

Albert H. Fein
1635 W 26th Avenue
Spokane, WA 99224

January 2015
(509) 313-3651

Current Positions

Professor	Educational Leadership and Administration Gonzaga University	2008 - 2015
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Academic Degrees

2001	Ph.D.	Leadership Studies Doctoral Dissertation: There and Back Again: A Phenomenological Inquiry of School Shootings As Experienced by School Leaders	Gonzaga University
1974	M.Ed.	Educational Administration	University of Washington
1968	B.A.	English/Elementary Education	University of Washington

Certification or Licensing

1970	Continuing Administrator (K-12)	WA
1968	Standard Teaching Certificate (K-12)	WA

Higher Education Professional Experience

2008-Present	Professor Department of Educational Leadership and Administration	Gonzaga University
2004-2008	Associate Professor Department of Educational Leadership and Administration	Gonzaga University
2003-2004	Assistant Professor Department of Educational Leadership and Administration	Gonzaga University
2001-2003	Assistant Professor Department of Administration, Curriculum and Instruction	Gonzaga University
2000-2001	Assistant Professor Department of Teacher Education	Gonzaga University
2000	Adjunct Professor Department of Teacher Education	Eastern Washington University
1999-2000	Assistant Professor Department of Teaching and Learning	Gonzaga University
1998-1999	Assistant Professor Department of Teaching and Learning Adjunct Professor Department of Education	Gonzaga University Eastern Washington University

K-12 Education Professional Experiences

1995-1998	Principal Spokane School District #81	Lincoln Heights Elementary Spokane, WA
1990-1995	Principal Monroe School District #103	Salem Woods Elementary Monroe, WA
1989-1990	Assistant Principal Snohomish School District #201	Machias Elementary and Seattle Hill Elementary Snohomish, WA
1988-1989	Assistant Principal Coordinator of Special Projects	Machias Elementary School Snohomish, WA

1988-1989	Snohomish School District #201 Assistant Principal Acting Principal Machias Elementary School Snohomish School District #201	Machias Elementary Snohomish, WA
1987-1988	Elementary School Teacher, Grades 2 and 5	Snohomish School District #201 Snohomish, WA
Summer 1979	Operation Exploration (Gifted Education Program),	Bellevue School District #405 Bellevue, WA
Summer 1978	Challenge Gifted Education Program)	Edmonds School District # 15 Lynnwood, WA
1968-1987	Grades 4, 4/5, 5, 5/6, 6; 3 years in Challenge Program (Full-time Self-contained Gifted Education Program) Grades 3 and 5/6	Edmonds School District #15 Lynnwood, WA

Faculty Load

Fall 2014

EDLA 611	Continuing Education	1 credits
EDLA 690	Literature Review	1 credit
EDLA 690	Independent Study: The Principalship	
EDAE 672	Professional Leadership	3 credits
EDAE 595	Professional Seminar	1 credit
	Health accommodation release time	3 credits

Spring 2014

EDLA 633	Organizations and Leadership	3 credits
EDLA 635	The Principalship	3 credits
EDLA 611	Continuing Education	3 credits

Other Collegiate Assignments

Director	ME(LA) Alberta, Canada Program	2009-present
Liaison	Future Foundations Charter Academy Partnership	2011-present

Professional Assignments and Activities

Capstone Advising Candidate Work		
	Former Candidates (12 candidates)	2014-2015
	Calgary 23 (12 candidates)	2014-2015
	Fort St John 3 (12 candidates)	2014-2015
	Nanaimo 7 (7candidates)	2014-2015

