

MICHAEL JOHN DOUGHERTY

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Education

August 1989 to May 1995:

Doctorate in Environmental Design and Planning, Virginia Polytechnic Institute and State University (Virginia Tech), Blacksburg, Va. Dissertation Title: “The Strategic Planning Role Perceptions of Virginia Local Government Chief Executive Officers.”

September 1987 to May 1989:

Master of Urban Affairs from Virginia Tech, Blacksburg, Va., May 1989. Concentration on Management and Fiscal Issues. Additional emphasis on Policy and Planning Topics.

September 1982 to December 1985:

Bachelor of Arts in Government from the College of William and Mary, Williamsburg, Va., December 1985. Concentration in American Government and Politics. Minor in Sociology. Emphasis on Social Change.

Relevant Professional Experience

August 1995 to present:

Extension Professor/Extension Specialist, Community Resources and Economic Development section in the Community, Economic, and Workforce Development Program Unit. West Virginia University Extension Service, Morgantown, W.Va. Rank as of August 2008 [Extension Associate Professor/Extension Specialist from August 2001 to August 2008; Extension Assistant Professor/Extension Specialist from August 1995 to August 2001]. Assignment 60 Percent Extension Service and 40 Percent School of Design and Community Development, Davis College of Agriculture, Natural Resources and Design, as of July 2010. [Adjunct faculty member in Davis College of Agriculture, Natural Resources, and Design from April 2006 to June 2010.] Member of Graduate Faculty of the WVU Davis College of Agriculture, Natural Resources, and Design, September 2009 to August 2012.. Tasks include meeting the training needs of public officials, providing technical assistance to local governments and other groups in the areas of organizational and personnel structure, planning and visioning, budgeting and financial management, and related matters, conducting research on planning, development, budgeting, and governmental administration. Academic faculty responsibilities include developing and teaching courses related to planning and providing students with information on the Human and Community Development doctorate major. Affiliate, Northeast Regional Center for Rural Development, since March 2006. Member, eXtension Land Use Planning Community of Practice, January 2014 to present. Adjunct faculty member in the WVU Division of Public Administration, School of Applied Social Sciences, Eberly College of Arts and Sciences, January 1996 to December 2010. Adjunct Faculty Member in the WVU Department of Geology and Geography, Eberly College of Arts and Sciences, July 1997 to June 2006.

August 2001 to May 2002:

Teaching Faculty, Division of Public Administration, School of Applied Social Sciences, West Virginia University. Half-time assignment through special administrative arrangement. Taught finance and budgeting courses in Fall 2001 and Spring 2002 semesters. Work included course preparation, leading class lectures and discussion, grading assignments, and directing students.

September 1998 to December 1999:

Extension Coordinator, West Virginia Partnerships Program, Office of Service Learning Programs, West Virginia University, Morgantown, W.Va. Half-time assignment. Tasks include providing information to interested parties about the program, working with faculty from the West Virginia University Extension Service on grant opportunities, assisting local communities and university faculty members in preparing grant applications, and supporting grant recipients.

June 1992 to August 1995:

Research Associate, Institute of Community Resource Development, Virginia Polytechnic Institute and State University (Virginia Tech), Blacksburg, Va. Tasks include preparing and assisting in presenting the data source books and other background and training materials used in strategic planning retreats with local governments, government agencies, and not-for-profit organizations; working with local governments in the writing of strategic plans; serving as staff for regional strategic planning, economic development, and study commissions; helping prepare and present training materials and other special reports for local governments and government agencies; and assisting with organizational and personnel studies.

August 1989 to June 1993:

Editorial/Production Assistant, *Public Budgeting & Finance*, a quarterly journal for academics and professionals and the leading journal in its field, Blacksburg, Va. Tasks included serving as consultant for other graduate assistants who worked on the journal, coordinating their activities and duties, overseeing the proofreading of manuscripts, galleys, and page proofs, and other duties as needed, including the handling of correspondence when Managing Editor was unavailable.

January 1992 to June 1992:

Script Writer, *Highest and Best*, Virginia PBS documentary series on planning, for I Video Productions, Hampton, Va. Tasks included reviewing interview transcripts, placing interviews within context of subject outline for each show, writing segments between the interviews, and research and writing on the general status of planning in Virginia.

August 1991 to May 1992:

Instructor, Department of Urban Affairs and Planning, Virginia Tech, Blacksburg, Va. Tasks included full teaching responsibility for junior-level class "Urban Policy and Planning," including structuring course, preparation of class materials, lecturing, preparing and grading exams, and working with students. (Fall 1991 and Spring 1992 semesters).

August 1990 to June 1992:

Graduate Teaching Assistant, Department of Urban Affairs and Planning, Virginia Tech, Blacksburg, Va. Assigned to Minnis Ridenour, Executive Vice President. Tasks included assisting with preparation of outline for new senior-level course offering "Public Financial Administration," researching topics, preparing and grading exams, developing class materials; and lecturing.

September 1987 to December 1990:

Graduate Assistant, for Professor Richard E. Zody, Institute for Public Management, Virginia

Tech, Blacksburg, Va. Tasks included reviewing grant opportunities, providing assistance on special projects, preparation and presentation of training modules for Institute for Public Management training projects with the Virginia Division of Child Support Enforcement and through the Virginia Department of Social Service's Executive Management Institute.

March 1989 to December 1989:

Consulting Assistant, for Professor Richard E. Zody, Blacksburg, Va. Worked on the annexation case between Prince George County, Petersburg, and Hopewell. Tasks included analyzing budgets and financial reports and forecasting forecasts revenues and expenditures.

May 1989 to August 1989:

Management Intern, Virginia Department of Planning and Budget, Education Section, Richmond, Va. Tasks included conducting study on resource allocation for operation and maintenance of education and general space at higher education institutions.

May 1988 to August 1988:

Team Member, Institute for Public Management, Blacksburg, Va. Worked on the organization study of Virginia Department of Medical Assistance Services. Tasks included interviewing departmental personnel, reviewing data, and synthesizing information into project team report.

September 1982 to August 1983:

Management Intern, General Services Department, James City County, Va. Tasks included designing work reporting system for Word Processing Section, designing vehicle information system, performing study of telephone system at county government complex.

Publications (since 2012)

“Improving Performance and Accountability in Local Government with Citizen Participation” with Pamela D. Gibson Goff and Donald P. Lacy, in *Leading-Edge Research in Public Sector Innovation*, Eleanor D. Glor, ed. Peter Lang Publishing. 2018.

“The Transformation of the West Virginia Recruitable Communities Program,” with Daniel Eades. *Community Development Practice*. Issue 21. Fall 2017.

