

# **RODNEY SCOTT HANLEY**

## **EDUCATION**

<b>University of Kansas</b>	Doctor of Philosophy (with honors)	Biology (Entomology)
<b>University of Cambridge</b>	Master of Studies	Sustainability Leadership
<b>Eastern Illinois University</b>	Master of Science	Environmental Biology
<b>Eastern Illinois University</b>	Bachelor of Science	Environmental Biology

## **PROFESSIONAL EDUCATION**

**Harvard University**, Graduate School of Education, Institute for Management & Leadership in Education, 2011  
**University of Manitoba**, Senior University Administrative Course, 2009  
**Canadian Association of Business Officers**, Labour Negotiation Training Course, 2009

## **SUMMARY OF PROFESSIONAL APPOINTMENTS**

### **Administrative**

Provost & Vice President for Academic Affairs, Fisk University, Nashville, TN, 2014-present  
Provost & Vice-President (Academic), Lakehead University, Canada, 2011-14  
Acting Vice-President (Research, Economic Development & Innovation), Lakehead Univ., Canada, 2013-14  
Dean of Science, University of Winnipeg, Canada, 2008-11  
Chair, Department of Earth System Science and Policy, University of North Dakota, 2005-08  
Director of Graduate Studies, Department of Earth System Science & Policy, Univ. of North Dakota, 2004-08

### **Academic**

Professor of Biology, Fisk University, Nashville, TN, 2014-present  
Professor of Biology, Lakehead University, Canada, 2011-14  
Professor of Biology, University of Winnipeg, Canada, 2008-11  
Associate Professor of Earth System Science and Policy, University of North Dakota, 2005-08  
Assistant Professor of Earth System Science and Policy, University of North Dakota, 2004-05  
Graduate Teaching Assistant, University of Kansas, 1999  
Graduate Teaching Assistant, Washington State University, 1993-94  
Graduate Teaching Assistant, Eastern Illinois University, 1992-93

### **Research**

Interim Principal, Richardson College for the Environment, University of Winnipeg, Canada, 2008-11  
Senior Researcher, Northern Great Plains Center for People and the Environment, Univ. of North Dakota, 2004-08  
Research Assistant Professor, Earth System Science Institute, University of North Dakota, 2002-04  
Postdoctoral Research Fellow, Earth System Science Institute University of North Dakota, 2001-02  
Graduate Research Assistant, Natural History Museum and Biodiversity Research Center, Univ. of Kansas, 1995-01  
Graduate Research Assistant & Museum Technician, Dept. of Entomology, Washington State Univ., 1993-95

\* All degree requirements have been completed; graduation is scheduled for May 2016.

### **Adjunct Appointments**

Adjunct Professor of Earth System Science and Policy, University of North Dakota, 2008-present  
Adjunct Professor of Computer Science, University of North Dakota, 2004-08  
Adjunct Professor of Geography, University of North Dakota, 2004-07

### **Other Appointments/Positions**

Graduate Teaching Assistant and Curatorial Assistant, Dept. of Zoology, Eastern Illinois Univ., 1992-93  
Undergraduate Intern, Rock Springs Center for Environmental Discovery, Decatur, Illinois, 1991  
Sergeant and Squad Leader, 233<sup>rd</sup> Military Police Company, Illinois Army National Guard & U.S. Army  
(Persian Gulf War veteran, recipient of numerous service medals), 1985-91  
Eagle Scout, Boy Scouts of America, Troop 202, Decatur, Illinois, 1978-85

## **ADMINISTRATIVE EXPERIENCE**

**FISK UNIVERSITY, Nashville, Tennessee**

**2014 - present**

**Provost and Vice President for Academic Affairs**

**2014 - present**

Approximate annual budget of the university is \$45 million with 27 academic units, 47 faculty members, 37 contract faculty members, 138 support staff, and 851 students. Currently **nationally ranked** in the *U.S. News and World Report*<sup>†</sup>, *Washington Monthly*<sup>‡</sup>, and *Forbes Magazine*<sup>§</sup> for liberal arts schools, **seventh** among Historically Black Colleges and Universities in the U.S., **second** among HBCU's for student retention<sup>\*\*</sup>, and **nationally ranked** in the *Washington Monthly* "Best Bang for Your Buck" ranking (southern)<sup>††</sup>.

