

## CURRICULUM VITA

Anna A. Filipova, Ph.D.

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## EDUCATION

- 2007 **Western Michigan University**, Ph.D. in Public Administration; GPA 4.00; Summer Exams (Honors in Qualitative Research); Dissertation Title: Perceived organizational support and ethical climates as predictors of turnover intention of licensed nurses in skilled nursing facilities; Dissertation Chair: Matthew S. Mingus, Ph.D.
- 2002 **Saginaw Valley State University**, Master of Arts in Leadership in Public Administration, GPA 3.97, *Specialization:* Human Services Administration and Program Development for Human Services Organizations
- 1994 **St. Cyril and St. Methodius University of Veliko Turnovo, Bulgaria**, Master of Arts in English Philology; *Qualification:* Specialist in English Philology and Instructor in English Language & Literature; *Specialization:* Comparative Linguistics; Socio-Political & Science-Technical English-Bulgarian and Bulgarian-English Translation

## ADMINISTRATIVE APPOINTMENTS

### University of Wisconsin Oshkosh

Department of Public Administration | 800 Algoma Blvd, Oshkosh, WI 54901

- June 1, 2018 – June 3, 2021 **Chairperson** of Department of Public Administration  
June 1, 2015 – June 1, 2018 **Chairperson** of Department of Public Administration  
June 1, 2015 – June 3, 2021 **Coordinator** of Master of Public Administration Program and Graduate Healthcare Management Certificate Program

**Primary Duties:** preparing reports; organizing and convening meetings; supervising graduate assistants; overseeing faculty and staff, including instructional academic staff recruitment, hiring, and evaluation processes; designating mentors and mentoring new faculty and staff; maintaining personnel records; approving travel for academic purposes; addressing conflicts; responding to applicant and student inquiries about all programs; assigning advisors; coordinating all student recruitment efforts, including attendance at recruiting events; overseeing the annual selection of the MPA Hintz Award and honor award winners; supervising the programs review and assessment processes; submitting all paperwork with curriculum creation/modification/deletion; ensuring the department equipment; overseeing the annual budget; overseeing the expenditures from accounts; coordinating the delivery of courses with other units in the UW Oshkosh.

**Some Major Accomplishments:** the creation of the Public Administration Excellence Fund (2016); the diversification of graduate student population (admission of pre-career students in addition to in-career students) (2016); the launch of 100% online version of the MPA (2017); the enrichment of the MPA curriculum (2 new emphases [Nonprofit Management & Leadership and Fire Emergency Administration & Management (FEAM)] + more than 11 elective courses) (2015-2018); and the accreditation of the MPA with FEAM emphasis (2020).

## FACULTY APPOINTMENTS

**University of Wisconsin Oshkosh**, a Carnegie Doctoral/Professional University (D/PU)  
Department of Public Administration | 800 Algoma Blvd, Oshkosh, WI 54901

Fall 2018      **Professor** (September 1, 2018)  
Fall 2013      **Associate Professor** (granted early tenure, September 1, 2013)  
Fall 2012      **Associate Professor** (promoted, September 1, 2012, tenure-track)  
2009-2012    **Assistant Professor** (tenure-track)  
*Primary Duties:* teaching core courses in the MPA program (MPA 723, 715, and 742); teaching MPA elective courses in the health agency administration emphasis and the Graduate Healthcare Management Certificate program (MPA 762, 773, 729); teaching other non-load courses (internship, thesis, field project, independent study); teaching occasionally undergraduate public administration courses through OCE (PUB ADM 362, 221, & 364); being engaged in research, publication, professional development, and research dissemination; and being involved in institutional, professional, and public service.

**Western Michigan University**, a Carnegie Doctoral University-high research activity (R2)  
School of Public Affairs and Administration (SPAA) | 220 E Walwood Hall, Kalamazoo, MI

2007-2009    **Assistant Professor** (full-time, term, starting fall 2007)  
2006          **Professional Instructor** (adjunct; summer 2006)  
*Primary Duties:* teaching graduate and doctoral courses; advising graduate students in WMU Lansing campus; serving the SPAA in other aspects (e.g., standing committees).

### **“Georgi Benkovski” Air Force Academy**

Department of Foreign Languages | 5856 City of Dolna Mitropolia, Bulgaria

1994-2000    **Assistant Professor** (full-time/permanent, civilian)  
*Primary Duties:* teaching British and American English as a second language to cadets and officers; and conducting university and professional service.

## GRADUATE ASSISTANTSHIPS

### **Western Michigan University (WMU)**

School of Public Affairs and Administration (SPAA) | 220 E Walwood Hall, Kalamazoo, MI

2005-2007    **Graduate Teaching Assistant**  
*Primary Duties:* designed and **sole-taught** three master’s courses in human resources, organization theory and behavior, and organization development.

2003-2005    **Graduate Research Assistant**  
*Primary Duties:* completing 600 hours of research service activities such as conducting library and archival research and diagnostic analysis of statistical data on diverse healthcare administration related topics.

## GRADUATE RESEARCH & TRAVEL AWARDS, HONORS & FELLOWSHIP

### Western Michigan University (WMU)

School of Public Affairs and Administration (SPAA) | 220 E Walwood Hall, Kalamazoo, MI

- 2008 **National Honor Society of Phi Kappa Phi**, WMU-Chapter 248  
The Honor Society of Phi Kappa Phi recognizes “academic work of extraordinary quality, exemplary leadership, and research that advances human knowledge”
- 2006 **Student Award Program Grant (External Grant)**  
The Blue Cross Blue Shield of Michigan Foundation; **Awarded:** \$3,000  
Won a state-competitive grant that sponsored research on potential facilitators and barriers to the retention of licensed nurses in skilled nursing facilities in Michigan
- 2006 **Graduate Student Research & Travel Funds**  
**Awarded:** \$600 for dissertation research
- 2006 **Grand Rapids Fire Department, Grand Rapids, Michigan (External Contract)**  
Research: “Fire Department Organization and Employee Satisfaction Survey”; **Contract Award:** \$1,000  
Conducted compilation and statistical analysis of employee survey data, and wrote a report for the Grand Rapids Fire Department, Michigan.
- 2006 **Graduate Student Research & Travel Funds**  
**Awarded:** \$600 travel for presentation at the 64th Midwest Political Science Association Annual National Conference, Chicago, Illinois, April 2006.
- 2005 **National Honor Society for Public Affairs & Administration**, Pi Alpha Alpha, WMU  
The Global Honor Society for Public Affairs and Administration “recognizes outstanding scholarship and accomplishment in public affairs and administration.”
- 2004 **Fellow of the National Science Foundation Research Ethics**, UWU  
A semester of full-time training in the program “Research Ethics: An Institutional Change Model” at Western Michigan University.

**TEACHING EFFECTIVENESS**

**AWARDS FOR TEACHING EXCELLENCE & NOMINATIONS**

- 2016 **2016 Edward M. Penson Distinguished Teaching Award**  
 UW Oshkosh Foundation; Awarded: \$1,000  
 The Edward M. Penson Award recipients are selected based on their teaching excellence, service, professional commitment, and scholarly growth.
- 2014 **2014 Edward M. Penson Faculty Award**  
 UW Oshkosh Foundation; Awarded: \$1,000  
 The Edward M. Penson Award recognizes faculty members who have made significant contributions to their colleges and the University.
- 2019 Nominated by COLS Dean for the **2019 Regents Teaching Excellence Awards**
- 2020 Nominated by COLS Dean for the **2020 Regents Teaching Excellence Awards**

**COURSES TAUGHT**

	<b>UW Oshkosh Public Administration Department 2009-Present</b>	<b>WMU School of Public Affairs and Administration 2006-2009</b>	<b>Air Force Academy Bulgaria 1994-2000</b>
<b>Doctoral</b>		PADM 6610 Intellectual History of Public Administration	
<b>Masters</b> On-campus and 100% Online	1. MPA 715 Leadership and Ethics 2. MPA 723 Organization Theory and Practice 3. MPA 742 Human Resources Management in the Public Sector 4. MPA 729 Healthcare Organization and Management 5. MPA 762 Healthcare Administration Law 6. MPA 773 Health Care Policy 7. MPA 750 Strategic Planning in Public & Nonprofit Organizations 8. MPA 750 Strategic Planning in Health Care Organizations (taught in fall 2009 as a special course) 9. MPA 790 Field Project* 10. MPA 792 Thesis* 11. MPA 796 Independent Study* 12. MPA 795 Internship*	1. PADM 6080 Organization Theory & Behavior 2. PADM 6090 Organization Development 3. PADM 6270 Human Resources Management 4. PADM 6060 Applied Research Methods 5. PADM 6481 Strategic and Program Planning	British English for Aviation Purposes  General British English  American English for Military Purposes
<b>Bachelors</b> 100% Online	1. PUB ADM 364 Administrative Leadership & Behavior 2. PUB ADM 362 Public Personnel 3. PUB ADM 221 Introduction to Public Administration 4. LIB STDS 436: Senior Project		

\*Courses taught not for load.

