

**CURRICULUM VITAE**  
**Beth Winfrey Shindel, Ph.D. (formerly Freeburg)**

I. PROFESSIONAL AFFILIATION AND CONTACT INFORMATION

Present University Assignment:

Professor, Higher Education Administration  
School of Education  
Saint Louis University

II. EDUCATION

Ph.D. Education - Southern Illinois University – Carbondale  
M.S. Virginia Polytechnic Institute and State University – Blacksburg  
B.A. Agnes Scott College – Decatur, GA

III. PROFESSIONAL EXPERIENCE

A. University Experience

*Professor, Higher Education Administration at Saint Louis University* – Full-time faculty appointment in the School of Education with teaching, research, and service responsibilities.

*Dean, School for Professional Studies at Saint Louis University* – major administrator and chief academic and fiscal officer (10 direct reports; 100 full-time and adjunct faculty) for SPS for which the mission is to offer globally accessible, academic, professional, and continuing education programs for adult learners and working students (enrollment 900) in Saint Louis University's Jesuit tradition of excellence. School focused on a student-centered, innovative, and enterprising environment built on a foundation of integrity, accountability, and collaboration. Oversaw the work of the SLU Center for Workforce and Organizational Development – June 2014 to September 2016

*Director, Center for Workforce Development at Southern Illinois University Carbondale* – CWD focused on workforce development in the array of settings where people prepare to work. This included workforce development in public secondary and post-secondary schools, military and other governmental programs, proprietary vocational schools, community based organizations, business/industry and organized labor. Research, education and training groups provide students and faculty with the opportunity to collaborate on research and development, education and training, and information dissemination. January 2013 through May 2014.

*Department Chair* – Administrative Appointment in the Department of Workforce Education and Development, Southern Illinois University Carbondale, June 2009 through October, 2013.

Responsibilities included: three degree academic programs; faculty recruitment, development, and evaluation; student recruitment and advisement; faculty and staff relationships; budget including state monies and \$10M+ in external funding; office management; and public relations for our multiple programs, projects, and community outreach initiatives. WED had an enrollment in online, hybrid, and face-to-face programs with about 500 undergraduate majors on and off campus, 175 master's students, and 45 doctoral students. Off-campus distance students are in 14 locations across the country.

There were seven tenured and tenure-track faculty, 18 non-tenure track faculty, 100 adjunct faculty, 24 GTA/GRAs, and 30 staff members.

*Director of Graduate Programs*, Department of Workforce Education and Development, Southern Illinois University Carbondale, January 2009 to June 2009

*Full Professor* – Tenured Appointment in the Department of Workforce Education and Development, Southern Illinois University Carbondale, July 2012 to June 2014

*Associate Professor* - Tenured appointment in the Department of Workforce Education and Development, Southern Illinois University Carbondale, August 2005 to June 2012

*Visiting Assistant Professor and Site Program Coordinator*, Workforce Education and Development off-campus degree program at Scott Air Force Base, IL, with satellite site at Naval Station Great Lakes, IL added May 2004, October, 1999 to August, 2005

*Adjunct Faculty*, Department of Workforce Education and Development, Southern Illinois University Carbondale, 1992 to 1999

*Research Fellow*, Department of Workforce Education and Development, Southern Illinois University Carbondale, June 1993 to December 1993

*Graduate Research Assistant*, Department of Workforce Education and Development, Southern Illinois University Carbondale, January 1992 to June 1993

#### B. Administrative/Business Experience

*Human Resource Consultant*, Principal of consulting firm, HRD, Inc., November 1993 to October 1999

*Professional Intern*, Monsanto Corporation, Sauget, IL, February to April 1993

*Adult Vocational Instructor*, Chester Mental Health, Chester, IL, 1991

*Substitute Teacher*, Community Schools Chester/Hillsboro/Litchfield, IL, 1982-1984 & 1989-1991

*Retail Design Associate*, Colony House, Richmond, VA, Polly Craft Shop, Lewisburg, WV, Dallas Williams Company, Beaumont, TX, McQuail's, Bluefield, WV, 1975 to 1982

### IV. RESEARCH AND CREATIVE ACTIVITY

#### A. Interests and Specialties

1. Research Methods applied to individual research and institutional research.
2. Sociological and psychological aspects related to executive presence at work in educational settings with a theoretical grounding in the theories of social control, the normative order, impression management, and diffusion of innovation
3. Engagement of learners (pre- and in-service professionals) through the application of information and communication technologies

## B. Current Research Projects

1. Operationalizing the construct, executive presence, for senior leadership in higher education.
2. Workforce Readiness processes, procedures, and outcomes.

## C. Fee-for-Service Projects – Principal Investigator and Financial Officer

1. *Illinois Nurse Aide Testing (NAT) Program (2009-2014)*. Nursing assistants/aides working in licensed and/or certified skilled nursing facilities, intermediate care facilities and home health agencies in the state of Illinois must be certified. The NAT is responsible for administering the written competency exam. Funded by Illinois Department of Public Health. *Approximate Annual Amount: \$1,200,000*
2. *Curriculum Revitalization Project – Illinois (2009-2014)*. Illinois State Board of Education, (ISBE) Career and Technical Education (CTE) Division has worked to provide resources for teachers and student teachers through the Curriculum Revitalization Project (CRP). The mission is to enhance the instructional program improvement of career and technical education (CTE) programs throughout Illinois by aligning lessons with the Illinois Learning Standards, content-specific National Standards, Workplace Skills, and Occupational Skills Standards. *Approximate Annual Amount: \$950,000*
3. *Illinois WorkNet – Illinois (2009-2014)*. Illinois Department of Employment Security (IDES) virtual one-stop focused on creating employers links with prospective employees and providing training and other tools needed for successful employment in Illinois and across the nation. *Approximate Annual Amount: \$200,000*

## D. Grants Applied for

### *External Grants*

1. *Proposal to the Fulbright Core Scholar Application at the University of Edinburgh in Scotland. Tackling Community Development in Scotland: Conversations with Adults in Poverty about Employment Needs and Issues. Amount: about \$50,000 (to include all expenses: travel, lodging, per diem, car rental, stipend)*
2. *Proposal to the 2018 Community Conversations Project: Tackling Community-Identified Issues in St. Louis City, MO. (April 15, 2018)*. Submitted to Corporation for National and Community and Community Service. *Amount: \$141,489 + full federal indirect costs.*
3. *Letter of Inquiry. (2017, January 9)*. Letter of Inquiry submitted to the Russell Sage Foundation Social Inequality Program. *Amount: \$150,000*
4. *Proposal to RDPA (Rehabilitation and Development for the People of Afghanistan) as a Subcontractor for USAID/AWDP/003/2013. (2013)*. Submitted to USAID, Washington, DC. *Amount: \$100,000*