### **Major Accomplishments:**

#### **Academic Initiatives**

- Helped design a new five-year strategic plan (2014-18)
- Developed new major in Biochemistry and Molecular Biology
- Negotiated and signed 18 cooperative agreements with domestic and international universities
- Redesigned summer course offerings to target students who are missing credits to graduate; increased enrolments by 37% for two summer terms
- Developed online course strategy for the university and hired an Associate Vice Provost for Online Initiatives and Direct of Distance Learning
- Developed a new Center for Teaching and Learning funded from a major grant from the Mellon Foundation that focuses on improving teaching effectiveness, student learning outcomes, and increasing student retention

#### **Accreditation Experience**

- Led the development of SACSCOC Fifth-Year Interim Report
- Redesigned data collection and unit reporting structures for SACSCOC accreditation and compliance
- Hired Associate Vice President of Institutional Effectiveness and Accreditations
- Led accreditation of Business Department with ACBSP

#### **Entrepreneurial Strategic Initiatives**

- Designed and implemented major expansion to international recruiting, especially China
- Developing an International Center on campus, including an English Language Program
- Developing a School of Continuing Education, which includes extension programs, summer school, and professional development programming

<sup>†</sup> <http://colleges.usnews.rankingsandreviews.com/best-colleges/rankings/national-liberal-arts-colleges/page+16>

<sup>‡</sup> [http://www.washingtonmonthly.com/college\\_guide/rankings-2015/liberal-arts-colleges-rank.php](http://www.washingtonmonthly.com/college_guide/rankings-2015/liberal-arts-colleges-rank.php)

<sup>§</sup> <http://www.forbes.com/top-colleges/list/8/#tab:rank>

<sup>\*\*</sup> <http://hbculifestyle.com/top-10-hbcu-retention-rates/>

<sup>††</sup> [http://www.washingtonmonthly.com/college\\_guide/rankings-2015/best-bang-for-buck-south-rank.php](http://www.washingtonmonthly.com/college_guide/rankings-2015/best-bang-for-buck-south-rank.php)

### **Financial**

- Developed and implemented an Integrated Planning and Budgeting process that links long-term unit planning with budget allocations - allows for multi-year budget allocations in support of institutional priorities and strategic directions and offers stability within a framework of fiscal uncertainty
- Co-chairing an art evaluation committee of the Board of Trustees to evaluate and propose pieces that can be auctioned for revenue purposes. [Fisk University owns a substantial art collection worth \$150-200 million.]

### **Administrative**

- Provide counsel and support to the President on critical issues; key member of President's cabinet
- Support the University Board of Trustees, including as Executive Staff for key committees
- Serve on the Advisory Board of the Fisk-Vanderbilt Master's-to-PhD Bridge program, an extremely successful program that is considered a national model for mentoring women and underrepresented minority graduate student and is being emulated by Columbia University, the University of Michigan, MIT, and the American Physical Society

## **LAKEHEAD UNIVERSITY, Thunder Bay, Ontario, Canada**

**2011 - 2014**

### **Provost and Vice-President (Academic)**

**2011 - 14**

### **Acting Vice-President (Research, Economic Development and Innovation)**

**2013 - 14**

Approximate annual budget of the university during my tenure was \$120 million with 10 faculties (or colleges), 38 academic units, a medical school (Northern Ontario School of Medicine), 323 tenure-track faculty members, 240 contract faculty members, 1,850 support staff, and about 9,500 students. Ranked in the **top 10** in Canada<sup>††</sup>, and **number 1** in Ontario, and **number 2** in research productivity in all of Canada<sup>§§</sup> for primarily undergraduate institutions

### **Major Accomplishments:**

#### **Academic Initiatives**

- Developed and launched a new law school, the first in Ontario in 43 years and the only one in North America that provides an integrated practice curriculum (vs. legal internships or articling)
- Instituted and led the development and implementation of a new five-year Academic Plan after extensive campus-wide consultations
- Developed major collaborative partnerships with community colleges (Georgian College in Barrie, Ontario, and Confederation College in Thunder Bay) to develop joint programming, student exchanges, and student transfer pathways; including the first joint University-College engineering program in Canada

