

# ROBERT MARLEY, Ph.D., CPE

## *Executive CV*

Work Address: Office of the Provost and Executive Vice Chancellor  
Missouri University of Science and Technology  
210 Parker Hall, 300 W. 13<sup>th</sup> Street  
Rolla, MO 65409  
Office Phone: 573-341-4138; Fax: 573-341-6777  
e-mail: marleyr@mst.edu

## **LEADERSHIP, ACCOMPLISHMENTS, AND EXPERIENCE (all appointments)**

### **Accomplishment in Academic Leadership**

- Assembled highly capable and effective leadership teams in both College and University-wide Divisions at two different universities
  - Several former direct reports have gone on to serve in higher capacities including Chairs, Deans, and Vice-Presidents (and currently one interim chancellor)
- Led multiple strategic planning efforts at both college and university-wide levels at two research universities
- Led restructuring of shared governance to increase faculty input into decision making (MSU Engr)
- Led initiative to create cross-disciplinary design experience for all engineering undergraduate majors (at MSU)—one of the most significant curricular reforms in many years
- Led College-wide accreditation activities to comply with (then) new EC2000 requirements for ABET in 1998—significant change to previous standards (MSU)
- Attained role as senior academic dean (MSU), serving in numerous University-wide leadership roles
- Promoted enrollment growth in non-STEM areas, particularly in humanities and social sciences (S&T)
- Facilitated NSF I-Corps site hosted at Missouri S&T, promoting commercialization, innovation and entrepreneurship from current or previous NSF research
- Selected to represent S&T in UM System-wide analysis of administrative services and support staff
- Currently leading University strategic plan integration with new System-wide planning efforts (2017-18 completion schedule at S&T).

### **Accomplishment in Faculty Development**

- Led efforts to recruit exceptionally qualified and diverse faculty at both Montana State and at Missouri S&T—in both institutions, strategic plans drove target areas of recruitment
  - Oversaw approximately 95 tenure/tenure-track faculty hires cumulatively as dean and provost—Created nationally competitive start-up packages for each hire (MSU and S&T)
  - Outcomes include faculty earning numerous NSF Career Awards (6 in last 8 years as Dean at MSU, plus 4 in last 2 years at S&T)—*For perspective, only one other Career award earned by MSU engineering faculty in 15 years prior to my deanship*
  - Other outcomes include two recent National Endowment for Humanities awards at S&T
- Created fund for faculty to participate in short-term developmental leave activities
- Led update of College's promotion and tenure criteria and procedures (MSU)
- Created annual awards for excellence in each area of teaching, mentorship, research and outreach (MSU)

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- Created permanent raise pool for faculty receiving significant awards and recognition (S&T)
- Created permanent raise pool for faculty demonstrating ongoing excellence in State-mandated post-tenure review (S&T)
- Developed Center for Advancing Faculty Excellence (CAFÉ), launched in 2017 at Missouri S&T
  - To provide mentoring and support throughout career span of both faculty and administrators
- Facilitated professional progression plan for library staff (S&T)
- Implemented fully electronic promotion/tenure dossier review process (S&T)
- Created Faculty Fellows program to provide administrative experience in Provost's Office (S&T)
- Facilitated new hiring policy for dual-career couples to enhance recruitment and retention of faculty (S&T).

### **Accomplishment in Research Development**

- Led numerous initiatives to build multi-disciplinary programs for research and teaching excellence
- Developed and/or expanded strategic laboratories and other collaborative efforts which involve faculty from many areas of MSU campus and attracting significant external support
  - Examples included the Western Transportation Institute, the Center for Biofilm Engineering (a graduated NSF-ERC), the Montana Micro-Fabrication Facility, the Magnetic Resonance Microscopy Lab, the Big Sky Carbon Capture & Sequestration lab, and the Sub-Zero Science & Engineering Lab. The latter rated at that time by *Popular Science* magazine as one of top 10 “coolest university laboratories” in the US
- Created endowment for funds to increase recruitment of graduate students (MSU)
- Only academic dean to serve on founding board of MSU Innovation Campus
- Facilitated a near tripling of annual research expenditures during my deanship, helping to secure elevated University profile by Carnegie (see MSU profile below)
- Facilitated creation of PhD student recruiting match fund of \$2.9 Million (S&T)
- Facilitated significant upgrades to high performance computing system for researchers (S&T)
- Facilitating research partnership with regional medical center via Ozark Biomedical Initiative
- Facilitating new Center for Science and Technology in Society
- Finalized funding for Advanced Construction and Materials Laboratory at \$6.4 Million (S&T).

### **Accomplishment in Faculty and Student Diversity**

- At MSU, led diversity efforts which resulted in a nearly five-fold increase in tenure-track women faculty between 2001 and 2012 (levels above national average percentage for engineering and CS)
- Secured funding for Native American scholars/mentors through NSF CSE&M Program (MSU)
  - Outcome included MSU achieving rank of 5<sup>th</sup> in the nation in the graduation of Native American students in engineering and computer science in 2009
- Implemented other new student diversity initiatives including expansion of the Engineering Minority Program (MSU)—program received a *2012 Innovation Award* from the College Board Advocacy & Policy Center
  - In addition The MSU COE achieved 6 straight record increases of women first-year and transfer students during my deanship
- Nearly 40% increase in female ranked faculty at Missouri S&T since 2013
- Record enrollment of female students in Fall, 2017, including STEM fields (S&T)
  - 3% increase over previous record
- Missouri S&T is a top producer of African American engineers and computer scientists.

### **Accomplishment in Student Success**

- Built numerous systems to support UG and GR student mentorship, experiential learning and advising
  - Outcomes include MSU engineering students received 2 Rhodes Scholars in last 3 years of

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my deanship, as well as several Goldwater scholarships, a Marshall scholarship, Gates-Cambridge fellowship, and other notable achievements—*For perspective, no MSU student had earned a Rhodes Scholarship in previous 30 years.*

- During this time, MSU ranked 10<sup>th</sup> nationally in the cumulative number Goldwater scholars
- S&T Formula SAE and Solar Car teams consistently ranked in top programs nationally
- S&T Mars Rover team earned 1<sup>st</sup> place in world competition, 2017
- Provided initial funding to MSU's Engineers Without Borders chapter that went on to receive the Magrath University-Community Engagement Award in 2011 from APLU
- Engineering students excelled in passing the Fundamentals of Engineering exam with a 13-year, cumulative pass rate of 91% (exam required of *all* engineering majors) at MSU
- Created and chaired first Strategic Enrollment Management Committee at MSU
- Oversaw launch of new technologies for aid in student advising, scheduling, catalog development and financial aid distribution (MSU)
- Assisted elected student executives in significant reorganization of staff lines reporting to student government (MSU)
- Helped initiate statewide "Not in Our State" program against sexual assault (MSU)
- Implemented "Complete College Montana" initiatives (partnered with Complete College America)
- Oversaw compliance within Student Affairs with new Title IX, VAWA, and related policies (MSU)
- Added new counselor and physician positions for student health center as well as new assistant dean of students to help respond to significant enrollment growth (MSU)
- Assisted in preparation of student success proposals for regional AAU initiatives (TAMU)
- Facilitated funding for creation of new Student Veterans Center—opened in fall, 2016 (S&T)
- Instituted regular meetings with elected student leadership as well as increased student participation in shared governance
- S&T has led all public institutions in Missouri in enrollment growth during last 5 years.

