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FORMAL EDUCATION

DOCTORATE – Public Administration, October 1982 – **Nova Southeastern University**
3301 College Avenue Fort Lauderdale-Davie, Florida 33314-7796 (800) 541-6682
MASTER OF SCIENCE – Criminal Justice, December 1978 – **University of Baltimore**
1420 N. Charles Street Baltimore, Maryland 21201 (410) 837-4200
BACHELOR OF SCIENCE – Criminal Justice, December 1976 – **University of Baltimore**
1420 N. Charles Street Baltimore, Maryland 21201 (410) 837-4200
ASSOCIATE OF ARTS – General Studies, 1975 – **Harford Community College**
401 Thomas Run Road Bel Air, Maryland 21015 (410) 836-4000

PROFESSIONAL EXPERIENCE

TEACHING FULL TIME

EDISON STATE COLLEGE
3301 College Parkway
Fort Myers, Florida 33919

August 15, 2010 to present – Public Safety Administration
January 3, 2011 to present - Department Chair of Criminal Justice, Paralegal, and Public Safety Administration EDISON STATE COLLEGE TEACHING EXPERIENCE

* **Adjunct Professor of Criminal Justice And Social Sciences, Edison State College 1980 – 2011**

Undergraduate Courses:

- The Criminal Justice System
- Criminology
- Introduction to Corrections
- Police Administration
- State and Local Politics
- Criminalistics
- Criminal Investigations
- Criminal Law
- Criminal Procedure and Evidence
- Financial Management in the Public Sector
- Technology in the Public Sector
- Strategic and Operational Planning
- Capstone
- Public Safety Integration
- Internship

- Executive Leadership
- Principles of Crisis and Emergency Management
- Public Policy

*** Full Time Professor of Criminal Justice And Social Sciences, Edison State College 2010-2011**

Undergraduate Courses at Bachelor's Level:

- Strategic and Operational Planning
- Technology In the Public Sector
- Principles Of Crisis And Emergency Management
- Financial Management in the Public Sector
- Executive Leadership
- Internship
- Public Safety Administration Capstone
- Public Policy
- Introduction to Public Administration

TEACHING PART TIME

WALDEN UNIVERSITY

2007 to present – Adjunct Faculty for Masters Program in Public Administration, Doctorate Program in Public Administration, and serve as Chair to several Dissertation Committees

Graduate Courses (Masters and Doctorate)

- Strategic Management of Information
- Policy Analysis in the Criminal Justice System
- Research Forum
- Leadership Cases in Public Safety
- Finance and Budgeting in the Public Sector
- Human Resource Management
- Terrorism: Legislation and Policy
- Organizational Theory and Behavior
- Public Safety Issues
- Leadership and Organizational Change
- Contemporary Criminal Justice Systems
- Public Policy and Evaluation
- Success Strategies in the Online Learning Environment
- Ethics and Social Justice
- Foundations for Graduate Study
- Transformative Change in a Shared Power World
- Public Policy and Finance
- Intellectual Traditions in Public Administration and Public Policy
- Strategic Context of Public Management and Leadership
- Strategic Planning: Collaboration, Cooperation, and Coordination
- Crossing Borders: US/International NGO Organizational Cultures & Environment
- Governance and Public Policy
- Terrorism: A Systemic Approach for Emergency Preparedness
- Strategic Context of Public Management and Leadership

LEAD FACULTY FOR:

- Historical and Contemporary Issues in Criminal Justice
- Managing Public Safety Organizations
- Leadership: Putting Theory into Practice in Criminal Justice Administration
- Policy Analysis in the Criminal Justice System
- Leadership Cases in Public Safety

FLORIDA GULF COAST UNIVERSITY

1997 – 2007 Adjunct Professor of Criminal Justice And Public Administration

Graduate Courses:

- Advanced Criminal Justice Studies
- Ethics
- Intergovernmental and International Relations
- Public Budgeting
- Public Policy Development
- Public Administration Studies

Undergraduate Courses:

