Kristin K. Frady, Ed.D.

Assistant Professor, Clemson University
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College of Education; Educational and Organizational Leadership Development
College of Engineering, Computing and Applied Sciences; Engineering and Science Education

Clemson, SC | frady@clemson.edu

EDUCATION

University of Florida, *Gainesville, FL*	Doctor of Education, Curriculum & Instruction Emphasis: Educational Technology	December 2012
University of South Carolina, *Columbia, SC*	Master of Arts in Teaching, Business Education	May 2007
Clemson University, *Clemson, SC*	Bachelor of Science, Management Minor: Elementary Education	May 2003

ACADEMIC AND PROFESSIONAL POSITIONS

LEADERSHIP POSITIONS

Summer 2019 – Present	**Founding Program Director** **Human Capital Education and Development Bachelor of Science** Educational and Organizational Leadership Development, College of Education *Clemson University, Clemson, SC*

Primary Leadership Responsibilities and Accomplishments:

- Established the Bachelor of Science in Human Capital Education and Development leading curriculum approval through department, college, university, and state Commission on Higher Education committees
- Provided strategic program leadership through creation of a multi-tiered Industry Engagement Plan, recruitment and marketing plan, oversaw creation of marketing collateral and websites, and developed both a program evaluation plan and a 5-year strategic implementation plan
- Led 3 research studies exploring industry engagement and employability, forms of student capital, and experiential learning curricula resulting in 3 refereed conference manuscripts and 4 additional journal manuscripts in development
- Established and maintained systemwide partnerships including internal university program partners, two-year institutions, industries, non-profit organizations, and governmental agencies
- Advanced curricular innovations leading development of 18 new courses including creation of templates and shells, identification and oversight of curriculum developers, oversaw planning and execution of 4 experiential face-to-face workshops, established 5 digital program badges, and led development student ePortfolios
- Provided human resource development leadership through leading program staff, faculty, and visiting lecturer recruitment, training, and on-boarding

- Served as Faculty Mentor for 5 visiting lecturers

Summer 2016 – Summer 2019	**Faculty Director**
Spring 2013 – Summer 2016	*Director of Operations*
Spring 2012 – Fall 2012	*Research Associate*

Clemson University Center for Workforce Development & National Science Foundation Advanced Technological Education Center for Aviation & Automotive Technological Education using Virtual E-Schools (CA2VES)
College of Engineering, Computing, and Applied Sciences
Clemson University, Clemson, SC

Primary Leadership Responsibilities and Accomplishments:
- Program management and supervision of center and center staff
- Guided development and evaluation of over 70 virtual reality modules, 8 courses, 75 e-Learning modules, and 4 eBooks designed to expand technician education capacity
- Established and cultivated a user base for digital learning tools of over 1,200 curriculum users in 23 states at 58 institutions
- Increased access and supported recruitment for students in technological education through leading 2 technological education awareness videos, 5 regional professional development educator workshops, supporting 11 career fairs, hosting 1 national conference track, and leading 1 virtual reality e-learning forum
- Established and maintained partnerships with over 161 total collaborators including National Science Foundation grantees, 4-year institutions, 2-year institutions, K-12 educational institutions, industries, and government agencies
- Co-led 9 research studies and dissemination activities resulting in over 55 conference presentations, manuscripts, and journal publications
- Advanced sustainability of the center through leading proposal development of over 30 funding proposals resulting in 13 selected for funding totaling over $13.6 million

ACADEMIC APPOINTMENTS

Spring 2016 – Present	**Assistant Professor, Jointly Appointed**

Educational and Organizational Leadership Development, College of Education
Engineering and Science Education, College of Engineering, Computing, and Applied Sciences
Clemson University, Clemson, SC

Summer 2007 – Spring 2012	**Adjunct Instructor**

Computer Technology, School of Business and Computer Technology
Greenville Technical College, Greenville, SC

Fall 2007 – Spring 2012	**Secondary Teacher, Career and Technology Education**

Eastside High School, Taylors, SC

OTHER PROFESSIONAL EXPERIENCE

Spring 2004 – Fall 2007	**Corporate Trainer**

Blackbaud, Inc., Charleston, SC

AWARDS & CERTIFICATIONS

AWARDS & RECOGNITION

2023	Clemson University Libraries, Open Educational Research Faculty Award
2023	Milliken Transformational Leadership Academy, College of Education Representative
2022	Clemson University College of Education, Insight Award of Excellence for B.S. Human Capital Education and Development
2022	Clemson University College of Education, Honorary Distinction, PI on a Single Grant Awarded FY22
2022	Clemson University College of Education, Distinction, Total Citation Achievement
2021	American Society for Engineering Education Conference Best in Division Award. *Developing two-year college student engineering technology career profiles.*
2019	Clemson University College of Education Milestone Award, Cumulative Grant Achievement, Honorary Distinction over $5 million in grants
2019	Clemson University College of Education Grant Fellow
2019	Recognized at February 2019 Clemson University Board of Trustees Meeting by Associate Dean Research and Graduate Studies faculty in the College of Education as Top 3 Faculty Member
2018	Recognized at February 2018 Clemson University Board of Trustees Meeting by Associate Dean Research and Graduate Studies faculty in the College of Education as Top 3 Faculty Member
2015	Online Learning Consortium Annual Conference Best in Track Award. *An insider's view: Using public policy to build and reinforce a national workforce development digital learning model.*
2007	Educational Testing Service Recognition of Excellence, Principles of Learning and Teaching
1999-2003	Legislative Incentive for Future Excellence Scholar

CERTIFICATIONS

2007-2029	South Carolina Educator Certificate; *Business, Marketing or Computer Technology*
2007	Internet and Computing Core Certification

RESEARCH

RESEARCH INTERESTS

My research agenda focuses on ***innovations in workforce development at educational and career transitions***.

The context of my workforce development research emphasizes three primary areas specifically focusing on two-year college and secondary STEM and career education, educational innovations, and the middle skill workforce.

PUBLISHED INTELLECTUAL CONTRIBUTIONS

Indicates graduate student

Book

[1] Hughes, C., Robert, L., **Frady, K.**, Arroyos, A. (2019). Managing technology and middle- and low-skilled employees: Advances for economic regeneration. Emerald Publishing Group. https://www.emerald.com/insight/publication/doi/10.1108/9781789730777

Book Chapters

[2] **Frady, K.** (In press). Workforce development: A nexus between human resource development and career and technical education. In T. Rocco, R. Poell, & L. Morris (Eds.), *2024 Handbook of Human Resource Development*. Sage Publishing.

[3] **Frady, K.** (2022). Challenges, barriers, and opportunities for two-year college STEM professional development. In S. M. Linder, C. M. Lee, S. K. Stefl, & K. High (Eds.), *Handbook of STEM Faculty Development.* Information Age Publishing. Chapter Link

[4] **Frady, K.** (2020). A practical workforce development framework using strategies and initiatives to strengthen the mature workforce. In C. Hughes (Ed.), *Strategies for Attracting, Maintaining, and Balancing a Mature Workforce* (pp. 237-269). IGI Global. https://doi.org/10.4018/978-1-7998-2277-6.ch010

Journal Publications

[5] **Frady, K.,** Rumsey, A., & Cook, M. (2023). Broadening the Role of STEM Educators: Developing a More Equitable STEM Workforce for the Future. [Guest Co-editor and editorial]. *School Science and Mathematics, 123*(3). https://doi.org/10.1111/ssm.12580

[6] **Frady, K.,** & Hughes, C., (2023). Using regional workforce demand data to align technical education programs with workforce demand and career development. *American Technological Education Association Journal, 48*(1), 8-13.

