

**Bret S. Danilowicz**  
Dean of the College of Arts and Sciences  
Professor of Integrative Biology  
Oklahoma State University

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**CONTACT DETAILS**

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**SUMMARY OF EXPERIENCE**

**Academic Leadership:**

Dean, College of Arts and Sciences, Oklahoma State University	2012-present
Dean, Allen E. Paulson College of Science and Technology (AEP-COST), Georgia Southern University ( <i>Interim 2006-2007</i> )	2006-2012
Associate Dean of Faculty and Research Programs, AEP-COST Georgia Southern University	2005-2006
Associate Dean of Student and Academic Programs, AEP-COST, Georgia Southern University	2004-2005
Associate Dean, Faculty of Science, University College Dublin, Ireland	2000-2004
Director, Environmental Biology Program, University College Dublin, Ireland	1998-1999

**Faculty:**

Professor with tenure, Department of Integrative Biology, Oklahoma State University	2012-present
Professor, Department of Biology, Georgia Southern University	2007-2012
Associate Professor with tenure, Department of Biology, Georgia Southern University	2004-2007
Senior Lecturer ( <i>Associate Professor</i> ), Department of Zoology, University College Dublin	2002-2004
Lecturer ( <i>Assistant Professor</i> ) with tenure, Department of Zoology, University College Dublin	1997-2002

**Education:**

M.B.A. Georgia Southern University	2012
M.A. Education: Leadership and Management, The Open University, U.K.	2004
Postdoctoral Fellow, Great Lakes Institute, University of Windsor, Canada	1996-1997
Postdoctoral Fellow, Biological Sciences Department, University of Windsor, Canada	1994-1996
Ph.D. Zoology, Duke University	1994
Teaching Assistant, Duke University Marine Laboratory	1992-1994
Predocotrual Fellow, Duke University Marine Laboratory	1989-1992
B.S. Biology, Computer Science Minor, Utica College of Syracuse University, <i>Summa Cum Laude</i>	1989
Teaching Assistant, Department of Computer Science	1985-1989

**Additional Leadership Development:**

A New Paradigm for Academic Leadership. Educational Advisory Board.	2018
The Executive Development Program for State Officials, University of Oklahoma and Oklahoma State University	2017
Team Chair Training: Standard and Open Pathways, Higher Learning Commission	2017
Institute for Georgia Environmental Leadership (IGEL)	2009-2010
Mediating Campus Disputes, University System of Georgia, Consortium on Negotiation and Conflict Resolution (CNCR)	2009
Principle or co-Principle Investigator on research grants, contracts, and training grants, totaling over \$12,000,000 with continuous funding since 1998	1998-present

**Strengths:**

Leadership development, strategic planning and budgeting, change and change management, organizational management, fundraising, collaboration and networking, student learning and assessment

## **ROLES, RESPONSIBILITIES & INITIATIVES**

### **Dean, College of Arts and Sciences, Oklahoma State University, July 2012-present**

#### **Responsibilities:**

Chief academic and administrative officer of a land-grant college consisting of twenty-four departments, ~735 faculty and staff, a composite ~\$65M budget, and ~6,000 undergraduate and graduate students. The dean provides vision, leadership and strategic direction, including the management and professional development of 30 direct reports. Responsibilities include faculty development and evaluation, leadership development, diversity, fiscal management, fundraising, student retention, curricular leadership, assessment, advisement, career services, and enrollment management.

#### **Initiatives:**

##### *1. Strategic Planning and Priorities*

- a. A 6-year Strategic Plan for the College was finalized in 2015 with the full support of the faculty. Containing eight goals, the strategic plan has guided administrative effort and budgeting across the college, and well over half of the strategies and tactics have been accomplished to date.
- b. Three new interdisciplinary research centers have been established and one restarted, each of which matches faculty expertise, state and/or national needs, along with emerging funding opportunities (grants and gifts). The college provides an F&A incentive for grants to run through its research centers.
- c. Based on enrollment growth, departments have been allocated faculty searches in agreement that those faculty will primarily be hired to support one of the ten interdisciplinary research priorities within the college.
- d. The college created a “bottom-up” strategic improvement process, where departments select areas for improvement and corresponding metrics to measure change. Given the high degree of autonomy and accountability of this process, most departments have demonstrated rapid improvement in critical performance areas. Our process has been highlighted as a high-impact practice in a Chronicle of Higher Education [article](#) (09/10/2017) and other educational news outlets.
- e. An annually rotating administrative fellow position was created in the dean’s office which allows a tenured faculty member to lead the college’s community engagement initiatives. Further, they learn about administrative operations to help prepare future leaders for the college.