- State and Local Government and Politics

BARRY UNIVERSITY

2007 -2009 Adjunct Professor of Public Administration – Graduate School of Administration

*** Graduate Courses:**

- Public Leadership
- Ethics in Government
- State and Local Government UG
- Leadership and Management UG
- Public Policy
- Human Resource Management

NOVA SOUTHEASTERN UNIVERISTY

1984 -1986 Adjunct Professor of Public Administration – Graduate School of Administration, Nova Southeastern

Graduate Courses:

- Planning, Budgeting, and Control
- Management Information Systems
- Public Administration Policy
- Organizational Management and Development

LAW ENFORCEMENT/CRIMINAL JUSTICE EXPERIENCE

Total Years: 37 years
Command and Executive Levels: 25 Years 8 Months
as follows:

PASCO COUNTY SHERIFFS OFFICE

COLONEL February 2004 – October 2006 (retired) October 2006 to present: Part Time Deputy

SIZE OF OPERATION: 1,100 Total Personnel of Law Enforcement, Corrections, and Civilian

LEVEL AND SCOPE OF RESPONSIBILITY: Answer directly to the Sheriff as the Chief of Law Enforcement Operations of the Sheriff's Office. Directly Responsible to Coordinate and Organize the Functions of all Law Enforcement functions which include Uniform Patrol Operations, Criminal Investigations, Vice and Narcotics Operations, Forensic Service, School Resource Officer Program, Child Protective Investigations and Services, and Civil Process.

PERSONNEL SUPERVISED: 600

DUTIES PERFORMED:

- * Ensure the Proper Collection, Interpretation, and Dissemination of Data Essential to Make Correct Management Decisions;
 - Collection of Uniform Crime Report Data for the Office; Development of Analytical Reports for Use in Policy Setting;
 - Maintenance of all Office Manuals and Written Directives; Preparation of Long Range Goals and Objectives for the Office;
 - Studying Anticipated Workloads Based on Population Trends; Studying Anticipated Personnel Levels and Needs; and Studying Anticipated Capital Improvements and Equipment Needs.
- * Worked with United States Department of State escorting Russian Law Enforcement Officials while visiting Florida in June 2005 who were here to study International Terrorism. Also gave presentation on Local Law Enforcement's perspective of Terrorism.
- * Invited to Guest Lecture at Saint Petersburg University, Russian Federation on Policing in American and International Management.
- * Ensure the proper conducting of all Uniform Patrol Operations.
- * Ensure the proper conducting of all criminal investigations including vice and organized crime operations..
- * Ensure the proper conducting of all child protection investigations.
- * Ensure the Detection and Arrest of Offenders.
- * Ensure the Preservation of Public Peace.
- * Review Agency Goals and Objectives on an Annual Basis.
- * Develop Realistic Strategies to Identify and Correct Agency Deficiencies and Improve Methods of Operation.
- * Ensure that all Process Originating in the Supreme Court, Circuit Court, County Court, and Board of County Commissioners is Served in Compliance with Law.

LT. COLONEL January 2001 – January 2004

SIZE OF OPERATION: 1,100 Total Personnel of Law Enforcement, Corrections, and Civilian

LEVEL AND SCOPE OF RESPONSIBILITY: 3rd in command of the Sheriff's Office and Administrative and Investigative Bureau Commander. Directly Responsible to Coordinate and Organize the Functions of Criminal Investigations, Vice and Narcotics Operations, Forensic Service, School Resource Officer Program, Child Protective Investigations and Services, Human Resources, Accreditation & Inspectional Services, Civil Process, Court Services, and Finance. As Bureau Commander Also have the Responsibility of Lending Assistance to the Sheriff, Undersheriff,

other Bureau Commanders, and Components and Required to have Specific Areas of Expertise of the Areas of Command.

