report writing related to a comprehensive Academic Program Audit process conducted in the Division of Academic Affairs

2007-2008 Interim Vice President for Development & CEO of the MSU Foundation

- Directly supervised staff within the Office of Development, Office of Alumni Relations, and the MSU Foundation, Inc
- Worked with consultants in conducting both an external feasibility study and internal readiness study for the establishment of the institution's first capital campaign

- Directed the staff in raising well over \$2 Million and established a strategic plan for the unit
- Prepared the 10-year "Bucks for Brains" report for the Council on Postsecondary Education
- Worked directly with the MSU Foundation, Inc. Board of Directors and represented the Division of Development at Foundation board meeting, Board of Regents meetings, and Alumni Association meetings
- Traveled extensively and personally cultivated or solicited gifts from alums residing in Washington DC, Florida, Tennessee, and Ohio
- Assisted in the orientation of the new vice president for development once hired

**2001-2008 DEAN, CAUDILL COLLEGE OF HUMANITIES
MOREHEAD STATE UNIVERSITY**

- Chief academic officer of a new college comprised of seven academic departments (Art; Music; Communication & Theatre; English, Foreign Languages & Philosophy; Geography, Government & History; Sociology, Social Work & Criminology; Military Science), a CSWE-accredited Social Work Program, an ABA-accredited Paralegal Studies Program, and interdisciplinary programs in Women's Studies and Appalachian Heritage
- Managed a total college comprised of an operating budget of over \$9.3 Million, 200 full-time and part-time faculty, and 2300 undergraduate and graduate students.
- Initiated and chaired a college planning task force comprised of over 60 faculty members resulting in a 4-year plan for moving the College forward on strategic fronts (technology integration, distance learning, library inclusion; student enrollment, student retention, general education; external grant writing, fund raising, alumni networking; community partnering, campus and regional culture; diversity and international experiences; undergraduate and graduate programs; web marketing and design; teacher education)
- Promoted efforts to make the visual and performing arts more visible on campus and throughout the region.
- Significantly increased discretionary monies available to academic departments through grant writing and private fund raising initiatives

**2000-2001 DEAN, COLLEGE OF EDUCATION & BEHAVIORAL SCIENCES
MOREHEAD STATE UNIVERSITY**

- Chief academic officer of a college comprised of six academic departments (Leadership & Secondary Education; Elementary, Reading & Special Education; Health, Physical Education & Recreation; Psychology; Sociology, Social Work & Criminology; Military Science), including an NCATE-accredited teacher education program
- Managed a college comprised of a total operating budget of over \$6 Million, 125 full-time and part-time faculty, and 2000 students
- Led the first of a three-year major campus-wide teacher education reform initiative including co-directing the implementation of a \$1.4 Million USDE grant to infuse technology throughout the teacher education program.
- Increased discretionary monies available to individual academic departments through grant writing and private fund raising initiatives

**1999-2001 EXECUTIVE DIRECTOR, CHIEF DEVELOPMENT OFFICER
OFFICE OF DEVELOPMENT & ALUMNI RELATIONS
MOREHEAD STATE UNIVERSITY**

- Administered a thirteen-member staff unit with a total annual operating budget of over \$700,000
- Led professional and support staff through a major reorganization of personnel and conversion of data support system technologies
- Directed efforts resulting in the obtainment of over \$4 Million in annual, major and planned gifts.
- Initiated the first "Campus Giving Campaign" resulting in \$90,000 being donated by faculty and staff
- Initiated the involvement of college deans and department chairs in private fund-raising efforts
- Refocused alumni relations toward student recruitment and development support initiatives
- Involved all staff in a strategic planning process resulting in a comprehensive unit plan

**1993-2001 UNIVERSITY GENERAL COUNSEL
MOREHEAD STATE UNIVERSITY**

- Served as the institution's first internal legal counsel and Legal Advisor to the President
- Supervising part-time staff legal counsel
- Provided case management in conjunction with matters of litigation conducted by external legal counsel
- Submitted responses to all complaints filed in administrative regulatory bodies including those filed

with the EEOC, Kentucky Commission on Human Rights, and Kentucky Board of Claims

- Responded to all inquiries filed through the Kentucky Open Records Act
- Provided campus workshops and seminars on legal issues in higher education
- Performed all other legal duties as required

**1993-2001 EXECUTIVE ASSISTANT TO THE PRESIDENT
MOREHEAD STATE UNIVERSITY**

- Served as a member of the President's Executive Cabinet.
- Served as University General Counsel and University Affirmative Action Officer
- Staffed all major initiatives by the Office of the President such as the establishment of a P-16 regional council, a "Teaching the Teachers for the 21st Century" task force, a revision of international education protocols, etc
- Advised the President on all University-related matters and represented the President at meetings and other functions when requested

**1993-1998 AFFIRMATIVE ACTION OFFICER
MOREHEAD STATE UNIVERSITY**

- Served as the institution's first affirmative action officer
- Developed annual reports in compliance with federal law and regulations
- Established University hiring goals and an affirmative action plan in compliance with EEO guidelines for the employment of women and members of racial, ethnic and cultural groups
- Served as the institutional representative in developing the Kentucky Plan for Equal Opportunities
- Investigated all claims of sexual harassment or discrimination reported by faculty, staff and students