Publications: Books

- Fein, A. (2009). *Shattered Assumptions: The Leader Experience of School Shootings*. Germany: VDM Verlag Dr. Muller Aktiengesellschaft & Co KG.
- Fein, A., and Mahoney, D. J. (Eds.). (2008). *Overload and Collapse in the K-12 System: Essays by Educators on Edge*. New York: The Edwin Mellen Press.
- The edited book, *Overload and Collapse in the K-12 System* also reflects the mentoring of scholarly writing and co-authoring and publication with master's degree graduates:
- Andersen, D. & Fein, A. (2008). The Experience of Laid-off Teachers. In Fein, A., and Mahoney, D. J. (Eds.). *Overload and Collapse in the K-12 System: Essays by Educators on Edge*. New York: The Edwin Mellen Press.
- Dryhurst, B. & Fein, A. (2008). The Effects of Serious Illness Upon Teachers. In Fein, A., and Mahoney, D. J. (Eds.). *Overload and Collapse in the K-12 System: Essays by Educators on Edge*. New York: The Edwin Mellen Press.
- McKie, C. & Fein, A. (2008). Multiple Crises in Schools. In Fein, A., and Mahoney, D. J. (Eds.). *Overload and Collapse in the K-12 System: Essays by Educator on Edge*. New York: The Edwin Mellen

Press.

Struthers, S. & Fein, A. (2008). The Story of a School Fire. In Fein, A., and Mahoney, D. J. (Eds.). *Overload and Collapse in the K-12 System: Essays by Educators on Edge*. New York: The Edwin Mellen Press.

Voysey, D. & Fein, A. H. (2008). How principals cope. In Fein, A., and Mahoney, D. J. (Eds.). *Overload and Collapse in the K-12 System: Essays by Educators on Edge*. New York: The Edwin Mellen Press.

Fein, Albert H. (2003) *There and back again: The impact of school shootings on leaders*, Maryland: Scarecrow Press.

Publications: Reports of Investigation

Cullen, E. & Fein, A (2005) Tell me a story: Why stories are essential to effective safety training. Cincinnati, Ohio: DHHS (NIOSH) Publication No. 2005-152.

Invited Publications

Fein, A. & Isaacson, N. (May 2009) "Echoes of Columbine: The emotion work of leadership in school shooting sites." *American Behavioral Scientist*. Sage Publications. (Vol. 52, No. 9, pp.1327-1346) (refereed journal)

Fein, Albert H. (2001) Administrators bleed too: Training and policy considerations for school administrators, *Management Information*, 29, 44-48. (non-refereed)

Publications: Journals

Fein, A. & McCauley, C. (2014, Accepted for Publication) "International University-School Partnerships: A New Model." *Jesute Higher Education: A Journal*.

Holyoke, L. & Fein A. (Spring 2009). "Making Sense of Schools: Perceptions of Student Teaching Interns." *Northwest Passage*, a publication of the Northwest Association of Teacher Educators (NWATE). (Vol. 7, No. 1, pp. 60-73)

Fein, A. (October-December, 2008) "Coyotes and Canada Geese" *Multicultural Education*. Routledge (Volume 10, Number 4, pp. 234-235). (non-refereed)

Fein, A., Carlisle, C., & Isaacson, N. (2008) "School Shootings And Counselor Leadership: Four Lessons From The Field." *Professional School Counselor*.

Fein, Albert H. (2008). "The child within: A case study of adult learning," *Northwest Passage: Journal of Educational Practices*. Seattle, Washington.

Fein, Albert H. (2004) "Stepping up: School leadership, school shootings, and the idea of 'captaincy,'" *Curriculum in Context*. Seattle Washington: Washington State Association for Supervision and Curriculum Development. Fall/Winter 2004-2005.

Fein, Albert H. (2004) "What's good for the goose: Inconsistency in the NCATE standards?" *Multicultural Education*. San Francisco: Caddo Gap Press. Summer 2004, Volume II, Number 4.

Publications: Online

Robinson, S. & Fein, A. (Spring, 2009). "Research and Practice: A Tapestry of An EAL School" *Northwest Passages*, a publication of the Northwest Association of Teacher Educators (NWATE)

<http://www.vancouver.wsu.edu/programs/edu/NWPassage/archivesindex.html>

<<http://www.vancouver.wsu.edu/programs/edu/NWPassage/archivesindex.html>>

(Volume 7, Number 1).

