Principal Responsibilities:

Co-founded Proquest in 1981 to specialize in the recruitment of computer professionals as a way to continue servicing clients orphaned as a result of the restructuring taking place at Addington Personnel Service (see below). Some of these clients included Aramco, Exxon, Shell Oil and American General.

In 1983 assumed the task of computerizing the operation. The first version of PlaceMaker, the resultant system, was written in dBase II on a Xerox 820 PC using CPM. The system was migrated to Clipper and the IBM PC when the compiler became available in the summer of 1985. PlaceMaker, one of the first PC-based personnel/placement systems, was successfully debuted at the annual convention of the National Association of Personnel Consultants in San Diego, California in September 1985.

In addition to its original regular placement services, Proquest began providing contract-programming personnel to its clients in late 1985. Moreover, the marketing effort for PlaceMaker created the need for a computer system, which tracked marketing and sales activities. The dearth of these types of systems served as the genesis for the development of SalesMaker, one of the first PC-based systems directed toward the emerging market for sales and marketing software. The product was created in less than nine months and was successfully debuted at COMDEX Fall '86 where it was cited by *InfoWorld* Magazine as one of the three most exciting new products at COMDEX that year.

As a result of the success at COMDEX, the company successfully negotiated a contract with a French computer company for the distribution of SalesMaker in France, Belgium and Switzerland.

FROM: 06/1977 TO: 05/1981 Title: Vice President

Addington Personnel Services, Inc.

9000 Richmond Avenue

Houston, TX 77024 US

Supervisor:

Principal Responsibilities: (A full-service employment agency. In early 1981, the Addington made a strategic decision to leave its permanent placement business to concentrate its efforts in the rapidly expanding temporary help business) Vice-President (1980 To 1981) Was responsible for the overall operation of four professional recruitment divisions (Accounting, Engineering, Computer Science and Materials Management) with annual revenues in excess of $1.5 million. These divisions, when fully staffed, consisted of twenty-one professional recruiters. Manager Of Technical Recruitment (1979 To 1980) Assumed responsibility for all of the company's technical divisions (Engineering, Computer Science and Materials Management). Accomplishments included: · Rebuilt each of two divisions (Engineering and Materials Management) into viable economic units · Increased monthly revenues such that each division became a profit contributor · Successfully negotiated a foreign recruiting contract with Aramco Services Company, which contributed an estimated $0.5 million a year in additional revenues. Manager Of Computer Science Division (1977 To 1979) Assumed the position of manager at a time when the division had all but ceased to exist as a viable economic unit. Successfully recruited a new staff and built the division into a solid market force. Accomplishments included: · Designed and implemented an on-line computer system which controlled all operations · Developed successful relationships with dozens of Fortune 500 clients such as Exxon, Gulf Oil, Shell Oil, Houston Lighting & Power, Aramco Services Company, First City Bank and Bank Of America · Developed and implemented an effective associate recruiting and training program · Increased average monthly revenues ten-fold · Established the division as a solid profit contributor. Recruiter (1977) Changed careers and joined the firm as an entry-level associate in the Financial And Accounting division. Was responsible for recruiting and placing financial professionals.

FROM: 02/1975 TO: 05/1977 Title: Chief Operating Officer

Mantech Corporation

One Allen Center

Houston, TX 77002 US

Supervisor:

Principal Responsibilities: (Provided manufacturing services to the oil and gas industry) President And Chief Operating Officer The corporate strategy of Mantech was to assemble a family of related manufacturing services (such as machining, casting, grinding, precision tool manufacturing, stamping and rigging), introduce technologies pioneered in the automobile manufacturing industry and then offer the enhanced service package to the oil and gas industry. Accomplishments included: · Acquired and/or launched operating units whose aggregate revenues increased from less than $0.2 million to over $3.5 million in three years · Successfully introduced significant new manufacturing concepts/technologies to the oil and gas industry · Recruited and trained personnel at all levels in the areas of manufacturing, engineering, marketing and finance · Participated in the acquisition of a $4.0 million financing package from a major New York bank · Introduced the use of computers into an industry reliant upon manual record keeping · Successfully organized and managed an organization which grew from only four employees to over 300 employees in less than three years.

FROM: 06/1973 TO: 01/1975 Title: Chief Financial Officer

Howell Corporation

1200 Lousiana

Houston, TX 77002 US

Supervisor:

Principal Responsibilities: (An NYSE listed multi-national industrial and engineering technical services, oil and gas production and refining company with annual revenues in excess of $200 million.) Chief Financial Officer Reported to both the Chairman and CEO and the President and COO. Performed the traditional functions of a chief financial officer for a publicly held company including reporting, auditing, information services and treasury activities. Supervised a corporate finance staff of six professionals and exercised functional responsibility over the chief financial officers of ten operating subsidiaries engaged in construction testing services, oil and gas production, petroleum refining, oil tanker gauging and control, oil and gas transportation, manufacturing of laboratory instrumentation equipment and the administration of automobile testing services for the US Department of Transportation. Accomplishments included: · Established the corporate finance department · Organized and recruited the entire corporate finance staff · Developed and implemented a comprehensive financial reporting system for all operating companies · Developed and implemented a program of centralized cash management and borrowing through a nationwide network of banks · Devised and implemented a comprehensive profit planning/forecasting system for the parent and operating companies · Developed and implemented a $4.0 million equity registration and offering · Developed and implemented accounting and reporting systems for a $100 million refining joint venture · Assisted in the acquisition (mainly due diligence) of a $10.0 million company · Designed and implemented a system for DOE compliance and reporting · Established an internal auditing department · Created and staffed a corporate tax department and established a centralized tax administration program · Reduced the annual audit expense by 40%.

FROM: 04/1972 TO: 05/1973 Title: Consultant

PricewaterhouseCoopers, LLP, Management Advisory Services

1201 Louisiana
Suite 2900

Houston, TX 77002 US

Supervisor:

Principal Responsibilities: Reported to the Partner-in-charge of Management Advisory Services in the Southwestern United States. Was responsible for the completion of engagements in the areas of financial planning and control and the application of state-of-the-art manufacturing technologies to the oil and gas industries. Supervised up to eight professional and clerical personnel depending upon the size and scope of the project. Projects successfully completed included: · Designed and implemented an interdisciplinary contract reporting system for a major Gulf Coast shipyard · Developed and conducted a pre-merger acquisition study of the financial printing industry in Houston, Texas · Designed and implemented a reporting and control system for a major Texas foundation · Developed and implemented a cost accounting system for a geophysical data processing company

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FROM: 02/1971 TO: 03/1972 Title: Chief Executive Officer

Transmatec International, Inc.

4000 Converse Pike

Kokomo, IN 46901 US

Supervisor:

Principal Responsibilities: Co-founded this manufacturer of precision tools and equipment for the automobile industry. Was responsible for all areas of activity including manufacturing, engineering, marketing and finance. Accomplishments included: · Grew the company from less than two employees at the outset to over sixty-five skilled tool & die makers, machinists and other production personnel · Supervised the acquisition and installation of state-of-the-art manufacturing equipment and the construction of a 30,000 square foot manufacturing facility. · Established the company as a supplier of aircraft components under auspices of the Federal Aviation Administration · Successfully negotiated with employee groups · Introduced three new product lines in an effort to diversify the company's revenue stream from complete dependence upon automotive customers.

FROM: 09/1969 TO: 01/1971 Title: Accountant/Analyst

Ford Motor Company, Corporate Finance

16800 Executive Plaza Drive

Dearborn, MI 48126 US

Supervisor:

Principal Responsibilities: Was responsible for the worldwide consolidation of financial statements including fifteen domestic divisions, six domestic subsidiaries and eighteen foreign operations. Also responsible for: · The generation of profit forecast data · Preparation of portions of SEC reports · Preparations of portions of the consolidated federal tax return · The development of portions of the Corporate Accounting Policies · Follow-up on internal audit report findings · The preparation of briefing books for the Vice President of Finance · Developing responses to draft opinions of the then Accounting Principles Board

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FROM: 08/1967 TO: 09/1969 Title: Senior Accountant

Deloitte Touche Tomatsu, Auditing

600 Renaissance Center
Suite 900

Detroit, MI 48243 US

Supervisor:

Principal Responsibilities: Reported to various partners and managers. Responsible for completion of audits of various concerns ranging in size from $3.0 million to $350 million in such diverse industries as automotive, shipbuilding, chemical manufacturing, retailing, wholesaling and miscellaneous manufacturing. Supervised up to twelve professionals depending upon the size and scope of the engagement.