### **Accomplishment in Philanthropy**

- Created concept and cultivated donor for gift of \$50 Million for the "Asbjornson Innovation Center," formally gifted to MSU in 2014 and facility currently under construction
- Facilitated other increases in MSU engineering endowments and current year donations—over \$30 Million raised during my deanship (in addition to the Asbjornson Center)
- Established the MSU College of Engineering's first six named and endowed positions
  - The Boeing Professorship, the Joel Long Professorship, the Lysle Wood Professorship, the Benjamin Fellowship, the RightNow Technologies Distinguished Professorship, and the Gilhousen Chair of Telecommunications
- Mentor new deans in fundraising vision and strategy with new record returns for colleges (S&T).

### **Accomplishment in Program Development**

- Led campus and Board approval of reorganization and addition of several new doctoral programs
  - Outcome resulted in substantial increases in enrollment—from approximately 8 to over 60 in the subsequent five year period at Montana State
  - Doctoral program enrollment at S&T achieved record level of 689 in Fall, 2017
- Led an invited team of faculty to prestigious "Engineering Education Leadership Institute," hosted by National Academies of Engineering in 2006—leading to curricular reform and facility concepts (MSU)
- Facilitated development of strategic new undergraduate majors, minors, options, and certificates
- Facilitated new distant delivery of entry level engineering courses to regional university partners
- Led development of a new professional Masters program in science and engineering management, involving faculty from three colleges at MSU
- Helped initiate a multi-department, multi-campus, doctoral program in material science and

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engineering (MSU)

- Led development of certificate program for international engineering (MSU)
- Facilitated expansion of Missouri S&T engineering program delivery in Springfield (in cooperation with Missouri State University), as well as in Kansas City, complementing existing programs in St. Louis and Ft. Leonard Wood, Missouri
  - Helped secure \$2 Million in direct line State support for these programs
- Facilitated elevation of teacher preparation and certification program to full academic department status (S&T).

### **Accomplishment in Fiscal Responsibility**

- Led task force to establish identify sources of fiscal resources for newly formed deans offices at Missouri S&T
  - Resulting in over \$4 Million in new, discretionary resources for deans
  - Transitioned faculty hiring authority from centralized, to college-centric
- Created discipline-based, “benchmark budget model” and similar tools as planning guides (S&T)
  - Model was adopted by UM System as a standard tool for all four campuses
- Discovered a serious practice in sponsored programs that was out of compliance with Federal and State Law (in existence prior to my arrival at S&T)—successfully corrected this issue, self-reported to Federal agency and avoiding potentially large fines
- Co-led State-mandated budget reduction through organizational redesign and strategic reallocation at Missouri S&T during 2016-17.

### **System, State and Federal Relations**

- Represented MSU to Board of Regents and Legislature regarding issues of engineering, computer science, technology and related economic development issues
- Facilitated projects with both in-State and national universities involving significant new research and instructional initiatives (MSU)
- Worked with Montana’s Congressional delegation to secure over \$25 Million in Federal support in twelve year period
- Helped secure direct line support Missouri Legislature for new programmatic initiatives in 2017
- Facilitated face-to-face academic officers meeting within UM System campuses (S&T)
- Currently serve as senior Provost in University of Missouri System, called upon to help lead system-wide initiatives.

### **Other Professional Leadership Experience**

- Elected membership on national Board of Directors for ASEE
  - Included serving on national committee promoting the scholarship of teaching
- Served as an associate editor for a leading journal in the area of ergonomics
- Elected as president of International Society for Occupational Ergonomics and Safety.

### **Other Accomplishments and Experience**

- Led successful convergence of all course fees to single Program Fee with support of students and faculty (MSU)
- Led MSU as a founding member of the Engineering Schools of the West consortium with initial funding from Hewlett Foundation
- Led campus-wide efforts to increase degree-seeking enrollments of international students at MSU, including successful dual-degree programs partnering with international institutions
- Led strategic expansion of existing international partnerships and student recruitment efforts (S&T)
- Participation/leadership in multiple regional accreditation agencies: NWCCU, SACS-COC, HLC
- Participation in integration of newly acquired law school and health sciences college (TAMU)

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- Participation in renovation planning for Kyle Field football complex at TAMU (\$470M project)
- Facilitated ACE Internationalization Laboratory at S&T.

### APPOINTMENTS (reverse chronology)

#### Missouri University of Science and Technology – Rolla, Missouri

Provost and Executive Vice Chancellor for Academic Affairs – July, 2014, to present.

**University Profile:** In 1870 as a result of the Morrill Act, the Missouri School of Mines and Metallurgy was founded. Later known as the University of Missouri-Rolla and now Missouri S&T, the university has a basic Carnegie Classification as a doctoral university—higher research activity, with an enrollment of approximately 8,800 students and just over 410 FTE ranked faculty and 950 staff. S&T is one of four campuses now sharing in the land-grant mission of the University of Missouri System and is host to 35 undergraduate, 30 MS/MA, and 18 PhD programs, all with a collective 270 different minors, options and certificates offered. There are 19 Masters and PhD programs offered via distance delivery. The institution is home to one of the few remaining nuclear reactors focused on instructional use in the United States.

S&T is highly ranked in many publications such as #1 and #3 for “Best Investment” for non-resident and resident students, respectively, by *Newsweek*. Also ranked as “Top 50 Best Public Colleges” by U.S. high school counselors in *U.S. News & World Report*. Online programs are highly ranked within recent *USN&WR* Best Online rankings for public institutions, including the 40<sup>th</sup> ranked online MBA program, 18<sup>th</sup> in graduate engineering, and 11<sup>th</sup> in Computer Information Technology.

Student performance continues to increase with an incoming student average ACT of 28.1, a first-to-second year retention rate of 85%, and a six year graduation rate of 64%. Missouri S&T competes in NCAA Division II athletics in the Great Lakes Valley Conference.