5. *Proposal to Review and Develop Curriculum for Health Care Environmental Services, Housekeeping, Maintenance, and Food Service Training Programs. (2011, May 31).* Submitted to LIUNA Training and Education Fund, Pomfret Center, CT. Amount: \$174,593
6. *Proposal to Deliver Training and Educational Services at Training Support Center (TSC), Great Lakes, IL. (2010, June 23).* Submitted to U.S. Navy, FISC Norfolk, Philadelphia, PA. Amount: \$47,627,764
7. *Proposal for Instructor Training Development Proposal. (2010).* Submitted to LIUNA, Pomfret, CT. Amount: \$138,775
8. *Lumina Foundation for Education Adult Degree Completion Pre-Proposal. (2010, May 16).* Submitted to the Lumina Foundation, Indianapolis, IN. Amount \$478,616
9. *Instructional Systems Design (ISD) Specialist Certificate. (2009, Fall).* Submitted to the Department of Defense, Department of the Air Force. Amount: \$75,000
10. *Strategic Field of Study for WED/SIUC: Human Resources/Organizational Development. (2009, November 15).* Training proposal submitted to the Boeing Corporation. Amount: \$225,000
11. *Proposal to Establish a National Test Center on Scott Air Force Base, IL. (2009, September 15).* Submitted to the Department of Defense, Department of the Air Force, Scott Air Force Base, IL Amount: \$283,758
12. *Proposal to Continue Delivery of WED Bachelor of Science Degree Program on McGuire Air Force Base, NJ. (2009, October 15).* Submitted to the Department of Defense, Department of the Air Force, McGuire Air Force Base, NJ Annual Amount: \$340,220
13. *Professional Development: Understanding the Relationship among Student Dress Codes, Teacher Dress Codes, and School Status. (2009, September 4).* Submitted to the Submitted to the Illinois State Board of Education/University Council for Career and Technical Education. Amount: \$6,894
14. *A Clear Definition of Appropriate Professional Dress for Teachers. (2008, September 14).* Submitted to the Illinois State Board of Education/University Council for Career and Technical Education. Amount: \$8,000
15. *e-Development of Nurse Educators to Provide Tobacco Education. (2008, March 28).* Submitted to the American Cancer Society, Illinois Division. Amount: \$250,000
16. *Laborers – AGC: Proposal for Curriculum Development. (2008, March 7).* Submitted to the Laborers-AGC, Pomfret Center, CT. Amount: \$16,526
17. *The Application of Holland's Theory to Career Counseling in Vietnam: Helping Vietnamese Adolescents Find Their Future. (2007, November 5).* Submitted to the Spencer Foundation. Amount: \$11,004
18. *Teacher Identity: A Model for Professional Development. (2007, September 11).* Submitted to the Illinois State Board of Education/University Council for Career and Technical Education. Amount: \$7,500

19. *Professional Development of Family & Consumer Sciences Teachers in the Illinois Delta Region: Academic Integration and Career Development.* (2006, October 15). Learning and Leadership Grant submitted to the National Education Association Foundation. Amount: \$5,000
20. *Using Interactive Learning Centers (ILC) to Build Collaboration for Military-Connected High School Students.* (2006, October 26). Sustainable Vision Grant Submitted to the National Collegiate Inventors & Innovators Alliance (NCIIA). Amount: \$49,960
21. *Award for Innovation/Work and School Readiness: The Role of Appearance Management.* (2006, August 14). Submitted to the Illinois State Board of Education and the University Council for Career and Technical Education. Amount: \$5,000
22. *Proposal to Renew Funding for a Computer Technology Center.* (2006, September 15). Submitted to the State of Illinois, Department of Commerce and Economic Opportunity, Bureau of Technology Industrial Competitiveness. Amount: \$49,870
23. *Proposal to Fund Summer 2006 Youth Evaluation Project.* (2006, January 6). Submitted to the Lake County, Illinois Workforce Development Department. Amount: \$33,847
24. *Class Test of Personal Response System.* (2006, January). Submitted to Pearson Education for hardware and software to test use of the InterWrite® Personal Response System (PRS) in WED 561 – Research Methods. Amount: \$1,000
25. *Award for Innovation/ Enhancing Basic Technology Skills for Military Dependent Secondary Students.* (2005, October 15). Submitted to the Illinois State Board of Education/University Council for Career and Technical Education. Amount: \$5,000
26. *Proposal to Fund Summer 2005 Youth Evaluation Project.* (2005, February 28). Submitted to the Lake County, Illinois Workforce Development Department. Amount: \$33,847
27. *Proposal to Fund a Computer Technology Center.* (2004, September 23). Submitted to the State of Illinois, Department of Commerce and Economic Opportunity, Bureau of Technology Industrial Competitiveness. Amount: \$49,873
28. *Building Three Technology-Based, Student-Centered Communities.* (2004, August 13). Grant writer/team for proposal submitted to the SBC Foundation Excelerator Grant program. Amount: \$29,493
29. *Proposal to Deliver an Instructional Careerist Training Workshop.* (2004, February 11). Proposed a one and one-half day workshop to update instructional design skills for employees of the Directorate of Common Leadership, Ft. Leonard Wood, MO. Amount: \$4,147
30. *Concept Paper: Plan to Propose a Competency-Based Electrician Apprenticeship Program to the Bureau of Apprenticeship and Training of the United States Department of Labor.* (2004, March 30). Amount \$10,750
31. *Concept Paper: Linking Science Education and Community through Volunteerism.* (2003, November 14). Co-authored with the St. Louis, MO Science Center, proposing a partnership internship program that was submitted to the Corporation for National and Community Service. Amount: \$128,795

32. *Workforce Education and Development Emerging Technology Faculty Development Three-Year Initiative. (2003, June 18)*. Submitted to the National Science Foundation (NSF), proposing a faculty development program for the WED off-Campus Degree Program. *Amount: \$782,794*

#### *Internal Grants*

33. *Proposal to the 2019 Research Growth Fund. Expanding the Work of the Externally-funded PRiME (Policy Research in Missouri Education). (April 26, 2019)*. The specific goals of this proposed two-year project include: (a) Use research and data to meet the region's goal of connecting education to workforce development, and (b) Encourage regional higher education leaders and legislators to use institutional demographics, diverse student demographics, student success and workforce development data to make evidence-based policy decisions. *Amount: \$198,028.98*
34. *Proposal to the 2018 President's Research Fund. Identifying Needs of Families Living in Poverty in St. Louis City, MO: Expanding the NativityMiguel Model to Serve Parents and Guardians of Children Enrolled in ACCESS Academy Schools. (October 15, 2018)*. An exploratory sequential research design: (a) to identify, clarify, and validate ACCESS Academies parents' and guardians' needs for employment and parental empowerment and (b) to rank their needs related to education for employment and parental empowerment in efforts to develop an action plan to expand the NativityMiguel model for urban schools. *Amount: \$17,567.30*
35. *Spark Grant. (2016, November 15)*. Submitted to the Office of Research at Saint Louis University to plan for and submit a letter of inquiry to the Russell Sage Foundation. *Amount: \$800*
36. *Technology and the WED Graduate Student Experience. (2007, February 25)*. Submitted to the Graduate Technology Enhancement Grant program to provide new hardware and software to the 204b Pulliam multimedia lab. *Amount: \$18,445*
37. *The Effect of EPSS (Electronic Performance Support Systems) on the Acquisition of Declarative and Procedural Knowledge. (2006, November 13)*. Faculty Seed Grant re-submitted to the Office of Research and Development Administration, Southern Illinois University Carbondale. *Amount: \$17,415*
38. *The Effect of EPSS and User's Technology Skills on the Acquisition of Declarative and Procedural Knowledge. (2005, November 14)*. Faculty Seed Grant submitted to the Office of Research and Development Administration, Southern Illinois University Carbondale. *Amount: \$17,305*
39. *e-Learning Units for WED 460. (2003, October 3)*. Submitted to the Department of Workforce Education and Development, proposing the development of two e-Learning Units of instruction for use in WED 460, Occupational Analysis and Curriculum Development. *Amount: \$2,476*
40. *Faculty Development Project – Summer 2003: In-Service Training for Faculty Implementing Three-Seated Weekend Format into the WED Off Campus Degree Program. (2003, April 14)*. Submitted to the Department of Workforce Education and Development, proposing the design and development of a WED Faculty Development website. *Amount: \$2,476*

41. *Off-Campus Faculty Professional Development Initiative. (2003, May 27).* Submitted to the Department of Workforce Education and Development, proposing a special assignment of one semester on-campus to conduct research and teach.

