

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

Kansas State University, Manhattan, KS

— ADMINISTRATIVE 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 workforce development through in-service training and technical assistance to early childhood care and education 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 Health and Human Sciences, Association of Public and Land-Grant Universities; member and past Chair of the Innovative Digital Education Alliance (IDEA) Human Sciences Board and member and past Secretary of the Cabinet, which governs the Alliance’s overall policy and direction; and past President, Assembly of Higher Education, American Association of Family and Consumer Sciences; member of Kansas Early Childhood Recommendations Panel and Regent’s representative to State Interagency Coordinating Council.

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)

1.0 Administration (2015 – March 2023) | .6 administration/.4 KCCTO state contracts (March 2023-present)

2,769 students | 6 academic departments | 13 majors accredited

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

SCOPE OF RESPONSIBILITIES: Course & curriculum development, review, alignment, approval and innovation | Academic program review and revitalization | Strategic planning | Strategic enrollment management | Assessment | University assessment & reporting | supervision of four student services and academic degree analysts | Cross- and inter-campus communication | Partner relations | Leadership on Board of Health and Human Sciences (APLU) & multiple national higher education administration groups

PRIMARY COLLABORATORS: Faculty & staff (Faculty Senate) | University executive administration including Provost and Registrar | Innovative Digital Education Alliance – 20 universities | Graduate School | K-State Olathe and Center for Academic Innovation | Office for Engagement and K-State 105 | Data Assessment and Institutional Research.

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 awareness, transparency, and efficiency.

- Engage and educate faculty, staff, and multiple partners within and across university on policy and processes related to the transition to Regent’s mandated general education framework – K-State Core - requiring revision to bachelor’s degrees, committee review of requests for course inclusion in major disciplinary areas.
- Lead in review of university academic policies and procedures as past chair of University Committee on Academic Policies and Procedures (CAPP), Concurrent Instructor’s Credential Task Force, University General Education Council to ensure clarity, relevance, and revision align with federal and state mandates.
- Ensure compliance and program viability by leading faculty team in academic review of courses and curriculum, graduate and undergraduate, in partnership with department heads and university through Academic Program Review and Revitalization process.
- Lead team developing master templates for course and curriculum proposals enabling faculty and academic services team to enter detailed information about proposed courses and curriculum for review by university senate; streamlined the previously cumbersome process and reduced omissions and errors.
- Improve and expand digital education through participation on several university and regional committees, including serving as elected Cabinet secretary of the IDEA and member of the alliance’s Human Sciences Board and elected to IDEA Cabinet. Influence funding priorities and support the integrity of K-State’s digital education graduate programs as member of the IDEA Academic Excellence Committee; lead annual University partner’s meeting; member of (former) Global Campus Advisory Board, and micro-credentials policy work group.

- Partner with in-service Kansas early childhood workforce to offer online non-credit bearing, hybrid, evidence-based professional development with team of 53 highly qualified professional trainers (2023).
- Engage faculty in problem-solving and decision-making on course and curriculum and offer professional development opportunities and targeted support.
- Support academic program integrity through academic program revitalization and review; assessment of student learning outcomes; offering programs at multiple campuses through regular communication.
- Committed to shared governance through serving on faculty senate as faculty, engaging faculty in strategic planning; facilitating faculty decision-making on course and curriculum, seeking faculty guidance implementation of General Education; engaging CCOP and graduate program directors on graduate affairs.

Strategic planning. Member of College Core leadership team (fall 2023) for review and strategic planning leadership team (spring 2024) resulting in new college strategic plan and subsequent reorganization of the College; drove accountability for the College's planning and reporting efforts including alignment with past and current University strategic plans. Engage and coordinate College faculty and staff in strategic planning through three presidential transitions.

- Served as College data point person for revitalization of the University strategic plan, Nex-Gen K-State; core team member for the College strategic planning process-initiated FY 2024.
- 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 for former plan: K-State 2025.
- Collaborated with dean, administrators, and faculty to develop K-State 2025 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. Program sunset due to enhance reporting capacity through university office of Institutional Research and Assessment.
- Prepared and presented progress summaries to the faculty, College dean, and provost monthly, annually and upon request and modified reporting strategies based on user feedback.
- Appointed to committee charged with re-envisioning the university's strategic plan for digital education (recommendations modified based on efficiencies in procedures from the pandemic).

College rebranding and wellbeing. Supported faculty committee that identified the framework for an integrated curriculum aligned with the College's expanded focus on holistic well-being following renaming of College 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 wellbeing curriculum.
- Continued support of instructional faculty team and coordinator.
- Facilitated initial course approval process of six .5 credit courses, and subsequent revision to three 1-hour courses) based upon learner experiences and faculty vision, through course approval process.
- Led curriculum revision process for new College of HHS General Education framework (2018) working with department heads to modify their respective programs and again in 2023 to comply with system-wide framework as mandated by Kansas Board of Regents.
- Engaged, navigated and resolved concerns that challenged the process with continuous review and technical support from the academic and student services team.