#### **Accreditation Experience**

- Led all unit and institutional accreditation (Ministry of Training Colleges and Universities, Province of Ontario), and unit-level quality assurance reviews (external) – about seven unit reviews per year

#### **Fundraising & Development**

- Developed a Mining Center of Excellence, which established the University's presence in rapidly developing mining activities north of Thunder Bay (i.e. the Ontario 'Ring of Fire') - Center brings together faculty members involved in the geological sciences, Aboriginal land-related issues, and environmental research to promote the economic development of the region and fair land-use policies
- Over \$7M awarded in academic and infrastructure grants

#### **Entrepreneurial Strategic Initiatives**

- Initiated and led a major international recruiting effort at both the undergraduate and graduate levels resulting in a **268% increase** in international students enrolled (+501 students in 3 years), and a **346% increase** in gross revenue from international enrollments (+\$7,330,129 in 3 years)
- Supervised development of an English Language Program, which has grown to 175 students in 3 years

<sup>††</sup> <http://www.macleans.ca/education/uniandcollege/2014-university-rankings-primarily-undergraduate-results/>

<sup>§§</sup> <https://www.lakeheadu.ca/about/news-and-events/news/archive/2013/node/18280>

- Initiated and led numerous international recruiting trips with Deans
- Supervised domestic enrollment growth initiative – increased graduate student enrolments by 19%, Orillia satellite campus enrolments by 23%
- Created and led a virtual satellite enrollment strategy that establishes satellite-learning sites for courses within small northern towns of the province which allow full course participation from immersive, telepresence technology

#### ***Student Services / Student Retention***

- Initiated and completed overhaul of student services – reorganized Registrar's Office, established a Student Success Centre, and long-term plan for a One-Stop-Shop
- Increased retention rate of students from Year 1 to Year 2 from 83.9% in 2011 to 87.3% in 2014, and employment rate of graduates, both 6 months and 2 years after graduation, to higher than provincial average
- Increased conversion rate of applicants to enrollments by 15% from 2011 to 2014

#### ***Diversity***

- Supervised a major institutional outreach to Aboriginal communities and students, including planning for a \$25 million Aboriginal-student building
- Increased numbers of Aboriginal students in student body to about 12% from 9% three years ago
- Developed special scholarship, which allocates tuition vouchers to minority and underprivileged children who participate in university-related activities, such as summer camps, mini-courses, and workshops

#### ***Budget***

- Eliminated a persistent \$5M structural deficit by 2015-16 through creation of new revenue sources
- Developed and implemented an Integrated Planning and Budgeting process
- Successful record of developing long-term sustainable budgets within atmosphere of changes in government funding; balanced institutional budget annually

#### ***Administrative***

- Provided counsel and support to the President on critical issues, and, in particular as mentioned in my evaluations; provided strong and steady leadership to the Deans and other direct reports
- Effective leadership in labor relations as evidenced through excellent relations with unions and successful outcomes to grievances and human rights complaints
- Recruited many senior administrators, including a Founding Dean of Law, Dean of Engineering, and Vice-Provost (Aboriginal Initiatives), and formally renewed many others
- Acknowledged expert in the field of government relations
- Point person with the press for numerous controversial and complex issues
- Supported the University Board of Governors, including as Executive Staff for numerous committees

#### ***Transition & Succession Planning***

- Proposed and instituted the position of Deputy Provost

**UNIVERSITY OF WINNIPEG, Winnipeg, Manitoba, Canada**

**2008 - 2011**

***Dean of Science***

**2008 - 11**

***Principal, Richardson College for the Environment (Interim)***

**2009 - 11**

Approximate annual budget of the Faculty of Science was \$11 million with 117 tenure-track faculty members, 41 contract faculty members, and 25 support staff

#### **Major Accomplishments:**

##### ***Campus Facilities Planning***

- Planned and developed a new \$67M LEED-certified flagship building-Science Complex and Richardson College for the Environment – houses research labs, classrooms, and department offices, a sustainability think tank, a center for science commercialization and incubation, and a major telepresence suite in partnership with CISCO Systems, Inc.

