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LOUIS D. WHITESIDES, DBA, CRA

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Curriculum Vitae



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CRA: CERTIFIED RESEARCH ADMINISTRATOR

## SHORT BIOGRAPHY

Dr. Louis Whitesides, an accomplished Research and Cooperative Extension professional, is the Research Director for South Carolina State University's 1890 Research & Extension Program. He has a budgetary responsibility of over \$6 million and manages a staff of 73 faculty, staff, and students. A federal and state supported program, 1890 Research & Extension conducts problem-solving research and provides quality lifelong learning opportunities designed to help transform the lives of South Carolinians.

As administrator for 1890 Research, Whitesides provides the vision, leadership, compliance, and promotes all aspects of the program including management of Federal Capacity Funds (Evans Allen) as well as state appropriated funds earmarked for agricultural research. Dr. Whitesides works closely with deans, faculty, staff, and students to implement the strategic direction set to increase the number and amount of funded research projects, internally and externally.

His research interests focus on accessing international markets for rural farmers. There are barriers that farmers, especially small to midsize, face that are sometimes left out of the overall strategy for accessing new markets governmental agencies implement. These barriers include the effects of trade agreements, trade diversion, exchange rate volatility, insurance, letters of credit, and additional foreign requirements for accepting exports, like free from pest and disease of concern. He has published his findings in premier journals in his field, *International Journal of Food and Agricultural Economics*, *The Open Journal of Economics and Finance*, *Journal of Academy Business and Economics*, *Journal of Economic Integration*, and *Applied Economics Letters*. He has numerous publications and presentations to his credit.

Dr. Whitesides' Cooperative Extension experiences included a beginning as an extension agent and peaked as the State Director for Community and Economic Development where he managed staff and programs at all external Extension Centers across the state.

Dr. Whitesides was awarded more than \$1.46 million in federal cooperative agreements and grants from the United States Department of Agriculture (USDA) to administer programs in the rural targeted areas. With his assistance, small business entrepreneurs across the state obtained over \$2.3 million in loans and grants from public and private sources to start or expand existing businesses.

Dr. Whitesides earned a Doctor of Business Administration (DBA) in International Business from Argosy University of Sarasota, received a Master of Science (MS) in Business Management from Southern Wesleyan University, a Bachelor of Science (BS) in Computer Science from South Carolina State University, completed the Management Development Program at Harvard University, earned a certificate of Executive Leadership from Cornell University, and is a Certified Research Administrator (CRA); less than 8 percent of all research administration personnel have earned this designation. Dr. Whitesides has completed extensive studies abroad on the development and use of business and economic development models of the Czech Republic, Canada, Mexico, Japan, Thailand, China, Nicaragua, Guatemala, Costa Rica, Bermuda, and Dominican Republic.

Dr. Whitesides has been named Employee of the Year at every professional organization employed.

## RESEARCH INTERESTS

Dr. Whitesides' primary research interests focus on accessing international markets for rural farmers. Every Year, the United States make gains in the international trade of agricultural products. International markets are additional opportunities for American producers to increase sales. With record exports, which according to the USDA passed \$153 billion in 2015, opening new markets is essential to a continued contribution to a strong rural economy. There are barriers that farmers, especially small to midsize, face that are sometimes left out of the overall strategy for accessing new markets governmental agencies implement.

These are the thrusts in his research group:

1. Free Trade Agreements: Determinants of commodity trade flows are identified and the effects of major Regional Free Trade Agreements on specific vegetable and fruit trade are analyzed. The RFTAs are evaluated to identify the extent to which free trade associations lead to trade expansion. Using panel data from 1999 to 2008 covering 48 countries, it was found that per capita income, population, and per capita production capacity are significant determinants of fruits and vegetable trade flows. The results show that NAFTA and EU enhanced vegetable and fruit trade through trade creation and limited trade diversion. The ASEAN association generates insignificant trade expansion. The effects of the MERCOSUR association are inconclusive and generally commodity-specific. The findings reveal that the exchange rate uncertainty significantly impairs commodity flows. However, unlike previous findings, this study suggests that the negative impact is not uniform and may vary by sector, commodity, and exchange rate uncertainty measures.
2. Trade Diversion: International trade theory predicts that the relative level of a country's resource endowments, trade policy, environmental regulations, and level of technology would jointly determine production specialization and trade pattern of the country. This study develops state export share and alternative environmental risk models to evaluate the effects of resource endowments, prices, and environmental risk factors on agricultural exports and environment. A simultaneous system of the environmental risk and export share models was estimated by using the nonlinear estimation method outlined in RATS (2009). The results reveal that crop prices, state GDP, state farm GDP, and technological changes were found to be major determinants of the state export shares. The results also suggest that NAFTA had no negative effect on the environment. The study found that the European Union (EU) and expansion of its membership led to significant reduction in state agricultural exports due mainly to the effect of trade diversion in the EU expansion.

