

ALYSSA M. KIESOW, PH.D.

Dean, College of Arts and Sciences
Director of Sponsored Projects, Office of Academic Affairs
Northern State University, Aberdeen, SD

12 February 2025

Search for Provost & Vice President for Academic Affairs
Black Hills State University
Spearfish SD, 57799

Dear Selection Committee,

Please accept this letter as my enthusiastic application for the role as Provost & Vice President for Academic Affairs (Provost) at Black Hills State University (BHSU). Comparable to my current institution's mission and values, BHSU represents community, connection, and collaboration, united by a shared passion for knowledge and discovery; and at its root, supports all students, affording them an educational opportunity to become the best version of themselves. Something of which that encapsulates my experience as a student. As a former competitive athlete, I quickly learned how an injury can alter the course of one's life. My own injury turned college from a reality into a distant dream, forcing me to leave school, earn a full-time income, and return a year later with the financial means to fund my education. Fortunately, I completed my degree and discovered opportunities to further my studies, fully supported by grants and assistantships. Interestingly, my father, a non-traditional student, earned his undergraduate degree a few years before I did. His mentorship, along with the support of faculty, helped me discover my passion for becoming an academic educator and administrator. Now, perseverance, integrity, and compassion continue to guide me as a leader in a complex, collaborative state regental system. I am prepared to leverage those experiences for BHSU's growth through a collective, innovative vision, much like I have done for Northern State University (NSU) and the College of Arts and Sciences (CAS). I would like to demonstrate how my skills align with the qualities BHSU is looking for in its Provost.

Introductory Comments

With over a decade of leadership experience in academic affairs as well as research and economic development, I have developed a deep understanding of areas such as fiscal responsibility, faculty and staff mentorship, governance, systemwide (regental) equitable practices, strategic planning, curriculum development, program assessment, and accreditation. These roles have enriched my perspective as a leader, encouraging me to inspire others to "think differently" for the advancement of the institution and its students, which aligns seamlessly with the university's mission "to provide access to higher education for aspiring students...so that as graduates, they can make contributions to the workforce and the betterment of their community." As a regional, comprehensive public institution, BHSU is making significant strides through its partnerships with other South Dakota regental schools and the community. These collaborative efforts are enhancing financial stability, enriching student experiences, strengthening community engagement, and fostering innovation. BHSU's dedication to its mission of serving students and the community is evident, and this is something I deeply value. I am committed to cultivating accountable, high-performing leadership teams and being an engaged, compassionate, and visible leader—qualities that are essential for collaboration and success at BHSU. These attributes will be invaluable in my role as Provost, where I look forward to working closely with academic and student affairs, the President, deans, university leadership, faculty, staff, and the broader community. Together, we will shape the university's future and ensure students have the skills and resources they need to succeed.

Strategic for the Future with a Collective Vision

BHSU's tradition of academic excellence is evident in its motto to "discover your path." This commitment to providing students with opportunities for academic growth, personal development, and career success is fulfilled through BHSU's strategic framework focused on increasing student access and success, providing a transformative learning experience, building a sustainable campus, and becoming an economic engine for the region. As the dean of the CAS at NSU, the university's largest college, I lead a diverse array of programs and faculty. The CAS' mission is to cultivate critical thinkers through a comprehensive liberal arts education, encompassing fields such as history, English, biology, biotechnology, biochemistry, mathematics, nursing, criminal justice, sociology, secondary education, environmental science, chemistry, Spanish, and communication studies. Notably, under my leadership, we recently introduced nursing to address a critical workforce need in our region. My responsibilities also include overseeing the nationally accredited concurrent enrollment program, Rising Scholars, as well as managing course offerings at Huron Community Campus, a satellite facility. Further, as the director of sponsored projects, a position comparable to the vice president of research and economic development, I serve and represent the university on- and off-campus to grow research and economic partnerships. Simultaneously serving in both roles provides me with a myriad of skills comparable to that needed as the Provost, where mission centric strategic planning, research innovation, curricular development, assessment, advocacy, fundraising, budget acumen, and building relationships are the norm. My experiences at NSU have provided an outstanding foundation for serving as the Provost at BHSU, a university that is committed to fostering a collaborative and collegial environment – one that empowers and guides students on their academic journeys, helping them surpass their own expectations of success.

BHSU's strategic framework "Climbing New Peaks" embodies the university's commitment to education, inclusive excellence, scholarship and innovation, academic success, and community engagement with students at the core of this mission. A strong, attainable strategic plan can help guide a university to excellence with a similar goal in mind. Thus, it is important to continually evaluate and re-evaluate organizational strategies and goals as a team, but it also important to build a strategic plan that is actionable that everyone believes in and contributes to. BHSU has a strong strategic framework, of which the Provost is central to. As associate dean, and then as dean, I led (and continue to lead) strategic efforts for the CAS, called "strategic doing," that meet the mission of the university and college. I did so

through collaborative, meaningful discussions and collective decisions. And, the outcome was/is an actionable, dynamic strategic plan supported by faculty, staff, and students in CAS. Through its strategic planning, BHSU fosters a dynamic environment that strengthens faculty and staff connections, enhances professional development, enriches student education and experiences, and builds impactful external partnerships. Its centers, such as the Center for American Indian Studies, the Center for Civic Engagement, the Center for Economic Education, and the Center for the Advancement of Math and Science Education, highlight BHSU's broad impact across the region and state. With faculty, staff, and students at the core of these initiatives, this approach fosters academic growth, enhances student success, strengthens campus and personnel infrastructure, and shapes the university's future in meaningful ways, driving it toward its goals. As Provost, I would work to support strategies that honor the institution's roots while addressing the changing educational and societal landscape, drawing on my past experiences as a foundation.

Building on BHSU's strategic framework and ongoing initiatives, the university has a valuable opportunity to expand its reach and grow its student population. For example, BHSU could strengthen the South Dakota Center for Enterprise Opportunity (Women's Business Center) by securing additional funding to expand mutually beneficial partnerships. Additionally, the university could enhance the collective impact of its Centers by developing unified outreach strategies to strengthen connections with prospective students and increase matriculation. Moreover, BHSU could explore innovative approaches to meeting workforce demands while fostering strong partnerships, such as introducing dual degree programs that integrate engineering and liberal arts. Being a bold, forward-looking visionary, the Provost can serve as a catalyst for change, helping the campus move collectively toward greatness – something I am deeply committed to.

Cultivate a Strong Student Educational Experience

The student experience includes relevant curricula as well as a sense of space and connections on- and off-campus. With a focus on sustainability, outdoor spaces, and personal relationships, it seems that BHSU values "high impact practices," which are central to critical thinking skills for students. Undergraduate research, service learning, global experiences, and internships are well-established high-impact practices in higher education that foster connections with industry partners and the community, integral to BHSU's mission. For example, I would look to ways to expand connections to countries for BHSU's Study Abroad program, such as obtaining funding through Fulbright International Educators Administrators (IEA) program to explore and establish more connections/exchanges with countries like Korea, Japan, Taiwan, or France. Throughout my career at NSU, I have actively supported international students and initiatives; contributed to the development of new programs (e.g., nursing); facilitated articulation agreements with institutions such as South Dakota State University, South Dakota School of Mines and Technology, Sisseton-Wahpeton (Tribal) College, and Southeast Technical College; and played a key role in program assessment and accreditation efforts (e.g., CAEP, HLC, NACEP, and, now, South Dakota Board of Nursing and CCNE). Additionally, I have been instrumental in advancing strategic initiatives, including the establishment of the Center for Public History and Civic Engagement at NSU. I encourage faculty to explore innovative teaching strategies and integrate new technologies into the classroom, such as Hybrid-Flexible (HyFlex) delivery and Artificial Intelligence (AI), then offer faculty and staff the training and support to do so. Personally, I am certified to teach online and am working toward my HyFlex micro-credential; I embrace challenges and support change in all areas of education. Further, as the founding coordinator of undergraduate research, a role created to expand undergraduate scholarship across campus, I collaborated closely with the provost's office to secure funding that supports student research and promotes their academic achievement. At BHSU, enriching students through strong research experiences via mechanisms like research mentorship and resources through the University Research Council will be important as Provost. Similarly, as the founding coordinator of STEM outreach, I brought STEM experiments into elementary and middle school classrooms with the assistance of pre-service teachers and graduate assistants. These efforts contribute to shaping a well-rounded student experience and an engaged campus community. With this background, I am well-equipped to champion student-, campus-, and community-focused initiatives while expanding efforts to empower faculty and staff. By strengthening curricula, enhancing pedagogy, and promoting high-impact practices, we can cultivate critical thinkers, a skilled workforce, and compassionate individuals ready to make innovative, meaningful contributions in their fields and communities.

The undergraduate student experience is a crucial aspect of campus life, and fostering collaborations between student and academic affairs is essential to keeping this experience at the forefront. A key part of this involves creating a connected campus – one that integrates both the physical space and educational opportunities. A comprehensive "master plan" that blends education with campus experience can cultivate an environment that promotes learning, social connections, and community engagement. As a member of NSU's "master planning committee," I am involved in developing a 10-year plan aimed at building a campus for the future. This plan will be supported by an upcoming capital campaign, designed to fund both growth (i.e., innovation and nursing) and revitalization efforts (i.e., campus green). My experience in this regard includes leading two major renovations: the modernization of science labs in 2009 and the upgrade of campus classrooms to allow HyFlex delivery in 2020. Additionally, I oversaw the construction of a new, ecofriendly \$25 million, 50,000-square-foot science education center from 2018-2019, all of which stemmed from prior master planning efforts. Such efforts are like BHSU's campus growth efforts to be good land stewards while also building innovative, engaging educational spaces for students, faculty, staff, and community members. An example of how enhancing physical spaces can strengthen campus connections is NSU's recent faculty-in-residence initiative, much like that of BHSU. Aligned with this directive, I provided an on-campus apartment for a newly hired nursing faculty member, fostering stronger faculty-student connections. This collaboration with student affairs contributes to a more holistic student experience, seamlessly integrating classroom learning with residential life. As a result, we recently introduced a criminology Living Learning Community, further enriching student engagement and academic support. These changes, along with innovative classroom spaces and new building resources, are part of a larger effort to create a welcoming and collegial campus for everyone. As BHSU continues to revitalize and renovate its spaces, like the BHSU Library, Wellness Center, and Athletic Facilities, I aim to draw on my experiences to advocate for the university and help build a campus that meets the needs of both students and the broader community. My background in renovations, new construction, relationship-building, and fundraising will be helpful as BHSU looks to its future.

