

Curriculum Vitae for William Richard “Rick” Harwell

Contact Information

TAMU MS 2261
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Formal Education

Certificate, Nonprofit Management, Duke University
AbD (all but dissertation) Recreation & Leisure Sciences, University of Utah
M.S. in Education, Parks and Recreation, Memphis State University
B.S. in Education, Parks and Recreation, Memphis State University

Professional Experience

Volunteer in Parks, Mount Rainier NP and Lewis and Clark NHP, National Park Service. Served as Roadside Assistance Volunteer at Mt. Rainier and as a safety kayaker for Lewis and Clark. (June-August, 2019)

Volunteer in Parks, Timucuan Ecological and Historic Preserve, National Park Service. Staffed the visitor center at Kingsley Plantation, opened and closed the park each day. (May-August, 2018)

Assistant Professor of the Practice, Texas A & M University, Recreation, Park & Tourism Sciences Department, College Station, TX. Teach courses in recreation administration, outdoor recreation and other topics. (August, 2015-present)

Human Resource Director, Doyon Universal Services, Anchorage, AK. Lead the HR department for a company of approximately 1,200 employees. Duties included policy development, budget management, compensation and benefits, employee relations, talent management, compliance, training and management of the HRIS/LSMS. (January, 2011-August, 2015)

Learning & Development Manager, Doyon, Limited Human Resources, Fairbanks, AK. Managed the development and delivery of training for the Doyon Family of Companies. Duties include performance reviews, succession planning, organizational development, training and evaluation. (February, 2009-January, 2011)
Special detail to assist Doyon Universal Services’ President with HR matters (Sept., 2010-January, 2011)

Finance Director, U.S. Army MWR, Ft. Greely, AK. Managed the MWR fund for Fort Greely including accounts payable and receivable. Assisted MWR Director and was acting MWR Director in her absence. (December, 2008-February, 2009)

Assistant City Manager, City of Whittier, AK. Managed administration including finance, risk management, human resources, training, website and serve as the City Manager in the absence of the City Manager. (August, 2007-September, 2008)

Senior MWR Instructor, U.S. Army MWR Academy, Alexandria, VA. Served as a primary instructor and course developer for MWR and senior management, human resources and leadership courses at various locations around the world. (July, 2006–July, 2007)

Professional Experience continued

Director, Parks, Culture and Recreation Department, City of Unalaska, AK. Managed a department with three divisions, 32 employees, and a total budget (capital & operating) of approximately \$7.5 million. Facilities include an Aquatics Center, Community Center, Public Library, and eight parks. (June, 2004–June, 2006)

Program Manager, U. S. Navy MWR. Was responsible for the Navy's worldwide MWR intern program, course evaluation program, and serve as a Master Course Manager. Duties include budgeting, program management, selection and placement of interns, selection and training of supervisors around the world, and recruiting. (January, 2001–June, 2004)

Director, Clemson University Leisure Skills Program. Managed the program including recruiting faculty, curriculum design, planning, budgeting, and scheduling. (August, 1998-January, 2001)

Director, Clemson Expeditions. Managed operations of an outdoor recreation outfitting service that offered rock climbing, whitewater rafting, sea kayaking, snow skiing, backpacking, and team building, to students, faculty, staff, and others. (May, 1998-August, 2000)

Director, South Carolina Rural Recreation Project, Clemson University. Responsible for the overall management of the project including personnel management, budget management, survey research, analysis, fund-raising, public relations, and marketing. (January, 1994-January, 2001)

Faculty, East Carolina University, Leisure Systems Studies (LSS) Department. Responsible for research, teaching, and service. Taught undergraduate classes in Park Administration, and Research. Advised Leisure Services management majors. Served as the co-advisor for the LSS Alumni Society, and intern supervisor. (August, 1992-December, 1993)

Head, Research and Evaluation Unit, U. S. Navy Bureau of Personnel, Morale, Welfare and Recreation Division (MWR), Washington, DC. Responsible for strategic planning, budgeting, contracts, and day-to-day management of the Navy's worldwide research and evaluation program. (January, 1992-August, 1992)

Morale, Welfare and Recreation Management Analyst, MWR Training Unit, Patuxent River, Maryland. Responsible for technical assistance, and trend analysis of worldwide Navy Leisure Needs Assessments, and the MWRTU Course Evaluation Project. (April, 1990-December, 1991)

Recreational Services Instructor, MWR Training Unit, Patuxent River, Maryland. Taught Recreational Mid-level Management, Management Skills Training, and was responsible for the development and administration of the Navy's worldwide MWR intern program. (March, 1988-December, 1991)

Research/Teaching Assistant, Department of Recreation & Leisure Studies, University of Utah, Salt Lake City, Utah. Taught recreation courses, and served as a Research Assistant in the Western Laboratory for Leisure Research while completing course work for Ph.D. (June, 1985-March, 1988)