**1997-1998 AMERICAN COUNCIL ON EDUCATION (ACE) FELLOW
UNIVERSITY SYSTEM OF MARYLAND (ADELPHI, MARYLAND)**

- Completed an internship at the 13-institution University System of Maryland under the mentorship of the Chancellor, Dr. Donald N. Langenberg, and the Vice Chancellor for Academic Affairs, Dr. George Marx
- Studied the role and functions of a system-level governing board

- Participated in all ACE Fellows' activities designed to develop skills and abilities in higher education administration
- Attended system-wide strategic planning meetings involving academic affairs, advancement, administration and finance, and information technology
- Attended board of regent meetings held on Maryland campuses, legislative budget hearings held in Annapolis, and U.S. Congressional hearings and private higher education association meetings held in Washington, DC
- Visited over 40 campuses throughout the United States and Mexico as part of the ACE Fellows' experience

**1988-1998 DIRECTOR OF THE MASTER OF SOCIAL WORK PROGRAM
(MOREHEAD EXTENDED CAMPUS)
UNIVERSITY OF KENTUCKY COLLEGE OF SOCIAL WORK
(LEXINGTON, KENTUCKY)**

- Collaborated with the University of Kentucky College of Social Work in establishing a part-time, evening MSW program on the Morehead State University campus to primarily provide access for working, adult human service practitioners located within the rural, mountainous Appalachian region of eastern Kentucky
- Conducted the regional needs assessment, co-drafted the proposal submitted to the Council on Social Work Education for approval, and directed the program for 10 years which produced over 200 MSW graduates since its inception with over 90% remaining in a the service region

**1986-1994 DIRECTOR OF THE SOCIAL WORK PROGRAM
MOREHEAD STATE UNIVERSITY (MOREHEAD, KENTUCKY)**

- Chaired two separate program self-studies resulting in reaffirmation of accreditation by the Council on Social Work Education in both 1989 and 1996
- Expanded the program from 35 BSW students in 1986 to 260 in 1994, and from 2.5 FTE faculty in 1986 to 7.0 FTE faculty in 1994
- Initiated the establishment of a part-time, evening, MSW program offered by the University of Kentucky College of Social Work on the Morehead State University campus
- Established a new Minor in Social Work program and established 2+2 programs with regional community colleges
- Established and co-administered the MSU Training Resource Center through grants approved by the Kentucky Department for Social Services to provide training and continuing education to regional adult and child protection workers and foster parents

III. INTERNATIONAL EDUCATION EXPERIENCE

1998 **AMERICAN COUNCIL ON EDUCATION (ACE) FELLOWS' CENTRAL MEXICO REGIONAL**

Visited campuses and met with rectors and senior administrators of 11 public and private universities, institutes and centers located in Mexico City, Iztapalapa, Cuernavaca, Coyacan and Puebla

1991 **SLOVAK ACADEMY OF SCIENCES DISTINGUISHED INTERNATIONAL LECTURER**

Invited by the Slovak Academy of Sciences to read papers and present lectures concerning comparative studies of Ethiopian and American child welfare systems at the Slovak Academy of Sciences in Bratislava, a secondary school in Poprad and Charles University in Prague, Czechoslovakia

1990 **FULBRIGHT SENIOR SCHOLAR PROGRAM GRANT RECIPIENT**

Recipient of a Fulbright Senior Scholar Program Grant from the Council for the International Exchange of Scholars to travel and conduct an eight-month study of child welfare systems within Addis Ababa and Shewa Administration Region, Ethiopia. Also served as a United Nations' volunteer in an effort to conduct an accurate census of approximately 300,000 Somali refugees (southeastern desert of Ethiopia), assisted a cultural linguist in obtaining the language of Borale tribesmen (Gama Gofa, Ethiopia) and accompanied a former Peace Corps worker to a village in which he had previously served (Sidamo, Ethiopia)

1979-PRESENT **OTHER TRAVEL EXPERINECES**

Traveled extensively throughout Northern Ireland and the Republic of Ireland (1979), Cuba (1980), Italy (1983), Sicily (1983), Ethiopia (1990), Kenya (1990), Hungary (1991), Austria (1991), Portugal (1999), Grand Cayman (2002), Dominican Republic (2003), Netherlands (2003), Mexico and Canada

IV. UNIVERSITY TEACHING EXPERIENCE

1983-PRESENT **PROFESSOR OF SOCIAL WORK (TENURED IN 1988) COLLEGE OF EDUCATION AND BEHAVIORAL SCIENCES MOREHEAD STATE UNIVERSITY**

Courses taught included social work values and policy; social welfare history and ethics; social work practice; social

work theory and method; law and the human service profession; social work special problems; practicum in social work; law of corrections; correctional counseling; social work group dynamics. Teaching included courses devoted to the evolution of professional ethics, theoretical and experiential development of practice skills and methods, coordinating field internships, supervising independent studies, examining legal issues affecting professional practice in various practice fields, experientially teaching group theory and counseling, and introducing specific counseling techniques and modalities utilized in the social work field. Teaching has been done at both the graduate and undergraduate levels.