[7] **Frady, K.** (2022). Use of virtual labs to support demand-oriented engineering pedagogy in engineering technology and vocational education training programs: A systematic review of the literature. *European Journal of Engineering Education.* https://doi.org/10.1080/03043797.2022.2141610

[8] Herro, D., McNeese, N., O'Hara, R.*, **Frady, K**., & Switzer, D. (2021). Exploring graduate students collaborative problem-solving in engineering design tasks*, Journal of Engineering Design, 32*(9), 496-516. https://doi.org/10.1080/09544828.2021.1922616

[9] **Frady, K.** (2021). Media analysis of middle skill learning opportunities shaped by COVID-19. *New Horizons in Adult Education and Human Resource Development, 33*(2), 16-33. https://doi.org/10.1002/nha3.20312

[10] Sims, C. M., Carter, A. D., **Frady, K.,** DePeralta, A.*, Hofrova, A.*, & Brown, S*. (2021). Furthering women faculty in leadership roles - A human performance improvement case study. *Performance Improvement Quarterly, 34*(4), 1-32. https://doi.org/10.1002/piq.21353

[11] **Frady, K.** (2021). Broadening the role of STEM educators: Developing a more equitable STEM workforce for the future. [Editorial]. *School Science and Mathematics, 121*(6), 311-313. https://doi.org/10.1111/ssm.12491

[12] **Frady, K.** (2020). Workforce Inter-Personnel Diversity: The Power to Influence Human Productivity and Career Development, by Claretha Hughes. Cham, Switzerland: Palgrave Macmillan, 2019. 134 pages, $79.99 (eBook). [Book Review]. *New Horizons in Adult Education and Human Resource Development, 32*(2), 65-67. https://doi.org/10.1002/nha3.20276

[13] **Frady, K.** (2019). Developing STEM faculty leaders: A catalyst for instructional transformation. *The Community College Enterprise, 25*(2), 64-76. Article Link

[14] Syed, Z.*, Bertrand, J., Wang, T.*, Hartley, R., **Frady, K.**, Madathil, K., Gramopadhye, A., & Wagner, J. (2019). Evaluation of virtual reality-based learning materials as a supplement to the undergraduate mechanical engineering laboratory experience. *International Journal of Engineering Education*, *35*(3), 1-11. https://par.nsf.gov/biblio/10096489

[15] **Frady, K.** (2019). The Future of Work, by Darrel M. West, Washington, DC: The Brookings Institution. [Book Review]. *Community College Enterprise 25*(2), 96-98. Article Link

[16] Madathil, K., **Frady, K.**, Hartley, R., Bertrand, J., Alfred, M.*, & Gramopadhye, A. (2017). An empirical study investigating the effectiveness of integrating virtual reality-base case studies into an online asynchronous learning environment. *Computers in Education Journal, 8*(3), 1-10. Article Link

[17] Parmar, D.*, Bertrand, J.*, Babu, S., Madathil, K., Zelaya M.*, Wang, T.*, Wagner, J., Gramopadhye, A., & **Frady, K.** (2016). A comparative evaluation of viewing metaphors on psychophysical skills education in an interactive virtual environment. *Virtual Reality, 20*, 141-157. https://doi.org/10.1007/s10055-016-0287-7

Journal Issue Edited

[18] Guest Co-Editor. **Frady, K.,** Rumsey, A., & Cook, M. *School Science and Mathematics*, March 2023. Special issue on "Broadening the Role of STEM Educators: Developing a More Equitable STEM Workforce for the Future."

Dissertation

[19] **Frady, K.** (2012). *Facilitation strategies and tactics for professional development in online learning communities* (Publication No. 3569619) [Doctoral dissertation, University of Florida]. ProQuest Dissertations and Theses Global.

Refereed Conference Publications

[20] **Frady, K.,** & Sims, R.* (2023, October 18-21). *A qualitative exploration of an assets-based approach to building engineering transfer student capital* [Paper Accepted]. Proceedings the Annual Frontiers in Education (FIE) Conference, College Station, TX, United States: IEEE.

[21] **Frady, K.**, & Sims, R.* (2023, June 26-28). *Use of transfer student capital in engineering and stem education: A systematic literature review* [Paper presentation]. Annual American Society for Engineering Education Conference, Baltimore, MD, United States.

[22] **Frady, K.,** & Sims, R.* (2023, June 26-28). *Regional assets, factors, and strategies supporting engineering pre-transfer pathways* [Paper and poster presentation]. Annual American Society for Engineering Education Conference, Baltimore, MD, United States.

[23] **Frady, K.** (2023, March 3). *A Systematic Literature Review Examining Engagement and Human Capital Development Connections Between Human Resource Development and Two-Year Colleges* [Paper presentation]. Academy of Human Resource Development Conference in the Americas, Minneapolis, MN, United States.

[24] Rodriguez-Devora, J. I., Harvey, T. G., Ferriell*, W. D., Hinson, M., **Frady, K.**, & Putman, B. J., (2022, June 26-29). *Outreach program evaluation through the lens of engineering identity development* [Paper presentation]. Annual American Society for Engineering Education Conference, Minneapolis, MN, United States. https://peer.asee.org/40941.pdf

[25] **Frady, K.**, Taylor, D.*, Cook, M., & Petersen, G. (2022, April 20). *Developing the "purple elephant": Building a new undergraduate degree program* [Paper presentation]. Academy of Human Resource Development Conference in the Americas, Online.

[26] **Frady, K.**, Brown, C., High, K., Hughes, C., O'Hara, R.*, & Huang, S.* (2021, July 26-29). *Developing two-year college student engineering technology career profiles* [Paper presentation]. Annual American Society for Engineering Education Conference, Long Beach, CA, United States. ***Best in Division Award*** https://par.nsf.gov/servlets/purl/10311599

[27] **Frady, K.**, Hughes, C., & High, K. (2021, July 26-29). *Barriers and supports needed to improve ET career development: A two-year view of D.E.E.P. engineering technology career formation progress and impacts* [Paper and poster presentation]. Annual American Society for Engineering Education Conference, Long Beach, CA, United States. https://peer.asee.org/36738

[28] **Frady, K.**, Stockwell, D.*, Hughes, C., & High, K. (2021, February 18). *Examination of the engineering technology career-related interest and choices impacting career pathways in a rapidly changing marketplace: A qualitative case study* [Paper presentation]. Academy of Human Resource Development Conference in the Americas, Online. https://par.nsf.gov/biblio/10311601