**Major Responsibilities:** Serve as Chief Academic Officer with oversight of academic colleges and programs, as well as research and sponsored programs, technology transfer, enrollment management, the Registrar, financial aid, library, pre-college programs, distance education, and international programs. Responsibility and oversight of approximately \$145 Million in general revenue and research expenditures (excluding gifts) within Academic Affairs. Responsibility for promoting academic excellence, faculty and student recruitment, as well as implementation of the University’s strategic plan. Plan included a re-integrate dean level administration into campus structure in 2014, including a significant restructuring of Provost’s Office. Also the hiring of 100 new faculty lines by 2020 (approximately 60% complete by 2017). Currently, a record number of ranked faculty on appointment has been achieved (both by headcount and FTE).

As Executive Vice Chancellor, authority for all personnel actions at S&T and also serve in place of the Chancellor when he is off campus or unavailable. Hold rank as tenured professor in Department of Engineering Management and Systems Engineering.

#### Montana State University -- Bozeman, Montana

Vice President for Student Success, interim – 2013 to 2014.

**University Profile:** Montana State University (MSU) is a land-grant institution recognized as a student-centered, research-extensive university with an enrollment of over 16,000 in Bozeman (and approx. 21,000 total on four campuses). At the time I left, MSU was ranked among the top 73 public

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research universities by the Carnegie Foundation for "very high research activity" (RU/VH), and 25<sup>th</sup> overall for research expenditures on a per faculty basis. MSU was also recognized for community engagement by Carnegie. During this timeframe, *The Chronicle of Higher Education Almanac* ranked MSU 6<sup>th</sup> nationally in the growth of research expenditures. *Business Week* had included MSU in its "Top 10" of small-medium institutions with innovative tech transfer, alongside others such as Iowa State, RPI and BYU in 2009.

MSU's profile emerged rapidly during this time and became recognized as the largest and one of the most high-achieving Universities within the surrounding 5-state region. Enrollment surpassed 16,000 (next largest in region was approximately 12,000). MSU also attracted the largest share (62%) of Montana high school valedictorian and salutatorian students—from over 16 other in-State institutions. Montana State competes in NCAA Division I athletics in the Big Sky Conference (FCS football).

**Major Responsibilities—Office of Student Success:** Upon return from ACE Fellowship, accepted appointment as Interim Vice President for this reframed Division of MSU and key advisor to the President. Charged by President to better integrate and coordinate Division with Academic Affairs and other divisions of campus. Oversaw Dean of Students, recruitment/admissions, enrollment management, Registrar, Financial Aid, Veterans Affairs, Career Services, Disability Services, medical and counseling services. Responsible for approximately 235 staff and over 1500 student employees. Completed transition of NCAA athletic programs to Presidential authority (previously under Student Affairs). Also responsible for University point of contact with elected student leadership.

### **Texas A&M University -- College Station, Texas**

Fellow, American Council on Education (ACE) – 2012 to 2013 (*on leave from Montana State*).

Selected in highly competitive Fellowship in premier higher education leadership development program. Participated in numerous activities and functions hosted by ACE featuring seminars, team-based case studies, independent study and interaction with many education leaders throughout the U.S., providing deeper understanding of issues facing higher education and its executive leadership. Pursued self-defined educational objective in my Fellowship stated as: "*To examine models of relationships between a flagship public research university and other state campuses operating within a mission-diverse system.*" Thus, pursued experience in complex environment matching these general criteria. Fellowship hosted by Texas A&M University with opportunity to work closely with Provost Karan Watson (official mentor), as well as President Bowen Loftin. Participated in key policy and decision making activities and other projects on the College Station campus, as well as within TAMU System (11 campuses). Assisted in analysis and justification for enrollment growth in targeted areas.

### **Montana State University -- Bozeman, Montana**

Dean and Director, College of Engineering and Engineering Experiment Station – 2001 to 2013.

**University Profile:** [*described above*]

**College Profile and Major Responsibilities:** At the time I left the Deanship, the College of Engineering (COE) was the largest collection of professional programs in a 5-state region with over 3,100 students enrolled in one of 25 degree programs—12 undergraduate programs (ABET accredited) plus 13 Masters and Doctoral programs. As Dean and Director, I served as chief executive and academic officer of the College including supervision of over 400 faculty, research and professional

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staff, and other support personnel (15 direct reports). Responsible for final College review of promotion and tenure applications. Also responsible for developing and leading philanthropic vision for College. Had oversight responsibility for over \$35 Million in annual expenditures (excluding gifts) plus management of facilities in 5 buildings on the Bozeman campus and other statewide offices and labs.

Associate Dean, College of Engineering -- 1997 - 2001.

College-wide administrative duties combined with on-going instructional and research expectations within the Mechanical & Industrial Engineering Department. Oversight of College-wide portfolio of responsibilities including undergraduate and graduate curricula, student academic affairs, faculty affairs, and research working with all College faculty and administrators.

Assistant Professor / Associate Professor / Professor -- 1990 to 2014.

Tenure-track faculty appointment with expectations of teaching, research, and service. Developed new coursework and was responsible for instruction in ergonomics and safety engineering topics in Mechanical & Industrial Engineering Department. Other areas of instruction in industrial engineering (at all levels) included statistics, experimental design, work measurement and standards, project and engineering management. A complete listing of courses taught is provided below.

Regularly collaborated in cross-disciplinary research dedicated to examining basic and applied problems of both workplace and daily-living health and safety activities. Also served as an affiliate member of the both the Western Transportation Institute and Division of Health Sciences at MSU (home of the WWAMI Medical Program), providing expertise in transportation systems, human factors, and occupational health and safety, respectively. I developed a positive national and international reputation as a scholar in the area of ergonomics and human factors engineering. More details of faculty accomplishments provided below and in appendices.

**Wichita State University -- Wichita, Kansas – 1985 to 1990**

Boeing Fellow -- 1988 to 1990: Competitively awarded position funded by Boeing Corporation in the WSU College of Engineering. Responsible for instructional duties as well as independent research.

Research Assistant -- 1985 to 1988: Participation in Federally-funded research related to employment opportunities for severely disabled populations through applications of technology and other designed, engineering solutions.

**Rehabilitation Engineering Center -- Wichita, Kansas – 1983 to 1985**

Rehabilitation Engineering Technician: Served as rehabilitation engineering technician in the REC, part of the Cerebral Palsy Research Foundation of Kansas. Worked on multi-disciplinary team including other engineers, medical staff and social service providers. Primary duties included design and assessment of adaptive technologies allowing severely disabled adults to perform occupational and home tasks. Responsible for expanding sample populations for the Available Motions Inventory (AMI), a physical ability assessment tool developed by researchers at the REC, in order to improve the AMI's underlying statistical validity. The AMI was a key tool used by engineers to design or redesign workstations and devices for disabled populations in competitive employment environments.

