



Associate Dean, College of Education

Jan. 2015 to 2021

- Assist the Dean of the College of Education (COE) in oversight and implementation of COE personnel, programs, and activities.
- Assist the Dean with the development, tracking, and management of budgets for the COE, Ayers Institute, IDEAL, TPSID, and Pionero.
- Provide direct oversight of the Ed.D. program, Special Education program, Applied Behavioral Analysis Program, IDEAL program, English for Academic Purposes Program, and COE outreach and Enrollment.
- Serve on the College of Education Leadership Team and the Graduate Academic Curriculum Team for the university.

Director, Doctor of Education (Ed.D.)

2010 to present

- Provide leadership and oversight for the Ed.D. program
- Work with faculty and administration to meet institutional and program objectives
- Oversee faculty who teach in the program
- Oversee administrative staff who are assigned to work with the program
- Develop and maintain handbooks and manuals related to the program and develop and address policy issues as needed and seek administrative approvals as needed
- Serve on the College of Education's Leadership Team (CELT) and other university committees as assigned; assist other areas within the College of Education as needed
- Manage process for review and selection of applicants to the program
- Manage planning, financial, logistical, and contractual aspects of the program's international travel experience and travel with the cohort to destinations
- Handle all Ed.D. student needs, issues, and concerns as they arise
- Oversee activities related to the program's capstone research projects including oversight of the Doctoral Research Coordinator, faculty advisors assigned to research teams, recruitment and acceptance of research proposals, matching of capstone teams to research assignments, serving on each team's committee, and handling research related issues as they arise
- Engage in professional development, conduct research and seek publication
- Teach a variety of courses from the program curriculum (1/2 load related to teaching):
  - EG 7103 Leadership Theory and Practice
  - EG 7133 Organizational Theory and Practice
  - EG 7213 Qualitative Research Methods
  - EG 7243 Contemporary Issues in Education
  - EG 8013, 8023, 8033 Capstone Research

Interim Managing Director,

Lipscomb's Ayers Institute for Teacher Learning and Innovation

Feb. 2014 to May 2015

- Assist the Senior Vice President and Executive Director with day-to-day oversight and operational management of the institute
- Supervise the Ayers Institute staff

- Organize and oversee the financial tracking of expenses and revenue of the various grants funding the initiatives of the Ayers Institute
- Attend various meetings and plan logistics and details supporting initiatives of the Institute
- Engage in discussions and meetings with current and potential partners regarding existing and potential new initiatives for the Ayers Institute

ROCHESTER COLLEGE

Rochester Hills, Michigan

2008 to 2010

Academic Dean

- Provide leadership for all of the college's academic programs (traditional, non-traditional, main campus, off-sites, and online).
- Work with the faculty, academic departments, and faculty committees to meet the institution's educational objectives.
- Manage the budget for the college's academic division (approximately 50% of the college's overall budget).
- Responsible for oversight of the Registrar, Academic Services, Academic Advising, and Center for Extended Learning Staff.
- Develop and implement academic and institutional policies and procedures.
- Work with department chairs and academic departments to develop new curriculum and program offerings.
- Provide direction or resolution for faculty and student issues, complaints, and appeals.
- Work with the Vice President of Academic Affairs on strategic planning initiatives.
- Oversee partnerships and articulations with other colleges and universities.
- Administrate academic programs under the requirements and standards of Rochester College and The Higher Learning Commission North Central Association.

SPECS HOWARD SCHOOL  
OF BROADCAST ARTS

Southfield, Michigan

2006 to 2008

Vice President of Academic Affairs

- Serve as the chief academic officer.
- Responsible for oversight of the education programs.
- Provide oversight of all faculty and staff of the education department.
- Oversee partnerships and articulations with colleges and universities.
- Provide leadership for academic support, student services and retention initiatives.
- Track and manage academic budgets.
- Ensure compliance with U.S. Department of Education regulations and the Accrediting Commission of Career Schools and Colleges of Technology (ACCSCCT).