Fein, Albert H. & McKie, Chris. (2007) "Digging Milo's grave: The effects of multiple crises on organizational health." *COR Working Papers*: (<http://www.corhome.org/corpapers.htm>).

Fein, Albert H. (2006). "Hard pills to swallow: Difficult topics and organizational health." *COR Working Papers*: (<http://www.corhome.org/corpapers.htm>)

Invited Presentations

2014

Mallahan, J. & Fein, A. (July, 2014) Dealing with Triangulation and other Maddening Interpersonal Behaviors. In Freehan C. (Chair) COR Summer Seminar Symposium conducted at the meeting of The Center for Organizational Reform, Spokane WA.

Fein, A. (March 14). Spokane Community College Administrator Academy: Leadership and Crisis

2013

Fein, A. Mallahan, J. (July 15). Why We All Try Angles. In Freehan C. (Chair) COR Summer Seminar Symposium conducted at the meeting of The Center for Organizational Reform, Spokane WA.

2012

Fein A. & Salina, C. (October 3-5) Bolman and Deal's Four Frames as Applied to the Sunnyside Story. In Prichard (Chair) Symposium conducted at the Future Foundations Charter Academy Administrator/Board Retreat, Canmore Alberta, Canada

Fein, A. & Mallahan, J. (July 20). Bowen Systems & Friedman: A Fresh View of Leadership. In Freehan C. (Chair) COR Summer Seminar. Symposium conducted at the meeting of The Center for Organizational Reform, Spokane WA.

2010

Fein, A. *Across organizational types: Leader influence on culture*. 5th Annual COR Symposium on Organizational Health, Spokane, WA.

2009

Young, T. & Fein, A. (July 17). Leader Self-care. In Freehan C. (Chair) COR Summer Seminar Symposium conducted at the meeting of The Center for Organizational Reform, Spokane WA.

Fein, A., "Coaching for Site Directors" (February 2009) Citizen Schools, San Francisco, CA.

2007

Fein, A. Keynote Address: "It Can Happen Here: Personal and Organizational Responses to Traumatic Events" Leadership Development Forum, Community Colleges of Spokane

2006

Fein, A. & McKie, C. "Digging Milo's grave: The effects of multiple crises on organizational health." In Holyoke, L. (Chair), Second Annual Symposium on Organizational Health.

Fein, A. "Hard Pills to Swallow: Difficult topics and organizational health." In Holyoke, L. (Chair), Symposium on Organizational Health. First Annual Symposium conducted at the meeting of The Center for Organizational Reform (COR).

2004

Fein, A. Fall Conference Keynote Address: "There and Back Again: The Impact of School Shootings on Leaders" Northwest Montana School Districts (Valier, Montana).

2002

Fein, A. "The Impact of School Shootings on Leaders" (April 2002) Spokane Falls Community College Leadership Series

National and International Conferences

2015

Fein, A. & Isaacson, N. "Put on a Happy Face: Emotion Work of Leaders in Crisis Situations," 13th Annual Hawaii International Conference on Education. Honolulu, Hawaii.

2014

Fein A. & McCauley, C. (January 2014) "K-12 and University Partnerships: Crossing International Borders to Serve Educational Needs" 14th Annual Hawaii International Conference on Education. Honolulu, Hawaii.

2013

Fein, A. & McCauley, C. "The Role of Leadership in Developing an International K-12-University Partnership: A New Model" (poster session) at The 15th Annual ILA Global Conference, Montreal, Canada.

2008

Fein A., Isaacson, N., & Carlisle, C. (March 2006) "School Shootings And Counselor Leadership: Four Lessons From The Field," Sixth Annual Hawaii International Conference on Education. Honolulu, Hawaii.

Robinson, S. & Fein, A. (January 2006) "Painting A Picture of the Arts in an EAL School," Sixth Annual Hawaii International Conference on Education. Honolulu, Hawaii.