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### SUMMARY OF FACULTY ACTIVITIES

#### Teaching Experience (with course level)

Approximately 32 years of instructional experience. Have earned honors for teaching and mentoring activities including an “Award of Excellence” from MSU Alumni Association for “*exceptional guidance and inspiration of students.*” Also awarded the national “Dow Outstanding New Faculty Award” from ASEE in 1994. Have taught most courses listed below several times.

- IME 313 (Jr): Work Design and Analysis\*
- IME 413 (Jr/Sr/Gr): Ergonomics and Safety Engineering I\*
- IME 513 (Gr): Ergonomics and Safety Engineering II\*
- IME 580 (Gr): Human Factors in Engineering Design\*
- IME 350 (Jr): Applied Engineering Data Analysis\*
- IME 354 (Jr): Engineering Probability & Statistics I
- IME 443 (Jr/Sr/Gr): Production Methods and Design
- IME 454 (Jr/Sr/Gr): Engineering Probability & Statistics II
- IME 474 (Jr/Sr/Gr): Manufacturing and Production Systems Management
- IME 434 (Jr/Sr/Gr): Engineering Project Management
- IME 554 (Gr): Design of Industrial Experiments\*\*
- IME 501 (Gr): Advanced Manufacturing Systems
- ENGR 100 (Fr): Introduction to Engineering
- ENGR 610 (Gr): Research & Experimental Methods in Engineering (team taught)
- IE 357 (Jr): Engineering Safety Management (Wichita State)
- IE 452 (Jr/Sr): Work Measurement (Wichita State)

\*Courses developed or significantly revised

\*\*Course developed for distant delivery format

#### Chaired Graduate Student Committees (see Appendix I for complete listing)

Served as principle advisor for over 20 graduate students in industrial engineering and project management, both masters and doctoral. Have also served as a contributing member on numerous other graduate committees—approximately 50 total—in engineering as well as in collaborative fields ranging from biomechanics to institutional research (post-secondary education). Note the doctoral student listed in Appendix I was the first industrial engineering student to receive a PhD from MSU as the program was approved in late 2001.

#### Grants and Contracts (see Appendix II for complete listing)

Have worked for approximately 34 years in an environment based, at least in part, upon external grants and contracts. Have served as a PI or Co-PI on competitively awarded projects totaling \$2.6 million with funding from agencies including the NSF, the US Department of Transportation, as well as private foundations and corporations. Have also assisted faculty in working with a variety of other funding agencies and I remain personally active in proposal development. Immediately before officially leaving deanship at Montana State in 2014, was a lead partner in securing a significant, multi-institutional FAA grant on unmanned aerial systems.



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### **Publications** (see Appendix III for complete listing)

Have authored over 100 works appearing in archived journals, juried conference proceedings, book chapters and technical reports. Also co-authorship of a textbook focusing on introductory-level ergonomics for engineers, safety and health professionals. A 4<sup>th</sup> edition was released in 2013 and a Spanish language version (with a 2<sup>nd</sup> edition currently in development) is being utilized in several universities in Mexico and Central America. Most papers resulted from laboratory-based investigations designed to develop and expand methodologies for the evaluation of human perception of physical work demand. The binding theme of these studies was to establish safe working limits when exposed to potentially harmful physical agents such as cumulative trauma.

Several works have been widely cited within important Federal guidelines dealing with ergonomics and engineering safety including OSHA, the National Institute for Occupational Safety & Health (NIOSH), the National Research Council (NRC) and others. In 1997, an earlier paper received recognition as one of the most “influential papers” within the discipline during a previous 10 year period (by Ergonomics and Human Factors Society).

### **Presentations and Lectures** (see Appendix IV for complete listing)

Have delivered over 60 lectures to research and professional audiences, both nationally and internationally. Among these are several invited lectures and keynote addresses. I have also spoken to numerous other local and regional groups not listed here. In addition, I have also conducted numerous workshops for occupational health and safety professionals throughout the US and internationally.

### **Honors and Awards**

- “Resolution of Appreciation,” Tau Beta Pi National Executive Council, 2013
- “Fellow” of the American Council on Education, 2013
- "Meritorious Service Award," American Society for Engineering Education, Board of Directors, 2006.
- "Award of Excellence," MSU Alumni Association and Bozeman Area Chamber of Commerce, 2002.
- "Outstanding Campus Representative," American Society for Engineering Education, PNW Section, 2000
- “Most Influential Papers,” 10 Years of Manual Materials Handling Research, Ergonomics and Human Factors Society, 1997
- "Order of the Engineer," 1995
- "Dow Outstanding New Faculty Award," American Society for Engineering Education, 1994
- "Briggs Award" nomination, Human Engineering Division of American Psychological Association for outstanding doctoral dissertation of 1990
- Boeing Fellowship, Wichita State University, 1988-1990
- Who's Who Among Students in American Universities & Colleges, 1989.

## **OTHER PROFESSIONAL ACTIVITIES**

### **Professional Service Appointments** (see Appendix V for complete listing)

Have served the ergonomics profession as an associate editor for a leading journal in ergonomics (2000-2004). Also served the engineering education community through several capacities in the American Society for Engineering Education (ASEE), including election to the national Board of Directors of the Society (2004-2006). Have served as President of the International Society for Occupational Ergonomics and Safety (ISOES, 2009-2010).

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### **Professional Membership and Certification**

- Board Certified Professional Ergonomist-CPE (BCPE # 466)--by nomination and peer review of works; recertified in 2010, 2016
- Professional Registry Member of the Institute of Ergonomics & Human Factors (M.Erg.S.)—by nomination and peer review of works
- International Society for Occupational Ergonomics and Safety
- Human Factors and Ergonomics Society (Industrial Ergonomics, Safety, and Surface Transportation technical groups)
- Institute for Transportation Engineers
- Institute of Industrial Engineers
- American Society for Engineering Education
- Alpha Pi Mu (Industrial Engineering Honorary)
- Tau Beta Pi (National Engineering Honorary)
- Association for Institutional Research
- American Indian Science and Engineering Society.