Dr. Whitesides' research group is particularly interested in market access barriers to include the effects of trade agreements, trade diversion, exchange rate volatility, insurance, letters of credit, and additional foreign requirements for accepting exports, like free from pest and disease of concern.

## PERSONAL STATEMENT

Research and Cooperative Extension professional with an entrepreneurial spirit and a passion for applied policy research poised to leverage strong evidence of leadership and interdisciplinary collaboration as well as demonstrated experience in leading and performing in a dynamic academic environment with highly developed consultative, negotiation, and communication skills.

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Energetic, dynamic, and nationally-recognized academic leader streamlining of research to advance strategic vision, guiding and overseeing the ongoing development of the Institution's extensive research portfolio, including identifying new areas of research, mentoring early-career and mid-career faculty, and pursuing research funding opportunities.

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Spearhead the advance of quality and integrity in research programs, providing strategic vision, developing processes and procedures to support grant management and compliance processes, and providing consultation and technical assistance to faculty, staff, students, and partners in the development of research proposals to advance the Institution's mission.

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## CURRENT ADMINISTRATIVE RECORD

South Carolina State University  
1890 Research Director

January 2010 – Present

- Work closely with deans, faculty, staff, students, and other leaders to implement the strategic direction set by the Vice President of Land Grant Programs and Executive Director of 1890 Research & Extension
- Planning and development of new research programs, strategic planning, budget and operations related to the division's research activities
- Management of federal capacity funds (Evans Allen) and state appropriated funds allocated to conduct agricultural research
- Overseeing accountability and reporting for capacity funding, development of Joint Plan of Work with Clemson University, through collaboration with Senior Research Directors, faculty, staff, students, and other stakeholders
- Develop a strategic focus that contributes to the overall achievement of the university as a premier research institution, including increasing the level of USDA NIFA Evans Allen Research while promoting a climate that encourages excellence in research and creative expression
- Promote visibility of the division and university research within local, regional, national, and international organizations and communities
- Cultivate relationships with external funding agencies and provide administrative and technical leadership to support the enhancement of research & economic development
- Provide leadership for the enhancement of research infrastructure, service programs, as well as the integration of research, extension, and teaching
- Serve as the college representative on university wide, community research committees and projects
- Identify and facilitate research collaborations among faculty within the college and among the college, other research units on campus, community partners, other universities, research institutions, as well as state, regional, and federal organizations
- Establish relationships with external funding agencies to include local, state, federal, and private to increase the funding to the division
- Advise the ED on national research trends and implications for the college
- Serve as the liaison between 1890 Extension, South Carolina State University, and Clemson University for State Extension Advancement Council (SEAC)
- Coordinate state and federal Legislative visits
- Represent 1890 Research and the university in the regional and national network of Association of Research Directors (ARD) and Experiment Station Directors (ESS)
- Partner with the Extension Director and Extension personnel to disseminate research results as well as make available research scientists to collaborate on projects with an outreach need or requirement

## SELECTED ACHIEVEMENT HIGHLIGHTS

- Designed an Experiment Station Plan for South Carolina State University, Construction on the first three facilities construction are in progress.
- Charted, developed, and implemented the Institute for Public Health Research & Outreach in partnership with the Regional Medical Center to conduct medical research; secured joint funding of \$1.2 million for initialization.
- Drove the development of Multidisciplinary Lunch Series (CONNECT) to facilitate proposal development across disciplines; funding of \$1.8 million in funding secured.
- Authored and incorporated USDA cooperative agreements and grants of over \$1.46 million
- Spearheaded and instituted University Research Technical Training Series; topics included Logic Model Development, Successful Grant Writing, and Searching for External Funding.
- Planned, produced, and launched Research Grant Management Program for 1890 Research Grant recipients; topics conducted included: PI's Roles and Responsibilities, Banner Finance and On-line Requisitions, Project Financial Management, Accountability and Reporting, Marketing, and Communications.
- Formulated the Graduate School Success Program (GSSP), designed to prepare students for graduate school; 31 students have entered graduate school since inception.
- Developed and implemented Annual Research Forum for faculty to discuss research issues and concerns and receive research agenda updates.
- Pioneered and introduced the 2012-2013 PSA Budget Request to Governors' Office; received 13% increase over previous year's appropriations; framework still currently used.
- Coordinated operations with current entrepreneurs in obtaining over \$2.3 million in loans/grants
- South Carolina State University - Staff Employee of the Year 2010, Family Health Center - Staff Employee of the Year 1999, Husqvarna Replacement Parts Unit Employee of the Year 1995

