

Dr. Bruno G. Hicks
Dalton State College, Provost, and Vice President of Academic Affairs

Education

- 1995 Ed.D. Science/STEM Education, University of Maine, Orono, Maine
- 1983 MS Environmental Education –Experiential Education Focus. Lesley College Graduate School, Cambridge, Massachusetts, and the National Audubon Society, New York City,
- 1981 BS Biology, University of Maine at Fort Kent, Fort Kent, Maine,
- 1980 Bachelor of Environmental Studies, University of Maine at Fort Kent, Fort Kent, Maine,

Professional Education – recent

- ***Creating Sustainable Business Models***, a 6-hour course focused on ROI in higher education by the American Council on Education- ACE - Engage March 2021
- Harvard University – Graduate School of Education
 - ***Aligning Strategic Priorities with Financial Resources in Higher Education*** - 2021
 - ***Seminar on Leadership of Faculty*** - 2019
- Ad Astra -Data Platinum Analytics Training 2020-2021
- Education ***Data Institute Seal in Excelencia*** – HSI 2020
- Boston University – ***Professional Fundraising Certificate*** - 2019
- Certificate - ***Project Management Seminar***, UNH – 2018
- ***Higher Education Leadership*** course – University of Massachusetts Amherst 2018

Administrative Positions

***Dalton State College, Provost/Vice President of Academic Affairs (Feb 2020 -current)**

Dalton State College (DSC) is a public, regionally accredited, baccalaureate-focused college in Dalton, Georgia, and is a campus of the University of Georgia System. It offers 30 BS degrees and 7 Associate degrees in Education, Health Sciences, Business, and Liberal Arts. It serves as GA's only Hispanic Serving Institution and consists of four Academic Schools (Arts and Sciences, Business, Education, and Health Professions); it has 12 Academic Departments, with 160 full-time faculty; eighty part-time faculty, and a 4500-student body. The provost office oversees 11 direct and 17 administrative reports.

Selected Accomplishments

Managing through the Pandemic

- ✓ Led all planning and decision-making processes for the transition of academics due to the pandemic to remote learning in spring 2020, the flipped hybrid model for 2020-2021, and the successful transition to in-person learning for 2021-2022. This work also included

cooperative work with student affairs to ensure students had the services and support they needed during the pandemic.

Financial Management

- ✓ Manage Academic Affairs' \$33M budget, including the four schools, the Library, Student Success and Advising, Center for Teaching and Learning, The Mountain Campus (our satellite campus 1hr from the main campus), and the grants process.
- ✓ Oversight of the operating, personnel, and outreach budgets associated with research, instruction, enrollment, and student support.
- ✓ Managed a \$2.5 M reduction in over two 2.5 years due to declines in enrollment revenues and state allocations. This work to right-size the institution included a reduction in force and operating expenses needed to balance the budget and create a strategic reallocation of funds toward improving enrollment and retention of students.
- ✓ Work with other cabinet members, especially student affairs, to balance the campus's budget.

Grants and Fundraising

- ✓ Provided management and guidance to the Dalton State - Academic Affairs Grants program, raised \$7M through 2020 and 2022 - 1.2 M STEM Education NOYCE grant, a 2.1M IREPO grant for Classroom Technology, 4.1M Title III Hispanic Serving Institution grant for STEM.
- ✓ Worked with DSC Foundation to secure a 1M endowed chair for STEM and Engineering and the last 300K for an Endowed Chair in Education.
- ✓ Academic Schools raised over 300K in two days of giving for various educational projects.