### **Consulting Activities**

- Expert/Facilitator, “Achievement Gap Summit,” New Mexico Higher Education Department, Las Cruces, NM, May, 2011.
- Microsoft, Redmond, WA, 2009-2011
- JF Associates, Washington, DC, 2009 to present
- Montana Manufacturing Extension Center, Bozeman, MT, 1997-1998
- SGM-Biotech, Bozeman, MT, Sep., 1996-1999
- Western Energy and Communications Association, Burbank, CA, Oct., 1995
- Northwest Electric Light and Power Association, Portland, OR, April, 1995
- Green Building Design Team, BNIM Architects, Kansas City, MO, 1994
- Montana Power Company, Butte, MT, 1992-1994, 1997
- Pfizer Health Products Group, Boulder, CO, 1991
- PlumCreek Manufacturing, Belgrade, MT, 1991
- Dana Design, Bozeman, MT, 1990
- Pizza Hut Int'l Headquarters, Wichita, KS, 1990
- Rubbermaid Corporation, Winfield, KS, 1990
- Beech Aircraft Corporation, Wichita, KS, 1989
- Lear Jet Corporation, Wichita, KS, 1989.

### **Other Professional Development Activities**

- ACE Advancing to the Presidency workshop, 2017
- ACE Institute for New Chief Academic Officers, class of 2015-16
- ACE Internationalization Laboratory, 2011-13 (MSU campus co-Chair)
- Engineering Deans Institute (ASEE) , 2001, 2002, 2005, 2007, 2010
- Intel’s Visionary Conference for Educational Leaders, Washington, DC, 2010
- ASEE Public Policy Colloquium, Washington, DC, 2002, 2003, 2005, 2007, 2009
- ASEE International Engineering Education Colloquium, Istanbul, Turkey, 2007
- CASE Development Institutes, 2002, 2006, 2007
- ACE Annual Meetings, 2013, 2015, 2016
- APLU Annual Meetings, 2006, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016

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### **FORMAL EDUCATION**

- Ph.D.            Industrial Engineering, 1990  
                  Wichita State University  
                  Major area: Occupational Ergonomics/Human Factors Engineering  
                  Minor areas: Statistics, Experimental Design, Engineering Psychology
- M.S.            Engineering Management Science, 1987  
                  Industrial Engineering Department  
                  Wichita State University
- B.G.S.            General Science—Experimental Psychology emphasis, 1983  
                  Wichita State University

### **CITIZENSHIP**

USA

Cherokee Nation of Oklahoma  
--Registry # C0042037

**APPENDIX I:  
Chaired Graduate Committees**

**Doctoral Dissertations**

- Stanley, Laura M., "Human haptic and auditory mechanisms in collision avoidance for ground transportation systems," May, 2006
  - Earned "Student of the Year" award for 2005 by US-Dept of Transportation (1 of 6 recognized nationally). Awarded "Eno Fellowship" in 2005 (one of top 20 U.S. graduate students in transportation engineering), as well as "Eisenhower Award" finalist.
  - Currently Associate Professor, Clemson University.
- Mueller, Jessica, "Driver compensatory strategies: The effect of increased mental effort while driving on real and virtual roads." Co-chair, March, 2015.
  - Currently research scientist, Western Transportation Institute.

**MS Theses (chronological)**

- Dugassani, Amar, "Biomechanical, physiological, and psychophysical effects of ergogenic corsets." 1993
- Willis, Michael, "A verification study of the psychophysical method for upper extremity work," 1994
- Wehrman, Robert, "Macro-to-micro systems modeling applied to work physiology," 1994
- Kattel, Bheem, "The effect of an upper-extremity activity on maximum acceptable weight of lift in a combined manual materials handling task," 1994
- Howell, Robert, "Developing predictive models for hand strength in dynamic grasping tasks based upon static strength and anthropometric measures," 1995
- DeBree, Thomas, "Effects of spinal supports and training on three dimensional lifting mechanics," 1995
- Stanley, Laura, "Whole body vibrations on the low back using a suspension versus non-suspension seat post during off-road cycling," 2002
- Yerneni, Harish, "Work factors associated with musculoskeletal disorders in power distribution jobs," 2003
- Pendergast, Brian, "Ergonomic design considerations for the elderly in home and daily living environments," 2005
- Muthumani, Anburaj, "Study of startle/panic responses to auditory and haptic warnings in roadway lane departures," May, 2010.

**MS Terminal Project Reports (chronological)**

- Huang, Nan, "An empirically-based biomechanical model for wrist range of motion in the radial/ulnar plane," 1991
- Yerrapotu, Vanketish, "Endurance time and perceived exertion as a function of different wrist postures and maximum voluntary contraction levels," 1992
- Kumar, Nirmal, "Musculoskeletal assessment," 1993
- Wirakesuma, Prakesh, "Determination of endurance time in relationship to grip strength," 1993
- Hafeez, Tarek, "Psychophysical aspects of hand force," 1993
- Ramalingam, Amar "Acceptable forces for dynamic grasping," 1994
- Briggeman, Vickie, "Diabetes Mellitus and known occupational risk factors in the development of upper-extremity neuropathies," 2001
- Cook, Kevin, "Process and procedures for development, delivery, and administration of an online engineering course," 2003.

**Masters of Project Engineering Management (MPEM)**

- William Rhodes, 2003
- J.P. Gordon, 2003.

**APPENDIX II:  
Selected Grants, Contracts and Related Activities**

**Current Projects**

Currently none as PI.

**Selected Previous Funding**

"Haptic and Auditory Interfaces as a Collision Avoidance Technique during Run-Off-Road and Head-On Collisions and Driver Perception of Modalities." Research and Innovative Technology Administration, US Department of Transportation, FHWA, 2004-2006, LM Stanley, **RJ Marley**, and MJ Kelly, Co-PIs, \$63,600.

"Designing Our Community," William and Mary Hewlett Foundation, Engineering Schools of the West Program, 2003-2006, **RJ Marley** and H Sherick, Co-PI's, \$734,580.

"Increasing CSE&M Degree Opportunities for Low-Income Students in Montana," National Science Foundation, 2000-2003, **RJ Marley**, PI, \$493,648.

"Building a Teaching and Learning Community at Montana State University," National Science Foundation, 1998-2000, M Malone, E Swanson, R Walker, **RJ Marley**, and J Adams, Co-PI's, \$200,000.

"Science for all: Opening the door for rural women," National Science Foundation, 1997-99, AS Pittendrigh, S Hapner, SL Young, and **RJ Marley**, Co-PI's. \$899,411.

"Development and evaluation of ergonomic intervention technologies in power distribution jobs," Montana Power Company, 1996. **RJ Marley**, PI, \$16,504.

"Evaluation methods and work design recommendations for high-risk activities in power distribution jobs," Montana Power Company, 1995-96. **RJ Marley**, PI, \$5,083.

"Laboratory Cooperative Program." Dept. of Energy/Associated Western Universities, 1995. **RJ Marley**, PI, \$5,000.

