

as of: February 23, 2008

GEORGE B. FORSYTHE

CURRICULUM VITAE

George Barnett Forsythe

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EDUCATION

Ph.D.	Higher and Adult Education	University of North Carolina at Chapel Hill	1984
MACT	Social Psychology	University of North Carolina at Chapel Hill	1977
BS		United States Military Academy	1970

CAREER EXPERIENCE

Senior Vice President and Dean of Faculty, Westminster College, 2005-2007

Professor, USMA, and Vice Dean for Education, United States Military Academy 1996-2005

Associate Dean for Academic Affairs, United States Military Academy, 1994-1996

Professor of Psychology and Leadership, Director of Undergraduate Studies, and Director, Center for Leadership and Organizations Research, Department of Behavioral Sciences and Leadership, United States Military Academy, 1991-1994

USMA Fellow, United States Army War College, 1990-1991

Associate Professor and Director of Organizational Studies, Department of Behavioral Sciences and Leadership, United States Military Academy, 1984-1990

Executive Officer, First Battalion, Twenty-Third Infantry, Second Infantry Division, Republic of Korea, 1981-1982

Instructor and Assistant Professor, Department of Behavioral Sciences and Leadership, United States Military Academy, 1977-1980

Commander, Company B, Second Battalion, Sixth Infantry, Berlin Brigade, Berlin, Germany, 1972-1974

Platoon Leader and Executive Officer, Company B, Second Battalion, Sixth Infantry, Berlin Brigade, Berlin, Germany, 1971-1972

## TEACHING EXPERIENCE

### Undergraduate

Westminster Seminar  
General Psychology  
Advanced General Psychology  
Social Psychology  
Small Group Dynamics  
Leadership  
Senior Colloquium in Leadership  
Educational Psychology  
Student Success (Freshman Seminar)

### Graduate

College Teaching  
College Student and Leader Development  
Instructional Psychology  
Research Methods  
Practicum in Leader Development

## CURRICULUM DEVELOPMENT

2005-2007: Senior Vice President of the College and Dean of Faculty, Westminster College  
Responsible to the President for all operational matters of the College and is the chief academic officer. The second-ranking administrator and member of the President's Cabinet, the Senior Vice President and Dean of the Faculty oversees the educational and student development mission of Westminster College; coordinates and integrates College operations relating to academics, student life, and enrollment services; and serves as the liaison between the faculty and the President.

1996-2005: Vice Dean for Education, United States Military Academy  
Responsible for integrating the entire USMA curriculum with other educational functions: assessment, faculty development, student support, library services, and learning technology for the USMA academic program  
Chairman, Program Planning Steering Committee: reviews USMA academic program goals, develops learning models for the goals, and identifies program design and assessment criteria  
Chairman, Assessment Steering Committee and Program Review Committee  
Edited and published the operational concept for the Academic Program, *Educating Army Leaders for the 21<sup>st</sup> Century* and *Educating Future Army Officers for a Changing World*

1994-1996: Associate Dean for Academic Affairs  
Chairman, Program Planning Steering Committee to review USMA academic program goals, develop learning models for the goals, and identify program design and assessment criteria

1991-1994: Director of Undergraduate Studies

Led the faculty team that redesigned and implemented the electives program in the Department of Behavioral Sciences and Leadership  
Authored the department's curriculum booklet, *Study in Depth in the Behavioral Sciences*

1987-1990: Graduate Program Designer  
Conducted the needs assessment and designed the curriculum for the Eisenhower Program of Graduate Studies in Leader Development

1986-1989: Director of Organizational Studies  
Designed the curriculum and supervised 17 faculty in the Organizational Studies Program, Department of Behavioral Sciences and Leadership

1985-1990: Director of Core Course in Organizational Leadership  
Supervised 10 faculty members and redesigned the course using a case-study and problem-solving framework

1979-1980: Director of Core Course in General Psychology. Supervised 10 faculty members

#### FACULTY DEVELOPMENT

1994-2005: Supervised the establishment of the Center for Teaching Excellence, USMA, and chaired the committee to select the center's director. Oversee the Center as Vice Dean for Education

1995: College Teaching Workshop for the Brigade Tactical Department, USMA

1994: College Teaching Workshops for the Department of Law and Department of Systems Engineering, USMA