ROCHESTER COLLEGE

Rochester Hills, Michigan

Vice President of Academic Support

2006

- Responsible for oversight of Title III Grant including supervising all faculty and staff involved with the grant. Track and manage budgets and ensure compliance with U.S. Department of Education regulations.
- Responsible for starting and managing an office of institutional research.
- Responsible for supervision of Career Services.
- Responsible for retention initiatives for the institution.

Vice President/Dean - College of Extended Learning (CEL)

1999 – 2006

- Provided leadership, oversight, budget management and administration for all academic services, student services, and operations of CEL (4 sites), which included the establishment and growth of three satellite locations (two university centers and one propriety school).
- Planned and implemented marketing, advertising, and promotion of CEL.
- Developed, implemented, promoted, and administrated quality adult learner focused academic programs under the requirements and standards of Rochester College and The Higher Learning Commission's North Central Association.
- Served on the Academic Cabinet and the President's Executive Administrative Team.
- Supervised the development, implementation, and operation of an online learning program using the WebCT/Blackboard learning management system.
- CEL grew from 120 to 525 students during 7-year tenure (437% increase).

FAULKNER UNIVERSITY

Birmingham, Alabama

1994 to 1999

Director of the Birmingham Campus

- Sole on-site administrator providing leadership, oversight, and budget management for all faculty, staff, services, and operations of the Birmingham Campus (450 students).
- Administrated adult learner focused academic programs under the requirements and standards of Faulkner University and The Southern Association of Colleges and Schools.

NORTHEASTERN CHRISTIAN  
JR. COLLEGE

Villanova, PA

1985-1991

Director of Admissions

- Provided leadership, oversight, budget management, and administration of all recruitment personnel and activities.

Assistant to the President

- Directed PR activities and events, directed lectureship and alumni relations.

Director of College Relations

- Fund-raising through direct mail, phone-a-thons, events, alumni, and church relations.

Admissions Counselor

- Recruited students from a 7-state territory.

## TEACHING EXPERIENCE

LIPSCOMB UNIVERSITY Nashville, TN 2010 to Present

Doctor of Education (Ed.D.): Learning Organizations and Strategic Change

Faculty Rank: Professor

Courses: EG 7103 Leadership Theory and Practice  
EG 7313 Leading Learning in Higher Education  
EG 7133 Organizational Theory and Practice  
EG 7213 Qualitative Research Methods  
EG 7243 Contemporary Issues in Education  
EG 7113 Brain-based Research  
EG 8013, 8023, 8033 Capstone Project

OAKLAND UNIVERSITY Rochester, MI 2007 to 2009

Ph.D. Education Leadership, Higher Education Administration Cognate

Faculty Rank: Lecturer

Courses: ED 925 Current Topics in Higher Education Leadership  
ED 921 Resource Management in Higher Education  
ED 912 Administrating Colleges and Universities (Guest Lecturer)  
ED 901 Field Based Mentorship Issues (Mentor)