##### *2. Fiscal and Resource Management*

- a. For transparency, the entire college budget and the budgeting process were opened. All budget data for the college and departments are shared with all departments. Requests from departments for new funding and renovations are shared openly with all departments, and a process that involves feedback from faculty and administrators is used to finalize the priorities for resource allocation.
- b. There have been budget reductions for five consecutive years at Oklahoma State University. Despite these decreases, quality of research and instruction has been maintained while the college moved from a multi-million dollar operating deficit in FY12 to a balanced budget in FY18. Further, the college has rectified all inverted faculty salaries (that were not performance based inversions).
- c. Giving totalled over \$46M during my deanship. Funded priorities included fifteen endowed chairs and professorships, naming a school, a named and

constructed research facility, endowed scholarships for first-generation students, endowed graduate fellowships, and multiple research facility upgrades. The university completed a \$1B campaign on 12-31-2014 with \$1.2B raised.

- d. OSU does not have a formalized promotion process for its professional staff. In light of this void, the college created policies and procedures in FY18 for the regular review and promotion of both its exempt and non-exempt staff, and reserved the funding necessary to promote ~100 of our staff members for FY19.

### 3. *Improvements in Academic Programs and Instruction*

- a. Based on the University of Texas-Austin UTeach program, Arts and Sciences created OSUTeach in partnership with the College of Education. This is the first four-year teacher preparation program in the state to allow students to meet the requirements for a BS degree in a STEM field and achieve teaching certification.
- b. Since 2012, the college has developed one of the top mathematics tutoring centers in the nation; teams from research universities across the country regularly visit to learn how to replicate our processes. The college has supported the department of mathematics in its Pathways and Corequisite models of instruction; student success (grade of 'C' or better) has increased from 62% to 74% across entry level mathematics courses.
- c. Both new faculty and graduate teaching assistants are brought to campus one-month earlier than traditional contracts to provide intensive professional development in instruction, research, and mentoring. This aligns with initiatives that have increased retention and graduation rates in the college.
- d. Previously, the platform of 'face-to-face only' in the college served as a barrier to the development of online or low-residency degree programs. Now, sufficient Arts and Sciences general education courses have been developed into an online format so that any college at Oklahoma State University can offer fully on-line undergraduate degree programs. The college has two degree programs fully online with two more being added over the next two years.

### 4. *Improvements Related to Diversity*

- a. In May 2017, the dean's office organized and funded implicit bias training for faculty across campus through the NSF-ADVANCE program at WVU. This group has since developed workshops to mitigate implicit bias in faculty searches and evaluation. Workshops were given in three colleges and six departments.
- b. The college created four permanent diversity post-doctoral positions starting fall 2018. With an explicit goal of increasing the diversity of our faculty, these post-docs will be hired following a national search for two-year terms. The post-docs will be mentored as future faculty, including how to be both an effective teacher and researcher. Participants will be positioned to apply for tenure-track positions in the college. Over 400 applicants applied for the four positions.
- c. Funded by the dean's office, a survey of the educational needs of Native American Nations in Oklahoma was conducted. This resulted in conversations that led to the formation of the Center for Sovereign Nations, a focal point for engagement and student support of these community members.
- d. The balance of female administrators in the college has increased from 18% in fall 2012 to 41% starting fall 2017.
- e. The college's rankings have increased in Diverse Issues in Higher Education for Native Americans, now being: #1 in communication sciences; #2 in biological sciences; #2 in journalism and broadcasting; top 5 computer sciences; top 5 physical sciences; top 10 humanities; top 10 arts.

