

OVERVIEW

- 20 years of supervisory experience with hiring, budget, planning, strategic leadership, and management responsibility
- 17 years of experience with university-level leadership groups
- 14 years of teaching experience including general education, lower and upper level undergraduate, graduate, face-to-face and online
- 13 years of experience with graduate education oversight including off-campus locations, online programs, and traditional formats
- 6 years of experience in higher education regulatory oversight including state-level responsibilities and regional accreditation duties (Higher Learning Commission)
- 12 years of experience in recruitment and programming for international students including in-country recruiting and agreements with international universities
- 4 years of experience in faculty governance leadership, including Faculty Senate president responsibilities and senate executive committee level duties
- 32 years of experience in geographic and spatial analysis including mapping, environmental modeling, geo-statistics, and spatial programming
- Leadership skills include: problem-solving, building relationships, leading complex units, leading multiple and diverse units at the same time, strategic planning, leading change, analytical and communication skills
- 211 employees in area of responsibility and reporting line, 12 direct reports
- One-year enrollment growth: graduate 42%, online 33%, international 142%
- Five-year enrollment growth: graduate 148%, online 884%, international 43%
- Recently completed the 2021-2022 cohort of the *Becoming a Provost Academy*, (co-sponsored by the American Association of State Colleges and Universities and the American Academic Leadership Institute)

EDUCATION

1996 – Doctor of Philosophy, Geography, University of Idaho, Moscow, Idaho

1993 – Master of Science, Geography, University of Idaho, Moscow, Idaho

1990 – Bachelor of Arts, Music, Mary Washington College, Fredericksburg, Virginia

PROFESSIONAL EXPERIENCE

My professional and academic career from 1996 to present has been at Northwest Missouri State University. The institution is a regional public institution in a rural setting serving over 7,800 undergraduate and graduate students in 170 programs at the bachelors, masters, and specialist levels.

2016 – present **Associate Provost of Graduate and Professional Studies**, Northwest Missouri State University

Duties:

- Provide administrative leadership to six Professional Schools, international affairs, online programming, and the Graduate School
- Serve on the Enrollment Management Team to provide strategy and updates for continued focus on graduate enrollment, including online and international efforts
- Update the Faculty Salary matrix by maintaining and tracking salary trends from national surveys (CUPA) and proposing the base salaries for rank and by discipline
- Review all contracts, MOU/MOA, and affiliation agreements from the Academic Affairs unit to determine if standard contractual items are appropriately included or removed – the university decreased spending with legal counsel by 80%

Highlights:

- Served as lead administrator covering nine units with 5,475 undergraduate and graduate majors, 131 faculty, and 70 staff members
- Worked with program directors, chairs, and deans to provide analytics and data to sustain or increase enrollments
- Coordinated an enrollment campaign for online programs beginning in 2017 to increase headcount and student credit hour generation resulting in a five-year 884% increase, an average growth of 63% per year. (219 enrolled in Fall 2016 to 2,154 in Fall 2021)
- Established personal relationships with educational consulting firms and agencies in 24 cities in six countries through direct recruitment activities in-country, over 145 days abroad in a five-year period and over 270 days since 2011
- Led and organize recruiting trips to China, Japan, Korea, Taiwan, Nepal, and India to directly recruit students and establish international partnerships
- Through international student recruitment activities, the number of international students increased 45% in the past five years and is at near-record levels. (491 international students enrolled in Fall 2017, 702 in Fall 2021)

2010 – 2016 **Vice Provost and Graduate Dean**, Northwest Missouri State University

Duties:

- Provided administrative leadership to the Graduate School, International Affairs, and Grants Coordinator Office
- Served as Accreditation Liaison Officer for the university's accreditation process with the Higher Learning Commission
- Coordinated graduate program review with academic deans and Deans Council
- Worked with the Vice President of Finance and the Dean of Enrollment Management to manage graduate and international student enrollment predictions for budget model
- Assisted with leadership in creating and sustaining successful programs in off-site locations including online programs as well as the Northwest Kansas City and St. Joseph Centers
- Worked with the Financial Aid office on student petitions for federal financial assistance