**1988-1998 PROFESSOR OF SOCIAL WORK (PART-TIME FACULTY)
 COLLEGE OF SOCIAL WORK
 UNIVERSITY OF KENTUCKY**

Courses taught included administration and supervision in the human service professions; social work and the law; social work practice; management skills; graduate educational practicum; advanced practice theory. Teaching was done at the graduate level in the University of Kentucky College of Social Work's Master of Social Work Program offered Morehead State University Extended Campus Site.

**1981-1983 INSTRUCTOR
 COLLEGE OF SOCIAL WORK
 THE OHIO STATE UNIVERSITY**

Courses taught included race and ethnicity; introduction to social welfare; orientation to social work. Teaching included courses devoted to the history and evolution of social welfare, and the study of the difference and oppression faced by several ethnic, minority and other special populations within the United States. Experiential exercises, interactive group techniques, case analyses and other critical thinking measures were utilized.

**1982-1983 FIELD PRACTICUM LIAISON
 COLLEGE OF SOCIAL WORK
 THE OHIO STATE UNIVERSITY**

Responsibilities included the training of agency staff who provided direct supervision to social work students assigned to their agencies for field practicums, and the evaluation of these staff and their agencies. Responsibilities also included the revision of field manuals, applications, evaluation instruments, etc., related to the field.

**1975-1977 ADJUNCT FACULTY AND AGENCY FIELD SUPERVISOR
 COLLEGE OF SOCIAL WORK**

THE OHIO STATE UNIVERSITY

Responsibilities included the direct educational supervision of MSW and BSW students who were assigned to a settlement house in which I was employed.

**1975-1977 ADJUNCT FACULTY AND AGENCY FIELD SUPERVISOR
DEPARTMENT OF SOCIAL WORK
CAPITAL UNIVERSITY**

Responsibilities included the direct educational supervision of BSW students, weekly supervisory conferences, conducting mid-term and final evaluations of student progress, and attending field supervisor meetings regularly convened by the Department of Social Work.

**1975-1977 ADJUNCT FACULTY AND AGENCY FIELD SUPERVISOR
MENTAL HEALTH TECHNOLOGY PROGRAM
COLUMBUS TECHNICAL INSTITUTE**

Responsibilities included the direct educational supervision of students enrolled within a Program that focused upon student introspection and confrontation methods, weekly supervisory conferences, and monthly evaluation meetings with the student and Program faculty.

V. **PROFESSIONAL PRACTICE EXPERIENCE**

**1977-1983 ADMINISTRATIVE PROFESSIONAL
STUDENT SERVICES OFFICE
COLLEGE OF SOCIAL WORK
THE OHIO STATE UNIVERSITY**

Responsibilities included: (1) counseling regarding personal problems of doctoral, graduate and undergraduate students; (2) counseling regarding academic problems, career selection, admissions, course selection, interpretation of college and university policies, student recruitment and orientation, and job placement; (3) advising several student organizations; and, (4) organizing and accompanying students in international studies. Duties and responsibilities were those of a mental health counselor or school social worker in nature.

**1975-1977 SUPERVISOR OF SOCIAL SERVICES
AND DIRECTOR OF TITLE XX PROGRAMS
GLADDEN COMMUNITY HOUSE (COLUMBUS, OHIO)**

Responsibilities included: (1) planning, administering, supervising, monitoring/evaluating a program designed to provide emergency provisional assistance to community residents in need; (2) organizing programs to prevent the common causes of need; and, (3) writing the grants and administering federally-funded programs for providing individual and group counseling to area delinquent youth.

**1974-1975 MSW FIELD PRACTICUM STUDENT
TRAINING INSTITUTE OF CENTRAL OHIO
OHIO YOUTH COMMISSION (COLUMBUS, OHIO)**

Responsibilities included: (1) conducting individual and group counseling to juvenile males adjudicated delinquent for acts requiring maximum security placements; (2) preparing materials for case reviews; and, (3) attending weekly supervisory conferences with the agency field supervisor.

**1968-1975 COMMUNITY ORGANIZER
KENNEDY APPALACHIA COMMUNITY ACTION PROGRAM
UNIVERSITY OF DAYTON (DAYTON, OHIO)**

Assisted in the establishment of summer and weekend programs designed to provide tutoring, recreational activities, arts and crafts, etc., to the children, adults, and elderly of rural, Appalachian, poverty-stricken eastern Kentucky. The cultural experience provided insight into the strategies for coping with poverty in a rural mountainous Appalachian environment.

VI. **PRESENTATION OF PAPERS AT PROFESSIONAL CONFERENCES**

Eaglin, R.G., Osborne, J.S. and Seelig, J.M. (1998) A Study of Campus CEO Involvement in Student Recruitment and Retention Activities. Paper presented at the National Conference on Student Retention held in New Orleans, Louisiana.

Seelig, J.M. and Schira, R. (1995) Challenging Contemporary Paradigms of Child Welfare. Paper presented at the Public Association of Child Welfare Agencies in Ohio's (PACWAO) Annual Conference held in Columbus, Ohio.