## SUPERVISED STUDENT PROJECTS

### Thesis Chair (non-load)

- 2017 "The High Cost for Wisconsin: Underinsured Seek Emergency Departments to Fulfill Dental Needs"
- 2015 "An Assessment of University Students Binge Eating and Its Impact on Work and School Productivity"

### Field Project: First Reader (non-load)

- 2014 "Areas of Electronic Medical Records Impacts in Nursing Practices"
- 2014 "Emergency Medical Treatment and Labor Act & Its Impact on Patient Dumping"
- 2012 "Veteran Services in Wisconsin's Public Colleges and Universities"
- 2010 "The Role of Interpersonal, Mass Media, and Internet on Health Behaviors"

### Independent Study (non-load)

- 2019 "History of Mental Health Policy"
- 2018 "Ethics and Law in Health Care"

### Internship (non-load)

- 2019 "UW Oshkosh Sponsored Programs"

### Credit for Prior Learning (CPR) Portfolio Assessor

- 2022 CPR Assessor for PUB ADM 364 for OCE Leadership Development major
- 2021 CPR Assessor for MPA 715 for MPA program
- 2018 CPR Assessor for PUB ADM 364 for OCE Leadership Development major
- 2017 CPR Assessor for PUB ADM 362 for OCE FERM major
- 2016 CPR Assessor for PUB ADM 362 for OCE FERM major

### Faculty Advisor of Student Presentations at the University Celebration of Scholarship

- 2016 "The High Cost for Wisconsin: Underinsured Seek Emergency Departments to Fulfill Dental Needs." (Student Presenter: Kathryn Scheeler). 23<sup>rd</sup> Annual Student Research & Creative Activities Day, April 26, 2016
- 2015 "Fraudulent Billing and Improper Medicare and Medicaid Payments: New Solutions to Old Problems." (Student Presenter: Nana Coleman). Celebration of Scholarship, April 23, 2015.
- 2014 "An Assessment of University Students Binge Eating and Its Impact on Work and School Productivity." (Student Presenter: Cherri Stoffel). Celebration of Scholarship: 21<sup>st</sup> Annual Student Research & Creative Activities Day, April 24, 2014 & Provost's Award Ceremony, April 23, 2015.

## PROFESSIONAL AND SCHOLARLY GROWTH

### PUBLICATIONS

#### Peer-Reviewed Articles

- 2022** Filipova, A. A. Leadership Implications Related to Bullying and Intent-to-Leave Among Licensed Practical Nurses. *The Journal of Nursing Administration*, 52(5)-accepted; expected publication in May, 2022.
- 2020** Filipova, A. A. (May/June 2020). Relationship of direct-to-consumer advertising to efficiency of care, quality of care, and health outcomes. *Journal for Healthcare Quality*, 42(3), e18-e31. Impact Factor: 1.095.
- 2020** Filipova, A. A. (Mar 17, 2020). Physician assistants' views of direct-to-consumer advertising effects during patient encounters. *Internet Journal of Allied Health Sciences and Practice*, 18(2), Article 2, ISSN 1540-580X. IF: 0.502; <https://nsuworks.nova.edu/ijahsp/vol18/iss2/2/>
- 2018** Filipova, A. A. (2018). Countering bullying among nurses in the workplace. *The Journal of Nursing Administration*, 48(10), 487-494. Impact Factor: 1.737; 5-year IF: 2.067.
- 2018** Filipova, A. A. (2018). Direct-to-consumer advertising effects on nurse-patient relationship, authority, and prescribing appropriateness. *Nursing Ethics*, 25(7), 823-840. Impact Factor: 2.874; 5-year IF: 3.156.
- 2016** Filipova, A. A. (2016). Graduate students' poster session experiences: Do levels of academic self-efficacy and individual characteristics play a role? *Journal on Excellence in College Teaching*, 27(3), 173-200. Acceptance rate, 20%
- 2016** Filipova, A. A. & Stoffel, L.C. (2016). The prevalence of binge eating disorder and its relationship to work and classroom productivity and activity impairment. *The Journal of American College Health*, 64(5), 349-361. Impact Factor: 2.14.
- 2015** Filipova, A. A. (2015). Health information exchange capabilities in skilled nursing facilities. *CIN: Computers, Informatics, Nursing*, 33(8), 346-358. Impact Factor: 1.985; <5-year Impact Factor: 2.127.
- 2015** Filipova, A. A. (2015). The impact of thought self-leadership education on graduate students' perceptions of ethics and cognitive competencies. *Journal on Excellence in College Teaching*, 26(1), 1-21. Acceptance rate, 20%
- 2014** Filipova, A. A. (2014). Factors influencing the satisfaction of rural physician assistants: A cross-sectional study. *Journal of Allied Health*, 43(1), 24-33. The journal's overall acceptance rate is 34%. Impact Factor: 0.581.

## PUBLICATIONS (CONTINUED)

### Peer-Reviewed Articles

- 2013 Filipova, A. A.** (2013). Electronic health records use and barriers and benefits to use in skilled nursing facilities. *CIN: Computers, Informatics, Nursing, 31(7)*, 305-318. Impact Factor: 1.985; <5-year Impact Factor: 2.127. [Reprinted in Topical Collection to Issue 6 (December, 2013). The impact of technology on care of elders. *CIN: Computers, Informatics, Nursing, 31*, TC237-TC250.]
- 2011 Filipova, A. A.** (2011). Ethical climates in for-profit, nonprofit, and government skilled nursing facilities: Managerial implications for partnerships. *Journal of Nursing Administration's Healthcare Law, Ethics and Regulation, 13(4)*, 125-131. SJR (SCImago Journal Rank) Score: 0.542.
- 2011 Filipova, A. A.** (2011). Relationships among ethical climates, perceived organizational support, and intent-to-leave for licensed nurses in skilled nursing facilities. *Journal of Applied Gerontology, 30(1)*, 44-66. Impact Factor: 2.144.
- 2009 Filipova, A. A.** (2009). Licensed nurses' perceptions of ethical climates in skilled nursing facilities. *Nursing Ethics, 16(5)*, 574-588. Impact Factor: 2.874; 5-year IF: 3.156.
- 2009 Peters, R. & Filipova, A.** (2009). Optimizing cognitive-dissonance literacy in ethics education. *Public Integrity, 11(3)*, 201-220. Impact Factor: 1.197.

### Encyclopedia Entries

- 2016 Filipova, A. A.** (2016). Organizational burnout. In A. Farazmand (ed.), *Global Encyclopedia of Public Administration, Public Policy, and Governance*. (pp. 1-9, 4,927 words). Switzerland: Springer International Publishing AG. doi:10.1007/978-3-319-31816-5\_3002-1. In print and e-book.
- 2016 Filipova, A. A.** (2016). Expectancy theory in organizations. In A. Farazmand (ed.), *Global Encyclopedia of Public Administration, Public Policy, and Governance*. (pp. 1-9, 4,955 words). Switzerland: Springer International Publishing AG. DOI 10.1007/978-3-319-31816-5\_3003-1. In print and e-book.

### Dissertation

- 2007 Filipova, A. A.** (2007). Perceived organizational support and ethical climates as predictors of turnover intention of licensed nurses in skilled nursing facilities (Doctoral Dissertation). ProQuest Dissertations and Theses. 461 pages. Ann Arbor: ProQuest/UMI. (Publication No: 3293174); *Dissertation Abstracts International, 68(12)*.

## CONFERENCE PRESENTATIONS

- 2022 **Filipova, A. A.** "The Effects of Job Stressors, Perceived Organizational Support, and Authentic Leadership on Bullying." Proposal submitted to the 2022 International Conference on Communication in Healthcare, Caledonian University, Glasgow, U.K., Sept. 5-9, 2022.
- 2021 **Filipova, A. A.** "Physician Assistants' Perceptions of Self-Communication Competencies during Direct-to-Consumer Advertising Interactions with Patients." Accepted for presentation at the online 2021 International Conference on Communication in Healthcare, organized by the American Academy of Communication in Healthcare in partnership with EACH: International Association for Communication in Healthcare, Oct. 17-20, 2021.
- 2020 **Filipova, A. A.** "Workplace Bullying and Nurses' Intention-to-Leave: Implications for Communication Interventions." Presented at the 18<sup>th</sup> *International Conference on Communication in Healthcare*. The online conference was organized by the American Academy of Communication in Healthcare and United Kingdom's International Association for Communication in Healthcare, Sept. 9-11, 2020
- 2019 **Filipova, A. A.** "Physician Assistant Views of Direct-to-Consumer Drug Advertising Communication and Its Effects during Patient Encounters." Presented at the 2019 *International Conference on Communication in Healthcare*, organized by American Academy of Communication in Healthcare and United Kingdom's International Association for Communication in Healthcare, San Diego, CA, October 27-30.
- 2018 **Filipova, A. A.** "The Impact of Nurse-Patient Direct-to-Consumer Advertising Communication on Healthcare Outcomes." Presented at the 16<sup>th</sup> *International Conference on Communication in Healthcare (ICCH)*, the Faculty of Engineering of the University of Porto (FEUP), Porto, Portugal, September 1-4.
- 2018 **Filipova, A. A.** "The Effect of Thought Self-Leadership Training on Graduate Student Self-Leadership Skills and Managerial Decision-Making Self-Efficacy Perceptions", *UW System 2018 OPID Spring Conference on Teaching & Learning*, Madison, WI, April 12-13.
- 2017 **Filipova, A. A.** "Direct-to-Consumer Advertising Effects on Nurse-Patient Relationship, Authority, and Prescribing Appropriateness." Presented at the 15<sup>th</sup> *International Conference on Communication in Healthcare (ICCH) & Health Literacy Annual Research Conference (HARC)*, American Academy of Communication in Healthcare, Baltimore, MD, October 8-11.
- 2017 **Filipova, A.A.** "Authentic Leadership and Perceived Organizational Support as Antecedents of Workplace Bullying." *Boston 2017: International Conference for Academic Disciplines, Social Sciences and Humanities*, Harvard Medical School, Boston, Massachusetts, May 22-26.
- 2015 **Filipova, A. A.** "Factors Affecting Turnover Intentions of Physician Assistants in Rural Communities: Practical and Policy Implications." *14th Annual Hawaii International Conference on Social Sciences*, Honolulu, HI, October 18-20.
- 2015 **Filipova, A. A.** "Health Information Exchange Capabilities in Skilled Nursing Facilities." *The Gerontological Society of America's 68th Annual Scientific Meeting*, Orlando, FL, November 18-22.
- 2014 **Filipova, A. A. & Stoffel, C.** "Eating Disorders and School and Work Productivity and Activity Impairment among University Students: Policy and Practical Implications." *2014 NEDA Conference*, San Antonio, Texas, October 16-18.
- 2014 **Filipova, A.A.** "Is the Poster Session an Effective Teaching Tool for Developing Healthcare Leaders for an Age of Austerity? *2014 Annual PAC (UK) Conference in collaboration with TPAC (USA)*, the Foresight Centre, University of Liverpool, UK, June 9-11.