Highlights:

- Reestablished the institutional review of all majors utilizing a self-study scorecard and program level data for undergraduate and graduate programs.
- Overall graduate headcount increased 29.5% from Fall 2010 to Fall 2014 with the largest number of full-time graduate enrollments as well as graduate student credit hour generation in the last two decades.
- Supervised the Grants Coordinator office to see an increase in grant and contract awards of over 222% from 2010 to 2015

2011 – 2015 **Acting Dean**, Melvin D. and Valorie G. Booth College of Business and Professional Studies, Northwest Missouri State University

Duties:

- Responsible for 3 academic departments that offered 41 programs to over 1,800 students
- Coordinated with 3 department chairs in the management, evaluation, and development of 55 faculty members and 10 staff members
- Made recommendations to faculty seeking promotion and tenure as well as endorse candidates when appropriate to the Provost
- Worked with the University Advancement Office to align department goals with possible donor interest

- Served on the Center for Innovation and Entrepreneurship Advisory Board

Highlights:

- Led a faculty group from the Department of Business and the Grants Coordinator to participate in a sub-contract with a defense contractor to offer strategic leadership content to commander-level students in a military base
- Coordinated marketing and recruiting strategies to increase the MBA enrollment 33% from Fall 2012 to Fall 2014
- Led the Agricultural Sciences faculty to develop their plan for an Agricultural Learning Center facility from department conception to Advancement campaign focus

2008 – 2010 **Interim Graduate Dean**, Northwest Missouri State University

Duties:

- Administered all policies and procedures of graduate programs
- Managed budgets for operations, faculty research, and graduate research
- Developed practices for efficiency and cost savings by 40%
- Tracked all creative and scholarly activities for all university faculty and organize an annual report for the university as the official internal record

Highlights:

- Led the Outreach leadership to continue best practices in off-campus education and to develop a cash-flow model to create a model for positive revenue generation
- Served as acting Director of B.D. Owens Library March-June 2010

2002 – 2010 **Chair**, Geology/Geography, Northwest Missouri State University

Duties:

- Supervised fourteen faculty and one staff member
- Managed budget and department office procedures
- Coordinated the curriculum proposal for a comprehensive undergraduate major in Geographic Information Science (2006)

Highlights:

- Worked with GIScience faculty to develop the first online graduate program in Geographic Information Science (2003)
- Assisted the faculty in a comprehensive review and revision of the annual department evaluation system (2009)
- Served as search committee chair for 9 faculty hires

1996 – 2010 **Assistant/Associate Professor**, Northwest Missouri State University

Duties:

- Responsible for 7 undergraduate and graduate Geography courses
- Teaching areas consisted of Geographic Information Systems, Digital Image Processing, Global Positioning Systems, Mapping, World/Cultural Geography, Geographic History and Thought, Introductory Geography
- Academic advisement for 50-75 students each year (graduate and undergraduate)

Highlights:

- Worked with GIScience team to develop the online graduate GIScience program
- Achieved the *Quality Matters* seal for an online graduate course in Spatial Analysis
- Developed 2 online graduate courses

- Thesis advisor for 7 graduate students (5 theses completed since 2005)
- Committee member for 16 graduate theses (13 completed since 2005)
- Supervised 13 undergraduate research projects (5 leading to conference presentation)
- Developed online *People and Cultures of the World* course in 1999

1995 – 1996 **Graduate Assistant**, Department of Geography, University of Idaho

- Lectured for *Introduction to Physical Geography* classes (225 students per term)

1994 – 1995 **Data Specialist & GIS Analyst**, Idaho State Climate Office

- Mapping and database administration for weather and climate data
- Facilitated a year-round weather study in northwestern Montana