1993: College Teaching Workshop for the Department of Systems Engineering, USMA

1989: College Teaching Workshops for the Department of Electrical Engineering and Computer Science, the Department of Mathematical Sciences, the Department of Systems Engineering, and the Department of Law, USMA

1988: College Teaching Workshops for the Department of Law and the Cadet Honor Committee, USMA

1985-1990 (Annually): Planned and delivered a seven-week faculty development workshop for the Organizational Studies faculty. Planned and delivered a three-week advanced teaching workshop for departmental faculty, USMA

1985-1990, 1991-1994 (Annually): Planned and delivered a one-week course development workshop for course directors in the Department of Behavioral Sciences and Leadership, USMA

1980: Systematic Design of Instruction Workshop for the Department of Behavioral Sciences and Leadership, USMA

#### ACADEMIC ASSESSMENT

1994-2005: As the Associate Dean for Academic Affairs and Vice Dean for

Education, responsible for implementing the academic assessment system at the USMA. Published numerous reports annually documenting assessment findings. Responsible for integrating assessment system into institutional strategic planning and accreditation

1992-1993: Coordinated the assessment of the engineering academic program goal

1991-1994: Chairman, Academic Assessment Committee. Developed and piloted a model and system to assess the academic program

1992-1994: Coordinated the assessment of the electives programs in the Department of Behavioral Sciences and Leadership, USMA

1978: Evaluation of MS101, Standards of Behavior: Follow-up program evaluation study for the Department of Military Instruction, USMA

1977: Evaluation of MI101, Standards of Professional Behavior: Program evaluation study for the Department of Military Instruction and the Ethics and Professionalism Committee, USMA

#### INSTITUTIONAL SERVICE

2005-present: Westminster College President's Cabinet

2005-present: Westminster College Interior Cabinet (chair)

2005-2006: Westminster College Strategic Planning Task Force (chair)

2005-present: Westminster College Faculty Executive Committee

2005-present: Westminster College Faculty Personnel Committee

2005-present: Westminster College Assessment Committee

2005-present: Westminster College Focus on Teaching Committee

2005-present: Westminster College Social and Academic Council

1999-2005: USMA Academic Freedom Advisory Committee (Chairman)

1996-2005: USMA Assessment Steering Committee (Chairman)

1999-2001: USMA Curriculum Review Committee (Chairman)

1999-2001: USMA Strategic Assessment Working Group

1997-1999: USMA Decennial Reaccreditation Steering Committee

1995-1997: USMA Honor Education Working Group (Chairman)

1993-2005: USMA Faculty Credentials and Promotions Committee

1991-1994: USMA Academic Assessment Committee (Chairman)

1987-1989: USMA Decennial Reaccreditation Steering Committee (Co-Editor, Self-Study Report)

1986-1990: USMA Curriculum Committee (Chairman, 1989-1990)

1985-1987: USMA Army Research Institute Research Fund Committee

1985-1987: USMA Leadership Development Committee

1978-1980, 1984-1985: USMA Instructional Methods and Technology Committee

## SCHOLARSHIP

### Books

Sternberg, R. J., Forsythe, G. B., Hedlund, J., Horvath, J. A., Wagner, R. K., Williams, W. M., Snook, S. A., and Grigorenko, E. L. (2000). Practical intelligence in everyday life. New York: Cambridge University Press.

### Book Chapters

Forsythe, G. B., and Keith, B. (2004). "Assessing Program Effectiveness: Design and Implementation of a Comprehensive Assessment Plan." In Contexts for Learning: Institutional Strategies for Managing Curricular Change Through Assessment. Bruce Keith (editor). Stillwater, OK: New Forums Press.

Forsythe, G. B. and Keith, B. (2004). "Fifty Years of The Evolving USMA Academic Curriculum, 1952-2002." In Lance Betros (Ed.). West Point: Two Centuries and Beyond. Abilene, TX: McWhiney Foundation Press.

Forsythe, G. B., Snook, S., Lewis, P. and Bartone, P. (2002). Making sense of officership: developing a professional identity for 21<sup>st</sup> century army officers. In D. Snider and G. Watkins (Eds.). The Future of the Army Profession. McGraw Hill.