Professional Experience continued

Faculty, Division of Recreation & Park Administration, Memphis State University, Memphis, Tennessee. Responsible for teaching and service. (January, 1984-May, 1985) Resource Management Specialist, Tennessee Division of Parks & Recreation, Nashville, Tennessee. Managed the Tennessee Scenic Rivers program, including long range planning and development. (October, 1982-December, 1983)

Park Ranger Naturalist/Horse Mounted Ranger, Tims Ford State Rustic Park, Winchester, Tennessee. Park interpretation, trail design, construction, and law enforcement. (August, 1981-September, 1982)

Park Ranger, Meeman-Shelby State Recreation Area, Millington, Tennessee. Law enforcement, facility maintenance, and visitor relations. (September, 1980-July, 1981)

Teaching Assistant, Division of Recreation & Park Administration, Memphis State University, Memphis, Tennessee. Teaching and outdoor equipment coordinator while completing course work for M.S. (September, 1979-August, 1980)

Instructor, Project Apollo, Land Between the Lakes, Kentucky. Taught high adventure outdoor recreation courses. (January, 1978-August, 1978)

Professional Development

Large Passenger Van Driving Course (online), Alert driving, (December, 2017)

Wildlife Guide Training, Parts 1 & 2, TAMU Extension, (July, 2016)

Leave No Trace Master Educator Online Refresher Course, LNT.org (June, 2016)

Critical Thing Academy Fellow, TAMU (2016)

Wakonse South Teaching Fellow, TAMU (April, 2016)

Wilderness First Aid course, NOLS WMI (March, 2016)

Application of Quality Management Rubrics, TAMU (February, 2016)

Washington Boater Education Course (February, 2016)

Heartsaver CPR/AED Course, American Heart Association (February, 2016)

Texas Boater Education Course (January, 2016)

Course Syllabus Design, Center for Teaching Excellence, Texas A & M University (Dec., 2015)

Texas Hunter Education Instructor Course, TPWD (December, 2015)

Louisiana Boater Education Courses (November, 2015)

Managing Hot Topics in the Classroom, Center for Teaching Excellence, TAMU (Nov., 2015)

Lecturing Well, Center for Teaching Excellence, Texas A & M University (September, 2015)

Leading Strategically for HR Professionals, SHRM/Center for Creative Leadership (June, 2014)

Society for Human Resources Management Annual Conference, SHRM (June, 2014)

Coaching and Mentoring Winners (May, 2014)

Conflict Management, the Basics, ASHRM (April, 2014)

Incident Free Culture – Leadership Workshop, Conoco Phillips Alaska (March, 2014)

From HR Manager to Executive Coach, ASHRM (January, 2014)

Mission Possible: Retirement Seminar, ASHRM (December, 2013)

Shaping HR Public Policy, SHRM (October, 2013)

Essentials of Giving and Receiving Feedback, Rockhurst University (September, 2013)

Investigation and Report Writing Seminar, Clear Law Institute (October, 2013)

Professional Development continued

Demystifying the Role of Employment Agencies, ASHRM (September, 2013)
Current Trends in Background Checks, ASHRM (September, 2013)
Arctic Pass Tier II Training, Exxon Mobil (March, 2013)
Workers' Compensation Update, Lorman (January, 2013)
The Role of the Visitor Chair, CAPRA, NRPA (December, 2012)
MBTI Step 1 and 2 Practitioner certification course, CAPT (November, 2012)
DISA Communicator Training webinar (August, 2012)
Supervisory Training, Doyon, Limited (February, 2012)
Human Performance in the Workplace Certificate, ASTD (October, 2011)
Society for Human Resources Management Annual Conference, SHRM (June, 2011)
Managing the Learning Function Certificate, ASTD (May, 2010)
Introduction to Inclusive Recreation, NRPA (April, 2010)
Alaska State Human Resources Conference, AK SHRM (April, 2010)
UltiPro Recruitment for End Users, UltiPro (February, 2010)
Managing & Evaluation Learning Certificate, ASTD (December, 2010)
Facilitating Organizational Change, ASTD (December, 2010)
Teambuilding and Motivating Employees, TVC (November, 2009)
Seven Habits of Highly Effective People, TVC (November, 2009)
Communication in the Workplace, TVC (October, 2009)
Dealing with Difficult People, TVC (October, 2009)
Sharpening Supervisory Skills Module One, Magellan (October, 2009)
UltiPro Workforce Development, UltiPro (August, 2009)
UltiPro Fundamental of Reporting, UltiPro (August, 2009)
Presentation Skills and Video Coaching, CEI (July, 2009)
Workplace Investigations Interviews, Thompson Interactive (July, 2009)
Supervisor Recognizing Signs and Symptoms of Alcohol Misuse, Alpha Pro (May, 2009)
Supervisor Recognizing Signs and Symptoms of Drug Abuse, Alpha Pro (April 2009)
Sharpening Supervisory Skills Module Five, Magellan (April, 2009)
Sharpening Supervisory Skills Module Three, Magellan (April, 2009)
Sharpening Supervisory Skills Module Four, Magellan (April, 2009)
Commercial Sponsorship Online Training, U.S. Army (February, 2009)
Dept. of Defense Government Purchase Card Course, U.S. Army (January, 2009)
System Security Awareness Certification – Level 1, U.S. Army (January, 2009)
Anti-terrorism Level One Awareness Training, U.S. Army (December, 2008)
Ethics Training for Acquisition Technology and Logistics, U.S. Army (December, 2008)
U.S. Bank Corporate Payment System – Online Access training (December, 2008)
Environmental Emergencies and Environmental Hazards Awareness Conference (March, 2008)
Public Entity Risk Management Seminar, Alaska Municipal League (February, 2008)
Worksafe Supervisor Signs and Symptoms Workshop (December, 2007)
Alaska Recent Developments in Employment Law (October, 2007)
Lean Six Sigma Training (April, 2007)
Department of Defense Spear-Phishing Awareness Training (December, 2006)