"Ergonomic analysis of occupational injuries in Montana." Montana Engineering Experiment Station, 1992-93. **RJ Marley**, PI, \$10,500.

"Kinetic data collection and analysis system." MONTS (NSF-EPSCoR), 1993. E Kreighbaum and **RJ Marley**, PI's, \$24,000.

"Biomechanical modeling of human wrist range-of-motion." Montana Engineering Experiment Station, 1991-92. **RJ Marley**, PI, \$11,540.

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### APPENDIX III: Authorship (reverse chronology)

#### Books and Chapters

Fernandez, JE **Marley, RJ**, Noriega, S, and Ibarra, G (in press). Ergonomia Ocupacional: Diseno y Administracion del Trabajo, 2<sup>nd</sup> Edition. Fairfax, VA: Society for Industrial and Systems Engineering Press, ISBN: 9781938496493.

Fernandez, JE and **Marley, RJ** (2013). Applied Occupational Ergonomics: A Textbook, 4<sup>th</sup> Edition. Fairfax, VA: Society for Industrial and Systems Engineering Press, ISBN: 9781938496486.

Fernandez, JE and **Marley, RJ** (2011). Applied Occupational Ergonomics: A Textbook, 3<sup>rd</sup> Edition. Cincinnati, OH: International Journal of Industrial Engineering Press, ISBN: 97809652558-9-9.

Fernandez, JE **Marley, RJ**, Noriega, S, and Ibarra, G (2008). Ergonomia Ocupacional: Diseno y Administracion del Trabajo. Cincinnati, OH, International Journal of Industrial Engineering Press, ISBN: 97809654506-5-2.

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Kreighbaum, E and Barthels, KM (1996). Biomechanics: A Qualitative Approach For Studying Human Movement, 4th Edition. Needham Heights, NJ: Simon & Schuster, pp. 185-189. (*Authored chapter section entitled "The Wrist Joint"*).

#### Edited Works

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Industrial and Occupational Ergonomics: User Encyclopedia (1999). CD-ROM -based publication of the International Journal of Industrial Engineering, Cincinnati, OH. ISBN: 0-9654506-0-0. (*Contributing Author and Editor*).

#### Refereed Journals and Proceedings

Muthumani, A and **Marley, RJ**. Development of testing protocols for evaluating steering and braking responses to driver warning systems. Applied Ergonomics. (submitted).

Christian, M, Fernandez, J, Ibarra-Mejia, and **Marley, RJ** (2016). Using the Revised NIOSH Lifting Equation in the Mexican Workplace: Biomechanical, Physiological, and Psychophysical Differences. Proceedings of the 5<sup>th</sup> Annual

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Ibarra-Mejia, G, Fernandez, JE, Choi, SD, Noriega-Morales, SA, and **Marley RJ** (2015). A survey of musculoskeletal pain and discomfort in Hispanic construction workers from El Paso Del Norte region. Proceedings of the 27<sup>th</sup> Annual International Occupational Ergonomics and Safety Conference. In R Wyatt, A Subramanian, and BF Ware (Eds), pp. 81-86.

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### **Technical Reports and Other**

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**Marley, R.J.** "Ergonomic applications in the utility industry," 1994. Case studies in job/tool redesign prepared at request of Senior Ergonomist at OSHA (Roger Stephens).

**Marley, R.J.** "Crimping tools in line operations: An initial ergonomic analysis," 1994. Final report prepared for the Montana Power Company.

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**Marley, R.J.** "Design recommendations for seated records-keeper in warehouse operations at the Bozeman service center," 1992. Final report prepared for the Montana Power Company.

**Marley, R.J.** "An ergonomic analysis of the twin-saw operator workstation," 1991. Final report prepared for PlumCreek Manufacturing Company.

**APPENDIX IV:  
Presentations and Lectures (reverse chronology)**

**Research and Professional**

"Psychophysics in Occupational Ergonomics." Annual meeting of the Society for Industrial and Systems Engineering, Washington, DC, September, 2012.

"Occupational Ergonomics: Emphasis on identification and solutions." Annual meeting of the Ergonomics Society of Mexico, Juarez, Mexico, April, 2009.

"Recent evolutions in the curricula of leading industrial engineering programs within the United States." International Journal of Industrial Engineering Theory, Applications, and Practice Annual Meeting, Las Vegas, NV, September, 2008.

"Strategic management: Balancing internal parity, competitive position, and institutional priorities at a research university." Association for Institutional Research, Kansas City, June, 2007.

"Strategic management: Balancing internal parity, competitive position, and institutional priorities at a research university." European Association for Institutional Research, Rome, August, 2006.

"A multivariate statistical model for whole-body related musculoskeletal disorders." International Journal of Industrial Engineering Theory, Applications, and Practice 8<sup>th</sup> Annual Meeting, Las Vegas, NV, November, 2003.

"A conceptual model for MSD risk assessment." International Journal of Industrial Engineering Theory, Applications, and Practice 5<sup>th</sup> Annual Meeting, Taipei, Taiwan, December, 2000.

"Dynamic wrist strength." International Society for Occupational Ergonomics and Safety Conference, Orlando, FL, June, 1999.

"Psychophysically acceptable limits expressed as a percentage of sampling intervals." International Society for Occupational Ergonomics and Safety Conference, Orlando, FL, June, 1999.

"Physiological Demand of Protected Climbing in Overhead Utility Work." International Industrial Engineering Applications and Practice Conference, San Diego, CA, November, 1997.

"A proactive group surveillance protocol for musculoskeletal disorders." International Society for Occupational Ergonomics and Safety Conference, Washington, DC, June, 1997.

"Work factors associated with musculoskeletal disorders in power distribution jobs." 1997 American Industrial Hygiene Conference & Exposition, Dallas, TX, May, 1997.

"Psychophysics and biomechanical stress: The case of manual lifting." International Society for Occupational Ergonomics and Safety Conference, Seattle, WA, June, 1995.

"Psychophysically acceptable dynamic hand force." International Society for Occupational Ergonomics and Safety Conference, Seattle, WA, June, 1995.

"An improved musculoskeletal discomfort assessment tool." Annual Industrial Ergonomics and Safety Conference, San Antonio, TX, June, 1994.

"Grip strength as a function of forearm rotation and elbow posture." 36<sup>th</sup> Annual Meeting of the Human Factors Society, Atlanta, GA, October, 1992.

"The importance of ergonomics in the concurrent engineering process." Flexible Automation and Information

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Management (FAIM) '92 Conference, Washington, D.C., July, 1992.

"Trends in the use of psychophysics in industrial work design." Flexible Automation and Information Management (FAIM) '92 Conference, Washington, D.C., July, 1992.