Ressler, E. K, Armstrong, J. E., Jr., and Forsythe, G. B. (1999). Military mission rehearsal: from sandtable to virtual reality. In Ara Tekian, Christine H. McGuire, William C. McGaghie, and Associates, Innovative Simulations for Assessing Professional Competence: From Paper-and-Pencil to Virtual Reality. Chicago: University of Illinois at Chicago.

Horvath, J.A, Forsythe, G. B., et. al. (1999). Experience, knowledge, and military leadership. In Robert J. Sternberg and Joseph A Horvath (Eds.), Tacit Knowledge in Professional Practice. Hillsdale, NJ: Lawrence Erlbaum Associates.

Forsythe, G. B. & Gandolfo, A. (1996) Promoting exemplary teaching: the case study of the United States Military Academy. In New Directions in Teaching and Learning: Honoring Exemplary Teaching. San Francisco: Jossey-Bass.

Forsythe, G. B. (1992). Military education. In M. C. Akin (Ed), Encyclopedia of Educational Research. New York: Macmillian Publishing Company.

Forsythe, G.B., and Wishik, J.L. (1988). Individual processes and development. In P.M.

Bons, et. al. (Eds), Leadership in Organizations. Garden City Park, New York: Avery Publishing Group, Inc.

Forsythe, G.B., and Gallagher, M. (1988). Individual motivation through rewards and punishment. In P.M. Bons, et. al. (Eds) Leadership in Organizations. Garden City Park, New York: Avery Publishing Group, Inc.

Forsythe, G.B., Sadler, J.C., and DeBlied, R. (1986). Evaluating educational programs. In J.J. Frey and W.C. McGaghie (Eds) Handbook for the Academic Physician. New York: Springer-Verlag.

#### Articles Published in Refereed Journals and Proceedings

Bartone, P.T.; Snook, S.A.; Forsythe, G.B.; Lewis, P.; and Bullis, R. C. (2007). Psychosocial development and leader performance of military officer cadets. The Leadership Quarterly.

Forsythe, G. B. (2005). Identity development in professional education. Academic Medicine, 80 (2005), S112-S117.

Lewis, P, Forsythe, G.B., Sweeney, P., Bartone, P., Bullis, C, and Snook, S. (2005). Identity development during the college years: findings from the West Point longitudinal study. Journal of College Student Development, 46, (4), 357-372.

Hedlund, J., Forsythe, G.B., Horvath, J.A., Williams, W.M., Snook, S., and Sternberg, R.J. (2003). Identifying and assessing tacit knowledge: Understanding the practical intelligence of military leaders. The Leadership Quarterly, 14 (2003), 117-140.

Forsythe, G. G., and Keith, B. (1999). Assessing program effectiveness: Design and implementation of a comprehensive assessment plan. The Journal of Staff, Program, and Organization Development, 16, (4), 183-198.

Forsythe, G. B. (1990). Commentary on "A structural model of medical student achievement." Teaching and Learning in Medicine, 2, (4), 198-199.

Friedman, C.P., Trier, W.C., and Forsythe, G.B. (1987). Confirmatory factor analysis of house officer candidate appraisals. Evaluation and the Health Professions, 10, 106-119.

Forsythe, G.B., McGaghie, W.C., and Friedman, C.P.(1986). Construct validity of medical clinical competence measures: a multitrait-multimethod matrix study using confirmatory factor analysis. American Educational Research Journal, 23 (2), 315-336.

McGaghie, W.C., Fletcher, R.H., and Forsythe, G.B. (1985). Intentional and incidental medical student learning of preventive medicine and public health. Journal of Medical Education, 60, 733.

Forsythe, G.B., McGaghie, W.C., and Friedman, C.P. (1985). Factor structure of the Resident Evaluation Form. Educational and Psychological Measurement, 45 259-264.

Friedman, C.P., Slatt, L.M., Forsythe, G.B., and Sadler, J.C. (1984). Career choice in family medicine: a longitudinal study. Proceedings of the Twenty-Third Annual Conference on Research in Medical Education, 23.

Herbert, W., McGaghie, W.C., and Forsythe, G.B. (1983). Uses of National Board

test questions to evaluate student performance in Obstetrics and Gynecology. American Journal of Obstetrics and Gynecology, 147 (73) 73-76.

McGaghie, W.C., Colindres, R.E., Forsythe, G.B., et. al. (1983). An investigation of a medicine subtest of the National Board part II. Proceedings of the Twenty-Second Annual Conference on Research Medical Education, 22, 87-92.