Seelig, J.M. (1993) Trends for BSW and MSW Opportunities in Rural Appalachia. Paper presented at the Indiana-Kentucky Annual National Association of Social Workers Conference held in Louisville, Kentucky.

Seelig, J.M. and Andargatchew Tesfaye. (1992) Prospects for the Renewal of Social Work Education in Ethiopia. Paper presented

at the 26th International Congress of Schools of Social Work held in Washington, D.C.

Seelig, J.M. and Andargatchew Tesfaye. (1992) The Transitional State of Social Welfare in Ethiopia. Paper presented at the 7th International Conference Inter-University Consortium for International Social Development held in Washington, D.C.

Seelig, J.M. (1992) Progress Report on the Implementation of Experimental Designs for Providing Graduate and Undergraduate Social Work Education to Remote Rural Areas. Paper presented at the 17th Annual National Institute on Social Work and Human Services in Rural Areas held in Morgantown, West Virginia.

Seelig, J.M. and Bylund, R. (1991) Task-Analysis Survey of Rural Social Workers in Appalachia. Paper presented at the 16th National Institute on Social Work and Human Services in Rural Areas held in Nacogdoches, Texas.

Seelig, J.M. (1991) Conditions Either Causing or Contributing to Child Welfare Problems in Ethiopia; Principal Government, Non-Government and Mass Organizations Established to Meet Child Welfare Needs in Ethiopia; and, Strategies for Meeting the Needs of Ethiopia's Displaced, Orphaned, Delinquent and Street Children. Three papers presented at the Slovak Academy of Sciences in Bratislava, and Charles University in Prague, Czechoslovakia.

Seelig, J.M. (1991) A Study of Child Welfare Systems in Addis Ababa and Shewa Administration Region, Ethiopia. Paper presented at the Southwestern Social Science Association Annual Meeting. San Antonio, Texas.

Seelig, J.M. (1990) Strategy for Providing Community-Based Services to Displaced Children of Ethiopia. Served as group leader at a two-day conference on "Displaced Children" co-sponsored by the Ethiopia Relief and Rehabilitation Commission and the Ethiopia Children, Youth and Family Welfare Association. Nazaret, Ethiopia.

Seelig, J.M. (1989) Development of Educational Outcomes for the Bachelor of Social Work Curriculum. Paper presented at the Kentucky Association of Social Work Educator's Conference. Shakertown, Kentucky.

Seelig, J.M. (1989) Innovative Partnerships and Coalitions: New Strategies for Affecting Social Welfare Policy and Reductions in Resources to Rural Human Service Organizations. Paper presented at the 14th. Annual National Institute on Social Work and Human Services in Rural Areas. Bemidji State University in Bemidji, Minnesota.

Seelig, J.M. (1987) Possibilities of Collaboration to Strengthen Faculty Development. Served as a facilitator of this group meeting for representatives of public universities and colleges at the Statewide Symposium for Faculty Development in Kentucky Higher Education held in Louisville, Kentucky.

Seelig, J.M. (1987) Professional Liability Insurance. Served as a panelist at the Kentucky Association of Social Work Educators' Spring Conference held at Lake Cumberland State Park, Kentucky.

Seelig, J.M. (1986) Study of a Problem-Solving Practice Model. Paper presented at the First National Freestanding Clinical Sociology Association Annual Meeting held at Cazenovia, New York.

Seelig, J.M. (1986) Sociology Through Literature. Served as a discussant at the Annual Meeting of the North Central Sociological Association held in Toledo, Ohio.

Seelig, J.M. (1986) Marketing Social Work Skills and Negotiating Personal Contracts. Paper presented at the Council on Social Work Education's Annual Program Meeting held in Miami, Florida.

Seelig, J.M. (1985) A Revitalized Philosophy for Social Work Education in Contemporary Times Based Upon Historical Works of Bertha Capen Reynolds. Paper submitted in the Frank C. Bancroft Awards Competition in conjunction with the Centennial Celebration of the Life and Works of Bertha Capen Reynolds. Smith College School of Social Work in Northampton, Massachusetts.

Seelig, J.M. (1985) Long-Term Client Simulation Exercises for Building Continuity Throughout Practice Theory Courses. Paper submitted for presentation at the Council on Social Work Education's Annual Program Meeting in Washington, D.C.

Seelig, J.M. (1984) Preventing Mental Illness Through a New Coalition of Old Alliances: Human Service Professions and the Church. Paper presented at the Kentucky Statewide Symposium on Conceptual, Theoretical, Philosophical Approaches to Mental Illness held in Frankfort, Kentucky.

Seelig, J.M. (1984) Comparison of Three Educational Approaches for Preparing Clinical, Administrative, Planning and Research-Oriented Specialists for Social Work Practice. Paper presented at the Council on Social Work Education's Annual Program Meeting held in Detroit, Michigan.

Seelig, J.M. (1979) Mental Health and Public Welfare Services:

A Focus on Critical Problems Facing Appalachians Served by Mental Health and Public Welfare Programs. Paper presented at the Conference on Race and Ethnicity: A Social Work Focus on Blacks and Appalachians sponsored by Ohio State University and held in Columbus, Ohio.

