



Résumé of

Dennis Lee Shaw
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GUIDING PHILOSOPHY

Personal philosophy statement:

*"Make a difference in everything you are involved with. If we are all successful in making a difference in our little corner of the world, together we will **change the world!**"*

CAREER HIGHLIGHTS/ SUMMARY

- ◆ Over **10 years of college teaching experience** as an Adjunct Faculty member teaching college business courses (business administration, management, marketing and business computing courses) in online, in-person, and hybrid delivery formats.
- ◆ **5 years in upper-level campus leadership positions.** This included **2 years of experience as Associate Provost** in a diverse urban community college where I was often charged to **manage the entire campus** in the absence of the Provost (the Provost was the Chief Executive and Academic Officer for the campus) and **3 years as governance leader** (Senate Chair) serving on a public university Chancellor's Advisory Council. These experiences have provided a greater understanding of the "big picture" visioning on campus issues such as **strategic planning, retention and student success, recruitment, branding and marketing**, etc.
- ◆ More than **40 years of experience in higher education** with **25 years in director-level** and above management and administrative positions, many involving responsibilities for **budgeting, program development, supervision and development of staff**, etc. Each primary job has involved **problem solving, conflict resolution and crisis intervention**.
- ◆ **15 years experience in the management of student affairs offices** which provides an understanding of best practices in the area of **student development and marketing/enrollment management** an appreciation for the **co-curricular role of student services**, an appreciation for the **co-curricular role of student services**.
- ◆ **15 years of experience** managing in the area of **student judicial affairs** including both **academic integrity** and **non-academic misconduct** cases (including Title IX) providing **due process rights, training of hearing boards**, and coordination with law enforcement, criminal prosecution, victim services, and campus administration and where appropriate employing **mediation and alternate dispute resolution** techniques.
- ◆ **11 years of auxiliary services experience** with responsibility for **internal communications/training, external communications/marketing**, and **research/projects management** in a large, multi-department student affairs auxiliaries unit with approximately 200 permanent employees, 800 student employees, over \$24 million budget which operates 10 buildings valued at over \$100 million.
- ◆ **21 years experience in campus public safety/law enforcement** positions including 10 years serving in Director/Police Chief top leadership positions providing significant experience in the areas of **campus safety, investigations, crisis management and emergency response**.
- ◆ Served **4 seasons as Advisor and Team Leader for the Collegiate Management Institute**, an in-depth hands-on professional development experience where campus administrator participants could learn about **teamwork** and **leadership** through a **better understanding of self and others**.
- ◆ Current service on the **Higher Learning Commission's AQIP Peer Review Corps** provides an understanding and appreciation for campus **accreditation** and also exposure to **best practices** ideas.
- ◆ Related certifications include **Behavioral Intervention Team Best Practices Certification** (NaBITA, 2014) and **Campus Title IX Coordinator Certification** (NCHERM, 2011)
- ◆ Earned **Doctorate degree** (J.D., William Howard Taft Univ., 2012) in Law, **Master's degree** (M.B.A., Univ. of Wisconsin-Whitewater, 1992) in Management, **Bachelor's degree** (B.B.A., Univ. of Wisconsin-Whitewater, 1986) in Business, and Associate's degree (A.S., Univ. of Wisconsin Centers-Rock County, 1983) from accredited universities.



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HUNTINGTON LEARNING CENTER, Ankeny, IA Franchise Owner/Center Director, 6/16-present

Role: Ensure that each student in the center has an exceptional and successful experience at Huntington; Full-time responsibility for management and overseeing center P&L; Direct the sales process of new and potential student enrollments; Market Huntington tutoring and test prep services to schools and your surrounding community; Lead, develop and manage center staff through daily and weekly meetings; Monitor and track center performance, revenues, expenses, and fee collection; Provide optimal customer service leading to student and high retention rates; Establish and maintain collaborative relationships with teachers, educational specialists and other school administrators and parent/teacher organizations.

IOWA STATE UNIVERSITY, Ivy College of Business, Ames, IA Adjunct Lecturer, 1/16-present (part-time)

Role: Taught marketing, business & management courses (online or in-person delivery) to Bachelor Degree seeking students in the College of Business. (See Teaching Vitae)

SIMPSON COLLEGE, West Des Moines Campus, West Des Moines, IA Adjunct Faculty, 8/18-12/18 (part-time)

Role: Taught management course (hybrid delivery) to Bachelor Degree seeking students in the Business Administration and Economics Department. (See Teaching Vitae)

JACKSON-HEWITT, Des Moines, IA Tax Preparer, 12/14-4/15

Role: Performed a variety of activities related to income tax preparation, sales and the delivery of excellent customer service. This position has access to and regularly works with information of a sensitive, highly confidential nature; and regularly deals with diverse matters which require a working knowledge of the business.

DES MOINES AREA COMMUNITY COLLEGE, Urban Campus, Des Moines, IA Associate Provost, 6/12-8/14

Role: Chief Student Affairs Officer for the Urban/Des Moines Campus. Develop, implement and supervise integrated strategies to provide a comprehensive program of student services at the campus, including those that recruit, retain and graduate underrepresented students. Direct the Student Life Office team consisting of 14 full-time and 10 part-time direct report staff. Assume administrative leadership of the campus in the absence of the provost.