PERSONNEL SUPERVISED: 400

DUTIES PERFORMED:

- * Ensure the Proper Collection, Interpretation, and Dissemination of Data Essential to Make Correct Management Decisions;
Collection of Uniform Crime Report Data for the Office; Development of Analytical Reports for Use in Policy Setting;
- Maintenance of all Office Manuals and Written Directives; Preparation of Long Range Goals and Objectives for the Office;
Studying Anticipated Workloads Based on Population Trends; Studying Anticipated Personnel Levels and Needs; and Studying Anticipated Capital Improvements and Equipment Needs.
- * Ensure the proper conducting of all criminal investigations including vice and organized crime operations..
- * Ensure the proper conducting of all child protection investigations
- * Ensure the Detection and Arrest of Offenders.
- * Ensure the Preservation of Public Peace.
- * Ensure the proper Management the Law Enforcement Accreditation Process through the Commission for Accreditation of
Law Enforcement Agencies and Florida Law Enforcement Accreditation Commission .
- * Review Agency Goals and Objectives on an Annual Basis.
- * Develop Realistic Strategies to Identify and Correct Agency Deficiencies and Improve Methods of Operation.
- * Ensure the Identification, Appointment, and Promotion of the Best Candidates Available through Positive Recruitment, Selection, and Promotional Policies.
- * Ensure the Necessary Means were Available to Regularly Assess the Office's Efficiency and Effectiveness, as well as Providing Information Necessary to Plan for Change.
- * Ensure that all Process Originating in the Supreme Court, Circuit Court, County Court, and Board of County Commissioners is Served in Compliance with Law.
- * Ensure the Proper Operation of the Sheriff's Office Central Records Component.

SHERIFF OF CHARLOTTE COUNTY, FLORIDA January 1989 - January 2001

SIZE OF OPERATION: 500 Total Personnel of Law Enforcement, Corrections, and Civilian

LEVEL AND SCOPE OF RESPONSIBILITY: Chief Executive Officer and Chief Law Enforcement Officer of the County Responsible for the General Administration and Control of the Government, Efficiency, and General Good Conduct of the Sheriff's Office.

PERSONNEL SUPERVISED: 500

DUTIES PERFORMED:

- * Worked with US Customs, DEA, the US Coast Guard, and the Florida National Guard on Drug Interdiction Efforts for Charlotte County.
- * Worked with the FBI on Federal Investigations and the US Secret Service for Matters Effecting Charlotte County.
- * Performed the Overall Administration of the County's Law Enforcement, Court Services, and Corrections.
- * Developed, Prepared, and Administered the Sheriff's Office \$27 Million Budget.
- * Worked with Federal, State, and Local Agencies on Asset Forfeitures and the Disbursement of Funds.
- * Received Weekly Reports from the Sheriff's Office Intelligence Unit on Drug, Gang, Organized Crime and Related Criminal Activity in Charlotte County, Southwest Florida, Florida, and Other Areas Effecting Charlotte County and Make Management Decisions on this Information. This Unit Reports Directly to the Sheriff.
- * Ensured the Protection of Life and Property.
- * Ensured the Prevention of Crime.

- * Ensured the Detection and Arrest of Offenders.
- * Ensured the Preservation of Public Peace.
- * Performed Public Speaking Events an Average of Three Times per Week.
- * Developed Policy and Procedure for all Sheriff's Office Personnel.
- * Reviewed Agency Goals and Objectives on an Annual Basis.
- * Developed Realistic Strategies to Identify and Correct Agency Deficiencies and Improve Methods of Operation.