#### Peer-Reviewed Technical Reports

Hedlund, J., Horvath, J.A., Forsythe, G.B., Snook, S., Williams, W., Bullis, R.C., Dennis, M., and Sternberg, R.J. (1998). Tacit knowledge in military leadership: evidence of construct validity. Alexandria, VA: The U.S. Army Research Institute for the Behavioral and Social Sciences.

Horvath, J.A., Sternberg, R. J., Forsythe, G.B., Sweeney, P. J., Bullis, R.C., Williams, and Dennis, M. (1996). Tacit knowledge in military leadership: supporting instrument development. Alexandria, VA: The U.S. Army Research Institute for the Behavioral and Social Sciences.

Horvath, J. A., Forsythe, G. B., Sweeney, P. J., McNally, J. A., Wattendorf, J. M., Williams, W. M., and Sternberg, R. A. (1994). Tacit knowledge in military leadership: evidence from officer interviews. Alexandria, VA: The U.S. Army Research Institute for the Behavioral and Social Sciences.

Horvath, J.A., Williams, W. M., Forsythe, G.B., Sweeney, P. J., Sternberg, R. J., McNally, J.A., and Wattendorf, J. M. (1994). Tacit knowledge in military leadership: a review of the literature. Alexandria, VA: The U.S. Army Research Institute for the Behavioral and Social Sciences.

#### Peer-Reviewed Papers Presented at Professional Research Meetings

Forsythe, G. B. (Chair) (2007). Learning from Professional Practice: Processes and Outcomes. Symposium presented at the Annual Meeting of the American Educational Research Association, Chicago.

Forsythe, G.B. (2006). Formative Assessment and Military Officer Development. Formative Assessment and Public Accountability, Summers Kalishman (Chair). Symposium presented at the Annual Meeting of the American Educational Research Association, San Francisco.

Pridal, C, and Forsythe, G.B. (2006). The Self-Study Process and Institutional Transformation: Good to Great in Higher Education. Paper presented at the Annual Meeting of the Higher Learning Commission, North Central Association of Colleges and Schools, Chicago.

Forsythe, G. B. (2004). Identity development in professional education. Research in Medical Education 22<sup>nd</sup> Invited Address. Association of American Medical Colleges Annual Meeting, Boston.

Forsythe, G. B. (2004). Institutional use of assessment in support of educational research. Judging the Evidence Based for Innovation in Engineering Education, Norman Fortenberry (Chair). Symposium presented at the Annual Meeting of the American Educational Research Association, San Diego.

- Bartone, P.; Forsythe, G.B., Snook, S.A.; Bullis, R.C.; and Lewis, P. (2001). Leader development at the U.S. Military Academy, West Point: new directions in programs, theory and research. Paper presented at the Biennial Meeting of the Inter-University Seminar on the Armed Forces and Society, Baltimore, MD.
- Bartone, P.; Bullis, R.C.; Lewis, P.; Forsythe, G.B.; and Snook, S.A. (2001). Psychological development and leader performance in West Point cadets. Paper presented at the Annual Meeting of the American Educational Research Association, Seattle, WA.
- Lewis, P.; Forsythe, G.B.; Bartone, P.; and Snook, S.A. (2001). Identity development in undergraduate professional education. Paper Presented at the Annual Meeting of the American Educational Research Association, Seattle, WA.
- Forsythe, G.B., and Ressler, E. K. (2000). Uses of simulations in Army training and assessment. Innovative Simulations for Assessing Professional Competence. Ara Tekian (Chair). Symposium presented at the Annual Meeting of the American Educational Research Association, New Orleans, LA.
- Forsythe, G.B. (2000). Educational Research and Practice in the Professions: Reflections on Inquiry and Action. (Chair and Discussant). Invited Symposium presented at the Annual Meeting of the American Educational Research Association, New Orleans, LA.
- Forsythe, G.B. (1998). Preparing officers: curriculum, training, and challenges. Affirmative Action in the Professions, Patricia O'Sullivan (Chair). Symposium presented at the Annual Meeting of the American Educational Research Association, San Diego.
- Forsythe, G.B., Hedlund, J., Snook, S., Horvath, J.A., Williams, W.M., Bullis, R.C., Dennis, M., and Sternberg, R.J. (1998). Construct validation of tacit knowledge for military leadership. Paper presented at the Annual Meeting of the American Educational Research Association, San Diego. ***Awarded Best Paper by an Established Investigator***
- Forsythe, G.B., Horvath, J.A., Sweeney, P.J., Bullis, R. C., Williams, W. M. and Sternberg, R.J. (1996). Content validation of tacit knowledge for military leadership. Paper presented at the Annual Meeting of the American Educational Research Association, New York. ***Awarded Best Paper by an Established Investigator***
- Forsythe, G.B. (1995). Tacit knowledge in military leadership education. Tacit Knowledge and Improving Professional Practice, David Irby (Chair). Symposium presented at the Annual Meeting of the American Educational Research Association, San Francisco.
- Forsythe, G.B., Horvath, J.A., Sweeney, P.J., McNally, J.A., Wattendorf, J.M., Williams, W.M., and Sternberg, R.J. (1995). Tacit knowledge for military leadership. Paper presented at the Annual Meeting of the American Educational Research Association, San Francisco. ***Awarded Best Paper by an Established Investigator***
- Forsythe, G. B. (1994). Teaching effectiveness criteria in professional skills education. Teaching Effectiveness Criteria in Higher and Professional Education, William C. McGaghie (Chair). Symposium presented at the Annual Meeting of the American Educational Research Association, New Orleans.
- Forsythe, G. B. (1993). Military executives' cognitions: implications for senior officer