Key accomplishments: Created plan for implementation of Proactive Advising and Proactive Financial Aid Models.

Competencies and experiences acquired: Student development theory, strategic planning, oversight of areas within Student Life Office (Academic Advising, Admissions/Registration, Counseling Services, Disability Services, Food Service Vendor Contract, Evening and Weekend Services, Financial Aid/Business Office, and Student Conduct).

Campus committee service: Urban Campus Management Team, Food Service Vendor Selection Team (Chair), Paralegal Advisory Committee, Campus Library Assessment in Action Team.

Non-campus committee/group service: Collegewide Student Services Committee, DMACC New Student Orientation Task Force, DMACC ALEKS Math Assessment Implementation Team, East and South Des Moines Chamber of Commerce Board Member representing DMACC.

UNIVERSITY OF WISCONSIN-STOUT, Menomonie, WI Assistant Dean of Students, 8/10-6/12

Role: Provided leadership and oversight for the judicial management of UWS Administrative Code Ch. 17 (student non-academic misconduct), hearing officer for UWS Ch. 14 (student academic misconduct), collaborated with the campus and Menomonie community on an overall plan to address student alcohol abuse, and assisted the Dean of Students (Chief Student Affairs Officer) in responding to student issues affecting academic and personal success. The Student Services/Dean of Students Office consisted of the Advisement Center, ASPIRE, Career Services, Counseling Center, Disability Services, Educational Talent Search, McNair Scholars Program, and Multicultural Student Services departments.

Key accomplishments: Handled 510 student conduct cases during 2010-11 year, instituted



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new alcohol initiatives including our 21+ campaign promoting responsible drinking in the over 21 year old student population.

Competencies and experiences acquired: Student judicial affairs, strategies for addressing issues related to alcohol and drugs, campus-community coalition building, conflict management, addressing parental concerns.

Campus committee service: Student Services Steering Team, Stout Student Association University Courts (Advisor), Campus eCitizenship Initiative Team (Chair/Campus Contact), Chancellor's Coalition on Alcohol and Drugs (Chair), SSS/Aspire Director Search Committee (Chair), ETS/TRiO Director Search Committee (Chair).

Non-campus committee/group service: UW System Student Conduct Officers, UW System AODA Coordinators, Dunn County Partnership for Youth, Dunn County Criminal Justice Collaborating Council.

Assistant to the Assistant Vice Chancellor for Student Life Services, 6/99-12/10

Role: Student judicial affairs UWS Ch. 17 investigator for student conduct cases arising in the residence halls and hearing officer for Dean of Students Office cases, internal communications/training, external communications/marketing, research/projects management, and assist the Assistant Vice Chancellor with leadership within the Student Life Service (SLS) unit. SLS is a reasonably large, multi-department student affairs auxiliaries unit with approximately 200 permanent employees, 800 student employees, and over \$24 million budget. SLS operates 10 buildings valued at over \$100 million.

Key accomplishments: Created *StoutConnections* parent's newsletter and *Life @ Stout* marketing picture book, assisted with incorporating the *7 Principles of Good Practice for Student Affairs* into planning process.

Competencies and experiences acquired: Student development theory, strategic planning, student judicial affairs, communications methods including social media, policy development, AODA strategies and programming, problem solving, conflict management, assessment and data-driven decision making, retention strategies, marketing, cross-department collaboration, general understanding of the various SLS functional areas (Student Life Administration, Athletics, Budget, Campus Card, Conference and Reservations, Recreation/Athletic Complex, Parking Services, Student Activities, Student Centers, Student Health, Technology Services, University Dining, University Housing, University Police, and University Recreation).

Campus committee service: Student Life Leadership Team, Campus eCitizenship Initiative Team (Chair/Campus Contact), Campus Student Retention Committee, Campus Centralized Scheduling Committee (Chair), Stout Media Student Organization (Advisor), Student Conduct Management Software Installation Team (Chair), North Campus Master Plan Committee (Chair).

Non-campus committee/group service: UW System Student Conduct Officers

Chair, Senate of Academic Staff, 5/06-5/09 (half-time)

Role: Chair the Senate of Academic Staff (SAS), one of three governance groups along with the Faculty Senate and Stout Student Association, serving on senior administration leadership team setting the strategic direction of the university. Also served on the Senate Executive Committee for the 6 years prior to election as Chair and 1 year as Past Chair.

Key accomplishments: Formalized process of having Faculty/Staff Minority Network nominate multicultural senator, assisted campus in securing "Polytechnic Designation" from the Board of Regents.

Competencies and experiences acquired: Shared governance and campus leadership, strategic planning, relationship building, fostering student success and engagement, retention strategies, data-driven decision making, diversity and inclusiveness, collaboration, accreditation, mentoring, complex problem solving, and university-wide "big picture" visioning.

Campus committee service: Chancellor's Advisory Council, Chancellor's Strategic Planning Group, Senate of Academic Staff Executive Committee, Campus Administrative Leadership Team, Stout Foundation Board, Stout Alumni Board, AQIP Accreditation Strategy Team, Senate Personnel Committee, Access to Learning Committee, Educational Activities



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Committee, Retention Steering Group, Polytechnic Steering Committee, Digital Governance Task Force, Senate Elections Committee.