**Dean, Allen E. Paulson College of Science and Technology, Georgia  
Southern University, 2006-2012**

**Responsibilities:**

Chief academic and administrative officer of a comprehensive college consisting of eight departments, four academic centers, ~220 faculty and staff, and a ~\$19M budget. The college offers baccalaureate degrees and the master of science to ~3,700 undergraduate and graduate students. The dean provides vision, leadership and strategic direction for the college, including the professional development and management of 13 direct reports. Responsibilities include faculty development and evaluation, diversity, student retention, curricular leadership, assessment, advisement, fiscal management, fundraising, and space and enrollment management.

**Initiatives:****1. *Improvements in Academic Programs and Instruction***

- a. Engineering programs were finally approved at Georgia Southern University following a twenty-five year quest (Georgia Institute of Technology had long possessed the only engineering degrees in the state). I worked closely with academic, administrative, and legislative colleagues throughout Georgia to develop the rationale for replacing our engineering technology degrees with engineering programs. Students started the program in 2011 and all programs were fully ABET-EAC accredited by 2014.
- b. Modelling high-impact practices, a centralized Advisement Center was created to support student retention, progression and graduation. Student satisfaction with advisement and advisors was regularly assessed, and the results were used to improve performance. In 2011, our advisement center (just in the college, not considering the rest of the university) received more awards than any *institution* in the country at NACADA; Best Academic Advising Administrator, Best Faculty Academic Advisor and Outstanding New Advisor Certificate of Merit.
- c. The diversity and retention initiatives of the college led to Georgia Southern's ranking of 10<sup>th</sup> for Best Colleges for Minority Students in STEM programs in the nation (Forbes Magazine 2011), and 4<sup>th</sup> in the nation for African-American graduates in the physical sciences (Diverse Issues in Higher Education 2011).
- d. Supported the development of Georgia Southern's SACS accreditation report and interim report. We also provided leadership and support for numerous certification/accreditation reports of programs within the college: chemistry (ACS), civil engineering technology (TAC-ABET), construction management (ACCE), electrical engineering technology (TAC-ABET), industrial management (NAIT), and mechanical engineering technology (TAC-ABET).

**2. *External Relations and Advancement***

- a. In partnership with the President's Office, a state legislative process was facilitated allowing Georgia Southern to take over the responsibility for the State's Herty Advanced Materials Development Center. This marked a major step forward for the university in extramural funding and opportunities for undergraduate and graduate students to work directly on projects with commercial relevance.
- b. Funding for a new biological sciences teaching and research facility was obtained (total \$41.4M); post-construction the building was certified LEED Gold.

- c. In collaboration with deans of arts and sciences across the State of Georgia, I proposed, developed and composed a whitepaper akin to the NSICP (National Study of Instructional Costs and Productivity) for STEM programs in Georgia. This effort was aimed at raising awareness of the relative underfunding of STEM programs to the State Regents and Legislature.
3. *Education Reform and Teacher Preparation*
    - a. My office led the administrative effort necessary to scale-up of Project Lead the Way (PLTW), increasing the participation of middle- and high-school teachers in these pre-engineering summer training courses. Georgia Southern is Georgia's only National Affiliate for PLTW.
    - b. COST and the College of Education received funding to launch a state-wide conference on improving STEM teaching and learning in higher education.
    - c. I served as a member of the Executive Leadership Team for the NSF-MSP grant PRISM (Partnership for Reform in Science and Mathematics) – a State Regents initiated project to improve P16 STEM education. This grant was constructed as a collaboration among colleges of education, colleges of science and school districts in five regions of Georgia.
    - d. The content of the college's core courses were aligned with teacher preparation courses and minors. Pass rates for future educators in STEM fields on their content certification exams were previously between 30-80%; since implementation, these pass rates were all above 80% and typically 100%.
  4. *Other Strategic Achievements*
    - a. Financial and administrative support was provided to a new College Office of Undergraduate Research (COUR). COUR rapidly grew the number of faculty-supervised undergraduate research projects, and provided travel grants for students to present their research to regional or national conferences. By 2012, over 50% of the college's graduates participated in an authentic research project thereby increasing student recruitment and retention.
    - b. The Center for Sustainability (CFS) was created within the college in 2007. The center was established to provide leadership in solving energy and environmental issues impacting our college, campus, and community. Largely due to the research and co-curricular activities of the CFS, the university has since been included annually in the list of Princeton Review's Greenest Colleges.
    - c. External grant income in the college was increased ~50% primarily through establishing incentives to increase grant writing by faculty.

