

CARMEN R. CID - CURRICULUM VITAE

NAME: **CARMEN R. CID**

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ADVANCED EDUCATION

B.A. 1977 New York University – Biology
M.S. 1979 Ohio State University – Botany – Advisor: Barbara A. Schaal
Ph.D. 1984 Michigan State University – Plant Ecology – Advisor: Patricia Werner
1984-85 Michigan State University – Post-Doctoral Fellow in Plant Ecology
1993-94 HERS Administrative Leadership Program – Wellesley College, MA

EMPLOYMENT HISTORY:

Northeast Missouri State Univ. (now Truman State Univ.) - 1985-1987 - Assistant Professor

Eastern Connecticut State University 1987-1996- Assistant/Associate Professor
1993-94- Acting Dean - School of Arts and Sciences
1996-present - Full Professor
1999 – 2005 - Chair – Department of Biology
2005- present – Dean – School of Arts and Sciences

Quinebaug Valley Community College 2013-2014 – Interim President

ACADEMIC HONORS, FACULTY and ADMINISTRATIVE LEADERSHIP AWARDS:

1977 - Graduated cum laude - New York University
1977 - Elected to Beta Lambda Sigma - Honor Biology Society - N.Y.U.
1977 - Founder's Day Award for Scholastic Excellence - N.Y.U.
1984 - Michigan State Univ. Woman Achiever Award
1990 - Elected to Sigma Xi - Honor Biology Society - Hartford Chapter
1993 - Elected to Sigma Delta Pi – Honorary Hispanic Society
1993 - Profiled in prize-winning H.S. Biology text, *Biology: Visualizing Life*
1995 - ECSU Distinguished Faculty Award – highest award for faculty excellence

1995 - AAUW "Outstanding Woman" award - Willimantic/Storrs, CT Branch
 1998-2001 – Chosen from national pool of applicants to have research profiled in Project Wonderwise – “The Urban Ecologist” video/CD-ROM/English/Spanish environmental education science kit - 4-6th grades
 2002/2005- Chosen from national pool of applicants to be profiled as role model ecologist in *A Hand Up - Women Mentoring Women in Science* - Association for Women in Science prize-winning book -3rd edition
 2006 - Elected to Omicron Delta Kappa - National Leadership Honors Society
 2006 - “Woman of Excellence” Maria Stewart Miller Award – given by the Connecticut Women’s Education and Legal Fund
 2009 – ECSU Latin American Distinguished Service Award
 2010 – Connecticut Women of Innovation – Academic Leadership – Finalist
 2012 – Latino and Puerto Rican Affairs Commission of Connecticut –“Latina Citizen of the Year”
 2012 – Girls Scouts of Connecticut Trailblazer Award
 2012 – American Council on Education Connecticut Women’s Network Chapter - Distinguished Woman in Higher Education Leadership Award
 2012 – Ecological Society of America Diversity Award
 2013 – Connecticut Women’s Hall of Fame Education and Empowerment Honoree
 2017 - Ecological Society of America Fellow

GRANTS:

Total ECSU funding obtained in science research grants: \$275,009

1986-87 - Northeast Missouri State Univ. Faculty Research Grant \$5,000
 1988, 2003 Eastern Connecticut State Univ. Library Improvement Grants - \$1000
 1990 - Eastern Connecticut State Univ. Summer Fellowship Award - \$5000
 1994-95 - Mashantucket Pequot Tribe Research Grants – Lake of Isles Biological Surveys
 1994 - \$69,926; 1995 - \$52,583; total = \$122,509
 1995-96 - State of Connecticut - Howe - Yankee Ingenuity Grant - \$80,000
 1997, 1999, 2001, 2002, 2005 - ECSU Summer Curriculum Development- total = \$12,000
 1990, 1991, 1995 – ECSU Faculty Development Awards – total = \$4500
 1987-89, 1991, 1995-96, 1998-2001, 2005 - CSU Faculty Research Grants – total = \$45,000

Total ECSU funding obtained in student retention/support services grants: \$3,221,633

1994-98 - National Science Foundation Grant - Women and Science Project - \$861,633
 2007 – Nellie Mae Foundation Project Compass Planning Grant - \$100,000
 2008-12 – Nellie Mae Foundation Project Compass 4-year Implementation Grant – \$760,000
 2009-14 – Title III – U.S. Dept. of Education Support Services Grant - \$1.5 million – 5 years
 Publicity - <http://www.facultyfocus.com/articles/academic-leadership/a-data-driven-approach-to-student-retention-and-success/>

Co-P.I. on NSF Grant for improving faculty and administrator professional development