## CONFERENCE PRESENTATIONS (CONTINUED)

- 2013 **Filipova, A. A.** "Assessing Poster Presentation Assignment Effectiveness in the Public Administration Classroom", *UW System 2013 OPID Spring Conference on Teaching & Learning*, Madison, WI, April 18-19.
- 2012 **Filipova, A. A.** "Electronic Health Records Adoption and Use in Skilled Nursing Facilities". *The Gerontological Society of America's 65th Annual Scientific Meeting*, San Diego, CA, November 14-18.
- 2012 **Filipova, A. A.** "Thought Self-Leadership Teaching: Is There Power in Constructive Thinking". *The 35<sup>th</sup> Annual National Teaching Public Administration Conference*, South Padre Island, TX, May 21-23.
- 2011 **Filipova, A. A.** "The Effect of Thought Self-Leadership Training on Healthcare Graduates' Perceptions of the Role of Ethics and Machiavellianism." *The International Journal of Arts and Sciences' Conference for Academic Disciplines* at Harvard University, Cambridge, MA, May 29-June 2.
- 2011 **Filipova, A. A.** "A Mental Strategies Approach to Ethics Education." *The International Society for the Scholarship of Teaching and Learning (ISSOTL) 2011 Conference*, Milwaukee, WI, Oct. 20-23.
- 2011 **Filipova, A. A.** "Ethical Climate and Perceived Organizational Support in For-Profit, Nonprofit, and Government Nursing Homes." *The American Society for Public Administration's 72<sup>nd</sup> Annual Conference*, Baltimore, Maryland, March 11-15.
- 2009 **Filipova, A. A.** "Ethical Leadership Training in MPA Program: How to Bridge Theory and Daily Practice." *The 7th Annual Hawaii International Conference on Education*, Honolulu, HI, Jan 4.
- 2008 **Filipova, A. A.** "Licensed Nursing Personnel's Perceptions of Ethical Climates in Skilled Nursing Facilities: An Empirical Investigation." *The International Centre for Nursing Ethics (ICNE) Conference at Yale University, School of Nursing, "Nursing Ethics and Health Care Policy,"* New Haven, CT, July 17-19.
- 2008 **Filipova, A. A.** "Ethical Climates and Perceived Organizational Support as Predictors of Turnover Intention." *The 11<sup>th</sup> Annual International Conference of the American Association of Behavioral and Social Sciences*, Las Vegas, NV, February 6-8.
- 2006 **Filipova, A. A.** Facing the future: Georgia Regional Transportation Authority re-examined. *The 64th Midwest Political Science Association Annual National Conference, Policy Issues in Governing Metropolitan Areas*, Chicago, Illinois, April 20-23, 2006 (cited unpublished paper).

## UNIVERSITY TALKS

- 2018 **Faculty Speaker at New Faculty Orientation.** Invited by the Dean's office to talk about the Faculty Development Program to new faculty members, Jan. 16, Sage Bld.
- 2014 **Faculty Speaker at the University Scholarship Recognition Luncheon**  
Invited by the Provost to present, "Advanced Practice Nurse Prescribers' Views of Direct-to-Consumer Advertising," October 23, 2014.
- 2012 **Faculty Speaker at the SOTL Scholars Showcase & Luncheon of the 2012 Provost's Teaching and Learning Summit**
- 2012 **Faculty Speaker at the COLS Dean's Symposium**  
Invited by COLS Dean Koker to present, "Electronic Health Records Adoption and Use in Wisconsin Skilled Nursing Facilities," Dean's Symposium, Feb. 22, 2012.
- 2010 **Faculty Speaker at the SOTL Scholars Showcase & Luncheon**  
Invited by CETL Director Carrell to present "The Effect of Thought-Self Leadership Training on Healthcare Graduates' Perceptions of the Role of Ethics and Social Responsibility, Machiavellianism, and TSL Cognitive Strategies Use." Sept. 22, 2010.

## GRANTS AND AWARDS

### Faculty Development Research Project Grants

- 2022- 2023 **UW Oshkosh Sabbatical Award**; Awarded: Full Compensation for Spring 2023  
UW Oshkosh Faculty Development Program
- 2021-2022 **Faculty Development Research Project Grant, FDR 1238**; Awarded: \$6,561  
UW Oshkosh Faculty Development Program  
Research: "Antecedents & Consequences of Bullying"
- 2018-2019 **Faculty Development Research Project Grant, FDR 1088**; Awarded: \$5,601  
UW Oshkosh Faculty Development Program  
Research: "Direct-to-Consumer Advertising Effects"
- 2016-2017 **Faculty Development Research Project Grant, FDR 973**; Awarded: \$5,152  
UW Oshkosh Faculty Development Program  
Research: "Licensed Nurses' Views of Workplace Bullying."
- 2014-2015 **Faculty Development Research Project Grant, FDR 824**; Awarded: \$4,900  
UW Oshkosh Faculty Development Program  
Research: "APNP Views of Direct-to-Consumer Advertising"
- 2012-2013 **Faculty Development Research Project Grant, FDR 709**; Awarded: \$4,400  
UW Oshkosh Faculty Development Program  
Research: "Physician Assistants Satisfaction and Retention"
- 2011-2012 **Faculty Development Research Project Grant, FDR 650**; Awarded: \$4,658  
UW Oshkosh Faculty Development Program  
Research: "Benefits and Barriers Associated with EHR Adoption and Use".

### Wisconsin Teaching Fellows and Scholars and SOTL Research Awards

- 2017-2018 **Wisconsin Teaching Scholar, Wisconsin Teaching Fellows and Scholars Program**  
UW System OPID & UW Oshkosh CETL; Awarded: \$4,500
- 2012-2013 **Wisconsin Teaching Fellow, Wisconsin Teaching Fellows and Scholars Program** UW  
System OPID & UW Oshkosh CETL; Awarded: \$4,500 & Certificate of Recognition
- 2011-2012 **SOTL Pilot/Starter Grant**; UW Oshkosh CETL; Awarded: \$1,000  
Research: "Poster Session Effectiveness in the MPA Classroom"
- 2009-2010 **SOTL Pilot/Starter Grant**; UW Oshkosh CETL; Awarded: \$1,000  
Research: "Thought-Self Leadership and Students' Ethical Perceptions"

### Graduate Student and Faculty Collaborative Research Grants

- 2017-2018 **Graduate Student and Faculty Collaborative Research Grant 2017 Student (Jasmeet Kaur)-Cancelled.** Research, "Assessing the Health Literacy Knowledge and Experience of Nursing Students," was cancelled due to unforeseen circumstances with the student. Proposal was accepted by the UW Oshkosh Office of Student Research and Creative Activities.
- 2013-2014 **Graduate Student and Faculty Collaborative Research**; Student Awarded: \$3,500  
UW Oshkosh Office of Student Research and Creative Activities  
Research: "University Students Binge Eating & Work & School Productivity"

## GRANTS AND AWARDS (CONTINUED)

### Other Professional Development Awards

- 2021            **2021 UWO Quality Course by Design**  
UW Oshkosh Online and Continuing Education; Awarded: \$1,500  
Successfully completed the 5-week courses and revised all online courses.
- 2016            **2016 Active Learning Classrooms Certifications Program**  
UW Oshkosh CETL; Awarded: \$200  
The certificate acknowledges continued dedication to teaching excellence.
- 2016            **2016 Advising as Teaching Best Practices Certificate**  
UW Oshkosh CETL; Awarded: \$500  
The certificate acknowledges continued dedication to teaching excellence.
- 2014-2015      **Individually Planned Program, FDD39**  
UW Oshkosh Office of Sponsored Programs and Faculty Development  
Awarded: \$1,776  
Off-campus training: "Leadership seminars"  
Attendance at leadership development seminars offered by the Leadership Wisconsin organization, the UW Extension.
- 2012-2013      **Faculty Development Program: Off-Campus Program (FDW834)**  
UW Oshkosh Office of Sponsored Programs and Faculty Development  
Awarded: \$1,500  
Participation in "National Institutes of Health Regional Seminar on Program Funding and Grants Administration" in Washington, D.C.
- 2010            **Faculty College; UW System OPID & UW Oshkosh CETL**  
Participated in three days of intensive, interdisciplinary seminars on teaching and learning at UW-Richland, Richland Center.
- 1999            **Air Force Academy Bulgaria**  
Awarded with a two-month training "Introduction to the American Language Course and Culture Seminar" by Defense Language Institute English Language Center (DLIELC) at the Lackland Air Force Base, Texas, United States. I was selected based on a competitive examination among faculty from all military institutions in Bulgaria. The DLIELC is a U.S. Department of Defense Agency.
- 1997            **Air Force Academy Bulgaria**  
My employer, the Air Force Academy, awarded me with a month of training held at Merrion House Centre for English Studies, Beaconsfield in collaboration with Defence School of Languages, Wilton Park, U.K.