**Associate Dean of Faculty and Research Programs, Allen E. Paulson College of Science and Technology, Georgia Southern University, 2005-2006**

**Responsibilities:**

Provide leadership for research programs and scholarly efforts. Assist the dean with developing policies and procedures for the evaluation of faculty. Monitor and uphold policies concerning personnel within the college.

**Key Initiatives:**

1. Facilitated the discussion and eventual adoption of NSF-MSP PRISM Strategy 10 (supporting teachers in schools) into faculty evaluation policies; AEP-COST was the first college of arts or science in Georgia to achieve this State Regents' goal.
2. Streamlined the support and review process for external grants.
3. Streamlined paperwork and effort related to faculty hiring and evaluation.

**Associate Dean of Student and Academic Programs, AEP College of Science and Technology, Georgia Southern University, 2004-2005**

**Responsibilities:**

Provide leadership in the administration of enrollment management and student services of the college. Monitor and uphold student academic policies and procedures of the college. Provide leadership in curriculum development, implementation, and assessment.

**Key Initiatives:**

1. Each department developed and employed at least two indirect assessments of the performance of their undergraduate majors (e.g. employer surveys, alumni surveys, senior exit interviews).
2. Created four-year plans for each academic program thereby providing a map for students to graduate on time. This was supported by the concurrent development of two-year schedules of class offerings by each department, allowing students to adhere to the four-year course progression plans.

**Associate Dean of Science, Faculty of Science, University College Dublin, 2000-2004**

**Responsibilities:**

Assist in the management of all aspects of the faculty (*college*) of science with primary responsibility for the first year of degree programs. Specific responsibilities included the coordination of the first year activities of eight academic departments, assessment, mentoring and advisement of students and staff, and initiating and implementing retention initiatives.

**Key Initiatives:**

1. Induction and mentoring programs were created for first year students, including the establishment of a centralized advisement center.
2. Student backgrounds and advisement interviews were analyzed to identify then provide support to students at extreme risk of failing courses or not being retained; focus was on first-generation students and those from disadvantaged backgrounds.
3. A student satisfaction survey led to the creation of collaborative study areas for students; student satisfaction and retention markedly increased.

**PROFESSIONAL DEVELOPMENT WORKSHOPS (last eight years)**

- 2005-2017 Council of Colleges of Arts & Sciences (CCAS). Annual meeting.
- 2018 EAB: a New Paradigm for Academic Leadership. Washington DC.
- 2017 Team Chair Training: Standard and Open Pathways, Higher Learning Commission (HLC). Chicago, IL
- 2017 8<sup>th</sup> Annual Promoting Undergraduate Research Conference, OSHRE. Oklahoma City, OK.
- 2017 Creating a More Inclusive Academy: NSF ADVANCE workshop, facilitated my WVU & MSU. Stillwater, OK.
- 2017 The Executive Development Program for State Officials, University of Oklahoma and Oklahoma State University. Oklahoma City, OK.
- 2017 Learning Innovations Summit. State Regents' Council for Online Learning Excellence. Oklahoma City, OK.
- 2015 Advancement Resources. *Professional Fundraising for Deans and Academic Leaders*. Stillwater, OK.
- 2015 CASE Region IV Conference. Austin, TX.
- 2015 *Interdisciplinarity*. Webinar series. CCAS.
- 2014 Higher Learning Commission (HLC) Peer Review Core Training: Open and Standard Pathways. Chicago, IL.
- 2014 Deans and Development Workshop. CCAS. Phoenix, AZ.
- 2014 Winter Institute for Chief Development Officers. Council for Advancement and Support of Education (CASE). Phoenix, AZ.
- 2014 National Association of Diversity Officers in Higher Education (NADOHE). *Helping Hispanic Male Students Succeed in Higher Education*. Webinar.
- 2012 Advanced Development for Deans. CASE. Albuquerque, NM.
- 2011 Southern Association of Colleges and Schools (SACS): Commission on Colleges. Annual Meeting. Orlando FL.
- 2011 Assessing Institutional Effectiveness. Georgia Southern University.
- 2011 Technology Transfer: Commercialization Evaluation and Assessment. Georgia Southern University.
- 2009-2010 Institute for Georgia Environmental Leadership (IGEL). [*A twelve day professional development workshop in leadership and sustainability.*]
- 2010 Development for Deans. CASE. Washington DC.
- 2010 *Major and Principal Gifts: Best Practices in Cultivation, Solicitation and Stewardship*. Gonser Gerber Tinker Stuhr (GGTS). Chicago, IL.
- 2010 Responsible Conduct of Research for Administrators. Collaborative Institutional Training Initiative (CITI).
- 2009 Consortium on Negotiation and Conflict Resolution (CNCR), *Mediating Campus Disputes*. University System of Georgia.
- 2009 Conflict Resolution Workshop. Georgia Southern University.