Lead with Compassion and Transparency to Inspire and Support Faculty

A university team includes a variety of stakeholders, and it is my hope as Provost at BHSU to build and shepherd opportunities to ensure connectedness and communication among these groups. For example, as dean, I focused on three things to increase morale and build trust: 1) communication with transparency, 2) being fair and consistent, and 3) “saying thanks.” I hold semi-monthly “coffee chat” sessions and semi-monthly “Friday updates” to provide a level of transparency for faculty and staff. I also propose for different levels of governance, as these groups can influence change and create a better university; thus, as dean, I meet regularly with student representatives of Student Government Association (SGA) and informally with faculty senate representatives.

As a college level educational leader, I strive to focus on the institutional approach, educate students, and stimulate development of highly qualified faculty to lead the future of education to a higher level. I lead with a “grassroots” mentality, where different viewpoints and foundational ideas help guide a shared mission. To cultivate a positive, work environment, I aspire to care and treat faculty fairly. While serving as chair and dean, my colleagues and I used a standardized evaluation method where all levels of staff and faculty, including myself, are fairly critiqued. Annual evaluations, student opinion surveys, data analyses, program successes and failures, resolutions, and goals were all areas open to discussion whether it be successes, failures, or improvements. I believe being open fosters intellectual and personal growth and stimulates thinking. Relationships centered on trust and respect are important to develop a cohesive team that works collectively to grow the university.

One of the core values forming my foundation in administration and leadership is leading by example. Colleagues and constituents in my college identified my strengths as a “transparent, honest, supportive, and effective leader;” “communicative, collegial and decisive leader;” “highly accessible and approachable leader;” “giving autonomy to individual staff and faculty,” “very invested in the institution,” and “determined advocate for college and great mentor.” These values are immersive within the CAS and will be expanded to BHSU as Provost. Further, I advocate for continuous learning by attending workshops, being innovative and strategic, reading, experimenting, listening and observing, and seeking connections; all in order to support the mission of the university and college but also lean into the idea of “leading by example.” The motivation to personally improve and emphasize campus-wide improvement, gives me the courage to act and collective ability to “shift” to any situation.

To this end, I recognize the need to create a safe, collaborative and engaging environment for everyone, but I also recognize the importance of supporting faculty and staff throughout their careers. I believe that everyone has something to “bring to the table,” and it is my role as a leader to help individuals realize their “something” and position them for success. For example, in response to increase research “time” for faculty, we collectively established a “CAS Faculty Research Award” to allow a course release for two faculty each academic year in CAS. Further, a faculty near retirement wanted to leave behind a legacy, something impactful to him but also the college and university. With my support, he started a podcast, called *WolfTrax*, to celebrate research in the college. BHSU’s commitment to growth, supported by its colleges and the Center for Faculty Innovation, fosters professional and personal development for faculty while creating opportunities to engage students and community partners. My involvement in similar efforts provides excellent groundwork as Provost, which will help me promote education and professional development as well as transparent, collegial communication across the university.

I believe my leadership philosophy and competencies set me apart from others because of my commitment to continuous improvement for the institution, faculty, and students with focus on inclusivity and involvement. Over the years, NSU has provided the academic and intellectual environment that has allowed me to refine my teaching and leadership skills to excel at a high level. I am confident that my skill set can scale to the Provost role at BHSU, and I am energized by the potential of a new challenge that will enable me to continue inspiring students, faculty and staff while shaping a premier educational institution. As an effective leader, I will demonstrate courage to “take action” when unforeseen complexities impact the university.

Nurture a Collaborative, Accessible Campus

Creating a collaborative, engaged campus is important to serve our evolving community and workforce needs. To effectively serve a community, it is important consider who comprises these communities, how best to serve their needs, and how to build strong partnerships with them. BHSU is clearly committed to fostering a collaborative, inclusive culture and supporting its community of students, faculty, and staff, as evidenced through its strong commitment to campus workforce and the community.

One of my most significant contributions to promoting collaboration and workforce development comes from my work with a National Science Foundation (NSF) ADVANCE subaward. The purpose of an ADVANCE grant is “to create a more capable and diverse science and engineering workforce.” I worked with a team of women scientists throughout South Dakota to understand whether conditions were equitable in the South Dakota Board of Regents (SDBOR) system and draft systemwide policies to create an equitable workplace. The outcomes were data-driven policy changes regarding automatic “stop-the-clock” and family leave policies. Interestingly, these were used as a model for policies implemented as a result of COVID-19. Because of my willingness to engage in meaningful conversation, I was selected to serve on several SDBOR work groups, i.e., faculty workload group, nursing collaborative group, faculty and staff recruitment and retention group, and risk identity group, that were related to building fair and consistent practices in academic affairs. These efforts have enhanced my understanding of the complexities and opportunities within a regental system, equipping me with valuable leadership skills that can be utilized as Provost at BHSU.

In addition to collaborating at the statewide level, I am a member of the Association of Women in Science (AWIS), which fosters connections and coalitions that support advancing women in leadership. As part of a Council of Public Liberal Arts Colleges (COPLAC) ADVANCE grant, I led an ADVANCE Affinity group, facilitating discussions on leadership, including conflict resolution, to help women leaders navigate workplace challenges. Through these roles, I have built a strong professional network, and as a leader at BHSU, I aim to cultivate similar initiatives among faculty and staff, aligning with the university’s mission.

Relatedly, BHSU’s mission seeks to provide “access to higher education to aspiring students...” I have a more personal connection to ensuring people have access to education and society. With two aunts and two uncles who are visually impaired due to retinitis pigmentosa (RP), I understand the importance of accessibility for individuals with disabilities. Leader Dog provided dogs to my uncles, allowing them greater accessibility in their lives, and, thus, I have a deep appreciation for Leader Dog facilities. Similarly, their

dogs also reduced the perceptions of individuals who are visually impaired. Other populations struggle with their own inaccessibility and/or disadvantages, such as Native American populations in South Dakota. As dean, I am working with Sisseton-Wahpeton College to bring Dakota language and culture to our students through a dual enrollment program, a foundation that facilitates collaborations with community partners as well as other institutions. Additionally, I have strategically hired English and sociology faculty whose research focuses on Native American culture, ensuring its integration into the curriculum. BHSU has pursued a similar approach through its Center for American Indian Studies. At BHSU, I will prioritize creating opportunities and strengthening support systems to ensure every student thrives in their academic journey.

BHSU demonstrates a strong commitment to building a campus connected through relationships among students, faculty, and staff. Perhaps to expand this commitment, BHSU could establish an annual campus-wide common read program focused on themes of accessible or transformative learning. This program could culminate in a keynote event featuring either the book's author or an expert on its subject matter, promoting open dialogue across the campus and broader community. As Provost, I will actively champion strong support for faculty, staff, and students, foster a positive campus culture, and ensure accessibility for all.

Support Scholarship at BHSU

As the director of sponsored projects, a position comparable to a vice president for research and economic development, I help manage grants and grant reports, work with faculty/staff to find and submit grants, and represent NSU on various grant-related committees across the state. Notably, in this role, I serve as a champion for the university with regard to research, serving on several committees for South Dakota including the Research Affairs Council (RAC) and Research, Excellence: A Critical Hallmark (REACH) Committee, alongside members and all the presidents from each state institution. RAC is charged "to provide leadership and coordination for the system's research agenda and for maximizing the system's investment in research infrastructure," while REACH is charged "to provide oversight of the South Dakota NSF EPSCoR initiatives." REACH also is integral in informing the science and technology in South Dakota through the South Dakota Science and Innovation Strategic Plan. South Dakota RAC is currently working with RTI International to build a new 10-year Science and Innovation Strategic Plan to guide and shape research in South Dakota for the future. Using my expertise as the director of sponsored projects as well as my role as a science educator-scholar, I am actively involved in these efforts. This skill set can help me drive similar strategic efforts in research at BHSU.

Research at BHSU can be pursued in various ways, through both formal and informal programs. The University Research Council provides infrastructure to support research for students and faculty alike. Bolstering these efforts and linking colleges at the university with community partners could help build meaningful connections within and beyond the campus community. One potential initiative to connect these efforts with the broader community is pursuing a Build to Scale grant from the U.S. Economic Development Administration. In collaboration with BHSU, Spearfish Economic Development, and the Spearfish Chamber of Commerce, this initiative would drive innovation, support entrepreneurship, and strengthen community partnerships while creating new research and business opportunities. I will be dedicated to advancing research and expanding scholarship at BHSU, fueling the growth of the university's dynamic research and scholarship.

Foster Community Relationships and Increase Financial Stability

More than ever, small, regional, comprehensive universities need to remain strong and stable in their mission and educational delivery but also convey their importance to the workforce and society, particularly since the perception of higher education remains difficult. Leaders serve as a liaison at the university for their programs but also a major fundraiser and community connector. When I became dean, I was challenged to seek revenue-generating options. Since, we established a relationship with two local brewers, both working with faculty and students to create research and internship experiences but also bring dollars back to the university for student scholarships. In Spearfish, Spearfish Brewing Company could be engaged in similar discussions. Thinking creatively to bring dollars back to the university while creating experiences for students is one way to fundraise, outside of establishing relationships and community connections to help grow the university's reputation. Collectively identifying revenue-generating opportunities is one way the Provost can help supplement budgets and ensure the institution's financial stability.

Building relationships can happen via meaningful connections through informal or formal activities. Using this as the guide, in my capacities at NSU, I developed relationships with local businesses to seek opportunities and resources for students and faculty. Such partnerships include 3M and Ag Processing (AGP), where our mutual relationship helps build the collective workforce. For example, 3M is the largest employer in the area and provides resources to increase STEM outreach and engineering in the area – they have helped fund our growing STEM outreach and pre-engineering programs to draw students to these fields. As another example, AGP sought research assistance from faculty and students, looking for solutions to eliminate soybean waste products. Building strong relationships with these organizations has been key to creating opportunities for faculty and students. BHSU is well-positioned to forge partnerships with industry leaders like Monument Health, Montana-Dakota Utilities, and Coeur Mining as well as government agencies such as Black Hills National Forest and South Dakota Game, Fish, and Parks. I am committed to actively cultivating these connections to benefit the university, its students, and its faculty.