ROCHESTER COLLEGE Rochester Hills, MI 2001 to 2010

Faculty Rank: Professor

Courses: SOC 2013 Introduction to Sociology  
GEO 1013 Introduction to Geography

### DOCTORAL DISSERTATION COMMITTEES

#### *Committee Chair:*

*2017-2019: Jeff Boyet, Kerry Hansen*

*2017-2019: Robert Ball*

*2014-2015: Robert Lindsey, Doug Williams*

*2014-2015: Tyra Harris-Thompson, Milton Nettles, Sherleta Sanders*

*2013-2014: Melinda Hirschmann, Rhonda Philbin, Kent Wallace*

*2013-2014: Danielle Holdren, Tony Majors, Niki Patton*

*2012-2013: Jay Steele, Jennifer Brown, Vicky Smith*

*2012-2013: Nathan Lang, Laura-Lee Morin, Tenielle Buchanan*

*2012-2013: Andy Davis, Carole Ried, George Frogge*

*2011-2012: Julie Ennamorato, Mary Holland, Jason Thompson*

#### *Committee Member:*

*2019-2020: Haley Hallmark, Carol Lampkin, Jesse Savage*

*2019-2020: Alesha Harmon, Yvette Mallory, Sheryl Rae Reid*

*2019-2020: Addison Pate, RC Stabile*

*2019-2020: Caleb Jones, Brittany Ractliffe, Pax Wiemers*

*2019-2020: Otis McGresham, Daniel Tabor*

*2019-2020: Prentice Ashford, Alex Atkinson*

2019-2020: *Katelyn Hadder, Ann Pack, Lauren Williams*  
2019-2020: *Tiffany Jones, Laura Lamb, Christopher Plummer*  
2019-2020: *Caroline Amonson, Bryson McGuire, Cassietta Rogers*  
2019-2020: *Nicole Glaze, Jennifer Jones, Namayo Kendrick*  
2019-2020: *Jenna Hagen, Carla Richards, Cicely Woodard*  
2019-2020: *April Carrigan, Melissa Jones, Candace Ogilvie*  
2019-2020: *Sami Hamilton, Anna Levy, Julianne Teap*  
2018-2020: *Britt Safstrom, Cara Stiles*  
2018-2020: *Amanda Cole, Layne Dillard, Kellie Tanner*  
2018-2020: *Olivia Amos, Mike Johnson, Brian Ellis*  
2018-2019: *Sonya Sweeny*  
2018-2019: *Andy Holliday*  
2018-2019: *Ashley Collins, Demonica Coverson, Dylan White*  
2018-2019: *Kelly Jones, Sheena Newbill, Regina Williams*  
2018-2019: *Kevin Maxey, Drew Norman*  
2018-2019: *Kate Finn, Alexandria Jackson, Hubbell King*  
2018-2019: *Louis Toedt, Brandi Tucker, Jeff Yawn*  
2018-2019: *Holly Dickerson, Rebecca Savage, Cathy Pressnell*  
2018-2019: *Tara Loba, Kristina Maddux, Tanoa Witzgall*  
2018-2019: *Chelsea Brown, Jamye Hardy*  
2018-2019: *Amita Bey, Michael Hudson-Wood*  
2018-2019: *Erin Hunt, Laura Hutchison, Keona Johnson*  
2018-2019: *Jay Lovett, Michael Pigg, Tiffany Stewart*  
2018-2019: *Jill Green, Autumn Hillis, Maggie Lund*  
2018-2019: *Mark Dickinson, Travoski Smith, Troy Yarbrough*  
2018-2019: *Barbara King, Jessica Novak, Deana Secrest*  
2017-2019: *Krystle Horton*  
2017-2019: *Ruth Brooks, Suzie Estes, Daphne Mitchell*  
2017-2019: *Sonia Avilucea, Jennifer Griffin, Klint Pleasant*  
2017-2019: *Karen James, Audrie McClure*  
2017-2018: *Verontae Deams, Kemi Elufiede, Valez Thornton*  
2017-2018: *Daniel Claytor, Adrienne Cook, Carjamin Scott*  
2017-2018: *Daniel Hayes, Karen Marklein, Roderick Webb*  
2017-2018: *Jean Kleine-Kracht, Nicole Pierce*  
2017-2018: *Celia Conley, John Thomas, Margaret Thornton*  
2017-2018: *Cindy Cook, Sadie Harris, Daniel Wilkerson*  
2017-2018: *Laura Davis, Candy Jones-Martorell*  
2017-2018: *Brian Partin, Stacy Edwards, Molly Martin*  
2017-2018: *Candice Willmore, Christie Southerland, Donna Smith*  
2016-2017: *Sheri Coulter, MarQo Patton, Candis White*  
2016-2017: *Jarred Amato, Julia Battles, Evan Beziat*  
2016-2017: *Matthew Brewer, Katie Good, Zach Hodge*  
2016-2017: *Darcia DeLoach, Janna Woodason*  
2016-2017: *Theowauna Hatchett, Cindy Minnis, Amanda Nelms*  
2016-2017: *Cinamon Collins, Ricki Gibbs, Dayna Paine*  
2016-2017: *Nick Brown, Edward Habeck*  
2016-2017: *Eve Carney, Alex Fisher, Jamie Glass*  
2016-2017: *Amy Gladson, Gina Looney, Jean Luna*  
2016-2017: *Tait Danhausen, Courtney Johnson, Will Perry*  
2016-2017: *Kurt Jones, James Patton, John Woodason*  
2016-2017: *Kailey Christian, Caroline Hemyari, Michael Hooper*

