

# CHARLES D. HALE, EdD, MBA

6409 Ashville Drive, Zephyrhills, FL 33542 | [CharlesDennisHale@Hotmail.com](mailto:CharlesDennisHale@Hotmail.com) 813.714.1791  
<http://www.CharlesDennisHale.org> & <http://www.linkedin.com/pub/charles-hale/16/107/196>

## EDUCATION INDUSTRY LEADER / CONSULTANT

### PROGRAM DEVELOPMENT / INSTRUCTIONAL DESIGN / HIGHER EDUCATION LEARNING ENVIRONMENTS

- ✓ Dynamic, engaging and highly successful education industry leader with a distinguished career as a Professor and Administrator in the Higher Education sector.
- ✓ Eager to contribute innovative program development, leadership capabilities and continuous improvement strategies toward supporting corporate/non-profit sector learning and development goals as a consultant.
- ✓ 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

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| <ul style="list-style-type: none"><li>• Lead &amp; Manage Academic Programs</li><li>• Higher Education Business Development</li><li>• Design, Staff, &amp; Launch Degree Programs</li><li>• Continuously Improve Academic Program Quality</li><li>• Faculty Coaching, Online &amp; F2F Teaching</li><li>• Faculty Coaching, Online &amp; F2F Instructional Design</li></ul> | <ul style="list-style-type: none"><li>• Cultural Diversity/Demographic Awareness</li><li>• International Teaching/Program Experience</li><li>• Values-Based Developmental Philosophy</li><li>• Active Teaching, Learning, &amp; Assessment Pedagogy</li><li>• Leadership &amp; Management Education</li><li>• Bachelors/Graduate/Continuing Education Experience</li></ul> |
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## PROFESSIONAL HISTORY

**1996 to Present: Saint Leo University, St Leo, FL**

**2014 to Present: Professor, Management & Education (Program Evaluation)**

**1996 to 2013: Professor, Educational Leadership**

- Teach undergraduate courses in organizational leadership and graduate courses in program evaluation; and provide academic counseling and mentoring to graduate and undergraduate students.
- Created and designed curriculum around key components of Organizational Leadership contextualized to K-12 and higher education administration and Program Evaluation including evaluation theory and methods, classroom assessment, data analysis and utilization as well as benchmarks to measure program effectiveness.
- Spearheaded successful launch of two Master's Programs with a student population of 25 and created broad based academic offerings, program management and outreach strategies to grow programs to 150+ students.
- Successfully integrated a blended instructional approach to utilize both traditional and online courses to meet program needs for 1 Bachelors, 3 Masters and 2 Educational Specialist degree programs.
- Began in role as an Associate Professor (1996) and achieved successive promotions to Tenured Professor (2000) and Full Professor in 2008.
- Elected as University Senate President (2000-2003) and Promotion and Tenure Committee member (2008-2012).

**2009 to 2010: Associate Director for Graduate Academic Operations**

**2007 to 2010: Program Coordinator, Educational Leadership**

- Championed development and integration of a 3 year, multi-platform course model; launched EdS in educational and higher educational leadership and spearheaded the redesign of the MEd educational leadership program, gaining full approval of the State of Florida.
- Redesigned the MEd in instructional leadership and the MS in instructional design curriculums resulting in significant enrollment increases.

**2003 to 2005: Educational Management Consultant**

**International Department (Contracted unit of Qingdao Baishan School/ Qingdao Overseas Chinese Schools)**

- 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 2003: 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.

**1996 to 2003: Founding Director, Graduate Studies in Education**

- Led Office of Graduate Studies in Education and developed measurements and metrics to ensure academic success, accreditation criteria and aggressive admissions guidelines.
- Planned and scheduled courses and managed \$400K in expense and operational budgets; led state and regional accreditation processes for Graduate level programs and achieved education agency approvals.

**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.
- Managed project budget of over \$300K; designed and launched first ever university wide planning, reporting and accountability system; assisted faculty members in designing courses with embedded academic program evaluation components.
- Trained faculty in validating and integrating specialization capstone achievement tests into standard curriculum.

**1994 to 1996: Coordinator: Academic Programs, Assessment, & Evaluation****Department of Evening Classes, University of Georgia Center for Continuing Education**

- Led institutional services to support a continuous quality improvement (CQI) initiative within a self-supporting academic credit continuing education department with 18 staff members, serving 1,800 students.
- Designed and conducted ad hoc IR studies, assessed classroom instruction and academic advising effectiveness and consulted with public service faculty and Georgia Center for Continuing Education staff on the design and management of survey research projects.
- Collaborated with College of Education to appoint faculty and schedule courses.
- Designed and launched UGA Department of Evening Classes' award winning accountability reporting system and developed research-based student evaluation scales for classroom instruction and academic advising.

**EARLY CAREER**

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

**PUBLICATIONS / AFFILIATIONS**

- Lead author, (a) *Active Teaching and Learning: A Primer*, (2012), 179 pp.; (b) *Measuring Learning & Performance: A Primer*, (2014) 199 pp.; & (c) *Evaluating Education & Training Effectiveness: A Primer*, (2015) 425 pp. [e-books in pdf format available (open-source, no ads or sales) from: [www.CharlesDennisHale.org](http://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 41 presentations on leadership, management, program evaluation and assessment.

2012 to Present: Association for the Study of Higher Education (ASHE)

2012 to Present: American Management Association (AMA)

1991 to 1995/2000 to Present: American Evaluation Association (AEA)

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

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**E D U C A T I O N**

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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**