Connections with the community are vital to build relationships, and, eventually, seek opportunities for community partners to "give back." Like many institutions, the university's Foundation office plays a key role in supporting these efforts. They help secure endowments and scholarships, providing financial support that benefits both the university and its students. With decreasing enrollments, tuition freezes, and inflation, the university is budget limited. Collaborative efforts and community connections are integral to "friend-raising" efforts. Simply a willingness to meet with the Foundation office, community partners, alumni, and stakeholders has proven to be effective in building rapport and increasing support for university activities. For example, I continually attend community and alumni events to show my support for the university. The result of these efforts led to greater interest in the CAS social media, a significant endowment in English, and increased donations during NSU's 24-hour donation campaign, called "Give-N-Day." It is apparent that establishing a sound fiscal environment is important for BHSU, and as Provost, I envision being engaged with the Foundation office, the President, campus, community, and alumni to build strong relationships and help grow fiscal contributions to the university. Further, I will

support and participate in activities like “JacketsGiveBack” 24-hour campaign. With experience in “friend-raising” as a dean, I can easily transition serving Provost with a high level of leadership skills and needs.

Besides fundraising, understanding and managing budgets is central to building a strong financial model in academia. When budget constraints are a reality, like now, business acumen is crucial. As a faculty and an administrator, I have effectively managed departmental and college budgets as well as grant allocations, even during periods of budget restrictions. Additionally, I developed a budget from the ground up, following the inception and implementation of NSU’s new nursing program. Further, as a university research administrator, I am immersed in pre- and post-award activities related to grants, which often facilitate research. Fiscal knowledge and responsibility are vital during grant development and delivery. Part of my role is to ensure the scholarship and finances are pertinent to the research question. I learned to be exact and prompt with regard to managing budgets, conducting reports, and providing data. Similarly, my role as dean requires me to examine specific line items, budget allocations, and financial restrictions each day/week, depending on the need. Departments lean on me to make data driven decisions when it comes to budgeting and supporting CAS initiatives. I also recently started a non-profit organization, called Hub City Fastpitch, to promote leadership and growth in young women softball athletes. Through its development as an organization, it was imperative to establish a working budget centered around fees and donations while also tracking revenues and expenses for federal and state reporting purposes. In all these roles, transparency and data-driven decisions are at the forefront of my management approach. Having the ability to understand budgets, budget limitations, and goals of the university and its colleges serve as a foundation for the leadership role at BHSU.

Concluding Remarks

With 18 years of dedicated service to NSU as both a faculty member and administrator, and 22 years overall with the state of South Dakota, I am eager to bring this commitment and a visionary approach to BHSU in the role of Provost. I will be a leader who is deeply invested in, cares about, and advocates for the success of the institution and its students, faculty and staff. My goal is to make a long-term commitment to the university and contribute to shaping BHSU through its strategic efforts, deep commitment to its mission, and a shared vision. Having been educated at different universities in different states, I have a deep understanding of the student experience and a genuine commitment to supporting the campus through responsible and effective actions and strong community ties. By fostering teamwork and a positive work environment, I will uphold BHSU’s tradition of excellence while supporting students and faculty, strengthening community partnerships, and collaborating across campus. With innovation and vision, I will also help guide the university toward a sustainable and accessible future. This approach will ensure that BHSU is well-positioned to advance its mission as a regional, comprehensive institution. As an educator-scholar, I am excited and grateful for the opportunity to help lead the university into the future, and welcome the opportunity to discuss my application.

Sincerely,



Alyssa M. Kiesow, PhD

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EDUCATION

University of South Dakota, Vermillion, SD, Ph.D., Biology, 2008.
South Dakota State University, Brookings, SD, M.S., Biology, 2003.
South Dakota State University, Brookings, SD, B.S., Biology, 2000.
Winona State University, Winona, MN, A.A., Liberal Arts. 1997.

NOTABLE AWARDS/HONORS

Western Academic Leadership Academy Cohort, 2023-2024. (Nominated and selected as a member of the 2023-2024 cohort, as part of Western Interstate Commission for Higher Education [WICHE].)
National Science Foundation Panel Reviewer, 4x (Years: 2020, 2021, 2022, 2023)
Online Learning Consortium Certificate for Online Teaching, 2018. (Received grant for 10-week foundation course, three workshops, and final presentation in online education through OLC.)
Community Leadership Award, Northern State University, Aberdeen, SD, 2018. (Selected for Science, Technology, Engineering, and Mathematics [STEM] outreach activities.)
Teamwork Award, Northern State University, Aberdeen, SD, 2018. (Selected for collaboration on new Harvey Jewett Regional Science Center, which opened Fall 2019.)
Outstanding Faculty for International Students, Northern State University, Aberdeen, SD, 2016. (Selected for mentorship to international students.)
Outstanding Faculty Member, Northern State University, Aberdeen, SD, 2013. (Delivered winter commencement speech in December 2013.)
Joseph F. and Martha P. Nelson Research Fellow, University of South Dakota, Vermillion, SD, 2006-2007. (Received doctoral fellowship/scholarship for research endeavors.)

PROFESSIONAL EMPLOYMENT

2020 – **Dean, College of Arts and Sciences**, Northern State University, Aberdeen, SD (Interim AY20-21)
2020 – **Director of Sponsored Projects**, Office of Vice President for Academic Affairs, Northern State University, Aberdeen, SD
2018 – 2020 **Associate Dean, College of Arts and Sciences**, Northern State University, Aberdeen, SD
2018 – 2020 **Chair, Department of Science and Mathematics**, Northern State University, Aberdeen, SD
2018 – **Professor, Biology (tenured)**, Department of Science and Mathematics, Northern State University, Aberdeen, SD
2013 – 2018 **Associate Professor, Biology (tenured)**, Department of Science and Mathematics, Northern State University, Aberdeen, SD
2012 – 2018 **Founding Coordinator of STEM Outreach Program**, Department of Science and Mathematics, Northern State University, Aberdeen, SD
2010 – 2018 **Founding Coordinator of Undergraduate Research Program**, Office of Vice President for Academic Affairs, Northern State University, Aberdeen, SD
2008 – 2013 **Assistant Professor, Biology (tenure-track)**, Department of Science and Mathematics, Northern State University, Aberdeen, SD
2007 – 2008 **Instructor of Biology**, Department of Science and Mathematics, Northern State University, Aberdeen, SD
2006 – 2007 **Graduate Research Fellow**, Department of Biology, University of South Dakota, Vermillion, SD
2002 – 2006 **Wildlife Biologist (Terrestrial Ecologist)**, South Dakota Game, Fish, and Parks, Pierre, SD

ADMINISTRATIVE EXPERIENCE

2020 – present

Dean, College of Arts and Sciences, Northern State University, Aberdeen, SD (Interim AY20-21)

Northern State University (NSU) is a comprehensive regional university in northeastern South Dakota (SD) that has a tradition of strong academics and scholarship. The university was established to deliver graduate and undergraduate programs; promote excellence in teaching and learning; support research, scholarly and creative activities; provide service to SD, the region and the nation; and place special emphasis on E-learning in the university curriculum and service. Enrollment is approximately 3,700 students with a total operating budget of approximately \$50 million. NSU is consistently ranked one of the top schools in the Midwest by US News and World reports, and recently received #1 ranking for best college dorms in South Dakota. It has three schools and one college, the College of Arts and Sciences (CAS), which makes up the largest college with 475 full-time student majors (Fall 2024), ~55 full-time faculty and staff, ~\$7 million budget, four departments (i.e., History and Social Sciences; English, Communication and Global Languages; Nursing [new, 2024]; and Science and Mathematics), and a nationally accredited concurrent enrollment program, i.e., Rising Scholars program. As dean, I oversee the activities of the CAS, which is the “heart and soul” of the university and serves the entire campus through its strong liberal arts education via programs in English, communication studies, math, sciences, history, languages, criminal justice, social science, and nursing.

Significant accomplishments under my leadership

Executive Experience

Member of Deans Council

Member of Athletic Director search committee and part of School of Business Dean, Director of Admissions, and Director of Marketing searches

Member (or former member) of four South Dakota Board of Regents (SDBOR) Work Groups, which include:

Member of Faculty Workload work group

Member of Nursing Collaborative work group

Member of Recruitment and Retention work group

Member of Risk Identity work group

Revenue Generation, Philanthropy, and Partnerships

Worked with NSU Foundation to seek collaborations and opportunities with external partners

Coordinated and attended alumni events, in and outside of Aberdeen

Built relationships with industry partners, e.g., 3M, Ag Processing Inc. (AGP) Soybean, One-legged Pheasant (OLP), Ben’s brewery, Avera, and Lake Oahe Walleye Restoration Coalition (LOWRC)

Secured new \$2 million endowment for English faculty line and CAS WolfPact scholarships

Secured new nursing scholarships to support new Bachelors of Science in Nursing (BSN) program

Secured expansive funding for 5-years for nursing equipment and operation (Note: NDA in place.)

Raised new funds each year during GiveNDay

Raised approximately \$5,000 each year to support student scholarships

Raised approximately \$5,000 each year in new funds to support CAS initiatives

Created revenue-generating research in collaboration with local, state, and international businesses

Worked with OLP and Ben’s brewery to create beer, where 15% of sales comes back to CAS

Worked with AGP Soybean to create/build applied research experiences for students and faculty

Currently working with Northern’s President, South Dakota Game, Fish and Parks and LOWRC regarding student internships and walleye restoration (logistics ongoing)

Communication in- and outside College

Strengthened relationships/collaborations within CAS, across campus, and among the SDBOR institutions via continual communication through semi-monthly coffee chats and “Friday” emails

Worked as part of a team to address COVID-19 practices and policies for CAS and NSU during AY2020-2021

Work with campus offices, e.g., Online and Continuing Education, Admissions, Marketing, Registrar’s office, Finance, Purchasing, Human Resources, Academic Affairs, Foundation, Student Affairs, Student Success Center, and Financial Aid to ensure proper operations and student success

Manage college newsletter, website, promotional materials, social media, podcast (called *WolfTrax*), and various marketing efforts in collaboration with university relations

Academic Staff and Faculty Development

Oversaw Promotion and/or Tenure of 18 CAS faculty and successfully hired 10 faculty and 10 staff, including 2 associate deans and 2 chairs

Developed policies and procedures for activities in CAS to ensure common, fair practices

Created CAS Faculty Research Award to give release time to faculty

Established CAS Distinguished Faculty Award to recognize longevity and dedication to the college

Established CAS Faculty Development Award to support research publications

Retooled CAS mentorship program to ensure successful on-boarding of new faculty and staff

Support training for Chairs and Associate Deans at annual workshops/conferences, e.g., Council of Public Liberal Arts Colleges (COPLAC) and Council for College of Arts and Sciences (CCAS)

Encourage and support faculty, staff, and student governance, and meet semi-monthly with them.