2016-2017: *J.P. Orman and Becky Padgett*  
2015-2016: *Jessica Chapman, Joy Fitterer, Russ Young*  
2015-2016: *Jacqueline Kent, Ashley Mushamba, Sonya Sardon*  
2015-2016: *Victoria Pierrie, Christi Sampson, Andy Sukow*  
2015-2016: *Lisa Bonelli, Lisa Coons, Phil Holt*  
2015-2016: *April Lee, Kay Martin, Becky Trim*  
2015-2016: *Lauren Goodpasture, William Harlin*  
2015-2016: *Julie Hopkins*  
2015-2016: *Kim Smith, Brian Strahine*  
2015-2016: *Yvonne Araujo, Adrienne Archie*  
2015-2016: *Ron Mitchell, Charlotte Scott-Moore, Kim Smith*  
2015-2016: *Rachael Milligan, Elisa Norris, Meagan Smart*  
2015-2016: *Sarah DeLisle, Anthony Donovan, Harper Haynes*  
2015-2016: *Lonnie Cochran, Cori Van Buren, Larissa Westerfield*  
2014-2015: *Kay Drew, Daphne Molnar, Ashlee Spearman*  
2014-2015: *Bob Masoner, Will Penner, Olivia Travis*  
2014-2015: *Holly Bechard, Mary Hesselrode, Tessa Sanders*  
2014-2015: *Trish Holliday, Jason Rushing, Burton Williams*  
2014-2015: *LeShante Walker, Starr Wallace, Rick West*  
2014-2015: *T-Shaka Coverson, Amanda Fambrough, Matthew Owensby*  
2014-2015: *Schanda Bannister-Doughty, Ginger Hollingsworth, Frank Tittle*  
2014-2015: *Rick Carter, Trey Holladay, Jennifer Lancaster*  
2014-2015: *Christopher Murray, Yolanda Porter, Jannifer Sallee*  
2014-2015: *Kate Ring, Mary Laurens Seely*  
2014-2015: *Joel Hoag, Haley Richardson*  
2013-2014: *Karen Bacigalupo, Shelly Karraker, Kayleigh Wettstein*  
2013-2014: *Kelly Henderson, Heather Ihde, Jimmy Sullivan*  
2013-2014: *Seth Agee, Toriano Green, Emily Siciensky*  
2013-2014: *Carrie Jones, Traci Sloss, Janet Wallace*  
2013-2014: *Chirelle Jefferson, Amanda Lister, Rietta Turner*  
2013-2014: *Carol Garrett, Krista Hoekstra, Laura Shoe*  
2013-2014: *Casey Hunt, Katie Preston*  
2013-2014: *Cindy Davis, Stephen Sheaffer, Michael Steele*  
2013-2014: *Aleshia Falkenhiem, Joanne O'Kain*  
2013-2014: *Michael Duplesis, Allie Kazantzova, Tesia Wilson*  
2012-2013: *Melva Black, Julie Doochin, Celeste Lindsey*  
2012-2013: *Judy Foster, Bianca Jefferson, Phyllis Sanders*  
2012-2013: *Kelly Latham, Loren Losey, Willie Childers*  
2012-2013: *Mandi Ashley, Brandi Hayes, Derrick Salter*  
2012-2013: *Leigh Webb, Drew Williams*  
2012-2013: *Karen Carpenter, Natalie Ison, Kathryn Latacha*  
2012-2013: *Aimee Wyatt, Betsy Donlon*  
2012-2013: *Jason Charlton, Michelle Lepley, Emily Workman*  
2012-2013: *Watecha Lawless, Janetta Davenport, Ron Wooding*  
2011-2012: *Carrie Abood, Darwin Mason Jr., Chris White*  
2011-2012: *Robbie Hampton, Kristi Jefferson, Juli Oyer*  
2011-2012: *Sherica Clark, Douglas Stewart, Ronald Woodard*  
2011-2012: *Lance High, Russ Keller, Tammy Parsons*  
2011-2012: *Terry Sue Fanning, Kae Fleming, Catherine Stephens*  
2011-2012: *Claire Jasper, Emily Medlock, Millie Norwood*