[29] Gallagher, E., Vagnozzi, A. M.*, Lanning, R.*, Brown, A. D., Brown, C., **Frady, K**., Brisbane, J. M.*, Matthews, M. A., Murphy, J.*, Patel, K.*, Pfirman, A. L., Rabb, R. J., Roberts, R. H., Welch, R. W., Gramopadhye, A. (2020, June 21-24). *Poverty and guidance: Challenges and opportunities in mathematics preparation for engineering* [Paper presentation]. Annual American Society for Engineering Education Conference, Montréal, QC, Canada. https://par.nsf.gov/servlets/purl/10205690

[30] **Frady, K.,** High, K., Hughes, C., & Kosanovich, M.* (2019, October). *Using career orientations to map professional formation in engineering technology* [Paper presentation]. *Proceedings of the 49th Annual* Frontiers in Education (FIE) Conference, Cincinnati, OH, United States: IEEE. Article Link

[31] Gallagher, E., Brown, D.A., Brown, C.J., **Frady, K.**, Marcanikova, M.*, Atamturktur, S., Ihekweazu, S., Matthews, M., Rabb, R., Roberts, R., Solan, I., Welch, R., & Grampoadhye, A. (2019, June). *Statewide coalition: Supporting underrepresented populations in precalculus through organizational redesign toward engineering diversity (SC:SUPPORTED) results from year one* [Paper presentation]. Annual American Society of Engineering Education Conference, Salt Lake City, UT, United States. https://par.nsf.gov/servlets/purl/10080470

[32] Gallagher, E., Brown, D.A., Brown, C.J., **Frady, K.**, Bass, P., Matthews, M., Peters, T., Rabb, R., Solan, I., Welch, R., & Gramopadhye, A. (2019, June). *Identifying prevalent mathematical pathways to engineering in South Carolina* [Paper presentation]. Annual American Society of Engineering Education Conference, Salt Lake City, UT, United States. Article Link

[33] Marcanikova, M.*, Gallagher, E, Brown, C .J., Brisbane, J.*, Brown, D. A., Dunwoody, L. A.*, **Frady, K**., Hines, A.*, Murphy, J. C.*, Patel, K.*, Pfirman, A. L.*, Roberson, S. L.*, & Gramopadhye, A. (2019, March). *High school technology as a non-predictor of first college math course* [Paper presentation]. American Society of Engineering Education Southeast (ASEE-SE) Annual Regional Conference, Raleigh, NC, United States. https://par.nsf.gov/servlets/purl/10098179

[34] **Frady, K.** (2019, February). *An examination of the role of strategic human resource development in the optimization of the skilled technical workforce* [Paper presentation]. Academy of Human Resource Development Conference in the Americas, Louisville, KY, United States.

[35] Sims, C. M., Carter, A.D., & **Frady, K.** (2019, February). *Furthering women faculty in leadership roles - A human performance improvement case study* [Paper presentation]. Academy of Human Resource Development Conference in the Americas, Louisville, KY, United States.

[36] **Frady, K.**, & Hughes, C. (2018, February). *Using strategic career analysis to create a regionally focused career development framework* [Paper presentation]. Annual Academy of Human Resource Development Conference in the Americas, Richmond, VA, United States.

[37] **Frady, K**., Ezealah, I.*, Ciuca, C, & Stoyanoff, M. (2017, June). *Selecting and designing assessment to measure early engineering curriculum impact on application of engineering design and attitudes toward STEM* [Paper presentation]. Annual American Society of Engineering Education Conference, Columbus, OH, United States. https://peer.asee.org/28814

[38] Syed, Z.*, Wang, T.*, **Frady, K.**, Madathil, K., Bertrand, J., Hartley, R., Wagner, J., & Gramopadhye, K. (2017, June). *Use of virtual reality tools in an undergraduate mechanical engineering manufacturing course* [Paper presentation]. Annual American Society of Engineering Education Conference, Columbus, OH, United States. https://peer.asee.org/29067

[39] **Frady, K.,** Hughes, C., & Madathil, K. (2017, March). *A pilot study identifying recruitment and pathway development for high school manufacturing* [Paper presentation]. Annual Academic and Business Research Institute Conference, Asheville, NC, United States.

[40] **Frady, K.,** Hartley, R., Barger, M., Craft, E., & Wosczyna-Birch, K. (2017, February). *Best practices for education and workforce development leaders exploring engagement with federal initiatives* [Paper presentation]. American Society for Engineering Education Conference for Industry and Education Collaboration (CIEC), Jacksonville, FL, United States.

[41] **Frady, K.,** Hartley, R., Madathil, K., Rivers, H., Craft, E., & Frazier, S. (2016, June). *Connecting Two-year faculty professional development with technology and student learning perceptions in online environments* [Paper presentation]. American Society for Engineering Education (ASEE) Conference & Exposition, New Orleans, LA, United States. https://peer.asee.org/26565

[42] Madathil, K., **Frady, K**., Gramopadhye, A., Bertrand, J.*, & Hartley, R. (2016, June). *Integrating case studies in an online asynchronous learning environment: an empirical study to evaluate the effect on community college student learning outcomes and engagement when case studies are presented using virtual reality* [Paper presentation]. American Society for Engineering Education (ASEE) Conference & Exposition, New Orleans, LA, United States. https://peer.asee.org/25785

[43] **Frady, K.,** Grampoadhye, A.K., Madathil, K., Rivers, H., & Dillard, D. (2015, June). *CA^{2}VES, an NSF regional center, enhancing the engineering and technician education pipeline* [Paper presentation]. American Society for Engineering Education (ASEE) Conference & Exposition, Seattle, WA, United States. https://peer.asee.org/23658

[44] Parmar, D.*, Bertrand, J.*, Shannon, B.*, Babu, S., Madathi, K., Zelaya, M.*, Wang, T.*, Wagner, J., **Frady, K.,** & Gramopadhye, A. (2014, March). *Interactive breadboard activity simulation (IBAS) for psychomotor skills education in electrical circuitry* [Paper presentation]. 3D User Interfaces (3DUI), 2014 IEEE Symposium, Minneapolis, MN, United States. Article Link

[45] Craft, E., Hall, V., **Frady, K**. (2014, February 6). *An adaptive digital learning model for the globalized era* [Conference session]. American Society of Engineering Education Southeast (ASEE-SE) Annual Regional Conference, Savannah, GA, United States.

[46] Wang, T.*, Wagner, J., **Frady, K**., Bertrand, J.*, Madathil, K., Zelaya*, M., Gramopadhye, A., & Babu, S. (2013, June 23-26). *Interactive three dimensional visualization based engineering technology education – Modeling and animation* [Paper presentation]. 120th American Society for Engineering Education (ASEE) Conference & Exposition, Atlanta, GA, United States. https://peer.asee.org/19810

PRESENTATIONS

National Conference Proceedings

[47] **Frady, K.**, & Cook, M. (2022, October 20). *Core elements of a regionally responsive degree: Human capital education and development* [Conference session]. National Career Pathways Network Connect, Atlanta, GA, United States.

[48] **Frady, K.**, Hughes, C., High, K., & Stockwell, D.*(2020, June). *Engineering technology student perception and knowledge of future workplace skills and career desires: A qualitative case study* [Session canceled]. 2020 Industry Studies Association Conference, Boston, MA, United States.