Strategic Planning and Operations

Built initial CAS strategic plan in AY2019-2021 utilizing “strategic doing” methodology. Continue to work with Chairs, Dean, faculty, staff, and students to develop the CAS strategic plan with a strong vision and actionable goals and tasks. New CAS strategic plan, AY2023-2025, was recently developed.

Member of recruitment and retention committee as part of campus-wide Strategic Enrollment Management (SEM) plan guided by EAB

Led the renovations of Mewaldt-Jensen, which included majority of NSU classroom spaces. Built classrooms to allow HyFlex delivery. (Note: Also led the development of the new science building, but as Chair.)

Member of the campus-wide master planning team to create 10-year plan of campus renovations and spaces

Program Development and Assessment

Collaborate with Chairs, Deans, universities, faculty and staff on curriculum, program development, and articulation agreements

Built the following degrees: Biochemistry, Global Languages and Culture, **Nursing**, and BSEd Science Education

Built the following agreements: guaranteed admission in Engineering with South Dakota State University (SDSU), direct admit in accelerated Nursing with SDSU, 2+2 in General Studies and Criminal Justice with Southeast Technical College (STC), and 4+1 in Sociology and Master of Social Work with University of South Dakota (USD)

Continue to work on additional curricular edits, e.g., Environmental Science, English, History, and Communication Studies, and articulation agreements, e.g., SD School of Mines, Dakota State University, and Sisseton-Wahpeton College

Embrace/encourage Artificial Intelligence (AI) and HyFlex in the classroom. Work with Center for Excellence in Teaching and Learning (CETL) to provide pedagogy training and develop pertinent curricula.

Conduct annual and three-year program assessments and six-year program review for General Studies program, and review all departmental assessments and program reviews

Assist with assessment and accreditation needs in CAS and Higher Learning Commission (HLC) by working with Chairs, faculty, and staff for program and course level assessment

Assist nursing with SD Board of Nursing, HLC, and Commission on Collegiate Nursing Education (CCNE) approvals and/or accreditation

Supervise and work with NSU’s CAS Director of Rising Scholars, which is SD’s only National Accreditation of Concurrent Enrollment Programs (NACEP) accredited program, to ensure all accreditation needs/requirements are met. Programs serves approximately 850 high school students annually.

Conduct continual data analyses of CAS programs (e.g., student numbers, faculty to student ratios, etc.) by working directly with the Office of Institutional Research

Updated CAS review processes. Provided standardized process to ensure accuracy and consistency in reviews.

Increasing/Improving Fair and Consistent Practices

Member of the CCAS Advisory Committee regarding informs policy and guidance related to opportunity for all

Subawardee of National Science Foundation (NSF) ADVANCE grant. (ADVANCE: Organizational Change for Gender Equity in STEM Academic Professions). Worked with a team of colleagues to use data to drive/inform policy change at the SDBOR level as it related to fair and consistent practices, e.g., Family Leave policies, Stop-the-Clock policies, etc.

Leadership Development

Affinity Leader for COPLAC ADVANCE grant (2020-2023). Provided leadership guidance to chairs at liberal arts schools throughout North America, through semi-monthly Zoom sessions/chats.

Nominated and selected for Western Academic Leadership Academy available through WICHE as member of the AY23-24 cohort. Finished training May 2024.

Attended several Leadercast trainings: 2021, 2022, 2023, 2024

Attend annual CCAS Deans Conference and International Leaders Association (ILA) conferences

Budget Acumen

Manage CAS budget ~\$5 million budget

Utilize unrestricted funds responsibly focusing on CAS initiatives, e.g., needs-based scholarships

Allocate restricted funds according to state and federal rules and regulations

Make data-driven decisions with budget cuts, allocations, reallocations, etc.

2020 – present

Director of Sponsored Projects, Office of Vice President for Academic Affairs, Northern State University, Aberdeen, SD

*Northern State University is a regional comprehensive university located in Aberdeen, SD, and according to Carnegie classification the university is considered a Primarily Undergraduate Institution (PUI). The director of sponsored projects serves the entire campus as well as represents the university at the state-level regarding research, e.g., the SDBOR Research Affairs Council and state Research, Excellence: A Critical Hallmark committee. **The director role is similar to a Vice President for Research and Economic Development.** Since serving as the director of sponsored projects, faculty have been successful in securing federal, state, and private awards. Some notable federal allocations include Economic Development Association's (EDA) Build to Scale grant, United States Department of Education's (US DOE) Upward Bound and McNair awards, and NSF's Campus Cyberinfrastructure (CC)* grant, while some notable state/non-profit allocations include a SDBOR Research and Development, 3M Foundation, and Knight Foundation awards. These recent successes provide infrastructure necessary to compete on a global scale in technology and business as well as support underrepresented groups. Each year faculty, with the support from the director of sponsored projects, submits \$5 million of proposals to federal, state, or private entities, with approximately \$2.6 million awarded each year.*

Significant accomplishments under my leadership

Executive Experience

Member of SD Research, Excellence: A Critical Hallmark (REACH) committee that informs science and technology research and state spending in SD

Member of SDBOR Research Affairs Council (RAC) that works collaboratively among the state regental schools to ensure consistency of practices and provide collective decisions. Created Science and Technology Plan for the state.

Member of National Council for University Research Administrators (NCURA), an organization tailored to provide resources and guidance to Sponsored Projects

Member of the Institutional Research Board (2020-2022). Certified through Collaborative Institutional Training Initiative (CITI) for human and animal research as well as animal use and care. As Director, added Institutional Animal Care and Use Committee (IACUC) in 2023 under IRB umbrella.

Member of a collective team working with SDBOR to build standard, centralized platform, i.e., Cayuse

Raising the Research Profile

Helped faculty and staff secure major grants and awards from public and private entities, some include:

US DOE, Upward Bound - \$1.72 million (5-year award)

Knight Foundation, Public History and Civic Engagement - \$32,000 (3-year award)

SDBOR, Research and Development – 2 awards, each ~\$200,000
NSF, CC* - \$998,750 (3-year award)
EDA Venture Challenge, Build2Scale - \$1.48 million (5-year award)
SD Education Access Foundation (SDEAF), Northern Academy & Empowering Innovators – 2 awards totaling \$1.5 million
3M, STEM Outreach and STEM Scholarships – 2 awards totaling \$30,000
US DOE, McNair – \$1.5 million (5-year award)

Helped assist new Coordinator for Research and Scholarship transition into and retool the program

Increasing/Improving Fair and Consistent Practices

Member of the Organizing Committee (and contributor) on recent state (MT, ND, and SD) collaborative NSF Growing Research Access for Nationally Transformative Equity and Diversity (GRANTED) award

Pre- and Post-Award Guidance with Budget Acumen

Prior to submission review all grants (content, budgets, etc.), conduct internal review approval, ensure meets rules and regulations related to granting agency and university
After submission and notification of award, work with all granting agencies to obtain allocations to make purchases according to budget as well as provide necessary contact, data/allocation requests, etc.
Work with faculty and staff to ensure compatible with content of original submission and complete all necessary reports (e.g., interim and final) in a timely manner

Communication in- and outside University

Developed an annual Sponsored Projects newsletter for campus community with annual updates on grants
Created intranet site for “everything grants” to ease understanding of the process and provide resources to faculty
Worked with RAC to identify and adopt a universal resource, i.e., Cayuse, with other SD institutions that assists with pre- and post-award activities
Work with campus offices, e.g., Marketing, Finance, Purchasing, Human Resources, Academic Affairs, Foundation, Student Affairs, and Financial Aid to ensure proper operations and student success
Email faculty each month just to remind them of me as a resource
Provided information sessions during in-service and during CETL trainings to increase awareness of Sponsored Projects and drive new ideas and grant submissions

2018 – 2020

Associate Dean, College of Arts and Sciences, Northern State University, Aberdeen, SD

NSU provides education and degrees to students focused on career readiness. Much of this includes preparedness in communication and critical thinking, which is often handled and housed in the CAS. To effectively address employer needs, it is important to be goal-driven and establish action items around strategic efforts. Strategic efforts for the CAS were led by the associate dean; thus, a new, actionable strategic plan was developed to effectively address the goals of the college. Behind this development, data collection and analyses, collective discussion and decisions, and collaborative design and creation were important. For the first time in 2019, the CAS created a two-year working plan with achievable tasks to make the college an effective and collaborative learning environment supported by faculty, staff and students.

Significant accomplishments under my leadership

Strategic Planning

Oversaw activities of a new strategic plan
Utilized new idea, strategic “doing,” that focuses on actionable tasks over a short-term
Oversaw new initiatives for CAS as it related to new strategic plan

Academic Staff and Faculty Development

Refined “open classrooms” and “peer review” process to ensure effectiveness of these programs
Developed competency in institutional policies and procedures, particularly standards for faculty evaluation for annual reviews and promotion and tenure
Provided mechanisms to support student activities and faculty development in CAS, i.e., funding sources

Connections and Communication

Served as faculty liaison and advocate to Dean of CAS
Shared the responsibility (with the Dean) of representation on campus-related committees or events
Strengthened relationships within CAS and across campus via communication and individual meetings

2018 – 2020

Chair, Department of Science and Mathematics, Northern State University, Aberdeen, SD

NSU is a regional comprehensive university located in Aberdeen, SD with a “first-class” regional science education center. The Jewett Regional Science Education Center, which opened in 2019, is a state-of-the-art facility equipped with classrooms, teaching labs and research lab spaces. This facility is well-equipped for undergraduate science education, STEM outreach activities, and research efforts in most disciplines. It was built from a vision by biology faculty in 2009, with my leadership, upon the receipt of our first NSF Established Program for Stimulating Competitive Research (EPSCoR) subaward allocation, as a target for the program. Ten years later, we received private funding through our efforts and connections to build a \$25 million building, and the chair was integral in shepherding the development, construction, and move regarding the new building. Further, the chair is responsible for faculty development, evaluations, curriculum, and other related duties in the largest department, Science and Mathematics, in the CAS.