Non-campus committee/group service while in this role: UW Academic Staff Representatives Council (Convener/Chair), Special University of Wisconsin Regent Committee on Regent Response to the LAB Audit on Personnel Policies and Practices.

Director of Security and Police Services, 3/93-6/99

Role: Managed University Police and Parking Services programs, personnel and budgets.

Key accomplishments: Created campus emergency and disaster response plan, wrote success grant proposals for: (1) To Establish a Student Multicultural Liaison position in University Police Department; (2) To analyze campus arrest statistics looking for unintentional racial bias (both funded by UW System Institute on Race and Ethnicity)

Competencies and experiences acquired: Investigations, threat assessment, emergency response, conflict resolution, media relations, response to sensitive crimes, campus safety, diversity and inclusiveness, budgeting, union/management issues, personnel management, and collaboration.

Non-campus committee/group service: Dunn County Coordinated Community Response Team for Domestic Violence

BELOIT COLLEGE, Beloit, WI

Director of Security and Safety, 6/89-2/93

Role: Managed services, personnel and budgets for department consisting of Security, Fire Safety, Telephones/Switchboard, Locksmith/Key Control, Fleet Vehicles and Mailroom.

Security Operation Manager, 6/82-5/89

Role: Assisted Director in all aspects of managing department.

Physical Plant Project Assistant, 1/87-8/87 (half-time)

Role: Special project assistant to Director of Physical Plant responsible for instituting purchasing efficiencies and computerizing work order and preventive maintenance functions.

Lead Security Officer, 5/78-5/82

Role: Served as in-field supervisor.

BLACKHAWK TECHNICAL COLLEGE, Janesville, WI

Adjunct Instructor, 8/87-2/93 (part-time)

Role: Taught courses to Associate Degree seeking students in the Supervisory Management and Business Computing programs. (See Teaching Vitae)

- ◆ **Research-Based Flipped Classroom-Team Based Learning (TBL) Workshop**, sponsored by the Iowa State University Center for Excellence in Learning and Teaching (CELT), Ames, IA, 2017.
- ◆ **Jackson Hewitt Tax School**, 18 Continuing Education Credits earned in the Federal Tax Law category, online, 2015.
- ◆ **NaBITA BIT Best Practices Certification Course**, presented by the National Behavioral Intervention Team Association (NaBITA), St. Louis, MO, 2014.
- ◆ **Using Mediation Techniques**, presented by Dr. Michael Piper, Des Moines Area Community College, Des Moines, IA, 2014.
- ◆ **Deferred Action for Childhood Arrivals (DACA) Informational Webinar**, presented by Sandra Sanchez, American Friends Service Committee (AFSC), online, 2014.
- ◆ **lowAAN Annual Drive-In Conference**, sponsored by the Iowa Academic Advising Network (lowAAN), Ankeny, IA, 2014.
- ◆ **Providing Comprehensive Student Support Services Online**, webinar by Innovative Educators, 2014.
- ◆ **Workshop for Campus Security and Law Enforcement Officers and Campus Public Safety Administrators**, presented by Lee Struble, WSM Trainers & Consultants, Ankeny, IA, 2013.
- ◆ **Heartland Campus Safety Summit**, a one-day workshop on preventing and responding to gender-based violence on college campuses, sponsored by Jana's Campaign, Kansas Health Foundation, and Partners in Prevention, Kansas City, MO, 2013.
- ◆ **Team Dynamics: Bringing Out the Best in Others Workshop**, presented by Tero International,