[49] **Frady, K.,** Hughes, C., High, K., & Stockwell, D.* (2019, October 22). *Developing Engineering Experiences and Pathways in engineering technology career formation (D.E.E.P.)* [Poster presentation]. National Science Foundation Division of Engineering Education and Centers Grantee Conference, Washington, DC, United States.

[50] **Frady, K.,** Hughes, C., & High, K. (2019, June 1). *Exploring the career profile of middle skill advanced manufacturing students and professionals for advancing regional and organizational workforce development* [Conference session]. Industry Studies Association Conference, Nashville, TN, United States.

[51] Sims, C. M., Carter, A. D., & **Frady, K.** (2018, October 27). *Furthering women faculty in higher education leadership roles: A case study* [Conference session]. International Leadership Association 20th Anniversary Global Conference on Authentic Leadership for Progress, Peace, & Prosperity, Palm Beach, FL, United States.

[52] Hughes, C., & **Frady, K.** (2018, June). *Understanding the relationship of technology entrepreneurs to rural community economic development* [Conference session]. Industry Studies Association Conference, Seattle, WA, United States.

[53] Hughes, C., & **Frady, K.** (2018, June). *Developing relationships between two-year college engineering technology programs and regional and national workforce development organizations* [Conference session]. Industry Studies Association Conference, Seattle, WA, United States.

[54] **Frady, K.,** & Hartley, R. (2016, June 28). *Improving professional development and integrating e-learning experiences* [Conference session]. High Technology Impact Conference (HI-TEC), Pittsburgh, PA, United States.

[55] **Frady, K.,** & Hartley, R., (2015, October 22). *Engaging public-private perspectives to build the technician pipeline* [Conference session]. National Science Foundation Advanced Technological Education Principal Investigators Annual Conference, Washington, DC, United States.

[56] **Frady, K.,** Madathil, K., & Hartley, R., Barger, M., Feldmaier, R. (2015, October 22). *Digital learning, virtual reality, and recruitment: Fueling a new vision for technological education* [Conference session]. National Science Foundation Advanced Technological Education Principal Investigators Annual Conference, Washington, DC, United States.

[57] **Frady, K.,** Hartley, R., & Madathil, K. (2015, October 16). *An insider's view: Using public policy to build and reinforce a national workforce development digital learning model* [Conference session]. Online Learning Consortium Annual Conference, Orlando, FL, United States. ***Best in Track Award***

[58] **Frady, K.,** Madathil, K., & Hartley, R. (2015, July 30). *Virtual reality in technology education*: *The ultimate educational technology* [Conference session]. High Technology Impact Conference (HI-TEC), Portland, OR, United States.

[59] Hartley, R., **Frady, K**., Madathil, K., & Gramopadhye, A. (2013, November 20-22). *Educating the next generation workforce: Collaboration, convenience, and quality of online and digital learning* [Conference session]. Sloan Consortium International Conference on Online Learning, Orlando, FL, United States.

[60] **Frady, K**., Hartley, R., Madathil, K., Gramopadhye, A., Tomlin, D., & Barlow, W. (2013, October 24). *Advancing innovation in technician education: Flipping classrooms and integrating open learning resources* [Conference session]. National Science Foundation Advanced Technological Education Principal Investigators Annual Conference, Washington, DC, United States.

[61] Eikenbusch, W., Glover, M., Shugart, P.A., Beheler, A., **Frady, K**., Gramopadhye, A., & Feldmaier, R. (2013, October 24). *Industry voices: What industry wants from graduates to hire them and keep them* [Panel session] National Science Foundation Advanced Technological Education Principal Investigators Annual Conference, Washington, DC, United States.

[62] **Frady, K**., Hartley, R., & Gramopadhye, A. (2013, October 29). *Recruiting, retaining, and transitioning students into STEM programs* [Conference session]. STEMtech Annual Conference, Atlanta, GA, United States.

[63] Stewart, M., **Frady, K**., & Hall, V. (2013, October 28). *SC ACCELERATE, education – career success* [Conference session]. STEMtech Annual Conference, Atlanta, GA, United States.

[64] **Frady, K**., Hall, V., Madathil, K., Hartley, R., & Gramopadhye, A. (2013, July 24). *Everything's bigger online: Leveraging open learning resources to build capacity in technician education* [Conference session]. High Impact Technology Exchange Conference, Austin, TX, United States.

[65] **Frady, K**., Zelaya, M.*, & Gramopadhye, A. (2012, October 10-12). *Driving curriculum: A collaborative model aligning technology with instructional design* [Conference session]. 18th Annual Sloan Consortium Conference, Orlando, FL, United States.

[66] **Frady, K**., Zelaya, M.*, & Gramopadhye, A. (2012, October 28-31). *A technology quartet: Harmony between technology integration and instructional design* [Conference session]. STEMtech Annual Conference, Kansas City, Missouri, United States.

Invited Presentations, Seminars, Workshops, and Panel Discussions

[67] Sims, C., Kuchinke, P., **Frady, K.,** Abadi, M. (2022, April 20). *PEN Session: Post pandemic HRD program changes, here to stay?* Academy of Human Resource Development Conference in the Americas, Online.

[68] **Frady, K.** (2021, October 6). *Successful grant seeking series: Overview page.* [Invited presentation and panel discussion]. Office of Research Development, Clemson University, Clemson, SC, United States.

[69] **Frady, K.** (2021, May 4). *Considering collaborations: Developing engineering experiences and pathways in engineering technology career formation.* 6th Annual Clemson University Research Symposium. [Invited presentation and panel discussion]. Clemson, SC, United States.

[70] **Frady, K.,** & Hughes, C. (2020, February 26). *Advancing human resource development research through building a diverse external funding portfolio* [Preconference workshop]. Academy for Human Resource Development International Research Conference in the Americas, Atlanta, GA, United States.

[71] **Frady, K.** (2019, August 15). *Balancing act: Research, teaching, service* [Panel discussion]. Clemson University New Faculty Orientation, Clemson, SC, United States.

[72] **Frady, K.** (2018, March 18). *Workforce and education development: Improving human capital through innovative interventions and education* [Invited presentation]. Clemson University CAREER Academy, Clemson, SC, United States.

[73] **Frady, K.** (2017, September 30). *Enhancing the engineering technician education pipeline through workforce development* [Invited presentation]. Clemson University Engineering and Science Education Seminar, Clemson, SC, United States.

[74] Barger, M., **Frady, K.,** & Lesiecki, M. Centers Collaborative for Technical Assistance, (2016, April 28). *Highlights of advanced manufacturing and engineering technology resources from ATE centers* [Webinar]. Centers Collaborative for Technical Assistance.

[75] **Frady, K.,** Hartley, R. (2015, August 6). *Professional development for technical education and workforce development* [Invited presentation]. Southeastern Institute of Manufacturing Technology, Florence, SC, United States.

[76] **Frady, K.** (2015, July 9). *Clemson University center for workforce development: A new model* [Invited presentation]. AABEA/Align SC Board Meeting, Clemson, SC, United States.

[77] **Frady, K.** (2015, March 27). *Clemson University center for workforce development: A regional manufacturing solution* [Invited presentation]. Appalachian Council of Government Board Meeting, Greenville, SC, United States.

