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Brief Summary Statement

Completed fourth year of teaching, after retiring from a full career as a civil servant working for the National Aeronautics and Space Administration (NASA). This CV highlights education and teaching first, then reviews career as a civil servant. During my career I developed competencies in all public administration competency areas taught by the School of Public Administration. *NASA Medals for Equal Employment Opportunity, Exceptional Service and Outstanding Leadership.*

Education

Doctor of Education, Curriculum and Instruction, University of Central Florida, 2002.

Dissertation: “An Evaluation of Face-to-Face Mentoring vs. Electronic Mentoring”, concentrating on the effect (interest, performance, retention) of NASA scientists mentoring students face-to-face in the classroom vs electronically through the Internet.

University of Central Florida, College of Education Professional Achievement Award, 2011

Master of Arts, Political Science with a Certificate in Public Administration, University of Florida, 1984.

Master of Arts study: Graduate History coursework, 18 hours, George Mason University and University of Central Florida.

Bachelor of Science, Business Administration (Economics), University of Florida, 1979.

Teaching Experience

Lecturer, University of Central Florida, Fall 2016 –

Teach numerous classes in the School of Public Administration to both graduate and undergraduate students. Responsible for developing student skills in professional competencies, identifying course objectives, selecting textbook, selecting specific content, organizing course, student assessment, lectures as needed, facilitate student-led teams, provide one-on-one student counseling. Canvas Course Management System utilized in face-to-face, mixed-mode or online classes. Excellent student course evaluations.

Excellence in Undergraduate Teaching Award, College Level, 2020 (monetary reward)

Courses taught Fall 2016-Spring 2020:

Course	Description	Level of Course	# Times Taught	Mode Taught
PAD 3003	Public Administration in American Society	Undergraduate	7	All F-t-F
PAD 4720	Survey Research in Public Administration	Undergraduate	9	3 F-t-F; 6 Online
PAD 6035	Public Administration in the Policy Process	Graduate	8	3 F-t-F; 5 Online

PAD 6335	Strategic Planning and Management	Graduate	11	1 F-t-F; 1 Reduced Time; 9 Online
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Note: ALL 3 credit hour courses

PAD 3003 UCF-Designated High Impact Course, Integrative Learning, 2018

PAD 4720 UCF-Designated High Impact Course, Research Intensive, 2018

PAD 6335 This course has been designated a quality course by the State of Florida, 2017

Other Classes Taught:

PAD 6700, Research Methods in Public Administration, multiple semesters

PAD 4822, Intergovernmental Administration, Spring 2016

Adjunct Instructor, University of Central Florida, 2003 – 2004; 2014 – 2016,

Taught ‘Research Methods’ to graduate students multiple semesters in both UCF College of Education and School of Public Administration. Utilized course objectives, organized and planned subject matter content, developed student assessment plan, lectured weekly, facilitated student-led teams, provided one-on-one student counseling. Proficient in Canvas Course Management System. Excellent student evaluation feedback.

Associate Adjunct Faculty, Valencia College, 2013 – 2016, Undergraduate

Taught multiple “American Government” (POS 2041) classes to undergraduate students from Fall 2013-Summer 2016. Many of these courses were hybrid courses – part face-to-face, part online.

Utilized course objectives, organized and planned varied subject matter content, developed student assessment plan, lectured weekly, facilitated student-led teams, provided one-on-one student counseling. Utilized community leaders in class for student/professional discussions. Earned Associate Faculty, 2014. Excellent student evaluation feedback.

Nominated for Faculty Association Award for Excellence in Teaching, Counseling, and Librarianship, 2015. Earned Associate Status.

Training Team member, Kennedy Space Center (KSC), 1995 – 1998

Selected for special training team to provide training to all NASA Kennedy Space Center civil service employees (~2000) for two different courses: Kennedy Multi-Cultural Leadership Program (KMLP), and Covey Seven Habits Program. KMLP was a two-day immersive course in accepting and leveraging diversity on the workplace. Organized and planned subject matter content, presented material, lead group discussions, handled difficult situations, and collected evaluation data. Training process was a weekly two-day class over two years, trained approximately 2,000 employees. Evaluations averaged over 90% satisfaction with course.