*** AS SHERIFF - Possessed Extensive Experience in Developing and Managing Multi-Agency Programs by:**

- * Elected Chairman - Commission for Florida Law Enforcement Accreditation by 9 – 0 Vote 1999
- * Served as Commissioner - Commission for Florida Law Enforcement Accreditation 1995 – 2000
- * Appointed Commissioner to Develop, Organize, and Initiate the Commission for Florida Law Enforcement Accreditation. 1993 – 1995
- * Board Member - Charlotte County Public Safety Coordinating Council Working with the Judges, State Attorney, Public Defender, Court Administrator, and County Commission. 1989 – 2001.
- * Board of Directors – Charlotte County Juvenile Justice Council 1993 - 2001
- * Executive Director – Charlotte County Police Athletic League 1997 – 2001
- * Member – Appointed by FDLE Commissioner to Florida Hate Crimes Task Force 1995 – 1996
- * Commissioner – Appointed by Governor to Florida's Assault Weapons Commission 1989 – 1991
- * Appointed – US Customs, Blue Lightning Task Force 1989
- * Appointed – Florida Sheriff's Crack Cocaine Task Force 1991
- * Member – Florida Gulf Coast University Criminal Justice Advisory Board 1996 - Present
- * Appointed – President of the National Sheriff's Association to the Criminal Justice Information and Accreditation Committees 1991 – 2000.

MAJOR PROJECTS AS SHERIFF

Developed the Integration of the Community Policing Philosophy as the Standard for Police Service Delivery by:

- * Established Assigned Community Policing for Charlotte County
- * Hiring Community Service Aides with Grant Funding to Put Officers Behind the Desk Back on Patrol.
- * Beginning Telephone Incident Reporting to Community Service Aides to Save Police Responses.
- * Hiring Community Policing Officers for Each District.
- * Developing Problem Solving and Conflict Resolution Partnerships with the Community.

Adopted the Use of Technology to Streamline Police Services by:

- * Securing Federal Surplus Equipment for Drug Enforcement Initiative.
- * Implementing a Pawn Project with Online Network with Other Agencies in Southwest Florida and Supplied Computers to Pawn Dealers for Daily Reporting.
- * Securing Surveillance Equipment Through Grant Funding to Increase the Effectiveness of the Vice and Organized Crime Component.
- * Securing Video Cameras in Traffic Cruisers for Effective DUI Prosecution.
- * Implementing the Bar-coding of Evidence and Property.
- * Implementing a Crime Lab for the Proper Identification of Physical Evidence.
- * Securing Mobile Computers with Mapping and Reporting Programs With Budget and Grant Funding.
- * Acquiring the Next Generation of CAD and RMS Software and Web Based Data.

Emphasized Crime Prevention as a Major Component to Deterring Crime by:

- * Beginning the Charlotte County Police Athletic League Through Community Support.
- * Initiating a Truancy Interdiction Program with Grant Funding.
- * Developing a Gang Suppression Unit.
- * Developing Vice and Organized Crime Liaison with the Community for Drug Interdiction Efforts.
- * Implementing the Serious Habitual Offenders Comprehensive Action Plan.
- * Implementing the Combat Auto Theft Program.
- * Implementing the TRIAD Program for Senior Citizens.

Other Issues Impacting the Good of the Public Order:

- * Developed an Alarm Ordinance.
- * Developed a Taxi Cab Ordinance.
- * The Acquisition of a New Headquarters Building.
- * The Building of a New Jail.
- * CALEA and Florida State Law Enforcement Accreditation.
- * Allowed Unions Into the Workplace.
- * Instituted Tuition Payment to Encourage Higher Education of Personnel.

MONROE COUNTY SHERIFF'S OFFICE

MAJOR November 1986 – January 1989

SIZE OF OPERATION: 330 Total Personnel of Law Enforcement, Corrections, and Civilian

LEVEL AND SCOPE OF RESPONSIBILITY: Bureau of Services Commander Responsible to Direct, Coordinate, and Organize the Functions of Training, Career Development, Planning and Research, Internal Affairs, Human Resources, Inspectional Services, and Civil Process. As Commander of Services Also had the Responsibility of Lending Assistance to the Sheriff, Undersheriff, other Bureau Commanders, and Components and Required to have Specific Areas of Expertise of the Areas of Command.