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## PUBLICATIONS

Hebert, T. (2020) Report to the presidents of church of Christ affiliated colleges and universities: Enrollment trends. *Journal of Faith and the Academy*. XIII(1), 70-94.

Hebert, T. (2020, February) Do our churches still benefit from our universities? *The Christian Chronicle*.

Hebert, T. (2019) Report to the presidents of church of Christ affiliated colleges and universities: Enrollment trends. *Journal of Faith and the Academy*. XII(1), 46-60.

Hebert, T. (2019) We cannot afford to fail: A review of the churches of Christ and affiliated higher education institutions. *Intersections of Faith and Culture*. V(5). 32-34.

Hebert, T. (2017) Colleges and universities affiliated with churches of Christ: Where we have been and where the data suggests we may be going. *Journal of Faith and the Academy*. X(1), 63-73.

Hebert, T. (2012). Colleges and universities affiliated with churches of Christ: Enrollment trends and the future of spiritual formation. *Journal of Faith and the Academy*. V(2), 46-59.

Hebert, T. (2011). The condition of institutions affiliated with churches of Christ: The higher education mission and maintenance of a contract with religious constituency. *Journal of Faith and the Academy*. IV(2), 5-24.

Hebert, T. (2010). The future of leadership in our institutions of higher education. *Journal of Faith and the Academy*. III(2), 21-42.

Hebert, T. (2003, March). *Partnerships and adult learning: Delivering bachelor degree completion programs*. A Collection of Papers on Self-Study and Institutional Improvement. Chicago: The Higher Learning Commission. (1), 28-31.

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## RESEARCH

2013 to  
Present

Annual Longitudinal Research and Report to the Presidents of Church of Christ Affiliated Colleges and Universities: Enrollment Trends in Affiliated Colleges and Universities.

Sept 2014

Enrollment trends in Christian higher education and analysis of Lipscomb University's effectiveness with enrolling students from its religious heritage.

Enrollment trends in Christian higher education and analysis of Pepperdine University Seaver College's effectiveness with enrolling students from its religious heritage.

May 2014

Research and Report to the Presidents of Church of Christ Affiliated Colleges and Universities: The future of Christian higher education: The most critical issues we face in the decade ahead.



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## PROFESSIONAL PRESENTATIONS

- Sept. 2022 CCCU Council for Collaboration in Doctoral Education, Elgin, IL. Plenary Session  
co-presenter: "Equipping for Doctoral Student Advising."  
  