Isaacson, N. & Fein, A. "On Your Watch: Leadership in Times of Rolling Crisis" Catholic Charities National Conference, New Orleans, Louisiana.

2007

Fein, A. "Leaders and School Shootings" (January 2007) Seventh Annual Hawaii International Conference on Education. Honolulu, Hawaii.

2006

Fein, A. "Extreme Violence in Schools: The Effects on Leaders," Annual Meeting of the Association for Supervision and Curriculum Development, Chicago, Illinois.

Fein, A. & Mahoney, D. "Ethical Cracks in the Assessment System," Annual Meeting of the Association for Supervision and Curriculum Development, Chicago, Illinois.

2005

Fein, A. & Isaacson, N. "Put on a Happy Face: Emotion Work of Leaders in Crisis Situations," International Leadership Association (ILA) International Conference. Amsterdam, Netherlands.

Fein, A. "There and Back Again: The Impact of School Shootings on Leaders," International Leadership Association Annual International Conference, Washington, D.C.

2004

Fein, A. "The Child Within: A Case Study of Adult Learning," Fourth Annual Hawaii International Conference on Education. Honolulu, Hawaii.

Fein, A. "Toxic handlers: The Counselor Experience of School Shootings," 4th Annual Hawaii International Conference on Education, Honolulu, HI

2003

Mahoney, D. & Fein, A., "The Ethics of High Stakes Assessment," Association for Supervision and Curriculum Development National Conference, (San Francisco, California).

2002

Fein, A. & Cullen, E. T. (November 2002) International Leadership Association (ILA) International Conference, "Leadership in Times of Crisis" (Seattle, Washington).

Fein, A. Jepson School of Leadership Studies Dissertation Awards Colloquium, *There and Back Again: A Phenomenological Inquiry of School Shootings as Experienced by School Leaders* (Richmond, Virginia).

Regional Conference Presentations**2013**

Salina, C. & Fein, A. (April 21/22, 2013). Developing a Regional PLC. In Salina (Chair) Native American Leadership Academy. In Salina (chair) Symposium conducted at the meeting of the Native American Leadership Academy, Spokane, WA.

Salina, C. & Fein, A. (February 21/22, 2013). Change Processes in Schools. In Salina (Chair) Native American Leadership Academy. Symposium conducted at the meeting of the Native American Leadership Academy, Omak, WA.

Salina, C. & Fein, A. (January 13/14, 2013). Using Assessment Data to Inform Decisions. In Salina (Chair) Native American Leadership Academy. Symposium conducted at the meeting of the Native American Leadership Academy, Bellingham, WA.

2012

Fein, A. & Salina C. (October 29/30, 2012). Margin: Managing Personal and Organizational Load and Resources. In Fein (Chair) Native American Leadership Academy. Symposium conducted at the meeting of the Native American Leadership Academy, Yakima, WA.

Fein, A. & Salina, C. (September 17, 2012) Mapping Your Future. In Fein (Chair) Native American Leadership Academy Planning Session. Symposium conducted at the meeting of the Native American Leadership Academy, Olympia, WA.

2009

(Fein A. & Krauter, B.) Healthy Organizational Cultures (COR Summer Series)

2006

Holyoke, L. & Fein A. "Making Sense of Schools as Organizations: Perceptions from Student Teaching Interns." Northwest Association of Teacher Educators (NWATE) Regional Conference (Seattle, Washington).

2005

Fein, A. "Crisis Management: Counselors Bleed Too" Washington State Counselors Association (WSCA) Conference (Seattle, Washington).