2009-13 – NSF-PAID - ADVANCE grant HRD0930138– in collaboration with CCAS (Council of Colleges of Arts and Sciences – College of William and Mary) and the Univ. of Northern Colorado – 4 year grant - **\$1,170,02** – Goal – to infuse best practices for incorporating gender equity issues in the recruitment, retention and mentoring of women and minorities in science, by enhancing professional development programs of CCAS department chairs and deans with mentoring and diverse case studies--

<http://www.nsf.gov/awardsearch/showAward.do?AwardNumber=0930138>

Obtained \$50,000 from the CT Board of Regents for Quinebaug Valley Community College during 2014-2015 to develop the first stage of the Early College Program math skills enhancement for a community college, high school, business collaborative partnership to grow the manufacturing career student pipeline. The partnership will involve Windham High School, the Willimantic Center of Quinebaug Valley Community College and the Eastern Connecticut Manufacturing Association companies (the latter providing internships for high school students). Windham H.S. students will be able to finish their high school education and manufacturing associate degrees at the same time, with funding from the manufacturing companies and State of Connecticut Early College Program of the Connecticut Board of Regents.

Facilitated science education and math/biology/environmental earth science faculty collaboration grants for ECSU summer teacher preparation programs – from Connecticut Department of Higher Education – total for 4 years - \$560,000

RESEARCH EXPERIENCE:

Research - Publications and Seminars:

Fifty invited seminars in fifteen different states. Topics of papers and presentations include: making cross-disciplinary connections in a liberal arts curriculum, strategies for infusing science literacy concepts throughout the entire undergraduate liberal arts experience, forest and wetland ecology, strategies for achieving ecological literacy among non-science majors, strategies for the recruitment and retention of women and minorities in science, and bilingual, interactive ecology teaching using my CD-ROM - Project Wonderwise "The Urban Ecologist" science resource for 4th-6th grades.

Publications/Abstracts - Ecology

- 1986 Cid-Benevento, C.R. and P. A. Werner. Local distributions of old-field and woodland annual plant species: Demography, physiological tolerances and allocation of biomass of five species grown in experimental light and soil moisture gradients. *Journal of Ecology* 74: 858-880.
- 1986 Cid-Benevento, C. R. and B. A. Schaal. Variation in population growth rate in the woodland annual *Impatiens pallida* (Balsaminaceae). *American Journal of Botany* 73: 1031-1042.
- 1987 Cid-Benevento, C. R. Distributional limits of old-field and woodland annual herbs: The relative importance of seed availability and interference from herbaceous vegetation. *American Midland Naturalist* 117: 296-306.
- 1987 Cid-Benevento, C. R. Relative effects of light, soil moisture availability and plant size on floral sex ratio of two monoecious woodland annual herbs: *Acalypha rhomboidea* (Euphorbiaceae) and *Pilea pumila* (Urticaceae). *Bulletin of the Torrey Botanical Club* 114: 293-306.
- 1987 Cid-Benevento, C. R. Competitive response of woodland annuals to early- or mid-successional old-field herbs: effect of soil moisture availability. *Bulletin of the Ecological Society of America* 68: 279.

- 1988 Cid-Benevento, C. R. The relative effects of seed size, seedling morphology and leaf litter distribution on competitive interactions between forest annual and perennial herbs. *Bulletin of the Ecological Society of America* 69: 99.
- 1988 Cunningham, K. A. and C. R. Cid-Benevento. Relative importance of human disturbance and canopy gap size on distribution, growth and herbivore damage of two epiphytic species of *Columnea* (Gesneriaceae) in tropical rainforests. -Association for Tropical Biology Abstracts – Proceedings, Toronto, Canada annual conference (K. Cunningham was Eastern's first Henry Barnard Award winner in 1989, my Biology student advisee)
- 1992 Cid-Benevento, C. R. Relative effects of tree and fern litter on regeneration of herbaceous and woody forest species. *American Journal of Botany* 79: 50.
- 1995 Cid, C. R. and A. Corn. Effect of seasonal water depth variation and vegetation structure on regeneration and diversity in a non-tidal wetland. *Bulletin of the Ecological Society of America* 76: 312.
- 1998 Cid, C. R. and J. Yncera. Effect of flooding and disturbance on regeneration and succession in an inland wetland plant community. Proceedings of the Ecological Society of American Annual Conference – Baltimore, MD.
- 1999/2001/2002 Cid, C. R. Plant community regeneration response to seasonal variation in flooding and vegetation structure in Connecticut non-tidal wetlands - Parts I, II and III – Published in Proceedings of 3 different annual conferences – 1999-Society of Wetland Scientists – Norfolk, VA, 2001-Ecological Society of America – Madison, WI and 2002 - Botanical Society of America – Madison, WI.
- 2001 Cid, C. R. *The Urban Ecologist*. English/Spanish, interactive CD-ROM, science activity guide, video package and science kit for 4th-6th graders and their teachers - part of award-winning Women in Science series - *Project Wonderwise* <http://wonderwise.unl.edu> and <http://wonderwise.unl.edu/16urban/urbansite.htm> -- this curriculum has been used in 27 states.
- 2005 Cid, C. R. Using wetland seed bank studies to integrate spatial, temporal and biological scales in ecology education. Proceedings of the 2005 Annual Conference of the Ecological Society of America, Montreal, Canada
- 2008 Cid, C. R. and J. Hyatt. Using virtual tour and interactive imagery to teach understanding and assessment of environmental gradients and seasonal change in nature trails. Proceedings of the Ecological Society of America conference – Milwaukee, WI. - <https://eco.confex.com/eco/2008/techprogram/P11218.HTM>
- 2009 Cid, C. R. Ecologists and the development of sustainability curricula for majors vs. non-majors – Proceedings of the Ecological Society of America Conference – Albuquerque, NM <https://eco.confex.com/eco/2009/techprogram/P15398.HTM>
- 2010 Cid, C. R. How ecological professional certification, interdisciplinary curriculum collaborations and educational outreach programs can influence the development of environmental public policy – Proceedings of the Ecological Society of America Conference – Pittsburgh, PA - <https://eco.confex.com/eco/2010/techprogram/P22845.HTM>