Enrollment and Retention

- ✓ Led the Academic Excellence sub-group for DSC's Enrollment and Retention plan Ruffalo Noel Levitz; this work led to a redesign of summer school to a profit center operation (earning 130,000 in the first year) and making strategic investments in the Student Success and Advising Center.
- ✓ Accompanying this work was a redesign of our satellite campus in Ellijay, GA, to the Mountain Campus, focusing on new degree programs in Ecotourism and Entrepreneurial studies.
- ✓ Led a data-driven faculty development program that worked with individual departments to examine program-level retention rates and applied learning opportunities in their curriculum. The workshop works with faculty to design gateways interventions and address barriers to student success while defining the HIPs experiences needed to help students succeed in the curriculum.
- ✓ Led the implementation of the AdAstra software with deans and chairs, which led to better data analytics on seat capacity, the timing of course offerings, assigning faculty load, and creating a 2-year framework for scheduling.
- ✓ Over the past year, the campus saw a 10% increase in new student enrollment and a 1% increase in retention of first-year students.

Student Success and Engagement

- ✓ Led the reorganization of the campus's approach to engaging first-year students, including the redesign of the FYE Perspectives seminar, the creation of the Student Success and Advising Center, redesign of the Center for Engage Teaching and Learning, development of a Quality Enhancement Plan titled PACE - a project focused on first-year student success in an FYE seminar, Advising, Campus Resource and Experiential Learning.
- ✓ Led the High Engagement Practices (HIPs) committee's work for the campus – and collaborated with the Regents Committee on Academic Affairs (RACAA) on the

University of Georgia HIPs committee. This effort led to a CETL fellow explicitly devoted to working with faculty on HIPs incorporation into the curriculum. Currently, 20% of campus courses utilize HIPs in the classroom, and the team is expanding that number.

- ✓ I redesigned the Honors program with the coordinator and increased participation from 22 to 140 students.

Diversity, Equity, and Inclusion

- ✓ Worked with the Vice President of Enrollment and Student Affairs to jointly convened the Justice, Equity Diversity, and Inclusion (JEDI) campus committee and charged them with diversity programming, working with student government, and providing workshops and development opportunities for the campus.
- ✓ Organized development day workshop with Excelencia in Education – focused on working with Hispanic students and their success.
- ✓ Worked with the Student Success and Advising Center to design interventions for students with a specific focus on Latino and Hispanic students.

Strategic Planning

- ✓ Ex Officio-member of the strategic planning committee to develop the DSC 2020-2024 plan - the provost's office oversees the implementation of objectives and assessment of all strategic goals – specifically focused on enrollments, retention, and student success.
- ✓ Manage Institutional Research office and data analytics for DSC academic affairs – core work with Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) and program accreditation for Schools and Programs

Accreditation

- ✓ Oversaw all aspects of the development of the current Comprehensive Review/Self-Study for DSC's SACSCOC accreditation – submitted May 2022 – campus visit in October 2022

***Fitchburg State University, Founding Dean of the School of Education (July 2016 – Jan 2020)**

Fitchburg State is a comprehensive public campus of 7000 students, with 216 faculty members offering 56 undergraduate majors and 40 graduate degrees. FSU is part of the State University System of 9 campuses. The School of Education comprises 26 faculty members, including 16 faculty members in the Education Department, ten in secondary and allied Education programs, and 20 part-time graduate faculty. It maintains 11 undergraduate programs and 21 graduate degrees, including a certificate of advanced graduate studies. Along with the oversight of 7 program coordinators, The Dean's office oversees eight direct reports, including 2 Department/Program Chairs, the Associate Dean, the Director of Licensure, and the Coordinator of Field Placements and Partnerships.

Selected Accomplishments

Financial Management

- ✓ Oversight and management of The School of Education's \$2M budget.
- ✓ Provided oversight for a \$1.2 M renovation of the McKay Education Building.
- ✓ Redesigned the Secondary Education model, secured release time for coordinators, and charged them with curricular oversight and leadership.

Enrollment and Retention

- ✓ Designed and implemented student success and retention efforts in the School of Education and increased first-year retention rates from 45% to 75%.