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- West Des Moines, IA, 2013.
- ◆ **Intrusive Advising Workshop**, presented by Dr. Charles Lepper, National Academic Advising Association (NACADA), Des Moines, 2013.
 - ◆ **Selecting Top Performers Recruiting and Interviewing Skills Workshop**, presented by Tero International, West Des Moines, IA, 2012.
 - ◆ **Multi-Hazard Emergency Planning for Higher Education (L363) Course**, presented by Federal Emergency Management Agency (FEMA)/United States Department of Homeland Security, River Falls, WI, 2012
 - ◆ **Introduction to the Incident Command System ICS-100 for Higher Education Course**, FEMA Emergency Management Institute, online, 2012
 - ◆ **Wisconsin Student Personnel Association (SPA) "Igniting Leadership & Influencing Change" Annual Conference**, Madison, WI, 2012.
 - ◆ **"Motivating Your Student Organization....or Not!"**, sponsored by the University of Wisconsin-Stout Department of Involvement & Leadership, Menomonie, WI, 2012.
 - ◆ **Community Readiness for Community Change: Moving our Universities Forward on Alcohol Issues**, sponsored by the University of Wisconsin System, Stevens Point, WI, 2011.
 - ◆ **PEAQ and AQIP Accreditation Policies and Practices Training Webinar**, sponsored by the Higher Learning Commission of the North Central Association, 2011
 - ◆ **University of Wisconsin System AODA Symposium**, Stevens Point, WI, 2011
 - ◆ **Campus Title IX Coordinator Training Seminar and Certification Course**, presented by the National Center for Higher Education Risk Management (NCHERM) and co-sponsored by University of Wisconsin System and the Wisconsin Association of Independent Colleges and Universities (WAICU), Madison, WI, 2011.
 - ◆ **Judicial Affairs Training Institute**, sponsored by the United States Department of Justice, Office on Violence Against Women Campus (DOJ/OVW) , Atlanta, GA, 2011.
 - ◆ **How to Understand and Deal with Cyberbullies webinar**, sponsored by the Association of College and University Housing Officers - International (ACUHO-I), 2011.
 - ◆ **Community Readiness: A Tool for Effective Community-Based Prevention and Campus Community Readiness Assessment for UW System Campuses Workshops**, sponsored by the University of Wisconsin System, Stevens Point, WI, 2011.
 - ◆ **Identifying and Responding to Bias and Bullying "Train the Trainer" Workshop** sponsored by UW-Stout and the Southern Poverty Law Center, Menomonie, WI, 2011.
 - ◆ **eCitizenship Institute** sponsored by the American Association of State Colleges and Universities (AASCU) and the American Democracy Project (ADP), Detroit, MI, 2010 & 2009.
 - ◆ **Conduct Officer Training & Sexual Violence Prevention Workshop**, sponsored by the University of Wisconsin System, Wisconsin Dells, 2010.
 - ◆ **Association for Student Conduct Administration (ASCA) Wisconsin State Meeting**, pre-conference session at the Wisconsin College Personnel Association (WCPA) Fall Conference, Wisconsin Dells, WI, 2010, 2009 & 2008.
 - ◆ **American Democracy Project (ADP) National Meeting** , "Agents and Architects of Democracy" sponsored by the American Association of State Colleges and Universities (AASCU), Providence, RI, 2010.
 - ◆ **University of Wisconsin Law Days Conference**, sponsored the UW System Office of the General Council, UW Madison Legal Services, UW-Milwaukee Office of Legal Affairs, and the UW-Green Bay legal staff, Madison, WI, 2010 & 2009.
 - ◆ **Academic Quality Improvement Program (AQIP) Systems Appraiser Workshop**, sponsored by The Higher Learning Commission of the North Central Association of Colleges and Schools, Lisle, IL, 2009.
 - ◆ **Developing Leadership for the 21st Century Conference**, sponsored by the UW-Stout Minority Faculty Staff Network and ASA Division, Menomonie, WI, 2009.
 - ◆ **The Higher Learning Commission Annual Meeting and AQIP Colloquium**, Chicago, IL, 2009.
 - ◆ **UW System Academic Staff Leadership Conference**. Participated at UW-Whitewater, 2009; UW-Platteville, 2008; UW-Superior, 2007; UW-Eau Claire, 2006; UW-River Falls, 2005; UW-Stout, 2004; UW-Stevens Point, 2003; UW-Parkside, 2002.
 - ◆ **Using NSSE to Enhance Student Engagement and Success Workshop** sponsored by the UW System Office of Professional & Instructional Development, Madison, WI, 2007.
 - ◆ **Critical Incident Command System Workshop/Incident Simulation**, 3-day intensive training for key campus decision makers, sponsored by the International Association of Campus Law Enforcement Administrators (IACLEA), Menomonie, WI, 2007.
 - ◆ **Association for Student Judicial Affairs International Conference**, Clearwater, FL, 2007.
 - ◆ **AQIP Accreditation Strategy Forum**, sponsored by The Higher Learning Commission of the



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PROFESSIONAL DEVELOPMENT (Cont.)

- North Central Association of Colleges and Schools, Lisle, IL, 2007.
- ◆ **Native American Veterans Workshop** with Patty Loew, UW-Stout, Menomonie, WI, 2006.
- ◆ **Hmong Culture in America Workshop**, UW-Stout, Menomonie, WI, 2005.
- ◆ **California Coalition Against Sexual Assault (CALCASA) Institute**, Philadelphia, PA, 2005.
- ◆ **"Student Trends: Understanding Today's College Student"** webinar, sponsored by the National Association of College Auxiliary Services, 2004
- ◆ **Campus Response to Terrorist Incidents: Police and Public Safety Agencies Response to Potential Terror Threats on Campus**, sponsored by University of Wisconsin System, Madison, WI, 2003.
- ◆ **Association of College Administration Professionals (ACAP) national conference.**, San Antonio, TX, 2002; San Diego, CA, 2001.
- ◆ **National Association of College Auxiliary Services Central (NACAS Central) Annual Conference**, St. Paul, MN, 2000.
- ◆ **International Association of Campus Law Enforcement Administrators (IACLEA) annual conference**, Boston, MA, 2000; San Diego, CA, 1999; Toronto, ON, 1998; Winston-Salem, NC, 1993; Minneapolis, MN, 1992.
- ◆ **Collaborative Leadership in Times of Change**—Leadership Program for Administrators, sponsored by the University of Wisconsin-Stout, Menomonie, WI, 1998.
- ◆ **Law Enforcement Recertification: Sensitive Crimes**, Mid-state Technical College, Wisconsin Rapids, WI, 1995.
- ◆ **Collegiate Management Institute (CMI)**, sponsored by the Central Association of College and University Business Officers (CACUBO), Milwaukee, WI, 1994 & 1995.