**PROFESSIONAL SOCIETIES**

American Association of Colleges and Universities  
 American Association for the Advancement of Science  
 Council for Advancement and Support of Education  
 Council of Colleges of Arts & Sciences  
 Council on Undergraduate Research  
 Higher Learning Commission

**MEMBERSHIP ON ORGANIZATIONS, BOARDS & COMMITTEES**Present Memberships:

- 2017- *Member:* Summer School Working Group (University)
- 2016- *Deans' Representative:* Student Retention Working Group (University)
- 2016- *Mentor:* Leadership OSU (University)
- 2014- *Board of Directors:* Council of College of Arts & Sciences (CCAS), elected through 2018. *CCAS is the national organization for administrators in Arts and Sciences, offering professional development, networking, and advocacy for liberal education.* Currently serving as Treasurer and on Executive Committee and Education Committee. Previously served on Governance Committee, Strategic Planning Committee, Chair of Programming Committee. (National)
- 2014- *Peer Review Core:* Higher Learning Commission (Regional), including seven campus visits and recommended (and now serving) as a Team Chair.
- 2014- *Certified Pet Team:* Pete's Pet Posse (Pet Therapy Program), Stillwater, OK. Certifications from both Therapy Dogs International and Oklahoma State University. (University)
- 2012- *Board of Directors:* DaVinci Institute- Oklahoma's Creativity Think-Tank (State). Included service as *Past-President* (2017-2018), *President* (2016-2017), *Vice-President* (2015-2016).
- 2012- *Advisory Council on Pre-Engineering and Pre-Biomedical Sciences:* Meridian Technology Center, Stillwater, OK
- 2012- *Board of Trustees:* Oklahoma School of Science and Mathematics (State)
- 2012- *Chair:* Arts and Sciences Leadership Council (College)
- 2012- *Chair (2013-14)/Board Liaison (2014-15)/Member:* CCAS Standing Committee on Research Institutions (National)
- 2012- *Member:* Deans Council (University)
- 2012- *Member:* Executive Team (University)

Examples of Previous Memberships- Selected:

- 2016-2017 *Member:* Advisory Team to the McKnight Performing Arts Center (University)
- 2016 *Search Committee Chair:* Provost & Vice President for Academic Affairs, Oklahoma State University-Tulsa Campus (University)
- 2014-2017 *Member:* Working Group on Annual and Cumulative Review Policies (University)
- 2014-2015 *Internal Advisory Board:* National Energy Solutions Institute (University)
- 2013-2014 *Chair:* Working Group on the Summer Use of Campus (University)
- 2013-2014 *Chair:* Spring Forum of the DaVinci Institute (State)
- 2013 *Chair:* Search Committee for Director of Scholar Development & Recognition (University)
- 2012-2013 *Member:* Faculty/Staff Annual Giving Campaign Committee (University)
- 2012-2013 *Member:* Task Force on General Education (University)
- 2012 *Campus Representative:* Complete College Georgia (State)
- 2011-2012 *Member:* Soldiers-2-Scholars Task Force (University)
- 2011-2012 *Member:* Georgia Consortium of Engineering Schools (State)
- 2011 *Delegate:* "Savannah Ocean Exchange" (International)
- 2010 *Member:* Search Committee for the Provost of Georgia Southern (University)