Educational History

06/2012 Doctor of Management
University of Phoenix
Phoenix, AZ US

Award Type: Doctorate
College/Department: School of Advanced Studies

08/1967 MBA
Michigan State University
East Lansing, MI US

Award Type: Master's
College/Department: Graduate Business School

04/1966 BS
University Of Detroit Mercy
Detroit, MI US

Award Type: Baccalaureate
College/Department: College Of Commerce And Finance

09/2007 Certified Public Accountant
State of Michigan
Lansing, Michigan, MI US

Award Type: Licenses/Certifications
College/Department: License: 1101005702
Expiration: 12/2013

Instructional Experience

FROM: 02/2007 TO: Present

Belhaven College - Houston Campus

Houston, TX, US

Courses:

MBA/615 - Business Foundations
MBA/618 - Statistics for Business Decisions
BBA/412 - Organizational Behavior
BBA/304 - Business Communications
BBA/320 - Financial Accounting
BBA/321 - Managerial Accounting
BSM/370 - Managerial Finance
BSM/363 - Business Finance
BUS/210 - Cost Accounting/Budgeting
BUS/326 - Principles of Management
BUS/362 - Human Resource Management
BUS/419 - Corporate Strategy
BUS/420 - International Business
MAT/202 - Quantitative Reasoning

FROM: 04/2004 TO: Present

University Of Phoenix

Houston/Des Moines, TX, US

Courses:

ACC/593 - Accounting Theory
ACC/589 - Accounting Theory
ACC/579 - Advanced Business Taxation
ACC/569 - Advanced Cost Accounting
ACC/561 - Accounting
ACC/539 - Accounting For Managerial Decision Making
ACC/400 - Accounting for Decision Making
ACC/440 - Advanced Financial Accounting
ACC/362 - Financial Accounting I
ACC/363 - Financial Accounting II
ACC/300 - Principles of Accounting
ACC/400 - Accounting for Decision Making
ACC/490 - Auditing
ACC/291 - Principles of Accounting II
BUS/475 - Integrated Business Topics
COM/285 - Introduction to Business Communications
ECO/212 - Principles of Economics
ECO/360 - Economics for Business I
FIN/554 - Finance For Managerial Decision Making
FIN/540 - Managerial Accounting And Finance Foundations
FIN/419 - Finance for Decision Making
FIN/475 - Managerial Finance I
FIN/476 - Managerial Finance II
FIN/324 - Financial Analysis For Managers I
FIN/325 - Financial Analysis For Managers II
FIN/320 - Corporate Finance
FIN/370 - Finance for Business
FIN/571 - Corporate Finance
FP/120 - Essentials of Personal Finance
LDR/510 - Organizational Leadership And Change Management
LDR/531 - Organizational Leadership
MBA/500 - Foundations for Problem-Based Learning
MBA/503 - Introduction To Finance And Accounting
MBA/520 - Transformational Leadership
MBA/540 - Maximizing Shareholder Wealth
MBA/550 - Resource Optimization
MGT/216 - Organizational Ethics and Social Responsibility
MGT/445 - Organizational Negotiations
MGT/498 - Strategic Management
MGT/521 - Management
OPS/571 - Operations Management
RES/320 - Fundamentals of Research

FROM: 09/1969 TO: 08/1971

University Of Detroit Mercy Detroit, MI, US

Courses: Application Of Quantitative Methodology To The Solution Of Business Problems

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FROM: 08/1969 TO: 08/1971

Detroit Institute Of Technology Detroit, MI, US

Courses: Introductory Accounting, Intermediate Accounting, Advanced Accounting And Cost Accounting

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Scholarships

Scholarship Type:	Scholarship of Integration		
Published Material:	Published Materials	**Date Presented / Published:**	9/2012
Title:	Exploring Ethical Intelligence Through Ancient Wisdom and the Lived Experiences of Sr. Business Lead		
Journal / Event Name:	Proquest		
Type:	Dissertation		
Role:	Primary		

Was this project peer reviewed?	Yes
Was this project funded?	No
Did you want this to be considered for an honorarium?	No

Other Professional and Community Service Activities

References

First Name:	Chip	**Last Name:**	Mason, Ph.D.
Employer Name:	Belhaven College	**Title:**	Dean
Department:	School of Business	**Phone #:**	
Email address :	cmason@belhaven.edu		

First Name:	Vellore	**Last Name:**	Sunder
Employer Name:	University	**Title:**	Director
Department:	Academic Affairs	**Phone #:**	(713) 576-3817
Email address :	Vellore.Sunder@phoenix.edu		

First Name:	David	**Last Name:**	Breslauer
Employer Name:	University	**Title:**	College Campus Chair
Department:	UBAM	**Phone #:**	(832) 667-4521
Email address :	David.Breslauer@phoenix.edu		

Other Information

Do you have the right to work in the U.S. and specifically for the Apollo Group?	Yes
Have you ever had a professional license revoked?	No
Have you ever been convicted of a felony?	No
Have your ever been convicted, pled guilty, pled no contest, or judicially determined to have committed a crime, fraud, or another material violation involving the acquisition, use or expenditure of federal, state or local government funds?	No
Have your ever been debarred or suspended, proposed for debarment, declared ineligible, or voluntarily excluded from certain transactions by any Federal department or agency?	No
I understand and agree to all conditions listed in the online application form:	Yes
– Acknowledged On:	8/22/2012 9:26:44 AM

FACULTY PROFILE

Personal Information

RICHARD ROWE
2682 NW 158th Street
Clive, IA 50325 US
IRN: 9042178671

richardrowe24@gmail.com
Home: (515) 559-7363

Work History

FROM: 04/2007 TO: Present
Title: EVP
JFG International, Learning & Development
richard.rowe@jfgintl.com
121 Shurfine Drive
Work: (515) 963-0010 Ext.
Ankeny, IA 50021 US
Supervisor: Bill Grimes, Owner
Supervisor Phone: (515) 963-0010 Ext.

Principal Responsibilities: Responsible for all company procedures and interest nationally and internationally. Providing leadership for a team of learning and development consultants, and instructional design consultants while also providing facilitation of embedded curriculum. Leading expert of instructional design for 35 training curriculums and giving expert maintenance by implementing the ISD model ensuring effective creation, application and evaluation of instructional programs.

FROM: 04/2005 TO: 04/2007
Title: Area Producion Manager
Regions Home Mortgage, Mortgage
richard.rowe@regions.com
3737 Westown Parkway
West Des Moines, IA 50266 US
Supervisor: Mr. Mott, Regional Bank President

Principal Responsibilities: Responsible for building a production team of 12 loan officers, driving presence through marketing and advertising in the Iowa market (Des Moines, Urbandale, Indianola, Waterloo, and Coralville). Focus on P&L reports and maintaining profitability in the new Midwest market. primary contact for mortgage compliance and production of VA mortgage loans. Provide motivation to team members through training and sales calls with primary focus on building purchase volume and creating relationship-based selling.

FROM: 08/2003 TO: 04/2005
Title: Learning & Development Manager
Wells Fargo Home Mortgage, HR Learning and Development
richardrowe@wellsfargo.com
1 Home Campus
Work: (515) 559-7363 Ext.
Des Moines, IA 50328 US
Supervisor: Rondelle Reed, L & D Senior Manager

Principal Responsibilities: Two main functions exist: Team manager and Facilitator. Core Team manager responsibilities include: manage team members including hiring or terminating team members, scheduling, performance reviews and performance coaching, career development, and guidance around company policies and procedures. Facilitation responsibilities include: design and facilitate beginner training courses and advanced sales courses to new and experienced sales people and sales managers. Course content includes relationship-based sales strategies, efficiency skills, and marketing techniques.

FROM: 08/1983 TO: 08/2003
Title: E9/ITCM
US Navy, HR/Communications
United States Navy
San Diego, CA 92316 US
Supervisor:

Principal Responsibilities: Served 20 years active duty service in the United States Navy. Stationed in San Diego, Australia, Bahrain, Washington State, Japan, and Alabama.

Educational History

12/2003 Management
Faulkner University
Montgomery, AL US

Award Type: Master's
College/Department: Business

05/2002 Business Administration
Faulkner University
Montgomery, AL US

Award Type: Baccalaureate
College/Department: Business

03/2001 Instructor of Technology and Military Science
Community College of the Air Force
Montgomery, AL US

Award Type: Associate
College/Department: Technology

Instructional Experience

FROM: 08/2003 TO: 03/2005
Wells Fargo Academy — Des Moines, IA, US
Courses: Relationship Sales, Coaching, and Leadership.

FROM: 07/2000 TO: 08/2003
Air Force SNCO Academy — Montgomery, AL, US
Courses: Human Resource Managment, Behavior Analysis, and Project Management.

FROM: 05/1986 TO: 06/1996
Navy Tech Schools — San Diego, CA, US
Courses: Various types of courses - certified military instructor and master training specialist.

Scholarships

Other Professional and Community Service Activities

References

You currently have no references on file.

Other Information

Do you have the right to work in the U.S. and specifically for the Apollo Group?	Yes
Have you ever had a professional license revoked?	No
Have you ever been convicted of a felony?	No
Have your ever been convicted, pled guilty, pled no contest, or judicially determined to have committed a crime, fraud, or another material violation involving the acquisition, use or expenditure of federal, state or local	No

government funds?	
Have your ever been debarred or suspended, proposed for debarment, declared ineligible, or voluntarily excluded from certain transactions by any Federal department or agency?	No
I understand and agree to all conditions listed in the online application form:	Yes
– Acknowledged On:	5/12/2011 9:33:08 AM

FACULTY PROFILE

Personal Information

CATHERINE STROBEL
3120 RED FOX RD
AMES, IA 50014 US
IRN: 499134

catherine.strobel@regfuel.com
Home: (515) 257-2372

Work History

FROM: 11/2010 TO: Present
Title: Senior Manager
Renewable Energy Group, Operations
catherine.strobel@regfuel.com
416 South Bell Ave.
Work: (515) 239-8074 Ext.
Ames, IA 50010 US
Supervisor: Daniel Oh, President and COO
Supervisor Phone: (515) 239-8074 Ext.