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

- Served on K-State Strategic Enrollment Management (SEM) Committee (2018) with campus stakeholders to address issues of university enrollment, recruitment, and retention and to coordinate supportive enterprise systems; served on graduate program subcommittee in 2024 revision of the SEM plan.
- Lead team of three professionals on implementation of competency-based Kansas Career Pathway for Early Childhood Care and Education including two distinct credit and non-credit bearing paths with coordination

between secondary, technical, community college and university faculty to engaged in seamless transition between institutions unified by skill's-based core competencies.

- Supervised inaugural Professional Mentoring program after leading its development and implementation, with over 150 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. Co-lead revitalization of graduate program directors' meetings
- Revised College policy on graduate assistant minimum stipends and tuition with the dean and fiscal officer.

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

- Serve on development teams for policy and procedures on micro-credentials including review of enterprise systems, and currently leading faculty in creation of college internal process to develop and review micro-credentials.
- Engaged in community discussions on workforce and economic development and actively engaging programs to innovate on offering coursework in community to fulfill workforce demands.
- Serve on K-State 105 state business expansion initiative on behalf of the college offering expertise in workforce development in early childhood care and education and health programs within the College.
- Committed to land-grant mission of engagement through participation in successful renewal process of the Carnegie Community Engaged Institution and taskforce on engagement leading to creation of the Office of Engagement office, now operating within the Office of the Provost.
- 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.
- Serve as PI for Kansas Child Care Training Opportunities, a grant-funded non-profit sponsored project of the College of Health and Human Sciences providing professional development and training responsive to the needs of the early childhood care and education workforce with offering in-person, online and virtual competency-based, non-credit bearing education in all 105 counties (12,049 unique participants in 2023 alone).

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

BRIEF 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 (reviewer); editorial board member for 3
- \$22,345 internal and \$711,373 external single and co-authored grants, contracts, and awards since 2000
- \$27,422,506 sub-awarded to Health and Human Sciences from Kansas Child Care Training Opportunities, Inc. as Principal Investigator (PI) 2014- current.

Spotlight: Workforce development for 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 60 full- and part-time professionals through over \$7.2 million in expenditures (2019-2023) with funding from the State of Kansas, foundations, and agencies. Since 2019, master-degreed educators and content consultants have offered 31,446

in-service hours with 131,595 enrollments for 31,362 individuals through 488 unique courses. Set vision through strategic planning with full-time director and Board.

Currently serve as director (.4 March 2023-current) for implementation of the Career Pathway for Kansas Early Childhood Care and Education Professionals with over \$7.2 million dollars in funding from Department for Children and Families including building leadership team, engaging local and national consulting groups, consulting with multiple partner state departments, agencies, organizations, and associations to provide clear pathway to advancement in the field through credit bearing and non-credit bearing/in-service opportunities unified by Kansas Core Competencies.

BRIEF SUMMARY OF TEACHING

- Served on faculty engaging in instruction, course and curriculum development and assessment within universities with diverse missions, including private, regional/comprehensive, and R1 land-grant.
- Taught graduate and undergraduate courses in psychology, sociology, 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 research and applied learning.

LEADERSHIP IN HIGHER EDUCATION AND HUMAN SCIENCES (SINCE 2019)

- **Board of Directors – Health and Human Sciences**, Commission on Food, Environment and Renewable Resources, Association of Public and Land Grant Universities (APLU) (2020 – 2025) (elected) including quarterly board meeting on strategic planning and program development. Served on program planning and award committees.
- **Executive Board** - Council of Administrators of Family and Consumer Sciences Programs (elected) serving as President-elect, President (2020-2021) and Past President. Lead revision of by-laws and establishment of regular monthly meetings; organized coffee hours during the pandemic for networking.
- **Executive Board** – Assembly for Higher Education, American Association of Family and Consumer Sciences (elected) serving as First vice-president; President (2021-2023); Past President. Lead revision of by-laws and elevated action and viability through establishment of board monthly meetings; leading meetings at national conferences; creation of goals and outcomes and assigned responsibilities; led survey of member universities on program barriers and opportunities to board planning; organized for collaborative networking opportunities with human sciences organizations.
- **Director, Human Sciences Board**, Innovative Digital Education Alliance (IDEA) (2015 - present) serving as Board chair, 2018-2021. Collaborated with management team to set monthly meeting agendas, lead board meetings; Serve as Board liaison for Early Childhood in a Mobile Society (ECEMS), the only bachelor's degree program; provided review and feedback in annual program assessment and evaluation.
- **Director, Cabinet**, IDEA (2021-2023; 2024-present) (elected) serving as secretary 2022-2023. Alliance governing board establishing policies and procedures to support program development, administration, collaboration including a common price across institutions, and learner success.
- **Member** – Early Childhood Recommendations Panel, State of Kansas Early Childhood Governance Structure (2023 – present) (appointed).
- **Member** - State Interagency Coordinating Council – (Kansas Board of Regents' appointment)
- **Member** – Kansas State Department of Education, Education and Training Advisory Committee, Career and Technical Education (2023) (invited).
- **Board Member** – Kansas Paraguay Partnership (2021-current). Provide vision and decision-making to support the Partnership at quarterly board meetings (elected).
- **Facilitator** – Agile Administrators program, American Council on Education (ACE). Co-hosted and mentored seven new administrators at diverse institutions of higher education in monthly meetings online, 2022-2023.