E. Grants Received

*External Grants*

1. *Proposal to Review and Develop Curriculum for Health Care Environmental Services, Housekeeping, Maintenance, and Food Service Training Programs. (2011, May 31).* Submitted to LIUNA Training and Education Fund, Pomfret Center, CT. *Amount: \$150,742.84*
2. *Proposal to Continue Delivery of WED Bachelor of Science Degree Program on McGuire Air Force Base, NJ. (2009, October 15).* Submitted to the Department of Defense, Department of the Air Force, McGuire Air Force Base, NJ. *Annual Amount: \$340,220*
3. *Award for Innovation/A Clear Definition of Appropriate Professional Dress for Teachers. (2008, September 14).* Submitted to the Illinois State Board of Education/University Council for Career and Technical Education. *Amount: \$8,000*
4. *Laborers – AGC: Proposal for Curriculum Development. (2008, March 7).* Funded by the Laborers-AGC, Pomfret Center, CT. *Amount: \$10,239*
5. *Award for Innovation/Teacher Identity: A Model for Professional Development. (2007, September 11).* Funded by the Illinois State Board of Education/University Council for Career and Technical Education. *Amount: \$6,425*
6. *Professional Development of Family & Consumer Sciences Teachers in the Illinois Delta Region: Academic Integration and Career Development. (2006, October 15).* Learning and Leadership Grant funded by the National Education Association Foundation. *Amount: \$5,000*
7. *Award for Innovation/Work and School Readiness: The Role of Appearance Management. (2006, August 14).* Funded by the Illinois State Board of Education/University Council for Career and Technical Education. *Amount: \$5,000*
8. *Proposal to Fund Summer 2006 Youth Evaluation Project. (2006, January 6).* Funded by the Lake County, Illinois Workforce Development Department. *Amount: \$33,847*
9. *Class Test of Personal Response System. (2006, January).* Funded by Pearson Education for hardware and software to test use of the InterWrite© Personal Response System (PRS) in WED 561 – Research Methods. *Amount: \$1,000*
10. *Award for Innovation/ Enhancing Basic Technology Skills for Military Dependent Secondary Students. (2005, October 15).* Funded by the Illinois State Board of Education/University Council for Career and Technical Education. *Amount: \$5,000*
11. *Proposal to Fund Summer 2005 Youth Evaluation Project. (2005, February 28).* Funded by the Lake County, Illinois Workforce Development Department. *Amount: \$33,847*

12. Proposal to Fund a Computer Technology Center. (2004, September 23). Funded by the State of Illinois, Department of Commerce and Economic Opportunity, Bureau of Technology Industrial Competitiveness. *Amount: \$31,689*
13. *Proposal to Deliver an Instructional Careerist Training Workshop. (2004, February 11).* Funded to deliver a one and one-half day workshop to update instructional design skills for employees of the Directorate of Common Leadership, Ft. Leonard Wood, MO  
*Amount: \$4,147*

#### *Internal Grants*

14. *Spark Grant. (2016, November 15).* Submitted to the Office of Research at Saint Louis University to plan for and submit an letter of inquiry to the Russell Sage Foundation.  
*Amount: \$800*
15. *Technology and the WED Graduate Student Experience. (2007, February 25).* Funded by the Graduate Technology Enhancement Grant program to provide new hardware and software to the 204b Pulliam multimedia lab. *Amount: \$8,000*
16. *e-Learning Units for WED 460. (2003, October 3).* Funded by the Department of Workforce Education and Development, proposing the development of two e-Learning Units of instruction for use in WED 460, Occupational Analysis and Curriculum Development. *Amount: \$2,476*
17. *Faculty Development Project – Summer 2003: In-Service Training for Faculty Implementing Three-Seated Weekend Format into the WED Off Campus Degree Program. (2003, April 14).* Worked with a 5-person team that designed and developed a WED Faculty and Staff Development website. *Amount: \$2,476*
18. *Off-Campus Faculty Professional Development Initiative. (2003, May 27).* Received special assignment in Spring 2004 on-campus to conduct research and teach.

#### F. Honors and Awards

1. *Excellence Award: 2013 Woman of Distinction* – Single award recipient for female faculty and staff members at Southern Illinois University Carbondale.
2. *Association for Career and Technical Education Research* – Research Poster Competition, second runner up, Fall 2009
3. *Omicron Tau Theta: Lambda Chapter* – Faculty Inductee, 2007
4. *Who's Who Among Executive and Professional Women Educators*, 2004/2005
5. *Outstanding Workforce Education and Development Program Coordinator*, 2002
6. *Outstanding Volunteer.* American Society of Training and Development, St. Louis, MO Chapter, 2000
7. *Outstanding Dissertation Award* – *Omicron Tau Theta.* Graduate honor society for the profession of vocational, technical, workforce, and career education, 1995



8. *Outstanding Dissertation Award – University Council for Workforce and Human Resource Development, 1994*
9. *William Nagel Award for Leadership in Workforce Education, 1994*
10. *The Honor Society of Phi Kappa Phi, 1975*

G. Referred Papers and Presentations at Professional Meetings

1. Freeburg, B.W. (2018, March). *Female Leadership Development in Higher Education: A Study of Executive Presence through Pictures of Presidents at Top Tier Universities*. Presented at the NASPA Annual Conference in Philadelphia. PA.
2. Freeburg, B.W. (2017). *Professional Identity Construction through Web Technology: A Study of the Pictures of Presidents at Top Tier Universities*. Submitted for presentation at the Humanizing Education: Technology, Cognition, and Spirituality Conference in Madrid, Spain – June 2017. (Conference Cancelled)
3. Pense, S., Freeburg, B.W., & Clemons, C. (2014, November). *Implementing Common Core State Standards: Implications for Global Human Resource Development*. Accepted for Presentation at the 13<sup>th</sup> International Conference of the Asia Chapter of the Academic of Human Resource Development, Seoul, Korea.
4. Robinson, J.E., Freeburg, B.W., Workman, J.E., &. (2012, June). *Creativity in Fashion Design Students*. Presentation at the annual meeting of the American Association of Family and Consumer Scientists (AAFCS), Indianapolis, IN.
5. Freeburg, B.W., Workman, J.E., & Robinson, J.E. (2011, June). *School Policy: A Comparison of Restrictiveness of Teacher and Student Dress Code*. Presentation at the annual meeting of the American Association of Family and Consumer Scientists (AAFCS), Phoenix, AZ.
6. McPherson, C.L., & Freeburg, B.W. (2010, December). *Blogs: Engaging the Voice of the Silent*. Presentation at the annual national meeting of the Association for Career and Technical Education Research, Las Vegas, NV.
7. Freeburg, B.W., & Workman, J.E. (2010, November). *Research Activity: O\*Net OnLine Occupational Search*. Presentation at the annual meeting of the International Textile and Apparel Association (ITAA), Montreal, ON.
8. Freeburg, B.W., & Workman, J.E. (2010, June). *Defining Appropriate Professional Dress for Teachers*. Presentation at the annual national meeting of the American Association of Family and Consumer Scientists, Cleveland, OH.
9. Freeburg, B.W., & Workman, J.E. (2009, November). *School Policy Makers' Perceptions of Appropriate, Professional Dress for Teachers*. Presentation at the annual national meeting of the Association for Career and Technical Education Research, Nashville, TN.
10. Freeburg, B.W., & Workman, J.E. (2009, November). *The Role of Appearance in Judgments of CTE Teacher Professionalism*. Presentation at the annual national meeting of the Association for Career and Technical Education, Nashville, TN.

