

Courses Developed and/or Instructed at Texas A&M University-Texarkana

Undergraduate

- AAS 390 Psychology of Work – Portfolio development and Adult Career Development (instructed using Interactive Video Conferencing)
- AAS 490 Strategies for Action Research (Developed) – undergraduate research methods course instructed over ITV/Web-enhanced/weekend format
- LEAD 415 Organizational Development and Change – instructed on-line and in traditional classroom format
- LEAD 414 Organizational Training and Development –ITV/in-class format

Graduate

- AE 525 History/Philosophy of Adult Education - hybrid
- AE 526 Foundations of Adult Learning
- AE 528 Instructional Methods in Adult Education
- AE 595 Research Methods in Adult Education – developed in a weekly and weekend format
- AE 588 Practicum in Adult Education

Significant Accomplishments in Higher Education

- Program Coordinator, concurrently, for two of the largest degree programs at Texas A&M University-Texarkana
- Conducted needs assessment and co-authored program proposal for M.S. Adult Education
- Current member of RoseHill HOPE VI Revitalization Project Independent Evaluation team, an independent project evaluation funded by the U.S. Department of Housing and Urban Development (HUD), Housing Authority of Texarkana, Texas, City of Texarkana, Texas and HOPE VI Advisory Committee. First of a four-year annual assessment in progress to determine which program goals of a city housing project were successfully accomplished and the contributing and/or limiting factors.
- Converted multiple courses to web delivery using WebCT and Blackboard
- Designed academic program brochures and websites
- Investigated and conducted a needs assessment for Associate of Applied Science students in relation to potential transfer and matriculation through the BAAS program. As a result, the BAAS degree was reconfigured to accept Associate of Applied Science credit.
- 20 years of working with adult learners in industry and higher education
- Ten years experience with Prior Learning Assessment and using portfolios as assessment tools
- Ten years experience recruiting nontraditional students, program marketing and program evaluation
- Experience in degree planning and program assessment
- Faculty advisor for BAAS Student Organization

Publications and Presentations

Green, G., Ballard, G. H. & Kern, D. M. (2007). Return on investment: Assessing a nontraditional, interdisciplinary degree and career impact. *The Journal of Continuing Higher Education*, 55(1), 16-26.

What Can I Do With This Degree? How Institutions Can Assess the Effectiveness of a Nontraditional Degree Program. Association for Nontraditional Students in Higher Education, 2008, Murfreesboro, Tennessee.

Closing the Gaps by 2015 – Advising AAS Students into Applied Baccalaureate Degrees. Annual Conference of the National Institute for the Study of Transfer Students, January 2010, Addison, Texas

Return on Investment: A Collaborative Workshop on Assessing Career Impact and Graduate Satisfaction of Nontraditional Degree Programs. Adult Higher Education National Conference, October 2005, Boston, Massachusetts.

Applying Adult Learning Principles in the Correctional Setting. North Texas Region Leadership Development Conference for Correctional Educators, August 2007, Huntsville, Texas.

Service and Professional Affiliations

- Member, A&M-Texarkana Undergraduate Curriculum Committee, 2005-2007
- Member, A&M-Texarkana Internal Review Board for Institutional Research
- Served on numerous faculty search committees and ad-hoc committees for College of Education and Liberal Arts
- Advisor for campus BAAS Club
- Member of the Planning Committee for National Conference of Adult Higher Education Alliance, 2006, Dallas, Texas
- Literacy Council of Miller and Bowie Counties, Board of Directors 2007-2009 and volunteer in the following capacities: Literacy and ESL Tutor, Instructed for Arkansas Department of Community Corrections; Instructor for Basic Tutor Training; assisted in annual Literacy Council Spelling Bee Fundraiser
- Texarkana Friendship Center, Inc.- conducted workforce skills training Summer 2009 for students in job training program in conjunction with the Texas Workforce Center
- Member of the Association for Nontraditional Students in Higher Education (ANTSHE)
- Member, American Association for Adult and Continuing Education

Research Agenda and Interests

- Interests include Applied Baccalaureate degrees, prior learning assessment methodology, educational portfolios, and transfer needs of students with Applied Associate degrees
- Current agenda includes Hope VI Revitalization Project Independent Evaluation for HUD and the Housing Authority of Texarkana, Texas. First year baseline study completed January 2010; this project entails a four-year annual assessment of progress to determine how revitalization of city housing projects impacted residents physically and socially

Corporate Experience

1994 - 1998

Sabine Mining Company
Hallsville, Texas

Training Coordinator/Senior Human Resources Specialist

Planned and coordinated training activities for a surface, lignite mine employing 180 people in a team-based management structure. Developed annual training plan and budget, and instructed courses in team-building; analyzed compensation plans, recruited exempt/non-exempt personnel, evaluated positions and composed job descriptions, administered employee recognition and educational assistance programs, maintained compliance with Equal Employment Opportunity guidelines, composed policies and procedures, and fostered effective employee relations. Represented the Sabine mine on a corporate benchmarking team to study best training practices. Served as Interim Human Resources Manager for over two years, supervising one assistant and receptionist.

1981 - 1993

Hercules Incorporated
McGregor, TX

Senior Training Specialist (1987 – 1993)

Human Resource Development responsibilities for military defense sub-contractor. Interfaced with all departments and plant management to direct training and employee development activities; Assessed skill/educational deficiencies; Designed curriculum, developed course materials, instructed, and evaluated program outcomes; Facilitated the plant-wide Quality Circle Program and trained Quality Circle leaders in problem solving and quality enhancement processes.

Director of Publications/Technical Writer (1984 – 1987)

Coordinated publication of all proposals, technical briefings, contractual reports, internal reports, professional papers, and plant newsletter; edited and proofed all documents; prioritized and sequenced work assignments of three layout typists to provide timely publication of approximately 600 technical documents annually

Engineer, Design and Analysis (1981 – 1984)