

**ASSOCIATE DEAN FOR ACADEMIC AFFAIRS—COLLEGE OF HEALTH & HUMAN SCIENCES
PROFESSOR, APPLIED HUMAN SCIENCES (TENURED)**

Kansas State University, Manhattan, KS

— LEADERSHIP PROFILE —

Academic innovator driving results through planning and alignment with mission for operational excellence within the university systems. Building partnerships across disciplines and manages complexity to catalyze and support continuous improvement in areas including policy, assessment, and long-term planning. Valued by executive leadership for effective communication, depth of understanding of the organization’s needs and opportunities, decision quality on operational matters, instilling trust and consultative, visionary leadership.

Offering a global perspective from robust experience in international scholarship and study abroad programs; countries visited include China, Tanzania, Paraguay, Ireland, England, Italy, and Hungary. Serve on Board of the Kansas Paraguay Partnership, a chapter of a government-to-government cultural exchange and economic cooperation program established by the Kennedy administration.

Research interests include physical activity in young children in early childhood environments, children’s engagement in nature, and international perspectives on early education. Serve as Principal Investigator for Kansas Child Care Training Opportunities, a 501(c)(3) nonprofit that delivers technical assistance and training to early childhood educators and child care professionals statewide.

Active on national and state boards: Past President and Chair of Executive Board of Council of Administrators of Family and Consumer Sciences; member of Board on Human Sciences, Association of Public and Land-Grant Universities; past Chair of Great Plains Interactive Distance Education Alliance (Great Plains IDEA) Human Sciences Board and Secretary of the Cabinet, which governs the Alliance’s overall policy and direction; and President, Assembly of Higher Education, American Association of Family and Consumer Sciences.

Selected Fellowships, Honors & Awards

- **ACE Fellowship (American Council on Education).** Participated in esteemed national program that strengthens higher education institutions by preparing 2,000+ faculty, staff, and administrators for senior positions in college and university leadership. Host institutions: Colorado State University System Office and University of Nebraska at Lincoln (2021-22 academic year).
- **Excellence in teaching.** Presented by invitation at *Spotlight K-State*, a showcase event highlighting excellence in innovative, creative, unique teaching.
- **2015 HERS Summer Institute.** One of 13 K-State women selected through a competitive process for a national, cohort-based immersive leadership development program.

ACADEMIC POSITIONS

1998–Present	Professor, Applied Human Sciences, Kansas State University Promotion and tenure 2004 (promoted to Professor in 2015)
2006–2015	Collaborating Professor, Kansas In-Service Training System, Summer Institute Sponsored by University of Kansas, Lawrence, KS
1994–1996	Lead Teacher, Child Development Laboratory School, Iowa State University, Ames, IA

- 1992–1994** Instructor of Psychology (part time); Director of Institutional Assessment (part time)
Huron University, Huron, SD
- 1986–1992** Instructor, Dept. of Family & Consumer Sciences, Continuing Education & External Programs
University of Nebraska at Kearney, Kearney, NE

EXPERIENCE HIGHLIGHTS

ASSOCIATE DEAN FOR ACADEMIC & FACULTY AFFAIRS
Kansas State University College of Health & Human Sciences, May 2015–Present
Previously served as Interim Associate Dean for Academic Affairs (0.5 FTE appointment, 2013–2015)
 2,700 students | 8 academic units | 50+ programs | Multiple campuses

*Collaborating to shape, implement, and assess college-wide efforts in student success,
 faculty development and distance education*

SCOPE OF RESPONSIBILITIES: Course & curriculum development | Academic program review | Strategic planning | Accreditation & licensing / Regulatory compliance | Assessment & reporting | Supervision of 3 reporting & compliance specialists (undergraduate studies) | Cross- and inter-campus communication | Stakeholder relations | Leadership of GPIDEA Human Sciences Board & multiple national higher education administration groups

PRIMARY COLLABORATORS: Faculty & staff (including faculty senate) | University executive administration | 13+ external accrediting organizations & licensing bodies | Graduate School | Alumni Association | KSU Foundation

Key Initiatives & Team Achievements

Academic quality & digital education. Influence all aspects of academic affairs, faculty recognition, and digital education through leadership on university committees. Continuously advocate for and shepherd process and policy changes that increase efficiency and transparency.