[78] **Frady, K.** (2015, May 14). *Clemson University center for workforce development: A regional solution* [Invited presentation]. Oconee Business Forum, Oconee, SC, United States.

[79] **Frady, K.** (2015, April 2). *Clemson University center for workforce development: Supporting the entrepreneurial workforce* [Invited presentation]. Annual SC Technology Villages Annual Conference, Columbia, SC, United States.

[80] **Frady, K**., (2015, July 31) *Locating resources for TAACCCT grants* [Panel discussion]. Department of Labor Trade Adjustment Assistance for Community College Career Training (TAACCCT) Convening, Portland, OR, United States.

[81] **Frady, K.,** & Peters, T. (2015, July 27). *Collaborating for workforce development MAGIC: Emerging models and practices* [Invited presentation]. GE Foundation Conference, Orlando, FL, United States.

[82] **Frady, K.,** Kolliopoulos, A., Lesiecki, M., & Hall, V. (2015, April 16). *Locating free curriculum and professional development resources* [Webinar]. Centers Collaborative for Technical Assistance.

[83] **Frady, K.,** Hartley R. (2014, October 30). *SC Council of Government directors overview* [Invited presentation]. Economic Development Administration 2014 Workforce Investment Board Directors' Retreat, Wampee, SC, United States.

[84] **Frady, K.** (2014, October 9). *Feeding the talent pipeline - Workforce development challenges and opportunities* [Panel discussion]. Southern Automotive Conference, Birmingham, AL, United States.

[85] Gramopadhye, A., **Frady, K.,** & Hartley, R. (2013, October 23). *Leveraging and linking grant funds: a sustainability model presented by CA^{2}VES* [Pre-conference workshop]. National Science Foundation Advanced Technological Education Principal Investigators Annual Conference, Washington, DC, United States.

[86] **Frady, K.** (2013, February 18). *Building knowledge and supporting collaborative inquiry in online communities* [Webinar]. Academic Pediatric Association e-Learning Special Interest Group in Medical Education.

Regional Conference Presentations

[87] **Frady, K.** (2023, January 9). *Online Teaching Activities and Tools to Engage Graduate Students* [Conference session]. Clemson University Office of Teaching Effectiveness and Innovation 2023 Teaching Excellence Conference, Clemson, SC, United States.

[88] Stockwell, D.*, & **Frady, K**. (2020, February). *Transfer student capital: Increasing Latinx student participation in STEM* [Conference session]. 32nd Annual South Carolina Educators for the Practical Use of Research Conference, Columbia, SC, United States.

[89] Gallagher, E., Brown, C. J., & **Frady, K.** (2019, March 1). *Predictive models for initial college math course and major selection based on high school institutional factors* [Conference session]. 31st Annual South Carolina Educators for the Practical Use of Research Conference, Columbia, SC, United States.

[90] **Frady K.,** & Trabookis, Z. (2016, March 17). *Continuing use and best practices incorporating educateworkforce digital learning tools* [Webinar]. NC Department of Public Instruction Career and Technical Education.

[91] **Frady, K.,** & Trabookis, Z. (2015, August 20). *Introduction to EducateWorkforce digital learning tools* [Webinar]. NC Department of Public Instruction Career and Technical Education.

[92] Hartley, R., & **Frady, K.** (2015, June 24). *Imaginary boundaries: Focusing on the combination of two- and four-year options to create opportunities in South Carolina's leading industries* [Conference session]. Education and Business Summit, Greenville, SC, United States.

[93] **Frady, K**., & Hartley, R. (2014, November 13). *STEM career pathways into advanced manufacturing* [Conference session]. 12th Annual Guidance Standards and Career Development Workshop. Greenwood, SC, United States.

[94] **Frady, K**., & Hartley, R. (2014, June 12). *Local workforce development solutions* [Conference session]. Oconee Teacher Summer Institute, Seneca, SC, United States.

[95] Hartley, R., & **Frady, K**. (2014, April 28). *Digital pathways into advanced manufacturing careers* [Conference session]. Catawba Regional Education Center - Education and Business Workforce Development Summit, Rock Hill, SC, United States.

[96] Hall, V., Hartley, R., & **Frady, K** (2014, February 20). *Digitally supported pathways moving students into STEM fields* [Conference session]. SC Technical Education Association Annual Conference, Myrtle Beach, SC, United States.

[97] Hartley, R., & **Frady, K**. (2014, January 17). *STEM career pathways into manufacturing* [Conference session]. Aiken Technical College STEM Symposium, Aiken, SC, United States.

[98] **Frady, K.,** & Hartley R. (2013, November 13). *STEM career pathways into manufacturing* [Conference session]. 11th Annual Guidance Standards and Career Development Workshop, Greenwood, SC, United States.

[99] Hartley, R., & **Frady, K**. (2013, August 15). *Skilling up & scaling up the next gen workforce* [Conference session]. South Carolina Automotive Council, Columbia, SC, United States.

[100] Zelaya, M.*, **Frady, K**., Gramopadhye, A., & Castle, C. (2012, September 24-25). *Advancing the use of virtual reality environments in technology programs* [Conference session]. SC Technical College System Teaching and Learning with Technology Conference, Columbia, SC, United States.

[101] **Frady, K**. (2011, October). *Facilitation of discussion boards to enhance online learning* [Conference session]. Greenville Technical College Semi-Annual Meeting, Greenville, SC, United States.

[102] **Frady, K**. (2010, Summer). *Edublognology, blogging in the classroom* [Conference session]. Greenwood District 52, Professional Development Seminar, Greenwood, SC, United States.

[103] **Frady, K.** (2009, September). *Online professional learning communities for career and technology education* [Conference session]. Greenville County, Career and Technology Education Annual Meeting, Greenville, SC, United States.

Technical Reports

[104] **Frady, K.** (2020). *Advancing South Carolina through educational access, equity, and opportunity*. White paper prepared for Clemson University College of Education.

[105] **Frady, K.**, Sims, C. M., Carter, A. D., Kuchinke, K. P. (2019). *Clemson Master's of Human Resource Development Strategic Plan*. Presented to the Clemson University College of Education.

[106] **Frady, K.**, Sims, C. M., Carter, A. D., Kuchinke, K. P. (2019). *Rebuilding and Growing Human Resource Development at Clemson University's College of Education: Analysis and Recommendations*. Presented to the Clemson University College of Education.

[107] **Frady, K**. (2019). *Master's of Human Resource Development Self-Study Report.* 300-page report organizing and identifying existing MHRD program information including goals and objectives, learning outcomes, curriculum, program size and demographics, program resources, and overall program assessment.

[108] **Frady, K**. (2019). *SAE International AWIM Program Evaluation Final Report: Project Continuum.* Evaluation report presented to SAE International.

[109] **Frady, K.** (2018). *College and Career Ready Regional Asset Map: A tool for mapping of college and career ready indicators in areas of Academic Preparedness, Teacher Indicators, Academic Tenacity, and College Knowledge to develop district scores and identify key areas for improvement.* Development of this asset map was funded by the Economic Development Administration Make it in America Program.

[110] **Frady, K**. (2017). *SAE International AWIM Program Evaluation Progress Report: Project Continuum*. Evaluation report presented to SAE International.