2004

- Fein, A. (2004) "Adult Learners: The Child in All of Us," Northwest Association of Teacher Educators (NWATE) Regional Conference (Spokane, Washington).
- Mahoney, D. & Fein, A., "Professional Attitudes & Ethics Toward High Stakes Testing," Washington State Association of Supervision and Curriculum Development (WSASCD) State Conference (Spokane, Washington).
- Fein, A. Washington Counseling Association Fall Conference, "Counselors Bleed Too" (Spokane, Washington).
1998
- Fein, A. & Cotes, O.J., Annual WSASCD Conference, "The Good, the Bad, and the Ugly" (Bellevue, Washington).
1997
- Fein, A. & Cotes, O.J., Annual WSASCD Conference, "Differentiated Professional Development Through Reflection" (Spokane, Washington).

Other Presentations

- 2008**
- Fein, A. "Facilitating Effective Meetings" COR Developing Manager Series, Spokane, WA
- Fein, A. "Four Lessons from the Field" Presented to Gonzaga School of Education teacher and community counselor candidates.
- Fein, A., "Shattered Assumptions." Center for Organizational Reform: Brain Food. Spokane WA.
2007
- Isaacson, N., Fein, A., Foster-Dow, S., Spokane Diocese Bishop's Retreat, Spokane, Washington).
- Fein, A. "Speeding to Oblivion" Center for Educational Reform: Brain Food.
- Fein, A. & Hahto, B. Alternatives to Domestic Violence Programs (YWCA) Retreat.
2006
- Fein, A. "Leadership Without Positional Authority." Symposium conducted at the meeting of The Center for Organizational Reform (COR) Higher Ed Series, Spokane, WA
2005
- Fein, A. "Reading my own gauges before hitting the red zone." Technical Assistance Resource Project (TARP) Wednesday Luncheon Series, Center for Organizational Reform (COR)
- Fein, A. "Protecting the eggs from the golden goose: Developing leadership in your organization." Technical Assistance Resource Project (TARP) Wednesday Luncheon Series, Center for Organizational Reform (COR)
- Fein, A. "Fostering a Healthy Organizational Culture." Technical Assistance Resource Project (TARP) Wednesday Luncheon Series, Center for Organizational Reform (COR)
- Fein, A. "Leadership That's Guaranteed Not to Work and How to Change It." Technical Assistance Resource Project (TARP) Wednesday Luncheon Series, Center for Organizational Reform (COR),
- Fein, A. "Organizational Culture and Change" Guest Lecturer HRDV 5630: Organization Development and Change, Webster University, (Cheney, Washington).
- Fein, A. "How Healthy Is Your Culture?" Technical Assistance Resource Project (TARP) Wednesday Luncheon Series, Center for Organizational Reform (COR) (Spokane, Washington).
2004
- Fein, A. "Individual and Organizational Margin: Implications for Counselors." Inland Northwest High School Counseling Consortium, (Cheney, Washington).
- Fein, A. & Cullen, E. "Leaders' Responses to Traumatic Events," Gonzaga University Doctoral Department and GUIDELeaders Program
- Fein, A. "Sustaining Healthy Workplace Cultures in Non-profits," Technical Assistance Resource Project (TARP) Wednesday Luncheon Series, Center for Organizational Reform (COR)
- Fein, A. "Developing Leadership Density in Non-profits," Technical Assistance Resource Project (TARP) Wednesday Luncheon Series, Center for Organizational Reform (COR)
2003
- Isaacson, N. & Fein, A.) "Trust Repair in Higher Education," McHenry County College (Crystal Lake, Illinois).
- Fein, A. & Wolf, A.) North Idaho College 33rd Annual Popcorn Forum and Convocation Series Symposium. Moderator and Panelist: "Breaking the Diversity Mindset: Education as a Human Right" (Gonzaga University Law School)
- Fein, A.) "Teaching Strategies for Non-educators," Gonzaga University