Significant accomplishments under my leadership

Strategic Planning and Operations

Coordinated efforts in design, planning, and move into the new Harvey Jewett IV Regional Science Education Center, a 25-million-dollar science building with a “move in” date of Aug 19, 2019
Organized meeting for South Dakota Academy of Science in 2020 at regional science center, cancelled due to COVID-19

Academic Staff and Faculty Development

Supervised two science lab managers (one part-time), one part-time greenhouse manager, 18 tenure-track faculty, and three adjunct faculty (at a satellite community campus)
Conducted annual reviews and mentored faculty and staff within the department
Summarized student opinion surveys and met with faculty each semester to discuss these surveys

Committee Experience

Member of NSU Teacher Education Council
Member of NSU Graduate Council
Member of SD Academy of Science Executive Committee
Member of Institutional Research Board

Advocacy for Department

Served as faculty liaison and advocate to Dean of CAS to ensure transparency between department and Dean
Coordinated and worked with Provost’s office and Sponsored Projects’ office with regard to operating grants, submitted proposals and/or other funding requests
Represented department and faculty at CAS, Graduate Council, and other such meetings
Collaborated with Chairs and Dean to improve administrative activities and daily work duties of faculty and staff

Budget Acumen

Managed departmental budget, approved travel and purchases, and prepared budget requests necessary to improve the operation of the science and math department

Departmental Operations

Produced and reported departmental updates to appropriate parties, particularly for website
Worked with faculty and staff to plan academic schedules conducive to other activities, organize and conduct annual and seven-year program reviews, revise and/or create new curriculum
Met regularly with department to ensure communication among colleagues and streamline program revisions/new program requests to the SDBOR
Provided data sharing mechanisms to faculty and staff

Established new graduate programs (e.g., Science “track” for Master of Science in Teaching and Learning; Lab Management “track” for Master of Science in Management)
Worked with campus offices, e.g., Online and Continuing Education, Admissions, Marketing, Registrar’s office, Finance, Purchasing, Human Resources, Academic Affairs, Student Affairs, Student Support Services, and Financial Aid to ensure proper operations and student success

2012 – 2018

Founding Coordinator of STEM Outreach Program, Department of Science and Mathematics, Northern State University, Aberdeen, SD

To support the university’s mission, the STEM outreach program was created to provide opportunities and capture an interest in STEM fields. NSU’s STEM outreach program utilizes a graduate student and works with pre-service teachers to design and deliver science programs to elementary classrooms in northeastern South Dakota. These programs range from chemical to life science programs, and have been widely successful. Some examples include creating slime, conducting electricity, using microscopy, and observing density. Since its inception, this program has grown from servicing two classrooms, each with 25 students, to 11 classrooms, each with 25 students, and includes a variety of educational models and additional opportunities to for elementary students, and, now, teachers to learn science and math from individuals trained in such fields.

Significant accomplishments under my leadership

Community Connections

Developed and delivered activities at local K-5 schools but also provided opportunities at NSU in greenhouse classroom and via cadaver visits
Science programs provided to The Learning Tree, Montessori School of Aberdeen, May Overby Elementary, Simmons Elementary, and OM Tiffany Elementary
Topics ranged from experimentation with fruit flies to DNA extractions to chemical explorations
Provided tours of science labs with small lab activities, including cadaver viewing (for older groups)

Improved Science Interest and Literacy

Program grew from two classrooms in one community (~50 students) to eleven classrooms in two communities (~275 students) during 2012 to 2018
NSU student assistants increased from zero to six, and a GA was hired to assist

2010 – 2018

Founding Coordinator of Undergraduate Research Program, Office of Vice President for Academic Affairs, Northern State University, Aberdeen, SD

Supporting and celebrating undergraduate research is the norm at NSU, and part of its mission. I worked directly with the Provost’s office to create 1) an undergraduate research and travel grant program with \$10,000 available per academic year, 2) an undergraduate research forum, 3) a strong student selection process for the Pierre poster session (a legislative research poster session), and 4) an undergraduate research newsletter to promote undergraduate research across campus. When I began as the coordinator, there were no monies and few faculty working with students on research. Now, NSU has faculty in every school/college working with students, twice to triple the number of projects each year; many of these are supported by the undergraduate research program. The coordinator oversees these activities and ensures undergraduate students have the means and support to succeed.

Significant accomplishments under my leadership

Program Development and Oversight

Created infrastructure of undergraduate research program
Oversaw a committee of faculty to monitor/guide undergraduate scholarly activities
Created an undergraduate research grant program by working with the Provost’s Office
Allocated \$10,000 to undergraduate research and travel to support undergraduate scholarship
Started and planned annual undergraduate research forum

Organized participation in annual Pierre poster session, an opportunity to celebrate undergraduate research at the capital during the legislative session
Produced and maintained undergraduate research website
Produced undergraduate research component for SDBOR as well as annual assessment/review for Higher Learning Commission (HLC) accreditation
Managed budget related to grants and other activities supported by program

TEACHING AND PROFESSIONAL EXPERIENCE

2018 – present

Professor of Biology (tenured), Department of Science and Math, Northern State University, Aberdeen, SD

Taught face-to-face and online courses to pre-health students (see Courses Taught). Continue to teach Physiology online.

Conducted laboratory preparation, purchased items for my biology courses, and maintained biology laboratory equipment related to my teaching and scholarship

Advised and mentored biology education, pre-nursing, and pre-dental students

Conducted graduate (through NSU School of Education) and undergraduate research activities, oversaw approximately 30 projects (mostly at undergraduate) to date

Served on various campus and community committees (e.g., Teacher Education Council, Graduate Council, Institutional Research Board)

Conducted STEM outreach activities to K-5 schools, 1x/month per academic year, and built an internship program for college students (see Founding Coordinator of STEM Outreach)

2013 – 2018

Associate Professor of Biology (tenured), Department of Science and Math, Northern State University, Aberdeen, SD

Conducted annual program assessments and seven-year program review for biology education

Integral for National Council for Accreditation of Teacher Education (NCATE), now Council for Accreditation of Educator Preparation (CAEP) site visit and accreditation for science BSEd programs

Revised curriculum for biology and biology education programs

Served on various campus and community committees (e.g., SD Academy of Science board)

Worked to establish new graduate program, Master in Science in Math for Teachers, note: Intent to Plan passed but department did not pursue

See duties as noted under Professor of Biology

2008 – 2013

Assistant Professor of Biology (tenure-track), Department of Science and Math, Northern State University, Aberdeen, SD

Took Praxis II test, received high (passing) score, for certification as educator

Advised and mentored pre-physical therapy, pre-veterinary, pre-dental, and pre-nursing students

Served on various campus committees (e.g., advisor to Science Club)

Conducted program reviews for Biology Education

Established new programs, e.g., Biotechnology and Accelerated Nursing

Organized SD Academy of Science meeting in 2009

See duties as noted under Professor of Biology

2007 – 2008

Instructor of Biology, Department of Science and Math, Northern State University, Aberdeen, SD

Taught pre-health courses (see Courses Taught), conducted research in genetics, and participated in service-related activities affiliated with the sciences

2006 – 2007

Graduate Research Fellow, Department of Biology, University of South Dakota, Vermillion, SD

Received Joseph F. and Martha P. Nelson Research Fellowship

Conducted research in conservation genetics (e.g., phylogeny and genetic structure) with focus on northern flying and red squirrel populations in the Black Hills

Used and created microsatellite loci and ArcMap for genetic structure and phylogeny research

Oversaw undergraduate research assistants in the lab and the field

2002 – 2006

Wildlife Biologist (Terrestrial Ecologist), SD Game, Fish, and Parks, Pierre, SD

Obtained monies for and conducted nongame species research/surveys throughout the state, from the west to the east
Connected with biologists, universities, and landowners throughout the state as well as nation

Fulfilled and wrote statewide conservation plans, monitoring schemes, etc. for species of conservation need

Used ArcView, ArcMap, and Natural Heritage Database (Biotics)

Aided graduate (SDSU, USD) and undergraduate (SDSU) research activities

2003

Adjunct Faculty for Human Anatomy, Capital University Center, Pierre, SD

2000 – 2002

Graduate Teaching (Academic Year) & Research (Summer) Assistant, Department of Biology, South Dakota State University, Brookings, SD

COURSES TAUGHT

Face-to-Face: Human Anatomy, Gross Anatomy, Physiology, Genetics, Developmental Biology, Biological Survey, Freshman Seminar, Environmental Biology, Introduction to Biotechniques

Online: Human Anatomy, Physiology, Mammalogy, Herpetology, Genetics, Biological Survey

Abroad (Faculty-Led): Cultural Perspectives in Medicine and Ecology in Costa Rica