- ✓ Served on the campus Academic Partnerships (an Online Program Manager) team and implemented strategies for the School of Education— reviewing all campus processes in admissions, enrollment processes, financial aid, registration, scheduling, and program mapping.
- ✓ Led the redesign of the curriculum in the school's Middle School and Curriculum and Teaching master's program to a worker-friendly model, which increased enrollments from 7 to 20 in the Middle School program and from 30 to 140 in the Curriculum and Teaching. This work was with Academic Partnerships.
- ✓ Establishment of the Young Teachers Academy in the Fitchburg Public Schools
- ✓ Redesign of Technology and Engineering Education program – working with the Engineering and Technology faculty.

Student Success and Engagement

- ✓ Traveled to Costa Rica and developed an Education Exchange program for education students – interested in international, bilingual, and multicultural exchange.
- ✓ Co-chaired the Student Success and FYE Task Force for the Fitchburg State campus leading to the development of a new integrated FYE experience
- ✓ Creation of a "Classroom Ready" program that increased school-based experiences from 150 hrs. to over 300 hrs. of pre-student teaching for the Elementary Education Program.
- ✓ Work with the Fitchburg Art Museum, The McKay Arts Academy, and the School of Education for student programming. 2016-2019

Grants and Fundraising

- ✓ Provided oversite of 2.8M grant for TESOL education to increase
- ✓ Received a 1M gift offer for remodeling of a campus building into a daycare center

Diversity, Equity, and Inclusion

- ✓ Implemented the TESOL grant, a multi-year Federal grant to increase the number of ESL licensed teachers, provide ESL professional development to STEM teachers, school leaders, and administrators, and improve teacher education at Fitchburg State University.
- ✓ Designed and implemented the Heritage Language and Cultural Alliance for the Fitchburg State campus -a strength-based alliance to promote student leadership and achievement in a diverse community of learners.
- ✓ Developed opportunities in the curriculum for education students to work with diverse students in the Fitchburg Leominster School system.
- ✓ Public Music Performance for Women in the Arts – presented songs from women folk artists.

Strategic Planning

- ✓ Founded the School of Education – Developed the strategic plan for the School of Education, created an integrated Secondary Education program, worked with the advancement office on fundraising,
- ✓ Developed Educational Studies - non-licensure Degree, Board of Higher Education approval Spring 2019
- ✓ Work with Academic Partnerships – revision of two graduate programs, modification of admission processes, and streamlining graduate school recruitment. Led to significant enrollment increases as described above.
- ✓ Team member campus strategic plan committee.

Accreditation

- ✓ Led the School of Education through a Self-Study with the Massachusetts Department of Elementary and Secondary Education (DESE), receiving full 5-year accreditation with no conditions and several commendations.
- ✓ Oversight of the data collection and review processes for the school.

***University of Maine Fort Kent (UMFK), Chair Division of Education, Professor of STEM Education and Environmental Studies, (1997-2016)**

The University of Maine Fort Kent (UMFK) is a public, regionally accredited, baccalaureate-focused, limited master's degree college in Fort Kent, Maine. It is a University of Maine System campus with 1600 students and offers academic programs in Health Profession, Education, Business, and Liberal Arts. UMFK is located in a border town with New Brunswick, Canada, and is commonly attended by Canadian students.

Selected Accomplishments

Administrative Responsibilities :

- ✓ Founded the Education Division and served as Chair 1999-2011 and 2014-2016
- ✓ Chair of the Faculty Senate 2011-2013
- ✓ Co-Director of Environmental Studies Program - Director of Field Studies and Experiential Learning (2011-2016)
- ✓ Served as Experiential and Applied Learning Champion for the campus – from 2000-2016
- ✓ Union member and representative to Associated Faculties of the University of Maine
- ✓ Director of Expedition Studies, Instructor in Environmental Studies: 1983-1987: Led semester-long field expeditions and taught courses in Environmental Studies.
- ✓ Chair of the Peer Review and Faculty Oversite: (2010-2012) University of Maine Fort Kent
- ✓ Coordinator of the Education Council 1997-1999