“An Agent Allocation System for the West Virginia University Extension Service,” with Daniel Eades. *Journal of Extension*, (53:6) December 2015.

“Book Review: *Marketing UNterstate highways: bringing out0of-town dollars to non-destination small towns*,” *COMMUNITY DEVELOPMENT* 44:4 (2013): 521-523

“Book Review: *The Small Town Planning Handbook*, 3rd edition.” *Community Development* 44:4 (2013): 523-524.

Conference Papers and Presentations (since 2012)

- “How Do We Train People Who Work in Community Development? An Examination of Current Practice,” presentation at the Community Development Society (CDS) Conference, July 14-17, 2019, Columbia, Mo.
- “Determining the Impact of Planning on Communities: A Study of West Virginia Counties,” presentation at the National Association of Community Development Extension Professionals (NACDEP) Conference, June 9-12, 2019, Asheville, N.C.
- “Examining the Relationship of State Spending with Community & Economic Development,” presentation at the CDS Conference, July 21-25, 2018, Detroit, Mich.
- “Using Community Characteristics to Predict Development Outcomes in West Virginia Counties,” presentation at the NACDEP Conference, June 10-13, 2018, Cleveland, Ohio
- “Transdisciplinary Participative Approach to Tourism and Community Planning,” with Peter Butler (lead author), Doug Arbogast, Daniel Eades, and Eve Faulkes, presented by Butler at the Council of Educators in Landscape Architecture Conference (Abstract published in proceedings), March 21-21, 2018, Blacksburg, Va.
- “Community Development Cooperation and Coordination Efforts in West Virginia,” with Kelly Nix, presentation at the presentation at the joint CDS-NACDEP Conference, June 11-14, 2017, Big Sky, Mont.
- “Toward a Stronger Community Development Profession: Deliberately Defining Roles and Creating Synergies Between Community Development Professional Organizations,” with Dave Lamie (lead author), presentation at the joint CDS-NACDEP Conference, June 11-14, 2017, Big Sky, Mont.
- “Trans-disciplinary Approach to Tourism and Community Planning-Tucker County, WV, with Peter Butler (lead author), Doug Arbogast, Daniel Eades, and Eve Faulkes, presented by Butler at the joint CDS-NACDEP Conference, June 11-14, 2017, Big Sky, Mont.
- “The West Virginia Recrutable Communities Program,” with Daniel Eades, presentation at the CDS Conference, July 24-27, 2016, Bloomington, Minn.
- “Finding the Focus of Extension CRED Programming,” presentation at the NACDEP Conference, June 26-29, 2016, Burlington, Vt.
- “The Use and Meaning of Excess Levies in West Virginia,” scheduled for presentation at the Association of Budgeting and Financial Management Conference, October 1-3, 2015, Washington, D.C. (Presentation cancelled because of death in the family).
- “What Makes an Award Winning Community Development Program,” presentation at the CDS Conference, July 19-22, 2015, Lexington, Ky.
- “Examining the State Level Impact of Extension’s Actions in Community and Economic Development,” presentation at NACDEP Conference, May 17-20, 2015, Little Rock, Ark.
- “Revisiting Strategic Planning in West Virginia County Economic Development Authorities” presentation at NACDEP Conference, June 22-25, 2014, Grand Rapids, Mich.

“Relating Differences in Regional Planning to Results in West Virginia,” presentation at the CDS Conference, July 21-24, 2013, Charleston, S.C.

“Do Communities that Plan for the Future Actually Prepare for the Future,” presentation at the CDS Conference, July 21-25, 2012, Cincinnati, Ohio.

“Planning and Participation in West Virginia,” presentation at the Association for Natural Resources Extension Professionals Meeting, May 20-23, 2012, Hendersonville, N.C.

Panel Sessions, Posters, Workshops, & Webinars (since 2012)

“Session 3: Community Situational Analysis,” webinar presented as part of the Foundations of Practice in Community Development (Level 1): Understanding Communities webinar series, sponsored by the Rural Regional Development Centers, hosted by eXtension, September 26, 2018.

“Planning for the Future of Your Community,” presented as Community Planning class at the CEOS Conference, October 4-6, 2017, Jacksons Mill, W.Va.

“Crowdfunding and Community Development: Involvement and Investment in West Virginia,” with Daniel Eades (lead author), poster presented at the CDS-NACDEP Conference, June 11-14, 2017, Big Sky, Mont.

“Planning Tools in West Virginia,” presented with Jesse Richardson and Terrell Ellis at the Mountain State Land Use Academy, May 2-3, 2017, Stonewall Resort (Roanoke), W.Va.

“Planning for the Future of Your Community,” presented at the Faces of Leadership Conference, October 13-14, 2015, Charleston, W.Va.

“Planning for the Future of Your Community,” presented at the CEOS Conference, October 6-8, 2015, Jacksons Mill, W.Va.

“Panel Discussion: Strategies for Connecting to Resources,” panel participant with Chris Plein (moderator), Betty Knighton, Patrick Kirby, Kent Spellman, , and Mary Hunt, at Community Leadership Academy, September 30-October 2, 2015, Morgantown, W.Va.

“West Virginia University Community Leadership Academy: A Look at Program Impacts and Lessons Learned,” with Kelly Nix, Robin Frost, and Kameron Freeman, poster presented by Nix at the Association of Leadership Educators Conference, July 12-15, 2015, Washington, D.C.

“West Virginia University Community Leadership Academy: A Look at Program Impacts and Lessons Learned,” with Kelly Nix, Robin Frost, and Kameron Freeman, poster presented by Nix at the National Association of Community Development Extension Professionals (NACDEP) Conference, May 17-20, 2015, Little Rock, Ark.

“Land Use Planning Workshop,” with Mark Apel, Glenn Pape, Greg Davis, Neal Fogle, and Anna Haines, co-presented at NACDEP Conference, May 17-20, 2015, Little Rock, Ark.

“Land Use Rules for West Virginia Municipalities,” presented at Main Street and ON-TRAC Fall Training, October 21-23, 2014, Charles Town, W.Va.

“Bright Idea” Planning for the Future,” briefing delivered at the WVU Extension Service Annual

Meeting, October, 21-22, 2014, Jackson's Mill, W.Va.

"Community Comprehensive Planning," presented at 2014 West Virginia CEOS Conference, October 7-9, 2014, Jackson's Mill, W.Va.

"Strategic Planning Efforts of West Virginia County Economic Development Agencies," poster presented at Century Beyond the Campus: Past, Present, and Future of Extension: A Research Symposium to Mark the 100th Anniversary of the Smith-Lever Act, September 24-25, 2014, Morgantown, W.Va.