Professional Development continued

Team Tools: Action Learning Activities Workshop, Otto Kroeger Associates (November, 2006)
Langevin Instructional Design for New Designers (November, 2006)
Army MWR Applied Financial Planning (November, 2006)
Bob Pike Train the Trainer Boot Camp (November, 2006)
Langevin Instructional Techniques for New Instructors (September, 2006)
National Security Personnel System 101 (September, 2006)
Army MWR Basic Management (August, 2006)
Army Computer Users Security (August, 2006)
Army MWR Training Conference (August, 2006)
Army Action Officers Training Course (August, 2006)
Army CFSC Personnel Ethics Training (July, 2006)
Army Level One Antiterrorism Awareness Training (July, 2006)
Army Preventing Sexual Harassment (July, 2006)
Army MWR Orientation (July, 2006)
Boat U. S. Foundation (June, 2006)
Hazard Communication Training (May, 2005)
Section 106: An Introduction, National Preservation Institute (Oct., 2004)
National Recreation & Park Association Annual Congress (October, 2004)
Blood-borne Pathogens Training (September, 2004)
Supervisory Techniques, Reeves-Martin Associates (February, 2004)
MWR Master Course Manager (February, 2003)
Leadership Skills for Managers (October, 2002)
MWR Field Course Manager for MWR Manager (November, 2001)
MWR Course Manger's Course (June, 2001)
MWR Manager Course (March, 2001)
Wilderness First Responder (September, 2000)
National Prevention through Recreation Services School, NRPA (January, 2000)
Flat-water Open Canoe Instructor Workshop, American Canoe Association (July, 1999)
Boaters rescue workshop (August, 1998)
Raft guide training workshop (July, 1998)
Rocky Mountain Revenue & Management School, NRPA (1997)
National Playground Safety Inspector's Workshop, NRPA (October, 1995)
Southern Institute on Service Learning, National Dropout Prevention Center (May, 1995)
America's At-Risk Youth National Conference (February, 1995)
Recreation for At-Risk Youth Conference, Texas A & M University (February, 1995)
Programming for At-Risk Youth, National Recreation & Park Association (October, 1994)
Festival and Event Manager's Workshop, South Carolina Festival Association (August, 1994)
Personal Stress Management Inst. Workshop, National Health Promotion Center (August, 1993)
Smoke Stoppers-Staying Stopped Inst. Workshop, National Health Promotions (August, 1993)
Multimedia in the Classroom, ECU Academic Computing Office (February, 1993)
Grants without Grief, ECU Office of Sponsored Programs (February, 1993)