## EDUCATION

### **Doctor of Business Administration (DBA)**

**2009**

International Business / Argosy University – Sarasota

International Projects Completion Czech Republic, China, Mexico, Canada, Dominican Republic, Thailand

- DBA International Business – Doctoral program designed to develop competencies in understanding and performing International and domestic applied research which can then be used to foster innovation and lead organizational change. Required extensive international travel, research, and collaboration with foreign entities and professionals.

### **Master of Science (MS)**

**1997**

Management/Southern Wesleyan University

- MS Business Management – The mission of the MS in Management at Southern Wesleyan University is to deliver a high quality business education in a Christian environment that prepares students for positions of service and encourages the integration of faith and leadership in business. The Program seeks to develop graduates into competent business leaders who are also people of high moral character.

## **Bachelor of Science (BS)**

**1994**

Computer Science / South Carolina State University

Minor: Mathematics

- Designed to help students solve complex challenges across a range of fields. Development of a sound foundation in theory and practical applications while learning how computer science can improve humanity. Through collaborations with faculty and exciting research opportunities, application of knowledge to pursue new innovations limited only by imagination. From exploring new ways to communicating via the internet, or improving health care, creative problem-solving skills can be used to better the world.

## **CERTIFICATIONS**

### **Certified Research Administrator (CRA)**

**2013**

Research Administrators Certification Council (RACC)

- The Certified Research Administrator (CRA) designation is granted in the United States by the Research Administrators Certification Council to individuals who demonstrate the knowledge necessary to serve as an administrator of professional and sponsored research programs. Candidates must hold a bachelor's degree, possess at least three years of related experience, and pass the Certified Research Administrator examination before being conferred the right to use the CRA designation.

## **TRAINING**

### **Executive Leadership Certificate**

**2016**

Certification / Cornell University; Ithaca, NY

- The Executive Leadership Certificate series provides critical skills to lead an organization to success through a series of core competences; 1. Devise employee-related practices that improve the organization and thereby enhance service outcomes to customers; 2. Implement healthy team behaviors and functions; 3. Respond decisively and consistently when faced with situations that require a decision, 4. Detect and address impediments to credibility with subordinates, superiors, and others who interact professionally; 5. Evaluate factors that undermine employee motivation and engagement in the organization; 6. Explore critical decisions such as when to negotiate, when not to negotiate, whether one should make the opening move in a negotiation, and how many issues preferred on the table, as well as; 7. Determining the fiscal ramifications for all decisions, major and minor.

### **Management Development Program (MDP)**

**2012**

Harvard University; Cambridge, MA

- Through real-world case studies, small group discussions, and interactive presentations, MDP teaches one to think beyond their own discipline and lead in ways that support larger institutional objectives. A deeper understanding is gained of how different units function and one will be able to incorporate broader strategic considerations into management decisions. MDP provides the tools and insight to think more strategically, balance the competing demands of colleagues, and spend more time providing forward-thinking leadership.

## PREVIOUS ASSIGNMENTS

### **South Carolina State University**

**January 2000 – December 2009**

#### **Senior Extension Director, Community and Economic Development**

- Developed and monitored practices to ensure that South Carolina State University's 1890 Research & Extension Community & Economic Development Program were current, needed, and properly delivered
- Identified local needs and emerging issues related to the Program Areas by engaging with program development committees, other community organizations, and professionals
- Developed and implemented comprehensive, pro-active educational programming related to Community and Economic Development
- Assisted Extension Administrator in overall planning, direction, and management of 1890 Extension Program
- Statewide Supervision of staff at Satellite Extension Centers including budgetary, compliance, and human resource issues
- Served as the liaison between 1890 Extension, South Carolina State University, and Clemson University for the State Extension Advancement Council (SEAC)
- Coordinated state and federal Legislative visits
- Co-Chaired Budget Committee for Research and Extension
- Provided 1890 Research & Extension programs with the highest level of visibility and support in program development and modification
- Served as a primary resource for addressing community development issues throughout 1890 Research and Extension regions and statewide service area
- Maintained program integrity and compliance, evaluated needs, and recommended solutions