- 2010 Cid, C. R. and N. S. Nicholas. The evolving role of ecologists in the development of environmental public policy – organized oral session for the annual meeting of the Ecological Society of America – Pittsburgh, PA - <https://eco.confex.com/eco/2010/techprogram/S5664.HTM>
- 2010-present Pyle, C. and C. R. Cid. English/Spanish invasive species sheets for the Natural Resources Conservation Service – USDA in CT. See http://www.nrcs.usda.gov/wps/portal/nrcs/detail/ct/technical/ecoscience/invasive/?cid=nrcs142p2_011101
- 2010 Cid, C. R. How ecologists can impact sustainability education. *Ecology* 91:931-932.
- 2012 Cid, C. R. Using the *Wonderwise* model to engage minority students in ecology careers. – Proceedings of the Ecological Society of America Conference, Portland, OR - <https://eco.confex.com/eco/2012/webprogram/Paper36604.html>
- 2013 Cid, C. R. and R. V. Pouyat. Making ecology relevant to decision making: a case for the human-centered approach, place-based research and education. Invited article for Ecoliteracy Series – *Frontiers in Ecology and the Environment* 11: 447–448. <http://onlinelibrary.wiley.com/doi/10.1890/1540-9295-11.8.447/epdf>
- 2013 Cid, C. R. Maximizing exposure of minority youth and communities to the wonders of ecological research. Ecological Society of America Conference, Minneapolis, MN. <https://eco.confex.com/eco/2013/webprogram/Paper40065.html>
- 2013 Jablonski, L., C.R. Cid and M.M. Gregory. Following your passion and creating a just society as an ecologist – organized oral talk session at the annual meeting of the Ecological Society of America – Minneapolis, MN - <https://eco.confex.com/eco/2013/webprogram/Session8691.html>
- 2014 Cid, C. R. Role of community college administrators in enhancing diversity of ecologists, environmental literacy and conservation at their local communities. Proceedings of the Ecological Society of America Conference, Sacramento, CA.- <https://eco.confex.com/eco/2014/webprogram/Paper45434.html>
- 2014 – Cid, C.R. and C. Thomas. Partnering with community colleges in encouraging future ecologists. Organized oral talk session at the annual meeting of the Ecological Society of America – Sacramento, CA - <https://eco.confex.com/eco/2014/webprogram/Session9696.html>
- 2015 Cid, C.R., L. Heath and J. Macfall. Upgrading and expanding the ESA Certification Program to meet ecology workforce needs in the 21st century - <https://eco.confex.com/eco/2015/webprogram/Session10824.htm>
- 2016 Cid, C. R. Networking environmental professionals to promote ecology competency skills needed for today's emergent environmental careers. <https://eco.confex.com/eco/2016/webprogram/Paper58395.html>

- 2016 Solomon, L, K. Klemow, C. Cid, J. Reynolds and T. Mourad. An historical timeline of ESA's efforts to promote ecological literacy and enhance human diversity among ecologists. <https://eco.confex.com/eco/2016/webprogram/Paper60883.html>