"Planning and Improved Conditions in Appalachian West Virginia: Is There a Connection?" poster presented at WVU Extension Service Annual Meeting, November 5-6, 2013, Jackson's Mill, W.Va.

"WVU Extension Service Planning & Related Programs," presented at the Mountain State Land Use Academy, October 8-9, 2013, Charleston, W.Va.

"Plan to be Ready for Development," presented at the Community Leadership Academy, October 3-4, Morgantown, W.Va.

"Planning and Improved Conditions in Appalachian West Virginia: Is There a Connection?" poster presented at Galaxy IV Conference, September 16-20, 2013, Pittsburgh, Pa.

"Local Planning in West Virginia," presented at the Planning Workshop of the Regional Intergovernmental Council, October 17, 2012, South Charleston, W.Va.

"Comprehensive Planning for the Future of Your Community," presented at the CEOS Conference, September 25-27, 2012, Jackson's Mill, W.Va.

"Community Planning Issues," presented at WVU Extension Service Fall 2012 Professional Development Days, September 19-20, 2012, Jackson's Mill, W.Va.

"WVU Extension Service Community Development Programming," presented with Daniel Eades at the National Association of Social Workers West Virginia Fall Conference, August 22-24, 2012, Morgantown, W.Va.

Training Manuals, Professional Reports, and Other Articles (since 2012)

Mason County, West Virginia A Report on the County's Economic Structure and Recommendations for Future Community Economic Development Strategies. With Daniel Eades (lead author). April 2019.

Recruitable Communities Program, 2017-2018: Ritchie County, West Virginia. With Daniel Eades (lead author). December 2018.

Hampshire County Comprehensive Plan (Draft). December 2018.

Boone County's Future. September 2018.

"First Impressions for Harrisville, WV," with Daniel Eades (lead author). September 2017.

Roane County Staffing and Efficiency Study. August 2017.

Recruitable Communities Program, 2016-2017: Williamson, West Virginia. With Daniel Eades (lead author). June 2017.

A Plan for Parsons. June 2017.

“First Impressions: Williamson, WV,” with Daniel Eades (lead author). September 2016.

Recruitable Communities Program, 2015-2016: Keyser, West Virginia. With Daniel Eades (lead author). June 2016.

“Closing in on the Value of Time,” Webpage article for WVU-ES Community Resources and Economic Development (cred.ext.wvu.edu/insights), December 2015.

“Honoring the time of others,” Webpage blog article for WVU-ES Community Resources and Economic Development (Old link: cred.ext.wvu.edu/insights), September 2015.

“Controlling Your Time,” Webpage blog article for WVU-ES Community Resources and Economic Development (Old link: cred.ext.wvu.edu/insights), August 2015.

“Dealing with Deadlines,” Webpage blog article for WVU-ES Community Resources and Economic Development (Old link: cred.ext.wvu.edu/insights), May 2015.

Report on the Preston County Job Descriptions and Pay-Classification System. Assisted by Vy (Vienne) Quach. May 2015.

“‘Just in Time’ takes planning & preparation,” Webpage blog article for WVU-ES Community Resources and Economic Development (Old link: cred.ext.wvu.edu/insights), March 2015.

Strategic Plan for Nicholas County Veterans Memorial Park. Co-authored by Doug Arbogast, December 2014.

“How games teach us about leadership,” Webpage article for WVU-ES Community Resources and Economic Development (Old link: cred.ext.wvu.edu/experts), September 2014.

“Proposed Indicators and Methodology for Agent Allocation in the West Virginia University Extension Service.” With Daniel Eades. June 2014.

Lewis County Comprehensive Plan. Reviewed and edited work of the Lewis County Planning Commission, based upon edited work of Festus Manly-Spain, Daniel Miller, and Angela Martinez. April 2014.

Land Use, Housing, and Transportation Studies: Prepared for the Buckhannon Planning Commission. Co-prepared with Jason A. Kikel. January 2014.

Nitro: A Plan for Moving the City Forward. Prepared with Daniel Eades. November 2013.

Strategic Plan for West Virginia Conservation Activities. Prepared for West Virginia Conservation Agency. August 2013.

“Current Situation Facing the Community Design Team and Recommendation for the Future of the Program.” Drafted in consultation with the faculty from the Community Resources and Economic Development program unit (WVU-ES). May 2013.

Tucker County Comprehensive Plan. Reviewed and edited work of the Tucker County Planning Commission. February 2013.

Report on the Public Input on the Future of Holly Gray Park. June 2012.

Final Report on the Randolph County Job Descriptions and Pay-Classification System. Assisted by Amanda Ejimofor. April 2012.

Comprehensive Plan: Madison, West Virginia. Edited work of Kyle Benne, Marvin Davis, and Craig Smith. January 2012.

Courses Taught (since 2012)

WVU RESM 455/RESM 693A: Practice of Land Use Planning

WVU Division of Resource Economics and Management – 3 credits

- Fall 2018 (RESM 455/ RESM 693A)
- Fall 2017 (RESM 455/ RESM 693A)
- Fall 2016 (RESM 455/ RESM 693A)
- Fall 2015 (RESM 455/ RESM 693P)
- Spring 2014 (ARE 493O/ARE 693R)
- Fall 2012 (ARE 493O/ARE 693R)

WVU RESM 450/RESM 693B Land Use Planning Law

WVU Division of Resource Economics and Management – 3 credits

- Spring 2019 (RESM 450)
- Spring 2018 (RESM 450/RESM 693B)
- Spring 2017 (RESM 450/RESM 693B)
- Spring 2016 (RESM 450/ARE 693W)
- Spring 2015 (RESM 450/ARE 693W)
- Spring 2014 (ARE 493U/ARE 693W)
- Spring 2013 (ARE 493L/ARE 693B)
- Spring 2012 (ARE493L/ARE 693B)

WVU RESM 695: Independent Study: Planning Topics

(Alan Collins, Professor, Agricultural Economics, instructor of record)

WVU Division of Resource Economics and Management – 3 credits

- Fall 2015

WVU GEO 492E: Directed Study

(Jeremia Njeru, Assistant Professor Geography, instructor of record)

WVU Department of Geology and Geography – 3 credits

- Fall 2013

WVU RESM 493B/ RESM 693F: Special Topics: Planning Studio

WVU Division of Resource Economics and Management – 3 credits

- Spring 2013 (RESM 493B/RESM 693F)
- Spring 2012 (RESM 493B/RESM 693F)

Support, Outreach, and Educational Activities (since 2012)

On-Going and 2019 Efforts:

- Chairing Member Services Committee for National Association of Community Development Extension Professionals (NACDEP), June 2019 to present.
- Working with multi-state group on development of educational and outreach materials for cooperatives, May 2018 to present.
- Serving on Doctoral Committee for Oluwatoyin Adebisi, WVU Davis College of Agriculture, Natural Resources, and Design (HCD), August 2017 to present.
- Serving on Doctoral Committee for Pariya Pourmohammadi, WVU Davis College of Agriculture, Natural Resources, and Design (ARE), September 2016 to present
- Serving on Doctoral Committee for Charles K. Mawusi, WVU Davis College of Agriculture, Natural Resources, and Design (NRE), September 2016 to present.
- Assisting in the development and implementation of the Environmental and Community Planning, WVU School for Design and Community Development, August 2016 to present.
- Consulting with Hampshire County Planning Office on updating comprehensive plan, August 2016 to present.
- Consulting with Hardy County Planning Office on planned unit developments and other planning topics, June 2016 to present.
- Serving on Doctoral Committee for Lisa Jones, WVU Davis College of Agriculture, Natural Resources, and Design (HCD), April 2016 to present.
- Consulting with Tucker County Planning Commission on plan update and land use regulations, January 2016 to present.
- Serving as reviewer for HDPI journals, December 2015 to present.
- Serving on Academic Standards and Curriculum Committee, WVU College of Agriculture, Natural Resources, and Design, January 2015 to present.

- Serving on Board as (North) Eastern Representative, eXtension Land Use Community of Practice, January 2015 to present. Served as Vice Chair, October 2016 to June 2017; Chaired CoP, June 2017 to June 2018.
- Serving on Doctoral Committee for Brian Brooks, WVU Davis College of Agriculture, Natural Resources, and Design (HCD), May 2014 to present; Co-chairing committee from September 2015 to present.
- Serving on Community Leadership Academy Planning Committee, February 2013 to present; Chairing Recognition Effort, September 2014 to present; Served as CLA Director, July 2018 to June 2019. Serving as Scholarships Reviewer, August 2014 to present. Chairing Economic Opportunities Curriculum Subcommittee, May 2016 to present.
- Serving on Advisory Committee for Mountain State Land Use Academy, January 2013 to present.
- Coordinating land use planning outreach and related activities with WVU Law School, January 2012 to present.
- Serving as reviewer for *Journal of Extension*, January 2011 to present.
- Advising junior faculty in WVU Extension Service on promotion, tenure, and other activities on an ad hoc basis, January 2011 to present.
- Serving on NACDEP Recognition (Awards) Committee, October 2010 to present. Serving as Board Liaison to Committee, June 2018 to June 2019. Chairing Committee, January 2012 to June 2018.
- Serving on Community Development Society Awards Committee, March 2009 to present; Co-Chairing Committee, July 2015 to present.
- Serving on Community Development Council, Board of Trustees, May 2005 to present. Chairing Certification Committee, April 2009 to present
- Serving as Webmaster for the West Virginia Planning Association [www.wvplanning.com], October 2003 to present.
- Consulting with Planning Commission on ad hoc basis, Westover, W.Va., September 2003 to present.
- Coordinating GIS in WVU Extension Service with Natural Resources Analysis Center (Overseeing Extension-related work of Research Coordinator on project), August 2002 to present.
- Served on Doctoral Committee for Denis Scott, WVU Davis College of Agriculture, Natural Resources, and Design (HCD), August 2012 to May 2019.
- Served as Secretary of NACDEP, June 2018 to June 2019.
- Consulted with Bethany town officials on planning and zoning issues, July 2017 to May 2019.
- Advised Mason County officials on planning, development, and design options, September 2017 to April 2019.
- Served as reviewer for proposals for NACDEP Conference presentations, January 2019.

2018 Efforts:

- Served on Faculty Search Committee, Extension Specialist, Family & Community Development, WVU Extension Service, December 2018.
- Served on Doctoral Committee for David Aratuo, WVU Davis College of Agriculture, Natural Resources, and Design (NRE), September 2016 to November 2018.
- Consulted with Boone County Economic and Community Development Authority on planning, April 2016 to November 2018.
- Served on Faculty Search Committee, Assistant Professor, Agriculture and Extension Education, WVU Davis College of Agriculture, Natural Resources, and Design, July 2018 to August 2018.
- Worked on Recruitable Communities Project, Ritchie County/Harrisville, W.Va., July 2017 to June 2018.
- Served as reviewer for Hatch Grant Proposals, WVU School for Design and Community Development, May 2018.
- Served as External Reviewer on appointment of faculty member at The Ohio State University, April 2018.
- Served as judge for masters research posters, Graduate Student Research Conference, WVU Davis College of Agriculture, Natural Resources, and Design, April 2018.
- Served as reviewer for proposals for NACDEP Conference presentations, February 2018.
- Assisted in evaluation of Jackie Strager, Natural Resources Analysis Center, WVU Davis College of Agriculture, Natural Resources, and Design, February 2018.
- Served as Guest Lecturer, ARE 540: Rural and Regional Development, WVU College of Agriculture, Natural Resources, and Design, January 2018.

2017 Efforts:

- Served as reviewer for proposals for CDS Conference presentations, December 2017.
- Served as reviewer for *The Innovation Journal*, December 2017.
- Served as reviewer for Hatch Grant Proposals, WVU School for Design and Community Development, October 2017 to December 2017.
- Presented at WVU School for Design and Community Development Graduate Seminar, October 2017.

- Consulted with Roane County Commission on operational efficiency and service levels, October 2015 to October 2017.
- Chaired Peer Review (Promotion and Tenure) Committee, Community, Economic, and Workforce Development Program Unit, WVU Extension Service, August 2014 to October 2017.
- Served as External Reviewer on tenure consideration of faculty member at Ohio State University Extension, June 2017 to September 2017.
- Worked on Recrutable Communities Project, Williamson, W.Va., July 2016 to June 2017.
- Served on Planning Committee for State Program Leaders Meeting in Big Sky, Mont., October 2016 to June 2017.
- Consulted with City of Parsons on development and planning, November 2014 to June 2017.
- Advised Taylor County officials and Extension Agent on employment and job classification issues, July 2016 to May 2017.
- Served as judge for masters research paper, Graduate Student Research Conference, WVU Davis College of Agriculture, Natural Resources, and Design, April 2017.
- Consulted with Taylor County Arts County, November 2016 to April 2017.
- Advised “All Aboard Grafton” on river park options, February 2017 to March 2017.
- Served as External Reviewer for presentations for “What Works” Conference by Northeast Regional Center for Rural Development, December 2016 to January 2017.