2002

- Fein, A. & Cullen, E. T.) Center for Organizational Reform, "Leadership in Times of Crisis" (Spokane, Washington).
- Isaacson, N.; Fein, A.; Flamer, K.) "Leadership Development Institute: Leading for Organizational Reform," Texas A&M University-Commerce Metroplex Center (Dallas, Texas).
- Fein, A. Guest Speaker for DPLS 730 Proposal Seminar Gonzaga University Doctoral Program
- Fein, A. "Teaching Strategies for Non-educators," Gonzaga University
- Fein, A. Guest Speaker for DPLS 723 Qualitative Research Theory and Design, "Qualitative Research Data Collection and Analysis," Gonzaga University Doctoral Program
- Fein, A. Guest Speaker for EDTE 331 Reading, Writing, and Communication II, "Models of Curriculum Integration"
- Fein, A. "Peer Coaching: Coaching the Coaches," Central Valley School District

2001

- Fein, A. So Now What? Beyond the Clichés of Leadership: A Conference on Justice, Meaning, and Wellness in Organizations, "When School Violence Happens: The Impact on Educators" (Spokane, Washington).
- Fein, A. "Peer Coaching: Coaching the Coaches," Central Valley School District

1998

- Cotes, O.J. & Fein, A. "Beginning Cognitive Coaching," Spokane School District
- Isaacson, N. & Fein, A. "Administrator Workshop," Walla Walla School District
- Fein, A., Whalen, K., & Isaacson, N., Center for Organizational Leadership (COR) "Leadership: What Now?"

1997

- Isaacson, N. & Fein, A. "Administrator Workshop," Walla Walla School District

1996

- Cotes, O.J. & Fein, A. "Beginning Cognitive Coaching," Spokane School District

Manuscripts Reviewed

- October 2005. Manuscript Review of *Getting to Zero: The human side of mining*. (Camm, Cullen, Jenkins, & Mallet) (NIOSH Information Circular).
- July 2003. (Chrispeels, J., Ed.) Manuscript Review of *Learning to Lead Together: The Promise and Challenge of Principals Sharing Leadership*, Sage Publications.

Evaluations Conducted

- Fein, Albert H. (2003) *Evaluation of Zen and the Art of Rockbolting*. For Spokane NIOSH and The Centers for Disease Control and Prevention (CDC).
- Fein, Albert H. & Isaacson, N. S. (2001), Video-based training program for underground miners evaluation report, 1-79. For Spokane NIOSH and The Centers for Disease Control and Prevention (CDC).

Service on Doctoral Dissertation Committees

- Barbara E. Myers, Australian Catholic University (2014)
Riding the wave: an exploration of principals' experiences leading their schools through and beyond critical incidents
- Leslie Beatson, Gonzaga University, 2007
A phenomenological study of interrelatedness and leadership for the common good
- Katherine Squires, Gonzaga University, 2005
Intergenerational dialogue: An alternative understanding of the voice and leadership of children

Research Interests or Specialties

- Impact of school violence on school leaders
- Long-term impact of violence on individuals, school systems, and the community

Funded Grants, Contracts and Research

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|------|--------|--------------------------|---------------------|
| 2008 | \$2500 | Gonzaga Research Council | Spokane, Washington |
| 2007 | \$1800 | Gonzaga Research Council | Spokane, Washington |
| 2005 | \$ 353 | Gonzaga Research Council | Spokane, Washington |

2004	\$ 591	Gonzaga Research Council	Spokane, Washington
2002	\$1850	Gonzaga Research Council	Spokane, Washington
2001	\$ 500	Opportunity Fund Grant	Spokane, Washington
1999	\$ 500	School Information and Research Service (SIRS) Research Grant	Olympia, Washington

Community Service & Consultation

2014

Spokane Presbytery
SNAP
City of Spokane CHHS
St Andrew Presbyterian Church (Iowa City, IA)
First Presbyterian Church (Moscow, ID)
Spokane Baptist Association Homes
Low Income Rate Assistance Program

2013

Spokane Presbytery
City of Spokane CHHS

2012

Daybreak
SNAP
City of Spokane CHHS

2011

Daybreak
Community Church (Post Falls, Idaho)
Spokane Interfaith Council
KYRS Radio Station
City of Spokane
House of Charity