development. Paper presented at the Eighth Annual Conference of the Society of Industrial and Organizational Psychology, San Francisco.

Forsythe, G. B. (1992). Military strategic thinking: expert-novice differences in the structure and content of cognitive representations. Paper presented at the Annual Meeting of the American Educational Research Association, San Francisco.

Forsythe, G.B. (1988). with Friedman, C.P., Mentkowski, M., and Bebeau, M. Educating Students in the Professions for Ethical Decision Making. John Wergin (Chair). Invited debate presented at the Annual Meeting of the American Educational Research Association, New Orleans.

Forsythe, G.B., Chase, J., and Eyre, D. (1988). Identification and representation of leadership problems. Paper presented at the Annual Meeting of the American Educational Research Association, New Orleans.

Forsythe, G.B. (1986). Undergraduate curriculum reform: implications for military professional education. In J.F. Wergin (Chair), Undergraduate curriculum reform: implications for professional education. Symposium presented at the Annual Meeting of the American Educational Research Association, San Francisco.

Friedman, C.P., Forsythe, G.B, and Trier, W.C. (1985). Confirmatory factor analysis of rating data: an example using house officer candidate appraisals. Paper presented at the Annual Meeting of the American Educational Research Association, Chicago.

Forsythe, G.B. (1984). Construct validity of medical clinical competence measures: a multitrait-multimethod matrix study using confirmatory factor analysis. In W.C. McGaghie (Chair), The criterion problem in professional evaluation: ministry, medicine, and law. Symposium presented at the Annual Meeting of the American Educational Research Association, New Orleans.

#### Papers Published in Professional Outlets

Forsythe, G. B., and Neff, C. A. (2004). Building the New Iraqi Army. Assembly, March/April, 38-41.

Forsythe, G. B., and Neff, C. A. (2004). Re-Building Afghanistan: West Point helps establish the National Military Academy. Assembly, January/February, 41-43.

Forsythe, G. B. (1992). The preparation of strategic leaders. Parameters, 23,(1), 38-49.

Forsythe, G.B., Prince, H.T. II, Wattendorf, J., and Watkins, G.L. (Nov, 1988). A framework for leader development. Military Review, 17-27.

Forsythe, G.B. (1975). Leaders don't motivate: they manage a climate of motivation. Infantry Magazine.

#### Presentations at Professional Meetings (Not Peer-Reviewed)

Forsythe, G.B., Lewis, P., and Snook, S. (2007). Professional Identity Development. Invited Address, American Council on Graduate Medical Education and American Board of Medical Specialties Annual Meeting, Chicago.