2016 Efforts:

- Served as reviewer for proposals for CDS/NACDEP Conference presentations, December 2016.
- Consulted on Mercer County planning project (with WVU Law School Land Use Clinic), August 2016 to December 2016.
- Advised Taylor County officials and Extension Agent on employment and job classification issues, July 2016 to December 2016.
- Advised WVU faculty and city officials on planning issues in Fairmont, W.Va., January 2016 to July 2016.
- Advised Randolph County Extension Agent on employment and job classification issues, March 2016 to June 2016.
- Worked on Recrutable Communities Project, Keyser, W.Va., August 2015 to June 2016.
- Served on Doctoral Committee for Priyanjali Sinha, WVU Davis College of Agriculture, Natural Resources, and Design (NRE), March 2016 to May 2016.
- Served as reviewer for *Public Budgeting & Finance*, January 2016 to May 2016.

- Consulted with Town of Bolivar officials on development issues, October 2015 to May 2016
- Served as reviewer for *American Review of Public Administration*, March 2016 to April 2016.
- Served on “What’s Next Morgantown” Planning Committee, January 2015 to February 2016.
- Consulted with Mason County Commission on ambulance service options, November 2015 to March 2016.
- Advised Calhoun County Extension Agent on planning for “dark skies” park, January 2016 to February 2016.

2015 Efforts:

- Reviewed Landscape Architecture senior design projects, WVU Davis College of Agriculture, Natural Resources, and Design, December 2015.
- Consulted with Brooke County Commission on Subdivision and Land Development Ordinance, November 2015 to December 2015.
- Served as reviewer for *American Review of Public Administration*, October 2015 to November 2015.
- Served as Guest Lecturer, ARE 540: Rural and Regional Development, WVU College of Agriculture, Natural Resources, and Design, September 2015 and November 2015.
- Served on Graduate Committee for Human and Community Development Doctoral Degree, WVU David College of Agriculture, Natural Resources, and Design, August 2013 to December 2015.
- Served as Guest Lecturer, PA 650: Local Governance, WVU Eberly College of Arts and Sciences, October 2015.
- Consulted with Boone County Economic Development Director on planning, May 2015 to October 2015.
- Consulted with Bethany town officials on planning and infrastructure issues, April 2015 to September 2015.
- Served as External Reviewer on promotion of faculty member at Ohio State University Extension, June 2015 to August 2015.
- Moderated session “Arts and Community Development” at Community Development Society conference, Little Rock, Ark., July 2015.
- Consulted with Hampshire County Planning Office on updating comprehensive plan, February 2015 to July 2015.
- Consulted with Upshur County Commission regarding a pay-classification system for county employees, Buckhannon, W.Va., January 2015 to June 2015.
- Served on National Association of Community Development Extension Professional (NACDEP) NACDEP State Affiliate Chapter Special Committee, June 2014 to June 2015.

- Consulted with Tygart Valley Chamber of Commerce regarding strategic plan, Grafton, W.Va., November. 2014 to May 2015.
- Consulted with Preston County Wage and Benefits Board and county officials on pay classification system, Kingwood, W.Va., March 2012 to May 2015.
- Led visioning/planning input session for West Virginia Agricultural Summit, Morgantown, W.Va., February 2015.
- Advised Clay County Extension Agent on amphitheater options for Clay County Park, October 2014 to February 2015.
- Consulted with mayor and town representatives on streetscape and planning issues, Bath (Berkeley Springs), W.Va. August 2014 to February 2015.
- Served on Doctoral Committee for Mark Middleton, WVU Davis College of Agriculture, Natural Resources, and Design, February 2012 to January 2015.

2014 Efforts:

- Advised Wetzel County Extension Agent on 4-H camp expansion possibilities, October 2014 to December 2014.
- Served on Diversity Committee, WVU College of Agriculture, Natural Resources, and Design, July 2014 to December 2014.
- Consulted with Nicholas County Park Board, Summersville, W.Va., April 2013 to December 2014.
- Served on Doctoral Committee for Festus Manly-Spain, WVU Davis College of Agriculture, Natural Resources, and Design, June 2013 to December 2014.
- Advised Taylor County Extension Agent regarding GIS and GPS for “Get Moving Grafton”, Grafton, W.Va., September 2014 to November 2014.
- Consulted with planning commission regarding plan development, Philippi, W.Va., September 2014 to October 2014.
- Consulted with Bethany town officials on planning and housing issues, May 2014 to October 2014.
- Consulted with Mineral County Development Authority, Keyser, W.Va., November 2013 to October 2014.
- Coordinated student independent study, WVU Division of Resource Management, August 2014 to September 2014.
- Served on effort examining agent allocation formulas for the WVU Extension Service, June 2013 to July 2014.
- Served as External Reviewer on promotion of faculty member at University of Georgia Cooperative

Extension, June 2014 to July 2014.

- Served on Tom Torries Doctorial Research Paper Committee, WVU Division of Resource Management, Agricultural Resource Economics program, March 2008 to June 2014. Chaired Committee, October 2013 to June 2014.
- Consulted with Putnam County Planning Commission, Winfield, W.Va., February 2009 to June 2014.
- Consulted with Lewis County Planning Commission, Weston, W.Va., April 2011 to June 2014.
- Reviewed Tygart Valley Chamber of Commerce Bylaws, Grafton, W.Va., April 2014.
- Served as judge for National Association of County Agricultural Agents Communications Awards, April 2014.
- Consulted with Planning Commission and other city officials, Buckhannon, W.Va., December 2012 to February 2014.
- Reviewed comprehensive plan draft, Nitro, W.Va., January 2014.

2013 Efforts:

- Reviewed Landscape Architecture senior design projects, WVU Davis College of Agriculture, Natural Resources, and Design, December 2013.
- Served as External Reviewer on appointment of faculty member at The Ohio State University, November 2013 to December 2013.
- Consulted with Upper Kanawha Valley EDC on providing assistance to local non-profits, Montgomery, W.Va., November 2012 to December 2013.
- Served on Doctoral Committee for Ryan Benninger, WVU Davis College of Agriculture, Natural Resources, and Design, February 2012 to December 2013.
- Consulted with public officials on strategic planning and development issues, Nitro, W.Va., April 2010 to December 2013.
- Served on Galaxy IV Steering (Planning) Committee representing National Association of Community Development Extension Professionals, March 2011 to December 2013. Chairing Galaxy IV Marketing and Website Subcommittee, March 2011 to December 2013.
- Served as Member of the Community Vitality Team within WVU Extension Service, February 2007 to December 2013. (Team previously known as Community Development Team and Downtown Revitalization Team). (Served as Co-Leader, February 2007 to December 2010.)
- Served as Member of the Community Leadership Team within WVU Extension Service, November 2004 to December 2013 (Team part of Adult Leadership Team, February 2007 to May 2008).
- Consulted with Hampshire County officials on map data for planning, Romney, W.Va., October 2013 to November 2013.
- Consulted with Doddridge County Economic Development Authority, West Union, W.Va., March

2013 to November 2013.