"Prediction models of grip strength at varying wrist positions." Annual Industrial Ergonomics and Safety Conference, Denver, CO, June, 1992.

"A psychophysical approach to establish maximum acceptable frequency for hand/wrist work." Annual Industrial Ergonomics and Safety Conference, Lake Tahoe, NV, June, 1991.

"Isokinetic wrist strength of females with carpal tunnel syndrome." 34th annual meeting of the Human Factors Society, Orlando, FL, October, 1990.

"A study of several performance measures of workers with carpal tunnel syndrome." 33rd annual meeting of the Human Factors Society, Denver, CO, October, 1989.

"Performance of severely disabled adults on simulated assembly tasks." Annual Industrial Ergonomics and Safety Conference, Cincinnati, OH, June, 1989.

"Human-machine modeling with AutoCAD." Annual Industrial Ergonomics and Safety Conference, New Orleans, LA, June, 1988.

"A multivariate analysis of directional movement time." Annual Industrial Ergonomics and Safety Conference, New Orleans, LA, June, 1988.

"Lifting physical work capacity as a function of frequency." Human Factors Society 31st Annual Meeting, New York, NY, October, 1987.

"Potential factors in movement time: Implications for functional evaluation of individuals with disabilities." Annual Industrial Ergonomics and Safety Conference, Miami, FL, June, 1987.

### **Invited Lectures**

"Observations from 25 plus years in Engineering Education," Keynote address to 3<sup>rd</sup> Annual World Conference of the Society for Industrial and Systems Engineering, San Antonio, TX, Oct 20, 2014.

"Be a Leader." Wichita State University College of Engineering Commencement address, May 17, 2014.

"ACE Fellows Program Experience at Texas A&M." MSU System University Council, Nov. 6, 2013.

"Establishing Pre-STEM Educational Partnerships with Research Universities for Underrepresented Students." New Mexico Achievement Gap Summit, Las Cruces, NM, May 26, 2011

"National Academy of Engineering's Grand Challenges for the 21<sup>st</sup> Century." Presidential Inauguration Faculty Colloquia, Bozeman, MT, September 9, 2010. Panel with Dean Ricardo Jacquez, New Mexico State University, and Dean Zulma Toro-Ramos, Wichita State University.

"Work related musculoskeletal disorders: Types, risk factors, identification, and solutions." Ergonomics Society of Mexico, Juarez, Mexico, April, 2009.

"Supporting technology development and transfer." Entrepreneurial Knowledge lecture series, Tech Ranch, Bozeman, MT, June 17, 2008.

"History, current status, and potential changes of OSHA ergonomics oversight: Balancing science and politics in

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occupational safety." OSHA Region 8 VPPP Conference, Denver, CO, May 16, 2007.

"History, current status, and potential changes to OSHA ergonomic regulation." Dept of Industrial Engineering Lecture Series, Virginia Tech, November 16, 2006.

"A model for preparing engineering doctoral students in teaching methods." Invited panelist for Best Practices in Graduate Education, Annual Meeting of the American Society for Engineering Education, Salt Lake City, June, 2004.

"State of the MSU College of Engineering." Montana Society of Engineers Annual Conference, Helena, MT, September 13, 2001.

"A conceptual and strategic process for engineering program assessment: A case study at Montana State University." *Best Assessment Process IV*, Rose-Hulman Institute of Technology, Terre Haute, IN, April 7, 2001.

"Ergonomics in engineering design." University of Inchon, Seoul, South Korea, December 8, 2000, repeated at Dong-A University, Pusan, South Korea, December 9, 2000.

"The new U.S. Federal ergonomic standard." Korean Occupational Safety and Health Administration, Seoul, South Korea, December 8, 2000.

"The role of engineering safety in modern business practice." Montana Society of Engineers, Bozeman, MT, September 12, 2000.

"Work-related cumulative trauma disorders." State Bar of Montana CLE Institute Seminar--Anatomy of Low-Impact Soft Tissue Injury Cases, Butte, MT, March 16, 2000.

"The science of ergonomics and basis for regulation." Montana Safety Services Council 1999 Hazardous Materials & Safety Conference, Billings, MT, April 22, 1999.

"Practical ergonomics and design in non-repetitive, field operations." U.S. Department of Labor-OSHA Seminar on Best Practices in Ergonomics (University of Washington-OHSA Training Institute, sponsor), Portland, OR, September 23, 1998.

"Introduction to the Science of Ergonomics." U.S. Department of Labor-OSHA Seminar on Effective Practices in Ergonomics (Rocky Mountain Education Center-OSHA Training Institute, sponsor), Denver, CO, June 4, 1998.

"Program Development for Upper-Extremity CTDs." U.S. Department of Labor-OSHA Seminar on Effective Practices in Ergonomics (Rocky Mountain Education Center), Denver, CO, June 4, 1998.

"Practical Ergonomics." Montana Manufacturing Extension Center Seminar Series, conducted at Bozeman, Billings, Missoula, and Butte, MT, September-December, 1997.

"Ergonomic strategies for the utility industry." Western Electric Power Institute Safety Conference, Portland, OR, September 10, 1997 (*Keynote Address*).

"Scientific studies of industrial back supports: should they be required?" Southwest Area Safety and Health Association, Bozeman, MT, April 9, 1997.

"OSHA's new role in ergonomics and work design." Montana Society of Engineers, Bozeman, MT, February 11, 1997.

"Increased productivity through ergonomics." MSU-Bozeman Noon Seminar Series for Technical Professionals (interactive video presentation for regional METNET sites), April 11, 1996.

"Ergonomic methods and practice for field and line crews in utilities." Western Energy & Communications Association Safety and Health Workshop, Reno, NV, September 28, 1995.

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"Cases in engineering and management control in ergonomics." Northwest Electric Light & Power Association Annual Operations Meeting, Calgary, Canada, April 10, 1995.

"Improving work-place safety and ergonomics: regulation and reality." Deaconess Medical Center-HealthWorks seminar, Great Falls, MT, November 15, 1994.

"Decisions for health: a Montana perspective." Panelist for Montana Public Television (KUSM) program, October 23, 1994.

"The role of purchasing in ergonomic protection." Big Sky Public Purchasing Association annual meeting, Bozeman, MT, September 22, 1994.

"Industrial ergonomics." Montana Mining Association Annual Meeting, Butte, MT, May 4, 1994.

"Increased productivity and reduced injuries with ergonomics." 10th Annual Wyoming-Montana Safety and Health Conference, Bozeman, MT, May 3, 1994.

"Integration of engineering controls and occupational injury management." Vocational Resources, Inc., annual meeting, Big Sky, MT, September 17, 1993.