Principal Responsibilities: For a mainly biodiesel company, working directly for the President/COO, responsible for daily reporting/dashboard metrics across the organization. Special projects and assistance for the President. Company and department level performance reviews. Devise and implement selected organizational training. Analysis of other companies.

FROM: 10/2005 TO: Present
Title: Instructor / Facilitator
Axia College (Univ. of Phoenix)
4615 E. Elwood
Work: (480) 557-1090 Ext.
Phoenix, AZ 85034 US
Supervisor:

Principal Responsibilities: Facilitate courses - US 101, Critical Thinking, Organizational Behavior, Supervision and Leadership, Introduction to Business, and Skills for Learning in the Information Age. Have academically assisted for Math Workshops and taught in Health and Wellness.

FROM: 01/2001 TO: 09/2001
Title: Process Engineer
Lucent Technologies
6200 E. Broad St.
Columbus, OH 43213 US
Supervisor: Mex White

Principal Responsibilities: Document work procedures for the department.

FROM: 06/1999 TO: 01/2001
Title: Quality Improvement Engineer
Kenworth Truck Company, Six Sigma Black Belt
65 Kenworth Drive
Chilliothe, OH 45601 US
Supervisor: Jack Corder/Will Mockzycki

Principal Responsibilities: Change agent for process and quality improvement. Responsible for deploying Six Sigma quality concepts (statistical process improvement) and tools across the business, and integrating Six Sigma quality into their business processes. Manage risk, set direction and lead the way to breakthrough improvements in product and process quality. Train and mentor Green Belts in Six Sigma tools. Provide plant-wide training as needed.

FROM: 03/1998 TO: 06/1999
Title: Supplier Quality Supervisor
Kenworth Truck Company, Manufacturing
65 Kenworth Drive
Chillicothe, OH 45601 US

Supervisor: Wayne Holland

Principal Responsibilities: Supervised Quality Assurance technicians troubleshooting on-line problems involving supplier issues. Primary contact for the plant to work with suppliers on immediate and long-term corrective actions. Proactively formed partnerships with key suppliers, instituted two-way visitation and developed reporting system to facilitate communication and track supplier issues. Acknowledged as using my leadership skills to literally turn around a department of one of the most seasoned crews in the plant. Maintained metrics and provided continuous improvement initiatives, both internally and with suppliers. Briefed my associates on health, wellness, safety information as well as assisted with their stress management.

FROM: 03/1997 TO: 03/1998 Title: Production Supervisor

United Technologies Automotive, Manufacturing-Automotive Electronics

5100 W Waters Ave

Tampa, FL 33634 US

Supervisor: Mike Kaczmarek

Principal Responsibilities: Supervised 40 associates as a Tier 1 supplier to Ford and GM. Various functions included scheduling three-shifts' production, improving quality, reducing scrap, auditing for QS9000 compliance, and performing employee training. With no previous high-volume manufacturing experience within 6 months, moved from 2nd shift to take over the most difficult line in the plant on day shift.

FROM: 06/1996 TO: 03/1997 Title: Customs/Import Analyst

General Electric Client Business Services, Inc.

4415 Metro Pkwy

Fort Myers, FL 33916 US

Supervisor: Lori Goldberg

Principal Responsibilities: Provided customer service for GE Medical Systems. Developed procedures for reduced duty programs (cost savings) and provided other client assistance.

FROM: 05/1990 TO: 04/1996 Title: Army Officer (Captain)

U. S. Army, Human Resources & Administration

Various

U.S, Saudi Arabia, I, 10997 US

Supervisor: Various

Principal Responsibilities: Completed service as Chief, Plans and Operations in Italy. Planned, supervised and executed task force personnel support for all contingency missions. Simultaneously served as Acting Director of Personnel (Colonel's position), transforming an organization of 30 administrative technical professionals to meet battle-focused mission priorities for operations in places such as Bosnia and Africa. 3 Meritorious Service Medals, Airborne, Air Assault and Master Fitness Trainer qualified, etc. Other officer responsibilities included coaching soldiers on physical fitness and improving body weight (body fat). Counselled soldiers on healthy lifestyles, stress management, and other health and wellness topics that could affect our unit/section's mission readiness.

Educational History

06/2000 Master of Business Administration Award Type: Master's

Ohio University College/Department: College of Business

Athens, OH US

05/1990 B.S. General Engineering Award Type: Baccalaureate

United States Military Academy (West Point) College/Department: General Engineering

West Point, NY US

Instructional Experience

FROM: 12/2005 TO: Present

Axia College Phoeniz, AZ, US

Courses: US 101, Critical Thinking, Organizational Behavior, Supervision & Leadership, & GEN 105.

Scholarships

Other Professional and Community Service Activities

Activity Type:	Professional
Organization Name:	Ames Christian School for part time work
Activity Description:	Bloodborne Pathogens Right to Know Env Health and Safety Reporting Concerns
Involvement:	Continuing Professional Education
Date Conducted:	3/2010

Activity Type:	Professional
Organization Name:	American Society of Quality
Activity Description:	Certified Quality Engineer
Involvement:	Continuing Professional Education
Date Conducted:	6/2000

Activity Type:	Professional
Organization Name:	Paccar
Activity Description:	Six Sigma Black Belt quality improvement qualification
Involvement:	Continuing Professional Education
Date Conducted:	8/2000

Activity Type:	Professional
Organization Name:	U.S. Army other schooling
Activity Description:	Combat Lifesaver, Airborne, Air Assault qualified
Involvement:	Continuing Professional Education
Date Conducted:	12/1990

Activity Type:	Professional
Organization Name:	Army Adjutant General Officer Advanced Course

Activity Description:	Includes developing and lead peer group physical fitness training.
Involvement:	Meeting Participant
Date Conducted:	11/1994

Activity Type:	Professional
Organization Name:	U.S. Army Officer Basic Course
Activity Description:	Includes major emphasis on physical training and conditioning.
Involvement:	Meeting Participant
Date Conducted:	11/1990

Activity Type:	Professional
Organization Name:	American Red Cross
Activity Description:	CPR and First Aid
Involvement:	Meeting Participant
Date Conducted:	3/2010

Activity Type:	Professional
Organization Name:	Int. Institute of Reflexology
Activity Description:	Certification
Involvement:	Meeting Participant
Date Conducted:	5/2005

Activity Type:	Professional
Organization Name:	U.S. Army
Activity Description:	Master Fitness Trainer certification
Involvement:	Continuing Professional Education
Date Conducted:	5/1990

References

First Name:	Lis	Last Name:	Malaki
Employer Name:	Ames	Title:	Dr.
Department:	None	Phone #:	EXT:
Email address :	fammalaki@aim.com		

First Name:	Daniel	**Last Name:**	Oh
Employer Name:	Renewable Energy Group	**Title:**	President and COO
Department:	President	**Phone #:**	(515) 239-8074
Email address :			

Other Information

Do you have the right to work in the U.S. and specifically for the Apollo Group?	Yes
Have you ever had a professional license revoked?	No
Have you ever been convicted of a felony?	No
Have your ever been convicted, pled guilty, pled no contest, or judicially determined to have committed a crime, fraud, or another material violation involving the acquisition, use or expenditure of federal, state or local government funds?	No
Have your ever been debarred or suspended, proposed for debarment, declared ineligible, or voluntarily excluded from certain transactions by any Federal department or agency?	No
I understand and agree to all conditions listed in the online application form.	Yes
– Acknowledged On:	5/17/2011 12:22:01 PM

FACULTY PROFILE

Personal Information

ARLEN THRONE
athrone@gmail.com
2105 Furman Dr.
Home: (641) 420-5502
AMES, IA 50010 US
Fax: (515) 268-2292
IRN: 9034686067

Work History

FROM: 11/2011 TO: Present
Title: Adjunct Faculty
University of Phoenix
6600 Westown Parkway
Suite 280
Work: (641) 420-5502 Ext.
West Des Moines, IA 50266 US
Supervisor: Allisha Moss, Faculty Development Administra
Supervisor Phone: (515) 273-1836 Ext.
Principal Responsibilities: Facilitate the SCI256 People, Science, and the Environment. Includes developing the syllabus, conducting class session, and grading student work.

FROM: 07/2005 TO: Present
Title: Adjunct Instructor
Kaplan University, Criminal Justice
athrone@kaplan.edu
4655 121st ST
Work: (515) 727-2100 Ext
Urbandale, IA 50323 US
Supervisor: Peggy Maynes, Department Chair
Supervisor Phone: (515) 727-6804 Ext.
Principal Responsibilities: Instruct criminal justice classes ranging including criminal investigation, criminal procedure, Human Relation in a Diverse Society for Police,criminal law for police, and research methods for criminal justice. This instruction takes place at the associate level courses and the bachelors level. Instruction includes presenting new material, dealing with individual student's problems in a course, and testing and evaluating student performance in the course.

FROM: 11/1999 TO: 07/2007
Title: Co-owner
Val's Specialties
1 South Federal
Mason City, IA 50401 US
Supervisor: myself, co-owner
Principal Responsibilities: My wife started the gift shop and I was a co-owner. I did the bookkeeping, repairs, waited on customers, and assisted my wife on buying trips for the shop. I was active in the Mason City Downtown Association and served as president for one year.