### **Family Health Centers, Inc., Orangeburg, SC**

**December 1998 – January 2000**

Seven site health care organization that provides services in the following areas: Urgent Care, Adult Medicine, Pediatrics, OB/GYN, Dental, Child Care, Clinical Services, Podiatry, and Health Education

#### **Risk Manager**

- Directed staff of seven
- Planned, directed, and managed all aspects of the Family Health Centers', Inc. Risk & Safety Program, JCAHO Compliance, Facilities Management, Hazardous Waste, Housekeeping and Security
- Coordinated the development and implementation of the facilities emergency preparedness program
- Ensured facilities maintenance, repairs, renovation and new construction in accordance with corporate guidelines
- Assured compliance with all "Environment of Care" standards promulgated by the Joint Commission on Accreditation of Health Care Organization (JCAHO)
- Developed and implemented hazardous waste program in accordance to federal, state, and local regulations

## 1890 Research & Extension

November 1996 – December 1998

### Business & Economic Developer

- Designed appropriate educational strategies to engage clientele. These strategies might include delivering educational programming in a community based setting, coordinating events and activities that provide experiential learning opportunities, using innovative technologies providing individual educational consultations, and facilitating groups seeking similar educational outcomes
- Was responsible for overseeing educational, training, and community based initiatives related to strategic planning, community revitalization, creative economy movement, small business retention and development efforts, tourism development projects, and other approved tasks
- Consulted in the stabilization and diversification regarding existing business concerns
- Created new business ventures inspired by a community's available resources
- Provided technical assistance in finance, bookkeeping, customer relations, business planning and development, marketing, organization sustainability, and management
- Collected and communicated evidence of educational program impact

### Husqvarna Yard Products, Orangeburg, SC

May 1994 – July 1996

\$1 billion manufacturer of lawn and garden products, with subsidiaries operating home appliances

#### Replacement Parts Source Manager

- Directed staff of 10, performed managerial tasks on three separate source entities with sales totaling over \$15 million
- Reduced inventory 40% and increased order fill rate by 8%, surpassing industry benchmark
- Administered team approach to business processes
- Created source and part profiles

#### Electronic Data Interchange (EDI) Coordinator

- Directed the electronic transmission of over \$10 million in purchase orders
- Executed the implementation of new software for the site
- Established EDI standards for trading partners

#### Non-Sears Finished Goods Domestic Distribution Manager

- Responsible for the shipment of more than \$25 million of finished good products
- Coordinated a successful shopping schedule
- Decreased carrier wait time by 10%
- Co-authored and implemented process of routing products by carriers, ensuring cost efficiency

#### Replacement Parts Measurement Control Coordinator

- Responsible for conducting studies on department's work teams
- Produced daily and weekly measurement reports, tracking the work habits of the different teams
- Analyzed the results of the study, determining the strengths and weaknesses of each team
- Assisted programmer in automation of the study

## PUBLICATIONS

- Karemera, D., & Whitesides, L. (2017). "The Impacts of Regional Free Trade Agreements and Exchange Rate Volatility on World Vegetables and Fruit Trade Flows." *International Journal of Food and Agricultural Economics*, 5(4), ISSN 2147-8988, E-ISSN: 2149-3766.
- Karemera, D., & Whitesides, L. (2017). "Trade Creation and Diversion Effects of the US-EU Transatlantic Trade and Investment Partnership." *The Open Journal of Economics and Finance*.
- Mustafa, M., Selassie, H., & Whitesides, L. (2017). "Impact of Capital Investment, Export, and Education on Growth of Gross State Product: ARDL Bound Testing, Dynamic OLS and GMM Approach." *Journal of Academy Business and Economics (JABE)*, 17(3), 51-57.
- Lila, Z. A., Whitesides, L. D., Weze, C., & Thomas, Y. (2015, August). "Glycoxidative Modification of Adenosine in Relation to Diabetes and Obesity: Detection of Carboxymethyl – Adenosine (CMA<sub>d</sub>) in Biological Sample." *American Laboratory*.
- Karemera, D., & Whitesides, L. (2015, June). "Trade Creation and Diversion Effects of Selected Bilateral and Regional Free Trade Agreements and Exchange Rate Volatility in the Global Meat Trade." *Journal of Economic Integration*, 30(2), 276 - 304.
- Karemera, D., Koo, W., Smalls, G., & Whitesides, L. (2015). "Trade Creation and Diversion Effects and Exchange Rate Volatility in the Global Meat Trade." *Journal of Economic Integration*, 30(2), 240-268.
- Hamidi, N., Massoudi, R., Shrestha, S., Lalmansingh, L., Pascoe, T., Oriakhi, C., & Whitesides, L. (2014). "Waste Plastics: Pyrolysis of Powdered and Powder-Free Laboratory Examination Waste Gloves." *British Journal of Applied Science & Technology*, 4(6), 967-1019.
- Hamidi, N., Massoudi, R., Shrestha, S., Lalmansingh, L., Pascoe, T., Oriakhi, C., & Whitesides, L. (2014): "Waste Plastics: Pyrolysis of Powdered and Powder-free Laboratory Examination Waste Gloves." *British Journal of Applied Science & Technology*, 4(6), 967-1019.
- Hamidi, N., Massoudi, R., Shrestha, S., Marcanikova, M., Chang, S., & Whitesides, L. (2014). "Thermogravimetric and Kinetics of Thermal Degradation of Powdered Laboratory Examination Gloves: 1. Analysis of Thermal Scan Traces from 310-455°C." *British Journal of Applied Science & Technology* 4(34), 4731-4750.
- Davis, B., Karemera, D., & Whitesides, L. (2013). "The Intertemporal Stability of the US Money Demand Function: New Evidence from Switching Regressions." *Applied Economics Letters*, 20(6), 581-586.