PROFESSIONAL ASSOCIATIONS

- ◆ **Academy of Management (AOM)**, 2023-present
- ◆ **Association for Student Conduct Administration (ASCA)**, formerly known as Association for Student Judicial Affairs (ASJA), 2006-2015.
- ◆ **Iowa Academic Advising Network (IowaAAN)**, 2014-2015
- ◆ **State Bar of Wisconsin**, Associate Member, 2008-2012.
- ◆ **Academic Staff Professionals Representation Organization (ASPRO)**, 2004-2012. Serve on Board of Directors, 2005-present, and as Board Vice President, 2006-2011.
- ◆ **Association of College Administration Professionals (ACAP)**, 1999-2010.
- ◆ **International Association of Campus Law Enforcement Administrators (IACLEA)**, 1993-2000. Technology Committee Chair, 1998-2000. Strategic Long-range Planning Group, 1998.
- ◆ **Wisconsin Chapter of IACLEA**, 1993-2000. Served as President, 1998, Vice President, 1996-97, and member of Training Committee, 1994-97.
- ◆ **International Association of Chiefs of Police (IACP)**, 1993-1999.
- ◆ **Wisconsin Chiefs of Police Association (WCPA)**, 1993-1999.
- ◆ **American Society for Industrial Security (ASIS)**, 1987-93. Served as a board member, 1990-93, and ASIS Foundation Coordinator, 1988-93, for the Northern Illinois chapter.

RECOGNITION & HONORS

- ◆ Presented with **Certificate of Meritorious Service** "in recognition of 19 years of dedicated service to the University of Wisconsin-Stout and with appreciation for a valuable contribution to public higher education in Wisconsin" from the President of the Board of Regents, President of the University of Wisconsin System and Chancellor of UW-Stout, 2012.
- ◆ Presented with a Bonnie Dirk as recipient of the **Order of the Dirk** from the International Clan Shaw Society (Scottish Heritage), 2010.
- ◆ **Plaque of Appreciation** "for exemplary service as Chair of the Senate of Academic Staff of the University of Wisconsin-Stout", 2009.
- ◆ **Certificate of Recognition** "for outstanding performance and dedication to the ASLS division by contributing to the ASLS Webmasters Group, 2008-2009" from the UW-Stout ASLS Division, 2009.
- ◆ Elected by peers as **Chair of the Senate of Academic Staff**, University of Wisconsin-Stout, 2008.
- ◆ Selected by the UW-Stout Campus and Chancellor to be the campus **nominee for the University of Wisconsin System Academic Staff Regents' Award for Excellence**, 2008.
- ◆ Elected by peers as **Chair of the Senate of Academic Staff**, UW-Stout, 2007.
- ◆ Selected by the UW-Stout Campus and Chancellor to be the campus **nominee for the University of Wisconsin System Academic Staff Regents' Award for Excellence**, 2007.



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RECOGNITION & HONORS (Cont.)

- ◆ **Certificate of Excellence** “for outstanding and lasting contribution on the Information Portal Design & Implementation Committee, 2005-2006” from the UW-Stout ASLS Division, 2006
- ◆ Elected by peers as **Chair of the Senate of Academic Staff**, UW-Stout, 2006.
- ◆ **Certificate of Excellence** “for outstanding and lasting contribution on the ASLS Webmasters Group, 2004-2005” from the UW-Stout ASLS Division, 2005.
- ◆ Presented with a Sgain Dubh with the Clan Shaw Badge as recipient of the **Order of the Dagger** from the International Clan Shaw Society, 2005.
- ◆ Presented by the Chancellor with a **Certificate and Gold Stout Lapel Pin** in recognition of 10 years of services from the University of Wisconsin-Stout, 2004.
- ◆ **Certificate of Recognition** “of advancing the cause of Academic Staff by presenting at the 2004 UW-System Academic Staff Leadership Conference hosted on the University of Wisconsin-Stout Campus” from the 2004 UW-System Academic Staff Leadership Conference Committee, 2004.
- ◆ **Certificate of Excellence** “for outstanding and lasting contribution on the ASLS Webmasters Group, 2003-2004” from the UW-Stout ASLS Division, 2004.
- ◆ Selected as **Wisconsin Elector to the U.S. Electoral College** as documented in the United States Library of Congress, 2004.
- ◆ **Scioto University Honorary Doctor of Management Science** , “upon the recommendation of the faculty and advisory council in recognition of outstanding leadership and service to higher education” from the Collegiate Management Institute, 2003.
- ◆ **Professional Recognition Award** “in appreciation for outstanding service to the Collegiate Management Institute” from the Central Association of University Business Officers, 2003.
- ◆ **Certificate of Excellence** “for outstanding and lasting contribution on the ASLS Webmasters Group, Campus Card Visioning Committee, North Campus Master Plan Committee, & Student Life Services Marketing Committee, 2001-2002” from the UW-Stout ASLS Division, 2002.
- ◆ **Scioto University Honorary Master of Management Science** , “upon the recommendation of the faculty and advisory council in recognition of outstanding leadership and service to higher education” from the Collegiate Management Institute, 2002.
- ◆ **Certificate of Excellence** “for outstanding and lasting contribution on the All University Professional Development Committee, Administrative & Student Life Services Webmasters Group, Chancellor’s Web Review Team, North Campus Master Plan Committee, Student Disciplinary Hearing Committee, 2000-2001” from the UW-Stout ASLS Division, 2001.
- ◆ Presented with medal signifying **Clansman of the Year** from the International Clan Shaw Society, 2001.
- ◆ **Certificate of Excellence** “for outstanding and lasting contribution on the Administrative & Student Life Services Webmasters Group 1999-2000” from the UW-Stout ASLS Division, 2000.
- ◆ Presented plaque as recipient of the **IACLEA President’s Award** “in recognition of his many contributions to the Campus Law Enforcement Profession” at the 42nd International Association of Campus Law Enforcement Administrators annual conference in Boston, MA, 2000.
- ◆ **Certificate of Appreciation** “for your dedication and contribution to the leadership of IACLEA” from the International Association of Campus Law Enforcement Administrators, 2000.
- ◆ **Plaque of Appreciation** “for years of selfless service as member of the Board of Directors”, Bridge to Hope (domestic abuse/sexual assault agency), 1999.
- ◆ Presented by the Chancellor with a **Certificate and Stout Lapel Pin** in recognition of 5 years of services from the University of Wisconsin-Stout, 1999.
- ◆ **Engraved Letter Opener** in recognition for service as Technology Committee Chair from the International Association of Campus Law Enforcement Administrators, 1999.
- ◆ Presented **Induction Plaque** signifying inclusion into Who’s Who in Law Enforcement from National Association of Chiefs of Police, 1992.
- ◆ Installed into **International Honor Society Beta Gamma Sigma**, 1992.
- ◆ Professional biography has been chronicled in editions of **Marquis Who's Who in American Education**, **Marquis Who's Who in the Midwest**, **National Association of Chiefs of Police Who's Who in Law Enforcement**, and the first edition of the **National Security Institute Who's Who in Security**.