Publications/Abstracts – Higher Education Issues

- 1991 Cid-Benevento, C.R. Strategies for achieving ecological literacy among non-science majors. *Bulletin of the Ecological Society of America* 72:89.
- 1993 Cid, C. R. Career opportunities in ecology: The importance of diversity, pp. 21-26. In *Environmental Career Directory*, Gale Research Press, MI
- 1993 Cid, C. R. Diversidad de Ecólogos: Situación y Retos en E.E.U.U.. *Ecosistemas* 7 (10/93):62.
- 1994 Cid, C. R. Challenges and career strategies for women and minorities in the life sciences. *American Journal of Botany* 81: 205.
- 2002 Cid, C. R. Focus on Latinas in Science. *Association of Women in Science journal* 31:6-7
- 2006 Cid, C. R. Deans as mentors: Promoting multiple pathways to the deanship. Proceedings of the Council of Colleges of Arts and Sciences annual conference, Boston, MA.
- 2006 Cid, C. R. Contributing to regional economic development through the arts – How deans can help. Proceedings of the Council of Colleges of Arts and Sciences annual conference, Boston, MA.
- 2007 Cid, C. R. Designing a research program at a small liberal arts college. Proceedings of *Women Evolving in the Biological Sciences Symposium* in Seattle, WA for women in science mentoring program funded by NSF.
- 2007 Cid, C. R. Best practices in interdisciplinary teaching and research – Proceedings-Council of Colleges of Arts and Sciences annual conference – Chicago, IL
- 2009 Cid, C. R. Operationalizing inclusion as a university core value: Dean's role. Proceedings of the annual conference of the Council of Colleges of Arts and Sciences, Baltimore, MD.
- 2012 Cid, C. R. and E. Yasuhara. Minority faculty leadership development towards the deanship. Proceedings of the annual conference of the Council of Colleges of Arts and Sciences, Seattle, WA.
- 2012 Cid, C.R. Challenges and opportunities for data-driven transformative change for ensuring Latino/a student success - The Eastern Connecticut State University model – Proceedings of the annual meeting of the American Association of Hispanics in Higher Education, Costa Mesa, CA
- 2013 Cid, C.R., H. Bouchey and R. Rice. Data-driven transformative strategies for campus-wide faculty/staff collaborations to enhance student success – AAC&U annual Student Success and Diversity conference – April 2013, Miami, FL.

- 2013 Cid, C. R. Data-driven transformative collaborations to improve student retention and progress to graduation. Proceedings of the annual conference of the Council of Colleges of Arts and Sciences, Jacksonville, FL.
- 2013 Invited symposium speaker and report contributor for “Accelerating Change for Women of Color Faculty in STEM: Policy, Action, and Collaboration” – Institute for Women and Policy Research Symposium – Washington, D.C. - May 10, 2013 - <http://www.iwpr.org/publications/pubs/accelerating-change-for-women-faculty-of-color-in-stem-policy-action-and-collaboration/>
- 2013 Cid, C. R. Professional organizations taking ADVANCE to a national scale: The Council of Colleges of Arts and Sciences ADVANCE initiative. Proceedings of the NSF ADVANCE annual meeting, Alexandria, VA.
- 2013 Fetcher, N., M. Lam, C. Cid and T. Mourad. Contingent faculty in ecology – results of a survey. Proceedings of the Ecological Society of America annual meeting – Minneapolis, MN - <https://eco.confex.com/eco/2013/webprogram/Paper41703.html>
- 2015 Cid, C.R., S. Mulkey and K. Klemow – panel organizers. The impact of ecologists in higher education administration in promoting ecoliteracy, ecological research and sustainability in the 21st Century – Proceedings-Ecological Society of America annual meeting, Baltimore, MD <https://eco.confex.com/eco/2015/webprogram/Session10575.html>
- 2015 Cid, C.R. Community colleges’ central role in the high school to college environmental pipeline for a diverse ecology workforce – Proceedings – ESA annual meeting – Baltimore, MD - <https://eco.confex.com/eco/2015/webprogram/Paper51079.html>
- 2015 Cid, C.R. How a liberal education, practically applied, is meeting emerging career needs – panel entitled “A Toolbox for Promoting the Liberal Arts” – Proceedings of annual meeting of the Council of Colleges of Arts and Sciences, Washington, D.C.- <http://www.ccas.net/files/2015%20Annual%20Meeting%20Washington%20DC/Presentations/A%20Toolbox%20for%20Promoting%20the%20Liberal%20Arts.pdf>
- 2016 Cid, C. R., R. Finkelstein, T. Pfannestiel and M. Cowart. Maximizing student access to global learning high impact practices across the curriculum – Proceedings – AAC&U annual meeting, Washington, D.C.