Co-presenter: "Mentoring Doctoral Students: Nurturing Next Generation of Change Agents."
- April. 2021 CCCU Council for Collaboration in Doctoral Education, Nashville, TN. Co-  
presenter: "Shepherding Doctoral Programs in Challenging Times."
- Oct. 2019 ACEPP Association of Christian Educator Preparation Programs, Vienna, WV.  
"Creating Engagement Within the Education Community."
- Sept. 2019 CCCU Council for Collaboration in Doctoral Education, Dallas, TX.  
"Engaging and Serving Education Communities Through Doctoral Research."  
"Research/Practice/Practitioner Focused Doctorates & Dissertations: Differences  
and Commonalities in Standards"  
Co-presenter: "Using a Wide Lens: Travel Enhances the Doctoral Program"
- Nov. 2018 Presentation to the Presidents and Administrators of Church of Christ Affiliated  
Colleges and Universities, "Enrollment Trends in Affiliated Colleges and  
Universities." Edmond, OK.
- June 2018 Christian Scholar's Conference, Nashville, TN. "The Era of Trump – Crises and  
Opportunities for Christian Higher Education." Presented and served as  
generative leader of the president's session.
- Nov. 2017 Maury County Public Schools, Fall Education Leadership Summit, Columbia, TN.  
"The Mysterious Ways of People: Conflict Management in Organizational Culture."
- Oct. 2017 ACEPP Association of Christian Educator Preparation Programs, Edmond, OK.  
"Biggest Challenges Facing Educator Preparation Programs."
- Sept. 2017 CCCU Council for Collaboration in Doctoral Education, La Mirada, CA. "Doctoral  
Programs: The Challenges of Building Support for a Rigorous Terminal Degree  
While Simultaneously Meeting the Enrollment/Financial Pressures of the  
Institution."
- June 2017 Christian Scholar's Conference, Nashville, TN. "Higher Education: Crises and  
Opportunities. The Intersection of Race and Christian Higher Education: Our  
Legacy and Our Responsibility." Presented and served as generative leader of the  
president's and board member's session.
- Mar. 2017 International Conference on Doctoral Education, Orlando, FL. "Engaging Diverse  
Education Communities Through a Doctor of Education (Ed.D.) Program."
- Feb. 2016 AILACTE, Association of Independent Liberal Arts Colleges for Teacher  
Education, Las Vegas, NV. "Initiating Collaboration with Educational Institutions  
and Organizations in a Doctor of Education Program."
- Nov. 2015 Presentation to the Presidents of Church of Christ Affiliated Colleges and  
Universities, "Enrollment Trends in Affiliated Colleges and Universities."

- Oct. 2015 NAC-WCCI, North American Chapter of the World Council for Curriculum and Instruction, Nashville, TN. "Creating a Diverse, Engaged, and Collaborative Education Community in Doctoral Research."
- June 2015 Christian Scholar's Conference, Abilene, TX. "Enrollment trends in Christian higher education." Presented and served as generative leader of the president's and board member's session.
- Oct. 2014 ACEPP, The Association of Christian Educator Preparation Programs. "Trends in Christian Higher Education."
- Sept. 2014: Pepperdine University Board of Regents, Malibu, CA "Enrollment trends in Christian higher education and analysis of Pepperdine University Seaver College's effectiveness with enrolling students from its religious heritage."
- June 2014: Christian Scholar's Conference, Nashville, TN "The future of Christian higher education: The most critical issues we face in the decade ahead." Presented and served as generative leader of the president's session.
- March 2014: AILACTE, The Association of Independent Liberal Arts Colleges for Teacher Education, Indianapolis, IN. "Collaborative research for educational institutions and organizations in a doctor of education program."
- June 2013: Christian Scholar's Conference, Nashville, TN. "Penn State: Anatomy of a failure." Presented and served as generative leader of session for both president's and board of trustee's sessions.
- Feb. 2013: Metro-Nashville Public Schools: Tulip Grove Elementary, Hermitage, TN. "Building high performance teams and conflict management in learning organizations."
- June 2012: Christian Scholar's Conference, Nashville, TN. "Colleges and universities affiliated with churches of Christ: Enrollment trends and the future of spiritual formation."
- Feb. 2012: Family of God at Woodmont Hills, "Fully Nourished: Teaching Adult Learners."
- June 2011: Christian Scholar's Conference, Malibu, CA. "The condition of institutions affiliated with churches of christ: The higher education mission and maintenance of a contract with religious constituency."
- June 2010: Christian Scholar's Conference, Nashville, TN. Generative Leader of session entitled, "The Future of Christian Colleges and Universities"
- Jan. 2006: *Adminstrating Colleges and Universities*. Annual presentation to the ED 912 students. Higher Education Administration Cognate, Oakland University, Rochester, MI.
- May 2006: *Persistence and Academic Success of Adult Learners in an Adult Learner Focused Program*. Third Annual SEHS Graduate Student Research Symposium, Oakland University, Rochester, MI.
- March 2006: *Persistence and Academic Success of Adult Learners in an Adult Learner Focused Program*. Dissertation Defense: Oakland University, Rochester Hills, MI