Professional Development in Teaching and Learning

2020 UCF Faculty Teaching and Learning (FCTL) Summer Conference, (Virtual conference); “Taking the plunge, moving to open educational resources”.

2019 UCF Faculty Teaching and Learning (FCTL) Winter Conference, unfunded participant

2019 UCF Faculty Teaching and Learning Center (FCTL) workshop, focus on Case-Based and Problem-Based Learning

2019 UCF Faculty Teaching and Learning Center (FCTL) workshop, focus on Interactive Lectures and Techniques for Large Classes

- 2019 UCF Faculty Teaching and Learning Center (FCTL) Summer Conference, Teaching Across Modalities and Spaces, further developed role play for fall semester, 2019
- 2019 UCF Quality Enhancement Plan (QEP), Enhancing Integrative Learning at UCF Workshop; wrote article, included assignment instructions and student products; can be seen at: <https://undergrad.ucf.edu/whatsnext/building-an-integrative-learning-course-in-public-administration/>
- 2019 UCF Faculty Teaching and Learning Center (FCTL), Course Innovation Project, Active Learning Spaces designed for faculty moving downtown; developed role play for PAD 3003
- 2019 QEP Transfer Student Success Workshop Series, led by UCF Transfer and Transition Services
- 2018 UCF Faculty Teaching and Learning (FCTL) Winter Conference, unfunded participant, Transparency and Authenticity in Teaching
- 2018 SoTL Day at FCTL, How to develop a SoTL project
- 2018 Barriers Be Gone! Escape Room, workshop provided by Student Accessibility Services to familiarize faculty with various accessibility challenges
- 2018 PAL 6000 Personalized Adaptive Learning Certification
- 2018 UCF Faculty Teaching and Learning Center (FCTL) Summer Conference, QEP track, “Improving Civic Literacy and Preparation by linking American History and Public Administration Classes”
- 2018 UCF Faculty Teaching and Learning Center (FCTL), Teaching and Learning Day; focused on team-based learning, open-source materials, and integrative learning
- 2018 UCF Quality Enhancement Plan (QEP) ePortfolio Bootcamp
- 2018 UCF Quality Enhancement Plan (QEP) Integrative Learning Course Designation Workshop
- 2017 UCF Faculty Teaching and Learning Center (FCTL), Special Interest Group, Contemplative Practices in the Classroom
- 2017 UCF Faculty Teaching and Learning Center (FCTL), Course Innovation Project, focus on interventions using metacognition to improve learning
- 2017 UCF Faculty Teaching and Learning (FCTL) Winter Conference, “Implementing Integrative Learning in Public Administration”
- 2017 Extending the Efficacy of LMS workshop, led by CDL
- 2017 FCTL Summer Conference, two conference proposals accepted: developing strong online teams and adaptive learning for students
- 2017 Quality Enhancement Program (QEP) Building Research-Intensive Courses Workshop
- 2017 Quality Enhancement Program (QEP) Student Professionalization Workshop – improving students’ professional knowledge in classes
- 2016 -2017, Lecturer Excellence Program (7 monthly workshops), Led by Office of Faculty Excellence
- 2016 UCF Faculty Teaching and Learning (FCTL) Winter Conference, Winter 2016, unfunded participant
- 2016 IRB Fundamentals, COHPA workshop to familiarize faculty with IRB
- 2016 Online Course Development Certification Course (IDL 6543)

SoTL Research, Scholarship and Creative Activities

- 2020 Continued to utilize student peer-coaches (competitively selected). Use student coaches in multiple classes most semesters; total of thirteen coaches so far.