"Engineering controls for reducing risk of low-back injuries--Beyond compliance." Rehabilitation Association of Montana, Bozeman, MT, April 2, 1993.

"Psychophysically determined frequency for a drilling task." Division of Standards Development and Technology Transfer Ergonomic Seminar Series, National Institute for Occupational Safety and Health (NIOSH), Cincinnati, OH, March 12, 1993.

"A systematic method for reducing workplace injuries: The concurrent engineering approach." Montana-Made '92 Conference, Billings, MT, November 6, 1992.

"Toward a model for safe working limits--a psychophysical approach." Medical Rounds Lecture Series, Deaconess Hospital, Bozeman, MT, January 31, 1992.

"Working with employees to reduce injuries." Montana Association of Counties Loss Control Conference, Lewistown, MT, January 22, 1992.

"Ergonomics--Cumulative Trauma Disorders." 1991 Governor's Conference on Workers' Compensation and Safety, Butte, MT, October 23, 1991.



**APPENDIX V:  
Appointments and Service Activities**

**Board Service**

- MSU Innovation Campus, Advanced Technology, Inc, Board of Directors, 2011 to 2014
- MSU Office of International Programs, Advisory Board Chair, 2011 to 2014
- American Society for Engineering Education, National Board of Directors, Chair of Sections Zone IV, 2004-2006 (elected position).

**Editorship**

- Editorial Board, Industrial and Systems Engineering Review, 2012 to present
- Associate Editor, International Journal of Industrial Ergonomics, 2000-2004
- International Journal of Industrial Engineering: Theory, Applications and Practice
  - News Editor 1995-2002
  - Editorial Board, 2003-present
  - International Advisory Committee (annual meetings), 2005-present.

**Professional Service**

- Conference Advisory Committee, Society for Industrial & Systems Engineering Annual Meeting, 2012
- Boren Fellowship National Review Panel, Institute for International Education, 2012
- Review Panelist, National Institute for Standards & Technology, Manufacturing Extension Partnerships (MEP) Programs, 2011-12
- 2yr-4yr Engineering Transfer Policy Summit, National Academy of Engineering, Richmond, VA, June, 2011
- President, International Society for Occupational Ergonomics and Safety (ISOES), 2009-10
- Executive Council, International Society for Occupational Ergonomics and Safety (ISOES), 2008-2011.
- Regional Vice-President and Executive Council, Alpha Pi Mu, Executive Council, 2008 to 2014
- Tau Beta Pi, National Awards Committee, 2010-12
- American Society for Engineering Education (ASEE)
  - National Constitution and By-Laws Committee, 2010-2012
  - "Year of Dialog" National Advisory Committee, 2006-2007
  - Nominating Committee for National Offices, 2006-2008
  - National Board of Directors, Chair of Sections Zone IV, 2004-2006 (elected position)
  - Conference Chair, Pacific-Northwest Section Annual Meeting, April, 2000
  - Chair of Pacific-Northwest Section, 1999-2000
  - Secretary/Treasurer, Pacific-Northwest Section, 1995-1998
- College representative, Center for Advancement of Scholarship on Engineering Education (CASEE) Implementation Network for ENSEE Validation Pilot Study.
- Salish-Kootenai Tribal College Engineering Program, National Advisory Board, 2005-2011.
- Delphi Study Group, International Advisory Board for Service Sector Systems Engineering project, Michigan Technological Institute (NSF funded), April, 2004-2006.
- Task Committee on Faculty Registration, American Society for Civil Engineering (ASCE), Presidential Appt., 2004.
- Program Co-Chair, International Conference of Industrial Engineering Theory, Applications and Practice, San Francisco, 2001.
- Board of Directors, International Journal of Industrial Engineering: Theory, Applications and Practice, 1999-2004.
- Review Panelist, National Science Foundation, "Action Agenda for Systemic Engineering Education Reform,"

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1998-2000.

- Secretary/Treasurer, Institute of Industrial Engineers, Yellowstone Senior Chapter, 1992-1999.
- Reviewer, International Journal of Industrial Ergonomics, various articles, 1994-present
- Reviewer, 4th Edition of Work Design: Industrial Ergonomics, by S. Konz. Gorsuch, Scarisbrick Publishers, 1994.
- Reviewer, 5th Edition of Miller & Freund's Probability and Statistics for Engineers, by R.A. Johnson, Prentice-Hall, 1994.
- Reviewer, ergonomics division, 2nd Industrial Engineering Research Conference Proceedings, 1993.

### **University/College/Department Service**

- Chair, Strategic Planning Committee, S&T, 2017-present
- S&T representative, UM System Governance Committee on Activity Analysis, 2017-present
- UM System Diversity Task Force, University of Missouri (System) Presidential appointment, 2016
- Missouri S&T Chancellor's Cabinet, 2014-present
- University of Missouri System Chief Academic Officers Council, 2014-present
- Missouri Department of Higher Education Academic Council, 2014-present
- MSU President's Executive Council, 2013-2014
- Chair, MSU International Advisory Committee, 2011-2014
- Chair, Dean Search Committee, MSU College of Business, 2011-12
- Search Committee, MSU Innovation Campus Director, 2011
- MSU University Council, 2010-2014
- MSU Research Council, 2010-2014
- MSU Enterprise IT Council, 2013-2014
- Chair, MSU Research Council Sub-Committee on Strategic Planning, 2011-12
- MSU Foundation Development Council, 2008-2014.
- Affiliate Faculty Appointment, Division of Health Sciences, Montana State University, 2005-2014.
- Chair, "Streamline" bus service sub-committee, 2008-09.
- University Task Force on Promotion & Tenure Procedures, 2005, 2008
- Chair, Dean Search Committee, MSU College of Letters & Sciences, 2002
- Deans Council, 2001-2014
- University Planning and Budget Analysis Committee (UPBAC), 2001-2014
- Montana State NSF-EPSCoR Advisory Board, 2004-2010.
- MSU Strategic Planning Committee, 2005-2014
- Faculty Advisor, MSU Baseball Club, 2003-2012
- Assistant/Associate Deans Council, 1995-2000
- NASC Accreditation Self-Study Committee, 1998-1999
- University Honors Program Advisory Committee, 1998-2001
- Assistant Deans Council representative to MSU Faculty Council, 1996-1997
- Curriculum Coordinator, Industrial & Management Engineering, 1995-1996
- University Assessment and Outcomes Committee, 1995-2001
- MSU Presidential Scholarship Selection Committee, 1996-1998
- Campus Representative, ASEE, Pacific Northwest Section, 1993-2000
- University Affirmative Action Advisory Board, 1992-1998
- Faculty Advisor, Institute of Industrial Engineers, MSU student chapter, 1990-1996