Enrollment and Retention Efforts

- ✓ Developed a Secondary Education Program for Science, English, and History.
- ✓ Developed a certificate completion program for Secondary and Elementary students with a bachelor's degree. It was specifically designed for Canadian students with a 3-year bachelor's degree but also drew a fair number of Maine students as well – Secondary went from 0 to 100 students over three years and Elementary to over 200 students. Over five years, we worked with over 450 candidates from Canada. Students with a completed BS degree spent one year on campus in Maine, including summer school, four courses online, and one semester of student teaching.
- ✓ Developed a Student Teaching curriculum for elementary and secondary students that allowed students from Canada to complete their student teaching at a distance in Canada. This work involved developing a network of teaching supervisors in Canada to collaborate with mentor teachers and students.
- ✓ Traveled to Canada once a year to recruit for the educational programs, oversee our student teaching supervisors, and visit students in the field.
- ✓ Served on enrollment management committee (2000-2016)

Teaching Responsibilities Education - Tenured Professor of STEM Education and Environmental Studies.

- ✓ Taught courses in Science Education, Educational Methods, Biology, and Environmental Studies
- ✓ Graduate Faculty at University of Maine, Orono, ME 1997 to current -taught graduate courses and served on dissertation committee for doctoral candidate
- ✓ Graduate Faculty for the University of Southern Maine, MS degree Professional Educator (Outreach program) –2010-2016

STEM Curriculum

- ✓ Develop an online hybrid STEM education program for Marshall Island's Ministry of Education. 2014-2016 – 35 students earn a BS in STEM Education.

- ✓ Developed a HIPs-based field program, across a four-year curriculum, for Biology and Environmental Studies. This program had eight specific field-based experiences and assignments distributed across four years. It included travel-study experiences, as well as specific lab-based assignments.
- ✓ Co-Developer of UMFK's Center for Rural Sustainability Development – Served as a board member of the center as an avenue to work with area businesses and facilitate sustainable economic development in the St. John Valley. 2010-2016

Financial Management

- ✓ Oversight of the 300K Education Division's budget
- ✓ Oversight of Travel Study budget (25K) for Biology and Environmental Studies programs

Student Success Work

- ✓ Task Force Director of the First-Year Experience and Seminar- UMFK (2014-16) – this team designed the student success initiatives for the campus, including the first-year seminar and the student affairs passport program.
- ✓ Enrollment management team – work with Noel Levitz

Student Engagement and HIPs

- ✓ Experiential Learning Champion 2004-2016
- ✓ Developed an integrated travel study program for the Biology and Environmental Studies programs
- ✓ Led travel study STEM-focused programs to Outer Banks, NC; Great Smoky National Park, TN; Gaspe Park, QC province; Hawaiian Islands; New Brunswick Province: Maine Coast; St Pierre Miquelon, region of France; Allagash Wilderness and Nova Scotia province.
- ✓ Taught outdoor leadership and environmental education – included canoeing, hiking, and outdoor skills

Grants and Fundraising

- ✓ Faculty representative to University of Maine Fort Kent Foundation board –Served two years on the development board and participated in the planning and organization of a \$3 million-dollar capital campaign for the campus. 2010 -2012
- ✓ Co-PI for a \$ 48,216 grant from EPSCor and the University of Maine for the Biomass Energy Resources project in the St. John Valley and Aroostook County, Maine. 2010
- ✓ Center for Rural Development – faculty board member – the center worked with area businesses and facilitated sustainable economic development. As part of the board, I served as a team member in the planning and organizing of a \$3.5 million grant from the USRD to install pellet boilers on the campus and move the campus toward net-zero carbon use. 2007-2013

Diversity, Equity, and Inclusion

- ✓ Developed an integrated field experience for UMFK's education students in diverse classrooms - with South Portland High School, South Portland, ME
- ✓ Developed curriculum with the Acadian archives for public school teachers – primary documents to understand the French and Native communities.
- ✓ Taught Edu Introduction to Multi-Cultural Education for all education students
- ✓ Led workshops at local schools to encourage more candidates for STEM education – specifically focused on women and minority students in Maine's public schools