- Forsythe, G. B., and Lukanic, B. (2007) Libraries and student centers: blurring the boundaries. Paper presented at the Annual Meeting of the Society for College and University Planning, Chicago.
- Forsythe, G. B. (2004). Creating a professional school in a combat zone: does educational research matter? Paper presented at the Annual Meeting of the American Educational Research Association, San Diego.
- Forsythe, G. B. and Keith, B. (1997, 1998). Curriculum design and academic assessment: the engineering thought process. Paper presented at the Best Assessment Processes in Engineering Education Symposium, Terre Haute, IN: Rose-Hulman Institute of Technology.
- Ressler, E. K, Armstrong, J. E., Jr., and Forsythe, G. B. (1997). Military mission rehearsal: from sandtable to virtual reality. Paper presented at the Symposium on Innovative Simulations for Assessing Professional Competence, Chicago, IL, March 22-23, 1997.
- Forsythe, G. B. (1994). Awarding that which is valued: teaching awards when teaching is valued in the institutional culture. Ways and Means of Valuing Exemplary Teaching: Award Programs and Institutional Culture, Robert Menges (Chair). Symposium presented at the Second American Association for Higher Education Conference on Faculty Roles and Rewards, New Orleans.
- Forsythe, G. B., and Lewis, P. (1994). A leadership development framework. Paper presented at the Fourth Annual Strategic Leadership Conference, U. S. Army War College, Carlisle Barracks, PA.
- Forsythe, G. B., and Avolio, B. (1994) "Leadership Development Research." Workshop presented at the Annual Leadership Education Conference, University of Richmond, Richmond, VA.
- Forsythe, G. B. (1993). "Using Technology to Support Leadership Education." Workshop presented at the Annual Leadership Education Conference, University of Richmond, Richmond, VA.
- Prince, H.T., Forsythe, G.B., and Wattendorf, J.M. (1985). The leader as trainer, mentor, and coach: a framework for leader development. Paper presented at the Department of the Army Annual Conference on Leadership, 10-12 December 1985, Fort Leavenworth, KS.
- Forsythe, G.B. (1985). Teaching an academic course on leadership. Paper presented at the 12th Annual Organizational Behavior Teaching Conference, Charlottesville, VA.

#### Dissertation

- Forsythe, G.B. (1984). Measuring medical clinical competence: a construct validity study. Unpublished doctoral dissertation, The University of North Carolina at Chapel Hill, N.C.

#### ACADEMIC AREAS OF INTEREST

Leadership Development and Education  
 College Student Development  
 Curriculum and Instructional Development

Education in the Professions  
Program Evaluation and Academic Assessment  
Faculty Development

## CONSULTING EXPERIENCE

2005-present: Project Kaleidoscope, national initiative to improve undergraduate education in science, technology, engineering, and mathematics

August, 2004: Presenter and facilitator for the Rigorous Research in Engineering Education Conference, Sponsored by the National Science Foundations. Golden, Colorado.

September-December 2003: Leader of an international team to establish national military academies in Afghanistan and Iraq.

September 2000: Consulted with the faculty at the University of Arkansas Medical School on professional identity development.

February 1998: Consulted with the Department of Civil and Construction Engineering, Iowa State University, on program assessment.

October 1994: "Leader Development in the U. S. Army." Presentation at an International Conference on Officer Education for the Future sponsored by the Brazilian Army. Consultation with senior members of the Brazilian Army on leader development and officer education for the next century.

1992-1994: In collaboration with departmental colleagues, consulted with the Los Angeles Police Department to design a leadership training program for the LAPD.

1991-1993: Foundations of Leadership Project. A national project to map the field of leadership and to explore implications for leader development, leadership education, and leadership practice in society.

August 1991: Curriculum Design Workshop, Jepson School of Leadership Studies, University of Richmond.

1990: Grant Proposal Reviewer, U.S. Department of Education, Office of Educational Research and Improvement.

May-June 1989: Leadership Curriculum Development Bangladesh Military Academy, Chittagong, Bangladesh. Designed leadership development program.

June 1987: U.S. Army Leader Development Study for the Center for Army Leadership. Helped develop study methodology.

April 1987: Military Skills Qualification Level I (Precommissioning) for U.S. Army Training Doctrine Command. Developed learning objectives for pre-commissioning leadership Education.

1986-1987: U.S. Army Soldier Performance Research and Analysis Review Working Group- Training Technology and Unit Training.

November 1983: Clinical Evaluation Workshop for the Department of Respiratory Therapy, Sandhills Community College.

May 1977: College Teaching Workshop for Department of Psychology, University of North Carolina at Chapel Hill.