### External Grants

- 2010            **Community-Academic Partnership Fund Amount requested: \$50,000**  
(Unfunded)  
UW School of Medicine & Public Health Oversight & Advisory Committee  
Co-investigator of a project: "Northeast Wisconsin Rural Health Coalition."

## INSTITUTIONAL SERVICE AND EXTRA-INSTITUTIONAL SERVICES

### SERVICE AWARDS AND NOMINATIONS

- 2022 Nominated by Drs. Larson and Ford for the **UW Oshkosh 2011-2022 Barbara G. Sniffen Faculty Governance Service Award**
- 2019 **Titan LeadHERship**  
Nominated and featured as a Titan LeadHER, along with 112 women leaders at UW Oshkosh, in the 2019 Titan LeadHERship Photo Exhibit displayed in Reeve's second floor art gallery.
- 2010 **Outstanding Reviewer Award**  
Organizational Behavior Division of the Academy of Management  
The award acknowledges the provision of exceptionally high-quality feedback.

### UNIVERSITY SERVICE

- 2019-2020 **Member of the Search and Screen Committee for the Assistant Vice Chancellor and Executive Director for the Division of Online and Continuing Education**  
*Activities:* completed the Search and Screen training; participated in the review and ranking of 39 candidates & two phone interviews & three in-person interviews.
- 2019 **Chair of the Ad-Hoc Promotion Committee for Nursing Faculty Promotion**  
*Activities:* elected by the Senate to serve as Chair of an Ad-Hoc Committee to review the credentials and make recommendation on a nursing faculty promotion. The committee consisted of members from all colleges' promotion committees due to insufficient Professor-rank nursing faculties. Wrote the final letter and submitted it to the Dean of Nursing in Dec. 2019.
- 2018-2019 **Member of the Faculty Senate**  
The Faculty Senate is the primary governing body for the faculty in the University's system of shared governance. As the faculty's leading representative body, it has all the powers vested in the faculty except for those reserved by the Constitution or delegated to university committees, colleges, schools, departments or units.  
*Activities:* Participated in the enactment and review of institution's policies.
- 2018-2019 **Faculty Senator Representative on the Academic Policy Committee (APC)**  
The Academic Policies Committee, subject to Senate approval, carries out the faculty's responsibility for the academic policies and programs of the university.  
*Activities:* Reviewed curriculum proposals and participated in decisions regarding their approval.
- 2011-Present **Research & Teaching Panelist, Office of Grants & Faculty Development**  
*Activities:* reviewed 4 research proposals in January 2012, 3 research proposals in January 2013, and 4 teaching proposals in 2014, 3 research in 2016, 5 teaching proposals in 2018, & 2 research proposals + 4 two-year college research proposals for 2019; 4 research proposals + 2 research two-year college proposals in 2020; 4 research proposals in 2021.

## UNIVERSITY SERVICE (CONTINUED)

- 2014-2021 **COLS Representative to the Faculty Development Board (2018-2021)  
Provost's Representative to the Faculty Development Board (FDB)**  
(2014-2015; 2015-2016; 2016-2017; 2017-2018)  
The UW Oshkosh Faculty Development Program includes a variety of programs to support a broad range of research, teaching and other professional development activities.  
*Activities:* The FDB Committees and Subcommittees I serve include:
- Research Committee
  - Teaching Committee
  - OPID/Sabbaticals Committee
  - Individually Planned Program Committee
  - Grant Evaluation Criteria Development Subcommittee
  - Small Grant Component Subcommittee
- Prepared a synopsis of the panelists' evaluations of research and teaching proposals and defended the merits of proposals during Board's meetings; evaluated final project reports and recommended actions; examined pre-reads of grant proposals; participated in full Board's meetings that focused on recommending/not recommending funding proposals as well as other issues; and participated in subcommittee meetings, proposing major changes to the research evaluation criteria and small grants criteria.
- 2012-Present **Peer Observer of Teaching and Performance**  
*Activities:* visited the classrooms and evaluated the teaching of the following professors: Drs. Hoefflerle (2012), Beck (2013), Miron (2014), Sasche (2016), Ford (2016 & 2018), King (2017 & 2018), France (2018 & 2020), Larson (2018 and 2020), Mr. Peter O'Leary (2020).
- 2019-Present **Reviewer for Student/Faculty Collaborative Research Grants; Judge for the COSCA, Office of Student Research & Creative Activity**  
*Activities:* reviewed 3 student research proposals in spring 2019; reviewed 2 student research proposals and served as a judge of one presentation in spring 2020; judged 3 presentations for the Celebration of Scholarship & Creative Activity in spring 2021.
- 2010-2021 **Member of the Environment, Health and Safety Committee (2010-2013; 2013-2016; 2016-2019; 2019-2021).**  
*Activities:* work with colleagues and staff on that committee to review health and safety concerns; resolved issues; provided recommendations to the administration; developed and revised the Charter of EH & S in 2015. My last appointment was extended through the 2019-2021 cycle.
- 2015-2021 **Member of Graduate Council as an MPA Program Coordinator (2015-Spring 2021)**
- **Ad Hoc Committee for the Interim Dean Position (Fall 2017)**
  - **Graduate Student Initiative Program Committee (2015-2016)**
- Activities:* participated in the discussion and joint approval of a strategic plan, awards, policies, curricula proposals concerning graduate programs, etc.

## UNIVERSITY SERVICE (CONTINUED)

- 2010-2015 **Alternative Member of the Graduate Council (2010-2012; 2014-2015)**  
*Activities:* participated in the Graduate Council in place of MPA Coordinator.
- 2009-2010 **Member of the Planning and Executing Committee for the Diversity and Leadership Conference, the Student Leadership and Involvement Center**  
*Activities:* made preliminary analysis of conference needs; developed the conference master plan; evaluated student presentation proposals; assisted with registration on the day of the conference; collected evaluations.

## COLLEGE SERVICE

- 2019-2023 **Member of COLS Promotion & Post-Tenure Review Committee (2021-2023)**  
**Chair of COLS Promotion & Post-Tenure Review Committee (2020-2021)**  
**Member of COLS Promotion & Post-Tenure Review Committee (2019-2020)**  
The Promotion Committee reviews the credentials of candidates for promotion in accordance with department, College, and University personnel policies and forwards its recommendations to the Dean.  
*Activities:* In 2019 fall semester, I reviewed and discussed 12 promotion dossiers and 12 dossiers for professorial productivity salary increase (PPSI). I also wrote final letters for some of these and reviewed letter drafts for others. In spring 2020, I reviewed 30 dossiers for post-tenure. In fall 2020, served as Chair of the Committee. I organized meetings, scheduling, reviewed 8 dossiers for promotion and 4 PPSI files, finalized the letter drafts, and crafted the COLS Promotion Committee Duties and Timeline Document. In spring 2021, I organized meetings, reviewed 17 post-tenure review dossiers, finalized the letter drafts. In fall 2021, reviewed 14 promotion and 4 professorial salary increase files. In spring 2022, reviewed 22 post-tenure review dossiers.
- 2017-2022 **Member of the COLS Tenure & Renewal Committee (2020-2022)**  
The Tenure & Renewal Committee reviews the credentials of candidates for tenure or renewal in accordance with department, College, and University personnel policies and forwards its recommendations to the Dean.  
*Activities:* In fall 2020, I reviewed 4 dossiers for renewal and participated in committee's decisions. In spring 2021, I reviewed 19 files for renewal and tenure of faculty and IAS and wrote 2 letters for faculty. In fall 2021, reviewed 6 files. In spring 2022, reviewed 17 files.  
**Chair of COLS Tenure & Renewal Committee (2018-2019)**  
*Activities:* In fall 2018 and spring 2019, chaired and organized meetings; reviewed faculty dossiers; finalized letters; developed (approved by the committee) the Tenure and Renewal Committee Procedures and Timeline document, and wrote and emailed, "Recommendations to COLS Chairs and Faculty/Staff Applying for Tenure and Renewal to all COLS chairs in March, 2019."  
**Member of COLS Tenure & Renewal Committee (2017-2018)**  
*Activities:* In 2017 fall semester, I reviewed and discussed the dossiers of 4 faculty, writing a letter for one of them. During spring semester of 2018, reviewed and discussed 10 faculty dossiers, writing letters for 3 of them.