- Hamidi, N., Tebyanian, F., Massoudi, R., & Whitesides, L. (2013). "Pyrolysis of Household Plastic Wastes." *British Journal of Applied Science & Technology*, 3(3), 417-439.
- Karemera, D., Koo, W., & Whitesides, L. (2013). "Trade, the Environment, and Impacts on State Agricultural Exports." *Journal of Management Policy and Practice*, 13(4), 11 - 20.
- Karemera, D., & Whitesides, L. (2012, January). "Trade, the Environment, and Impacts on State Agricultural Exports." *Journal of Management Policy and Practice*, 13(4).
- Karemera, D., & Whitesides, L. (Under Editorial Review). "The Impact of TTIP on US Agricultural Exports: A State-level Analysis, submitted: *Journal of Applied Economic Perspectives and Policy*.
- Karemera, D., & Whitesides, L. (Under Editorial Review). "Trade Creation and Trade Diversion Effects of SADC on Malawi's Trade Flows and the Role of Exchange Rate Volatility," submitted; Special Issue in the *African Journal of African Business*.
- Karemera, D., & Whitesides, L. (Under Peer Review). "Assessing Trade Benefits of Regional Free Trade Agreements on Global Fish Trade: A Static and Dynamic Gravity Model Approach.
- Mustafa, M., Whitesides, L., & Selassie, H. (Under Peer Review). "Impact of Capital Investment, Export, and Education on Gross State Product Growth: ARDL Bound Testing, Dynamic OLS (DOLS) and GMM Approach" *Journal of Federation of Business Disciplines*.

## PRESENTATIONS

- Karemera, D., & Whitesides, L. (July 28-August 2, 2018). "A State-level Analysis of the Impact of a TTIP Harmonization of Food Safety Standards on US Agricultural Exports." Trial Annual Conference of Agricultural Economics Association in Vancouver, British Columbia, Canada.
- Karemera, D., & Whitesides, L. (November 15-18, 2017). "Trade Creation and Diversion Effects of a US-EU Transatlantic Trade and Investment Partnership." Applied Business and Entrepreneurship Association International (ABEAI). Accepted for presentation, Hawaii. (Accepted, not presented due to a schedule conflict).
- Karemera, D., & Whitesides, L. (October 20 - October 24, 2017). "The Impacts of Potential TTIP Harmonized Food Safety Standards on US State Agricultural Exports: A Static and Dynamic Gravity Model Analysis." Was accepted for presentation at the 2017 Food Distribution Research Society meeting in Honolulu, Hawaii. (Not presented due to conference logistics conflict).
- Mustafa, M., Selassie, H., & Whitesides, L. (October 12-14, 2017). "Impact of Capital Investment, Export, and Education on Gross State Product: ARDL Bound Testing, Dynamic OLS and GMM Approach." International Academy of Business and Economics in New York.
- Mustafa, M., & Whitesides, L., (March 9-12, 2016). "Dynamic Linkage Among Capital Investment Outlays and Business Climate and Economic Growth of South Carolina: Panel Co-integration Investigation." Southwestern Society of Economics, Oklahoma City.
- "Communicating Program Impacts." (April, 2015). Presentation at 2015 National Institute for Food and Agriculture's National Extension and Research Administrative Officers' Conference (NERAOC), San Diego, California.