- 2020 American Society for Public Administration (ASPA) 2020 Conference presentation, “Assessing the Effectiveness of Service-Learning Processes and Products in Public Administration”. (Accepted but conference cancelled due to corona pandemic).
- 2020 UCF Faculty Focus Article; March 2020: “Teaching and Learning: Where to go from here?”
- 2020 “Assessing the Effectiveness of Service-Learning Processes and Products in Public Administration” (peer-reviewed); Teaching Public Administration (accepted and in press)
- 2019 Florida Conference of Historians, co-presenter, “Improving Civic Literacy and Preparation by linking American History and Public Administration Classes”
- 2019 American Society for Public Administration (ASPA) Conference panel organizer and chair, “Developing the Next Generation of Public Service Leaders”
- 2019 American Society for Public Administration (ASPA) Conference presentation, “The Benefits of Integrative Learning Techniques in Public Administration Classes”
- 2019 American Society of Public Administration (ASPA), PA Times Newsletter article, “Selected Metacognition and Integrative Learning Activities in Public Administration”
- 2018 School of Public Administration Brown Bag Lunch Research Presentation, “Personalized Learning in Research Methods”
- 2018 American Society of Public Administration, PA Times Newsletter article, “Selected Integrative Learning Activities in Public Administration”
- 2018 UCF Faculty Focus Article; Special Edition for Instructors and Lecturers: “The Value of Integrative Learning in Public Administration Classes”
- 2018 School of Public Administration Teaching Circle presentation, “Evolution of an Online Group Assignment”
- 2018 American Society for Public Administration (ASPA) Conference: “The Emergency Management Discipline: How Are We Moving the Needle?”, Discussant
- 2018 Sunshine State Teaching and Learning Conference, Integrative Learning Panel Chair; also presented “Integrative Learning in Public Administration”
- 2017 UCF Community Partners Nonprofit Conference, Session Facilitator
- 2017 Southeastern Conference for Public Administration (SECOPA), presenter, “Transformation at NASA’s Kennedy Space Center (KSC): State and Federal Government Collaboration” (non-SoTL)
- 2017 UCF Faculty Focus Article: “Student Consultants Provide an Independent Eye to Improve Teaching”
- 2017 School of Public Administration Teaching Circle presentation, “Reflections of a First-Year Faculty”
- 2017 American Society for Public Administration Conference (ASPA), attendee

Active IRB-Approved Protocols

- Assessing Service-Learning Processes and Products in Public Administration
- Improving Civic Literacy and Preparation by Linking American History and Public Administration Classes
- Using Integrative Learning to Improve Student Preparedness in Public Administration
- Using Service-Learning to Improve Student Learning and Professional Development
- Using Metacognition to Improve Student Learning in Research Methods
- Adaptive Learning: Using RealizeIT to teach Public Administration Courses

Representative Administrative Service and Community Activity

- 2019 -2020, Cocoa Police Department Strategic Plan Development team member
- 2019 -2020 UCF College of Community Innovation and Education Alumni Mentorship Program mentor
- 2020 School of Public Administration Public Service Leadership Committee
- 2020 UCF High Impact Designation Course Review Committee; review and recommend classes for service learning, research intensive or integrative learning UCF designation
- 2019 School of Public Administration Center for Public and Nonprofit Management 18th Annual UCF Nonprofit Partners Conference, plenary panelist
- 2019 -2020 Student Engagement Committee, Co-chair; created three different Professional Development workshops, specific to public administration, for students; workshops to enhance students' skills in personal planning, public speaking, team-building skills, developing their professional story
- 2020 School of Public Administration By-laws Committee
- 2020 Undergraduate Thesis Committee member, Alyssa Marchione, "A Study on Leadership Limitations, Benefits, and Creating Balance"
- 2019 Student Professional Development Workshop, "Yikes I need a Plan"; creator and presenter
- 2016 -ongoing, School of Public Administration Nonprofit Program Advisory Board
- 2016 -ongoing, School of Public Administration Undergraduate Curriculum Committee member
- 2016 -ongoing, School of Public Administration Nonprofit Program Curriculum Committee member