11. Freeburg, B.W., & Workman, J.E., (2009, June). *Content of Teacher Dress Codes in Employee Handbooks*. Presentation at the annual national meeting of the American Associate of Family and Consumer Scientists, Chattanooga, TN.
12. Workman, J.E., & Freeburg, B.W. (2009, March). *A Clear Definition of Appropriate Professional Dress for Teachers*. Presentation at the Connections Conference, Springfield, IL.
13. Freeburg, B.W., Hagler, B., Workman, J.E., & Anderson, M.A. (2008, December). *Perceptions of CTE Teacher Professionalism: Appearance, Voice, & Message*. Symposium accepted for presentation at the annual national meeting of the Association for Career and Technical Education Research, Charlotte, NC.
14. Arnett, S.E., Freeburg, B.W., Workman, J.E., & Robinson, J.R. (2008, December). *The importance of standards for teacher appearance*. Accepted for presentation at the annual national meeting of the Association for Career and Technical Education, Charlotte, N.C.
15. Freeburg, B.W., & Workman, J.E. (2008, November). *Research Activity: Photograph Analysis Using the Library of Congress Digitized Collections*. Accepted for presentation at the annual meeting of the International Textile and Apparel Association (ITAA), Schaumburg, IL.
16. Freeburg, B.W., & Workman, J.E. (2008, September 19). *Teacher Identity: A Model for Professional Development*. Presented at the September 2008 Meeting of the University Council for Career and Technical Education, Bloomington, IL.
17. Freeburg, B.W., & Workman, J.E. (2008, June). *Perceived need for teacher dress codes*. Presented at the 2008 Annual Meeting of the American Association of Family and Consumer Sciences, Milwaukee, WI.
18. Workman, J.E., Arnett, S.E., Robinson, J.R., & Freeburg, B.W. (2008, June). *Rationale for teacher dress codes stated in employee handbooks*. Presented at the 2008 Annual Meeting of the American Association of Family and Consumer Sciences, Milwaukee, WI.
19. Arnett, S., Polkinghorne, F.W., & Freeburg, B.W. *A Novel Approach to the FCS Classroom*. (2008, June). Presented at the 2008 Annual Meeting of the Illinois Association for Career and Technical Education, Springfield, IL.
20. Freeburg, B.W., Arnett, S.E., Workman, J.E., & Robinson, R. (2008, March). *Teacher identity: A model for professional development*. Presented at the Illinois Annual Connections Conference, St. Charles, IL.
21. Freeburg, B.W., & Arnett, S.E. (2007, December). *Work and school readiness: The role of appearance management*. Presented at the annual national meeting of the Association for Career and Technical Education, Las Vegas, NV.
22. Calvin, J., & Freeburg, B.W. (2007, November). *Technology competence and participation in web-based education*. Presented at the Academy of Human Resource Development International Conference in Beijing, China.

23. Freeburg, B.W., & Workman, J.E. (2007, November). *Issues regarding teacher dress: A framing analysis of news articles*. Presented at the International Textile and Apparel Association Annual Meeting in Los Angeles, CA.
24. Freeburg, B.W., & Workman, J.E. (2007, June). *Gender, ethnicity, and job performance evaluations of at-risk youth*. Presented at the American Association of Family and Consumer Science Annual Meeting in Reno, NV.
25. Freeburg, B.W., & Arnett, S.E. (2007, March). *Work and school readiness: The role of appearance management*. Presented at the Illinois Annual Connections Conference, St. Charles, IL.
26. Freeburg, B.W., & Workman, J.E. (2006, October). *At-risk youth appearance and job performance evaluation*. Presented at the International Textile and Apparel Association Annual Meeting in San Antonio, TX.
27. Hagler, B., & Freeburg, B.W. (2006, September). *Enhancing basic technology skills for military dependent secondary students: Final report*. Presented at the Illinois University Council for Career and Technical Education Meeting, Charleston, IL.
28. Freeburg, B.W., & Hagler, B. (2006, April). *Enhancing basic technology skills for military dependent secondary students*. Presented at the Illinois Connections Conference, Springfield, IL.
29. Freeburg, B., Robinson, B., Swezey, K., Brown, R., Curry, J., Franklin, L., Turner, A., Johnson, J., & Watson-Scott, D. (2006, April). *Lake County 2005 summer youth evaluation project*. Presentation at the Phi Delta Kappa Annual Research Day, Southern Illinois University Carbondale.
30. Freeburg, B.W. (2005, October). *Off-campus degree program: Asynchronous web-based delivery of independent study courses*. Presented at the e-Learning Example Emporium, at the International DevLearn eLearning Developers' Conference and Expo, San Francisco, CA.
31. Freeburg, E.W., & Workman, J.E. (2002, August). *Norms related to appearance: body supplements*. Presented at the 2002 Annual Meeting of the International Textile and Apparel Association, New York, NY.
32. Freeburg, E.W., & Workman, J.E. (2001, November). *A cross-cultural comparison of norms related to appearance*. Presented at the 2001 Annual Meeting of the International Textile and Apparel Association, Kansas City, MO.
33. Freeburg, E.W., & Workman, J.E. (2000, November). *An empirical test of societal norms related to appearance*. Research presented at the 2000 Annual Meeting of the International Textile and Apparel Association, Cincinnati, OH.
34. Freeburg, E.W., Workman, J.E., & Lentz, E.S. (1999, November). *Sanctions connected to dress code violations in secondary schools*. Research presented at the 1999 Annual Meeting of the International Textile and Apparel Association, Santa Fe, NM.
35. Freeburg, E.W., Workman, J.E., & Lentz, E.S. (1998, November). *Rationales for dress codes stated in student handbooks*. Research presented at the 1998 Annual Meeting of the International Textile and Apparel Association, Dallas, TX.

36. Workman, J.E., & Freeburg, E.W. (1998, June). *Advice columns and the normative order for dress*. Research presented at the 1998 Annual Meeting of the American Association of Family and Consumer Sciences, Atlanta, GA.
37. Freeburg, E.W., & Workman, J.E. (1997, June). *Factors affecting belief of date rape victims*. Research presented at the 1997 Annual Meeting of the American Association of Family and Consumer Sciences, Washington, DC.
38. Workman, J.E., & Freeburg, E.W. (1996, August). *The newspaper advice column as regulatory device for normative standards of dress*. Research presented at the 1996 Annual Meeting of the International Textile and Apparel Association, Banff, CAN.
39. Freeburg, E.W. (1996, June). *Defining disability at work: Implications for dress*. Research presented at the 1996 Annual Meeting of the American Association of Family and Consumer Sciences, Nashville, TN.
40. Workman, J.E., & Freeburg, E.W. (1996, June). *Relationship of attributions of responsibility for date rape to situational and personal relevance and skirt length of victim*. Research presented at the 1996 Annual Meeting of the American Association of Family and Consumer Sciences, Nashville, TN.
41. Freeburg, E.W., Gatch, J.A., & Bond, D. (1995, October). *Opinions about the use of fashion models in wheelchairs*. Research presented at the 1995 Annual Meeting of the International Textile and Apparel Association, Pasadena, CA.
42. Freeburg, E.W., & Workman, J.E. (1995, June). *Relationship of consumer/model similarity, model/product compatibility, and models in wheelchairs to product commitment*. Research presented at the 1994 Annual Conference of the American Association of Family and Consumer Sciences, New Orleans, LA.
43. Freeburg, E.W., & Workman, J.E. (1994, October). *The effect of OSL and advertising stimuli on consumer responses*. Paper presented at the 1994 Annual Meeting of the International Textile and Apparel Association, Minneapolis, MN.
44. Freeburg, E.W., & Workman, J.E. (1994, June). *Credibility of decorative models*. Research presented at the 1994 Annual Conference of the American Home Economics Association, San Diego, CA.
45. Freeburg, E.W., & Workman, J.E. (1993, October). *Objective self-awareness and ratings of attractiveness*. Paper presented at the 1993 Annual Meeting of the International Textile and Apparel Association, White Sulphur Springs, WV.
46. Freeburg, E.W., & Workman, J.E. (1993, June). *Variables affecting reactions to advertising images*. Paper presented at the 1993 Annual Conference of the American Home Economics Association, Orlando, FL.