- Hamidi, N., Massoudi, R., Shrestha, S., Marcanikova, M., Chang, S., Ghalili, M., & Whitesides, L. (October 27-29, 2014). "Thermogravimetric Study of Powdered Laboratory Safety Examination Gloves." 2<sup>nd</sup> World Congress on Petrochemistry and Chemical Engineering, Las Vegas, USA.
- Hamidi, N., Shrestha, S., Marcanikova, M., Chang, S., Whitesides, L., & Massoudi, R. (August 10-14, 2014). "Analysis of Pyrolysis Products of Latex Gloves by Gas Chromatography Mass Spectrometry (GC-MS)." Division of Energy and Fuels, Session: Challenges and Opportunities in Petroleum Oil Production, Refining and Utilization 248<sup>th</sup> ACS National Meeting, San Francisco, California.
- Hamidi, N., Shrestha, S., Marcanikova, M., Chang, S., Whitesides, L., & Massoudi, R. (August 10-14, 2014). "Analysis of Pyrolysis Products of Latex Gloves by Gas Chromatography Mass Spectrometry (GC-MS)." Sci-Mix Posters, Division of Energy and Fuels, 248<sup>th</sup> ACS National Meeting, San Francisco, California.
- "Communicating Program Success." (April, 2014). Presentation at 2014 National Institute for Food and Agriculture's National Extension and Research Administrative Officers' Conference (NERAOC), Indianapolis, Indiana.
- "Succession Planning in the 1890's." (April, 2014). Presentation at 2014 National Institute for Food and Agriculture's National Extension and Research Administrative Officers' Conference (NERAOC), Indianapolis, Indiana.
- Hamidi, N., Massoudi, R., Shrestha, S., Lalmansingh, L., Pascoe, T., Oriakhi, C., & Whitesides, L. (March 16-20, 2014). "Pyrolysis Products of Powdered and Powder-Free Laboratory Examination Waste Gloves." Division: Poly: Division of Polymer Chemistry, Session: Polymers for Oil and Gas Energy Operations, 247<sup>th</sup> ACS National Meeting & Exposition, Dallas, Texas.
- Hamidi, N., Massoudi, R., Shrestha, S., Lalmansingh, L., Pascoe, T., Oriakhi, C., & Whitesides, L. (November 13 - 16, 2013). "Thermal Stability and Pyrolysis of Powdered and Powder-Free Laboratory Examination Waste Gloves." Southeast Regional Meeting of the American Chemical Society, Atlanta, Georgia.
- "Partnering Through Teams." (May, 2013). Presentation at 2013 National Institute for Food and Agriculture's National Extension and Research Administrative Officers' Conference (NERAOC), New Orleans, Louisiana.
- "Trade Creation and Diversion Effects of Selected Bilateral and Regional Free Trade Agreements and Exchange Rate Volatility in the Global Meat Trade." (September, 2012). Paper presented at the 2012 Emerging Issues in Global Animal Production Trade Conference, Washington, DC.
- "1890 Morrill Act's Legacy Thrives at South Carolina State University." (July, 2012). Paper Presented at the 2012 Biennial Conference on Chemical Education (BCCE), State College, Pennsylvania.
- "Acquiring Sustaining and Managing 1890 State Matching Funds." (May, 2012). Presentation at 2012 National Institute for Food and Agriculture's National Extension and Research Administrative Officers' Conference (NERAOC), Morgantown, West Virginia.
- "Acquiring Sustaining and Managing 1890 State Matching Funds." (May, 2011). Presentation at 2011 National Institute for Food and Agriculture's National Extension and Research Administrative Officers' Conference (NERAOC), Anchorage, Alaska.

## SPONSORED FUNDING (\$1,464,000)

Rural Entrepreneurial Outreach and Development Program, Principal Investigator, United States Department of Agriculture Rural Business – Cooperative Service, (\$100,000), (2009 – 2010)

Rural Entrepreneurial Outreach and Development Program, Principal Investigator, United States Department of Agriculture Rural Business – Cooperative Service, RBS- 09-25 (\$100,000), (2009 – 2010)

Rural Entrepreneurial Outreach and Development Program, Principal Investigator, United States Department of Agriculture Rural Business – Cooperative Service, RBS- 08-23 (\$100,000), (2008 – 2009)

Rural Entrepreneurial Outreach and Development Program, Principal Investigator, United States Department of Agriculture Rural Business – Cooperative Service, RBS- 07-14 (\$99,000), (2007 – 2008)

Rural Entrepreneurial Outreach and Development Program, Principal Investigator, United States Department of Agriculture Rural Business – Cooperative Service, RBS- 06-08 (\$125,000), (2006 – 2007)