- Ensure compliance and program viability by leading faculty team in academic review of courses and curriculum in partnership with department heads and the faculty senate.
- Lead team developing new online forms, available 24/7, that enable faculty to enter detailed information about their proposed courses and curriculum for review by university senate; streamlined the previously cumbersome process and reduced omissions and errors, subsequently adapted by other colleges.
- Improve and expand digital education through participation on several university and regional committees, including serving as elected Cabinet secretary of the Great Plains Interactive Distance Education Alliance and member of the alliance’s Human Sciences Board. Influence funding priorities and support the integrity of K-State’s distance education programs as member of the Global Campus Academic Excellence Committee and the Global Campus Advisory Board.
- Engage faculty in decision-making and offer professional development opportunities and targeted support.
- Ensure program integrity by overseeing the course transfer request process.

Strategic planning. Drive accountability for the College’s planning efforts including alignment with K-State 2025, the University’s overarching strategic plan. Engage and coordinate College faculty and staff in strategic planning through 2 Presidential transitions.

- Assembled multidisciplinary teams of faculty and staff to perform specific planning tasks and supported department heads in engaging their respective teams in the planning process.
- Collaborated with dean, administrators, and faculty to write the plan and refine outcomes based on 5-year increments.
- Built internal assessment and reporting capacity by leading a task force charged with implementing and customizing enterprise software for faculty to record relevant activities and accomplishments.

- Prepared and presented progress summaries to the faculty, College dean, and provost.
- Appointed to committee charged with re-envisioning the university's strategic plan for digital education.

College reorganization & rebranding. Supported faculty committee that identified the framework for a more flexible core curriculum aligned with the College's expanded focus on holistic well-being following renaming (from Human Ecology to Health and Human Sciences).

- Led selection committee for program coordinator and faculty to create and teach the integrated health and human sciences core curriculum.
- Led curriculum revision process working with department heads to modify their respective programs.
- Navigated and resolved pushback that threatened to derail the process.

Student success. Engaged in university and college-level initiatives offering transformative graduate and undergraduate experiences.

- Served on K-State Strategic Enrollment Management (SEM) Committee with campus stakeholders to address issues of university enrollment, recruitment, and retention and to coordinate supportive enterprise systems.
- Supervised Professional Mentoring program after leading its development and implementation, with 180 pairs matched (mentor and mentee). Led search committee for inaugural director; served as a mentor.
- Engaged and mentored graduate students in revitalization of the College graduate student organization including leadership development; creation of graduate research day including evaluation and awards process; and graduate student social, award, and recognition events.
- Coordinated with Graduate School and College doctoral coordinating committee on assessment processes, curriculum revisions, and handbook revisions.
- Revised College policy on graduate assistant minimum stipends and tuition with the dean and fiscal officer.

Entrepreneurial expansion. Played critical role in establishing new professional programs that create educational opportunity for students, enable revenue growth, and align with marketplace needs.

- Coordinated launch of Kansas Institute for Early Childhood Education and Research, which applies the science of child development to education, research, policy, and practice for young children and their families. Contributed as a subject matter expert and led collaboration between university stakeholders. Spearheaded successful search for the inaugural director.
- Defined design parameters and coordinated academic processes and procedures for a new MS Physician Assistant (PA) Studies program. Working closely with leadership of the Graduate School, guided approval of the MS PA proposal through a challenging expedited process. Led search committee and worked with the new director to move program coursework through Academic Affairs.
- Initiated work with department heads to conceptualize degree pathways for a satellite campus of the Wichita State University (WSU) nursing program in the College of Health and Human Sciences; served on committee charged with overseeing implementation.

Spotlight: Fostering cultural and professional competence through international program partnerships

Cultivate students' intercultural awareness by organizing and leading study abroad opportunities in the area of early childhood education; countries visited include Paraguay, Hungary, Tanzania, and China.