Work in Progress

Herro, D., **Frady, K.**, O'Hara, R. (2023). *Exploring technical college student's collaborative problem solving and teamwork skills in multi-hierarchical engineering design teams* [Manuscript submitted for publication]. Department of Educational and Organizational Leadership Development, Clemson University.

Brown, C., Brown, A., **Frady, K**., Gallagher, E., Marcanikova, M., & Gramopadhye, A. (2023). *The effect of school poverty index on first college math course placement* [Manuscript in preparation for resubmission]. Department of Education and Human Development, Clemson University.

Frady, K., & Hughes, C., (2023). *Examining influences on the manufacturing career interests of high school students* [Manuscript in preparation for resubmission]. Department of Educational and Organizational Leadership Development, Clemson University.

Frady, K., Brown, C., Huang, S., O'Hara, R., High, K., & Hugues, C. (2023). *Analyzing career orientations: Engineering technology education and career pathway formation* [Manuscript in

preparation for resubmission]. Department of Educational and Organizational Leadership Development, Clemson University.

Frady, K., Brown, C., Brown, A., Gallagher, E., Gramopadhye, A. (2023). *Examining pre-engineering calculus achievement gaps using a district level organizational systems approach* [Manuscript in preparation]. Department of Educational and Organizational Leadership Development, Clemson University.

Frady, K., Taylor, D., Cook, M., & Petersen, G. J. (2023). *Identifying human capital competencies for new graduates entering the workforce* [Manuscript in preparation]. Department of Educational and Organizational Leadership Development, Clemson University.

Frady, K., Hughes, C., & High, K. (2023) *Examination of the engineering technology career-related interest and choices impacting career pathways in a rapidly changing marketplace: A qualitative case study* [Manuscript in preparation]. Department of Educational and Organizational Leadership Development, Clemson University.

Hughes, C., **Frady, K.,** & High, K. (2023). *A proposed integrated career development conceptual framework: The role of value creation, career anchors, and institutional culture in engineering technician, engineering technologists, and engineering formation* [Manuscript in preparation]. Department of Educational and Organizational Leadership Development, Clemson University.

Frady, K. (2023). *Developing elementary level demand-oriented engineering pedagogy through facilitation of engineering-focused project-based learning* [Manuscript in preparation]. Department of Educational and Organizational Leadership Development, Clemson University.

Frady, K. (2023). *Using strategic human resource development to bolster the skilled technical workforce* [Manuscript in preparation]. Department of Educational and Organizational Leadership Development, Clemson University.

GRANT, CONTRACT, AND FOUNDATION PROPOSALS

External Funded [$32,271,919 total; $17,578,495 to Clemson University]

[1] National Science Foundation Faculty Early Career Development Program (CAREER). *VECTORS in Engineering: Valuing Education and Career Transition Opportunities Raising Student Success*. May 2022 – April 2027. PI. (100%). **$599,944.** Award Link

[2] National Science Foundation Research Experiences for Teachers in Engineering and Computer Science (RET). *Engaging and Enabling Teachers through Advanced Manufacturing Research*. June 2022 – May 2025. Co-PI. (20%). **$599,421.** Award Link; https://www.clemson.edu/cecas/research/ret-adv-manuf-research.html

[3] National Science Foundation Research in the Formation of Engineers (RFE). *Research: Developing Engineering Experiences and Pathways (DEEP) in Engineering Technology Career Formation.* September 2018 – August 2021. PI. (60%). **$274,879.** Award Link; https://sites.google.com/view/deep-engineering-technology-cu/home

[4] National Science Foundation Research Traineeship (NRT). *NRT: Technology-Human Integrated Knowledge Education* and *Research (THINKER).* September 2018 – August 2023. Senior Personnel (6%). **$3,000,000.** Award Link

[5] National Science Foundation Advanced Technological Education (ATE). *A Sustainable ATE Coordination Network for Enhancing Personalized Learning Using Virtual and Augmented Reality-based Technology Innovations in Technician Education*. July 2017 – June 2022. Co-PI. (20%). **$792,820.** Award Link

[6] National Science Foundation INCLUDES. *NSF INCLUDES Statewide Consortium Supporting Underrepresented Populations in Precalculus by Organizational Redesign toward Engineering.*

December 2017-November 2019. Co-PI (10%). **$297,192.** Award Link**;** https://cecas.clemson.edu/scincludes/

[7] National Science Foundation. *Workshop: Reducing Attrition in Precalculus Pathways to Engineering Degrees (WRAPPED)*. August 2017-July 2018. Co-PI (30%). **$49,711.** Award Link**;** https://cecas.clemson.edu/scincludes/wrapped/

[8] National Science Foundation Advanced Technological Education. *Center for Aviation and Automotive Technological Education Using Virtual E-Schools (CA^{2}VES): A Resource to Meet Technological Workforce Needs*. July 2015 – June 2018. Senior Personnel. (20%). **$2,991,820.** Award Link; https://cecas.clemson.edu/cucwd/ca2ves/

[9] Department of Commerce-Economic Development Administration. Make it in America Challenge Grant Program. *Select SC: Accelerating SC Economic Development and Job Creation*. January 2014 – December 2018, Co-PI (50%). ($3,924,610 total across all consortium partners and additional funding agencies Department of Labor-Employment and Training Administration, National Institute of Standards and Technology). **$2,500,000 to Clemson University**. Award Report pg 11

[10] SAE International. *AWIM Evaluation Plan: Project Continuum.* May 2016-August 2019. PI. (50%). **$80,350.**

[11] North Carolina Department of Public Instruction Career and Technical Education. *Manufacturing and Technical Digital Curriculum Partnership with EducateWorkforce*. August 2015-August 2017, PI. (34%). **$47,405.**

[12] South Carolina Department of Employment and Workforce. *SC Job Ready U: Workforce Fundamentals Digital Curriculum Partnership with EducateWorkforce.* August 2016-August 2017. PI. (34%). **$100,680.**

[13] South Carolina Governor's School for Science and Math. *Accelerate Engineering Program Course Development*. June 2014 – June 2017. Co-PI (23%). **$263,087.**

[14] STEMLinx – South Carolina's One Stop Discovery Site for STEM Resources. South Carolina Department of Commerce. April 2014 – March 2015. Senior Personnel. **$25,000.**

[15] Department of Labor, Trade Adjustment Assistance Community College and Career Training Grants Program. Round 2, SC ACCELERATE, July 2012 – November 2016. ($15,000,000 across all consortium partners). Senior Personnel. **$1,731,186 to Clemson University.**

[16] CUCWD-Duke Energy Foundation. *Clemson University Center for Workforce Development – Duke Energy Foundation Collaboration.* February 2013 – August 2014. Senior Personnel. **$4,110,000.**

[17] College of Engineering Duke Foundation. *Supporting Diversity, Minority Recruitment, and Engagement for STEM Initiatives Among Faculty and P-12 Education*. January 2014 – December 2015. Senior Personnel. **$115,000.**

Internal Funded [$101,664]

[18] Lab Classroom Infrastructure Grant. Clemson University Office of the Provost. *The Human Capital Education and Development (HCED) Hub*. Co-PI. Summer 2023. **$9,950.**