#### H. Other

1. Freeburg, B.W. (April, 2016). *Navigating Generations at Work*. St. Louis, MO: Veterans Administration Hospital.

2. Freeburg, B.W. (January, 2014). Graduation Speaker: Off Campus Degree Program, National Military Hospital, Bethesda MD.
3. Freeburg, B.W. (October, 2012). Graduation Speaker: Off Campus Degree Program, Oceana, VA
4. Freeburg, B.W. (October, 2012). Graduation Speaker: Off Campus Degree Program, Groton Naval Subbase, CT
5. Freeburg, B.W. (December, 2011). Graduation Speaker: Off Campus Degree Program, Jacksonville Naval Air Station, FL
6. Freeburg, B.W. (November, 2011). Graduation Speaker: Off Campus Degree Program, Groton Naval Subbase, CT
7. Freeburg, B.W. (May, 2010). Graduation Speaker: Off Campus Degree Program, Charleston Air Force Base, SC
8. Freeburg, B.W. (May, 2010). Graduation Speaker: Off Campus Degree Program, Kirtland Air Force Base, NM
9. Freeburg, B.W. (October, 2009). Graduation Speaker: Off Campus Degree Program, McGuire Air Force Base, NJ
10. Freeburg, B.W. (October, 2008). Graduation Speaker: Off Campus Degree Program, Tyndall Air Force Base, FL
11. Freeburg, B.W. (2007, October). *Triangles: The importance of education for women*. Keynote Speaker for Illinois Dental Hygiene Educators Meeting, Carbondale, IL.
12. Freeburg, B.W. (October, 2005 & October, 2006). Graduation Speaker: Off Campus Degree Program, Scott Air Force Base, IL
13. Freeburg, B.W. (2005, October). *Lake County 2005 summer youth evaluation project: Final report*. Presented at the meeting of the Lake County Illinois Workforce Development Board, Waukegan, IL
14. Freeburg, B.W. (2004, April). *Triangles: The importance of education for women*. Keynote Speaker for Women's History Month on Scott Air Force Base, IL

## V. PUBLICATIONS AND CREATIVE WORKS

### A. Books

1. Workman, J.E., & Freeburg, B.W. (2009). *Dress and society*. New York: Fairchild.
2. Freeburg, B.W., & Workman, J.E. (2009). *Dress and society: Instructor's guide*. New York: Fairchild.
3. Freeburg, B.W., & Hall, M.E. (Eds.). (2005). *Foundations of work education*. Boston: Pearson.

4. Freeburg, B.W., & Hall, M.E. (Eds.). (2008). *Foundations of work education (2nd ed.)*. Boston: Pearson.

B. Articles in Professional, Referred Journals

1. Freeburg, B.W., & Workman, J.E. (in development). Defining executive presence: Visual portrayal of female presidents of research universities on institutional websites.
2. Robinson, J.R., Workman, J.E., & Freeburg, B.W. (2018). Creativity and tolerance of ambiguity in fashion design students. *International Journal of Fashion Design, Technology and Education*, 11 (2).
3. Pense, S.L., Freeburg, B.W., Clemons, C.A. (2015). Implementation of common core state standards: Voices, positions, and frames. *Career and Technical Education Research Journal*, 40(3), 158-173.
4. Robinson, J.R., Freeburg, B.W., & Workman, J.E. (2013). Family environment and creativity in fashion design students. *International Journal of Fashion Design, Technology and Education*, 6(3), 200-209.
5. Arnett, S.E., & Freeburg, B.W. (2011). An examination of teaching intentions among family and consumer sciences teachers. *Journal of Family and Consumer Sciences Education*, 29(2), 38-46.
6. Workman, J.E., Webb, A.L., & Freeburg, B.W. (2011). School climate, school safety, and slogans on message t-shirts. *Journal of Family and Consumer Sciences*, 103(3), 19-27.
7. Freeburg, B.W., Workman, J.E., Arnett, S.E., & Robinson, R. (2011). Rationale for teacher dress codes stated in employee handbooks as reflections of school culture. *National Association of Secondary School Principals (NASSP) Bulletin*, 95(1), 31-45.
8. Freeburg, B.W., & Arnett, S.E. (2010). The impact of appearance management training, work status, and plans after high school on opinions regarding appearance at work. *Journal of Career and Technical Education*, 25(2), 109-119.
9. Workman, J.E., & Freeburg, B.W. (2010). Content of teacher dress codes in employee handbooks. *Journal of Family and Consumer Sciences*, 102(3), 9-15.
10. Freeburg, B.W., & Workman, J.E. (2010). Media frames regarding teacher dress: Implications for career and technical education teacher preparation. *Career and Technical Education Research*, 35(1), 28-44.
11. Calvin, J., & Freeburg, B.W. (2010). Exploring adult learners' perceptions of technology competence and retention in web-based courses. *Quarterly Review of Distance Education*. 11(2), 63-72.
12. Freeburg, B.W., & Workman, J.E. (2010). A method to identify and validate social norms. *Clothing and Textiles Research Journal*, 28(1), 38-55.