Professional Development continued

Attended the following CEU sessions at the 1992 National Recreation & Park Association Congress: "Small Communities: Issues and Trends" & "Environmental Conflicts"
Completed training for NRPA Accreditation Team Visitor (October, 1992)
Presenting Data with SPSS, Statistical Package for the Social Sciences (April, 1991)
Data Entry Made Easy with SPSS, Statistical Package for the Social Sciences (April, 1991)
Intermediate Topics: Statistical Package for the Social Sciences (March, 1991)
TQM, Armed Forces Recreation Society Professional Training Institute (October, 1990)
Convincing Your Boss, AFRS Professional Training Institute (October, 1990)
Working With Your Travel Provider, AFRS Professional Training Institute (October, 1990)
Management of Clubs & Messes, Navy MWR Training Unit (April, 1990)
Optimizing the Worth of Training, Center for Effective Performance (January, 1990)
Recreation Services Officer Fleet Recreation Management, Navy MWR (December, 1989)
Fund Custodian Fleet Recreation Management, Navy MWR (December, 1989)
Air Force MWR Training Session, AFRS Professional Training Institute (October, 1989)
Field Course Manager MWR Mid-Level Management, Navy MWR (April, 1989)
Executive Management Institute, National Recreation & Park Association (January, 1989)
Instructional Module Development, Mager & Associates, Inc. (November, 1988)
Criterion-Referenced Instruction, Mager & Associates, Inc. (September, 1988)
MWR Mid-Level Management, Navy MWR Training Unit (August, 1988)
Job Aids Workshop, Harless Performance Guild, Inc. (June, 1988)
Management Skills Training Course Manager course, Navy MWR Training Unit (May, 1988)
Front-End Analysis of Soft-Skills & Terms Workshop, Harless Guild, Inc. (May, 1988)
Management Skills Training, Navy MWR Training Unit (May, 1988)
Computer Management School, National Recreation & Park Association (May, 1988)
Inland Search & Rescue, US Coast Guard National Search & Rescue School (December, 1987)
Managing the Search Function Instructors Course, NASAR (May, 1986)
Seasonal Ranger Law Enforcement Training Academy, MSU/National Park Service (May, 1985)
Managing the Search Function, National Association for Search & Rescue (February, 1985)
Introduction to Fire Behavior (S-190), National Wildfire Coordinating Group (November, 1984)
Fire Fighting Training (S-130), National Wildfire Coordinating Group (November, 1984)
Improving Employee Performance, Tenn. Department of Personnel (July, 1983)
Specialized School for Park Rangers, TLETA (December, 1982)
Improving & Maintaining Employee Relations & Performance (December, 1981)
Interaction Management, Tennessee Law Enforcement Training Academy (December, 1981)
Park Rangers School, Tennessee Law Enforcement Training Academy (December, 1980)
Basic Police School, Tennessee Law Enforcement Training Academy (November, 1980)
Campground Design & Management, UT at Martin, and TVA (April, 1980)

Honors

Jerome and Jeanette Cohen Research Award, American Humanics (April, 1997)
Executive Fellow Award, Armed Forces Recreation Society of the NRPA (October, 1991)
Inspirational Student Award, Recreation/Leisure Department, University of Utah (May, 1986)

Honors continued

Outstanding Service Award, Division of Recreation and Park Administration, Memphis State University (May, 1985)

Outstanding Graduate Student Award, Division of Recreation & Park Administration, Memphis State University (April, 1980)

Eagle Scout, Boy Scouts of America (1972)

Publications

Harwell, R. (1999). "Proceedings of the 1999 International Conference on Outdoor Recreation & Education". Editor. Boulder, CO: AORE.

Harwell, R. (1999). 1999 Annual Report of the South Carolina Rural Recreation Project. Clemson, SC: Clemson University.

Harwell, R. (1998). 1998 Annual Report of the South Carolina Rural Recreation Project. Clemson, SC: Clemson University.

Harwell, R. (1997). "A High Adventure Recreation Experience". Recreation & Parks in South Carolina. Vol. 12, 1. Lexington, SC: SCRPA.

Norman, William C., Harwell, R. & Allen, L. (1997). "The Role of Recreation on the Quality of Life of Residents in Rural Communities in South Carolina. In Developments of Quality of Life Studies: Proceedings of the First International Conference of the International Society of Quality of Life Studies. Lee Meadow, Editor. Blacksburg, VA: Virginia Tech University.

Harwell, R. (1997). 1997 Annual Report of the South Carolina Rural Recreation Project. Clemson, SC: Clemson University.

Harwell, R. (1997). Editor. Association of Experiential Education International Conference Proceedings. Boulder, CO: AEE.

Brookover, B. & Harwell, R. (1996). "BBM Approach to Outdoor Recreation Programming." In Proceedings of the 1996 International Conference on Outdoor Recreation and Education. Salt lake City, UT: University of Utah.

Harwell, R. (1996). Editor. Proceedings of the 1996 International Recreation in Small Communities Conference. Clemson, SC: Clemson University.

Allen, L., Stevens, B. & Harwell, R. (1996). "Benefits-Based Management Activity Planning Model for Youth in At-Risk Environments." Journal of Park and Recreation Administration. Vol. 14, 3. Champaign, IL: Sagamore Publishing.

Harwell, R. & Wright, P. (1996). "Benefits Based Management (BBM): A Unique Summer Intervention Program." The National Dropout Prevention Center Newsletter. Clemson, SC: NDPC.

Wright, S. & Harwell, R. (1996). "The Product of Collaboration." Parks & Recreation, September 1, 1996. Arlington, VA: NRPA.

Harwell, R. (1996). 1996 Annual Report of the South Carolina Rural Recreation Project. Clemson, SC: Clemson University.

Allen, L., Wright, P. & Harwell, R. (1995). "The Content of Recreation Experiences: The Missing Element in Benefits Based Management of Leisure Services." In Abstracts from the 1995 Symposium on Leisure Research. Arlington, VA: NRPA.