PERSONNEL SUPERVISED: 65

DUTIES PERFORMED:

- * Ensured the Proper Collection, Interpretation, and Dissemination of Data Essential to Make Correct Management Decisions; Collection of Uniform Crime Report Data for the Office; Development of Analytical Reports for Use in Policy Setting; Maintenance of all Office Manuals and Written Directives; Grant Writing; Preparation of Long Range Goals and Objectives for the Office; Studying Anticipated Workloads Based on Population Trends; Studying Anticipated Personnel Levels and Needs; and Studying Anticipated Capital Improvements and Equipment Needs.
- * Managed the Law Enforcement Accreditation Process through the Commission for Accreditation of Law Enforcement Agencies.
- * Ensured Accountability for all Training of all Sheriff's Office Personnel and that it be consistent with the Goals and Objectives of the Sheriff's Office and the Florida Criminal Justice Standards and Training Commission.
- * Ensured that Opportunities were Provided for Individual Growth and Development at all Levels of the Sheriff's Office. This Program was Designed to Promote Productive, Efficient Job Performance, and to Improve the Overall Level of Individual Satisfaction.
- * Ensured that all Allegations of Sheriff's Office Personnel Misconduct was Appropriately Investigated and Promptly Adjudicated.
- * Ensured the Identification, Appointment, and Promotion of the Best Candidates Available through Positive Recruitment, Selection, and Promotional Policies.
- * Ensured the Necessary Means were Available to Regularly Assess the Office's Efficiency and Effectiveness, as well as Providing Information Necessary to Plan for Change.
- * Ensured that all Process Originating in the Supreme Court, Circuit Court, County Court, and Board of County Commissioners were Served in Compliance with Law.
- * Ensured that the Sheriff's Office Goals were Being Pursued.
- * Identified the Need for Additional Resources.
- * Ensured for Proper Internal Inspections of all Sheriff's Office Components.

CHARLOTTE COUNTY SHERIFF'S OFFICE

MAJOR December 1985 – November 1986

SIZE OF OPERATION: 240 Total Personnel of Law Enforcement, Corrections, and Civilian

LEVEL AND SCOPE OF RESPONSIBILITY: 2ND Executive Officer of the Sheriff's Office Appointed by the Sheriff for the Control and Operation of the Sheriff's Office having the Authority to Implement Orders, Rules, and Regulations for the More Efficient and Effective Operation of the Office.

PERSONNEL SUPERVISED: 240

DUTIES PERFORMED:

- * Worked with US Customs, DEA, the US Coast Guard, and the Florida National Guard on Drug Interdiction Efforts for Charlotte County.
- * Worked with the FBI on Federal Investigations and the US Secret Service for Matters Effecting Charlotte County.
- * Worked with State and Local Agencies on Asset Forfeitures and the Disbursement of Funds.
- * Developed, Prepared, and Administered the Sheriff's Office \$9 Million Budget.
- * Managed the Law Enforcement Accreditation Process through the Commission for Accreditation of Law Enforcement Agencies.
- * Ensured the Identification, Appointment, and Promotion of the Best Candidates Available through Positive Recruitment, Selection, and Promotional Policies.
- * Developed Policy and Procedure for all Sheriff's Office Personnel.
- * Reviewed Agency Goals and Objectives on an Annual Basis.
- * Maintained a Record of all Orders and Instructions Issued by the Sheriff's Office Beyond the Normal Orders or Instructions Given During the Day to Day Business of the Office.
- * Directed and Assigned Sheriff's Office Personnel to any Place Within the Limits of the Office Where Their Services Were Required.

CAPTAIN April 1985 – December 1985

SIZE OF OPERATION: 240 Total Personnel of Law Enforcement, Corrections, and Civilian

LEVEL AND SCOPE OF RESPONSIBILITY: Commander of the Administrative Bureau with the Specific Responsibility to Administer and Manage all Sheriff's Office Fiscal Matters, Property and Evidence Matters, Media Relations, Central Records, and Crime Analysis.