- Developed course approval materials for proposed RESM 450: Land Use Law, WVU Division of Resource Management, September 2012 to November 2013.
- Developed course approval materials for proposed RESM 455: Practice of Land Use Planning, WVU Division of Resource Management, September 2012 to November 2013.
- Consulted with West Virginia Conservation Agency on strategic plan development, Charleston, W.Va., August 2012 to August 2013.
- Served as poster judge for Community Development Society conference, Charleston, S.C., July 2013.
- Consulted with Planning Commission and other town officials, Bethany, W.Va., June 2013 to July 2013.
- Oversaw internal evaluation and analysis of Community Design Team, Community Resources and Economic Development program unit, WVU Extension Service, April 2013 to June 2013.
- Served as judge for National Association of County Agricultural Agents Communications Awards, April 2013.
- Chaired Peer Review (Promotion and Tenure) Committee, Community, Economic, and Workforce Development Program Unit, WVU Extension Service, January 2011 to April 2013.
- Consulted with city officials on planning issues, Hurricane, W.Va., February 2013 to March 2013.
- Consulted with Tucker County Planning Commission, Parsons, W.Va., February 2010 to March 2013.
- Consulted with Planning Commission and other city officials, Elkins, W.Va., January 2013 to February 2013.
- Served as informal consultant, Moundsville (W.Va.) Community Design Team visit and follow-up, February 2012 to March 2013.

2012 Efforts:

- Reviewed Landscape Architecture senior design projects, WVU Davis College of Agriculture, Natural Resources, and Design, December 2012.
- Consulted on independent study course in Public Administration for Kyle Haugh, August 2012 to December 2012.
- Served as Course Director of the Community Development Institute East, October 2004 to December 2012 (Co-Course Director, October 2004 to May 2005).
- Served as Guest Lecturer, ARE 382: Agricultural and Natural Resources Law, WVU Davis College of Agriculture, Natural Resources, and Design, November 2012.
- Advised Community Resources Leadership Conference Planning Committee, July 2012 to October 2012.

- Participated in E-Town West Virginia University Research Team (including research on impacts of Boy Scouts America's Summit Bechtel Reserve), August 2011 to August 2012.
- Served as Judge for State 4-H Day, Morgantown, W.Va., July 2012.
- Served on ad hoc Outreach and Engagement Committee, WVU Davis College of Agriculture, Natural Resources, and Design, November 2011 to July 2012.
- Consulted with Braxton County Commission and other officials on options for Holly Gray Park, Sutton, W.Va., November 2011 to July 2012.
- Served on Community Development Society Communications Committee, January 2001 to July 2012.
- Consulted with Town Planning Commission members, Harpers Ferry, W.Va., January 2012 to June 2012.
- Served on Masters Committee for Dan Miller, WVU Davis College of Agriculture, Natural Resources, and Design, March 2012 to May 2012.
- Served on Masters Committee for Sulaman Balogun. WVU Davis College of Agriculture, Natural Resources, and Design, March 2012 to May 2012.
- Served on Doctoral Committee for Jennifer Parsons, WVU Davis College of Agriculture, Natural Resources, and Design, August 2011 to May 2012.
- Consulted with Randolph County Commission and county officials on pay classification system, Elkins, W.Va., October 2010 to May 2012.
- Reviewed Landscape Architecture sophomore design projects, WVU Davis College of Agriculture, Natural Resources, and Design, April 2012.
- Consulted with City Planning Commission members, Philippi, W.Va., April 2012.
- Served as judge for masters research posters, Graduate Student Research Conference, WVU Davis College of Agriculture, Natural Resources, and Design, April 2012.
- Served as resource for *Beckley (W.Va.) Register-Herald* on Mt. Hope (W.Va.) planning issues, November 2011 to April 2012.
- Consulted with City Planning Commission, Madison, W.Va., June 2010 to February 2012.
- Consulted with Town Planning Commission, Winfield, W.Va., May 2010 to February 2012.

Grants, Contracts, and External Funding (since 2012)

- Entered into anticipatory agreement with Mason County Development Authority regarding development of a strategic plan for development (with Daniel Eades of WVU Extension Service), June 2018.

- Signed for WVU Extension Service on \$1,000 contract with Town of Bethany Planning Commission, January 2018.
- Participant on \$3,500 subcontract with West Virginia Department of Health and Human Resources for Recruitable Community Program in Harrisville, W.Va., July 2017.
- Signed for WVU Extension Service on \$1,000 contract with Hampshire County Planning Commission, September 2016.
- Participant on \$3,500 subcontract with West Virginia Department of Health and Human Resources for Recruitable Community Program in Williamson, W.Va., July 2016.
- Signed for WVU Extension Service on \$2,000 contract with Hardy County Planning Commission, June 2016.
- Signed for WVU Extension Service on \$1,500 contract with Boone County Community and Economic Development Corporation, April 2016.
- Signed for WVU Extension Service on \$1,200 contract with Roane County Commission, December 2015. (Contract amended by mutual agreement in September 2017 to \$500).
- Participant on \$3,500 subcontract with West Virginia Department of Health and Human Resources for Recruitable Community Program in Keyser, October 2015.
- Signed for WVU Extension Service on \$1,750 contract with City of Parsons, April 2015.
- Signed for WVU Extension Service on \$1,200 contract with Mineral County Development Authority, December 2013.
- Signed for WVU Extension Service on \$750 contract with Nicholas County Park Board, April 2013.
- Signed for WVU Extension Service on \$2,700 contract with Buckhannon Planning Commission, January 2013.
- Signed for WVU Extension Service on \$8,000 contract with Preston County Commission's Wage & Benefit Board, December 2012.
- Signed for WVU Extension Service on \$5,000 contract with West Virginia Conservation Agency, September 2012.
- Signed for WVU Extension Service on \$750 contract with Braxton County Commission, January 2012.

Professional Development (since 2012)

National Level Meetings

Community Development Society (CDS) Conference

- July 2019, Columbia, Mo.
- July 2018, Detroit, Mich.
- June 2017, Big Sky, Mont. (Joint with NACDEP).

- July 2016, Bloomington, Minn. (Joint with IACD).
- July 2015, Lexington, Ky.
- July 2013, Charleston, S.C.
- July 2012, Cincinnati, Ohio.