### ***Fundraising & Development***

- Participated in a \$70M fundraising 'World of Opportunity' Capital Campaign (2007-2011); \$135M raised by 2011
- Helped raise over \$35M for the construction of the science complex, \$7.6M to support medical isotope research and business development, and \$1.3M from the MacArthur Foundation to form a new academic program in Developmental Practices: Indigenous Development

### ***Academic Planning***

- Led formal process of academic renewal, which included the conceptualization and implementation of many new areas and specialties, and the downsizing and elimination of others
- Developed new academic programs to capitalize on enrollment trends and meet demonstrated needs of the community, including Radiation Health; Radiation Therapy; Science and Business degree stream; Science, Environment and Indigenous Knowledge; and Urban Housing

### ***Entrepreneurial Experience***

- Designed and implemented the Richardson College for the Environment and served as Interim Principal – a research institute and think tank with participants linking their research with policy recommendations for industry, government, and NGO's; themes taken up by the College during my leadership included water quality and access in northern communities, environmental restoration, and the impacts of climate change on northern forests
- Introduced an entrepreneurial culture to the Faculty of Science as evidenced by numerous new applied programs and business-related fundraising success

## **UNIVERSITY OF NORTH DAKOTA, Grand Forks**

**2001 - 2008**

***Chair, Department of Earth System Science and Policy***

**2005 - 08**

***Director Graduate Studies, Department of Earth System Science and Policy***

**2004 - 08**

***Senior Researcher, Northern Great Plains Center for People and the Environment***

**2004 - 08**

Approximate annual budget of the department was \$1.3 million with 12 faculty members, 6 support staff, and 30 students

### **Major Accomplishments:**

#### ***Curriculum Development***

- Initiated, proposed and founded the Department of Earth System Science and Policy with a team of faculty and staff; highly multidisciplinary program that at the intersection of the arts and humanities and applied sciences, is intellectually centered on the policy, science, and practice of sustainability

#### ***Fundraising and Grants***

- Over \$46M awarded in support of the numerous research and public service projects, including operating NASA's DC-8 research jet, design and installation of a specialized camera on the International Space Station, and numerous agriculture and land management research and service projects
- Considerable funding from NASA led to the formation of the National Suborbital Education and Research Center, whose primary goal was to link research conducted on the DC-8 jet to the teaching and public engagement mission of the university

#### ***Entrepreneurial Experience***

- Crafted multi-institutional research and service consortium composed of participants from academia, industry, and government located throughout North Dakota, South Dakota, Montana, Wyoming, and Idaho (UMAC)
- Formed widespread partnerships with farmers, ranchers, NGOs, state and federal government to produce decision support systems for agriculture, natural resource, and educational communities

- Conducted research and public service projects that combined geospatial ecological modeling at the regional and continental scales with remote sensing (satellite and aerial imagery) and GIS technologies to address a wide variety of agricultural and land-use problems

#### **Accreditation Experience**

- Participated in institutional accreditation by the Higher Learning Commission (North Central Association), 2004

#### **Government**

- Extensive experience in government relations, especially with the North Dakota Congressional delegation and government leaders of surrounding states as evidenced through close relationships and support for substantial government funding

#### **Diversity**

- Developed academic program into one of the most diverse academic programs at the university and the entire upper Midwest; while I was the Director, 44% students were women, 50% were of color, and 44% were international; among our faculty, 41% were women, 45% were of color, and 45% were international- numbers far above the national averages for our area of study and region

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### **ACADEMIC EXPERIENCE**

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#### **FISK UNIVERSITY, Nashville, Tennessee**

*Professor of Biology*

**2014 - present**

#### **LAKEHEAD UNIVERSITY, Thunder Bay, Ontario, Canada**

*Professor of Biology*

**2011 - 14**

Academic programs developed

#### **UNIVERSITY OF WINNIPEG, Winnipeg, Manitoba, Canada**

*Professor of Biology*

**2008 - 11**

Courses taught: Forensic Entomology  
Academic Programs developed

#### **UNIVERSITY OF NORTH DAKOTA, Grand Forks**

*Adjunct Professor of Earth System Science and Policy*

**2008 - present**

*Associate Professor of Earth System Science and Policy*

**2005 - 08**

*Adjunct Professor of Computer Science*

**2004 - 08**

*Adjunct Professor of Geography*

**2004 - 07**

*Assistant Professor of Earth System Science and Policy*

**2004 - 05**

Courses taught: Communicating Environmental Information, Earth System Science and Policy, Readings in Remote Sensing, Approaches in Predictive Modeling, Environmental Ethics