[19] Transformative Initiative for Generating Extramural Research (TIGER). Clemson University College of Engineering, Computing and Applied Science. *CU SUCCEEDS: STEM Faculty Development Research Initiative.* Co-PI. July 2021 – June 2022. **$35,000.**

[20] TIGERS ADVANCE Bridges to Success. PI. September – November 2019. **$1,500.**

[21] College of Education ADR Research Award Program. Clemson University College of Education. PI. January- May 2019. **$15,014.**

[22] Transformative Initiative for Generating Extramural Research (TIGER). Clemson University College of Engineering and Science. *Accelerating the data collection and analysis timeline for funded NSF INCLUDES Launch Pilot.* Co-PI. January- December 2018. **$14,631.**

[23] College of Education ADR Research Award Program. Clemson University College of Education. *Broadening Participation in Engineering in South Carolina: Factors Affecting College Placement among Engineering-Intending Students.* Co-PI. January- December 2018. **$6,069.**

[24] Transformative Initiative for Generating Extramural Research (TIGER). Clemson University College of Engineering and Science. Co-PI. January- May 2014. **$19,500.**

MEDIA APPEARANCES & INTERVIEWS

College of education honors faculty, staff, partners, friends at 2022 awards celebration. (2022, September 20). Clemson Online. Article Link

Clemson corner: New degree track blends education, human resources (2021, October 20). Greenville Journal. Article Link

McMillan, M. (2021, October 13). Clemson launches human capital education and development degree plan. Greenville Journal. Article Link

One of a kind: Clemson introduces a new degree blending education, human resources. (2021, October 11). Laurens County BUZZ, Who's on The Move. Article Link

One of a kind: Clemson introduces a new degree blending education, human resources. (2021, October 11). Clemson News. Article Link

College of education announces grant fellows for 2019-2020 academic year. (2019, May 8). Clemson News. Article Link

Wells, H. (2018, September 28). U of A professor to work on NSF research on formation of engineers. University of Arkansas News. Article Link

Kris Frady and Karen High to study DEEP engineering technology. (2018, September 17). Clemson Engineering and Science Education Blog. Article Link

New $3-million program could help close skills gap in advanced manufacturing. (2018, September 10). Clemson News. Article Link

Bradley, S. (2017, March 1). CU to use a $2M grant for economic development hub. Upstate Today, The Journal.

Eads, M. (2016, April 1). Clemon to be part of $317M overhaul of textile industry. Independent Mail. Article Link

Alongi, P. (2016, April 8). Clemson to help overhaul textiles. The Newberry Observer. Article Link

Clemson, MIT to build $317M project for US textiles overhaul. (2016, April 1). Upstate Business Journal Article Link

Staff report. (2016, April 1). Clemson. Milliken, Inman Mills team on textile project. Charleston Regional Business Journal Article Link

Coyne, A. (2016, April 1). Clemson working with defense department on $317 million textile project. The Greenville News. Article Link

Ballato, J. (2014, March 28). Clemson University's Public-Private Partnerships Help Create Next-Generation Workforce. Commerce.gov. Article Link

Clemson University. (2014, March 16). New curriculum prepares students for manufacturing. The Times and Democrat. Article Link

TEACHING & ADVISING

TEACHING

Clemson University Courses

Human Resource Development, M.H.R.D.

[1] HRD 8600 Instructional Materials Development (online) [Syllabus Link](#)
[2] HRD 8800 Research Concepts and Skills (online) [Syllabus Link](#)
[3] HRD 8900 Human Performance Improvement Instrumentation (online) [Syllabus Link](#)
[4] HRD 8970 Human Resource Development Applied Research and Development (online) [Syllabus Link](#)
[5] HRD 8490 Evaluation of Training and Development/HRD Programs (online) [Syllabus Link](#)
[6] HRD 8450 Human Resource Development Learning Analytics (online) [Syllabus Link](#)

Human Capital Education and Development, B.S.

[7] EDHC 3300 Introduction to Human Capital Education and Development (online) [Syllabus Link](#)
[8] EDHC 4900 Directed Research in Human Capital Education and Development (hyflex) [Syllabus Link](#)
[9] EDHC 3900 – Semester 1 Seminar in Human Capital Education and Development (hyflex) [Syllabus Link](#)
[10] EDHC 3900 – Semester 3 Seminar in Human Capital Education and Development (hyflex) [Syllabus Link](#)

Engineering and Science Education, Ph.D.

[11] ESED 8880 Preparing for the Professoriate (hybrid) [Syllabus Link](#)
[12] ESED 8610 Practicum in Engineering and Science Education (online) [Syllabus Link](#)

Educational Leadership, Ph.D.

[13] EDL 8850 Selected Topics in Educational Administration (hybrid) [Syllabus Link](#)
[14] EDL 9550 Two-Year Colleges (face-to-face and hybrid) [Syllabus Link](#)
[15] EDL 9910 Doctoral Dissertation Research (face-to-face and online) [Syllabus Link](#)

Educational Leadership, M.Ed.

[16] EDL 7350 Educational Evaluation (face-to-face and hybrid) [Syllabus Link](#)
[17] EDL 8390 Applied Research and Evaluation in Higher Education (online) [Syllabus Link](#)

Athletic Leadership, M.S.

[18] AL 8440 Survey of Research Methods in Intercollegiate Athletics (online) [Syllabus Link](#)

Technical College Course

CPT 101 Computer Technology (online, face-to-face, and hybrid formats)

Secondary Level Career and Technology Education Courses

Accounting

Business Law

Computer Applications 1 & 2

Desktop Publishing

Entrepreneurship

Sports Marketing

Web Design

ADVISING

Chair Dissertation Committee

[1] Madeline Jurek, "Value Creation Stories: A Case Study of Professional Development Experiences for Fine Arts Educators," October 2020. Chair. https://tigerprints.clemson.edu/all_dissertations/2723

[2] Mary Hanna, "Investigating New CTE Teachers' Training and Support and How It Influences Teacher Efficacy," June 2020. Chair. https://tigerprints.clemson.edu/all_dissertations/2681

[3] Monica Kosanovich, "Impacts of Outcomes Based Funding on Resource Allocation: A Case Study of Senior Administrators in Colorado," September 2019. Co-chair. https://tigerprints.clemson.edu/all_dissertations/2494

Member on Dissertation Committee

[4] Bruner, Leverett M. "A Multi-Agent Modeling Social Network Analysis of Cooperative Learning Groups Within a Simulated Adult Education Classroom Learning Environment," April 2023.

[5] Alexander, Ann Marie. "Women's Advancement to U.S. Higher Education Executive Leadership: An Intersectional, Secondary Data Analysis," February 2023.

[6] Stewart, Misty. "Graduate Student Engagement in Blended Learning During the Covid-19 Pandemic: A Qualitative Case Study at a Southeastern Institution Of Higher Learning," December 2022.