Seelig, J.M. (1978) Urban Settlement Houses: Modern Movement Toward Community Centers Concept. Paper presented at the Conference on Service Delivery to Large Metropolitan Areas sponsored by United Way held in Columbus, Ohio.

VII. PUBLICATIONS

Eaglin, R.G., Osborne, J.S. and Seelig, J.M. (1999) Student Recruitment and Retention Activities: A Comparison of Public and Private Campus CEO Involvement. Published within a monograph published by the American Association of State Colleges and Universities (AASCU).

Seelig, J.M. and Andargatchew Tesfaye (1994) Child welfare issues in Ethiopia. International Social Work, 37:3, pp. 221-237.

Seelig, J.M. (1991) Social work and the critical thinking movement." Journal of Teaching in Social Work, 5:1, pp.21-34.

Seelig, J.M. "Forum: A Discussion of Legal/Ethical Issues." Journal of Independent Social Work. The following are topics of columns published in this professional journal as its "Legal Issues Editor":

- Seelig, J.M. (1991) Testifying before legislative bodies. Journal of Independent Social Work, 5:2, pp. 81-85.
- Seelig, J.M. (1990) State reporting statutes. Journal of Independent Social Work, 5:1, pp. 107-112.
- Seelig, J.M. (1990) Privileged communication. Journal of Independent Social Work, 4:4, pp. 75-80.
- Seelig, J.M. (1990) Mandatory continuing education. Journal of Independent Social Work, 4:3, pp. 75-80.
- Seelig, J.M. (1989) Issues pertaining to social work licensing and certification. Journal of Independent Social Work, 4:1, pp. 111-116.
- Seelig, J.M. (1989) Tax issues for social workers in

partnerships: Part II. Journal of Independent Social Work, 3:3, pp. 103-107.

- Seelig, J.M. (1989) Tax issues for social workers in partnerships: Part I." Journal of Independent Social Work, 3:2, 107-111.

- Seelig, J.M. (1989) The fiduciary relationship. Journal of Independent Social Work, 3:1, pp. 97-101.

- Seelig, J.M. (1988) Comparison of partnership and corporate arrangements. Journal of Independent Social Work, 2:4, pp. 117-121.

- Seelig, J.M. (1988) Drafting a partnership agreement. Journal of Independent Social Work, 2:3, pp. 73-79.

- Seelig, J.M. (1988) Duty to warn third-parties of threats by a client. Journal of Independent Social Work, 2:2, pp. 81-86.

Seelig, J.M. (1987) Marketing social work skills and negotiating personal contracts. Journal of Independent Social Work, 1:4, pp. 19-30.

Seelig, J.M. and Stapleton, E. (1987) "The Need for Emphasis on Maintenance Rather Than Growth: A Challenge for Social Work Practitioners and Educators." (Submitted but unpublished).

Seelig, J.M. and Chesnut, S. (1986) Corporate legal guardianship: An innovative concept for providing advocacy and protective services to the developmentally disabled in Ohio." Social Work, vol. XXXI, No. 3, pp. 221-225.

Seelig, J.M. (1985) Preventing mental illness through a new coalition of old alliances: Human service professions and the church." Prevention in Mental Health (Northern Kentucky Mental Health/Mental Retardation Regional Board, Inc.), pp. 95-104.

Seelig, J.M. and Tucker, A.L. (1983) Centralization of personnel services to student-athletes. The Physical Educator, Vol. XL, No. 2, pp. 70-74.

Seelig, J.M. and Tucker, A.L. (1983) A holistic approach for the delivery of centralized personnel services to athletes by modern athletic departments." College Student Journal, Vol. XVII, No. 4, pp. 365-370.

Seelig, J.M., Eldridge, W., and Schirtzinger, M. (1982) A holistic perspective on student growth and development: A look at academic programs in graduate schools of human service."

International Social Work, Vol. XXV, No. 2, pp. 26-41.

VIII. CONTINUING EDUCATION/PROFESSIONAL DEVELOPMENT

Participant at the Council of Colleges of Arts & Sciences Annual Meeting held in Washington, DC, 2001.

Participant at the AACTE New Deans' Institute held in Chicago, Illinois, 2001.

Participant at the STEP Summer Conference held in Washington, D.C., 2001.

Participant at the ACE Fellows' Annual Program held in Washington, D.C., 2001.

Participant at the Renaissance Group Spring Conference held in San Diego, California, 2001.

Participant at all Kentucky Education Professional Standards Board Meetings held in Frankfort, Kentucky, 2000-2001.

Participant at all Kentucky Education Development Corporation Meetings held in Lexington, Kentucky, 2000-2001.

Participant at the Renaissance Group Fall Conference held in Washington, D.C., 2000.

Participant at the STEP Regional Conference held in Frankfort, Kentucky, 2000.

Participant at the 39th Annual NACUA Conference held in Nashville, Tennessee, June, 1999.

Participant at the CASE Summer Institute in Educational Fund Raising held at Dartmouth College in Hanover, New Hampshire, July, 1998.