National Association of Community Development Extension Professionals (NACDEP)

- June 2019, Asheville, N.C.
- June 2018, Cleveland, Ohio
- June 2017, Big Sky, Mont. (Joint with CDS).
- June 2016, Burlington, Vt. (Joint with ANREP).
- May 2015, Little Rock, Ark.
- June 2014, Grand Rapids, Mich.
- February 2011, Charleston, S.C.

Century Beyond the Campus: Past, Present, and Future of Extension

- September 2014, Morgantown, W.Va.

Galaxy Conference (Joint Meeting of All Extension Associations)

- September 2013, Pittsburgh, Pa. (Galaxy IV)

Association of Natural Resources Extension Professionals (ANREP) Conference

- May 2012, Hendersonville, N.C.

State Level Meetings

West Virginia University Extension Service (WVU-ES) Annual Meeting

- September 2018, Jackson's Mill, W.Va.
- September 2016, Jackson's Mill, W.Va.
- November 2015, Jackson's Mill, W.Va.
- October 2014, Jackson's Mill, W.Va.
- November 2013, Jackson's Mill, W.Va.
- November 2012, Jackson's Mill, W.Va.
- November 2011, Jackson's Mill, W.Va.

Mountain State Land Use Academy

- May 2017, Stonewall Resort (Roanoke), W.Va.

Community Leadership Academy

- May 2019, Morgantown, W.Va.,
- April 2018, Morgantown, W.Va.
- April 2017, Morgantown, W.Va.
- October 2015, Morgantown, W.Va.
- October 2014, Morgantown, W.Va.
- October 2013, Morgantown, W.Va.

“Faces of Leadership” Conference

- October 2015, Charleston, W.Va.

Specialized Training

PIE Webinar – Pennsylvania Tax Reform Education. November 2018. The webinar focused on Penn State Extension’s Public Issues Education programming on the series of tax reform bills passed between 1996 and 2006. The new laws that gave school districts new local tax options, subject to local voter approval. The changes created a strong need for unbiased education to help voters understand these changes and their implications. Presented by the National Public Issued Education Consortium (Bozeman, Mont.).

Bringing Cooperatives Back into the CED Toolbox Webinar. November 2018. The webinar focused on bringing co-operative business development back in to community economic development policy. Presented by the North Central Regional Center for Rural Development (East Lansing, Mich.).

Rural America at a Glance Webinar. November 2018. The webinar highlighted the most recent indicators of social and economic conditions in rural areas, focusing on how population change, employment growth, and poverty levels vary by race/ethnicity, as well as trends in rural aging. Presented by the Economic Research Service, USDA (Washington, D.C.).

WVU Extension Service Summit on Substance Misuse. Jackson’s Mill, W.Va. September 2018. This two-day workshop sought to increase knowledge of the current situation in the state regarding substance misuse, highlight Extension’s strengths and efforts in the area, create a shared vision for Extension, and articulate next steps in this effort to implement the shared vision.

Community Development and Community Well-Being: Finding Points of Intersection and Building for the Future Webinar. June 2018. The webinar explained the joint project between The International Society for Quality-of-Life Studies and Community Development Society, who are working together to build community capacity between the organizations by developing and implementing an online community project, bringing together members and students interested in community development and community well-being. Presented by the Community Development Society (Columbia, Mo.).

USDA Rural Information Center Webinars. January 2018. The webinar highlighted the resource assistance available from the USDA Rural Information Center. It focused on resources related to Community Development, Rural Citizen Services, Sustainable Rural Communities, and Rural America Collections. Hosted by USDA NIFA Division of Family & Consumer Sciences (Washington, D.C.).

Economic Distress and Labor Market Participation Seminar. Morgantown, W.Va. January 2018. Presentation on the factors that result in the extremely low labor force participation rates in West Virginia. Seminar presented by the WVU Regional Resource Institute.

Curbside Chat: An Important Look at the Financial Realities Facing American Towns. November 2017. The webinar examined how so many American cities have found themselves in decline after decades of “growth.” It showed another way forward that could create enduring prosperity, if people would have the courage to change their minds. Presented by the North Central Regional Center for Rural Development (East Lansing, Mich.).

State Cardholder Training, October 2017. On-line training in use of procurement card and ethics. Required by the West Virginia State Auditor’s Office (Charleston, W.Va.).

Title IX Training, May 2017. Jackson’s Mill, W.Va., In-person training session on sexual violence, sex or gender-based discrimination, including stalking, relationship violence, bullying, campus sexual misconduct, mandated reporting, and mandatory reporters.

Oil and Gas Revenues and Local Impacts Across 16 US States. May 2017. The webinar discussed the major sources of oil and gas revenue, fiscal impacts for local governments and implications of revenue and commodity price changes across the US. Information from Resources for the Future, presented by Penn State Extension (University Park, Pa.).

Documenting Community Outcomes with Surveys. February 2017. This was a National CRD Indicators Webinar. It reviewed designing clear and concise survey questions and discussed best practices to follow when fielding your survey. The series was sponsored by the Southern Rural Development Center (Mississippi State, Miss.).

WVU Children on Campus. December 2016. Self-directed required policy training for those with potential of working with children on campus. (Morgantown, W.Va.)

Write Winning Grant Proposals. June 2016. An all-day presentation that comprehensively addresses both practical and conceptual aspects that are important to writing competitive grant proposals. A Grant Writers’ Seminars & Workshops LLC presentation, presented by the WVU Office of Sponsored Programs. (Morgantown, W.Va.).

Ripple Effect Mapping Training. May 2016. Presentation on the tool for qualitative research where impacts do not always lend themselves to purely quantitative measurements. Session showed how to make connections between different events/activities/results. Training included the process and the XWind software. (Morgantown, W.Va.).

Illinois Local Government: How do you make essential services more effective and efficient? Webinar. May 2016. An examination of the complexities of the Illinois system of local government came to be and how it prevents the creation of more efficient and effective ways of providing services to the citizens that local government serve. It also looked at the promise and the limitations of intergovernmental cooperation, single unit and multi-function consolidation, and mandate relief. (Champaign-Urbana, Ill.).

The Importance of Collecting Impact Numbers to Promote Community Development Work Webinar. April 2016. Presentation examined CRED common indicators and impacts. It also explored the questions on how they are used and how they should be used. (Washington, D.C.)

Building Community Capacity Through Strategic Planning Webinar. February 2016. Session focused on planning practices used by Extension professionals and compared them across states.

Sponsored by the North Central Regional Center for Rural Development (East Lansing, Mich.).

State Cardholder Training, October 2015. On-line training in use of procurement card and ethics. Required by the West Virginia State Auditor's Office (Charleston, W.Va.).