Graduate supervision - 10 M.S., 7 M.E.M., and 1 Ph.D.  
Academic program developed

**UNIVERSITY OF KANSAS, Lawrence**

**Graduate Teaching Assistant**

**1999**

Courses taught: General Biology

**WASHINGTON STATE UNIVERSITY, Pullman**

**Graduate Teaching Assistant**

**1993 - 94**

Courses taught: General Entomology, Insect Morphology

**EASTERN ILLINOIS UNIVERSITY, Charleston**

**Graduate Teaching Assistant**

**1992 - 93**

Courses taught: General Biology, Mammalian Anatomy, General Entomology

**ACADEMIC PROGRAMS DEVELOPED (\*\* online)**

- 2015 Biochemistry and Molecular Biology (B.A. degree program, Fisk University)
- 2013 Criminology (Bachelors of Arts and Science, Lakehead University-Orillia Campus)
- 2013 Media Studies (Honours Bachelors of Arts and Science, Lakehead University-Orillia Campus)
- 2013 Electrical Engineering (M.S. program, Lakehead University)
- 2011 Public Health (M.P.H. program, Lakehead University)\*\*
- 2010 Science/Business Degree Stream (B.Sc. program, University of Winnipeg)
- 2010 Science, Environment and Indigenous Knowledge (B.Sc. program, University of Winnipeg)
- 2010 Housing Certificate (University of Winnipeg)
- 2010 Medical Physics (B.Sc., joint program between University of Winnipeg and CancerCare Manitoba)
- 2010 Radiation Health and Safety (B.Sc., collaboration between Univ. of Winnipeg and Acsion Industries)
- 2010 Radiation Therapy (B.Sc., joint program between University of Winnipeg and CancerCare Manitoba)
- 2009 Applied Computer Science (course-based M.Sc. degree program, University of Winnipeg)
- 2009 Bioscience, Technology and Public Policy (course-based M.Sc. degree program, Univ. of Winnipeg)
- 2009 Co-Op Degree Option (University of Winnipeg)
- 2009 Geographic Information Systems (B.Sc. & B.A. degree program, joint program between University of Winnipeg and Red River Community College, Winnipeg, MB)
- 2008 Richardson College for the Environment (University of Winnipeg)
- 2004 Department of Earth System Science and Policy (academic department offering M.Sc., M.E.M., Ph.D. degrees, University of North Dakota)

**OTHER POSITIONS**

**U.S. ARMY & ILLINOIS ARMY NATIONAL GUARD, Springfield, Illinois**

**Sergeant, Squad Leader, 233<sup>rd</sup> Military Police Company, 1<sup>st</sup> Infantry Division**

**1985 - 91**

Persian Gulf War Veteran – Southwest Asia Service Medal (with 3 service stars), National Defense Service Medal, Army Reserve Component Achievement Medal, Kuwait Liberation Medal (awarded by the Kingdom of Saudi Arabia), Unit Commendation for Meritorious Service. Unit called to active duty during Persian Gulf War and attached to the 1<sup>st</sup> Infantry Division (“The Big Red One”). Honorable Discharge.

**BOY SCOUTS OF AMERICA, Decatur, Illinois**

**Eagle Scout, Troop 202**

**1978 - 85**

Eagle Scout rank earned in 1982. (In any given year, only one to six percent of all Boy Scouts earn the rank of Eagle Scout)

## **LEADERSHIP PROGRAMS/COURSES**

### **Degrees**

- M.St. in Sustainability Leadership, Institute of Continuing Education, University of Cambridge, 2013-2015)

### **Courses**

- Institute for Management and Leadership in Education, Graduate School in Education, Harvard University, June-July 2011
- Negotiation Training Course, Canadian Association of University Business Officers / Association Canadienne du Personnel Administratif Universitaire, November 2009
- Annual Faculty Bargaining Workshop, Canadian Association of University Business Officers / Association Canadienne du Personnel Administratif Universitaire, November 2009
- Senior University Administrators Course (SUAC), Centre for Higher Education Research and Development, Banff, Alberta, June 2009
- President's Issues in Higher Education Leadership Series, University of North Dakota, Grand Forks, 2007-2008
- Orientation for Strategic Planning, University of North Dakota, Grand Forks, ND, May 5, 2004