- 2009-2012 *Board of Directors: The Hearts and Hands Clinic, Statesboro GA [A free public dental, medical and optometry clinic which operates through student and professional volunteers]*
- 2009-2012 *Mediator: Georgia Southern University (University)*
- 2009-2012 *Advisory Board: NSF-STEP Grant at Armstrong Atlantic University (National)*
- 2009-2012 *Affiliate: Georgia Coastal Research Council (State)*
- 2009-2011 *Advisory Board: Office of Career Services (University)*
- 2008-2010 *Executive Committee: Educator Preparation Academic Advisory Committee (State)*
- 2008-2009 *Chair: Search Committee for Dean of the College of Education (University)*
- 2008-2009 *Chair: 2009 University Convocation Committee (University)*
- 2008-2009 *Chair: ad hoc committee on developing an online Masters of Arts in Teaching Science Education (State)*
- 2007-2012 *Executive Committee (10-present), Past-Chair (09-10), Chair (08-09), Chair-Elect (07-08): Board of Regents Arts and Sciences Academic Advisory Committee (State)*
- 2007-2011 *Advisory Board: NSF-STEP Grant at Georgia Southern University (University)*
- 2007-2009 *Member: Committee on Comprehensive Institutions, Council of Colleges of Arts & Sciences (National)*
- 2007 *Governance Board: FIPSE grant "Professional Development District" (University)*
- 2006-2012 *Member: Educator Preparation Academic Advisory Committee- EPAAC (State)*
- 2006-2012 *Member: Academic Advisory Council (University)*
- 2006-2012 *Member: Council of Deans (University)*
- 2006-2007 *Executive Committee: Educator Preparation Academic Advisory Committee (State)*
- 2005-2009 *Member: General Education Committee (University)*
- 2005-2007 *Member: Initiating Simultaneous Renewal Group. National Network for Educational Renewal (National)*
- 2005-2007 *Member: College Facilities Committee (College)*
- 2005-2006 *Member: Enrollment Management Committee (University)*
- 2004-2012 *Chair (previously Member 2004-06): COST Council (College)*
- 2004-2008 *Member: NSF-MSP PRISM Executive Leadership Team (State)*
- 2004-2005 *Chair: COST Course and Curriculum Committee (College)*
- 2001-2004 *Chair: Open Day (Open House)/ Schools Liaison Committee (College)*
- 2001-2004 *Chair: First Science Committee (College)*
- 2000-2004 *Chair: London International Youth Science Forum Selection Panel (College)*
- 2000-2004 *Steering Committee: Equal Rights to Access (University)*