LEADERSHIP EXPERIENCE AND CAMPUS INVOLVEMENT

- 2013 – Present Extended Leadership Team / Strategic Leadership Team – consists of a broad group of administrators, administrative leads, and faculty leadership to discuss strategic goals, mission, and future planning
- 2012 – Present Enrollment Management Team - meets regularly to track enrollment targets to assist with planning of programs and budget, formerly called the Strategic Enrollment Task Force
- 2008 – Present Provost Council – the Provost's cabinet of Deans and Directors meets regularly to track initiatives and strategic goals in the academic unit
- 2004 – Present Commissioner, Missouri Mining Commission – this is a statewide Commission that directs the Land Reclamation Program in the Missouri Department of Natural Resources. Currently serving as Chair.
- 2010 – 2015 Center for Innovation and Entrepreneurship Advisory Board – served as the governing body for the incubator space in the Hubbard Center for Innovation and Entrepreneurship
- 2005 – 2006 High Chair – each year the department chairs elect a chair that will direct the University Deans and Chairs Council and serve on the Provost's Deans Council to guide chair initiatives for the year and coordinate discussion between the department leadership and the leadership of the Provost's Cabinet
- 2004 – 2005 Chair, Designated Curriculum Matters – this sub-Committee of the Curriculum and Degree Requirements Committee serves the Faculty Senate by taking on unique projects, typically on an annual basis, as a particular focus. In 2005 courses were added to a newly formed student requirement across all undergraduate degrees
- 2002 – 2004 Member, Graduate Council – directs the Graduate School on monitoring programs, approving curriculum items including new degree programs at the graduate level, and approving Graduate Faculty
- 2002 – 2003 29th Faculty Senate President – serves as lead to the governance body of the university faculty
- 2002 – 2010 Academic Advisor, Sigma Phi Epsilon fraternity – meets weekly with student members and regularly with executive leadership
- 2000 – 2002 27th and 28th Faculty Senate Executive Committee – the leadership of the faculty governance body consists of high-level committee chairs as well as the president-elect, Chair, Budget, Planning and Development Committee

REFEREED PUBLICATIONS

- Haberyan, K., & Haddock, G. (2013). On the distribution of diatoms on coverslips: cause for concern. *Journal of Paleolimnology*, 50 (1), 151-158.
- Schnell, S. & Haddock, G. (2004) "Pattonsburg is dead, long live Pattonsburg! Sense of place in the face of disaster." *Middle States Geographer*, 2004, 37:100-107.
- Haddock, G. (1999) Editor and unit writer for GIS Core Curriculum for Technical Programs (CCTP). This is curriculum for 2-year technical degrees by the National Center for Geographic Information and Analysis. (Units 14 and 18, <http://www.ncgia.ucsb.edu/cctp>)
- Haddock, G. & Jankowski, P. (1997) "A Visual Programming Environment for Spatial Modeling." *Transactions in GIS*, 1 (3), 177-188.
- Jankowski, P. & Haddock, G. (1996) "Integrated nonpoint source pollution modeling system." Chapter 39 from *GIS and Environmental Modeling: Progress and Issues*, M. Goodchild et al., eds. GIS World Books, Fort Collins, CO.
- Haddock, G. & Jankowski, P. (1993) "Integrating nonpoint source pollution modeling with a geographic information system." *Computers, Environment and Urban Systems*, 17:437-451.