Strategic Planning

- ✓ Strategic/academic planning, implementation, and program assessment efforts of the Division of Education, University of Maine Fort Kent. 1999-2010 and 2013-2016

- ✓ Committee Member of UMFK's Strategic Planning Task Force and led the subcommittee to develop the new mission, vision, and core values statements, particularly around the themes of experiential and service-learning. 2009
- ✓ Committee Member -- Served on the Strategic Planning Task Force for UMFK and on the subcommittees focused on Mission and Vision, particularly around the themes of rural sustainability. 2000
- ✓ Co-Developer of UMFK's Center for Rural Sustainability 2007

Work with other campuses

- ✓ I served on the board of directors as co-developer of UMFK's Center for Rural Sustainability Development, a Tri campus initiative of UMFK, UMM, and UMPI.
- ✓ Led the development of a joint master's in Education degree program with the University of Southern Maine, the University of Maine Presque Isle, the University of Maine Machias, and the University of Maine Fort Kent – 30+ students completed the program over two years.

Accreditation

- ✓ Led Education Division through four State Reviews over 18 years – with successful Accreditation of all programs.

Collective Accreditation Experience

Higher Education

- Oversight of Institutional Research and the academic component of SACSCOC regional accreditation -Dalton State College. 2020 -current
- Served as a member of SACSCOC review team for Gaston College- 2021
- Successfully led the School of Education (2020 to 2025) to 5-year full accreditation through the Massachusetts Department of Elementary and Secondary Education.
- Reviewer interim report for Fitchburg State University - of New England Schools and Colleges (NEASC –now NECHE) (2017)
- Editor for the final draft of the University of Maine Fort Kent's self-study report for (NEASC) 2015 accreditation review
- Fall 2014 –Member of the Degree-Granting Authority Committee – Maine Department of Education - Served on the committee overseeing the degree-granting authority of Unity College's Master of Professional Science degree program.
- Chair of Accreditation Review Team, Maine Department of Education: Endicott College, Beverly, MA, Request to offer Degree programs in Maine. (2015)
- Chaired the Programs and Instruction committee for UMFK self-study for NEASC review 2006.

Teacher Education

From 2000-to 2019: I have served on twelve accreditation review teams, chairing 5 of them for Maine's and Massachusetts' Departments of Education. The campuses have included public colleges such as the Massachusetts College of Liberal Arts and the University of Maine Presque Isle and private campuses such as Stonehill College and Colby College.

Community Engagement and Service

- Chaired SCOPE for three years, 2016-2019, the Standing Committee of Education Deans of Massachusetts State Universities and led their efforts and interactions with the Massachusetts Department of Elementary and Secondary Education, The Massachusetts Department of Higher Education, and the State University System.
- Executive Board Member (elected for a 2-year term) of Massachusetts Association for Teacher Education (MACTE) MACTE is a public voice of educator preparation, providing vision, leadership, and professional development to support teacher educators. 2018 to 2020

- Member of the Commonwealth Deans of Education (CDE) – a committee of private and state Deans of Education in Massachusetts higher education - 2016 to 2020
- Chair of the community planning board, New Canada, ME2009-2016
- Director and Board member (2016-present) –McKay Arts Academy – Model School Fitchburg State University and the Fitchburg Public School Systems
- Advisory Board Member (2017 to present)– United Way of Central Massachusetts – Fitchburg, MA - Early Literacy Project
- Advisory Board Member (2017- present)– Early Care and Education program- Montachusett Vocational School, Westminster, MA
- Advisory Board Member for the Early Literacy Innovation Zone of North Central Massachusetts 2018 – present
- Change Maker workshops – served as a community member for the regional work of ASOKA, in building Changemaker curriculum for local school districts of Fitchburg area - Fall 2017-2019
- Social and Emotional Steering Committee member for SELMass, Fall 2017 and Spring 2018
- Ecotourism consultant to the town of Allagash, ME (2015)
- Board member: St. John Valley Creative Economy project of the Margaret Chance Smith Policy Center (2009-2010)
- Board member: Maine's Scenic and Cultural Byways Committee task force for the Acadian Byway (2012-2013.)
- Chair Community Planning Board - the town of New Canada, ME, from 2009-to 2016.
- Member of Twin Lakes Riders Club: ATV Club (2003 to 2016)