Publications continued

- Huffman, M. G., Harwell, R. & Fickle, J. E. (1995). "Marketing and Programming for Rural Recreation: Activity and Information Preferences of Residents in Seven Communities in Tennessee & South Carolina." In Abstracts, Handouts & Profiles of the 1995 Recreation in Small Communities Conference. Clemson, SC: Clemson University.
- Harwell, R. (1995). "South Carolina Rural Recreation Project." In Abstracts, Handouts & Profiles of the 1995 Recreation in Small Communities Conference. Clemson, SC: Clemson University.
- Harwell, R. (1995). 1995 Annual Report of the South Carolina Rural Recreation Project. Clemson, SC: Clemson University.
- Harwell, R. (1995). "Clemson Provides Rural Recreation Services." Uptown. Municipal Association of South Carolina. Columbia, SC: MASC.
- Harwell, R. (1995). "Rural Recreation in the Palmetto State". South Carolina Association of Health, Physical Education, Recreation and Dance Journal. Columbia, SC: SCAHPERD.
- Harwell, R. (1994). 1994 Annual Report of the South Carolina Rural Recreation Project. Clemson, SC: Clemson University.
- Harwell, R. (1994). "Hot Fun in the Summer time." SCANA Insights. Volume 7, Number 2. Columbia, SC: SCANA Corporation.
- Harwell, R. (1994). "Rural Recreation in the Palmetto State." Recreation & Parks in South Carolina. Volume 8, Number 1. Columbia, SC: South Carolina Recreation & Parks.
- Harwell, R. (1992). Editor. "Parks and Recreation." October. Arlington, VA.: National Recreation and Parks Association.
- Harwell, R. (1991). "Navy MWR training the DoD VTC way." Horizons. Washington, D.C.: Armed Forces Chapter, National Association for Performance and Instruction.
- Huffman, M. & Harwell, R. (1991). "Park managers' attitudes toward climbing: Implications for future regulation." In Conference Proceedings. Boulder, CO: Association for Experiential Education.
- Blumenthal, K., Charboneau, B., & Harwell, R. (1991). "NRPA moves into the information age." TRENDS, 28:1.
- Harwell, R. (1991). "Navy MWR, more than just a job." Cornerstone, Winter, Alexandria, VA: NRPA.
- Gilbert, J., Bruner, E., & Harwell, R. (1991). Editors. Proceedings: Fourth National Conference on Outdoor Recreation.
- Harwell, R. (1991). Editor. How to Apply for Internships within the Armed Forces. Alexandria, VA: NRPA.
- Harwell, R. (1991). Editor. How to Apply for Employment within the Armed Forces. Alexandria, VA: NRPA.
- Cunningham, P., Hall, R. & Harwell, R. (1991). "Relationships between employer provided recreation services and employees' organizational commitment." In Canadian Parks & Recreation Conference Proceedings.
- Harwell, R. (1990). Guest Editor. "Armed forces recreation." TRENDS, 27:2. Alexandria, VA: NRPA.

Publications continued

- Ellis, G., Williams, D. & Harwell, R. (1989). "Effect of policy and experience preference based expectations on a simulated wilderness experience." Journal of Leisure Research, 21:3.
- Harwell, R. (1988). The Lakes of the Yellowstone: A Guide for Hiking, Fishing & Exploring. Book review in Ranger: The Journal of the Association of National Park Rangers.
- Harwell, R. (1988). Constitutional Law for Park Law Enforcement Officers. Book review in Ranger: The Journal of the Association of National Park Rangers.
- Harwell, R. (1987). Recreation Programming. Correspondence Study Unit. Salt Lake City, UT: University of Utah.
- Harwell, R. (1987). Recreation and Leisure in a Modern Society Correspondence Study Unit, Salt Lake City, UT: University of Utah.
- Harwell, R. (1987). "A no-rescue wilderness experience: What are the implications?" Parks & Recreation. 22:6.
- Harwell, C. & Harwell, R. (1987). Lee Kay Center for Hunter Education Volunteer Manual. Salt Lake City, UT: Utah Wildlife Resources.
- Harwell, R. (1986). "Outdoor leadership certification: To be or not to be?" In Proceedings of the Second National Conference on Outdoor Recreation.
- Harwell, R. (1986). Outdoor Recreation 350. Correspondence Study Unit, Salt Lake City, UT: University of Utah.

Presentations

- "Recruiting and Retaining Volunteers", ANPR Ranger Rendezvous, Bowling Green, KY. (2018)
- "Hiring SMART", Texas Recreation and Park Society Regional Workshop. (2016)
- "Training, Now What?" Invited presentation at the NRPA Executive Development Program held at Clemson University. (2007)
- "Benefits Based Management of Parks & Recreation" for the Alaska Recreation and Park Association Annual Conference, Juneau, AK. (2004)
- "Armed Force Internship & Career Opportunities" for the National Recreation and Parks Association Annual Congress, St. Louis, MO. (2003)
- "What in the World is Military Recreation" for the National Recreation and Parks Association Annual Congress, Tampa, FL. (2002)
- "Benefits Based Army Recreation" for the U. S. Army MWR Steering Committee, Phoenix, AZ. (2000)
- "Benefits Based Army Recreation" for the U. S. Army MWR Professional Development Institute, Phoenix, AZ. (2000)
- "Outdoor Recreation 101: The Basics", for the South Carolina Recreation & Parks Association, Myrtle Beach, SC. (2000)
- "Outdoor Recreation: Basics 101" for the U. S. Navy MWR Outdoor Recreation Training Institute, Jackson Hole, WY. (1999)
- "An Analysis of Recruitment, and Retention of Nonprofit Professionals." ARNOVA's 27th Annual Conference in Seattle, WA. (1998)
- "Managing Volunteers: The New Frontier." COMSEC Regional Conference. Orlando, FL. (1997)