- Feb. 2004: *Intensive Educational Formats: Classroom Teaching Strategies for the Adult Learner*. Professional Development Series: Macomb Community College, Clinton Township, MI
- April 2003: *Partnerships and Adult Learning: Delivering Bachelor Degree Completion Programs*. 2003 Annual Conference of The Higher Learning Commission: North Central Association of Colleges and Schools, Chicago, IL
- Feb. 2003: *Adult Learning and Adult Learner Friendly Institutions*  
Faculty Workshop: Macomb Community College, Clinton Township, MI
- July 2002: *Excellence and Access for Adult Students in Higher Education*  
National Conference of Academic Deans, Conway, AR
- April 2002: *Adult Learner Focused Institution*  
Faculty Workshop: Rochester College, Rochester, MI
- March 2002: *Adult Learning and Adult Learner Friendly Institutions*  
Faculty Workshop: Macomb Community College, Clinton Township, MI
- August 2001: *Do Adult Programs Challenge the Mission of Christian Colleges?*  
Christian College Conference "Celebration 2000", Dallas, TX

## ACADEMIC HONOR

- February 2003: Medal of Merit in Education: Ohio Valley College, Parkersburg, WV

## MEMBERSHIPS AND AFFILIATIONS

Council for Collaboration in Doctoral Education	2019 to Present
Elder/Shepherd, 4 <sup>th</sup> Avenue Church of Christ, Franklin, TN	2015 to 2020
Association for Supervision and Curriculum Development	2015 to 2017
Association for the Study of Higher Education	2012 to 2015
Faculty Senate Council, Lipscomb University	2011 to 2013
Oakland University Education Leadership Dept. Advisory Committee	2006 to 2009
Council for Adult and Experiential Learning (CAEL)	1999 - 2006
Commission for Accelerated Programs (CAP)	2004 - 2006
Board of Trustees, Jefferson Christian Academy, Irondale, AL	1996 to 1999

## CERTIFICATIONS/CERTIFICATES

- 2022 CITI Program: Human Subjects Research  
CITI Program: GCP – Social and Behavioral Research Best Practices for Clinical Research  
Responsible Conduct in Research
- Sep-Oct 2014 Coaching for Results Global, Certificate of Completion, Level II Powerful Coaching. Accredited Coach Training Program, International Coach Federation.

- Oct. 2013: Coaching for Results Conference: Certificate of Completion of Leadership Coaching for High Performance, Accredited Coach Training Program, International Coach Federation.
- Oct. 2012 National Institutes of Health, NIH Training, "Protecting Human Participants"
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## **PROFESSIONAL MEETINGS/TRAININGS ATTENDED**

- Sept. 2022 CCCU: Collaboration in Doctoral Education, Elgin, IL.
- April 2021 CCCU: Collaboration in Doctoral Education, Nashville, TN.
- June 2021 Christian Scholar's Conference, Nashville, TN.
- Oct. 2019 ACEPP Association of Christian Educator Preparation Programs, Vienna, WV.
- Sept. 2019 CCCU: Collaboration in Doctoral Education Forum, Dallas, TX
- June 2018 Christian Scholar's Conference, Nashville, TN.
- Nov. 2017 Maury County Public Schools, Fall Education Leadership Summit, Columbia, TN.
- Oct. 2017 ACEPP Association of Christian Educator Preparation Programs, Edmond, OK.
- Sept. 2017 CCCU Council for Collaboration in Doctoral Education, La Mirada, CA.
- June 2017 Christian Scholar's Conference, Nashville, TN.
- Mar. 2017 International Conference on Doctoral Education, Orlando, FL.
- Nov 2016 ASCD, Association for Supervision Curriculum Development, Conference on Educational Leadership, Washington D.C.
- Sept 2016 ACEPP, The Association of Christian Educator Preparation Programs Annual Conference. Malibu, CA
- June 2016 Christian Scholar's Conference, Nashville, TN.
- Feb. 2016 AILACTE, Association of Independent Liberal Arts Colleges for Teacher Education, Las Vegas, NV.
- Feb. 2016 AACTE, American Association of Colleges of Teacher Education, Las Vegas, NV.
- Oct. 2015 NAC-WCCI, North American Chapter of the World Council for Curriculum and Instruction, Nashville, TN.
- June 2015 Christian Scholar's Conference, Abilene, TX. Presented and served as generative leader of the president's and board member's session.
- Nov. 2014 The Association for the Study of Higher Education (ASHE) Annual Conference, Washington D.C.