## COLLEGE SERVICE (CONTINUED)

- 2021-2023      **Co-Chair of COLS Faculty Committee (2021-2022)**  
The Faculty Committee is the major policy-making body of the College. It may initiate policy recommendations and receives the recommendations of the Letters and Science Council and faculty governance committees for review, acceptance, revision, or return to committee prior to their transmission to the Dean. The Faculty Committee keeps the faculty informed of matters of concern.  
*Activities:* participated in interviews of five candidates for the COLS Dean position; drafted completely new COLS policies on promotion and professorial productivity increase and title designation.
- 2010-2018      **Co-chair of COLS Student Academic Committee (2016-2017; 2017-2018)**  
**Chair (2011-2012; 2012-2013)**  
**Member (2010-2011; 2013-2014)**  
The Student Academic Committee makes recommendations to the Dean concerning the retention and academic standing of students in the College, following progress and academic standards set forth by the College and University. The Committee acts on student complaints and appeals and recommends revision of the Student Appeals Policy as needed.  
*Activities:* convened committee meetings; recorded meeting minutes; communicated committee's recommendations to the Dean concerning student complaints and appeals; reviewed more than 1400 student appeals since 2011; and participated on the joint university Academic Standing Review Council, which primary purpose is to make recommendations to the Provost's Office regarding Academic Standing policy and to review and decide on all undergraduate student academic suspension appeals.
- 2012/2018      **COLS Graduate Studies Marshal**  
*Activities:* served two times in an honorary role as COLS Graduate Studies Marshal in 2018 and 2012.
- 2015-2021      **Member of the Letters & Science Council as Department Chairperson**  
*Activities:* attended the Council's meetings which focused on identification and review of matters of concern to the College; advised colleagues of these.
- 2015-2021      **Member of Social Science Division as Department Chairperson**  
*Activities:* participated in a review of many division curricula proposals and discussion of issues related to the division and individual departments; advised colleagues of these.
- 2014-2015      **Member of Dean Evaluation Ad Hoc Committee**  
*Activities:* served as the Social Science Division representative on the committee; proposed revisions of the survey and the use of more analytic approaches.

## COLLEGE SERVICE (CONTINUED)

- 2015-2016 **Member of Clow Building Dedication Planning Ad Hoc Committee**  
*Activities:* participated in planning for a Clow building opening & dedication.
- 2013-2014 **Member of COLS Faculty and Staff Experiences Ad Hoc Working Group**  
*Activities:* suggested the implementation of faculty leadership mentoring programs to build community in the college and to instill the skills and attitudes of leaders, including commitment to the role of diversity.
- 2007-2009 **Co-chair** (2008-2009) and **member** (2007-2008) of the Western Michigan University's College of Arts and Sciences Curriculum Committee

## DIVISION OF ONLINE AND CONTINUING EDUCATION (OCE) SERVICE

- 2019-Present **Member of OCE's FERM Advisory Committee**  
*Activities:* serve on this committee since 2019. In 2020, specifically, I participated in meetings related to the preparation for upcoming reaccreditation of the OCE FERM and new accreditation of the MPA with FEAM emphasis.
- 2017-2021 **Member of OCE-Online MPA Committee**  
*Activities:* addressed diverse issues related to the online MPA program.
- 2013-2018 **Chair and Member of Fire & Emergency Response Management Committee**  
**Chair** (2014-2015; 2015-2016; 2016-2017; 2017-2018)  
**Member** (2013-2014)  
*Activities:* examined proposals for courses, programs, and curricula requirements, as well as the consistency of program statements with college policies and course descriptions.
- 2015-2016 **Member of the Leadership & Organizational Studies Major Program Self-Study Committee**  
*Activities:* discussed a report on the program's strengths and weaknesses; met with a consultant; discussed a response to the consultant's report.
- 2010-2016 **Marshal** (2010, 2011, 2013, 2014, 2015, and 2016)  
*Activities:* served six times as an Undergraduate Faculty Marshal for the Division of Online and Continuing Education (former LLCE).
- 2012 **Member of Ad Hoc Curriculum Committee for OCE USP Course Proposals**  
*Activities:* discussed and approved two proposals during summer of 2012.
- 2009-2012 **Member (2011-2012) and Chair (2009-2011) of the Curriculum Committee for the Organizational Administration emphasis and Leadership & Organizational Studies major**  
*Activities:* chaired meetings; examined and approved course proposals, programs, curricula, and other requirements; monitored the consistency of published program statements or college policies and course descriptions.



## DEPARTMENT SERVICE

### Service as Department Chairperson (June 1, 2015-June 3, 2021)

#### 2020-2021

- Focused each department meeting on discussing aspects of the Department's Equity, Diversity, and Inclusion Strategic Planning informed by research conducted by Dr. Larson and GA (2021).
- Updated the Department's Post-Tenure Review Policy; approved in 2021.
- Updated the Department's Online & Hybrid Policy; approved in 2021.
- Served as Chair of the Public Administration Department Tenure/Renewal Committee (reviewed the renewal documents of a tenure-track faculty in the department; consulted with other faculty on the committee about the submitted documents; wrote a letter defending the renewal recommendation to the joint COLS Tenure & Renewal Committee).
- Conducted the annual performance evaluation of Drs. Larson and Ford (2021).
- Conducted annual performance evaluation of Karl Nollenberger (IAS) (2021).
- Conducted the semi-annual performance evaluation of the ADA (1/1/-6/1, 2021).
- Participated in meetings about the MPA workflow with OCE Director and COLS Dean (2021)
- Participated in the renewal recommendation of Dr. Larson & letter writing (2021).
- Updated the undergraduate bulletin (2021).

#### 2020-2021

- Attended the International Fire Service Accreditation Congress (IFSAC) 2020 Fall Meeting as representative of the newly accredited MPA with FEAM emphasis (fall 2020 and spring 2021)
- Participated in a self-study accreditation process of MPA with FEAM accreditation, preparing all accreditation-related documents. Participated in interviews with visitors and created a page on the department website with all required materials and documents from studies.
- During summer of 2020, I participated meetings with Cindy Brun and Michael Devine from OCE, discussing the creation of marketing materials for the newly accredited programs.
- Developed the drafts of the 2021-2024 Long-Term Plan and Sample Plans for each emphasis of the on-campus/online MPA.
- Conducted the annual performance evaluation of the ADA (2020).
- Organized strategic planning retreat in fall 2020.
- Made decisions about the hiring of instructors to teach undergraduate courses for OCE.
- Participated in Academic Partnership/OCE Partnership planning meetings related to online MPA.
- Updated pages of the Department's website.
- Updated the department bylaws.
- Updated the graduate bulletin.
- Worked with OCE and Graduate Studies on approving the transfer of credits from the National Fire Academy towards FEAM emphasis. Updated the Transfer of Credits Policy to reflect the approved transfer of credits; updated the Department's website to show that updated policy.

## DEPARTMENT SERVICE (CONTINUED)

### Service as Department Chairperson (June 1, 2015-June 3, 2021) (continued)

#### 2019-2020

- Conducted 2017-2019 biennial MPA program assessment.
- Coordinated the shifting of the Department's website from Plone to WordPress
- Developed the Department's Tested Experience Policy
- Developed the 2019-2023 Long-Term Plans for the on-campus/online MPA program
- Served as member of the Joint COLS Tenure & Renewal/Department Committee (reviewed the renewal documents of a tenure-track faculty; wrote a letter and defended the tenure recommendation for Dr. Ford to the joint Committee).
- Hired IAS for OCE's undergraduate and MPA's graduate classes.
- Updated pages of the Department's website.

#### 2018-2019

- Created the Department's Credit-for-Prior Learning Policy
- Interviewed and hired a new ADA in the Department
- Participated in the renewal recommendation for Dr. Larson
- Hired IAS for OCE's undergraduate and MPA's graduate classes
- Updated pages of the Department's website

#### 2017-2018

- Conducted the 2015-2017 biennial assessment review of the MPA program. Revised the Tenure & Renewal, Post-Tenure, and Merit Policies & Bylaws.
- Developed brochure insert drafts for each of the four emphases.
- Organized a strategic planning retreat that identified new directional strategies and an annual operational plan for the department.
- Hired IAS for OCE's undergraduate and MPA's graduate classes.
- Conducted a 7-year period review of the MPA program & Graduate Healthcare Management Certificate.
- Approved the addition of an Internship course to the undergraduate PA minor program
- Approved the addition of an MPA elective (a grants writing course) in the MPA curriculum
- Approved the introduction of MPA program application admission deadlines.
- Hired a new faculty member, an ADA, and IAS through OCE.
- Updated pages of the Department's website.