FROM: 10/1987 TO: 01/2003
Title: Recreation Safety Officer (Conservation Officer)
Iowa Department of Natural Resources, Law Enforcement Bureau
Wallace State Office Building
Des Moines, IA 50019 US
Supervisor: Lowell Joslin, Law Enforcement Bureau Chief
Principal Responsibilities: Statewide jurisdiction in the enforcement of the laws of the State of Iowa. Primarily concentrated in Natural Resource law enforcement including: hunting, fishing, boating, snowmobiling, and ATV laws. Was a technical investigator for hunting, boating, snowmobile, and ATV fatalities or serious injuries. In this position I coordinated the hunter education, boating safety, snowmobile/ATV safety programs for an 18 county district. In this capacity I oversaw a program with about 200 instructor and conducted training sessions for current instructors and update workshops for all instructors. I also assisted the Environmental Protection Division in water quality issues when they requested assistance.

FROM: 06/1979 TO: 10/1987 Title: Director

Audubon County Conservation Board

Courthouse

Audubon, IA 50025 US

Supervisor: 5 Conservation Board Members

Principal Responsibilities: Was in charge of the planning and daily operation of the Conservation Board. The planning involved working with the Natural Resource Conservation Service in the development of the 70 acre artificial lake with camping, picnic shelter houses, beach, hiking and public hunting and fishing. Developed the annual budgets, made recommendations to the board members, and worked with Iowa Department of Natural Resources fishery and wildlife biologist. Conducted an environmental education program with the schools and various public groups such as sportsman groups, garden clubs, historical society, and other groups.

FROM: 01/1978 TO: 12/1978 Title: Park Ranger

Grundy County Conservation Board

Courthouse

Grundy Center, IA 50638 US

Supervisor: Sam Gooden, Director

Principal Responsibilities: Worked with private landowners to find, plan, and plant wildlife areas on private land. Work in Conservation Board parks and wildlife areas planting trees and vegetative cover, maintenance, and enforcing laws.

Educational History

11/2008 Criminal Justice Award Type: Master's

Kaplan University College/Department: Criminal Justice

Chicago, IL US

11/1977 Fish and Wildlife Biology Award Type: Baccalaureate

Iowa State University College/Department: Animal Ecology

Ames, IA US

05/1975 General Studies Award Type: Associate

North Iowa Area Community College College/Department: Biology

Mason City Iowa, IA US

02/2012 Seeking M.S. in Environmental Policy Award Type: Graduate Coursework

Kaplan University College/Department: Legal Studies

Des Moines, IA US

Instructional Experience

FROM: 11/2011 TO: Present

University of Phoenix West Des Moines, IA, US

Courses: SCI256 People, Science, and the Environment

FROM: 01/2008 TO: Present

Kaplan University Urbandale, IA, US

Courses: Research Methods in Criminal Justice, Criminal Investigation, Criminal Law for Police, Criminal Procedure for Criminal Justice, Human Relations in a Diverse Society for Police, Criminology, Police Technology, Juvenile Delinquency

FROM: 07/2005 TO: 04/2008

Kaplan University Mason City, IA, US

Courses: History of Criminal Justice, Criminology, Criminal Investigation, Criminal Evidence,

FROM: 10/1987 TO: 01/2003

Iowa Department of Natural Resources Des Moines, IA, US

Courses: Incident investigation to all conservation officers, Snowmobile enforcement new officer training, report writing new officer training.

Scholarships

Other Professional and Community Service Activities

Activity Type:	Community
Organization Name:	IA DNR Hunter Ed. Program
Activity Description:	Instruct Hunter Education for students seeking a Hunter Ed. Certificate
Involvement:	Volunteer
Date Conducted:	2/2012

Activity Type:	Community
Organization Name:	Iowa Dept of Natural Resources Hunter Education Pr
Activity Description:	Instructor
Involvement:	Volunteer
Date Conducted:	11/2011

References

First Name:	Peggy	**Last Name:**	Maynes
Employer Name:	Kaplan University	**Title:**	Department Chair
Department:	Criminal Justice	**Phone #:**	(515) 727-6804
Email address :	pmaynes@kaplan.edu		

First Name:	Scott	**Last Name:**	Moline
Employer Name:	Kaplan University	**Title:**	Professor
Department:	Criminal Justice	**Phone #:**	(515) 727-6810
Email address :	smoline@kaplan.edu		

First Name:	Randy	**Last Name:**	Edwards

Employer Name:	Iowa Dept. of Natural Resources	**Title:**	Retired Law Enforcment Bureau Chief
Department:	Law Enforcement Bureau	**Phone #:**	(515) 689-9168
Email address :	redwards800@gmail.com		

Other Information

Do you have the right to work in the U.S. and specifically for the Apollo Group?	Yes
Have you ever had a professional license revoked?	No
Have you ever been convicted of a felony?	No
Have your ever been convicted, pled guilty, pled no contest, or judicially determined to have committed a crime, fraud, or another material violation involving the acquisition, use or expenditure of federal, state or local government funds?	No
Have your ever been debarred or suspended, proposed for debarment, declared ineligible, or voluntarily excluded from certain transactions by any Federal department or agency?	No
I understand and agree to all conditions listed in the online application form:	Yes
-- Acknowledged On:	2/3/2012 3:24:19 PM

FACULTY PROFILE

Personal Information

BRET VOORHEES
725 22ND ST
WEST DES MOINES, IA 50265 US
IRN: 100483848

btvoorhees@msn.com
Home: (515) 225-7396

Work History

FROM: 01/2011 TO: 10/2011 Title: Communications Consultant

Food Bank of Iowa & Safeguard Iowa Partnership

2220 E. 17th Street

Des Moines, IA 50316 US

Supervisor: Carey Miller, Director

Principal Responsibilities: Served as a Communications Consultant for both of these organizations. Helped to develop messages and communication tactics. Helped the Food Bank as an organizational behavior change agent through the process of identifying key communication goals to support the Bank's strategic plan. Worked with top management and the several Board members through this process on a volunteer basis. Identified key communication channels and audiences. Helped the Bank see the need for change in terms of adding social media to its promotional mix.

FROM: 01/2010 TO: Present Title: Emergency Management Program Coordinator

Ankeny Community School District, Organizational Development

bret.voorhees@ankenyschools.org

306 SW School Street

Work: (515) 289-3948 Ext.

Ankeny, IA 50311 US

Supervisor: Dr. Bruce Kimpston, Asst. Superintendent

Principal Responsibilities: Acting as a organizational behavior change agent, I have been assisting school District management and staff through the process of developing an emergency management/crisis management program. This has involved helping the District staff get passed the "it will never happen here" mentality and executing teams and processes to ensure their preparedness for a variety of hazards. This has included planning, training and exercising school staff including principals, custodians, teachers and others to improve their overal preparedness.

FROM: 01/2010 TO: 02/2012 Title: Free lance reporter

Cityview

414 61st

Des Moines, IA 50312 US

Supervisor: Shane Goodman, Publisher/Editor

Principal Responsibilities: Development and filing front page news stories on a variety of topics with an emphasis on political news. Film review critic.

FROM: 03/2000 TO: 01/2010 Title: Communications Bureau Chief

Iowa Homeland Security & Emergency Management

Bret.Voorhees@iowa.gov

A Level
Hoover Building

Work: (515) 281-3231 Ext.

Des Moines, IA 50319 US

Supervisor: David Miller, Administrator

Principal Responsibilities: Directed Public Relations and branding activity for the Division. Served as lead spokesman through dozens of emergency activations and events under high pressure situations. Briefed the media and answered questions from reporters. Established a Speaker's Bureau and represented the Division at dozens of speaking engagements with various audiences throughtout the state. Developed marketing and information material for a number of campaigns. As part of the management team, guided the Division through a very high pressure, stress related era

when Homeland Security responsibilities were added after the attack of 9/11. In terms of organizational behavior, this included the pressure of doubling the number of staff in a matter of months as federal dollars flowed after the attack, and then just several years later, downsizing as federal dollars began to fade. Led a team of planners and trainers who help first responder agencies at the state and local level. Managed the nuclear power plant safety program in the state Directed initial federal homeland security equipment grant program

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FROM: 04/1997 TO: 03/2000 Title: Marketing/Communications Mgr.

Iowa Workforce Development

1000 E. Grand

Des Moines, IA 50319 US

Supervisor:

Principal Responsibilities: Managed and executed internal and external communications and marketing programs for agency with 1,000 employees and 71 statewide offices Developed statewide marketing and advertising program Introduced new employee newsletter

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FROM: 04/1986 TO: 03/1997 Title: Communications Coordinator

Iowa Lottery

2015 Grand Ave.

Des Moines, IA 50319 US

Supervisor:

Principal Responsibilities: Directed media and public relations activities for a unique statewide sales and marketing organization. Planned and executed special events for scores of new game and product repositioning announcements Coordinated press coverage and served as the primary media contact Wrote and produced three top rated television programs.