Representative Community Activities and Professional Organizations

- Member American Society for Public Administration (ASPA)
 - Nonprofit Section, Secretary, Term: 2019-2021
 - Education Section, Board Member Term: 2020-2022
 - Central Florida ASPA chapter, member
- Pi Alpha Alpha Honor Society, 2019
- Leadership Orlando, Class 76
- Former Boy Scout, Indian Guides leader
- Former Sunday school teacher, youth advisor
- Volunteer experiences: Kennedy Space Center Visitors Center, Leu Gardens, Polasek Museum, Orlando Cares: Pathfinders Program (mentoring students)

NASA Work Experience

Career summary: Retired from a twenty-eight year career at NASA, including eight years at NASA Headquarters in Washington, D.C., and twenty years at the Kennedy Space Center. Major work activity included: two-year fellowship, including development assignment with Congressional Research Service, eight years working in Space Shuttle logistics program, fifteen years in NASA's education program, KSC History Contact, vice-chair source evaluation board, three years as a senior leader culminating as Deputy Director, Education and External Relations Directorate. Worked for Alachua County government in urban planning as graduate student.

Deputy Director, Education and External Relations Directorate, Kennedy Space Center (KSC), 2010 – 2012

Served with the Director in leading and managing all aspects of the organization's mission in five key areas: management of the KSC Visitor Complex, KSC education efforts, legislative relations, strategic communications, and public events/access to the Center. Managed resources including personnel, budget and assets; member KSC strategic planning team, led organization through audits such as ISO. Developed a positive organizational culture through employee surveys, lunches and recognition, personnel development workshops, supervisory training and retreats. As a member of KSC Speakers' Bureau, spoke to many community groups about NASA activities.

Deputy Associate Administrator for Program Integration (Acting),

Office of Education, NASA Headquarters, Washington D.C., 2010

Served as one of two top officials in NASA's Education Program, integrating the activities of NASA's three education program areas: K – 12 STEM Education, Higher Education, and Informal Education and ten NASA field centers. Managed and led NASA's Education Coordinating Committee (ECC), the Agency's education policy-making body. Participated in presentations to Congressional staff and the White House Office of Science and Technology Policy (OSTP). Participated in the National Science and Technology Committee meetings, and budget/evaluation meetings with the Office of Management and Budget (OMB) as well as other Federal agencies. Presented budget and programmatic material to the NASA Administrator.

Vice-chairman, KSC Source Evaluation Board, Kennedy Space Center (KSC), 2009 – 2010

Managed the day-to-day operations and progress of the board. The board was responsible for the competition and selection of the concession agreement to manage the KSC Visitors Center (VC), a twenty-year agreement including significant capital investment and revenues. Developed a vision for the next twenty years at KSC VC, provided industry briefings, developed request for proposals, evaluated proposals and presented to the source selection official. Selection was made from multiple bidders with no protest.

History Officer, Kennedy Space Center (KSC), 1993 – 2012

Responsible for planning, coordinating and managing history projects at the Kennedy Space Center. Served as Contacting Officer's Technical Representative (COTR) for *The History of the Kennedy Space Center* book project, written by Dr. Ken Lipartito, historian and author. I provided access to NASA personnel and material, provided contextual discussions as necessary, established peer review plan for individual chapters and entire book, and evaluated contractor performance. Worked with intellectual property rights issues, developed and managed publishing strategy with University of Florida Press. Additional history activities include: served as KSC mentor for multiple history students and faculty and developed KSC Oral History Program. Developed special materials for KSC's 50th anniversary.

Chief, Education Programs and University Research Division, KSC, 2005 – 2009

Managed the implementation of NASA's education programs in a four-state region: Florida, Georgia, Puerto Rico and the Virgin Islands. Responsible for planning and implementing all education services at KSC, including science, technology, engineering and mathematics (STEM) programs in the areas of K-12, higher education, informal education and e-education. Emphasized participation of underserved populations to inspire and engage more students to pursue STEM disciplines. Supervised civil service staff and oversight of contractor workforce. Managed all KSC education resources. Wrote and evaluated many project proposals.