#### 2016-2017

- Initiated, created and coordinated the launch of the new 100% online version of MPA program
- Initiated the offering of Graduate Healthcare Management Certificate program 100% online
- Added two new emphases in the MPA curriculum: Nonprofit Management and Leadership and Fire and Emergency Administration and Management
- Added ten new elective courses in the MPA curriculum, including ones for the FEAM emphasis
- Updated pages of the Department's website
- Served as a member of the Search & Screen Committee for Hiring a New Faculty (provided input into the development of the job advertisement; proposed the interview questions; interviewed and selected candidates; approved the hiring documentation).
- Served as Chair of the Public Administration Department Tenure/Renewal Committee (reviewed the renewal documents of a tenure-track faculty in the department; wrote a letter defending renewal; and defended the tenure recommendation to the joint COLS Tenure & Renewal Committee).

## DEPARTMENT SERVICE (CONTINUED)

### Service as Department Chairperson (June 1, 2015-June 3, 2021) (continued)

#### 2015-2016

- Proposed diversification of the graduate student population—admitting pre-career students in addition to in-career students—and new recruitment
- Created the Public Administration Excellence Fund
- Conducted the 2013-2015 biennial assessment review of the MPA program
- Conducted faculty merit evaluations in the Department and hired IAS
- Updated pages of the Department’s website

### Service as Program Coordinator (June 1, 2015-June 3, 2021)

#### 2015-2021 **MPA Program Coordinator**

*Activities:* advised MPA students in all four MPA emphases on various academic policies; assisted students with enrollment; developed and updated long-term schedules; tracked students’ progress in the program; developed advising plans; processed a variety of forms (admission to candidacy; change of grade; extension to degree completion, credit-for-prior learning, etc.).

#### 2009-2021 **Graduate Healthcare Management Certificate Coordinator**

*Activities:* advised the graduate Healthcare Management Certificate students on various academic policies; assisted students with enrollment in other colleges; developed and updated schedules with certificate course offerings by consulting other college offerings every semester; tracked students’ progress in the program.

#### 2009-Present **Chair and Member of the MPA Program Admission Committee**

*Activities:* reviewed many application documents of students applying to the MPA program and the graduate Healthcare Management Certificate. Between summer of 2015-summer 2021, served as Chair of the Department Admission Committee and made final determination of admissions and processed application documents.

### Service as Regular Department Member

Since 6/4/21 Evaluated MPA application documents; advised students

2014-2015 Created the Post-Tenure Review Policy

2013-2014 Created the MPA Program Transfer Credits Policy

Served as Chair of the Public Administration Department Tenure/Renewal Committee (reviewed the tenure documents of a tenure-track faculty in the department; consulted with other faculty on the committee about the submitted documents; wrote a letter defending the tenure recommendation for Dr. Nollenberger to the joint COLS Tenure/Renewal Committee).

2013-2014 Wrote the text for all MPA and Healthcare Certificate brochures and poster

2012-2013 Proposed changes to the Graduate Healthcare Management Certificate program to replace general business management courses with health care management courses. Established partnerships with the College of Business MBA program and College of Nursing in the offering of those new courses; these were approved 2013

## DEPARTMENT SERVICE (CONTINUED)

### Service as Regular Department Member (continued)

- 2011-2012      Developed all pages of the Department of Public Administration's website  
Developed the MPA 792 Thesis Guidelines  
Served as Co-chair of the Search & Screen Committee for Hiring a New Faculty  
(provided input into the development of job advertisement, hiring guidelines, and  
selection criteria; reviewed candidates' documents; interviewed candidates; and  
made final selection decisions with colleagues).
- 2010-2011      Developed the Public Administration Department Online & Hybrid Policy

### Western Michigan University School of Public Affairs and Administration

- 2008-2009      **Member of the Doctoral Standing Committee**
- 2007-2009      **Member of the MPA Standing Committee**  
*Activities:* evaluated and approved master's and doctoral prospective student  
application documents; reviewed and discussed curriculum development issues and  
general policies; participated in planning and implementing graduate program  
assessments; participated in hiring new faculty.
- 2007-2009      **Adviser for MPA students in the WMU's Lansing Campus**  
*Activities:* developed semester schedules for 94 MPA students in all program  
concentrations: healthcare administration, nonprofit leadership and administration,  
HR administration, law, local government, and state agency; advised students on  
various academic policies; developed and updated long-term semester course  
schedules; tracked students' progress in the program and included all  
communication in student files for external review purposes.

## SERVICE TO THE PUBLIC AND PROFESSION

### Evergreen Retirement Community

- 2020-2023      **Member of the Board of Directors of Evergreen Foundation, Inc. (July 1<sup>st</sup> 2020-2023)**  
*Activities:* participated in decision-making and strategic planning meetings related to  
Evergreen and the role of the Foundation.
- 2015-2020      **Chair of the Board of Directors, Evergreen Village, Inc.**  
**Chair** (2015-2016; 2016-2017; 2017-2018; invited to serve for an extra term for the  
period 2019-2020)  
*Activities:* Chaired and participated in decision-making and strategic planning  
meetings related to Evergreen Village, Inc., attended workshops and other events,  
and made presentations at the combined board meeting in May.
- 2010-2015      **Member of the Board of Directors, Evergreen Village, Inc. (2010-2015)**  
*Activities:* participated in a book study; participated in site visits to other retirement  
communities; participated in the strategic planning process; supported the  
organization through attendance at events sponsored by Evergreen; attended  
workshops that focused on Board member trainings; etc.

## SERVICE TO THE PUBLIC AND PROFESSION (CONTINUED)

### Oshkosh Area United Way

2009-2018 **Member of the Allocations and Community Investment Committee**

This committee is responsible for the identification of community needs and the evaluation of partner agency grant applications. It reviews program performance and makes funding recommendations to the Board of Directors.

*Activities:* participated in the discussion of diverse community needs, evaluation of grant applications, and funding recommendations.

2010-Present **Allocation & Community Impact Panels Volunteer**

**Community Investment Panel (Mental Health)**

*Activities:* reviewed grant proposals and participated in the panel's grant review meeting to decide funding allocations: 10 proposals in 2013, 16 in 2014, 11 in 2015, 14 in 2016, 11 in 2018, 11 in spring 2019, 17 in fall 2019, and 17 in summer 2020 + 8 grant interviews on Aug. 25, 2020 (12:00-4:00 PM); and 17 in summer 2021.

**Community Investment Panel (Education)**

*Activities:* reviewed 9 grant proposals and participated in the panel's grant review meeting to decide funding allocations in 2017.

**Community Investment Panel (Nurturing Children & Strengthening Families)**

*Activities:* reviewed 41 grant proposals and participated in the panel's grant review meeting to decide funding allocations during the period 2010-2012.

### Community Development Block Grant/Oshkosh Funding Consortium

2011-2019 **Member of the Community Development Block Grant Committee**

The Consortium consists of four funding partners - the City of Oshkosh Department of Community Development, Winnebago County Department of Human Services, the Oshkosh Area Community Foundation, and United Way

*Activities:* reviewed 13 grant proposals in 2009; 18 in 2012; 18 in 2013; 10 in 2014; 15 in 2015; 10 in 2016; 11 in 2017; 7 in 2018; and 15 in 2019; participated in agencies' interviews as well as meetings about final funding decisions and allocations.

## SERVICE TO THE PUBLIC AND PROFESSION (CONTINUED)

### Oshkosh Area Community Foundation

2015-2021      **Member of the Basic Needs Giving Partnership Grants Committee (2015-2018 and 2018-2021)**

*Activities:* attended committee meetings; prepared for and actively participated in team discussions, interviews, and other ad hoc meetings; reviewed and evaluated grant applications, including interviews and site visits, as needed; made recommendations for funding; monitored active grants through evaluations, site visits and interviews (typically four 45-minute visits in April/early May); provided strategic advice about the grant process, guidelines, community needs, and team effectiveness; participated in other workshops/meetings called by US Venture or the Community Foundations.

Specific reviews:

- In 2016, reviewed 7 grant proposals and participated in one grant interview and one progress review meetings in FVTC.
- In 2017, reviewed 6 grant proposals and participated in two grant interviews and two progress review meetings in FVTC.
- In spring of 2018, reviewed 7 grant proposals and participated in four grant interview/ progress evaluation meetings in Fox Valley Technical College. In fall of 2018, reviewed 2 progress reports, one assessment report, and one grant, and participated in four grant interview/ progress evaluation meetings.
- In spring of 2019, reviewed 11 grant applications, including 3 planning requests and one regional grant request; participated in 5 grant interview/ progress evaluation meetings; and participated in the allocation of funding of 15 projects. In fall of 2019, reviewed 4 grant applications and participated in 2 interviews, and participated in the allocation of funding of projects.
- In 2020, reviewed 8 grant proposals by Feb. 26; participated in grants proposal discussion on 3/2, 9-11 AM; reviewed 4 progress reports by 4/6; participated in grant interviews of 4 grants (May 11, 2020, 1:00-4:15 PM) and discussed these on May 18, as well attended the discussion of one grant review on May 26; participated in Kick-off Meeting (Sept. 16, 8-10 AM); reviewed four grants and discussed those via Microsoft Teams (Oct. 26, 3:30-4:30); reviewed four grants and discussed those via Microsoft Teams (Nov. 19, 12:30-1:30); reviewed three grants and discussed those via Microsoft Teams (Dec. 10, 12:30-1:30);
- In 2021, reviewed 23 grants and discussed those via Microsoft Teams (Jan. 7, Feb. 18; March 11; April 1, 26, 28, 29; May 13).