13. Freeburg, B.W., & Workman, J.E. (2009). At-risk youth appearance and job performance evaluation. *Journal of Family & Consumer Sciences*, 100(3), 14-21.
14. Arnett, S.E., & Freeburg, B.W. (2008). Family & consumer sciences pre-service teachers: Impact of an early field experience. *Journal of Family and Consumer Sciences Education*, 26(1), Article 3. Available from <http://www.natefac.org/JFCSE/jfcse.htm>
15. Workman, J.E., & Freeburg, B.W. (2008). Promotional product marketing to university students. *Journal of Family and Consumer Sciences*, 100(1), 43-49.
16. Freeburg, B.W., & Hana, K. (2006, Fall). Small group test of the personal response system (PRS) in a behavioral science research methods course. *Online Journal for Workforce Education*, Article 2. Available from <http://wed.siu.edu/Journal/index.php>
17. Workman, J.E., & Freeburg, B.W. (2006). Safety and security in a school environment: The role of dress code policies. *Journal of Family and Consumer Sciences*, 98(2), 19-24.
18. Workman, J.E., Freeburg, E.W., & Lentz-Hees, E. (2004). Sanctions connected to dress code violations in secondary school handbooks. *Journal of Family and Consumer Sciences*, 96(4), 40-46.
19. Freeburg, E.W., Workman, J.E., & Lentz-Hees, E. (2004). Rationale for student dress codes: A review of school handbooks. *Journal of Family and Consumer Sciences*, 96(1), 77-82.
20. Workman, J.E., & Freeburg, E.W. (2000). Part II: Testing the expanded definition of a normative order. *Clothing and Textiles Research Journal*, 18(2), 90-99.
21. Workman, J.E., & Freeburg, E.W. (2000). Part I: Expanding the definition of the normative order to include dress norms. *Clothing and Textiles Research Journal*, 18(1), 46-55.
22. Workman, J.E., & Freeburg, E.W. (1999). An examination of date rape, victim dress and perceiver variables within the context of attribution theory. *Sex Roles*, 41(3/4), 261-277.
23. Workman, J.E., & Freeburg, E.W. (1997). A method to identify occupational stereotypes. *Family and Consumer Sciences Research Journal*, 25(4), 390-411.
24. Freeburg, E.W., & Workman, J.E. (1996). Reactions to an advertisement using a model in a wheelchair: Implications for educators. *Journal of Family and Consumer Sciences*, 88(3), 51-55.
25. Workman, J.E., & Freeburg, E.W. (1996). Consumer responses to fashion advertisements using models in wheelchairs: Is there a relationship to consumers' optimum stimulation level? *Family and Consumer Sciences Research Journal*, 24, 237-253.
26. Freeburg, E.W. (1994). Employment provisions of the Americans with Disabilities Act: Implications for HRD practice. *Human Resource Development Quarterly*, 5(1), 93-98.

### C. Chapters in Professional Books

1. Freeburg, B.W., & Workman, J.E. (2016). Dress codes and uniforms in R.J.R. Levenque (Ed.), *Encyclopedia of Adolescence (2<sup>nd</sup> Ed.)*, 781-799.
2. Workman, J.E., & Freeburg, B.W. (2012). Dress codes and uniforms in R.J.R. Levenque (Ed.), *Encyclopedia of Adolescence*, 762-771.
3. Calvin, J., & Freeburg, B.W. (2008). Technology competence and participation in web-based education. *Global Human Resource Development and Practice*. Beijing: Higher Education Press.
4. Freeburg, B.W., & Hall, M.E. (2008). Introduction. In Freeburg, B.W., & Hall, M.E. (Eds.). *Foundations of work education* (pp. 1-4). Boston: Pearson.
5. Freeburg, B.W., & Hall, M.E. (2005). Introduction. In Freeburg, B.W., & Hall, M.E. (Eds.). *Foundations of work education* (pp. 1-4). Boston: Pearson.

### D. Book Reviews

1. Freeburg, E.W. (1994). Book review - Idea power: Techniques and resources to unleash the creativity in your organization. *Human Resource Development Quarterly*, 5(2), 193-198.

### E. Other

#### *Refereed Proceedings:*

1. Freeburg, B.W., & Workman, J.E. (2007). Issues regarding teacher dress: A framing analysis of news articles. In N. J. Owens (Ed.), *ITAA Proceedings of the 2007 Annual Meeting of the International Textile and Apparel Association*. Available on-line from <http://www.itaonline.org/index2.html>
2. Calvin, J. & Freeburg, B.W. (2007). Technology competence and participation in Web-based education. In Asian Conference of the Academy of Human Resource Development: Volume 6. *Developing talents for organizations and nations* (pp. 119-126). Beijing, China: University of Peking.
3. Freeburg, B.W., & Workman, J.E. (2006). At-risk youth appearance and job performance evaluation. In N. J. Owens (Ed.), *ITAA Proceedings of the 2006 Annual Meeting of the International Textile and Apparel Association*. Available on-line from <http://www.itaonline.org/index2.html>
4. Freeburg, E.W., & Workman, J.E. (2002). Norms related to appearance: Body supplements. In N. J. Owens (Ed.), *ITAA Proceedings: Proceedings of the 2002 Annual Meeting of the International Textile and Apparel Association*. Available on-line from <http://www.itaonline.org/index2.html>
5. Freeburg, E.W., & Workman, J.E. (2001). A cross-cultural comparison of norms related to appearance. In N. J. Owens (Ed.), *ITAA Proceedings: Proceedings of the 2001 Annual Meeting of the International Textile and Apparel Association*. Available on-line from <http://www.itaonline.org/index2.html>



6. Freeburg, E.W., & Workman, J.E. (2000). An empirical test of norms related to appearance. In N. J. Owens (Ed.), *ITAA Proceedings: Proceedings of the 2001 Annual Meeting of the International Textile and Apparel Association*. Available on-line from <http://www.itaonline.org/index2.html>
7. Freeburg, E.W., Workman, J.E., & Lentz, E.S. (1999). Sanctions connected to dress code violations in secondary schools. In N. J. Owens (Ed.), *ITAA Proceedings: Proceedings of the 2001 Annual Meeting of the International Textile and Apparel Association*. Available on-line from <http://www.itaonline.org/index2.html>
8. Freeburg, E.W., Workman, J.E., & Lentz, E.S. (1998). Rationale for dress codes stated in student handbooks. In N. J. Owens (Ed.), *ITAA Proceedings: Proceedings of the 1998 Annual Meeting of the International Textile and Apparel Association*, pp. 85-86.
9. Workman, J.E., & Freeburg, E.W. (1998). Advice columns and the normative order for dress. In B. Wuest (Ed.), *American Association of Family and Consumer Sciences--1998 Annual Meeting--Abstracts of Research*, p. 35.
10. Freeburg, E.W., & Workman, J.E. (1997). Factors affecting belief of date rape victims. In B. Wuest (Ed.), *American Association of Family and Consumer Sciences, 1997 Annual Meeting--Abstracts of Research*, p. 15.
11. Workman, J.E., & Freeburg, E.W. (1996). The newspaper advice column as regulatory device for normative standards of dress. In C.M. Ladisch (Ed.), *ITAA Proceedings: Proceedings of the 1995 Annual Meeting of the International Textile and Apparel Association*, p. 55.
12. Freeburg, E.W. (1996). Defining disability at work: Implications for dress. In S.J. Lennon (Ed.), *American Association of Family and Consumer Sciences, 1996 Annual Meeting--Abstracts of Research*, p. 21.
13. Workman, J.E., & Freeburg, E.W. (1996). Relationship of attributions of responsibility for date rape to situational and personal relevance and skirt length of victim. In S.J. Lennon (Ed.), *American Association of Family and Consumer Sciences, 1996 Annual Meeting--Abstracts of Research*, p. 20.
14. Freeburg, E.W., Gatch, J.A., & Bond, D. (1995). Opinions about the use of fashion models in wheelchairs. In C.M. Ladisch (Ed.), *ITAA Proceedings: Proceedings of the 1995 Annual Meeting of the International Textile and Apparel Association*, p. 23.
15. Freeburg, E.W., & Workman, J.E. (1995). Relationship of consumer/model similarity, model/product compatibility, and models in wheelchairs to product commitment. In S.J. Lennon (Ed.), *American Association of Family and Consumer Sciences, 1995 Annual Meeting--Abstracts of Research*, p. 28.
16. Freeburg, E.W., & Workman, J.E. (1994). The effect of OSL and advertising stimuli on consumer responses. In C.M. Ladisch (Ed.), *ITAA Proceedings: Proceedings of the 1994 Annual Meeting of the International Textile and Apparel Association, Inc*, p. 101.
17. Freeburg, E.W., & Workman, J.E. (1994). Credibility of decorative models. In L.D. Burns (Ed.), *American Home Economics Association Abstracts of Research, 1994 Annual Meeting--Abstracts of Research*, p. 43.