Presentations continued

- “Academics and Campus Recreation: A Win-Win.” International Conference on Outdoor Recreation & Education. Merida, Yucatan, Mexico. (1997)
- “Paradigms of Change: Park & Recreation Applications.” National Recreation & Park Association Southeastern Conference. Jekyll Island, SC. (1997)
- “Parks and Recreation: Working With Schools to Meet the Needs of Youth at Risk.” Summer Leadership Institute, National Dropout Prevention Center. Clemson, SC. (1997)
- “The Role of Recreation on the Quality of Life of Residents in Rural Communities in South Carolina”, with Dr. Bill Norman. International Society for Quality of Life Studies Conference. Charlotte, NC. (1997)
- “Paradigms of Change: Park & Recreation Applications.” North Carolina Recreation & Park Society Annual Conference. Charlotte, NC. (1997)
- “Utilizing Limited Staff.” South Carolina Recreation & Park Association Annual Conference. Myrtle Beach, SC. (1997)
- “Benefits-Based Programming: How It Works.” National Recreation & Park Association Annual Congress, Salt Lake City, UT. (1997)
- “Benefits Based Management of Recreation Service: An Overview.” Edith Upchurch Innovative Programming Forum, NRPA. (1997)
- “You’re in Charge.” National Recreation & Park Association Conference, San Antonio, TX. (1995)
- “Evaluating At-Risk Programs.” National Recreation & Park Association Conference, San Antonio, TX. (1995)
- “Rural Recreation: More than Just Fun.” Georgia Recreation & Park Association Annual Conference, Columbus, GA. (1995)
- “The Few & the Proud: A Look at Military Recreation.” Georgia Recreation & Park Association Annual Conference, Columbus, GA. (1995)
- “South Carolina Rural Recreation Project.” Recreation in Small Communities Conference. Jackson, WY. (1995)
- “South Carolina Rural Recreation Project.” Edith Upchurch Forum on Innovative Recreation Programming, Rock Eagle, GA. (1995)
- “South Carolina Rural Recreation Project.” Connections Conference, Columbia, SC. (1994)
- “Working in Neighborhoods 2000.” Co-Presenter at the Connections Conference, Columbia, SC. (1994)
- “Working in Neighborhoods 2000: A Service Learning Model.” Co-Presenter at the Southern Institute on Service Learning, Little Rock, AR. (1994)
- “Pursuing Ethnic Involvement in Leisure Activities.” Co-Presenter at the International Association for Experiential Education Conference, Smuggler's Notch, VT. (1993)
- “National Outdoor Recreation Trends: The Economy, Environment, and Population.” General session presentation at the National Outdoor Recreation & Rural Tourism Consortium, TVA's Land Between the Lakes, Brandon Springs, TN. (1993)
- “Outdoor Recreation Trends: An External Perspective.” Invited General Session Presentation at the 1993 Armed Forces Outdoor Recreation Symposium, Fort Fisher, NC. (1993)

Presentations continued

- "Maintaining Centrality to Campus Mission." Discussant for round table discussion, NRPA SPRE Teaching Institute, Assilomar, CA. (1993)
- "Information Preferences of Outdoor Recreation Managers." Co-Presenter at the Association for Experiential Education International Conference, Banff, Alberta, Canada. (1992)
- "Outdoor Recreation Area Managers' Perception of the Sport of Rock Climbing & Mountaineering." Co-presenter, Association for Experiential Education International Conference Research Symposium. Lake Junaluska, NC. (1991)
- "Relationships between Employer Provided Recreation Services, and Employees' Organizational Commitment." Co-presenter, Canadian Recreation Research Symposium. (1991)
- "U.S. Navy MWR Intern Program: An Overview." NRPA Congress. (1988, 1989 & 1991)
- "The Impact of User Preference-Based and Policy-Based Expectations on Vicarious Leisure Experiences." NRPA Leisure Research Symposium. (1988)
- "Utah State Park Users and Their Characteristics." Intermountain Leisure Symposium. (1987)
- "Common Adventure, Cooperative Adventure, Leader Led: How Are Outdoor Programs in the United States Structured?" Second National Conference on Outdoor Recreation. (1986)
- "Certification Initiative: Evaluating a Range of Approaches." Panel discussion, Second National Conference on Outdoor Recreation. (1986)
- "The Insurance Industry and Outdoor Recreation." Second National Conference on Outdoor Recreation. (1986)
- "A No-Rescue Wilderness Experience: What Are the Implications?" Panel discussion, NRPA Congress. (1986)
- "A Virgin Wilderness Experience: Are There Moral Implications?" Utah Recreation and Parks Conference. (1986)
- "Western Laboratory for Leisure Research: What it is, and what it can do for you?" Utah Recreation and Parks Conference. (1986)
- "The Evolution of the National Park Idea." Utah Recreation and Parks Conference. (1986)