## SERVICE TO THE PUBLIC AND PROFESSION (CONTINUED)

- 2011-2014 **Member of Community Health Connections' Northeast Regional Research Council, UW Institute for Clinical & Translational Research, Appleton**  
*Activities:* participated in the Council's meetings and research presentations. In fall of 2014, the Community Health Connections program was redirected to focus on dissemination and implementation of translational research.
- 2009-2012 **The Northeast Wisconsin Rural Health Coalition, Green Bay, WI**  
*Activities:* participated in all coalition's meetings that focused on identifying public health research issues, recruitment of community and health provider partners, grant application, and others; crafted the coalition's directional statements; served as a co-investigator in preparing a grant proposal

### Participation & Presentations in Community Conferences, Workshops, & Meetings

- 2021/2 Oshkosh Area United Way Celebration, March 4, 2021 and March 2, 2022
- 2020 Participated in Oshkosh Area Foundation's Kick-off Meeting (Sept. 16, 8-10 AM).
- 2020 Delivered a presentation of the annual performance of Evergreen Village Board to the combined board meeting on May 5<sup>th</sup>, 2020 (3-5 pm).
- 2019 Participated in "Institute of Public Administration Scholarship Program Webinar" that focused on learning more about this program in Saudi Arabia for establishing collaborations with U.S. Colleges and Universities on Dec. 3, 2019.
- 2018 Delivered a Presentation to the Evergreen Village Board on "Contemporary Issues Facing Nursing Homes", Nov. 29, 2018, Evergreen Retirement Community.
- 2018 "Leading Age Annual Meeting + Expo", Philadelphia, PA, Pennsylvania Convention Center, October 28-31; participation at the conference, travel, and accommodation are sponsored by Evergreen Retirement Community, Oshkosh WI.
- 2018 "ELG Inspire Event" Participation in local government recruitment event which presented opportunities for a local government job, what to expect from a government career, paths to leadership, and pursuing graduate studies. The event was held at UWO, Sept. 13<sup>th</sup>.
- 2018 "Results-Based Accountability Workshop", the workshop was sponsored by United Way and Oshkosh Area Community Foundation, UWO Alumni Center, Jan. 16-17.
- 2017 "Poverty Outcomes and Improvement Network Team (POINT)", one-day learning Session that focused on groups sharing their improvement projects and harvesting their learning from their experiences within POINT, Liberty Hall, Kimberly, WI, September 27, 2017; event sponsored by Oshkosh Area Community Foundation.
- 2017 "Developing and Honing Your Leadership Skills as a Nonprofit Professional," delivered an educational presentation together with my colleagues during the Collaboration Workgroup Planning Committee, organized by United Way in JP Coughlin Center, Oshkosh, WI, September 5, 2017.
- 2016 "Measuring Program Effectiveness through Outcomes Workshop", Oshkosh Area United Way, a 4-hour session led by Dr. Susan Cramer, JP Coughlin Center, Oshkosh, WI, October 31, 2016.  
"Evergreen Educational Plunge & Strategic Visioning Retreat", Evergreen Retirement Community, Rowland Room, April 17, 2015.

## SERVICE TO THE PUBLIC AND PROFESSION (CONTINUED)

### Participation & Presentations in Community Conferences, Workshops, & Meetings (continued)

- 2014 "Get on Board": an all-day training event for Non-profit CEOs, Executive Directors and Board Members held October 29, 2014 at the Oshkosh Convention Center.
- 2013 "The Weight of the Fox Valley Metrics Group". Invited to participate in a meeting with other community leaders and educators that focused on brainstorming and identifying indicators for measuring obesity, Menasha, WI, Nov. 5.
- 2013 "The Weight of the Fox Valley: Bringing our Communities Together to Address Obesity". A two-day summit at Bridgewood Resort Hotel & Conference Center, Neenah, WI, 3/1 & 3/8.
- 2012 "Leading Age Annual Meeting: Inspire, Serve, Advocate". Delivered a 54-slide educational presentation to the Village Board of Directors meeting at Evergreen Retirement Community.
- 2012 "2012 LeadingAge Annual Meeting & Exposition," Colorado Convention Center. The five-day participation in the conference, interstate travel, and accommodation were entirely funded by Evergreen Retirement Community, Oct. 21-24.
- 2011 "Around the World at Holidays" Invited by the Director of Webster Stanley's Elementary School to present to fifth grades "Christmas in Bulgaria". The event was sponsored by Noon Kiwanis & Webster English as a Second Language Department.

### Service as Peer Reviewer for International and National Scholarly Journals

- Since 2016 **International Journal of Nursing Management**  
*Activities:* reviewed 9 manuscripts: 2016 (1), 2017 (1), 2018 (2), 2019 (5), 2020 (1), and 2021 (1).
- Since 2016 **CIN: Computers, Informatics, Nursing**  
*Activities:* reviewed 2 manuscripts: 2016 (1), 2018 (1), and 2020 (1).
- Since 2011 **The Journal of Health Administration Education**  
*Activities:* reviewed 4 manuscripts: 2011 (1), 2012 (2), and 2016 (1).
- Since 2009 **Nursing Ethics; U.K.**  
*Activities:* reviewed 19 manuscripts: 2009 (1), 2010 (1), 2013 (3), (2014) (2), 2015 (3), 2016 (1), 2017 (5), 2018 (2), 2019 (1), 2020 (1), 2021 (1).
- Since 2013 **The Gerontologist**  
*Activities:* reviewed one manuscript in 2013.

### Memberships in Academic Societies (Present and Past)

American Academy on Communication in Healthcare (Present)  
The American Society for Public Administration (Present)  
The Gerontological Society of America  
The Academy of Management  
Society for Business Ethics



## SERVICE TO THE PUBLIC AND PROFESSION (CONTINUED)

### Service as Peer Reviewer for Academic Conferences

- 2014-2015      **The Gerontological Society of America Annual Scientific Meeting**  
*Activities:* reviewed two symposium proposals and eight abstracts in 2014
- 2010-2018      **Academy of Management Annual Meetings**  
*Activities:* reviewed more than 27 manuscripts and symposium papers: 5 manuscripts in 2010, 8 in 2011, 5 in 2012, 4 in 2013, 2 in 2014, and 3 in 2018 (33, 40 and 6 pages long).

## PROFESSIONAL DEVELOPMENT

### Participation in Workshops, Conferences, and Trainings

- 2022      OPID Spring 2022 Conference, “The Joys of Teaching and Learning Cultivating a Community,” held virtually April 22 and April 29, 2022.  
“Keep This in Mind: Supporting Mental Health on Our Campus,” April 21, 2022, Professional Development Institute  
“2022 Gender Equity Council Leadership Workshop,” a day-long workshop, Mar 17, 2022.  
“Security Awareness Training” (Feb. 17, 2022)
- 2021      “IFSAC conference,” attended it in relation to FEAM accreditation, 3/29-4/9, 2021.  
“Introduction to the Wisconsin Retirement System for UW Oshkosh” Oct. 26, 2021.  
“Equity-Minded Wellness and Equity-Minded Pedagogy”, Faculty College May 24-27, 2021.  
“Beyond Surviving”, CETL, April 26, 2021  
“Monitoring Student Engagement with Course Analytics,” CETL, April 15, 2021  
“Creating Community in the Classroom,” CETL, March 2, 2021  
“Title IX and Clery Act Refresher Training”, Aug. 24, 2021  
“Zoom Online Training Session”, Sept. 1, 2021
- 2020      “Sexual Harassment, Title IX”, June 10, 2020 in CANVAS  
“CITI Program-Social & Behavioral Research - Basic/Refresher”, June 16, 2020  
“The Titan Safety Training and the Titan Safety Promise” in CANVAS, Sept. 3, 2020  
“Supervisor Training”, Sept. 25, 2020 in Collaborate Ultra
- 2019      “Canvas Training”, a week-long training, June 11-15, Polk Idea Lab 7  
“Data Security and Privacy”, 90-min online training, Dec. 2, 2019  
“Search and Screen Training”, 11:30-2:00 pm, Nov. 6, 2019  
“Child Abuse and Neglect”, Oct. 9<sup>th</sup>, 2019
- 2018      “Data Security and Privacy”, 90-min online training, Nov. 4, 2018.  
“Academic Leaders Workshop”, January 18, Alumni Center 140C – Ballroom
- 2017      “Pay Plan Training”, completed December 8.  
“Checkpoint: Data Security and Privacy”, completed November 29.  
“UW Oshkosh Mandatory Online Title IX Training”, completed April 26.  
“CITI Social & Behavioral Research” Refresher Courses, completed July 15.
- 2017      “Academic Leaders Workshop”, May 19, Alumni Center.
- 2015      “Academic Leaders Workshop”, May 21, Sage 1232.