FROM: 03/1979 TO: 04/1986 Title: Media Services Coordinator

Iowa Department of General Services

Hoover Building

Des Moines, IA 50319 SU

Supervisor:

Principal Responsibilities: Initiated audio and video production unit to assist state agencies through all phases of production from creative concept and message definition to final edit Assigned to several special projects including the Papal visit and several presidential visits

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FROM: 08/1974 TO: 03/1979 Title: Reporter/Anchor

WOI-TV

Press Building

Ames, LA 50010 US

Supervisor:

Principal Responsibilities: Worked in all phases of television news. Produced and anchored daily newscasts. Wrote and produced news stories under extremely tight deadlines. Learned to ask questions and gather information. Worked in news at a time when film was still shot and used to present visual elements of a story. Shot and processed thousands of feet of film. Learned basic production techniques.

Educational History

05/1977 M.S. Award Type: Master's

Iowa State University College/Department: Journalism/Mass Communication

Ames, IA US

06/1998 M.B.A Award Type: Master's

Iowa State University College/Department: Business

Ames, IA US

05/1973 B.G.S.
University of Iowa
Iowa City, IA US

Award Type: Baccalaureate
College/Department: General Studies degree

05/1977 M.S. Journalism
Iowa State University
Ames, IA US

Award Type: Licenses/Certifications
College/Department: Journalism

09/1995 BUS AD 531 Manag Org Behavior
Iowa State Univ
Ames, IA US

Award Type: Graduate Coursework
College/Department: Business
Expiration: NA

09/1996 BUSAD 554 Mgrl Issues Global
Iowa State Univ
Ames, IA US

Award Type: Graduate Coursework
College/Department: Business

06/1998 MGMT 590 Special Topics
Iowa State Univ
Ames, IA US

Award Type: Graduate Coursework
College/Department: Business

06/1995 BUSAD 521 Human Behavior Org
Iowa State Univ.
Ames, IA US

Award Type: Graduate Coursework
College/Department: Business

04/1997 Mgmt 571 Personnel Mgmt
Iowa State Univ
Ames, IA US

Award Type: Graduate Coursework
College/Department: Business

Instructional Experience

FROM: 03/2006 TO: Present
University of Phoenix West Des Moines, IA, US
Courses: Emphasis on basic written composition courses. Other courses included a wide variety of topics including social impacts of media, oral presentation skills, management and organizational behavior courses. Specific courses included: COM 102, COM 105, COM 170, COM 172, HUM 150, HUM 105, MBA 520 and HUM 186.

FROM: 02/2000 TO: 07/2003
William Penn Des Moines, IA, US
Courses: Managerial Communications

Scholarships

Scholarship Type: Scholarship of Integration

Presentation: Presentation **Date Presented / Published:** 3/2010

Other:	School Board Briefing
Title:	Importance of Preparedness
Journal / Event Name:	School Board Meeting
Type:	Other
Role:	Primary
Was this project peer reviewed?	No
Was this project funded?	Yes
Did you want this to be considered for an honorarium?	No

Scholarship Type:	Scholarship of Integration		
Presentation:	Presentation	Date Presented / Published:	3/2010
Other:	Professional Development		
Title:	Emergency Management		
Journal / Event Name:	District Emergency Team		
Type:	Other		
Role:	Primary		
Was this project peer reviewed?	No		
Was this project funded?	Yes		
Did you want this to be considered for an honorarium?	No		

Scholarship Type:	Scholarship of Integration		
Presentation:	Presentation	Date Presented / Published:	6/2009
Title:	Working with the Media		
Journal / Event Name:	Governor's Homeland Security Conference		
Type:	Professional Conference Panel Discussion		
Role:	Primary		
Was this project peer reviewed?	Yes		
Was this project funded?	Yes		
Did you want this to be considered for an honorarium?	No		

Other Professional and Community Service Activities

Activity Type:	Community
Organization Name:	Westminster Church
Activity Description:	Personnel Committee
Involvement:	Volunteer
Date Conducted:	8/2012

Activity Type:	Community
Organization Name:	Safeguard Iowa Partnership
Activity Description:	Communications Consultant
Involvement:	Volunteer
Date Conducted:	6/2011

Activity Type:	Community
Organization Name:	Westminster Presbyterian Church
Activity Description:	Deacon: Serve members of the congregation
Involvement:	Volunteer
Date Conducted:	6/2008

References

First Name:	Steve	**Last Name:**	Zimmerman
Employer Name:	Iowa	**Title:**	Chief
Department:	Public Defense	**Phone #:**	(515) 725-3231
Email address :	Steve.Zimmerman@iowa.gov		

First Name:	David	**Last Name:**	Miller
Employer Name:	Iowa	**Title:**	Administrator
Department:	maxlength='40'	**Phone #:**	(515) 725-3231
Email address :	David.Miller@iowa.gov		

First Name:	Bruce	**Last Name:**	Kimpston
Employer Name:	Ankeny Community School District	**Title:**	Associate Superintendent
Department:	Management	**Phone #:**	(515) 965-9600
Email address :			

Other Information

Do you have the right to work in the U.S. and specifically for the Apollo Group?	Yes
Have you ever had a professional license revoked?	No
Have you ever been convicted of a felony?	No
Have your ever been convicted, pled guilty, pled no contest, or judicially determined to have committed a crime, fraud, or another material violation involving the acquisition, use or expenditure of federal, state or local government funds?	No
Have your ever been debarred or suspended, proposed for debarment, declared ineligible, or voluntarily excluded from certain transactions by any Federal department or agency?	No
I understand and agree to all conditions listed in the online application form:	Yes
-- Acknowledged On:	7/26/2012 7:37:31 AM

FACULTY PROFILE

Personal Information

MICHELLE WEI
3041 E DIEHL AVENUE
DES MOINES, IA 50320 US
IRN: 9044567516

mwei@gwaintl.com
Home: (515) 287-2852

Work History

FROM: 04/2008 TO: Present
GWA International LLC
6713 River Bend Drive
Johnston, IA 50131 US
Supervisor: Self-employed

Title: Vice President/owner
mwei@gwaintl.com
Work: (515) 287-2852 Ext.

Principal Responsibilities: Co-founded the company in 2008. Operated and managed date to date operations for the new business. completed sales, marketing, and business plans for former manufactured coal gas plant site closures, brownfield site assessment and redevelopments, utilities sittings, and renewable energy with focus on solar photovoltaic (PV) systems for commerical and residential customers. Obtained the North American Board of Certified Energy Practitioners (NABCEP) certification for solar PV installers in 2010. Designed and installed over dozen PV systems with sales over $250,000 in 2011. Resposibilities included marketing and sales, solar site assessment, national electric code compliant system design and equipment purchase, preparation of system interconnection application and agreement execution, obtain electrical permit for system installation, review local building codes and obtain construction approval from local permit and zoning authority, system installation, commissioning, and monitoring.

FROM: 06/2004 TO: 04/2008
MidAmerican Energy Company, Environmental Services
666 Grand Avenue
Des Moines, IA 50303 US
Supervisor: Steve Guyer, Director, Environ. Services

Title: Manager-Environmental Programs
mwei@midamerican.com
Work: (515) 242-3479 Ext.
Supervisor Phone: (888) 432-8999 Ext.

Principal Responsibilities: Managed a team of five, including one Manager of Air Programs and four Senior Environmantal Coordinators, with responsibilities in air permitting and compliance, water and wastewater permitting and compliance, waste management, environmental remediation and response, environmental training and auditing to ensure strict regulatory compliance for the company.Reviewed and provided comments on various internal and external regulatory filings, environmental audits. Provided directions for proper follow ups on environmental audits and regulatory communications to ensure environmental compliance. Provided technical support in the completion of drafting and finalizing all written environmetnal procedures, policies, and environmental trainings. Provided in-person and online trainings to business units on waste management, spill prevention countermeasure and control, environmental procedures and policies, storm water management, emergency spill response, environmental sampling and analysis, and polychlorinated biphenyls (PCB) management. Led a group effort, including information technology, business unit representatives, and environmental staff in developing and implementing environmental management information system for various areas to improve program efficiency and transparency. Successfully completed the waste manager and PCBs manager that tracks electronically all waste generation, management, and disposal activities in the company. Managed a total of 10 contaminated sites for PacifiCorp Environmental Remediation Company located in the states of Oregon, Washington, California, and Idaho. Worked closely with US Corps of Engineers, National Oceanic Atmosphere Administration, Department of State Land, and Department of Environmental Quality, and local communities on site investigations and remediations, future land use, and wetland mitigation. Provided technical directions and oversights to consultants on groundwater and surface water investigation and monitoring for the coal combustion product surface impoundments and landfills across the company. Prepared spill prevention control and countermeasure for more than 200 facilities. Prepared 10-year PCB phase out strategic plan and participated in various national working groups on climate change. As the Environmental Program Manager, I've done a lot of researches on all existing environmental regulations and rules to determine company environmental procedures and policies. When policy and compliance procedure questions were raised, entire archived EPA documents and regulations were researched and reviewed to determine what is in the past, present, and future trend and the best approach to ensure regulatory compliance. Company policies and procedural history were also reviewed, researched, and compared with other business entities, communicated with field generation and operational personnels, and final approaches were explained and implemented. I've also done a lot of researches on environmental remediation technologies to determine what's the best available technology and most cost efficient environmental remedy we'd choose to remediate former manufactured coal gas plant sites. For example, a new technology called manufactured coal gas plant solidification was used for one of the sites. Prior to making decision to apply the technology, research was done to see how much concrete would be needed to

solidify liquid coal tars, and whether leachate from the solidify coal tar layer would still leach significant amount of leachate to impact of ground water or not. After both field and bench study and literature search, the technology was deemed viable and it was approved for fiedl application. I've also led several field studies as well: (1) Bioremediation for PAHs. Research was done by appling nutrients to soil to keep baterias grow, soil samples were collected for PAHs analysis to determine whether microbes were degrading PAHs naturally. (2) Natural Attenuation of Dense Non-aqueous Phase Liquids (DNAPLs), DANPL samples and ground water samples were collected quarterly and analyzed to dermine secondary evidance on whether natural attenuation was occuring; (3) Sampling and Monitoring of Ash Landfills; federal and state regulations were reviewed, previous investigation reports were researched and reviewed to determine groundwater flow directions and seasonal changes of groundwater table due to interactions with surface water, and sampling and monitoring strategies for a total of four ash landfills were developed and implemented.(4) Wetland Mitigation and Restoration at Astoria, Oregon. Various locations were researched to determine whether their selection would meet the wetland mitigation and restoration criteria set by NOAA, State of Oregon, and local stock holders.