### **Training Workshops**

- Enterprise Risk Management Workshop, BDO Canada LLP, Thunder Bay, ON, November 14, 2012.
- Development for Deans Workshop. Council for Advancement & Support of Education (CASE), Washington, DC, February 15-17, 2010
- Association of American Colleges and Universities Annual Meeting. Panel Discussion, How Do We Cultivate Diverse Faculty and Academic Leaders for a Diverse World? Washington, D.C., Jan 2008
- Association of American Colleges and Universities Annual Meeting. Pre-Conference Symposium, No Longer Optional: Educating for Personal and Social Responsibility. Washington, D.C., Jan 2008
- American Conference of Academic Deans Workshop. Strategic Planning-Inception to Implementation. Washington, D.C., January 2008
- Write Winning Grants, Grant Writers' Seminars & Workshops and the University of North Dakota, Fargo, ND, April 30, 2004
- Invasive Plants in Natural and Managed Ecosystems Workshop and International Conference on the Ecology and Management of Alien Plant Species, Ft. Lauderdale, FL, November 6-11, 2003

### **Certifications**

- Empowered Leadership, University of North Dakota, Grand Forks, ND, September 26, 2007
- Institutional Review Board Certification, University of North Dakota, Project Title: Developing Innovative Avenues for Community Based Research, July 24, 2007
- Admissions Applications Certification, Embark Online/Princeton Review, University of North Dakota, Grand Forks, ND, February 23, 2007
- Supervising and Evaluating Faculty and Staff: Making it Meaningful, University of North Dakota, Grand Forks, ND, February 15, 2007
- Closing the Assessment Loop: "We've Collected 'Data' – But Now What? (And Is Any of This Worth My Time?)", University of North Dakota, Grand Forks, ND, February 6 and 12, 2007
- Prevent Harassment: Promote Respect Certification, Employer Training, LLC, Spring Lake, New Jersey, November 2005

## **FUNDRAISING ACTIVITIES**

### **FedNor (Government of Canada's regional development organization for Northern Ontario)**

- 2012 Lakehead University Faculty of Law, \$3.5 million. In support of renovations to a historical building to house the Law School, Lakehead University.



**Canadian Federal Government**

- 2012 Capital Proposal: Lakehead University Faculty of Law, \$2 million. In support of renovations to a historical building to house the Law School, Lakehead University.

**Canadian National (CN) Railroad Company**

- 2011 *Scholarship and capital donation*, \$3.5 million. Donation in support of student scholarships and the construction of the Science Complex and Richardson College for the Environment, University of Winnipeg.

**CISCO Systems, Inc.**

- 2010 *CISCO Systems Chair in Collaborative Technologies*, University of Winnipeg Commercialization Research and Education Alliance for Science, Technology and the Environment (UWin CREATE), \$2 million (2010-2015). In support of a research chair and construction of the Science Complex and Richardson College for the Environment.

**Province of Manitoba**

- 2010 *Manitoba Research Innovation Fund*, University of Winnipeg Commercialization Research and Education Alliance for Science, Technology and the Environment (UWin CREATE), \$2 million. In support of the construction of the Science Complex and Richardson College for the Environment.

**Western Economic Diversification**

- 2010 *UWin CREATE: Commercialization, Research, & Education Alliance for Science, Technology & the Environment*. \$7 million. In support of the construction of the Science Complex and Richardson College for the Environment, University of Winnipeg.

**Canadian Federal Government**

- 2010 *Infrastructure Grant*. \$18,042,000. In support of the construction of the Science Complex and Richardson College for the Environment, University of Winnipeg.

**Select Corporate Donations**

- |      |                                  |      |                                   |
|------|----------------------------------|------|-----------------------------------|
| 2011 | Bee-Clean Corp. - \$200,000      | 2010 | Power Corporation - \$1.5 million |
| 2011 | Number 10 Architects - \$250,000 | 2010 | Hudbay Minerals, Inc. - \$200,000 |
| 2010 | Cangene Corporation - \$100,000  | 2009 | Lafarge Corporation - \$250,000   |
| 2010 | Grand & Toy, Inc. - \$150,000    | 2009 | Ricoh Company, Ltd. - \$200,000   |