## PROFESSIONAL DEVELOPMENT

### Participation in Workshops, Conferences, and Trainings (continued)

- 2014 "Changing the Culture of Safety," a risk management training, Nov. 19.  
"The Scholarship of Teaching and Learning: Institutional Strategies"  
"Signature Question Workshop: Intercultural Knowledge and Competence"  
"Upgrade to D2L 10.1 Preview Sessions"  
"CITI Social & Behavioral Research" training completed 9/26/2014.
- 2013 "Workshop on Inclusive and Efficient Ways of Responding to Student Writing"
- 2013 "Wisconsin Desire2Learn Ignite Regional User Forum," UW Conference was held at Sheraton Madison Hotel, Madison, WI. The registration funded by UWO OCE, Nov. 8.
- 2012 "COLS Innovations in Pedagogy Workshop"  
NEW ERA Faculty Conference "Integrating Sustainability into Your Teaching"
- 2011 "Lesson Study for College Teaching and Learning", held at the Pyle Center, UW Madison. The one-day workshop and travel were funded by OPID.  
"Best Practices in Teaching for Learning" NEW ERA Conference, Lakeshore Technical College, Cleveland, WI. Travel and participation were funded by UWO.  
"Diversity, Inclusivity and Civility: Developing and Enhancing Students' Cultural Competence" workshop  
"Animal Care and Use & Human Subjects" webinar training  
"Innovations in Pedagogy Workshop"  
"Discussion on Global Learning" meeting  
"Focus Group on Faculty and Staff Experiences" meeting  
"Effective Feedback on Student Writing in Online Environments"
- 2010 "Funding Strategies Brainstorming Session" workshop  
"Embedding Inclusive Excellence into the Curriculum: Sharing LGBTQ Best Practices Conference"  
"How to Help a Student in Distress" training  
"Initiative on Success for Students of Color in Gateway Courses"
- 2009 "Helping Students Learn from Ethical Failures" seminar  
"Becoming a Successful Online Instructor" training  
"Defining Web Site Structure and Building a Plone Site," workshop 2009 "D2L and TurnItIn Training by the Division of IT"  
ASPA Region 4 Annual Conference "Post-Bush: A new administration and the future of public service organizations." Erberhard Center, Grand Rapids, MI.

## PROFESSIONAL DEVELOPMENT

### Participation in COLS Dean Symposiums

- 2022 “The Hexagon History Art Project of the Nanking Massacre in China and 228 Massacre in Taiwan”
- 2021 “The Nazi Origins of *Alien*”  
“Predictors of Violence Reported by Female and Male Inmates in Wisconsin State Prisons”
- 2020 “Predictors of Violence Reported by Female and Male Inmates in WI State Prisons”  
“The Nazi Origins of *Alien*”
- 2020 “Drinking, driving, and detox: Managing individuals with alcohol issues in the local jail.”
- 2019 “Running Injury Risk Factors”  
“An Experimental Analysis on the Accuracy & Reliability of Eyewitness Accounts”
- 2018 “Milwaukee’s School Voucher Legacy”  
“Industry inspired teaching & research in Mechanical Engineering Program”  
“The New People: The Limits of Innovation in Television’s Classic Network System”
- 2017 “Applied Sociology: Refugee Resettlement and Other Examples”  
“The Theatre of Death: Rituals of Justice during the English Civil Wars”  
“Bio-Inspired Catalysts for the Production of Sustainable Fuels”
- 2016 “Social, Economic, & Environmental Benefits of Healthy Recreational Water”  
“Correcting the Record: Removing the Fritse Park Historical Marker”  
“Wisconsin Ousts Cupid: Wisconsin’s Eugenic Merit Experiment
- 2015 “Scribe, Student, Teacher, and Preacher: The Career of Friar Johannes Sintram”  
“The Development of Dramatic Baritone in the Nineteenth Century”  
“The Bioarchaeology of Verteba Cave, Ukraine”
- 2014 “Radioactive Waste, Environmental Justice, and the Discourse of Sustainability”
- 2013 “The queer kind of English that my queer French deserves:’ Samuel Beckett”  
“One-Eyed Sarah: A Look at Race & Welfare in the Age of Jefferson”  
“Nanoparticles in the Body: Can Additives in Your Diet Affect Your Health”
- 2012 “Sources of Information that Influence Social Service Policy Decisions: A Context for Actively Engaging Students in Social Science Research”  
“Judging Janet Jackson: Deference to Adm. Agencies in the U.S. Court of Appeals”  
“More than just Bones: Interpreting Function and Behavior in Fossil Vertebrates”
- 2011 “From Campus to Prison: Teaching the Inside-Out Course at Taycheedah Correctional Institution”  
“Missing Voices: Understanding Group Identity and War Attitudes Among Civilians”  
“Investigating Evolution of Adult Feeding Behaviors in Vampire & Tiger Moths”  
“Oshkosh Neighborhood Project: Using Community-Based Action Research to Explore What Makes a Neighborhood and Why it Matters”  
“From Immanent Design to Intelligent Design”
- 2010 “Tough Times: How Do Primates Cope with Resource Scarcity...Indonesia?”  
“Metal Casting: in the UW System: Keeping the Fire Alive”  
“Jazz History—the Ultimate Humanities Course”  
“The Paradoxical Effect of Obstacles on Love, Romantic Anger”
- 2009 “The Diatoms, Nature’s Smallest Greenhouses”  
“Out of the Fiery Furnace: Jewish Americans, African Americans, and Representations of Suffering in Children’s Literature”  
“Children at the Great Divide: Cold War Policy in Berlin 1945-1955.

## PROFESSIONAL DEVELOPMENT

### Participation in UW Oshkosh the Provost Teaching and Learning Summit

- 2021 17<sup>th</sup> Annual Provost Summit on Teaching and Learning: “UWO Drive Toward Becoming an Emerging Hispanic-Serving Institution”
- 2015 Provost’s Teaching and Learning Summit 15: “Revitalizing the Wisconsin Idea”
- 2013 Provost’s Teaching and Learning Summit 13, “Global Perspectives”
- 2012 Provost’s Teaching and Learning Summit 12, “Civic Engagement & Student Learning”
- 2011 Provost’s Teaching and Learning Summit 11, “Collaborating...for a Change”
- 2010 Provost’s Teaching & Learning Summit 10, “Faculty & Staff Roles in Student Success”
- 2009 Provost’s Teaching and Learning Summit 09, “Transformative Teaching”

### Participation in UW Oshkosh CETL Workshops

- 2022 “Innovative Teaching and Learning in the UW System”  
“Learning Tips for Long-term Retention and Recall”
- 2021 “Creating Community in the Classroom”  
“Monitoring Student Engagement with Course Analytics”  
“@ Beyond Surviving”  
“Zoom Online Training Session”
- 2016 “Assessing Application, Integration and Synthesis of Learning Experiences”  
“Unwrapping Integrated Learning: What Do We Know About Student Learning?”  
“Incorporating Digital Projects into the Classroom”
- 2015 “Capstone Assessment: Portfolio-Based Assessment- Helping Students Showcase Their Learning”  
“Capstone Assessment- Papers, Projects, and Performances: Creating Culminating Learning Experiences”
- 2013 “SOTL Scholars Showcase & Luncheon”
- 2013 “SOTL Scholars Showcase and Luncheon”
- 2012 “Lessons Learned: Looking Back, Looking Forward”  
“Senior SOTL Scholars Showcase & Innovations in Pedagogy”  
“Online Teaching & Learning Bells & Whistles”  
“Techniques for Motivating Students”  
“Course Content & Materials in D2L”  
“Online Teaching Theories”
- 2011 “SOTL Scholars Showcase”
- 2010 “Leading discussion”  
“Grading”  
“Active learning”  
“Lecturing to engage”  
“Newspapers and College Curriculum: Best Practice Pedagogy”  
“Memoir Writing”
- 2009 “Adapting to On-Line Teaching and Learning”  
“Making Meaning with Metaphors”  
“SOTL Starter Grant Questions”  
“SOTL Scholars Showcase and Luncheon” & “SOTL: An Introduction”

## PROFESSIONAL DEVELOPMENT (CONTINUED)

### Participation in UW Oshkosh CETL Book Club

- 2017 CETL Book Club Sessions: Making Grades Great Again
- 2016 CETL Book Club Sessions: Why Democracy Needs Humanities
- 2014 CETL Book Club Sessions: Seven Research Based Principles for Smart Teaching
- 2013 CETL Book Club Sessions: What the Best College Students Do

### Participation in OCE Instructor Development Meetings at UW Oshkosh

- 2015 "Balancing Accountability & Responsibility; Engaging Learners"
- 2013 "Organizational, Advising, Technology Updates & Discussion"
- 2012 "Online Meeting"
- 2011 "CNL People, Policies and Procedures"  
"Use of Technology to Build Community in Online Courses"
- 2010 "Civility in the Classroom; Grading Philosophy..."  
"Applying the Quality Matters Rubric Workshop"
- 2009 "Innovative and Efficient Grading Tools"  
"Instructor Orientation"; "Digital Storytelling"

### Participation in UW Oshkosh New Faculty Development Workshops

- 2010 "Teaching Diverse Students"  
"Active Learning Techniques"
- 2009 "Assessment and Grading"  
"Active Learning Strategies"  
"Course Design and Syllabus"

## SOFTWARE AND ONLINE COURSE DESIGN SKILLS

### Software Competencies

- Microsoft Office
- SPSS Statistical Software
- STATA Statistical Software
- AMOS Statistical Software
- LISREL Statistical Software

### Online Learning/Content Management Systems Skills

- CANVAS
- Desire2Learn
- Blackboard
- Plone; WordPress