- Oct. 2014: ACEPP, The Association of Christian Educator Preparation Programs Annual Conference. Nashville, TN.
- June 2014: Christian Scholar's Conference, Nashville, TN. Presented and served as generative leader of the president's session.
- March 2014: AILACTE, The Association of Independent Liberal Arts Colleges for Teacher Education, Indianapolis, IN.
- March 2014: National Christian School Association Conference, Nashville, TN.
- Nov. 2013: Association for the Study of Higher Education (ASHE) Annual Conference, St. Louis, MO.
- Nov. 2012: Association for the Study of Higher Education (ASHE) Annual Conference, Las Vegas, NV.
- June 2012: Christian Scholar's Conference, Nashville, TN. Presentation: "Colleges and Universities Affiliated with Churches of Christ." Generative Leader of President's Session.
- Nov. 2011: 40<sup>th</sup> Annual Mid-South Educational Research Association, Oxford, MS.
- June 2011: Christian Scholar's Conference, Malibu, CA. Presentation: "The condition of institutions affiliated with churches of Christ: The higher education mission and maintenance of a contract with religious constituency."
- June 2010: Christian Scholars Conference, Nashville, TN. Generative Leader of session entitled, "The Future of Christian Colleges and Universities"
- June 2009: Christian Scholars Conference, Nashville, TN
- June 2007: 2007 Annual Conference of the Career College Association: New Orleans, LA.
- April 2006: 2006 Annual Conference of The Higher Learning Commission: North Central Association, Chicago, IL
- Nov. 2005: Marketing to Adult Students: Maximizing Recruitment and Retention, The Aslanian Group, Miami, FL
- April 2005: 2005 Annual Conference of The Higher Learning Commission: North Central Association, Chicago, IL
- Nov. 2004: Annual Conference of the Council for Adult and Experiential Learning and the Conference for Accelerated Programs in Higher Education, Chicago, IL.
- Nov. 2003: Annual Conference of the Council for Adult and Experiential Learning and the Conference for Accelerated Programs in Higher Education, San Diego, CA.
- April 2003: 2003 Annual Conference of The Higher Learning Commission: North Central Association, Chicago, IL
- Nov. 2002: Annual Conference of the Council for Adult and Experiential Learning and the Conference for Accelerated Programs in Higher Education, Washington D.C.

- July 2002: National Association of Academic Deans in Conway, AR
- April 2002: 2002 Annual Conference of The Higher Learning Commission: North Central Association, Chicago, IL
- April 2002: 2002 Annual Pre-Conference of The Higher Learning Commission: North Central Association, Institutions preparing for self-studies (6 months leading up to a visit). Chicago, IL
- April 2001: 2001 Annual Conference of The Higher Learning Commission: North Central Association, Chicago, IL
- April 2001: 2001 Annual Pre-Conference of The Higher Learning Commission: North Central Association, Institutions preparing for self-studies (18 months leading up to a visit). Chicago, IL
- March 2002: Annual conference for the Michigan Association of Adult and Continuing Education, Lansing, MI
- August 2001: Christian College Conference: Celebration 2000, Dallas TX
- Feb. 2000: Stop Surfing/Start Teaching: Teaching & Learning through the Internet, Charleston, SC

## **OTHER EMPLOYMENT AND EDUCATION**

Police Officer	Arvada Police Department, Arvada, CO	1993
Police Academy	Arapahoe Community College, Littleton, CO	1993
Temporary Assignments		
Office Assistant	IBM, Boulder, Colorado (Part-time)	1992
Office Assistant	Mail-Well (Georgia Pacific) Denver, CO	1992
A.A. Liberal Arts	Northeastern Christian Jr. College, Villanova, PA	1985