Played a key role in revitalizing the College's engagement in the Kansas Paraguay Partnership—a chapter of Partners of the Americas, a government-to-government cultural exchange and economic cooperation program established by the Kennedy administration—and currently serve on the Partnership's Board. Served on the Governing Board for OMEP-USA (World Organization for Early Childhood Education) from 2013 to 2017.

Additionally, through formal partnerships, we expose international faculty to different models for delivering early childhood education and raise K-State's profile by hosting delegations of teachers and scholars at the university.

GENERAL HUMAN ECOLOGY UNIT COORDINATOR
Kansas State University, 2017–2020

*Coordinated degree program offering professional preparation as a generalist in
human well-being and professional teacher education preparation in
Family & Consumer Sciences Education*

Activities & Achievements

- Engaged faculty and administrators in curriculum revision and program realignment within the Department of Applied Human Sciences.
- Led unit faculty meetings in visioning and assessment of program outcomes, course and curriculum, and student and alumni recognition.
- Represented the degree program at administrative and alumni meetings.
- Coordinated student recruitment and advising with faculty in College of Education on Family and Consumer Sciences specialization.
- Recruited and coordinated faculty to teach a professional sequence in General Human Ecology.
- Coordinated 2 annual “Wild about FCS” professional development days for secondary teachers and their students.

EDUCATION

- Ph.D., Human Development and Family Studies—Child Development, Iowa State University, Ames, IA
- MS, Education, University of Nebraska at Kearney
- BS, Family and Consumer Sciences Education (magna cum laude), University of Nebraska at Kearney

SUMMARY OF RESEARCH, SCHOLARSHIP, AND FUNDING

Research focuses on physical activity in young children in early childhood environments, children’s engagement in nature, and international perspectives on early education. Collaborate with colleagues in early childhood as well as kinesiology, apparel design, human nutrition, and landscape architecture. Journal and conference reviewer for multiple professional organizations and participated in 3 competitive federal grant reviews. Advisory member for U.S. State Department of Education review of Central Regional Advisory Boards.

- 24 manuscripts
- 79 peer-reviewed presentations (as co-author)
- 28 presentations (invited and delivered)
- 9 journals (ad-hoc reviewer); editorial board member for 2
- 20 grants, contracts, and awards totaling more than \$35,000 (internal) and more than \$743,000 (external) in funding

Spotlight: Preparing early childhood educators across Kansas

Serve as Principal Investigator (since 2016) and Board member (since 2003) for Kansas Child Care Training Opportunities (KCCTO), a 501(c)(3) nonprofit organization that delivers professional development, technical assistance, and training to early childhood educators and child care professionals statewide. KCCTO operates with a staff of 25 full- and part-time professionals through \$8+ million in external contracts with the state of Kansas, foundations, and agencies. Master-level staff trained 30,000+ individuals since 2015. Set vision through strategic planning with full-time director and Board.

SUMMARY OF TEACHING

- Taught within universities with diverse missions, including private, regional/comprehensive, and R1 land-grant university
- Taught graduate and undergraduate courses in child development and theory, family science, and pedagogy in early childhood education
- Advised and mentored undergraduate students, co-supervised pedagogical applications in practicum experiences, and mentored research with developing scholars
- Mentored masters and doctoral students through coursework, examinations, and research including publishing and presenting results

SELECTED COMMUNITY & NONPROFIT SERVICE (SINCE 2005)

- Board of Directors, Kansas Child Care Training Opportunities, 2003–present; Board Chair, 2007–10
- Parent committees, Manhattan High School men’s soccer, 2005–11
- Grants Committee, Fairy Godmothers (an affiliate of Greater Manhattan Community Foundation)—Women Helping Women, 2017–present
- Board of Directors, Ecumenical Campus Ministries, 2009–14
- CROP Walk Community Planning Committee, 2013–14
- Executive Board member, Infant-Toddlers Service Network of Riley County, 2005–07; Board Chair, 2006