COMMUNITY INVOLV.

- ◆ **East and South Des Moines Chamber of Commerce Board**, served as Government Relations Chair, 2013-2014.
- ◆ **Dunn County Partnership for Youth**, collaborative organization promoting safe and healthy communities for youth, 2011-2012.



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COMMUNITY INVOLVEMENT (Cont.)

- ◆ **Dunn County Criminal Justice Collaborating Council**, to enhance public safety through community collaboration by ensuring offender accountability, provide rehabilitative programming and supporting the rights and needs of victims, 2011-2012.
- ◆ **Rotary Club of Menomonie**, 2001-2010. Community Service organization. Inducted as Paul Harris Fellow. Served as Historian/Archives Committee Chair, 2004-2010; Webmaster, 2005-2009; and Program Chair, 2002-2004.
- ◆ **"We Remember" organizing group**, Menomonie Veteran's Day Celebration and Welcome Home for Company A, 2005.
- ◆ **"Neighbor to Neighbor" planning group**, planning for arrival of new Hmong families in Menomonie, 2004.
- ◆ **Clan Shaw Society**, Wisconsin/Minnesota Convener for the international family heritage society, 1999-2020.
- ◆ **Oaklawn Harmony Centre** (non-profit resource group) Founding Board of Directors, 1999-2003. Served as Board Vice President, 2001-03, and Secretary, 1999-2001.
- ◆ **Bridge to Hope** (domestic abuse/sexual assault agency) Board of Directors, 1996-2000. Served as Board Chair, 1998-2000, and Treasurer, 1998.
- ◆ **Dunn County Coordinated Community Response Team for Domestic Violence**, 1996-99.
- ◆ **Menomonie Area Jaycees** Charter Member, 1993-95. Served as President, 1993-94, and as State Director 1994-95.

(Vitae of Scholarly Activities Follows)



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EDUCATION

WILLIAM HOWARD TAFT UNIVERSITY SYSTEM, Taft Law School, Santa Ana, CA

- ◆ **Juris Doctor** (J.D.) degree, Cum Laude, January 2012. Directed Legal Studies Research Paper Topic: "Legal issues related to student judicial affairs and enforcing student codes of conduct at public universities."

UNIVERSITY OF WISCONSIN-WHITEWATER, Whitewater, WI

- ◆ **Masters of Business Administration** (M.B.A.) degree with emphasis in Management, Magna Cum Laude, Beta Gamma Sigma National Honor Society, May 1992.

Independent Study Project: Developing a Business Model Computer Simulation Game with Ethical Component for use by Faculty in Undergraduate Business Curriculum.

- ◆ **Bachelor of Business Administration** (B.B.A.) degree with General Business emphasis, December 1986.

UNIVERSITY OF WISCONSIN-ROCK COUNTY, Janesville, WI

- ◆ **Associate in Science** (A.S.) degree, August 1983.

UNIVERSITY OF WISCONSIN, Madison, WI

- ◆ Undergraduate coursework toward Bachelor of Science degree, majoring in Computer Science, August 1973-December 1975.

TEACHING EXPERIENCE (one section taught in-person unless noted)

IOWA STATE UNIVERSITY, Ivy College of Business, Dept. of Management & Entrepreneurship, Adjunct Lecturer (Part-time), 1/16-present

Role: Teach courses to Bachelor Degree seeking students.