Participant at the 6th Biennial Employment Law Institute sponsored by the University of Kentucky College of Law and held in Lexington, Kentucky, June, 1998.

Participant at the AGB Annual Conference held in Nashville, Tennessee, April, 1998.

Participant at the ACE Annual Meeting held in San Francisco, California, February, 1998.

Participant at the AAC&U Annual Meeting held in Washington, DC, January, 1998.

Participant at the NASULGC Annual Meeting held in Washington, DC, December, 1997.

Participant at the 18th Annual National Conference on Law and Higher Education sponsored by Stetson University and held in Clearwater, Florida, February, 1997.

Completed both the General Mediation Training and Family Mediation Training programs offered by the Mediation Center of Kentucky, Inc., and held in Lexington, Kentucky, October, 1996.

Participant at the 1996 Annual Convention of the Kentucky Bar Association held in Lexington, Kentucky, June, 1996.

Participant at the 17th Annual National Conference on Law and Higher Education sponsored by Stetson University and held in Clearwater, Florida, February, 1996.

Participant at the 5th Annual Legal Issues in Higher Education Conference sponsored by the University of Vermont and held in Burlington, Vermont, October, 1995.

Participant at the 16th Annual National Conference on Law and Higher Education sponsored by Stetson University and held in Clearwater, Florida, February, 1996.

Participant at the Personnel Law Update Conference, sponsored by the Council on Education in Management, held in Louisville, Kentucky, November, 1994.

Participant at the New Lawyers Skills Training, sponsored by the Kentucky Bar Association, held in Russell, Kentucky, October, 1994.

Participant at the Understanding Personnel Law Conference, sponsored by the Council on Education in Management, held in Louisville, Kentucky, August, 1994.

Participant at the Ninth Annual Affirmative Action in Higher Education Institute held in Las Vegas, Nevada, July, 1994.

Participant at the Affirmative Action Plans Today Conference, sponsored by the Council on Education in Management, held in Louisville, Kentucky, May, 1994.

Participant at the International Conference on Critical Thinking held at Sonoma State University in Sonoma, California, August 1987.

Participant at "Reaching for a Higher Level of Excellence," a

Symposium on Planning sponsored by Murray State University, January, 1987.

Participant at the Statewide Conference on Faculty Development in Kentucky Higher Education held in Louisville, Kentucky, 1986.

IX. SERVICE TO THE UNIVERSITY

Co-director and coordinator of training for the President's Leadership Academy, 2005 - Present.

Institutional Representative, National Advanced Leadership Camp, Fort Lewis, Washington, 2003.

Co-Planner, Teacher Education Reform and P-16 Regional Council Steering Committee, 1998-2001.

Chair, Annual Morehead State University's Faculty and Staff "Campus Giving Campaign", 1998-2000.

Chair, President's Ad Hoc Committee to Develop Procedural Guidelines for International Education Programs, 1999.

Member, President's Ad Hoc Committee on Faculty Compensation Plan, 1999.

Ex Officio Member, Morehead State University's "Campus Partnership Fund" Board of Stewards, 1999-2001.

Chair, By-laws Committee of the Morehead State University Club and Member of the Board of Directors, 1995 - 1996.

Member, Steering Committee for the Morehead State University's 75th Diamond Anniversary Celebration, 1995 - Present.

Executive Assistant to the President, Morehead State University, 1994 - Present.

Affirmative Action Officer, Morehead State University, 1993 - 1998.

Chair, Focused Legal Audit Committee, Morehead State University, 1994 - Present.

Member, MSU Affirmative Action Committee, 1993 - Present.

Member, MSU President's University Council and Expanded University Council, 1993 - Present.

Member, Morehead State University Multicultural Activities Planning Committee, 1993.

President, MSU Chapter of the American Association of University Professors (AAUP), 1991-1994.

Vice-President, Kentucky Conference of the American Association of University Professors (AAUP), 1991-1993.

Member, Kentucky Conference of the AAUP Committee A Investigating Team, 1991-1993.

Chair, Search Committee for the Chair of the MSU Department of Geography, Government and History, 1991-1992 academic year.

Co-Director, Consortium Training Resource Center at MSU (Providing training to Kentucky Department for Social Services staff), 1991.

Coordinator, University of Kentucky Master of Social Work Program offered on the MSU campus, 1988 - Present.

Chair, MSU Faculty Senate Ad Hoc Committee on Faculty Evaluation and Performance-Based Pay, 1990-1991 academic year.

Committee Member, Vice-President of Academic Affairs Committee on Performance-Based Salary Increases, 1990-1991 academic year.

Committee Member, MSU University Tenure Committee, 1990-1991 academic year.

Committee Member, MSU Search Committee for Minority Retention Specialist, Fall 1990 and Fall 1992.

Committee Member, Family Resource and Youth Centers Subcommittee of the MSU Taskforce on Educational Reform, 1990-1991 academic year.

Chair, MSU Department of Sociology, Social Work, and Correction's Faculty Reassigned Time Committee, 1990 - Present.

Chair, Survey Subcommittee of the President's Taskforce to review University Standing Committees, Spring 1989.