MANUSCRIPT AND GRANT PANEL REVIEWER EXPERIENCE:

1982-present - Reviewer of manuscripts for the following refereed journals: *Ecosphere*, *Ecology*, *Journal of Ecology*, *American Midland Naturalist*, *Biotropica*, *American Journal of Botany*, *Plant Ecology* (formerly *Vegetatio*), *Michigan Botanist* and *Journal of Diversity in Higher Education*.

1992-present- Reviewer of grant and fellowship proposals in ecology and in many programs of the National Science Foundation Division of Undergraduate Education (e.g. CCLI Types 1,2,3), the NSF Division of Graduate Education (e.g. GK-12, IGERT, NATO post-doctoral fellowships, Presidential Fellows) and all of the program initiatives to improve recruitment and retention of

women in science -- ADVANCE in the Directorate for Education and Human Resources of the National Science Foundation, as well as for the U.S. Dept. of Agriculture and the American Association of University Women.

1992 – NSF Postdoctoral Research and Mid-Career Fellowships panel
1993 – NSF-NATO Postdoctoral Fellowships panel
1996 – NSF Experimental Projects for Women and Girls panel
1997 – NSF CPMSA panel (Comprehensive Partnerships for Math and Science Achievement)
1997 – NSF Presidential Awards for Excellence in Science, Mathematics and Engineering Mentoring panel
2001 – NSF Course Curriculum and Laboratory Improvement (CCLI) panel
2002 – NSF Graduate Teaching Fellows in K-12 Education panel
2003 – NSF ADVANCE panel
2003 – NSF CCLI panel
2003 – NSF NATO Post-Doctoral Fellowships panel
2006 – NSF Division of Environmental Biology Committee of Visitors review panel
2007 – NSF GK-12 Teaching Fellows panel
2007 – NSF CCLI panel
2008 – NSF CCLI panel
2008 – NSF GK-12 Teaching Fellows panel
2009 – NSF GK-12 Teaching Fellows panel
2015 – NSF IUSE panel – Division of Undergraduate Education

PROFESSIONAL ORGANIZATION LEADERSHIP EXPERIENCE

1991-1994 *Founding Chair - Women and Minorities in Ecology Committee of the Ecological Society of America*. Was charged by ESA to start the committee, and to develop the first strategic plan for ESA for increasing the participation of women and minorities in ecological careers (WAMIE I Report - <http://www.esa.org/esa/wp-content/uploads/2012/12/WAMIE-ReportI.pdf>).

ESA is the largest professional ecological organization, representing 8,900 ecologists. See ESA historical timeline for education and diversity - <http://www.tiki-toki.com/timeline/entry/465415/ESA-Education-Diversity/>

1992-2000 - *Council/Board of Directors - American Institute of Biological Sciences* – 1998-2000 - *Chair of the Human Resources Committee*—developed guidelines for facilitating biology faculty recruitment and retention. AIBS represents 250,000 biologists from various biological disciplines.

1995-1997- *Chair of the Humanities/Social Science/Science American Fellowships Panel* of the American Association of University Women, in charge of distributing over \$1 million in fellowships

1999-2008 - Board of Trustees - Connecticut Museum of Natural History

2004-2005 – Appointed by Ecological Society of America as *K-12 Education Subcommittee Chair* – *Integrating science with K-12 education* for NSF-funded National Ecological Observatory Network Project Design Team

2006-2008 – Elected to the *Board of the Eastern Area Health Education Center* in Eastern Connecticut.

2006-2012 –Elected to the *Board of Directors of the Connecticut Academy of Mathematics and Science Education*

2007-2013 – Elected to the Board of Professional Certification Committee for the Ecological Society of America, serving six years. In 2009-2010, *elected Chair of the Board of Professional Certification Committee. Appointed Chair of the Odum Ecology Education Award committee*, serving 6 years. Appointed to the ESA Education and Human Resources Committee in 2009-2016.

2008-2013 – *Elected to the Board of Directors of the Council of Colleges of Arts and Sciences*, which represents 515 universities and 1600 Deans of Arts and Sciences across the United States. Served as co-P.I. of NSF-ADVANCE grant to enhance the CCAS professional development programs of deans and department chairs. Developed Dean’s Knowledge Base online mentoring resources and collaborated on the CCAS Deans’ Standards of Practice guidelines. Founding co-chair of the Cultural Diversity and Gender Issues committees.

2013-2015 – *Elected to the Governing Board of the Ecological Society of America – Appointed Chair of ESA Commitment to Human Diversity Award Committee; appointed Chair of Board of Professional Certification Program Review Committee*

2013-2015 – Elected to the Windham Hospital, CT Board of Directors.

2013-2016 – Elected to the National Council for Science and the Environment EnvironMentors Board of Directors.

2014-2019 – Elected to the Fund for Greater Hartford Board of Directors – now President.