FROM: 10/2000 TO: 05/2004 Title: Manager-Environmental Remediation & Response

MidAmerican Energy Company, Environmental Services mwei@midamerican.com

666 Grand Avenue Work: (515) 242-3479 Ext.

Des Moines, IA 50303 US

Supervisor: Steve Guyer, Director, Environmental Servic Supervisor Phone: (888) 432-8999 Ext.

Principal Responsibilities: Directed a team of environmetnal consultants in successful completion of environmental investigations and remediations for a total of 23 former manufactured coal gas plant sites both in Iowa and Illinois. Worked closely with the Iowa Department of Natural Resources, Illinois Environmental Protection Agency, United States Environmental Protection Agency Region VII, and local communities to ensure the best management of those contaminated sites. Obtained No Further Action Certificates from the state regulatory agencies for a total of 20 of those sites and effectively moved the remaining three Superfund sites to a monitoring status. Achieved a five-year regulatory closure goal that has not been accomplished by any other company in the nation. Participated in various negotiations with various regulatory agencies on voluntary land recycling program participation agreements, consent orders, and consent decrees to ensure the best outcome for the company. Provided technical support for insurance filing and insurance cost recovery efforts. Managed the emergency response program for the company 7/24 by contacting state and federal agency spill hotline, directing spill cleanup and waste disposal, preparing spill reports based on polychlorinated biphenyls(PCBs)levels. Managed company-wide mercury testing, gas pipe removal, and mercury spill clean up program. Provided environmental sampling and cleaning up consultation using risk-based approach for coal fired generation facilities.

FROM: 07/1994 TO: 09/2000 Title: Environmental Specialist Senior

Iowa Department of Public Health, Radiological Health

Lucas State Office Building

Des Moines, IA 50319 US

Supervisor: Don Flater, Bureau Chief Supervisor Phone: (515) 281-3478 Ext.

Principal Responsibilities: Served as the program manager and principal investigator for the Risk Assessment for Superfund Program. Coordinated all activities related to the program, including grant application, reporting, and establishing positive relationships with federal agencies, state agencies, local communicities and interested groups, and potentially responsible parties. Conducted baseline risk assessment and established site-specific risk based environmental cleanup levels for 25 sites in Iowa. Provided various technical consultations to Environmental Protection Agency (EPA) Region VII Remedial Project Managers, On-scene Coordinators, Toxicologist, Iowa Department of Natural Resources, local communities and private industries. Provided state oversight on various risk assessment and cleanup related activities conducted by other entities such as potential responsible parties, EPA and/or IDNR contractors to ensure all federal and state regulations and guidances were properly followed and cleanup measures to be taken were protective of the environment and public health. Assisted EPA Region VII in developing and impletmenting regional risk assessment and cleanup related guidance. Provided risk assessment related training to EPA Region VII staff and local community advisory group (CAG). Served as the program spoke person to provide interviews and responses to local news media, such as TV stations, radio stations, and the press. Researched toxicological properties for chemicals that did not have recommended action levels for environmental clean ups and monitoring for EPA Region VII and provided recommendations on action levels to EPA Environmental Program Manageers on a list of organic chemicals, such as tetrahydrofuran, PAHs (for dermal pathway only)at times when EPA's toxicological profiles for those chemicals were lacking.

FROM: 12/1993 TO: 06/1994 Title: Environmental Specialist

Iowa Department of Public Health, Environmental Health

Lucas State Office Building

Des Moines,, IA 50319 US

Supervisor: Kenneth Choquette, Bureau Chief

Principal Responsibilities: Managed the Adult Blood Lead Surveillance Program. Managed Drinking Water Treatment System Registration Program

FROM: 08/1991 TO: 12/1993 Title: LAB Technician

CHART SERVICES LTD

4729 Merle Hay Road

Des Moines, IA 50322 US

Supervisor: Mary A. Finn, President

Principal Responsibilities: Performed environmental testing and analysis for air, water, soil, paint, and blood samples using GC/MS and AA spectrometry, screened urine samples for drugs using immunoassay, and identified asbestos using microscope.

FROM: 01/1989 TO: 05/1992 Title: Teaching Assistant/Research Assistant

The University of Iowa, Environmental Eng./Geology

Civil & Environmental Engineer

Iowa City, IA 52246 US

Supervisor:

Principal Responsibilities: Graded home works, tests & exams , and assisted in the laboratory classes for the graduate level class titled Biological Water and Wastewater Treatment Processes. Worked at the Iowa Geological Survey Bureau on bedrock maps for the central Iowa region based on soil maps, topographic maps, and well log data. Assisted in various research projects conducted by facuties at the Department of Geology. Researched the correlation between tree ring width and weather data. Each of tree rings was measured for its width and measurement was eventually correlated with weather data.

Educational History

08/1992 Civil and Environmental Engineering Award Type: Master's

The University of Iowa College/Department: Civil & Environmental Engineering

Iowa City, IA US

07/1988 Economic Geology Award Type: Master's

Zhongshan University College/Department: Geology

Guangzhou, Guangdong CN

07/1986 Geology Award Type: Baccalaureate

Zhongshan University College/Department: Geology

Guangzhou, Guangdong CN

08/1994 EPA Risk Assessment Guidance for Superfund Award Type: Professional Training

U. S EPA College/Department: environmental protection

Cincinnati, OH US

08/1994 Risk And Decision Making Award Type: Professional Training

U S EPA College/Department: Environmental Protection

Kansas City, KS US

11/1995 Sampling for Hazardous Materials Award Type: Professional Training

US EPA College/Department: Environmental Protection

Kansas City, KS US

05/1996 Public Involvement Workshop Award Type: Professional Training

US EPA College/Department: Environmental Protection

Kansas City, KS US

01/1997 Air Monitoring for Hazardous Materials (165.4)
US EPA
Springfield, MO US

Award Type: Professional Training
College/Department: Environmental Protection

04/2007 Spill Prevention Control and Countermeasure
USWAG
Columbus, OH US

Award Type: Professional Training
College/Department: Environmental

08/1996 Introductory Biostatistics
Des Moines Area Community College
Ankeny, IA US

Award Type: Professional Training
College/Department: Math

02/1998 CAMEO, MARPLOT, & ALOHA
Iowa Department of Natural Resources
Des Moines, IA US

Award Type: Professional Training
College/Department: Emergency Management

10/2005 Climate Change
Electric Power Research Institute
Arlington, VA US

Award Type: Professional Training
College/Department: Environmental

05/1996 Train the Trainer, Ecological Risk and Decision Making Workshop
US EPA
Kansas City, KS US

Award Type: Professional Training
College/Department: Environmental Protection

06/1997 EPA Hazardous Ranking System Training Course
US EPA
Kansas City, KS US

Award Type: Professional Training
College/Department: EPA

08/1998 Workshop on Monte Carlo Analysis
US EPA
Kansas City, KS US

Award Type: Professional Training
College/Department: Environmental Protection

05/1998 Risk Characterization
US EPA
Kansas City, KS US

Award Type: Professional Training
College/Department: Environmental Protection

09/2010 PV Installer
North American Board of Certified Energy Practitioners
New York, NY US

Award Type: Licenses/Certifications
College/Department: PV
Expiration: 09/2013

03/1995 EPA Hazardous Materials Incident Response Operations
US EPA
Kansas City, KS US

Award Type: Licenses/Certifications
College/Department: EPA

Instructional Experience

FROM: 01/1992 TO: 05/1992

The University of Iowa Iowa City, IA, US

Courses: Teaching assistant for the graduate level class titled Biological Water and Wastewater Treatment Processes

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Scholarships

Other Professional and Community Service Activities

Activity Type:	Professional
Organization Name:	EPA Annual Risk Assessor's Conference
Activity Description:	Particiapted in the EPA conference as a state representative from 1995 to 2000.
Involvement:	Meeting Participant
Date Conducted:	5/1999

Activity Type:	Professional
Organization Name:	Clinton Community Advisory Group
Activity Description:	Assitsting the goup understand the basics of human health risk assessment
Involvement:	Professional presentations
Date Conducted:	7/2000