Rural Entrepreneurial Outreach and Development Program, Principal Investigator, United States Department of Agriculture Rural Business – Cooperative Service, RBS- 05-12 (\$150,000), (2005 – 2006)

Rural Entrepreneurial Outreach and Development Program, Principal Investigator, United States Department of Agriculture Rural Business – Cooperative Service, RBS- 04-13 (\$150,000), (2004 – 2005)

Rural Entrepreneurial Outreach and Development Program, Principal Investigator, United States Department of Agriculture Rural Business – Cooperative Service, RBS- 03-17 (\$200,000), (2003 – 2004)

Rural Entrepreneurial Outreach and Development Program, Principal Investigator, United States Department of Agriculture Rural Business – Cooperative Service, RBS- 02-11 (\$215,000), (2002 – 2003)

Rural Entrepreneurial Outreach and Development Program, Principal Investigator, United States Department of Agriculture Rural Business – Cooperative Service, RBS- 01-18 (\$225,000), (2001 – 2012)

## TEACHING

### New Extension Courses Developed and Taught

- ***Starting a Nonprofit Organization:*** teaches the steps to establishing a new non-profit organization including incorporation, bylaws, employer identification number, and tax exempt status.
- ***Board Training & Development:*** helps both board members and staff understand the role of the board in fund raising, public relations, and planning, as well as relationships of board to staff.
- ***Strategic Planning:*** provides participants with practical, hands-on experience in strategy formulation through discussion and participation in developing a mission, establishing goals, identifying strengths and challenges, and developing an action plan with accountabilities.

- ***Managing Conflict in the Workplace:*** designed for employees and bosses to help them understand when to ignore conflict, when to manage it, and when to actively resolve it. Tips will be given on understanding conflict and why it occurs, as well as, how to resolve conflict and learn from it.
- ***Team Building:*** an active workshop involving participants in examining interrelationships on the job and utilizing differences to enhance team effort.
- ***Non-Profit Management Issues:*** deals with a variety of issues from personnel to budgets. This workshop is designed to provide some tips in the areas of board selection and training, working with volunteers, personnel, policies and procedures, and daily operations.
- ***Time Management:*** allows employees and employers to look into how they use their time, how it can be used more effectively, and what can be done to maximize output while minimizing wasted time.
- ***Community Visioning:*** assists communities in developing a vision for the future, setting priorities, and developing action steps to reach their goals.
- ***Grant Tips:*** is a comprehensive overview of grant seeking. Discussions include the grant's climate, what projects are best suited for grant funding, and the process from research to implementation. The sections of the proposal will be covered along with general tips for writing, preparing, and submitting the proposal.

### ADDITIONAL EXTENSION COURSES TAUGHT

- ***Starting or Expanding your Business:*** discusses the obstacles of going into business. It helps participants figure out if business ownership is right for them. Participants receive brief instruction on business plan writing and lending. In addition, tips are given on how to assess business opportunities.
- ***Business Finance:*** Locating financing and preparing a loan proposal for presentation to lenders is covered in this Course. In addition, participants learn about the seven main lending requirements that banks use in assessing credit worthiness — credit score, capacity, capital, collateral, conditions, character, and confidence. Tips on building and improving credit and establishing collateral are discussed.
- ***Business Customer Service:*** Good customer service is the key to a successful business. This course gives tips on how to deal with customers one-on-one. Participants receive assistance with preparing a Customer Service plan.

- ***Business Bookkeeping & Accounting:*** Participants learn how to keep accurate records by setting up a bookkeeping system that can summarize transactions for an accountant. They also gain knowledge on deductibles, depreciation, and financial statements.
- ***Human Resources (Recruiting, Training and Motivating Employees):*** Participants learn about recruiting, selecting, compensating, and managing employees. Participants receive assistance with preparing a personnel plan.
- ***Marketing Essentials:*** Participants receive information on identifying target markets, estimating market size, preparing sales projections, understanding customer needs, selecting media, pricing of products, and developing a marketing budget. Participants also obtain assistance with the development of a marketing plan.
- ***Accessing Global Markets:*** There is presently an increasing interaction of national economic systems all over the world through the growth in international trade, investment, and capital flows. This interaction is seen by many as a worldwide drive toward a globalized economic system. Furthermore, with the tremendous development in modern communications and information technologies, knowledge and culture can be shared around the world simultaneously. Globalization is an economic, political, and socio-cultural phenomenon which has an increasing impact on the way enterprises function, whether at the local or global level.
- ***Technology in Business:*** Most business owners know that preparing a business plan will help ensure the success of their company. A business plan provides a road map to guide the business from startup, through changes, and ultimately, to success. The same can be said of a business technology plan, which helps ensure that companies successfully deploy innovative technology solutions to resolve business needs and problems in a rapidly changing, competitive market.