GRANTS - Total Grants Funded: ~\$2.5M

- 2022 *NSF CC* Grant Subaward (Total: \$998,750; Subaward: \$552,450, completed)*. Campus Cyberinfrastructure, South Dakota Research and Education Data Interchange (SD-REDI). (NSU co-PIs: D. Bumpous and **A. Kiesow**)
- 2021 *3M STEM and Skilled Trades Award (\$10,000, completed)*. 3M gives to Northern American Indian students. (co-PIs: L. Nelson, **A. Kiesow**, J. Mitchell, T. Trentham, and M. Jacobson)
- 2019 *3M STEM Equity Education Fund Award (\$22,000, completed)*. Crazy Excited for STEM in NE South Dakota. (co-PIs: E. Brownlee, **A. Kiesow**, A. Dolan, G. Francom, M. Jacobson, and J. Ramsay)
- 2018 *SDBOR Research and Development Innovation Grant Award (\$76,000, completed)*. Monies for two fluorescence microscopes. (PI: **A. M. Kiesow**)
- 2017 *Online Learning Consortium (OLC) Award (\$1,500 + course cost, completed)*. Monies received for OLC course and subsequent training. (PI: **A. M. Kiesow**)
- 2015 *NSF ADVANCE: PLAN IHE Grant Subaward (Total: \$750,000; Subaward: \$36,515, completed)*. **NSU Institutional PI**. South Dakota Working in STEM for Equity (SD WISE): A System, Institutional, and Individual Level Approach to Policy Change. (PI: SDSU Department of Sociology, co-written by all SDBOR schools)
- 2014 *NSF Research Infrastructure Improvement EPSCoR Grant SubAward (Subaward: \$755,535, completed)*. Center for Environmental Studies. (PI: SDSU BioSNTR, co-written with science faculty)
- 2014 *SDBOR Research and Development Innovation Grant Award (\$26,000, completed)*. Monies for qPCR. (co-PIs: **A. M. Kiesow**, J. Mitchell, and A. Russell)

- 2014 *Faculty Development Fund (\$700, completed)*. Presentation at American Society of Mammalogists Meeting – Monies for Travel.
- 2014 *Dean's Incentive Account/Award (\$700, completed)*. Proposal for Science Recruitment. (co-PIs: **A. M. Kiesow** and J. Mitchell)
- 2012 *NSU Research Grant Monies (\$3,000, completed)*. Summer Stipend for Research Proposal Development.
- 2012 *Area Health Education Center (AHEC) Grant (\$19,930, completed)*. Lab Improvement for Health Care Courses. (co-PIs: **A. M. Kiesow** and T. Piatz)
- 2011 *Area Health Education Center (AHEC) Grant (\$2,300, completed)*. Health care workshop for non-traditional students. (co-PIs: S. Landon-Arnold, G. Nora, and **A. M. Kiesow**)
- 2009 *South Dakota BOR Competitive Research Grant (\$76,908, completed)*. Characterization and isolation of microsatellite loci for three species, ring-necked pheasants, common yellowthroats, and false map turtles, for the purposes of conducting population genetic structure analyses.
- 2009 *Faculty Development Fund (\$600, completed)*. Presentation at The Wildlife Society Meeting – Monies for Travel.
- 2009 *NSU Margin of Excellence Grant (\$1,600, completed)*. Attendance to the Developmental Biology Teaching Workshop at Darling Marine Center.
- 2006 *Parks and Wildlife Foundation Grant (\$4,000, completed)*. Production of South Dakota frog and toad call compact disc (for herpetofauna book)
- 2004 *State Wildlife Grant (\$250,000, completed)*. Natural history and genetic structure of northern flying squirrels (*Glaucomys sabrinus*) and red squirrels (*Tamiasciurus hudsonicus*) in South Dakota. (co-PIs: **A. M. Kiesow**, H. B. Britten, and C. D. Dieter)
- 2003 *State Wildlife Grant (\$79,000, completed)*. Ecology of the Black Hills redbelly snake (*Storeria occipitomaculata pahasapae*) with emphasis on food habits. (co-Award: **A. M. Kiesow** and C. D. Dieter)
- 2003 *Pittman-Robertson Grant (\$173,000, completed)*. Distribution, range, abundance, and habitat of white-tailed jackrabbit (*Lepus townsendii*) and black-tailed jackrabbit (*Lepus californicus*) populations in South Dakota. (co-Award: **A. M. Kiesow** and C. D. Dieter)
- 2003 *Pittman-Robertson Grant (\$8,700, completed)*. Monitoring bats along the Missouri River.
- 2003 *Wildlife Conservation and Restoration Grant (\$25,000, completed)*. Publication of a book on herpetofauna in South Dakota.
- 2002 *Wildlife Conservation and Restoration Grant (\$88,000, completed)*. Pilot program to implement and coordinate volunteer, nongame species monitoring programs in South Dakota.
- 2000 *Pittman-Robertson Grant (\$20,000, completed)*. River otter reintroduction program: feasibility study. (co-PIs: **A. M. Kiesow** and C. D. Dieter)

PUBLICATIONS, MANUSCRIPTS/BOOKS

*Denotes undergraduate student co-authors.

1. Liebl, A., P. Rowland, **A. M. Kiesow**, M. Redlin, C. Anderson, and A. Surovek. 2021. Salaries in Higher Education Systems: A System-wide Perspective on Career Advancement and Gender (Sex) Equity. The ADVANCE Journal 2: 1-18. URL: <https://www.advancejournal.org/article/26007>
2. **Kiesow, A. M.**, and D. Davis. 2021. Amphibians and Reptiles in South Dakota, 2nd Edition. South Dakota Game, Fish and Parks, Pierre, South Dakota. 161pp. *Book*
3. Surovek, A. E., A. L. Liebl, **A. M. Kiesow**, M. Emery, P. F. Rowland, and C. Anderson, C. 2020. A Statewide Policy-driven Approach to Gender Equity. Paper for Association for American Society for Engineering Education Conference. DOI: 10.18260/1-2—34054, URL: <https://peer.asee.org/34054>
4. *Keryakos, J., *A. VanOosbree, and **A. M. Kiesow**. 2019. The association of TAS1R2 to dental and cardiovascular health. American Journal of Undergraduate Research 16: 47-54.
5. **Kiesow, A. M.**, and H. B. Britten. 2018. Comparison of northern flying and red squirrel phylogenies with focus on the insular United States. Prairie Naturalist 50: 59-69.
6. *Van Oosbree, A., and **A. M. Kiesow**. 2017. Phenotypic effects of probiotics on *Xenopus laevis* development. Journal of Student Research 6: 14-20.
7. **Kiesow, A. M.**, and *A. Premo. 2017. Characterization and isolation of microsatellite loci for false map turtles. American Midland Naturalist 177: 327-332.

8. **Kiesow, A. M.**, E. M. Monroe, and H. B. Britten. 2012. Genetic Structure of the arboreal squirrel species (*Glaucomys sabrinus* and *Tamiasciurus hudsonicus*) in the North American Black Hills. *Canadian Journal of Zoology* 90: 1191-1200.
9. **Kiesow, A. M.**, *T. Kasmarik, and *R. Binstock. 2011. Detection of domestic cattle gene introgression in a small population of North American bison. *Proceedings of South Dakota Academy of Science* 90: 79 – 85.
10. **Kiesow, A. M.**, L. E. Wallace, and H. B. Britten. 2011. Characterization and isolation of microsatellite loci for northern flying squirrels (*Glaucomys sabrinus*). *Western North American Naturalist* 71: 553–556.
11. **Kiesow, A. M.** and J. A. Kiesow. 2010. Bat census in riparian areas along the Missouri River in central South Dakota, 2003 – 2005. *Prairie Naturalist* 42: 66 – 67.
12. *Viall, E., *C. R. Fellbaum, and **A. M. Kiesow**. 2009. Distinguishing between *G. volans* and *G. sabrinus* using microsatellite analyses. *Proceedings of South Dakota Academy of Science* 88: 119 – 126.
13. **Kiesow, A. M.** 2008. Genetic structure of northern flying squirrel (*Glaucomys sabrinus*) and red squirrel (*Tamiasciurus hudsonicus*) populations in the Black Hills. University of South Dakota, Vermillion, SD.
14. **Kiesow, A. M.**, M. J. Hough, and J. A. Kiesow. 2007. Distribution of northern flying squirrels (*Glaucomys sabrinus*) and red squirrels (*Tamiasciurus hudsonicus*) in South Dakota, excluding the Black Hills. *Proceedings of South Dakota Academy of Science* 86: 35-40.
15. **Kiesow, A. M.** 2007. Amphibians and Reptiles in South Dakota. South Dakota Game, Fish and Parks, Pierre, South Dakota. 178pp. *Book*
16. **Kiesow, A. M.**, and C. D. Dieter. 2005. Availability of habitat for river otters (*Lontra canadensis*) in South Dakota. *Great Plains Research* 15: 31-43.
17. Backlund, D., E. D. Stukel, **A. M. Kiesow**, J. Shearer, and R. Olson. 2005. 2004 Bird banding report for Farm Island and Fisherman Point, near Pierre, SD. *South Dakota Bird Notes* 57: 4 – 10.
18. **Kiesow, A. M.**, and C. D. Dieter. 2003. Status and distribution of river otters (*Lontra canadensis*) in South Dakota. *Proceedings of South Dakota Academy of Science* 82: 79 – 87.
19. **Kiesow, A. M.** 2003. Feasibility of reintroducing river otters (*Lontra canadensis*) in South Dakota. South Dakota State University, Brookings, SD.

ANNOTATED GENES, NCBI GenBank

False Map Turtles (*Graptemys pseudogeographica*) - Accession Numbers: KP795715.1 to KP795725.1 (11 genes)

Northern Flying Squirrel (*Glaucomys sabrinus*) - Accession Numbers: FJ755452.1 to FJ755456.1 (5 genes)

PUBLICATIONS, ABSTRACTS

*Denotes undergraduate student co-authors.

