

CHARLES DENNIS HALE, EdD, MBA

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Program Development / Instructional Design / Teaching / Higher Education Learning Environments

- ✓ Dynamic, engaging, and highly successful leader with a distinguished career as a Professor and Administrator in the Higher Education sector.
- ✓ Demonstrated success in leading strategic planning, program ideation and process improvements in academic operations at the collegiate level.
- ✓ Proven ability to guide faculty and administration in significantly improving educational quality and measurable outcomes at the learning, retention and organizational levels.

Core Competencies

- Student/Learner Centered Strategic Learning & Instructional Design
- Values-Based Developmental Teaching & Leadership Philosophy
- Active Teaching, Learning, & Assessment Pedagogy
- Leadership, Management, & Program Evaluation Education
- Bachelors/Graduate/Continuing Education Proficiency
- International Teaching & Program Administration
- Online, Blended, & Traditional Teaching & Instructional Design
- Build Strong, Quality Academic Organizations, Processes, & Infrastructure
- Coach, Mentor, & Develop Highly Effective Faculty & Staff

PROFESSIONAL HISTORY

1996 to Present: Saint Leo University, St. Leo, Florida, USA

2014 to Present: Professor of Management

- Teach management principles; business communications; introduction to business; organizational behavior; integrated business perspectives; business, government, and society; strategic management in online, blended, and traditional instructional environments; & advise students.
- Taught program evaluation and measuring learning and performance, 2014-2016.
- Elected to Promotion and Tenure Committee, 2015-2017.
- Elected Accreditation Commissioner, International Accreditation Council for Business Education, 2016-2019.

1996 to 2013: Professor of Educational Leadership

2009 to 2010: Associate Director for Graduate Academic Operations

2007 to 2010: Program Coordinator, Educational Leadership

1996 to 2003: Founding Director, Graduate Studies in Education

- Taught school leadership, law, finance, HRM, and school operations, 1996-2013; enrollment management, higher education curriculum, and higher education governance, 2010-2012; program evaluation introduction, instrumentation, and design, 2009-2013; and research methods and applied statistics, 1996-2013 in online, traditional, and blended instructional environments.
- Created and designed curriculum around key components of Organizational Leadership, contextualized to K-12 and higher education administration, 1996-2003; 2007-2010.
- Spearheaded successful launch of two Master's Programs with 25 students and created broad based academic offerings, program management and outreach strategies to grow programs to 150+ students, 1996-2003.
- Championed the EdS (educational leadership and higher education leadership) design and launch, 2009-2010
- Led the redesign of the MEd educational leadership program, to full FL DoE approval, 1999, 2001, & 2010.
- Redesigned the MEd in instructional leadership and the MS in instructional design curriculums resulting in significant enrollment increases, 2007-2010.
- Scheduled courses and managed \$400K expense and operational budgets, 1996-2003.
- Recruited, hired, oriented, and evaluated full-time and adjunct faculty and staff, 1996-2003.
- Launched educational and instructional leadership programs online in 2001.
- Elected University Senate President (2000-2003) and elected to Promotion & Tenure Committee (2008-2012).

1996 to 2013: Professor of Educational Leadership (Continued)

2003 to 2005: Educational Management Consultant, Sino-Western Education, Qingdao, Shandong, China

- In a Sabbatical Position, applied dynamic leadership, program development and consulting skills to develop and set-up private K-12 schools; provided management effectiveness coaching for private school system.
- Recruited, oriented and developed a full team of teachers and administrators; developed curricula, trained foreign and Chinese staff in teaching, learning and assessment practices.
- Developed and launched community outreach and parent/teacher relations platforms to allow for active involvement by all parties; created an environment with a dedication to quality teaching and learning outcomes.

1998 to 2000: Interim Chair, Department of Education (Undergraduate)

- Provided key leadership and oversight for 5 full-time faculty, 15+ adjunct faculty, and 482 elementary and 53 secondary education majors in undergraduate department across 6 campus locations.
- Led major initiative to integrate and unify academic operations to drive cohesion and accountability across the \$700K operations and \$250K expense budgets.
- Scheduled classes, developed performance standards, and solidified expectations for all staff.
- Recruited, hired, oriented, and evaluated full-time and adjunct faculty and staff

1999 to 2003: Founding Director, Academic Assessment & Evaluation

1996 to 1998: University Assessment Consultant

- Guided faculty and administration in designing and implementing academic assessment and accountability reporting system; conducted and reported institutional effectiveness and accrediting agency studies.
- Designed and launched first ever university-wide operational level planning, reporting and accountability system to support the strategic plan.
- Managed \$300K revenue (testing and assessment fees) and expense budgets.

EARLY CAREER

1994 TO 1996: University of Georgia Center for Continuing Education, Athens - Coordinator: Academic Programs, Assessment, & Evaluation in the Department of Evening Classes

1992 to 1994: St. Leo College, St Leo, FL - Chair, Department of Professional Studies

1989 to 1994: St. Leo College, St Leo, FL – Director and Assistant/Associate Professor, Healthcare Administration

PROMOTIONS / HONORS

- Began in role as an Associate Professor (1996) and achieved successive promotions to Tenured Professor (2000) and Full Professor in 2008.
- Elected to 6 academic honor societies: Phi Kappa Phi, Phi Delta Kappa, Sigma Beta Delta, Phi Theta Kappa, Kappa Delta Pi, and Eta Sigma Gamma.

PUBLICATIONS / AFFILIATIONS

- Lead author, (a) *Evaluating Education & Training Effectiveness: A Primer*, (2015, 425 pp.); (b) *Measuring Learning & Performance: A Primer*, (2014, 199 pp.); & (c) *Active Teaching and Learning: A Primer*, (2012, 179 pp.). [ad free open-source e-books in pdf format available from: www.CharlesDennisHale.org].
- Lead author, *Planning and Evaluating Health Programs: A Primer* (1994), published by Delmar.
- Authored or co-authored 24 peer-reviewed publications; 8 ERIC contributions; 11 professional development curricula; and 43 presentations on leadership, management, program evaluation and academic assessment.

2012 to Present: American Management Association (AMA)

2007 to Present: International Association for the Promotion of Christian Higher Education (IAPCHE)

1991 to Present: American Evaluation Association (AEA)

E D U C A T I O N

MBA, Management & Business Administration, 2014

Saint Leo University, Saint Leo, FL

Edd, Higher Education Administration, 1989

EdS, Educational Administration (K-12), 1986

MA, Community Health Education, 1982

University of Florida, Gainesville, FL

BS, Community Health Education, 1977

University of Southern Mississippi, Hattiesburg, MS