18. Freeburg, E.W., & Workman, J.E. (1993). Objective self-awareness and ratings of attractiveness. In C.M. Ladisch (Ed.), *ITAA Proceedings: Proceedings of the Annual Meeting of the 1993 International Textile and Apparel Association*, p. 129.
19. Freeburg, E.W., & Workman, J.E. (1993). Variables affecting reactions to advertising images. In L.D. Burns (Ed.), *American Home Economics Association Abstracts of Research 1993 Annual Meeting*, p. 30.

*Creative Contributions:*

20. Freeburg, B.W. (2008, August). *Technology in the classroom: AGC Laborers curriculum*. Carbondale, IL: Southern Illinois University Carbondale, Department of Workforce Education and Development
21. Freeburg, B.W. (2006, November). *Lake County 2006 summer youth evaluation project: Lake County funded youth participant final report*. Carbondale, IL: Southern Illinois University Carbondale, Department of Workforce Education and Development.
22. Freeburg, B.W. (2006, November). *Lake County 2006 summer youth evaluation project: Department of Labor (DOL) funded youth participant final report*. Carbondale, IL: Southern Illinois University Carbondale, Department of Workforce Education and Development.
23. Workman, J.E., & Freeburg, B.W. (2006, September). *Prospectus for dress, society, and the novice researcher (working title)*. Submitted to Fairchild Publication, New York.
24. Freeburg, B.W. (2005, October). *Lake County 2005 summer youth evaluation project: Lake County funded youth participant final report*. Carbondale, IL: Southern Illinois University Carbondale, Department of Workforce Education and Development.
25. Freeburg, B.W. (2005, October). *Lake County 2005 summer youth evaluation project: Department of Labor (DOL) funded youth participant final report*. Carbondale, IL: Southern Illinois University Carbondale, Department of Workforce Education and Development.
26. *On-Line Course: WED 591*. (Summer 2004). Southern Illinois University Carbondale, Department of Workforce Education and Development. Available on-line <http://wed.siu.edu/faculty/bfreeburg/WED%20591/WED%20591.htm>
27. *e-Learning Unit WED 462: Online Conferencing: Asynchronous Discussion*. (Summer 2004). Southern Illinois University Carbondale, Department of Workforce Education and Development. Available on-line <http://wed.siu.edu/Public/OCDP/resources/WEDe-units/WED462/On-Line%20Conferencing/index.php>
28. *e-Learning Unit WED 460: Conducting Contextual and Learner Analysis*. (Spring 2004). Southern Illinois University Carbondale, Department of Workforce Education and Development. Available on-line [http://www.wed.siu.edu/Public/OCDP/resources/WEDe-units/WED460/learner\\_contextual\\_analysis/index.php](http://www.wed.siu.edu/Public/OCDP/resources/WEDe-units/WED460/learner_contextual_analysis/index.php)

29. *e-Learning Unit WED 460: Using ISD Elements to Design a Solution to a Problem.* (Spring 2004). Southern Illinois University Carbondale, Department of Workforce Education and Development. Available on-line [http://wed.siu.edu/Public/OCDP/resources/WEDe-units/WED460/using\\_isd\\_elements/index.php](http://wed.siu.edu/Public/OCDP/resources/WEDe-units/WED460/using_isd_elements/index.php)
30. *e-Topic WED 460: Developing Educational Program Brochures.* (Spring, 2004). Southern Illinois University Carbondale, Department of Workforce Education and Development. Available on-line [http://www.siu.edu/~wed08/Etopics/Developing\\_brochure.htm](http://www.siu.edu/~wed08/Etopics/Developing_brochure.htm)
31. *On-Line Course: WED 398.* (2002). Southern Illinois University Carbondale, Department of Workforce Education and Development. Facilitated the development of the original on-line version of this course that is focused on conducting research and writing a literature review paper.
32. Freeburg, E.W., & Washburn, J.S. (1994). *Implementing the employment provisions of the Americans with Disabilities Act of 1990 in Illinois.* Chicago: The Illinois State Chamber of Commerce.

*Corporate Publications:*

33. Freeburg, E.W. (1998). *Training guide: Mechanical maintenance supervisor.* Joppa, IL: Electric Energy, Inc., Training and Performance Assessment Group.
34. Freeburg, E.W. (1998). *Training guide: I & C maintenance supervisor.* Joppa, IL: Electric Energy, Inc., Training and Performance Assessment Group.
35. Gooch, B., & Freeburg, E.W. (1998). *Guide to management development training program.* Joppa, IL; Electric Energy, Inc., Training and Performance Assessment Group.
36. Freeburg, E.W. (1998). *Guiding effective learning activities.* Joppa, IL: Electric Energy, Inc., Training and Performance Assessment Group.
37. Freeburg, E.W. (1998). *Developing training skills.* Joppa, IL: Electric Energy, Inc., Training and Performance Assessment Group.
38. Freeburg, E.W. (1998). *Introduction to the EEI management control system.* Joppa, IL: Electric Energy, Inc., Training and Performance Assessment Group.
39. Freeburg, E.W. (1997). *The guide to management development: Operations department.* Joppa, IL: Electric Energy, Inc.
40. Freeburg, E.W. (1997). *The guide to management development: Management services.* Joppa, IL: Electric Energy, Inc.
41. Freeburg, E.W. (1997). *The guide to management development: Technical services.* Joppa, IL: Electric Energy, Inc.
42. Freeburg, E.W. (1997). *The guide to management development: Systems department.* Joppa, IL: Electric Energy, Inc.

43. Freeburg, E.W. (1997). *The guide to management development: Maintenance department*. Joppa, IL: Electric Energy, Inc.
44. Freeburg, E.W., & Perschbacher, D. (1995). *Procedure manual: Writing job descriptions*. Joppa, IL: Electric Energy, Inc.
45. Freeburg, E.W. (1995). *Electric Energy Inc.: Management job descriptions*. Joppa, IL: Electric Energy, Inc.
46. Freeburg, E.W. (1995). *Electric Energy Inc.: Attachments to bargaining unit job descriptions*. Joppa, IL: Electric Energy, Inc.
47. Freeburg, E.W. (1993). *Training with WGK style: Student manual*. Sauget, IL: Monsanto Corporation, W.G. Krummrich Plant.

## VI. TEACHING EXPERIENCE

### A. Teaching Interests and Specialties

1. Organizational Change for Student Affairs Professionals
2. Organization and Administration in Higher Education
3. Organizational Needs Assessment
4. Research Methods and Program Evaluation
5. Curriculum Development

### B. Teaching and Training Grants

1. *Technology in the Classroom*. (2008, June 1-5). Funded by Laborers – AGC to deliver a 40-hour workshop for trainer/members of the Laborers – AGC at St. Charles, IL.
2. *Analyzing Human Performance*. (2008, April 5-7). Funded by Pfizer Pharmaceuticals in New London, CT to teach the second module of the American Society for Training and Development (ASTD) Human Performance Improvement (HPI) Certificate Program.
3. *Instructional Careerist Training Workshop*. (2004, February 11). Funded to deliver a one and one-half day workshop to update instructional design skills for employees of the Directorate of Common Leadership, Ft. Leonard Wood, MO.