1. *Rud, O., and **A. M. Kiesow**. 2021. Quantification and DNA sequencing of staph species found on different materials used in medical emergency supplies. *Proceedings of South Dakota Academy of Science* 100: 145. *Abstract*
2. *Rogers, L., and **A. M. Kiesow**. 2021. Biofilm study of oral bacteria. *Proceedings of South Dakota Academy of Science* 100: 144. *Abstract*
3. *Engebretson, R., *H. Hillstrom, and **A.M. Kiesow**. 2020. Developmental effects of Bang© on zebrafish embryos. *Proceedings of SD Academy of Science* 99: 23. *Abstract*
4. *Podoll, J., *H. Cho, and **A.M. Kiesow**. 2020. Effects of isotretinoin on zebrafish embryos. *Proceedings of SD Academy of Science* 99: 22. *Abstract*
5. *Homayoupour, P., and **A.M. Kiesow**. 2018. Effects of anti-epileptic drugs on *Danio rerio* development. *Proceedings of SD Academy of Science* 97: 57. *Abstract*
6. *Ristau, M.J., and **A.M. Kiesow**. 2018. The effects of BPA on *Xenopus laevis*. *Proceedings of SD Academy of Science* 97: 27. *Abstract*
7. *Keryakos, J., and **A. M. Kiesow**. 2017. Genes and their linkage to tooth decay. *Proceedings of SD Academy of Science* 96: 228. *Abstract*
8. *Harr, B., *B. Jackson, and **A. M. Kiesow**. 2016. Effects of Delta-9-Tetrahydrocannabinol on developing *Xenopus laevis*. *Proceedings of Academy of Science* 95: 168. *Abstract*

9. *Martin, C., *C. Johns, *S. Meridha, *A. Wanous, and **A. M. Kiesow**. 2016. Effects of environmentally induced stress (cortisol) on *Danio rerio* development. *Proceedings of Academy of Science* 95: 162. *Abstract*
10. *Van Oosbree, A., and **A. M. Kiesow**. 2016. Effects of probiotics on *Xenopus laevis*. *Proceedings of SD Academy of Science* 95: 169. *Abstract*
11. *Rockey, A., *S. McClanahan, and **A. M. Kiesow**. 2015. Phylogeny of armadillos. *Proceedings of Academy of Science* 94: 367. *Abstract*
12. *Traufler, A. and **A. M. Kiesow**. 2015. Expression of ADH gene in populations with a high frequency of alcohol dependency. *Proceedings of South Dakota Academy of Science* 94: 369. *Abstract*
13. *Gylfe, A., and **A. M. Kiesow**. 2013. Isolation and characterization of bison (*Bison bison*) DNA from an 800 year bison bone. *Proceedings of South Dakota Academy of Science* 92:167. *Abstract*
14. *Forred, B. J., and **A. M. Kiesow**. 2009. Measurement of lung capacity, heart rate, and recovery times of smokers versus non-smokers. *Proceedings of South Dakota Academy of Science* 88: 200. *Abstract*
15. **Kiesow, A. M.**, and C. D. Dieter. 2002. Determining the feasibility of restoring river otters in South Dakota. *Proceedings of South Dakota Academy of Science* 81: 279. *Abstract*

PRESENTATIONS, ORAL AND POSTER

**Denotes undergraduate student co-authors.*

1. *STEM For ALL: 2021 Video Showcase on COVID, Equity and Social Justice*. 2021. Equity for STEM faculty through policy change. A. Surovek, M. Redlin, J. Eduful, C. Anderson, A. Liebl, P. Rowland, and **A. M. Kiesow**. (3-min video showcasing SD WISE research, <https://stemforall2021.videohall.com/presentations/2254>)
2. *106th Annual South Dakota Academy of Science, Spearfish, SD*. 2021. **1)** Quantification and DNA sequencing of staph species found on different materials used in medical emergency supplies. *O. Rud and **A. M. Kiesow**. **2)** Biofilm study of oral bacteria. *L. Rogers and **A. M. Kiesow**. *Note: two presentations. (Virtual Conference)*
3. *Human Anatomy and Physiology Society, Ottawa, Canada*. 2020. **1)** Student opinion surveys: A glance at in-person versus online administration in Human Anatomy courses. **A. M. Kiesow** and A. Dolan, and **2)** Academic (dis)honesty in online Anatomy courses: A comparison of student outcomes before and after instituting the use of online proctoring software. A. Dolan and **A. M. Kiesow**. *Note: two presentations. (Abstracts in Conference Proceedings, Infographic Presentation in Virtual Conference in June 2020)*
4. *Equity in STEM Community Convening Conference, Cleveland, OH*. 2019. Salaries in Higher Education Systems: A System-wide Perspective on Career Advancement and Gender (Sex) Equity. **A. M. Kiesow**, M. Redlin, J. Eduful, C. Anderson, P. Mabee, P. Rowland, and A. Surovek. (+*Abstract in Conference Proceedings*)
5. *Great Plains Sociological Association Annual Conference, Aberdeen, SD*. 2018. South Dakota working in STEM for equity (SD-WISE): A system, institutional, and individual level approach to policy change. **A. M. Kiesow**, J. Long, M. Redlin, J. Eduful, C. Anderson, R. Miskimins, P. Mabee, A. Podhradsky, P. Rowland, and A. Surovek. (+*Abstract in Conference Proceedings*)
6. *PULSE 2018 Midwest and Great Plains Regional Network Conference, Chicago, IL*. 2018. Cultivating science in the classroom, an opportunity for change. **A. M. Kiesow**, J. Mitchell, and M. Fritz.
7. *7th Annual NSU Undergraduate Research Forum, Aberdeen, SD*. 2018. **1)** Effects of AEDs on *Danio rerio* development. *P. Homyoungpour and **A. M. Kiesow**, and **2)** Effects of BPA on *Xenopus laevis* development. *M Ristau and **A. M. Kiesow**. *Note: two presentations.*
8. *Association for Women in Science: ADVANCE/GSE Program Workshop, Washington, DC*. 2017. **1)** Salaries in higher education systems: A system-wide perspective on career advancement and gender (sex) equity. **A. M. Kiesow**, A. Podhradsky, A. Ahmed, M. Redlin, E. Tolman, C. Anderson, R. Miskimins, S. Huang, and A. Surovek, **2)** Symposium: Six Universities, six sets of data, one process of system change: SD-WISE work in the South Dakota Board of Regents System. E. Tolman, M. Redlin, C. Anderson, R. Miskimins, **A. Kiesow**, A. Surovek, A. Podhradsky, and S. Huang, and **3)** A good departmental citizen: A qualitative analysis of Faculty Annual Reviews about professional and general service. E Tolman, M. Redlin, C. Anderson, R. Miskimins, **A. Kiesow**, A. Surovek, A. Podhradsky, and S. Huang. *Note: three presentations. (+Abstracts in Conference Proceedings)*
9. *Annual Conference for Society for the Psychological Study of Social Issues, Albuquerque, NM*. 2017. Gender ratio among students and faculty in varying types of institutions. *S. Torrence and **A. M. Kiesow**. (+*Abstract in Conference Proceedings*)

10. *102nd Annual South Dakota Academy of Science, Mitchell, SD & 6th Annual NSU Undergraduate Research Forum, Aberdeen, SD.* 2017. Genes and their linkage to tooth decay. *J. Keryakos and **A. M. Kiesow**.
11. *Invited Speaker, NSU Faculty Development Week, Aberdeen, SD.* 2016. Undergraduate Research at NSU. **A. M. Kiesow**, G. Blair, K. Brownfield, A. Anderson, and J. Howard.
12. *101st South Dakota Academy of Science, Sioux Falls, SD & 5th Annual NSU Undergraduate Research Forum, Aberdeen, SD.* 2016. **1)** Effects of environmentally induced stress (cortisol) on *Danio rerio* development. *C. Martin, *C. Johns, *S. Meridha, *A. Wanous, and **A. M. Kiesow**. **2)** Effects of probiotics on *Xenopus laevis*. *A. Van Oosbree and **A. M. Kiesow**, and **3)** Effects of Delta-9-Tetrahydrocannabinol on developing *Xenopus laevis*. *B. Harr, *B. Jackson, and **A. M. Kiesow**. *Note: three presentations.*
13. *5th Annual NSU Undergraduate Research Forum, Aberdeen, SD.* 2016. Comparison in mitosis in regrown *Ophiocoma paucigranulata* tissue exposed to B₁₂ and creatine injections. *C. Martin, *A. Moeller, and **A. M. Kiesow**.
14. *100th South Dakota Academy of Science, Oacoma, SD & 4th Annual NSU Undergraduate Research Forum, Aberdeen, SD.* 2015. **1)** Phylogeny of Armadillos. *A. Rockey, *S. McClahanan, and **A. M. Kiesow**. **2)** Expression of ADH gene in populations with a high frequency of alcohol dependency. *A. Traufler and **A. M. Kiesow**. *Note: two presentations*
15. *94th American Society of Mammalogists, Oklahoma City, OK.* 2014. Phylogeography of *Glaucomys sabrinus* and *Tamiasciurus hudsonicus* populations: a new perspective in the insular United States. **A. M. Kiesow** and H. B Britten. (+Abstract in Conference Proceedings)
16. *3rd Annual NSU Undergraduate Research Forum, Aberdeen, SD.* 2014. **1)** Fetal Alcohol Syndrome in Zebrafish. *M. Perryman, *M. Abrahamson, and **A. M. Kiesow**. **2)** Effects of *Penicillium* versus *Streptomyces* on the Development of *Xenopus laevis*. *K. Kjerstad, *A. Rockey, and **A. M. Kiesow**. **3)** Nicotine Effect on Embryological Development in Zebrafish. *Tymesen, D., *S. Nygaard, and **A. M. Kiesow**. **4)** Resilience of *Xenopus laevis* Tadpoles. *K. Hofschild *Z. Grauman, and **A. M. Kiesow**. **5)** Effects of Copper on *Xenopus laevis*. *W. Geditz, *M. Klueber, and **A. M. Kiesow**. *Note: five presentations*
17. *98th South Dakota Academy of Science Conference, Sioux Falls, SD & 3rd Annual "It's All About Science Festival," Sioux Falls, SD.* 2013. Isolation and characterization of bison (*Bison bison*) DNA from 800-year old bison bone. *A. Gylfe and **A. M. Kiesow**
18. *1st Annual NSU Undergraduate Research Forum, Aberdeen, SD.* 2012. **1)** Fetal alcohol syndrome in chicks. *B. Hiten, *C. Hendrickson, and **A. M. Kiesow**. **2)** Effects of gonadotropin on tadpole development. *C. Kopfmann, *S. Hintz, and **A. M. Kiesow**. **3)** Lead nitrate and the development of *Xenopus laevis*. *C. Peterson, *E. Brown, and **A. M. Kiesow**. **4)** The Effect of Heat shock on developing *Xenopus laevis* embryos. *A. Olson, *C. Bickel, and **A. M. Kiesow**. **5)** Effects of varying temperatures on fruit fly growth and development. *A. Wolken, *C. McCormick, and **A. M. Kiesow**. **6)** Effects of petroleum derivatives on *Xenopus laevis* tadpoles. *G. Firmin, *E. Peterson, and **A. M. Kiesow**. *Note: six presentations*
19. *96th South Dakota Academy of Science Conference, Oacoma, SD.* 2011. **1)** Detection of domestic cattle gene introgression in a small population of North American bison. **A. M. Kiesow**, *T. Kasmarik, and *R. Binstock. **2)** Evaluation of important respiratory and cardiovascular attributes before and after exercise in non-smokers and smokers, Ages 18 – 25. *J. Lee, *S. H. Young, *B. Forred, *K. Ystebøe, *A. Premo, and **A. M. Kiesow**. *Note: two presentations*
20. *Invited Speaker, NSU Faculty Development Week, Aberdeen, SD. FA and SP 2010.* Research and Publishing at NSU. **A. M. Kiesow**
21. *Invited Speaker, Women in Science Annual Conference, Aberdeen, SD.* 2010. Fields in the Biological Sciences for Women. **A. M. Kiesow**.
22. *The Wildlife Society 16th Annual Conference, Monterey Bay, CA.* 2009. Comparison of the genetic structures of two squirrel species, *Glaucomys sabrinus* and *Tamiasciurus hudsonicus*, isolated in the Black Hills. **A. M. Kiesow**, L. E. Wallace, and H. B. Britten. (+Abstract in Conference Proceedings)
23. *Society for the Study of Evolution, Moscow, ID.* 2009. Comparison of the genetic structures of two squirrel species, *Glaucomys sabrinus* and *Tamiasciurus hudsonicus*, isolated in the Black Hills. **A. M. Kiesow**, L. E. Wallace, and H. B. Britten. (+Abstract in Conference Proceedings)