Grant Writing (not funded unless specified)

- "Training Future Trainers for Benefits-Based Recreation Programming." (1998).
Co-Investigator. \$28,800. National Recreation & Park Association (funded)
- "Benefits-Based Management of Outdoor Recreation at U. S. Air Force MWR, Misawa, Japan." (1998). \$13,850 (funded)
- "Evaluating At-Risk Recreation Programs." (1997). Texas A & M University. \$12,200 (funded)
- "South Carolina Nonprofit Management Education Collaborative." (1997). Kellogg Foundation. \$1,011,968.
- "South Carolina Rural Recreation Project: A Project Proposal."
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| Perception, Inc. | (1998) | \$ 9,000.00 |
| Duke Energy Foundation | (1997) | \$ 75,000.00 |
| Scout Boats, Inc. | (1997) | \$ 25,000.00 |
| Blue Ridge Electric Cooperative | (1996) | \$ 10,500.00 - funded |
| Dixie Narco | (1995) | \$ 7,000.00 - funded |
| Pond Springs Telephone | (1995) | \$ 7,000.00 - funded |

Grant Writing (not funded unless specified) continued

Mar Mac Manufacturing	(1995)	\$ 100.00 - funded
Sandhills Bank	(1995)	\$ 100.00 - funded
Talley Metals	(1995)	\$ 100.00 - funded
Williston Telephone	(1995)	\$ 500.00 - funded
South Carolina Electric & Gas	(1994)	\$ 42,000.00 - funded
"American Humanics" (1997) Duke Energy Foundation. \$500.00 (funded)		
"Camp Paupi-Win Jr." (1994) Wachovia Bank. \$1,500.00. (funded)		
"SCRRP Artists -In Residence." (1994) South Carolina Arts Commission. \$1,740.00. (funded)		
(1995) South Carolina Arts Commission. \$1,500.00. (funded)		
"SCRRP Tennis Project." (1994) U.S. Tennis Association. 125 Tennis racquets. (funded)		
"Annual Visitors Survey." (1993) Submitted to Pinehurst Area Convention & Visitors Bureau.		
\$500.00. (funded)		
"HPERS Computer Lab Proposal." (1992) Co-author, HPERS, East Carolina University.		
\$65,000.00. (funded)		
"Support for Development of Western Laboratory for Leisure Research." (1987) Co-author,		
submitted to the University of Utah Development Office. \$1,500.00. (funded)		
"Effects of No-Rescue Wilderness Designation on Vicarious Wilderness Experiences of College		
Students." (1987). Co-author, University of Utah Research Committee. \$2,250.00.		
(funded)		

Consulting and Private Business

Owner, Lazy Otter Kayak Center. Rented sea kayaks and led sea kayak tours in Prince William Sound, Alaska. (2011-2014)

Doyon, Limited. Served as the Manager/Facilitator for the Doyon Leadership Program (January-December, 2011)

U. S. Marine Corps MWR Semper Fit Division. Service-wide Outdoor Recreation Program Assessment (October, 2010-May, 2001)

U. S. Army CFSC. Benefits Based Army Recreation Assessment and Evaluation Project (May, 2000-December, 2000)

Keowee Key Property Owners Association. Recreation Facility Assessment (2000)

City of Seneca, SC, Recreation Department. Construction and operation of an indoor climbing wall (June, 2000)

Anderson County Parks & Recreation Facility Master Plan, Anderson, SC (1998)

Pitt County Memorial Hospital, Wellness & Recreation Department: Analyzed Employee Recreation Survey and produced technical report (1993)

Pinehurst Area Convention Visitors Bureau: Analyzed 1989 and 1991 Annual Visitors Survey Reports, and produced technical report (1993)

Owner, Wandering Star Cycle Tours, Lead extended bicycle tour in Grand Teton and Yellowstone National Parks (1993)

U.S. Army Morale, Welfare and Recreation: Served as Instructor for SPSS/PC+ Training session. Atlanta, GA (1992)

Consulting and Private Business continued

U.S. Navy Morale, Welfare and Recreation: Served as consultant to the Head, Research and Evaluation Unit for in-service training. Washington, D. C. (1992)

Executive Strategies International: Served as facilitator for the Hoechst Celanese Corporation's team building workshop (1991)