#### PROFESSIONAL ASSOCIATIONS AND SERVICE

American Educational Research Association, Divisions I (Education in the Professions) and J (Post-Secondary Education)

2004-2005: Division I Co-Chair, Annual Meeting Program Committee

2001-2003: Division I Member-at-Large & Executive Committee

1999-2002: Division I Awards Committee

2006: Invited Discussant for Paper Session, Professions Education Research for Building Public Trust, Marcia Mentkowski (Chair). Annual Meeting of the American Educational Research Association, San Francisco.

1998: Chair for Interactive Symposium, From Conceptions of Competence to Development of Professionals. Annual Meeting of the American Educational Research Association, San Diego

1997: Invited Discussant for Paper Session, Studies in Expertise, Geoffery Norman (Chair). Annual Meeting of the American Educational Research Association, Chicago

1996-1998: Nominations Committee Chairman

1994: Chair and Discussant for Invited Address, The Role of Tacit Knowledge in the Professions, Robert Sternberg. Annual Meeting of the American Educational Research Association, New Orleans

1992-1993, 1994-1999, 2002-present: Program Committee, Division I

1990: Invited Discussant for Paper Session, Professionals in Practice, Frank Stritter (Chair). Annual Meeting of the American Educational Research Association, Boston

1989-1991: Membership Committee Chairman

1988-1989: Nominating Committee, member

1988: Task force to plan future research agenda for education in the professions.

1987: Invited Discussant for Paper Session, Professional Socialization, Jon Wergin (Chair). Annual Meeting of the American Educational Research Association, Washington, D.C.

1986-2005: Paper reviewer for annual meetings.

Inter-University Seminar on Armed Forces and Society, Fellow, 2001-2006

Board of Trustees of the Association of Graduates, USMA

1985-1986, 1995-1996: Class Trustee

1989-1992: Trustee-at-Large

Board of Trustees, Westminster College, Fulton, MO

2003-2004: Trustee

#### HONORS AND AWARDS

Phi Kappa Phi Academic Honor Society

Golden Key International Honor Society, Honorary Member

Best Research Paper by an Established Investigator, Division on Education in the Professions, Annual Meeting of the American Educational Research Association, 1998

Best Research Paper by an Established Investigator, Division on Education in the Professions, Annual Meeting of the American Educational Research Association, 1996

Best Research Paper by an Established Investigator, Division on Education in the Professions, Annual Meeting of the American Educational Research Association, 1995

Clements Award Nominee for Excellence in Teaching, Department of Behavioral Sciences and Leadership, 1980

#### COMMUNITY SERVICE

2007-present: Member, Fulton Rotary Club

2005-present: Lay Reader, St Alban's Episcopal Church, Fulton, MO

2000-2005: Warden, Church of the Holy Innocents, Highland Falls, New York

1996-2005: Senior Faculty Athletic Representative, USMA Men's and Women's Track & Field and Cross Country Teams

1995: Assistant Faculty Athletic Representative, USMA Track Team

1995: Chairman, James I. O'Neill High School Senior Bash Planning Committee

1992, 1994, 1995: Faculty Mentor, National Conference on Ethics in America

1991-1995: West Point Area Coordinator, Officer Christian Fellowship

1977-1980 and 1984-present: Sponsor and Military Mentor

1988-1990: Assistant Officer-in-Charge of Church Junior High School Youth Group

1985-1989: Official for West Point Track Team track meets

1985-1988: Participated as a team member in a number of cadet religious retreats sponsored by the Cadet Chaplain's Office

May 1985-May 1987: Senior Warden, West Point Episcopal Congregation

August 1984-present: Lay Reader, West Point Episcopal Congregation and Church of the Holy Innocents

April 1980: Instructor (with spouse) for Engaged Couples Retreat for engaged cadets, sponsored by Cadet Chaplain's Office

May 1980: Team Member of New Life Cadet Religious Retreat

April-May 1979: Facilitator (with spouse) for Engaged Couples Seminars for engaged cadets, sponsored by Cadet Chaplain's Office

June 1979-June 1980: Senior Faculty Athletic Representative of the USMA Track Team

July 1977-June 1979: Assistant Faculty Athletic Representative of the USMA Track Team

1975-1977: Junior High School Youth Leader, Chapel of the Cross, Chapel Hill, NC