University Affairs Officer, KSC, 1994 – 2005

Led a team focused on higher education programs. Developed unique, cutting-edge education programs, many in the area of educational technology, including the Virtual Science Mentor (VSM) Program, a cutting-edge program using Internet interactions to increase the audience who could interact with KSC engineers and scientists. Managed programs including Summer Faculty Research Opportunities, Graduate Student Research Program, National Research Council Post-doctorate program, NASA Science and Technology Scholarship Program, Faculty Awards for Research Program, Harriet Jenkins Fellowship Program, and undergraduate intern programs.

Logistics Management Specialist, NASA Headquarters and Kennedy Space Center, 1986-94
Planned, implemented and evaluated logistics for the National Space Transportation System (NSTS). Served as resource and technical analyst. At KSC, served as project lead for successful Phase II implementation of the NASA Shuttle Logistics Depot (NSLD). This two-year project developed and analyzed the business and technical case for a robust logistics depot to repair and manufacture Space Shuttle Orbiter components in Cape Canaveral leading to significant program savings (\$M) in the Space Shuttle Program. Presented analytical data to all levels of the Space Shuttle Program justifying the expansion; program implemented.

Presidential Management Intern (Fellow), 1984 – 1986. Entered government service as a competitively selected Presidential Management Intern (PMI). Selected to work as executive assistant to the NASA Administrator's Office for approximately one year. Worked with the Administrator, Deputy Administrator and Associate Administrator on a range of NASA issues. As a PMI I was also able to rotate through many different offices at NASA to gain a wide exposure to the Agency's varied activities as well as a detail at the Congressional Research Service.

NASA-related research or grant/proposal activity

Member or Lead of numerous NASA Education proposal evaluation teams, 1996 – 2010

- NASA Explorer Institutes Focus Groups
- NASA Explorer Institutes Professional Development Workshops
- NASA Science and Technology Scholarship Cooperative Agreement
- NASA Designated Space Grant Consortium Competition
- NASA Experimental Program to Stimulate Competitive Research
- NASA Summer of Innovation

Research through Oral History

- Training received through NASA
- KSC Oral History Program lead
- Spiritual Journeys Oral Histories lead, local Orlando church (post-NASA)
- Space Shuttle Technician Oral Histories, personal project (post-NASA)
- Kennedy Space Center Collaboration interviews (post-NASA while at UCF)

NASA-related Conference Participation

- 2003 NASA Research Summit. Panel Chairman; "Understanding and Working with the NASA Kennedy Space Center".
- 2001 "Distance Mentoring in the NASA/Kennedy Space Center Virtual Science Mentor Program", author (ERIC document #ED451056)

- 2001 NASA/Minority University Presidents Conference. Conference Organizer and Chairman. Invited audience included all minority serving university presidents in the country. Approximately 300 persons in attendance.
- 2001 Southwest Educational Research Association Conference. Presented “Distance Mentoring in the NASA/Kennedy Space Center Virtual Science Mentoring Program”.
- 2000 NASA Kennedy Space Center/Florida University President Exchange, Kennedy Space Center. Workshop organizer.
- 2000 37th Space Congress. Served as Session Chairman for session on “Successful Partnerships”.
- 1999 Partners in Education and Research Conference. Conference Co-Chairman.
- 1999 36th Space Congress. Served as Session Chairman for session on “New Approaches and Techniques to Educate the Space Workforce Beyond 2000”.
- 1998 NASA Kennedy Space Center/Florida University Representative Exchange, Kennedy Space Center. Workshop organizer.
- 1998 Partners in Education and Research Conference. Conference organizer and chairman
- 1998 35th Space Congress. Served as Session Chairman for session on “New Horizons in Education”.

References include:

Dr. Naim Kapucu, School of Public Administration, Director; Pegasus Professor

Dr. Mary Ann Feldheim, Retired School of Public Administration Faculty

James Stofan, Senior Vice President, Defenders of Wildlife