Bikecentennial: Leader for the seven-day Glacier Park Explorer bicycle tour (1991)

Bikecentennial: Leader for the fourteen-day New Englander bicycle tour (1990)

Utah State Parks: Reviewed proposals for a statewide reservation system. Served on selection committee (1988)

National Association for Search & Rescue: Curriculum workshop development consultant (1987-1991)

National Association for Search & Rescue: Lead instructor for "Managing the Search Function" (1987-1990)

National Association for Search & Rescue: Lead instructor for "Fundamentals of Search & Rescue/Instructor Course" (1987-1990)

United States Coast Guard's National Inland Search & Rescue School: Guest Instructor for Ground Search techniques (1987)

Emergency Mountain Rescue School: Owner and lead instructor (1987-1991)

City of Las Vegas, Nevada: Development of Department of Recreation and Leisure Five Year Master Plan (1986-1987)

Mosby-Times Mirror Corporation: Consulted on an upcoming text, Leisure and the American Dream (1986)

American Association for Leisure & Recreation: AALR Slide Show (1986)

Utah Division of Wildlife Resources: Consultant on development of a brochure for the Lee Kay Center for Hunter Education (1986)

Bikecentennial: Lead the twenty-one day Great Parks North bicycle tour (1984)

Professional/University Service

Manager, Hospitality Management Certificate Program, TAMU RPTS (September 2017-present)

Facilitator, RPTS Staff Training Workshop, TAMU (March, 2016)

Visitor, CAPRA Team to Davenport, Iowa (March, 2016)

Member, RPTS Parks and Conservation Advisory Committee, Texas A & M University (October, 2015-present)

Chair/Member, RPTS Community Park and Recreation Administration Advisory Council. Texas A & M University (Chair: September, 2015-2017, Member: 2018-present)

Member, Alaska Native Corporations' HR Working Group (2014-2015)

Member, ANC CEOs' HR Group (2014-2015)

Member, Alaska HR Leadership Network (2013-2015)

Member, Alaska Department of Labor taskforce to update the Alaska Oil and Gas Workforce Development Plan (2013-2014)

Council Member, National Council on Accreditation for Parks, Recreation, Tourism and Related Professions, NRPA (2009-2014)

Visitor, North Carolina State University, COA Team (2007)

Professional/University Service continued

Chair, CAPRA Team, City of Germantown, TN. (2006)
Chair, Benefits Committee, Alaska Recreation and Park Association (2004-2005)
Visitor, Arizona State University, COA Team (2004)
Board Member, Armed Forces Recreation Society, NRPA (2003-2004)
Visitor, Southeast Missouri State University, COA Team (2003)
Visitor, Fort Leavenworth, KS, CAPRA Team (2003)
Visitor, City of Indianapolis, IN, CAPRA Team (2002)
Visitor, Marshall University, COA Team (2001)
President, Association of Outdoor Recreation and Education (1999-2000)
Board Member, Association of Outdoor Recreation and Education (1999-2001)
Conference Chair, 1999 International Conference on Outdoor Recreation and Education (1999)
Reviewer, Journal of Park & Recreation Administration (1997 & 1999)
Visitor, University of Missouri, COA Team (1997)
Conference Chair, Recreation in Small Communities Conference (1995 & 1996)
Served as SCHOLE' reviewer for an article entitled "Demoralization in Recreation: A Self-Referent Analysis and Alternative Approaches" (1993)
Chair, Personnel Standards Committee, NC Recreation & Parks Society (1992-1993)
Abstracted articles from the Journal of Leisure Research and Parks & Recreation, for the NRPA Information Storage & Retrieval system (1991)
Member, National Certification Board, NRPA (1990-1993)
Member, Information Systems Committee, NRPA (1989-1991)
Member, Board of Directors, AFRS (1989-1991)

Current Professional Certifications

Wilderness First Aid, ASHI (expires 7/2021)
CPR/AED, ASHI (expires 7/2021)
Certified Interpretive Trainer (CIT), National Assoc. of Interpretation (expires 3/22)
CPR/AED for Professional Rescuers, American Red Cross, (expires 4/2021)
Certified Parks & Recreation Executive (CPRE), NRPA (expires 11/20)
Certified Interpretive Guide, NAI, (expires 9/20)
Boater Education Certificate in LA, TX, and WA
Hunter Education Instructor, Texas Parks and Wildlife Department
Facilitator, Situational Leadership II, Ken Blanchard Companies
Facilitator, Seven Habits of Highly Effective People, Franklin Covey
Facilitator, Myers Briggs Type Indicator, Center for Application of Psychological Type
Certified Program Planner, LERN
Master Educator, Leave No Trace
Search and Rescue Technician III, National Association for Search & Rescue
Certified Pool/Spa Operator, National Swimming Pool Foundation
Coastal Kayak Day Trip Leader, American Canoe Association
Flatwater Open Canoe Solo and Tandem Instructor, American Canoe Association