Activity Type:	Professional
Organization Name:	Solar Energy International
Activity Description:	student
Involvement:	Continuing Professional Education
Date Conducted:	7/2009

Activity Type:	Professional
Organization Name:	Iowa Renewable Energy Association
Activity Description:	member
Involvement:	Meeting Participant
Date Conducted:	5/2011

Activity Type:	Professional

Organization Name:	American Solar Energy Society
Activity Description:	Member
Involvement:	Meeting Participant
Date Conducted:	9/2009

Activity Type:	Professional
Organization Name:	Solar Energy Industries Asscoiation
Activity Description:	member
Involvement:	Meeting Participant
Date Conducted:	9/2009

References

First Name:	Steve	**Last Name:**	Guyer
Employer Name:	GWA International	**Title:**	President
Department:		**Phone #:**	(515) 270-1377
Email address :	sguyer@gwaintl.com		

First Name:	Michael	**Last Name:**	Geringer
Employer Name:	MWH Americas, Inc	**Title:**	Sr. Program Manager
Department:		**Phone #:**	(515) 253-0830
Email address :	michael.d.geringer@us.mwhglobal.com		

First Name:	Kevin	**Last Name:**	Armstrong
Employer Name:	MWH	**Title:**	Sr.
Department:	maxlength='40'	**Phone #:**	(515) 253-0830
Email address :	kevin.g.armstrong@us.mwhglobal.com		

Other Information

Do you have the right to work in the U.S. and specifically for the Apollo Group?	Yes
Have you ever had a professional license revoked?	No
Have you ever been convicted of a felony?	No
Have your ever been convicted, pled guilty, pled no contest, or judicially determined to have committed a crime, fraud, or another material violation involving the acquisition, use or expenditure of federal, state or local government funds?	No
Have your ever been debarred or suspended, proposed for debarment, declared ineligible, or voluntarily excluded from certain transactions by any Federal department or agency?	No
I understand and agree to all conditions listed in the online application form:	Yes
– Acknowledged On:	12/13/2011 11:40:11 AM

FACULTY PROFILE

Personal Information

REBECCA WISE
7309 SW 14th st
Des Moines, IA 50315 US
IRN: 9023070748

becca.a.wise@gmail.com
Home: (515) 333-6400

Work History

FROM: 01/2012 TO: Present
Title: Adjunct Faculty
Upper Iowa University, Online
5000 Westown Parkway
West Des Moines, IA 50266 US
Supervisor:
Principal Responsibilities: Teach critical thinking and leadership theory

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FROM: 09/2011 TO: Present
Title: Agent Manager
United Healthcare, Sales and Marketing
rebecca_a_wise@uhc.com
1089 Jordan Creek Parkway
Work: (515) 953-6155 Ext.
West Des Moines, IA 50266 US
Supervisor:
Principal Responsibilities: -Manage a team of 250 health insurance agents. -Recruit, train and lead new agents. -Monitor sales reporting. -Create tactical and strategic plans to ensure the team meets the sales goal. -Build and maintain relationships with key business partners, internally and externally.

FROM: 12/2010 TO: Present
Title: Adjunct Faculty
William Penn University, Business
wiser@wmpenn.edu
6000 Westown Parkway
Work: (515) 333-6400 Ext.
West Des Moine, IA 50266 US
Supervisor:
Principal Responsibilities: -Educate Bachelor level students on the key elements effective academic writing, as well as strategies to develop writing skills, including building, drafting and revising essays. -Facilitate face to face classes for the Master of Business Leadership program and Bachelor of Business Program. -Write curriculum for the Master's and Bachelor's online and face to face programs. -Prepare lectures and activities for weekly classroom sessions. -Grade assignments and provide feedback to students. -Coach student on proper sentence structure, punctuation, word use, paragraph construction, and balancing ideas in writing.

FROM: 09/2010 TO: Present
Title: Adjunct Faculty
University of Phoenix, Online FYS program
beccawise@email.phoenix.edu
3157 E. Elwood
Work: (515) 333-6400 Ext.
Phoenix, AZ 85034 US
Supervisor:
Principal Responsibilities: -Facilitate classroom discussions, through written substantive responses. -Encourage learning through written posts and one-on-one advice. -Grade papers, provide feedback and address performance of students. -Provide coaching and feedback on written skills, including proper sentence structure, punctuation and capitalization, and paragraph contruction.

FROM: 05/2010 TO: 09/2011
Title: Sales Trainer
American Enterprise, Sales and Marketing
rebecca.wise@americanenterprise.com

501 Watson Powell Work: (515) 558-6518 Ext.

Des Moines, IA 50309 US

Supervisor:

Principal Responsibilities: Complete needs analysis', develop, design, implement, facilitate, and evaluate training for insurance agents. I train agents in person, via webinars using iLinc, and through Phasient elearning. -Edit, evaluate and coach insurance managers on writing style and synthesis of ideas. -Provide coaching on analysis and evaluation of writing, including proper word use and sentence structure.

FROM: 02/2009 TO: 05/2010 Title: Director of Training and Development

American Equity, Human Resources

6000 Westown Parkway

West Des Moines, IA 50266 US

Supervisor:

Principal Responsibilities: Work with senior leaders to determine training needs for all departments in the organization. Develop, design, implement, and evaluate training for managers and line staff. -Work with executive leaders to synthesis and evaluate written information. -Coach employees on writing abilities, including grammar, use of verbs, nouns, adverbs and adjectives.

FROM: 08/2008 TO: 02/2009 Title: Annuity Specialist

Central Financial Group, Annuities

5959 Villiage View Dr.

West Des Moines, IA 50266 US

Supervisor:

Principal Responsibilities: Recruit and train insurance agents on annuities. Provide case design for clients. Create marketing materials and implement marketing strategies for the agency. -Write company communications including an ongoing newletter, which summarized, analyzed and synthesised current industry trends and important topics.

FROM: 12/2006 TO: 08/2008 Title: Inside Sales Recruiter/ Client Service Rep

Sammons Annuity Group, Marketing

4601 Westown Parkway

West Des Moines, IA 50266 US

Supervisor:

Principal Responsibilities: Recruit and train insurance agents on annuity products. Create case designs for clients. Provide customers with information regarding annuity policies. -Write training and recruiting materials that summarize and evaluate relevant industry information.

FROM: 12/2005 TO: 12/2006 Title: Account Executive

Des Moines Register, Sales

701 Locust

Des Moines, IA 50309 US

Supervisor:

Principal Responsibilities: Create advertising solutions for small to medium sized businesses. Help business owners meet their goals through newspaper and online advertising. Design advertising materials in conjunction with the graphics department.

FROM: 07/2003 TO: 12/2005 Title: Field Development Specialist

Principal Financial Group, Field Development

801 Grand Avenue

Des Moines, IA 50309 US

Supervisor:

Principal Responsibilities: Create continuing education programs for insurance agents. File continuing education programs with state insurance departments. Complete background checks and set up training for new insurance agents. Track education progress for new agents.

FROM: 02/2003 TO: 07/2003 Title: Homemaker

Homemaker

7309 SW 14th st

Des Moines, IA 50315 US

Supervisor:

Principal Responsibilities: Homemaker

FROM: 11/1998 TO: 02/2003 Title: Estee Lauder Manager/ Merchandising Specialist

Younkers/ Saks, Cosmetics Buying Office

1111 E Army Post Rd

Des Moines, IA 50315 US

Supervisor:

Principal Responsibilities: Train and manager costmetics sales staff for Estee Lauder. Train department and store managers for cosmetics. Track sales of cosmetics for all 50 stores. Create training materials for managers and employees.

Educational History

12/2012 DM Organizational Leadership Award Type: Doctorate

University of Phoenix College/Department: School of Advanced Studies

Phoenix, AZ US Expiration: 12/2014

05/2010 Master of Science in Adult Learning and Organizational Performance Award Type: Master's

Drake University College/Department: School of Education

Des Moines, IA US

Instructional Experience

FROM: 01/2012 TO: Present

Upper Iowa University West Des Moines, IA, US

Courses: Critical Thinking Leadership Theory

FROM: 12/2010 TO: Present

William Penn University West Des Moines, IA, US

Courses: Master's Capstone (writing course) Contemporary Business (writing course) Leadership Theory Human Capital Development and Succession Planning

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FROM: 09/2010 TO: Present

University of Phoenix online, AZ, US

Courses: HUM/111 Critical and Creative Thinking

FROM: 02/2009 TO: 05/2010

American Equity West Des Moines, IA, US

Courses: As the Director of Training and Development, I taught classes on basic and business writing (Writing Basics and (Writing for Business) to employees. I also taught insurance and leadership courses.