Specific courses taught:

- ◆ *Organizational Behavior*, MGMT 371, 3 credits, Fall 2022, Fall 2023 (2 sections)
- ◆ *Responsible Management and Leadership in Business*, MGMT 372, 3 credits, Spring 2022, Fall 2022, Spring 2023 (2 sections)
- ◆ *Applied Principles of Business*, BUSAD 250, 3 credits, Summer 2020 (online), Fall 2020 (2 sections online), Spring 2021 (4 sections online), Summer 2021 (online), Fall 2021 (2 sections in-person & 2 sections online), Spring 2022 (1 section in-person, 2 sections online).
- ◆ *Principles of Marketing*, MKT 340, 3 credits, Spring 2016 (2 sections), Fall 2016 (4 sections), Spring 2017 (2 sections), Fall 2017 (3 sections), Spring 2018.

SIMPSON COLLEGE, West Des Moines Campus, Adjunct Faculty (Part-time), 8/18-12/18

Role: Taught course to Bachelor Degree seeking students.

Specific courses taught:

- ◆ *Management Concepts*, MAGT-131-HBD, 4 credits, West Des Moines Campus, Fall 2018 (1 section, Hybrid course with content delivered both online and in-person)

BLACKHAWK TECHNICAL COLLEGE, Adjunct Instructor (Part-time), 8/87-2/93

Role: Taught courses to Associate Degree seeking students in the Business Occupations Division, Supervisory Management and Business Computing programs on the Janesville and Monroe Campuses.

Specific courses taught:

- ◆ *Principles of Safety*, 196-105, 3 credits, Central Campus, Fall 1987, Spring 1990, Spring 1991, Summer 1992, Spring 1993.
- ◆ *Spreadsheet Applications*, 107-105, 2 credits, Monroe Campus, Fall 1990, Spring 1991, Fall 1991, Spring 1992, Fall 1992, Spring 1993.
- ◆ *Leadership Development*, 196-103, 3 credits, Central Campus, Fall 1990, Fall 1992.
- ◆ *Ethics in the Workplace*, 196-136, 1 credit, Central Campus, Fall 1992.
- ◆ *Time Management*, 196-131, 1 credit, Central Campus, Fall 1992.
- ◆ *Interviewing Skills*, 196-141, 1 credit, Central Campus, Spring 1992.
- ◆ *Problem Solving and Decision Making*, 196-135, 1 credit, Central Campus, Fall 1990.
- ◆ *Performance Appraisal and Evaluation*, 196-173, 1 credit, Central Campus, Summer 1990.
- ◆ *Computer Concepts I*, 107-102, 2 credits, Central Campus, Fall 1987.



Vitae of

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TEACHING EXPERIENCE (Cont)

Role: Developed course teaching curricula for use by the Business Occupations Division, Supervisory Management program. Specific curricula developed:

- ◆ *Ethics in the Workplace*, 196-136, 1 credit, December 1992.
- ◆ *Time Management*, 196-131, 1 credit, November 1992.
- ◆ *Problem Solving and Decision-Making*, 196-135, 1 credit, October 1990.
- ◆ *Principles of Safety*, 196-107, 3 credits, December 1987.

CONSULTING EXPERIENCE

ACADEMIC QUALITY IMPROVEMENT PROGRAM (AQIP), The Higher Learning Commission of the North Central Association of Colleges and Schools, Annual Update Reviewer and Systems Portfolio Appraiser, 5/08-present.

Role: Annual Update Reviewer - Conduct the reviews of and provide feedback statements on the Annual Updates submitted by AQIP accreditation institutions on each action project.

Role: Systems Portfolio Appraiser - Conduct team-based reviews of the 100-page Systems Portfolio submitted every 4-years by AQIP accreditation institutions.

COLLEGIATE MANAGEMENT INSTITUTE (CMI), Central Association of College Business Officers (CACUBO), Advisor, Level II, 6/01-5/04 (four seasons)

Role: On-site cluster advisor for 3 or 4 teams of 6 to 8 participants each. Guided Case Study and Learning Task experiences. As part of the Institute leadership team, annually reviewed and recommended changes to the curriculum, case studies, and course design.

PRESENTATIONS & PUBLICATIONS

- ◆ Facilitated Strategic Planning Session for the East and South Des Moines Chamber of Commerce Board, Des Moines, IA, June 2013.
- ◆ Keynote address at the Beta Delta Psi Chapter of Phi Theta Kappa (PTK) National Honor Society Induction Ceremony, Des Moines, IA, October 2012.
- ◆ *"The Forgotten: 21+ in College Alcohol Prevention"*, presented at the Wisconsin Student Personnel Association (SPA) Igniting Leadership & Influencing Change Annual Conference, Madison, WI, March 2012
- ◆ *"Are Campus Speech Codes Incompatible with Freedom of Speech?"*, *The Lake Effect*, Vol. 5 Issue 2, from the Association for Student Conduct Administration (ASCA) Circuit 7, August 2011.
- ◆ *"Initiatives Addressing High Risk Drinking"* panel discussion at The Plunge event sponsored by the Dunn County Partnership for Youth (DCPFY) Alcohol Environmental Team, Menomonie, WI, April 2011.
- ◆ *"Working to Promote a Positive Alcohol Environment"* informational seminar panel discussion, sponsored by the Menomonie City Council, Menomonie, WI, January 2011.
- ◆ *"Using Quality Tools"*, at the UW-Stout ASLS Quality Training sponsored by the Office of Budget, Planning and Analysis, Menomonie, WI, November 2010 & April 2009.
- ◆ *"Leadership and Current Issues of the Academic Staff,"* at the On the Move Academic Staff Leadership Conference hosted at UW-Whitewater, sponsored by the UW System, Whitewater, WI, July 2009.
- ◆ Special Featured Guest Speaker at the "2008 Winter Commissioning Ceremony", Northwoods Battalion of the United States Army Reserve Officers' Training Corps in Menomonie, WI, December 2008.
- ◆ *"Caught in the Political Maelstrom: Advocating for Academic Staff"*, at the Leading in the Millennium Academic Staff Leadership Conference in Eau Claire, WI, sponsored by the University of Wisconsin-System, July 2006.
- ◆ Editor, StoutConnections newsletter, a publication developed for parents of Stout students, 2000-2005
- ◆ *"Innovative Uses of Technology at UW-Stout"*, at the Wired and Inspired '04 Academic Staff Leadership Conference hosted at UW-Stout in Menomonie, WI, sponsored by the UW System, July 2004.
- ◆ *"Features of the Stout OneCard"*, at the UW-Stout New Student Orientation sessions, Summer 2004.
- ◆ *"UW-Stout CMI Alumni Continue Leadership Activities on Their Home Campus"*, CMI Alumni Newsletter of the Collegiate Management Institute, Spring 2003.
- ◆ *"Web Page Development for City and Campus Parking Operations"*, at the Wisconsin Parking Association Spring Workshop in Stevens Point, WI, March 2003.
- ◆ *"Who Moved my Cheese"* book discussion, at the UW-Stout Student Life Services Leadership