Member, Executive Committee of the Kentucky Chapter of the American Association of University Professors, 1989 - 1993.

Chair, Steering Committee to establish a local chapter of the American Association of University Professors (AAUP) on the Morehead State University campus, Spring 1989.

Chair, Morehead State University Faculty Senate, 1987-1988 academic year.

Committee Member, SACS Subcommittee on Intercollegiate Athletics, 1988-1989 academic year.

Committee Member, MSU Athletics Committee, 1988-1989 academic year.

Committee Member, MSU Search Committee for Manager of Public Safety, Spring 1989.

Legal Issues Editor, Journal of Independent Social Work published by the Haworth Press. To write a quarterly column entitled, "Forum: A Discussion of Legal/Ethical Issues," 1987 - 1991.

Chair, Kentucky Coalition of Senate and Faculty Leadership for Higher Education (COSFL) Governance Committee, 1987-1989.

Committee Member, Ad Hoc Review Committee for the U.S. Department of Education Planning Grant, 1987-1988 academic year.

Committee Member, MSU Search Committee for the Vice-President of Academic Affairs, 1987-1988 academic year.

Committee Member, MSU Ad Hoc Special Events Planning Committee, 1987-1988 academic year.

Institutional Representative, Kentucky Consortium for Faculty Development Steering Committee, 1987-1989.

Committee Member, MSU Faculty Handbook Review Committee, Spring 1987.

Committee Member, MSU Paralegal Program Faculty Search Committee, Summer, 1987.

Board Member, MSU Paralegal Program Advisory Committee, 1986 - present.

Member, MSU Academic Council, 1987-1988 academic year.

Member, MSU Presidential Inauguration Committee, 1987-1988 academic year.

Executive Producer/Host, "Faculty Forum" (A series of twelve half-hour televised roundtable discussions of issues pertinent to faculty members at Morehead State University), 1987-1988 academic year.

Chair, MSU Faculty/Staff Wellness Committee, 1987-1988 academic

year.

Chair, Organizational Meeting to establish a Staff Congress at Morehead State University, Spring 1987.

Vice-Chair/Chair Elect, MSU Faculty Senate, 1986-1987 academic year.

Committee Member, Academic Policies Review Committee, 1986-1987 academic year.

Committee Member, Educational Standards Committee of the MSU Faculty Senate, 1986-1987 academic year.

Institutional Representative, Council of Senate and Faculty Leadership (COSFL), 1986-1989, 1991.

Chair, Professional Policies Committee of the MSU Faculty Senate, 1985-1986 academic year.

Member, MSU Search Committee for the University Attorney, 1985.

Chair, MSU Student Disciplinary Board, 1984-1986.

Chair, MSU College of Professional Studies Undergraduate Curriculum Committee, 1984-1986.

Faculty Representative, MSU Graduate Council (1984 - present).

Institutional Representative to R.O.T.C. Advanced Camp at Fort Riley, Kansas, 1984.

Coordinator, MSU Faculty/Staff Volleyball League (1983 - present).

Committee Member, Ohio State University College of Social Work Social Policy and Planning Committee, 1981-1982 academic year.

Committee Member, Ohio State University College of Social Work Student Services Committee, 1979-1982.

X. **SERVICE TO STUDENTS**

Scoring Table Official, MSU Men's and Women's Basketball Games, 1988-2001.

Judge, "Parliamentary Procedure Contest" sponsored by the Future Business Leaders of America, Spring 1987.

Judge, "Chi Omega Sorority Follies, 1986-1987.

College Faculty Representative, "Who's Who Selection Committee" for eligible MSU students, 1986-1987 academic year.

Faculty Advisor, MSU Student Association of Social Workers, 1983 - 1988.

Head Coach, MSU Lady Eagles Fast-Pitch Softball Team, 1985-1986 academic year.

Faculty Representative, Department of Sociology/Psychology Academic Awards Week Planning Committee, 1985-1986 academic year.

Volunteer Assistant Coach, MSU Lady Eagles Fast-Pitch Softball Team, 1983-1985.

Volunteer Assistant Coach, MSU Lady Eagles Basketball Team, 1984-1985 academic year.

XI. **SERVICE TO THE COMMUNITY**

President of the Board of Directors, Christian Social Services, Morehead, Kentucky, 2005-2007.

Vice President of the Board of Directors, Christian Social Services, Morehead, Kentucky, 2001-2005.

Member, Board of Directors, Gateway Children's Advocacy Center, Morehead, Kentucky, 2003-Present.

Member, Annual Giving Campaign, St. Claire Medical Center, Morehead, Kentucky, 2003-Present.

Executive Director, Gateway Children's Advocacy Center, Morehead, Kentucky, 2002-2003.

Institutional Representative, Council on Postsecondary Education's Committee on Equal Opportunities' Planning Group to Develop the "1997-2002 Kentucky Plan for Equal Opportunities", 1995-1997.

Presented a lecture on "Sexual Harassment" at the Kentucky Association of Counselors, Registrars and Admissions Officer's (KACRAO) Fall Conference held in Paintsville, Kentucky (October, 1994).