PERSONNEL SUPERVISED: 55

DUTIES PERFORMED:

- * Ensured the Proper Fiscal Management of the Sheriff's Office to Prevent Budget Discrepancies.
- * Ensured that the Projected Flow of Funds Proceeded as Planned.
- * Ensured that the Uniform Accounting Code was Administered Properly.
- * Ensured Annual Budget Development.
- * Ensured Proper Internal Expenditures and Related Controls were in Place.
- * Maintained a Liaison with the County's Fiscal Officers.
- * Ensured that all Property Owned or Used by the Sheriff's Office was Strictly Maintained Regarding its Handling, Security, and Disposition.
- * Ensured the Proper Handling of all Capital Assets of the Sheriff's Office.
- * Ensured the Proper Handling of all Press Releases and Media Relations.
- * Ensured for the Proper Security and Safe Keeping of all Found Property, Recovered Property, and Evidence in the Custody of the Sheriff's Office.
- * Ensured the Proper Operation of the Sheriff's Office Central Records Component.

LIEUTENANT January 1981 – April 1985

SIZE OF OPERATION: 240 Total Personnel of Law Enforcement, Corrections, and Civilian

LEVEL AND SCOPE OF RESPONSIBILITY: Director of Training and Education 1981 – 1983

Special Operations Commander 1983 - 1985

PERSONNEL SUPERVISED: 45

DUTIES PERFORMED:

- * Ensured all Training of all Sheriff's Office Personnel be Consistent with the Goals and Objectives of the Sheriff's Office and the Florida Criminal Justice Standards and Training Commission.
- * Ensured the Proper Collection, Interpretation, and Dissemination of Data Essential to Make Correct Management Decisions; Collection of Uniform Crime Report Data for the Office; Development of Analytical Reports for Use in Policy Setting; Maintenance of all Office Manuals and Written Directives; Grant Writing; Preparation of Long Range Goals and Objectives for the Office; Studying Anticipated Workloads Based on Population Trends; Studying Anticipated Personnel Levels and Needs; and Studying Anticipated Capital Improvements and Equipment Needs.
- * Ensured the Identification, Appointment, and Promotion of the Best Candidates Available through Positive Recruitment, Selection, and Promotional Policies.
- * Developed, Prepared, and Administered the Sheriff's Office \$6 Million Budget.
- * As Special Operations Commander Managed the Agency's Air Support, Marine Patrol, and Narcotics Units.
- * Ensured Proper Usage of the Sheriff's Office Special Operations Team
- * Ensured Proper Decoy Operations
- * Ensured Proper Undercover Surveillance and Stakeouts
- * Ensured Proper Coverage of Special Events

ROAD PATROL DEPUTY July 1979 – January 1981

HARFORD COUNTY SHERIFF'S OFFICE

CRIMINAL PATROL DEPUTY February 1976 – July 1979

COMMUNICATIONS OFFICER December 1974 – January 1976

CORRECTIONS OFFICER February 1973 – December 1974

RELATED LAW ENFORCEMENT AND CRIMINAL JUSTICE EXPERIENCE

- * Certified Police Officer State of Florida, 1979 – Present
- * Certified Police Officer State of Maryland 1977 - 1980
- * Certified Corrections Officer State of Maryland 1973 - 1980
- * Member – US Department of Justice, Legislative Sub-Committee for Florida
- * Elected – Vice President Association of Police Planning and Research Officers
- * Member – Curriculum Review Board, South West Florida Criminal Justice Academy
- * Member – South West Florida Criminal Justice Advisory Board

LAW ENFORCEMENT TRAINING

- * 5th Ann. Graduates Education Conference – The Executive Institute - Florida Department Of Law Enforcement 1999
- * 4th Ann. Graduates Education Conference – The Executive Institute - Florida Department Of Law Enforcement 1998
- * Chief Executive – Florida Criminal Justice Executive Institute - Florida Department Of Law Enforcement 1997
- * Computer Training for Windows and MS Office 1997
- * Police Instructor Certification Renewal 1996
- * Human Diversity for Instructors 1996
- * Human Diversity/Domestic Violence for Law Enforcement Executives 1994
- * Legal Updates Florida Association of Police Attorneys 1994
- * Officer Discipline 1993