Vitae of

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PRESENTATIONS & PUBLICATIONS (Cont.)

- Team Summer In-service, July 2000.
- ◆ "IACLEA Bulletin Board Online", a technology corner feature in the Campus Law Enforcement Journal, March/April 2000
- ◆ "Professional Development is the Key to Leadership", CACUBO Newsletter of the Central Association of College and University Business Officers, March 2000.
- ◆ "Are We Getting the Message?", a technology corner feature in the Campus Law Enforcement Journal, January/February 2000.
- ◆ "Getting on the Highway", a technology corner feature in the Campus Law Enforcement Journal, November/December 1999.
- ◆ "Taking the IACLEA-L", a technology corner feature in the Campus Law Enforcement Journal, July/August 1999.
- ◆ "Customer Service and Living our Values", at the UW-Stout Student Life Services Clerical In-service, 2 sessions, July 1999.
- ◆ "Using Online Technology to Improve Communications", four sessions, at the 41st Annual IACLEA Conference sponsored by the International Association of Campus Law Enforcement Administrators, San Diego, CA, June 1999.
- ◆ Co-authored "Coordinated Community Response to Relationship Violence and Public Safety on Campus", Campus Law Enforcement Journal, November/December 1998.
- ◆ "Campus Services" panel discussion, at the UW-Stout New Student Orientation sessions, Summers 1993-1998.
- ◆ "Web Page Development for Campus Security and Police Departments" at the Wisconsin IACLEA Training Conference hosted by Western Wisconsin Technical College in La Crosse, WI, April 1998.
- ◆ "Drug Interdiction Training for Campus Police and Security" at the Wisconsin IACLEA Training Conference hosted by UW-Superior in Superior, WI, Superior, WI, October 1997.
- ◆ "Quality Efforts at UW-Stout" during 1996-97 Panel Discussion via compressed video to the University of Wisconsin Quality Coordinators Meeting, Madison, WI, September 1997.
- ◆ Assisted in writing a section of the 1995 NCAA Life Skills Training Program. The section instructed student athletes in "Dealing with Authority" as a subcomponent of the "Fundamental Values" section of the manual.
- ◆ "Computer/Internet Security Issues" at the Joint Wisconsin/Minnesota IACLEA Training Conference hosted by UW-Stout, Menomonie, WI, June 1995.
- ◆ "Creating a Student Minority Liaison to the University Police/Security Department" at the Strategies for Promoting Pluralism in Education and in the Workplace Conference in Huntington, WV, sponsored by Marshall University, October 1994.
- ◆ "Making Security More Approachable at UW-Stout", Campus Security Report, May 1994 .
- ◆ "Readers Page" article about the improving security climate at UW-Stout, School and College magazine, October 1993 .
- ◆ "Ethics in the Workplace" at the Administrative Services Division Staff Retreat in Eau Claire, WI, sponsored by UW-Stout Administrative Services, June 1993.
- ◆ "Complying with the Requirements of the Crime Awareness and Campus Security Act of 1990" at the Toward an Even Safer Campus Conference sponsored by Indiana University, Bloomington, IN, November 1992.
- ◆ "Computers' role in Security" at 1991 ASIS Loss Prevention Seminar sponsored by the Northern Illinois Chapter of the American Society for Industrial Security, South Beloit, IL, October 1991.
- ◆ "Key Control Does Its Homework" published in the August 1987 issue of Security Management magazine.
- ◆ Developed the CORESORT (door indexing) computer software (copyright 1987) to accompany the KEYSORT I software package. Beloit College marketed this software to the public from 1987 to 1993
- ◆ Developed the KEYSORT I (key control) computer software (copyright 1985). The software earned the "1986 Cost Reduction Incentive Award" from the National Association of College and University Business Officers (NACUBO) in conjunction with the United States Steel Foundation. Beloit College marketed this software to the public from 1987 to 1993.