[7] Waugaman, Gretchen. "A Qualitative Exploration of the Role Older Siblings Play in the College-Going Experiences of Younger First-Generation College Students," August 2022. https://tigerprints.clemson.edu/all_dissertations/3152

[8] Surrett, Myles. "The Problematic Myth of Student Affairs Attrition: A Regression Analysis," December 2021. https://tigerprints.clemson.edu/all_dissertations/2960

[9] Moody, Michael. "How social media influences students' choice when selecting and institution of higher education," April 2020. https://tigerprints.clemson.edu/all_dissertations/2628

[10] Stam, Claire. "The Impact of a Therapeutic Music Intervention on Junior Nursing Students' Perceived Stress," July 2019.

[11] Walker, Hagan. "Examining the Relationship Between Research Climate and Faculty Productivity at an Emerging Academic Health Center in the Southeastern U.S.," June 2019.

[12] DeHay, Galen. "Does Location Matter? Evaluating the Influence of Noncognitive Measures and Academic Performance Among Dual Enrollment Students by Program Location: A Multiyear Study," April 2019.

[13] McMaster, Laura. "Impact of Institutional Culture of Women's Political Leadership Efficacy Development," April 2016. https://tigerprints.clemson.edu/all_dissertations/1653

Ph.D. Students in Progress

[14] Clayton Porter, "Decision-Making Process of Hispanic Students Toward College Matriculation by Using Time Perspective Theory," Projected graduation Spring 2024. Chair

[15] Stephen Brown, "Evaluation of the Effect of COVID-19 on School Climate," Projected graduation Summer 2024. Chair

[16] Londan Charley, "Exploring Impacts of the COVID-19 Pandemic on Undergraduate Academic Advising Practices", Fall 2024. Chair

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SERVICE

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SERVICE TO PROFESSION

Editorial Service

Spring 2022-Current   **Editorial Board Member**, Advances in Developing Human Resources

Fall 2020-Current   **Associate Editor**, School Science and Mathematics

Fall 2022   **Track Chair,** Workplace Learning, Training, and Career Development, Academy of Human Resource Development Annual Conference

Fall 2021   **Track Co-Chair**, Workplace Learning, Training, and Career Development, Academy of Human Resource Development Annual Conference,

Manuscript Review

Advances in Developing Human Resources, Spring 2023

European Journal of Engineering Education, Spring 2023

Journal of Engineering Education, Fall 2022

Heliyon, Fall 2021

Industrial and Commercial Training Journal, Fall 2020, Spring 2021, Fall 2021, Spring 2022, Fall 2022

Interchange Journal, Spring 2019, Spring 2021

Chapter review, *Redesigning Workforce Development for the Mature Workforce in Handbook of Research on Attracting, Maintaining, and Balancing a Mature Workforce*, Fall 2019

Conference Manuscript Review

American Society for Engineering Education Southeastern Section Annual Conference, Fall 2015

Academy of Human Resource Development Annual Conference, Fall 2020, Fall 2021, Fall 2022, Fall 2023

American Society for Engineering Education Annual Conference, Fall 2017, Fall 2020, Fall 2021, Fall 2022, Fall 2023

Grant Review

Swiss National Science Foundation, Spark Evaluation Committee, Fall 2019, Spring 2020, Summer 2023

National Science Foundation, Proposal Review Committee, Winter 2013, Winter 2014, Fall 2015, Spring 2016, Summer 2017, Spring 2018, Spring 2020, Fall 2023

National Science Foundation, College of Reviewers, Summer 2018-present

U.S. Department of Education, Education Innovation and Research, Proposal Review Committee, Summer 2017

National Committee Membership

2016-2019   **Education and Workforce Development Committee Member**, National Manufacturing Innovation Institute, Advanced Functional Fabrics of America at the Massachusetts Institute for Technology

2016- 2018   **Talent and Workforce Development Working Group**, Association of Public and Land-Grant Universities Commission on Innovation Competitiveness, and Economic Prosperity

Conference Leadership

High Impact Technology Conference

- **Conference Chair**, 2016
- **Marketing Committee Chair**, 2015
- **Executive Committee Member,** 2014-2016

Academy of Human Resource Development Annual Conference, Spring 2022, **Session Host**

OTHER NATIONAL, STATE AND REGIONAL SERVICE

2016   **Advisory Team,** South Carolina Department of Education, Career and Technology Education, New Skills for Youth Initiative Advisory Team

2015-2020   **Board Member,** Partnership for Academic and Career Education

2015-2016   **Advisor**, National Science Foundation Advanced Technological Education Project, RAMP, Clark College, Vancouver, WA, August 2015 – May 2016

2014-2017   **Founding Member,** Anderson, Oconee, Pickens Showcase Board, Founding Member

2014-2015   **Action Team Member,** Transform SC Higher Education Action Team,

2014-2015   **Board of Advisors**, Oconee County Work Ready Community

2014-2018   **Advisory Board,** Pickens Career and Technology Center

2013-2016   **Board Member,** South Carolina's Coalition for Mathematics and Science

UNIVERSITY SERVICE

University Service

2023-Present   **College Faculty Liaison,** Brook T. Smith Launchpad, Clemson's Entrepreneurship Hub

2023-Present   **Member**, Clemson University Graduate Curriculum Committee
2016-2021   *Prior years of service*

Spring 2022   **Member & Action Team Leader**, Clemson University Transfer Task Force

2019-2022   **Ambassador**, Clemson University TIGERS ADVANCE

College Service

2023-2024   **Mentor**, College of Education Faculty Mentoring Program

2022-2023   **Mentor**, College of Education Faculty Mentoring Program

Fall 2022   **Member**, Interim Associate Dean Search Committee, College of Education

Spring 2022   **Member**, Associate Dean Review Committee, College of Education

Fall 2021   **Member**, College of Education Student Advisor Search

2019-2021	**Chair**, College of Education Curriculum Committee
2016-Present	**Member**, College of Education Curriculum Committee
2018-2019	**Member**, College of Education Diversity Strategic Plan Committee

Department Service

2019-Present	**Founding Program Director**, Human Capital Education and Development
2022-Present	**Member**, Ad Hoc Diversity, Equity, Inclusiveness, and Belonging Merit Review Committee
Fall 2023	**Member**, Master of Human Resource Development Clinical Assistant Professor Search Committee
Fall 2021	**Chair**, Clinical Assistant Professor for Human Capital Education and Development Search Committee
Fall 2019	**Chair**, Associate Professor for Human Resource Development Search Committee
2018-Present	**Member**, Engineering and Science Education Awards Committee
Spring 2018	**Member**, Educational & Organizational Leadership Chair Search Committee
2017-Present	**Member,** Master of Human Resource Development Committee
2016-2021	**Chair**, Educational & Organizational Leadership Development Curriculum Committee
2016-Present	**Member**, Educational & Organizational Leadership Development Curriculum Committee
2016 -Present	**Member**, Educational & Organizational Leadership Development Doctoral Committee
Fall 2016	**Member**, Master of Human Resource Development Clinical Assistant Professor Search Committee

SERVICE TO COMMUNITY

2022-Present	**Chair**, Northside Elementary School, School Improvement Committee
2023-Present	**Treasurer**, Northside Elementary School Parent Teacher Committee
2022-2023	**Co-Treasurer**, Northside Elementary School Parent Teacher Committee
2021-2022	**Vice Chair**, Northside Elementary School, School Improvement Committee