Other Service

- During my career in Education, I served as an educational consultant and workshop leader for public schools, offering workshops on topics concerning school climates, experiential learning, technology in the classroom, developing positive learning experiences, and issues surrounding standards-based teaching. I have made it a practice to work with practicing classroom teachers on school change initiatives and have found that work rewarding and educational. My most recent service work was with the Fitchburg/Leominster School systems on Changemaking Curriculum (2017 to current). Before that, Washburn High School (2015) worked on standards-based report cards and taught with the Common Core Standards. I am an active presenter for Project Learning Tree and taught at their Teacher Summit Programs in 2015 and 2013.

Scholarship

Publications:

- Hicks, Bruno, a curriculum guide for "People of the Good River" - a Native American text on Natives Peoples, Marella Squire 2002, of the St. John Valley, UMFK Acadian Archives. Developed teaching guide and led curriculum presentation for workshop.
- Hicks, Bruno, 2000 "Reflections of a Middle-Level Science Teacher," The New Mexico Journal of Middle-Level Education, 2000 online edition, reprinted with permission from Maine Association of Middle-Level Education.
- Hicks, Bruno, Fall 1999 "Reflections of a Middle-Level Science Teacher," Mainely Middle, Journal of the Maine Association of Middle-Level Education. Based on Project-Based Learning in Science Classrooms - This article also appeared in The New Mexico Journal of Middle-Level Education, 2000 online edition.

- Hicks, Bruno, Fall 1998 "Why All This Talk about Alternative Assessment? Getting the Dialogue Started." Mainely Middle, Journal of the Maine Association of Middle-Level Education.
- "Aligning with the Learning Results? Take a Good Look at Integrative Curriculum," Middle Link, MAMLE, Vol.9, No.2, winter, 1998.
- "Meeting National Science Standards in an Integrative Curriculum: Classroom Examples from a Rural Middle-Level Program," Journal of Research in Rural Education, Vol. 13, No. 1, 57-63, spring, 1997

Recent Presentations and Performances:

- Presentation of *"The Role of Transfer in Higher Education Teaching,"* Bold Talks, Dalton State College, 2022.
- Presentation of *"Student Success an Integrated Approach,"* Momentum Summit, University of GA system, Fall 2021
- Presentation of *"The Ahh Moment – Bloom Taxonomy and the Role of Synthesis in Higher Education Teaching!"* Dalton State College spring 2021
- Presentation with Dr. Franca Barricelli, *"Beyond the Silos"* the fall Higher Education Leadership Conference, MAGNA, St Louis, MO, October 2109
- *Musical Performance –Women in the Arts* –Fitchburg State University –Performed musical pieces written by women folk artists (2018 and 2019)
- Keynote speaker for Mass Technology Education Council's annual meeting – *Teaching the Verb –How Technology and STEM Education and its Project-Based Learning are Role Models for all Education.* October 21, 2016
- Presenter on Change making in Education - Changemaker Ideas with Ashoka United States and their Ashoka Changemaker Schools of North Central Massachusetts, Fall 2017 and Spring 2018
- Keynote Speaker –University of Maine Fort Kent Environmental Speaker Series – UMFK's 125th Anniversary "Alternative Energy Policy" – (2014)
- Maine Middle-Level Teachers Conference –presented a workshop titled: *Teaching the Verb, Project-based Learning in a Standards-based Classroom*, fall 2015.
- *Musical Performance – Music in the Park* – Presque Isle Maine 2012 Fort Kent 2011
- *Musical Performance – Alumni Talent* –Fund Raiser for UMFK – performed three musical numbers (2015 and 2014)