Investing in Strengths: Strengths-Based Leadership. September 2015. Pre-conference workshop for the Community Leadership Academy. Research-based session emphasizing work on an individual's own assessed strengths. Designed to provide a better understanding of your own strengths and develop collaborative ways to increase team engagement and productivity. (Morgantown, W.Va.).

WVU Children on Campus. December 2014. Self-directed required policy training for those with potential of working with children on campus. (Morgantown, W.Va.)

Title IX: What Everyone on Campus Needs to Know. October 2014. Morgantown, W.Va., In-person training session on sexual violence, sex or gender-based discrimination, including stalking, relationship violence, bullying, campus sexual misconduct, mandated reporting, and mandatory reporters.

Urban Agriculture Webinar. June 2014. Session focusing on economics, successes and challenges facing urban agriculture in the region. Covered implications for research, outreach, and education. Sponsored by the Northeast Regional Center for Rural Development (State College, Pa.)

WVU+kc Training. June 2014. Morgantown, W.Va. In-person training in Kuali Coeus (WVU+kc), the electronic research administration, web-based application that is being used by West Virginia University for research compliance, administration of externally-funded awards, and electronic funding notifications.

CITI Human Research Curriculum. May 2014. Completed on-line Basic Course for Social & Behavior Research Investigators from the Collaborative Institutional Training Initiative (Miami).

Toastmasters International. April 1996 to March 2014. Self-paced training in communications and leadership skills in a mutually supportive and positive learning environment through participation in local clubs (Mission Viejo, Calif.).

Appalachian Regional Commission Webinar. March 2014. Session on "Analyzing Economic Diversity: Demonstrating an Economic Diversity Webtool" presented by Center for Regional Economic Competitive and the University of Illinois at Urbana-Champaign's Regional Economics Applications Laboratory. Done in conjunction with *Economic Diversity in Appalachia* report (Washington, D.C.)

Local Government Extension Training Webinars. Periodic on-line trainings. February 2014 session featured an Ohio State Extension Service presentation: "Communicating with Local Government Leaders: 8 Great Opening Lines." Delivered by Montana State University Extension (Bozeman, Mont.).

Extension Faculty In-Service. November 2013. Jackson's Mill, W.Va. Background information and review of basic on human subjects rules and Institute Review Board operations. Required by West Virginia University for the Extension Service.

State Cardholder Training, October 2013. On-line training in use of procurement card and ethics. Required by the West Virginia State Auditor's Office (Charleston, W.Va.).

West Virginia University Driver's Safety Training. June 2012. On-line refresher training in defensive driving. Required by the West Virginia Board of Risk Insurance and Management (Charleston, W.Va.).

North Central Regional Center for Rural Development Webinars. Periodic on-line trainings. January 2012 session featured discussion of academic publishing options for community development topics. January 2011 session featured discussion of regional delivery systems in Extension. Delivered by the NCRCRD at Michigan State University (East Lansing, Mich.).

Professional Activities (since 2012)

Member, Community Development Society, July 2000 to present.

Awards Committee Co-Chair, July 2015 to present.

Member, March 2009 to present.

Communications Committee Member, January 2001 to July 2012.

Member, National Association of Community Development Extension Professionals, January 2004 to present.

Secretary, June 2018 to June 2019.

Member Services Committee Chair, June 2019 to present.

Recognition Committee Member, October 2010 to present.

Chair, January 2012 to June 2018.

Board Liaison, June 2018 to June 2019.

Representative, Galaxy IV Steering Committee, March 2011 to December 2013.

Member, American Society for Public Administration (ASPA), February 1990 to present.

Member, "At Large", January 2014 to present.

Member, West Virginia Chapter of ASPA, August 1995 to December 2013.

Member, Association for Budgeting and Financial Management of ASPA, February 1990 to present.

Member, American Planning Association (APA), August 2015 to present.

Member, West Virginia Planning Association (the West Virginia APA chapter), September 1998 to present.

WVPA Webmaster, December 2003 to present.

Member, *Epsilon Sigma Phi*, Extension Honor Society, October 2001 to present.

Member, Extension Association of West Virginia, November 1997 to November 2015.

Awards and Honors (since 2012)

CDS Innovative Program Award for the WV Recruitable Communities Program, with Daniel Eades (WVU Extension Service) and Ginger Harman (WV DHHR). July 2018.

NACDEP Excellence in Community Development Team Award for the WV Recruitable Communities Program, with Daniel Eades (WVU Extension Service) and Ginger Harman (WV DHHR). June 2018.

NACDEP Distinguished National Service Award. June 2018.

CDS-NACDEP Award. Special, one-time joint award to honor work done by a team that includes NACDEP and CDS members or an individual that belongs to both organizations. June 2017.

“20 Years of Service” Honors, West Virginia University Extension Service, September 2016.

Excellence in Community Development Work: Team, NACDEP Northeast Region. Community Leadership Academy. With Kelly Nix, Robin Frost, Doug Arbogast, Daniel Eades, Norm Schwertfeger, Kent Spellman, Patricia Hamilton, Vivian Parsons, and Maja Holmes, May 2015.

Individual Program Excellence Award, WVU Extension Service, Planning efforts, October 2014.

Team Program Excellence Award, WVU Extension Service, Community Leadership Academy effort, October 2014.

Certified as “Professional Community and Economic Developer” by Community Development Council, October 2013.

Outstanding Program Award, Community Development Society, Community Development Council, July 2012.

External Activities (since 2012)

Public Relations Chair, University High Band Spectacular Planning Committee, (sharing office with Elaine Dougherty (wife)), May 2019 to present.

Secretary, University High Band Boosters (sharing office with Elaine Dougherty (wife)), May 2019 to present.

Member, City of Westover Planning Commission, Westover, W.Va., September 2003 to present.
President, May 2008 to present.

Treasurer/Committee Member, Boy Scouts Troop 46, Westover, W.Va., July 2013 to present.

Member, Staff Parrish Relations Committee, Suncrest United Methodist Church, Morgantown, W.Va., January 2015 to December 2017.

Member, Toastmasters International, April 1996 to March 2014.

- **Member**, Mountaineer Toastmasters Club, Morgantown, W.Va., October 2013 to March 2014.

- **Member**, Downtown Morgantown Toastmasters Club, Morgantown, W.Va., April 2004 to September 2013.

Secretary-Treasurer, July 2012 to September 2013.

Treasurer, July 2011 to June 2012.

Sunday School Teacher (Grades 3-5), Suncrest United Methodist Church, Morgantown, W.Va., September 2011 to May 2013.

Den Leader, Bears, Cub Scouts Pack 46, Westover, W.Va., August 2011 to May 2013.