- * Mandatory Retraining Reports 1993
- * Florida Sheriff's Executive Training 1992
- * Police Instructor Certification Renewal 1992
- * Florida Asset Forfeiture 1991
- * Problem Oriented Policing 1990
- * Critical Drug Abuse Challenge: Unified System Approach 1989
- * Blue Lightning Cross Designation 1989
- * Jail Administrators Workshop 1989
- * New Sheriff's Seminar 1988
- * Civil Service Training 1986
- * Fiscal Accounts and Records, Budgets And Personnel Matters 1985
- * Line Supervision for Law Enforcement 1983
- * Performance Evaluations 1983
- * Junior Executive Development Florida Department Of Law Enforcement 1983
- * Middle Management for Law Enforcement 1982
- * RADAR Operator Training 1981
- * Crime and The Elderly 1981
- * Instructor Techniques 1980
- * Introduction to Police Operations and Leadership 1980
- * Field Training Officer 1979
- * Florida Law Enforcement Comparative Compliance 1979
- * Maryland Police Training Commission Basic Recruit 1977
- * Maryland Correctional Academy Basic Corrections 1973

CIVIC AND COMMUNITY ACCOMPLISHMENTS

- Member – Stop Turning Out Prisoners 1993 – 1996
- Voted Officer of the Year by The Sons Of The American Revolution 1992
- Commissioner – Charlotte County Charter Commission 1984 – 1985
- Chairman – No Casinos, Charlotte County 1986
- Board Member – American Heart Association 1991 – 1995
- Board Member – American Diabetes Association 1994 – 1997
- Board Member – Charlotte County Boys and Girls Club 1996 – 2000
- Board Member – YMCA of Charlotte County 1993 – 1998
- Board Member – Center for Abuse and Rape Emergencies 1989 – 1992
- Board Member – Medical Center Recovery Unit 1990 – 1997
- Advisory Board Member – American Medic 1997 – 1998
- Volunteer – American Cancer Society 1991 – 1996
- Volunteer – Fireman and Emergency Medical Technician 1970 – 1978

EDISON STATE COLLEGE INSERVICE TRAINING AND PROFESSIONAL DEVELOPMENT

- Faculty Portfolio Workshop 8/31/2010
- CE6 Blended Certification 8/2010
- Teaching Café: Battle of the Books 9/1/2010
- The Edison State College Student 9/8/2010
- The Learning Centered Classroom 9/13/2010
- Special Topics Group: Critical Thinking 9/15/2010
- Top Ten Retention Strategies 9/17/2010
- The Engaged Lecture 9/20/2010
- Know Your Contract 9/23/2010
- C.C.S.S.E. Results 9/27/2010
- Teaching With The Portal 9/28/2010

- Classroom Assessment Techniques 9/29/2010
- Creating Effective Writing Assignments 10/5/2010
- G.S.R. Workshop 10/7/2010
- 2010 Fall Faculty Institute 10/16/2010
- Study Skills For Student Success 10/18/2010
- Creating Valid Assessments 10/19/2010
- Using CE6 In Your Face To Face Class 10/25/2010
- Dealing With The Difficult Student 11/1/2010
- Making The Small Group Work 11/9/2010
- Teaching On-Line 11/15/2010
- Internet Research 11/19/2010
- Critical Thinking: Elements And Analysis 1/10/2011
- Evaluating Public Speaking Assignments 1/12/2011
- Navigating The Portal 1/19/2011
- Talk About Teaching 1/19/2011
- Using Excel To Manage Grades 1/24/2011
- Critical Thinking in the QEP 7/2011
- QEP Course Overview and Objectives 10/2011
- Foundations of Critical Thinking: Intellectual Traits and Values 3/2011
- Community of Practice: Writing: Assignments and Rubrics 9/2011
- Quantitative Reasoning for Non-Math. And Math. Courses 9/2011
- Learner Centered Teaching Strategies 4/2011
- Library New Resources 1/2012