Peer review of Thesis and Texts

- Served on a dissertation committee for a doctoral student at the University of Maine – College of Education. 2015 –2018
- Thesis advisor for four graduate students: MEd in Curriculum and Teaching –UMS – 2009-10
- Peer reviewer for the *Journal of Field Experiences*, University of Colorado, and Greely, Colorado. 2014 - Present
- Reviewer of the text, *Doing Environmental Ethics*, Robert Traer, Westview Press, Philadelphia, Pennsylvania. 2013
- Reviewer of the text, *Lesson Planning, A Research-Based Model for K-12 Classroom*, Pearson, Upper Saddle River, New Jersey, 2009
- Reviewer of the text: *Computer Education for Teachers*, Vicki Sharp, McGraw Hill Publishers, Boston, Massachusetts 2002
- Reviewer of the Text: Teaching Children Science: Joseph Krajcik –McGraw Hill 2001
- Graduate Assistantship at University of Maine – Thesis Editor for Science Education MS students

Designer Workshops for Public Schools – these are workshops where I interview principals and faculty and create and deliver school-specific documents and workshops for in-service training:

- Washburn School system – standards-based report cards – 2015
- Woodland School system – school climate and effective team teaching 2012
- Dr. Leveque's School – technology in the classroom- locals assessment system- 2001 and 2003
- Madawaska High School – Standards-based teaching and school climate 2001 and 2002
- Waldoboro School Systems –standards-based curriculum and assessment 2003

Awards

- Legacy Innovator Award – Community Early Literacy Impact – 2018, presented by the Early Literacy Innovation Zone of North Central Massachusetts
- Inducted into the Kappa Delta Phi, Education Honors Society – spring 2017, by the education department at Fitchburg State University
- Honors Faculty University of Maine Fort Kent (Spring 2013 –2016)
- Scholarship to Vermont Law School summer 2013 for a class on Alternative Energy Policy.
- Outstanding Faculty Award, presented by the class of 2000 at the University of Maine Fort Kent
- Scholarship to Hog Island Audubon Camp for a 2-week course in "Natural History of the Maine Coast."

Other Positions

- **Interim-Principal St. Francis Elementary School (K-8) -2009** -Sabbatical work
- **Seventh-grade Life science teacher**, Piscataquis Community Middle School, Guildford, Maine. 1991-1997 Coach of the Outing Club.
- **Sixth, Seventh, and Eighth Grade Math and Science Teacher**, Indian Township School, Princeton, Maine. Coach Outing Club
- **Fifth, Sixth, Seventh, and Eighth Math and Science Teacher** grade 5-8, East Range II Elementary School, Topsfield, Maine. Coached Soccer, Basketball, and the Outing Club
- **President and CEO Daigle Family Farms LLC**, (2000-present) A family-owned farm of 450 acres in New Canada, ME, includes fruit production, hay, 150-acre woodland management, farm rental, arts and craft production, and sales.
- **President and CEO Oakleaf Educational Services** (1999 to present) – Oakleaf is the education consulting company I created in 1999 –specializing in building a positive classroom climate and integrating High Impact Practices in curriculum and teaching.
- **Environmental Scientist II**, Iowa Department of Natural Resources, Underground Tank Specialist, 1989-1990.
- **Team Leader of the Teen Adventure Program** Summers of 1995-1996, Ecology based summer Program of the National Wildlife Federation, held at Bowdoin College, Brunswick, ME
- **Trip Leader for American Youth Hostels** (1982) – Co-leader of two-month-long ecology-based expedition trips. Backpacking - Pacific Northwest and Hiking/cultural study of Maine and the Maine Coast.
- **Resident Director Housing** -University of Maine Fort Kent 1980-1981