2013-2015 – *Appointed co-chair of the Connecticut Board of Regents Early College Steering Committee*, charged to develop BOR system policy, oversee new program implementation and expand partnerships between community colleges and high schools, in all types of early college program experiences. Assessed existing high school/community college partnerships and developed plan for meeting new NEASC guidelines for assessment of high school teaching of college coursework.

2015-2018 –Elected to the East Regional Board of Directors of Hartford HealthCare. Appointed to the Hartford HealthCare Quality and Safety Board.

TEACHING EXPERIENCE

1977-79	Ohio State University Teaching Assistant	BOT/ZOO 110 BOT/ZOO 313 BOT 620	General Biology Intro. to Ecology Community Ecology
1979-84	Michigan State University Teaching Assistant	BOT 302 BOT 318 BOT 401 BOT 852	Intro. to Plant Morphology Intro. to Plant Systematics Intro. to Aquatic Plants Plant Population Biology
1985-87	Truman State University (formerly Northeast Missouri State Univ.) Assistant Professor	BIO 103 BIO 301 BIO 518 BIO 501	General Botany Intro. to Ecology Plant Ecology Evolutionary Biology

1987-2005	Eastern Connecticut State University Asst./Assoc./Full Professor	BIO 100 BIO 115 BIO 234 BIO 307 BIO 308 BIO 442 BIO 446 BIO 466	Intro. Biology: Organisms & Env. Principles of Biology Lec/Lab Population Biology Lec/Lab Human Ecology General Ecology Plant Ecology Lec/Lab Terrestrial Ecology Lec/Lab Senior Seminar
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ADMINISTRATIVE EXPERIENCE:

Curriculum Development and Implementation

- **Liberal Arts Curriculum Development and Implementation**

2005-present - Worked with the Liberal Arts Program Committee on developing a three-tiered Liberal Arts Curriculum, with core abilities and up-front outcomes assessment built in. Developed implementation infrastructure to support course proposal vetting and implementation of the three-tiered structure, especially the integrative curricular elements. In 2006, the liberal arts curriculum reform process and product won a Silver award from the Connecticut Quality Improvement Association. This three-tiered curriculum presents methods and concepts in Tier I courses, promotes synthesis and application of concepts in Tier II courses and fosters independent inquiry in Tier III capstone courses. The four curricular themes integrated within and across tiers include: critical thinking, oral/written/visual communication, ethics and information literacy. Currently working on upgrading LAC comprehensive assessment plan.

- **Interdisciplinary Program Development – Majors and Minors**

1995 – Developed the self-designed Individualized Major program (as result of my Interim year as Dean of Arts and Sciences – 1993-1994). This program has been used successfully to expand interdisciplinary major opportunities for our incoming students, and has provided a way to pilot new interdisciplinary majors, such as Cognitive Neuroscience, Management Information Systems and three concentrations of the new Health Sciences major. The program is particularly successful in enhancing articulation of curriculum for our community college and other transfer students, to facilitate timely progress to graduation.

2005 – present -- Other interdisciplinary majors/minors development which I spearheaded, in collaboration with existing faculty advisory boards or the School of Continuing Education:

- Criminology major
- Health Sciences Major
- Sustainable Energy Studies major , minor and certificate program
- Biochemistry major
- Women's and Gender Studies major
- Environmental Management and Policy and Sustainable Energy concentrations for the Bachelor of General Studies, – with the School of Continuing Education

In process – Anthropology; Global Enterprise and Cultures majors

Interdisciplinary Minors which I have launched:

- Public Health minor, certificate and BGS program initiatives

I coordinated the development of an undergraduate Public Health Initiative, in collaboration with the School of Continuing Education, faculty from both the School of Arts and Sciences and the School of Education/Professional Studies, and the University of Connecticut Graduate Program in Public Health. I coordinated the writing and partnership of a Public Health undergraduate education initiative grant with Biology faculty (Dr. Yaw Nsiah) and the director of the Graduate Program in Public Health at the University of Connecticut (Dr. David Gregorio). The grant was funded by the Association of Teachers of Preventive Medicine and Dr. Nsiah developed an Introduction to Public Health course in Summer 2006 that was then offered in Fall 2006 and Spring 2007, and made available to Continuing Education as well as traditional students at Eastern from all majors. This course served as the starting point of a Minor in Public Health that will prepare majors from all disciplines at Eastern to enter a graduate program in Public Health. Dean Cid's election to the Board of Directors of the Eastern Connecticut Area Health Education Center led to the development of a variety of nearby internship opportunities in the Public Health area to get our new cohort of students started in the Public Health career path.