24. 94th South Dakota Academy of Science Conference, Aberdeen, SD. 2009. 1) Distinguishing between *G. volans* and *G. sabrinus* using microsatellite analyses. *E. W. Viall, *C. R. Fellbaum, and **A. M. Kiesow.** 2) Measurement of lung capacity, heart rate, and recovery times of smokers versus non-smokers. *B. J. Forred, and **A. M. Kiesow.** *Note: two presentations*
25. 92nd South Dakota Academy of Science Conference, Brookings, SD. 2007. Status and distribution of northern flying squirrels (*Glaucomys sabrinus*) and red squirrels (*Tamiasciurus hudsonicus*) in South Dakota, excluding the Black Hills. **A. M. Kiesow**, M. J. Hough, and J. A. Kiesow.
26. University of South Dakota Forum for Graduate Research and Creative Work, Vermillion, SD. 2007. Genetic structure of *Glaucomys sabrinus* and *Tamiasciurus hudsonicus* in the Black Hills and their ecological relationships. **A. M. Kiesow** and H. B. Britten.
27. Invited Speaker, The Wildlife Society (South Dakota Chapter) Annual Conference, Oacoma, SD. 2006. Recent bat research in South Dakota. **A. M. Kiesow.**
28. Invited Speaker, The Wildlife Society (South Dakota Chapter) Annual Conference, Oacoma, SD. 2005. Wind power development in South Dakota and wildlife impacts (e.g., birds and bats) in the Dakotas. **A. M. Kiesow** and J. Shaffer.
29. Invited Speaker, Missouri Breaks Audubon Society Meeting, Pierre, SD. 2004. Ecology and conservation of northern flying squirrels in South Dakota. **A. M. Kiesow.**
30. Invited Speaker, South Dakota Trappers Association Annual Conference, Huron, SD. 2003. Ecology and conservation of river otters in South Dakota. **A. M. Kiesow.**
31. Invited Speaker, Missouri Breaks Audubon Society Meeting, Pierre, SD. 2003. Ecology and conservation of river otters in South Dakota. **A. M. Kiesow.**
32. 88th South Dakota Academy of Science Annual Conference, Rapid City, SD. 2003. Status and distribution of river otters in South Dakota. **A. M. Kiesow** and C. D. Dieter.
33. 87th South Dakota Academy of Science Annual Conference, Sioux Falls, SD. 2002. Determining feasibility of restoring river otters in South Dakota. **A. M. Kiesow** and C. D. Dieter.
34. The Wildlife Society (South Dakota Chapter) Annual Conference, Oacoma, SD. 2002. River otter feasibility study in South Dakota. **A. M. Kiesow** and C. D. Dieter.
35. 61st Midwest Fish and Wildlife Conference, Minneapolis, MN. 2001. Feasibility of reintroducing river otters in South Dakota. **A. M. Kiesow** and C. D. Dieter. (+Abstract in Conference Proceedings)
36. Invited Speaker. Animal Damage Control Program (South Dakota Game, Fish and Parks) Annual Meeting, Chamberlain, SD. 2001. Status and distribution of river otters in South Dakota. **A. M. Kiesow** and C. D. Dieter.

SELECT MENTORED STUDENT RESEARCH

- 2021 O. Rud. Evaluation of chemical substances used in the mask portion of medical bag-valves that have the best anti-microbial properties.
- 2021 L. Rogers. Biofilm study of oral bacterial treatment.
- 2020 J. Podall. Effects of isotretinoin on zebrafish embryos.
- 2020 R. Engebretson. Effects of Bang© on zebrafish embryos.
- 2018 M. Ristau. Effects of Bisphenol-A (BPA) on embryonic development of *Xenopus* and quantitative determination of BPA in local waterways.
- 2018 P. Homayounpour. Effects of Anti-Epileptic Drugs (AEDs) on embryonic development of *Xenopus* and consequences of using of AEDs in concert with alcohol during development.
- 2017 S. Torrence. Examination of male:female ratios of faculty and students in STEM fields among research and teaching institutions.
- 2017 J. Keryakos. Genes and their link to tooth decay.
- 2016 A. Van Oosbree. Effects of probiotics on *Xenopus* and *Strongylocentrotus* embryos.
- 2016 R. Rogers. An examination of the relationship of risky behaviors and utilization of university health service.
- 2015 M. Richardson. Formation of health education pamphlet in English with translation in Spanish.
- 2015 A. Traufler. Expression of ADH gene in populations with a high frequency of alcohol dependency.
- 2014 C. Carmichael. Importance of pre-participation sports screening in athletes to prevent undetected cardiac diseases/disorders.

- 2013 A. Gylfe. Isolation and characterization of bison (*Bison bison*) DNA from an 800-yearbone.
- 2013 B. Hiten. Effects varying alcohol percentages on the developing embryos of zebrafish (*Danio rerio*) and African Clawed Frog (*Xenopus laevis*).
- 2012 A. Warcken. Characterization and isolation of microsatellite loci for False Map Turtles (*Graptemys pseudogeographica*).
- 2012 A. Jares. Quantitative determination of cortisol in human saliva.
- 2010 K. Ysteboe. The acute effects of smoking before and after exercise.

SELECT SERVICE ACTIVITIES

- Promotion and Tenure Committee (as Dean)** – representation of College of Arts and Sciences. (2020 – present)
- NSF ADVANCE COPLAC Affinity Group Leader** – selected to provide guidance on leadership to COPLAC women in science. (2021 – 2023)
- SD Academy of Science Board Member** – appointed by SD Academy of Science President-Elect to represent NSU on the member board. (2015 - 2023)
- Institutional Research Board (IRB)** – appointed by Provost to make sure research follows federal protocol. CITI Certified since 2010.m (2010 - 2022)
- Teacher Education Council** – active participant, selected for position due to biology education mentoring and program review. (2010 – 2019)
- Graduate Council** – selected by CAS Dean and Associate Vice President for Academic Affairs and Director of Graduate Studies to serve on the council. (2016 - 2019)
- Promotion and Tenure Committee (alternate faculty representative)** – elected by colleagues to represent the CAS on committee that evaluates fellow faculty. (2015 - 2018)
- Sanford PROMISE Board Member** – appointed by Sanford Health Education Council to represent faculty at SD Regental schools. (2013 - 2017)
- Common Read Committee** – active participant in selection of author and book for campus-wide common read activities. (2012 - 2016)
- Student Affairs Judiciary Committee** – selected by Student Affairs office to serve on committee and represent faculty. (2013 - 2015)
- Interim Student Senate Faculty Advisor** – selected by students to assist with re-election of new faculty advisor for Student Senate at NSU. (2013 - 2014)
- Science Club Faculty Advisor** – selected by department and students to guide and mentor students with Science Club activities. (2009 - 2011)

SELECT STEM OUTREACH ACTIVITIES

- AHEC Health Care career workshop, Aberdeen, SD** **2011**
 Provided workshop to non-traditional students pursuing health care careers
 Enlisted volunteers from various health care careers to present information on fields, schooling needed, etc.
- Ecology outreach to 1st and 2nd grade, Pierre, SD** **2006 – 2007**
 Science programs provided to Jefferson Elementary School
 Topics focused on ecology, conservation, and diseases associated with bats in South Dakota
- Bat outreach to public at SD Game, Fish and Parks: Custer and Lake Poinsett, SD** **2003 & 2007**
 SD Bat Festival – Custer State Park: Festivities related to bat ecology and conservation for the general public
 State Park in Eastern SD – Lake Poinsett and Oakwood Lakes State Parks: Ecology and conservation of bats
- University of South Dakota, TRIO Program: Bird Workshop, Vermillion, SD** **2005**
 Bird census and database development workshop
 Upward Bound, Talent Service, and Student Support (TRIO) students used bird data to create a database

SD Bat Working Group: Acoustic Monitoring Workshop, Rapid City, SD **2005**

Provided workshop regarding use of AnaBat bat detectors and Sonobat acoustic recording devices
Conducted field work demonstrating use, and analyzed bat calls using Sonobat

SD Wildlife Federation: Native Prairie Workshop, Fort Pierre, SD **2002**

Provided instruction for identification of grassland birds and mammals as well as native plants
Demonstrated use of sampling techniques for grassland birds and mammals and Great Plains identification keys

PROFESSIONAL MEMBERSHIPS

National Council for University Research Administrators (current member)	Society for Developmental Biology (2008-2020)
Association of Women in Science (current member)	Council for Undergraduate Research (2010-2019)
Council for Colleges of Arts and Sciences (current member)	American Society of Mammalogists (2003-2015)
South Dakota Academy of Science (current member)	Phi Kappa Phi Honor Society
Human Anatomy and Physiology Society (2017-2022)	Gamma Sigma Delta Honor Society