Presented a lecture on "Sexual Harassment" at the Rowan County High School in Rowan County, Kentucky (October, 1994).

Presented a lecture on "Psychosocial Assessment" at the Kentucky Association for Gerontology 1992 Spring Conference held in Ashland, Kentucky (April, 1992).

Reviewed the personnel policies of Safe Harbor of Northeast Kentucky, Inc., 1991.

Presented a talk on Czechoslovakia to members of the Morehead Rotary Club.

Presented a series of talks on experiences in Ethiopia to staff members of Bethany House, the Morehead Men's Club and the Morehead Rotary Club, 1990.

Appeared as a guest on local cable television program filmed in Flemingsburg, Kentucky concerning Ethiopia, 1990.

Conducted two workshops entitled, "Legal Issues in Corrections" and "Management and Administration of Correctional Institutions" for the Pre-Employment/Work Maturity Skills Training Program, 1989.

Conducted a workshop entitled, "Ethical Dilemmas in Professional Practice" for staff members of the Gladden Community House as part of a staff development program, 1984.

Chair, Kentucky Human Serve Voter Registration Project, 1984.

Conducted a seminar entitled, "Changing Perceptions of Male/Female Roles" sponsored by Pi Gamma Mu Honor Society, 1984.

Conducted a workshop entitled, "Assertiveness Training" sponsored by Northeastern Kentucky Legal Services for single-parent clients, 1984.

Conducted a workshop and seminar entitled, "Group Dynamics" sponsored by the Kappa Delta Sorority, 1985.

Conducted a seminar entitled, "Self-Confidence and Goal Attainment" for a conference sponsored by the Business and Professional Speech class, 1986.

Coach, Rowan County Little League, 1984.

Coach, Martin Department Store's Summer Softball Team, 1986.

Board Member, Advocacy and Protective Services, Inc. (a corporation obtaining legal guardianship of profoundly mentally retarded adults), 1984.

Secretary, Franklinton Area Commission, 1976.

Board Member, Central Buying Center (a food pantry for low-income families), 1976.

XII. **AWARDS, STIPENDS AND GRANTS**

Selected as one of the first four inducted into The Ohio State University College of Social Work Hall of Fame, 2006.

Co-Directed a Federal Grant ("Preparing Tomorrow's Teachers in Technology") (\$1.2 Million), 2000-01.

Co-Directed a Federal Grant ("Standards-Based Teacher Education Project"), 2000-01.

Co-Authored a Center for Educational Research and Leadership Grant (\$100,000)

Ashland Foundation, Inc.

Project: To provide funding for both campus teacher education reform, and regional P-16 initiatives.

Recipient of the Morehead State University Distinguished Faculty Service Award, 1994.

Recipient of the Paul Oberst Award by the Kentucky Conference of the AAUP for upholding principles of Academic Freedom, 1992.

Co-Authored a Consortium Training Resource Center Grant (\$70,939)

Kentucky Department for Social Services

Project: To provide training to KY-DSS staff at MSU
July, 1991 (annually renewable)

Awarded a Fulbright Senior Scholar Program Grant (\$20,972)

Board of Foreign Scholarships and Council for the International Exchange of Scholars

Affiliation with Addis Ababa University (Ethiopia)

1989-1990 academic year

Recipient of an Institutional Research Grant (\$3,679)

Project: "A Comparative Study of the Child Welfare Systems in Shewa Province, Ethiopia"

Morehead State University, 1989-90

Recipient of a Summer Research Fellowship (\$500)

Research and Patent Committee

Morehead State University

Summer, 1989, 1991 and 1992

Departmental Nominee (Department of Sociology, Social Work, and Corrections)

Distinguished Teacher Award

Morehead State University

1988-1989 academic year

Departmental Nominee (Department of Sociology, Social Work, and Corrections)

Distinguished Faculty Award

Morehead State University

1987-1988 academic year

Principal Grant Writer

Child Welfare Traineeship Grant

U.S. Department of Health and Human Services

Submitted (1984)

Distinguished Undergraduate Teacher Award

College of Social Work

Ohio State University

1981-1982 academic year

Recipient of a Mental Health Stipend (\$2500)

National Institute of Mental Health

1975-1976 academic year

XIII. **ACADEMIC, CIVIC AND PROFESSIONAL MEMBERSHIPS**

Council of Colleges of Arts & Sciences, 2001- 2008

American Council on Education, 1997-Present

Kentucky Bar Association, 1994 - Present

Ohio Bar Association (Inactive Status), 1983 - Present

Fulbright Association, 1991 - Present

Southwestern Social Science Association, 1991

American Association of University Professors, 1989 - 1992

Association of Baccalaureate Program Directors, 1986 - 1996

Council on Social Work Education, 1982 - 1996

Kentucky Association of Social Work Educators, 1983 - 1996

Kentucky Fair Tax Coalition, 1983-1987

Kentucky Action for Human Needs, 1983-1984

Rowan County Kiwanis, 1983-1985

National Association of Social Workers, 1978-1980

XIV. **MILITARY EXPERIENCE**

Captain (Chemical Corps/Ordnance Corps)

United States Army Reserve
1972-1980 (Honorable Discharge)