- Game Design minor
- Peace and Human Rights minor
- Asian Studies minor
- Astronomy and Public Presentation minor
- Film Studies minor
- Bioinformatics minor
- Environmental Health
- Genetics Counseling

Physical Facilities Planning and Building Experience

Environmental Science Field Lab – In 1998 I obtained funding to develop the campus Arboretum facility (forest, wetland, pond) into a teaching and research facility shared by Biology and Environmental Earth Science departments. Used for educational outreach to Connecticut public schools and professional development for New England science teachers. Profiled in the nationally used ecology curriculum *Project Wonderwise* (used in 28 states and Canada to educate after-school program students in the 4-H national curriculum).

Science Building

2001-2008 – Planning, Integration, Building, Transition and IT Coordination – 170,000 sq ft, 6-story, \$64 million building designed to meet Silver LEED Certification – integration of mathematics, computer science, environmental earth science, biology and physical sciences into one building, with acquisition of state-of-the-art confocal microscope, protein sequencer, ground scanning radar and sustainable energy studies' latest equipment.

2009-present – Development of Science Building brochure, student recruitment tours

2007-present

- Church Farm Center for Arts and Sciences, Ashford, CT – Coordinated acquisition of 110 acre property with historical register home and barn. Currently coordinating development of property into nature preserve facilities to expand biology and environmental earth science fieldwork opportunities, along with landscape painting coursework, development of sculpture garden and theatrical/musical performances now being held in the large, historic barn.
- Obtained funding from the Nellie-Mae Foundation to establish a Writing Center and a Mathematics Achievement Center as part of a multipurpose new Academic Services Center in the Library

2010-2011 – Obtained funding from the ECSU Foundation's Parent Fund to renovate the Multimedia Language Resource room to facilitate language instruction in Webb Hall

2013-2014 – Oversaw move to and opening of new building for the **new Quinebaug Middle College high school facilities** -- the partner magnet high school attached to Quinebaug Valley Community College - including ribbon-cutting ceremony in May 2014

2014-2016 - Fine Arts Building – Coordinated program review and design planning integrating Music, Theatre and Visual Arts majors into a 130,000 sq ft new building which opened 2016.

University Strategic Planning – Committee on the Future of Eastern and Student Success Initiatives

2007-2010 – Appointed co-chair of the Horizontal Distinctiveness and Distinction Subcommittee of the Committee on the Future of Eastern – led committee of faculty and staff to assess institutional strengths for comparative distinction, and developed eight strategies for improving institutional support, curriculum, advising, and student life components so as to enhance academic success, student retention and timely progress to graduation. Developed implementation proposals for three student success initiatives focusing on a comprehensive dual-advising program, establishment of an Academic Services Center (with a new Writing Center, new Mathematics Achievement Center, General Tutoring Services Center and the Advising Center in renovated facilities in the first floor of the Library), a Student Success Center Network and a Task Force on Student Retention and Graduation. Led a large group of faculty along with staff from Student Affairs and Academic Affairs departments to develop an ongoing Community of Practice for instituting reform in advising, career services and data-driven enrollment management practices. Obtained federal (Title III – U.S. Dept. of Education) and foundation (Nellie Mae Foundation) funding for implementing the proposed student success initiatives through 2014.

2013-2018 – Member of the Achievement Gap Strategic Planning Committee #3 of the current Eastern Strategic Plan – COFE II process. - Have helped to coordinate educational outreach to Windham School system initiatives.

Strategic Planning – Liberal Arts Work!, Exemplary Program Review and Academic Plan Initiatives

2007-2010 - Collaborated on strategic planning and obtained funding for improving Career Services and undergraduate research/internship/service learning opportunities to implement

experiential learning initiative *Liberal Arts Work!* for all Eastern students. See - <http://www.aacu.org/campus-model/liberal-arts-work%E2%80%94model-applied-learning-eastern-connecticut-state-university>

Worked on “continuum of excellence” rubric for the new Exemplary Program Assessment process for Eastern’s current and future academic programs.

1999-present - Have developed and coordinated many types of experiential learning opportunities for students, and hosted the annual School of Arts and Sciences Student Research Conference and Exhibition for ten years—now we have developed the CREATE student research and creative activity conference based on the School of Arts and Sciences model, which is now in its second year of showcasing faculty-student research and creative collaborations.