Scholarships

Scholarship Type:	Scholarship of Teaching		
Published Material:	Published Materials	**Date Presented / Published:**	6/2012
Title:	Finding Success: Lessons Learned by Female Executive Leaders		
Journal / Event Name:	Finding Success: Lessons Learned by Female Execut		
Type:	Book		
ISBN/ASIN:	1477462627		
Role:	Primary		
Was this project peer reviewed?	No		
Was this project funded?	No		
Did you want this to be considered for an honorarium?	No		

Other Professional and Community Service Activities

Activity Type:	Professional
Organization Name:	ARL
Activity Description:	Employee Leadership Coaching
Involvement:	Professional presentations
Date Conducted:	4/2010

Activity Type:	Professional
Organization Name:	ASTD
Activity Description:	Strategic Partnership Committee
Involvement:	Service on Association Committee
Date Conducted:	5/2010

References

First Name:	Terri	**Last Name:**	Deems
Employer Name:	Drake Univeristy	**Title:**	Adjunct professor
Department:	College of Education	**Phone #:**	(515) 964-0219
Email address :	tadeems@aol.com		

First Name:	Kevin	**Last Name:**	Pokorny
Employer Name:	Pokorny Consulting	**Title:**	Owner
Department:	515	**Phone #:**	(515) 205-5513
Email address :	info@kpokorny.com		

First Name:	Marc	**Last Name:**	Shoemaker
Employer Name:	American Enterprise	**Title:**	Sales Trainer
Department:	Sales	**Phone #:**	(515) 306-6368
Email address :	marc.shoemaker@americanenterprise.com		

Other Information

Do you have the right to work in the U.S. and specifically for the Apollo Group?	Yes
Have you ever had a professional license revoked?	No
Have you ever been convicted of a felony?	No
Have your ever been convicted, pled guilty, pled no contest, or judicially determined to have committed a crime, fraud, or another material violation involving the acquisition, use or expenditure of federal, state or local government funds?	No
Have your ever been debarred or suspended, proposed for debarment, declared ineligible, or voluntarily excluded from certain transactions by any Federal department or agency?	No
I understand and agree to all conditions listed in the online application form:	Yes
-- Acknowledged On:	9/13/2012 8:53:18 AM

FACULTY PROFILE

Personal Information

LAUREN YOUNGS
8602 Westown Pkwy
#3006
West Des Moines , IA 50266 US
IRN: 9038553738

laureny28@gmail.com
Home: (515) 745-6461

Work History

FROM: 06/2011 TO: Present
Title: Outpatient Mental Health Therapist
Community Health Centers of Southern Iowa, Mental Health
lyoungs@chcsi.org
302 NE 14th Street
Work: (641) 446-2383 Ext.
Leon, IA 50144 US
Supervisor: Brian Lahey, MD, Clinical Director, Psychiatris
Supervisor Phone: (641) 446-2383 Ext.
Principal Responsibilities: Providing psychotherapy services to adult and adolescent individuals are the main responsibilities of this position. I also complete psychosocial evaluations. I create and document treatment plans and case notes as well as participate in weekly consultation and supervision and attend trainings on relevant topics

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FROM: 09/2010 TO: Present
Title: Lead Faculty Area Chair
University of Phoenix, Academics
laureny30@email.phoenix.edu
6600 Westown Parkway
West Des Moines, IA 50266 US
Supervisor: John Opincar, Director of Academics
Principal Responsibilities: Principle responsibilities of my role include facilitating local campus courses including PSY/211, PSY/280, GEN/195, UNIV/101 and New Faculty Certification. I also participate in, develop and lead local campus workshops. My role enables me to lead Content Area Meetings and participate in Area Chair activities such as mentoring new faculty and performing classroom, syllabus and OLS reviews.

FROM: 06/2010 TO: 06/2011
Title: Outpatient Therapist
Mid-Iowa Family therapy Clinic, Therapy
lauren.youngs@miftc.com
1201 63rd St
Work: (515) 254-1556 Ext.
Des Moines, IA 50311 US
Supervisor: Amber Sampson, MS, LMFT, Therapy and Remedical Services
Supervisor Phone: (515) 254-1556 Ext.
Principal Responsibilities: Providing psychotherapy services to individuals, families and children are the main responsibilities of this position. I also create and document treatment and case notes as well as participate in weekly consultation and supervision and attend trainings on relevant topics

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FROM: 09/2009 TO: 05/2010
Title: Counselor
Des Moines Pastoral Counseling Center
2929 Westown Pkway
West Des Moines, IA 50265 US
Supervisor: Lisa Streyffeller, PhD., Licensed Psychologist, Directo
Principal Responsibilities: Prepared psychoeducational presentations for community groups Presented multiple 2+ hour presentations to groups of 10+ professionals Provided individual Psychotherapy for adult and child clients under supervision Documented intake, clinical assessment, progress and psychotherapy notes Followed clinical procedures and maintained confidentiality of clients

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FROM: 07/2006 TO: 06/2010 Title: Enrollment Counselor

University of Phoenix, Enrollment

6600 Westown pkway

West des moines, IA 50266 US

Supervisor: Megan Pitz, Enrollment manager

Principal Responsibilities: Enrolled online and ground students in associate, bachelor and masters level programs according to UOP standards and goals. Advised students on time management, class preparation and resources. Appointed to lead meetings, training and committees. Nominated as Iowa Alumni Enrollment Advisor and lead Orientation Events. Collaborated with students, employers, faculty, staff, alumni and parents. Built relationships and supported students through enrollment and graduation including participating in commencement and other campus events.

FROM: 09/2005 TO: 06/2006 Title: Medical Records Specialist

Central Iowa Orthopaedics

NW114th St

Clive, IA 50265 US

Supervisor: Dr. Neff, Owner

Principal Responsibilities: Coordinated medical records in accordance with HIPPA regulations. Collaborated with lawyers, doctors and patients. Filed and completed data entry within strict scheduling parameters.

FROM: 02/2005 TO: 09/2005 Title: Sales Associate

Brodkey Jewelers, Sales

35thst and Merle Hay rd

Des Moines, IA 50265 US

Supervisor: Ben Sholar, Assistant Manager

Principal Responsibilities: Built relationships with clients and performed sales duties including meeting goals and completing repairs and paperwork

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FROM: 08/2002 TO: 02/2005 Title: Clerk

Cheif Lamoni Motel, Reception

Hwy 69

Lamoni, IA 50140 US

Supervisor: Sandie Naylor, Owner

Principal Responsibilities: Multi-tasked to answer phones, clean rooms, and manage day manager duties and decisions.

FROM: 09/2000 TO: 09/2002 Title: Teaching Assistant

Graceland College, Psychology Department

1 University Place

Lamoni , IA 50140 US

Supervisor: David C Devonis, Psychology Professor

Principal Responsibilities: Assisted with classroom activities, charted and graded assignments, completed administrative tasks and proctored exams for bachelor level students.

Educational History

05/2010 Master of Science in Mental Health Counseling Award Type: Master's

Drake University College/Department: Counseling Education Department

Des Moines, IA US

01/2005 Bachelor of Arts with a major in Psychology Award Type: Baccalaureate

Graceland University College/Department: Psychology Department

Lamoni, IA US

09/2010 Licensed Mental Health Counselor, Temporary
Iowa State Board of Behavioral Science
Des Moines, IA US

Award Type: Licenses/Certifications
College/Department: Counseling
Expiration: 09/2013

Instructional Experience

FROM: 09/2010 TO: Present

University of Phoenix West Des Moines, IA, US

Courses: University Orientation UNIV/101, Introduction to University Studies GEN/195, Essentials of Psychology PSY/211, New Faculty Certification

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Scholarships

Other Professional and Community Service Activities

Activity Type:	Professional
Organization Name:	Des Moines Pastoral Counseling Center
Activity Description:	Seminar on Personality Theory
Involvement:	Meeting Participant
Date Conducted:	9/2010

Activity Type:	Professional
Organization Name:	Iowa Mental Health Counselors Association
Activity Description:	Annual Conference: Ethics training, Counseling in College settings, Board meeting
Involvement:	Meeting Participant
Date Conducted:	4/2012

Activity Type:	Professional
Organization Name:	Cross Country Education
Activity Description:	Helping Adult Clients Grow Up: Blending Object Relations with other therapy
Involvement:	Continuing Professional Education
Date Conducted:	1/2012

References

First Name:	Lisa	**Last Name:**	Streyffeler, Ph.D.,
Employer Name:	Des Moines Pastoral Counseling Center	**Title:**	Licensed Psychologist, Di
Department:		**Phone #:**	(515) 274-4006
Email address :	lstreyffeler@dmpcc.org		

First Name:	Megan	**Last Name:**	Pitz
Employer Name:	University of Phoenix	**Title:**	Enrollment Manager
Department:	Enrollment	**Phone #:**	(515) 273-1823
Email address :	blockteach@email.phoenix.edu		

First Name:	Wade	**Last Name:**	Leuwerke
Employer Name:	Drake University	**Title:**	Assistant professor of Psychology
Department:	Psychology	**Phone #:**	(515) 271-3943
Email address :	wade.leuwerke@drake.edu		

Other Information

Do you have the right to work in the U.S. and specifically for the Apollo Group?	Yes
Have you ever had a professional license revoked?	No
Have you ever been convicted of a felony?	No
Have your ever been convicted, pled guilty, pled no contest, or judicially determined to have committed a crime, fraud, or another material violation involving the acquisition, use or expenditure of federal, state or local government funds?	No
Have your ever been debarred or suspended, proposed for debarment, declared ineligible, or voluntarily excluded from certain transactions by any Federal department or agency?	No
I understand and agree to all conditions listed in the online application form:	Yes
– Acknowledged On:	7/22/2012 3:16:01 PM