2010

Cataldo School
City of Spokane
Spokane Diocese
SNAP

2009

Opportunity Presbyterian Church
Colbert Presbyterian Church
House of Charity
Spokane Diocese
Opportunity Elementary
Spokane Valley Partners
SNAP

2008

Spokane Diocese
Colbert Presbyterian Church
Spokane Valley Partners

2007

Spokane Diocese Schools
Assumption Parish School
House of Charity
St Joseph's Parish (Colbert, Washington).
St. Aloysius Parish School
Technical consultant to Howard Toole, Attorney (Missoula, Montana).
Valley Young People's Clinic

2006

House of Charity
 Eastern Washington University
 Mead High School

2005

House of Charity
 Spokane County Sheriff's Department (Spokane, Washington).
 Spokane Police

2004

Clearwater Valley Hospital and Clinics, Inc. (Cottonwood, Idaho).
 St. Gertrude's Monastery (Cottonwood, Idaho).
 ESD 101

2003

ESD 101 Center for Prevention

2002

Head Start of Spokane

2001

Temple Beth Shalom
 Consultation, ESD 101
 Spokane School
 Spokane School District #81 Maintenance Department
 Spokane Lutheran School

2000

Sunset Elementary (Cheney)
 School District #360. School Board (Cheney)
 Cheney Middle School, Cheney School District #360
 Kirkwood Elementary, (Toppenish School District #202)

1999

Toppenish School District #202

Co-Director	Native American Leadership Academy	2011-2013
Board Member	Institute for Congregational Leadership	2005-2008
Associate	Center for Organizational Reform (COR)	1995-2008
Volunteer	Contacting prospective Gonzaga Students	1998-1999, 2001-2002
Volunteer	GEL Weekend, "Introduction to Human Development"	2000

University Committees

Member	Rank and Tenure	2012-2014
Chair	Graduate Committee-Academic Council Subcommittee	2004-2007
Member	Harassment and Discrimination Committee	2006-2007
Member	Intellectual Property Committee	2003-2005
Member	Graduate Council	2001-2004
Member	Diversity Recruitment and Hiring Committee	2003-2004

School of Education Committees

Department Chair	Educational Leadership and Administration	2011 - 2014
Member	Council of Department Chairs	2011-2014
Member	Rank, Reappointment, and Tenure Ad Hoc Committee	2013-2014
Participant	Principal Preparation Program PEAB	2007-2008, 2011-2014
Member	Curriculum Committee	2005-2008
Chair	Curriculum Committee	2010-2011
Member	By-laws Committee	2007-2008
Director	Master of Arts in Leadership & Administration Program: Canada	2007-2013

Member	Rank, Tenure, and Reappointment Committee	2002-2004 &, 2007-2008, 2014-2015
Member	Rank, Reappointment, Tenure Subcommittee	2011-2012
Member	Advisory Board: MAT--Teaching At-Risk Students	2002-2007
Member	Graduate Academic Assessment Committee	2005-2006
Member	Diversity and Social Justice Committee	2004-2005
Chair	Diversity and Social Justice Committee	2001-2004
Chair	Leadership Awards Committee	2002-2004
Member	Professional Certification Program Development	2003-2004

Honors and Awards

2008	Outstanding Graduate Professor Award	Gonzaga Graduate
2006	Alice Hamilton Award for Excellence in Occupational Safety and Health Honorable Mention: Educational Materials Category <i>Tell Me A Story: Why Stories are Essential to Effective Safety Training</i> (DHHS) NIOSH Publication No. 2005-152	Spokane NIOSH
2004	Nomination for Scholar of the Year	Gonzaga University
2002	Outstanding Dissertation Award University of Richmond	Jepson School of Leadership Studies Richmond, Virginia
1995	Golden Acorn Award (Recognition of Service to Children and Youth)	Salem Woods Elementary PTA
1968	Castalia English Honorary	University of Washington