International Study Programs Developed

- Ghana Sociology/Mathematics global awareness program – Univ. of Cape Coast
- Ghana Public Health internship experience
- Jamaica – Individualized Major Program in Sociology and Education – in collaboration with the School of Continuing Education and the School of Education and Professional Studies to develop two-year articulation program to provide interdisciplinary Individualized Major program to Jamaican public school teachers to complete their 4-year degree.
- Coordinated development of current Biology department’s Costa Rica’s and San Salvador, Bahamas’ Tropical Biology program components – expansion from original program initiated in 1967 in Bermuda and later taken to Belize
- Facilitated development of Visual Arts study abroad tours and faculty research collaboration with Cuban artists
- Facilitated development of creative writing global field courses to Dublin, Ireland and Florence, Italy
- Coordinated development of Swedish folk music summer experience course
- Facilitated development of the comparative health psychology summer course experience in Nepal and India
- Global field study in history/political science to Munich/Prague, and in environmental science to Costa Rica at QVCC during 2013-2014

Budget Development and Management Experience

Quinebaug Valley Community College 2013-2014 – Developed balanced collegewide budget for FY15 while increasing QVCC new faculty/staff hires, forging financial agreement with co-located magnet high school, upgrading IT capabilities, and undergoing two successful NEASC accreditation reviews (off-site program evaluation for new Manufacturing program; interim report for collegewide accreditation). At QVCC I oversaw and continued a balanced budget of \$16 million, with some additional grant funds management and an equipment budget of \$750,000 above the total budget. The college increased its reserves to \$1.1 million and its Foundation funds to \$3.1 million.

Eastern - 1999-2016 - Besides QVCC, I have been in charge of budget management, increasing fundraising and resource distribution for Eastern’s Biology Department (1999-2005), the twelve departments in the School of Arts and Sciences (2005-present), three large multi-

year grants affecting recruitment and retention of students (1994-1998, 2006-2011, 2009-2014 – see Grants section above), and coordinating with Alumni Affairs to develop scholarship fundraising affinity groups (associated with retiring esteemed faculty in the School of Arts and Sciences). At ECSU, I am responsible for approximately a \$17 million budget, primarily salaries for the 137 full-time and up to 236 part-time faculty, along with department secretaries and lab technical staff, management of budgets for ongoing faculty searches, and up to \$140,000 equipment funds. I have also overseen budget management and resource allocation as Chair of the American Association of University Women combined Dissertation/Faculty Fellowship panel (1995-1997), as member of the Board of Directors of the following national professional organizations -- American Institute of Biological Sciences (1992-2000 – a federation of 250,000 biologists), the Council of Colleges of Arts and Sciences (2008-2013 - national organization of 515 institutions and 1600 Deans of Arts and Sciences), the Ecological Society of America (2013-2015 – largest ecological organization representing 8900 ecologists), the Connecticut Academy for Mathematics and Science Education (2006-12), and the Connecticut Museum of Natural History (1999-2008).

ACADEMIC SERVICE ON FACULTY COMMITTEES:

1985-1987 Truman State University (formerly Northeast Missouri State Univ.)

Developer of Honors in Biology program guidelines
Writer of “Value of a Liberal Arts Education” brochure for recruitment
Head of Greenhouse Design Committee
Coordinator of the Northeast Missouri Regional Science Fair Judges
Judge at Missouri Academy of Science meetings
Member of the Biology Curriculum Revision Committee

1987 – 2005 - Eastern Connecticut State University Committee Work

Chair - Academic Program Review Committee
Chair – Promotion and Tenure Committee
Curriculum Committee
University Senate Task Force on Standards and Procedures for Faculty Tenure & Promotion
Student Outcomes Assessment Committee
Committee on Assessment of Institutional Strengths
ECSU Planning and Priorities Council
Founding Co-Chair - First Year Program Committee
Developer of the Individualized Major Program at ECSU – chair of committee
1999, 2004, 2009, 2014 NEASC Writing Teams – Chair- Scholarship and Research, Faculty and Student sections, respectively – most recently wrote the Administrative standard chapter
CT Programming Committee - 2004 International Children and the Environment Conference
Applied Research Committee
Planning Task Force - Strategic Choices for the 90's
Role and Scope Committees 1993, 1999
Reader of graduate names – Commencement Ceremonies – ECSU – 1993, 1995-2004
Started Eastern's chapter of BBB Biology Honors Society 1997/sole advisor until 2005
Founding Co-Chairperson, Organization of Minority Employees at ECSU
Chairperson - Search Committee - Asst. to Director of Admissions
Search Committees - Microbiologist , Biochemist, Conservation Biologist – Biol. Dept.
Search Committees - Env. Earth Science Dept. - 2 positions
Search Committee - Assoc. V.P. Academic Affairs
Search Committee – V.P. Institutional Advancement

Search Committee – Executive Director of Sustainable Energy Institute
Campus Beautification Committee
University Senate – at large

PROFESSIONAL ASSOCIATIONS – MEMBERSHIP

Council of Colleges of Arts and Sciences
Ecological Society of America
Association for Women in Science
American Association of University Women