PRESENTATIONS

- Jasinski, J., Haddock, G., Altschuler, S., Bowler, S. (2021, November) "Partnership Execution and Thriving Online Before, During and After the Pandemic." Invited presentation at the Annual Meeting of the American Association of State Colleges and Universities, Clearwater, Florida.
- Haddock, G. (2013, May) "Student Mobility and its impact on higher education on a global stage." Invited Presentation at the Global City University Forum, Shenyang City University, Shenyang, China.
- Haberyan, K., & Haddock, G. (2011, February) "Differential distribution of diatoms on coverslips: a warning to paleolimnologists." Presented at the American Society of Limnology and Oceanography, San Juan, Puerto Rico.
- Drews, P. & Haddock, G. (2009, March) "Survey of student opinions of electronic textbooks." Paper presented at the 105th Annual Meeting of the Association of American Geographers, Las Vegas.
- Haddock, G. (2009, March) "Spatial analysis and the use of GIS in higher education enrollment management." Paper presented at the 105th Annual Meeting of the Association of American Geographers, Las Vegas.
- Haddock, G., Rohs R., & Haberyan, K. (2008, April) "GIS analyses in extremely large scales in geology and biology." Paper presented at 104th Annual Meeting of the Association of American Geographers, Boston.
- Haberyan, K. & Haddock, G. (2007, September) "The Distribution of Diatom Frustules on Slides: A GIS Analysis of the Effects of Morphology." Poster presented at the 19th North American Diatom Symposium. University of Michigan Biological Station. Pellston, Michigan.
- Haddock, G., Corson, M. and Bradley, J. (2007, April) "The new old yellowed notes - Exploring the rate of change in digital lecture tools." Paper presented at the 103rd Annual Meeting of the Association of American Geographers, San Francisco.
- Haddock, G., & Goudge, T. (2006, March) "Enhanced learning through web-based proficiency quizzes." Paper presented at the 102nd Annual Meeting of the Association of American Geographers, Chicago.

- Haddock, G. & Drews, P. (2005, April) "Use of course development software for GIS program management." Paper presented at the 101st Annual Meeting of the Association of American Geographers, Denver.
- Drews, P. & Haddock, G. (2005, April) "Curriculum and support for an online GIScience program." Paper presented at the 101st Annual Meeting of the Association of American Geographers, Denver.
- Manos, L. & Haddock, G. (2005, April) "Defining Missouri cultural regions through an examination of election results." Paper presented at the 101st Annual Meeting of the Association of American Geographers, Denver.
- Haddock, G. & Drews, P. (2004, March) "The GIS lab experience in lecture-based and web-based settings." Paper presented at the 100th Annual Meeting of the Association of American Geographers, Philadelphia.
- Manos, L. & Haddock, G. (2004, March) "Defining Missouri cultural regions through an examination of food-related stereotypes." Paper presented at the 100th Annual Meeting of the Association of American Geographers, Philadelphia.
- Schnell, S. & Haddock, G. (2004, October) "When here becomes there: Community identity in old and new Pattonsburg, Missouri." Paper presented at the Annual Meeting of the Middle States Division of the Association of American Geographers, Villanova, Pennsylvania.
- Haddock, G. & Schnell, S. (2003, March) "Moving a town: A case study from North Central Missouri." Paper presented at the 99th Annual Meeting of the Association of American Geographers, New Orleans.
- Haddock, G. (2002, March) "Visual-based Selection for Evaluation and Inspection of Spatial Data." Paper presented at 98th Annual Meeting of the Association of American Geographers, Los Angeles.
- Haddock, G. (2001, February) "Lessons Learned From Web-Based Instruction In Cultural Geography." Paper presented at the 97th Annual Meeting of the Association of American Geographers, New York City.
- Haddock, G. & Hickey, R. (2000, April) "Cumulative Slope Length Calculations Using ArcView GIS." Paper presented at the 96th Annual Meeting of the Association of American Geographers, Pittsburgh.
- Fields, M. and Haddock, G. (2000, April) "Comparison of Lecture-based and Web-based Instruction in Cultural Geography." Paper presented at the 96th Annual Meeting of the Association of American Geographers, Pittsburgh.
- Haddock, G. (1999, April) "Distance Learning Web-class demonstration." 5th Annual Consortium for Computing in Small Colleges, Central Plains Conference, Maryville, Missouri.
- Haddock, G., & Hickey, R. (1999, March) "Cumulative slope length calculations using ArcView GIS." Paper presented at the 95th Annual Meeting of the Association of American Geographers, Honolulu.
- Jankowski, P. Haddock, G., & Griffith, S. (1991, March) "Identification of nonpoint source pollution critical areas for the Coeur d'Alene Lake." Proceedings from a Conference on Nonpoint Source Pollution: The Unfinished Agenda for the Protection of our Environment, Tacoma, Washington.