### PROFESSIONAL MEMBERSHIPS

- Member, National Council of University Research Administrators (NCURA), founded in 1959, is an organization of individuals with professional interests in the administration of sponsored programs (research, education, and training), primarily at colleges and universities.
- Member, Research Administrators Certification Council (RACC) was formed in 1993 as an independent non-profit organization. The Council is composed of active certified research administrators whose role is to certify that an individual, through experience and testing, has the fundamental knowledge necessary to be a professional research or sponsored programs administrator.
- Member, Association of University Technology Managers (AUTM) is the leader in efforts to educate, promote, and inspire professionals to support the development of academic research that changes the world and drives innovation forward. This community is comprised of more than 3,000 members who work in more than 800 universities, research centers, hospitals, businesses, and government organizations around the globe.

## UNIVERSITY SPONSORED MEMBERSHIPS

- Member, Association of Public and Land Grant Universities (APLU) is a research, policy, and advocacy organization dedicated to strengthening and advancing the work of public universities in the U.S., Canada, and Mexico.
  - The Experiment Station Section (ESS) is a unit of the APLU Commission on Food, Environment, and Renewable Resources (CFERR), Board on Agriculture Assembly. Members are the designated administrators of the agricultural experiment stations of all the states and territories.
  - Member, The Association of Research Directors (ARD) is the federation of the nineteen (19) autonomous 1890 land grant universities that provides coordination of research initiatives among member 1890 Institutions in cooperation with federal, state, and private partners.

## UNIVERSITY SERVICE

- **Chair, 1890 Research Peer Review Committee** **2010 – Current**
  - To evaluate and recommend the funding of proposals for 1890 research grants
- **Member, Institutional Review Board** **2010 – Current**
  - Established for the protection of human subjects in compliance with federal, state, and local regulations. The IRB reviews and approve all human subject research on campus prior to commencement of the research
- **Member, Intellectual Properties Policy Committee** **2011 - Current**
  - To make recommendations for the establishment and enforcement of regulations governing issues surrounding ownership of patented and copyrighted works
- **Member, Research Advisory Committee** **2011 – Current**
  - To assist Sponsored Programs and the Research Unit in matters relating to university-wide research
- **Member, Customer Relations & Image Building Committee** **2011 - Current**
  - To make assessments and recommendations for developing customer service standards and improving customer satisfaction throughout the university
- **Member, Assessment Committee** **2016 – Current**
  - The committee reviews and monitors policies to assess academic programs and administrative support departments, assist in identifying assessment instruments, and make recommendations for the improvement of the assessment process for greater effectiveness
- **Chair, Audit Resolution Committee (ADHOC)** **2011 – 2012**
  - To review audit findings for “Dual Employment” and recommend solutions and process changes for implementation

## PUBLIC SERVICE

- **Chairman, Board of Directors, Citizens Against Sexual Assault (CASA)**
  - A private, not-for-profit organization serving Bamberg, Calhoun, and Orangeburg counties whose primary focus is providing support, advocacy, and intervention to individuals and families who have been affected by sexual assault, family violence, and/or child abuse and neglect. In the State of South Carolina, CASA/Family Systems operates one of the 19 statewide temporary emergency domestic violence shelters, one of 23 sexual assault and domestic violence programs, and one of 17 child advocacy centers.
- **Member, Tri-County Health Network**
  - Organizationally, TCHN has been designated with a 501(c) 3 nonprofit status by the Internal Revenue Service, has established a Board of Directors representing a wide diversity of community sectors and stakeholders, and through collaborative partnerships the community is educated, resources maximized, access improved, and environments created to improve health and promote healthy lifestyles.
- **Chairman, Board of Directors, Xpress Grassroots Sports, Inc.**
  - The Program was designed in response to the glaring inequities in educational opportunities available to rural South Carolina students. Youth from South Carolina's poor and under-served communities face limited educational opportunities and often hold little hope for their futures. This situation is further exacerbated for young athletes from these communities who grow up in an environment of exploitation that undermines their academic, emotional, and personal development and limits their sense of possibilities beyond sports (pro sports or bust).
- **Member, Orangeburg Rotary Club**
  - Rotary members believe that there is a shared responsibility to take action on the world's most persistent issues. This 35,000+ clubs work together to promote peace, fight disease, provide clean water, sanitation, and hygiene, save mothers and children, support education, and grow local economies.

## REFERENCES

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