### C. Current Graduate Faculty Status

Graduate Faculty approved to direct dissertations and doctoral projects, School of Education – Saint Louis University

### D. Number of Master's and Ph.D. as Chair or Committee Member/Reader

1. Saint Louis University
  - a. Ed.D. Committee Chair: 1
  - b. Ph.D. Committee Chair: 3
  - c. Ph.D. Committees: 40
2. Southern Illinois University Carbondale
  - a. Ph.D. Committee Chair: 22
  - b. Ph.D. Committees: 50
  - c. Master's Committees: 36

## VII. UNIVERSITY EXPERIENCE

### A. School Committees – Saint Louis University

1. *School of Education – Academic Affairs Committee:* Member of school-wide committee charged with coordinating student academic matters.
2. *School of Education – Policy and Procedure Committee:* Member of school-wide committee charged with reviewing and developing policy and procedures for implementation.

### B. Department Committees – Southern Illinois University Carbondale

1. *Graduate Faculty:* Member of tenured and tenure-track faculty in Department of Workforce Education and Development, 2005 – 2014
2. *Curriculum Committee:* Member of committee tasked with reviewing, researching, and recommending curriculum work to the faculty, 2005 – 2009
3. *WED Graduate Strategic Planning Committee:* Member of committee to develop strategic plan for recruitment, enrollment, and graduation of M.S.Ed. and Ph.D. students, 2007– 2008
4. *Ad Hoc Committee:* Member of committee to review applicants for the Base Coordinator position at Fairchild Air Force Base, WA., 2008
5. *Ad Hoc Committee:* Member of committee to review applicants for the Base Coordinator position at Charleston AFB, SC, WA., 2007
6. *Ad Hoc Committee:* Member of committee to review applicants for the Base Coordinator position at McChord Air Force Base, WA., 2007
7. *Ad Hoc Committee:* Member of committee to review applicants for the Base Coordinator position at Kirtland Air Force Base, NM., 2006
8. *Ad Hoc Committee:* Member of committee to review applicants for the Base Coordinator position at Dam Neck NAS Oceana – Dam Neck Annex, Virginia Beach, VA., 2006
9. *Department Chair Search Committee:* Member of committee tasked with reviewing applications and making recommendations to the Dean of the College of Education and Human Services for national search, 2008
10. *Department Chair Search Committee:* Member of committee tasked with reviewing applications and making recommendations to the Dean of the College of Education and Human Services for national search, 2005
11. *A3 Learning Conferences:* Delivery Team member for a project of the Department of Workforce Education and Development, Off-Campus Degree Program. Developed and delivered five regional conferences to provide in-service training to adjunct faculty, site coordinators, and instructional support staff, 2004

12. *Sponsored Grant Initiative*: A project (co-chaired with John Washburn) of the Department of Workforce Education and Development, through the Center for Workforce Development. This project contributes to the goals of the College of Education and Human Services and *Southern at 150*, 2004
13. *Interdisciplinary Proposal Writing Team*: Co-facilitated the work of an interdisciplinary team of faculty and graduate students tasked with writing and submitting for funding multiple grant proposals related to workforce development initiatives, 2004
14. *Program Quality Manager*, Independent Study Management Team, Department of Workforce Education and Development, 2004

B. College and University Committees and Councils

1. *Saint Louis University*

- a. *President's Advisory Council* – Saint Louis University, August 2014 to September 2016
- b. *Council of Academic Deans and Directors (CADD)* – Saint Louis University, June 2014 to September, 2016
- c. *Taskforce, CURA Initiative* – Saint Louis University, March 2015 to December 2015
- d. Ad Hoc Faculty Senate Committee on Donor Influence – Saint Louis University, December 2018 to present.

2. *Southern Illinois University Carbondale*

- a. *College Tenure and Promotion Committee* – SIUC, College of Education and Human Services, 2013 to 2014
- b. *College Advisory Committee* – SIUC, College of Education and Human Services, 2000 – 2012
- c. *College Executive Council* – SIUC, College of Education and Human Services, 2009 – 2013
- d. *College Doctoral Committee* – SIUC, College of Education and Human Services, 2008 - 2012
- e. *Program Delivery System Committee* – SIUC, College of Education and Human Services, 2006- 2008
- f. *Advisory Board, Office of Equity and Diversity* – Southern Illinois University Carbondale, 2011 – 2014
- g. *Morris Doctoral Fellowship Review Panel* – Southern Illinois University Carbondale, 2007 - 2014

- h. *Elections Committee – Faculty Senate, Southern Illinois University Carbondale, 2005-2008*
- i. *Library Affairs Advisory Committee – Southern Illinois University Carbondale, 2006-2008*

## VIII. PROFESSIONAL SERVICE

### A. Service to the Profession

- 1. Panelist, National Science Foundation, Washington, DC, 2013 to present
- 2. Faculty Evaluator, American Council on Education, Washington, DC, 2017 to present

### B. Membership in Professional Associations

- 1. NASPA (Student Affairs Administrators in Higher Education), 2016 to present
- 2. AHRD (Academy of Human Resource Development), 2016
- 3. Association for Career and Technical Education (ACTE), 2006 to 2014
- 4. Association for Career and Technical Education Research (ACTER), 2006 to 2014
- 5. American Association of Family and Consumer Sciences, 1992 to 2014
- 6. E-Learning Guild, 2005 to 2011
- 7. Illinois University Council for Career and Technical Education, 2005 –2014
- 8. Illinois Family and Consumer Sciences Teachers Association, 2006 – 2014

### C. Offices Held and Honors Awarded in Professional Associations

- 1. Conference Reviewer. NASPA Annual Conferences. 2016 to present
- 2. University Council for Workforce and Human Resource Education (UCWHRE). 2009-2014. Elected Secretary in 2010
- 3. International Textile and Apparel Association (ITAA)  
Annual Conference Research Review Committee, 2005-2007  
Chair, Job Fair Exhibition 2008 International Conference  
Member, 2008 International Conference Committee
- 4. Association for Career and Technical Education (ACTE)  
Communications Committee Chair, 2009  
Communications Committee Member, 2007-2010

### D. Evaluations of Manuscripts for Journals and Book Publishers and of Grant Proposals for Agencies.

- 1. Bedford - St. Martin Publishers – evaluation of a presentation textbook
- 2. Allyn Bacon Publishers – evaluation of a research methods textbook
- 3. *Family and Consumer Science Research Journal* – evaluation of about 20 manuscripts, 1991 to present
- 4. *Clothing and Textiles Research Journal* – evaluation of about 4 manuscripts, 2001 to present
- 5. *Journal of Education for Business* – evaluation of one manuscript, 2007 to present

### E. Other

- 1. Quality Matters Training Certificate: *Designing Your Blended Course (DYBC)* – June 2018

2. Quality Matters Training Certificate: *Applying the QM Rubric (APPQMR)* – April 2016
3. Editor: *On-line Journal of Workforce Education and Development*, September 2011 to August 2013
4. Editorial Board: *On-Line Journal of Workforce Education and Development*, 2004 to 2011
5. Special Issue Editor, *On-Line Journal of Workforce Education and Development*, Fall 2007

#### IX. COMMUNITY SERVICE

- A. *Cabinet Member, Women's Leadership Society of the United Way of Greater St. Louis*, May 2015 to May 2018
- B. *Board Member, Girl Scouts of Southern Illinois (GSofSI)*, April, 2016 to present
- C. *Advocate/Sponsor, LaSalle Middle School, St. Louis, MO Public/Charter School*, 2015 to present
- D. *Member, Board of Education, Chester, IL Community Unit District School Board*, 1996 – 1999
- E. *Chair and Member, Troop 347 Committee Steering Committee, Boy Scouts of America, Chester, IL*, 1995 - 2000