**ADMINISTRATIVE PRESENTATIONS & CONTRIBUTIONS (last 10 years)**

- 2018 Organizing Colleges of Arts and Sciences. Invited Presentation. China Agricultural University. Beijing, China.
- 2017 *Yes Virginia, Your CEO was a Liberal Arts Graduate*. Career Services Employer Workshop. Stillwater, Oklahoma.
- 2016 *Top 10 Things I've Learned as Dean*. Invited presentation. Annual Meeting of the Council of Colleges of Arts and Sciences. San Diego, California.
- 2015 *Overcoming Development Challenges in Academic Colleges*. CASE Region IV Conference. Austin, TX.
- 2015 *Effective Fundraising Practices*. Invited presentation. Baylor University.
- 2014 *Creating a Clearinghouse for Undergraduate Research in Oklahoma*. Workshop organizer and facilitator. DaVinci Institute Spring Invitational Forum. Stillwater, Oklahoma.
- 2014 *Organizing the Dean's Office for Development*. Invited presentation, plenary session. CCAS Spring 2014 Workshop "Deans & Development: Making the Case for supporting the Liberal Arts: A Workshop for Deans and Their Development Officers". Phoenix, Arizona.
- 2014 *Challenges for Development Officers Assigned to Arts and Sciences* with L. Kidd. Invited presentation. CCAS Spring 2014 Workshop "Deans & Development: Making the Case for supporting the Liberal Arts: A Workshop for Deans and Their Development Officers". Phoenix, Arizona.
- 2014 *Preparing for 'The Ask' with R. Finkelstein*. Invited presentation. CCAS Spring 2014 Workshop "Deans & Development: Making the Case for supporting the Liberal Arts: A Workshop for Deans and Their Development Officers". Phoenix, Arizona.
- 2013 *During a Time of Change: Metrics for 21st Century Research Universities*. Co-presenter with D. Anderson, J. Pratte. Annual Meeting of the Council of Colleges of Arts and Sciences. Jacksonville, Florida.
- 2013 *Demonstrating the Need for Transferrable General Education Courses* Workshop presenter with co-presenters A. Martindale and G. Davidson. DaVinci Institute Spring Invitational Forum. Tulsa, Oklahoma.
- 2012 *Scholarship of STEM Teaching and Learning Conference and Follow-Up: Efforts to Enhance STEM Teaching at Georgia Universities* Poster Co-presenter with T. Koballa, J. Darley, C. Beyer. Science and Mathematics Teacher Imperative National Conference. Old Town Alexandria, Virginia.
- 2011 *Deans and Department Data*. Co-presenter with T. Cheatham and C. McCord. Annual Meeting of the Council of Colleges of Arts and Sciences. Montreal, Quebec.
- 2011 Case Study Discussion Leader. Annual Meeting of the Council of Colleges of Arts and Sciences. Montreal, Quebec.
- 2009 *Student Retention and Progression*. Invited Presentation. Tennessee Tech University.
- 2009 *Recruitment, Retention, and Student Success*. Co-presenter with S. Theodoulou, D. Brakke, J. Haack, M. Morgan. Annual Meeting of the Council of Colleges of Arts and Sciences. Baltimore MD.
- 2008 *Support for the Sciences in Regional Comprehensive Universities*. Co-presenter with T. Duber, S. Brown, P. Mosto, and V. Golich. Annual Meeting of the Council of Colleges of Arts and Sciences. Portland OR.

**TEACHING EXPERIENCE & RESEARCH SUPERVISION****Utica College of Syracuse University (as a Teaching Assistant)**

- Assembly, Basic, Cobol, Fortran, Pascal, RPG

**Duke University (as a Teaching Assistant)**

- Behavioral Ecology
- Biological Oceanography
- Environmental Data Analysis
- Marine Ecology

**University of Windsor**

- Aquatic Ecology
- Two senior thesis projects supervised

**University College Dublin**

- Animal Ecology
- Experimental Design and Statistics
- Marine Ecology
- Introductory Biology
- Vertebrate Diversity
- Policy and Practice in Environmental Biology
- Ten Ph.D. advisees graduated
- Three M.Sc. advisees graduated
- Two M.App.Env.Sci. students supervised and graduated
- Two postdoctoral researchers supervised
- Served on committees for twenty-four Ph.D. students and eleven M.Sc. students
- Eighteen honors projects (senior thesis) supervised

**Georgia Southern University**

- Ichthyology
- Principles of Biology Laboratory
- Marine Ecology
- One senior thesis project supervised
- Served on committees for two M.S. students
- Conversations with Professors
- Coral Reef Monitoring Workshops (in Mexico and Belize)

**Oklahoma State University**

- Diversity and Inclusion in STEM (Guest seminar)
- Aquatic Biology and Management (Guest seminars)
- Served on a committee for one M.S. student

**BOOKS, BOOK CHAPTERS, & PROFESSIONAL ARTICLES**

Danilowicz, Bret S., Anne-Marie McCartan. 2017. Organizing Academic Colleges: A Guide for Deans. Council of Colleges of Arts & Sciences. 157 p. Reviewed in an [article](#) in the Chronicle of Higher Education.

Danilowicz, Bret S., Lauren L. Kidd. 2015. *Liberal Arts and Alliances*. CASE Currents. March 2015: 38-43.

Danilowicz, Bret S., Julie C. Hayes. 2014. *Organizing the Dean's Office for Development*. In C. Strikwerda and A. McCartan (eds.) Deans & Development: Making the Case for the Liberal Arts. Council of Colleges of Arts & Sciences. pp. 47-70.

Van Lavieren, Hanneke, 2009. *The science of no-take fishery reserves. A guide for managers*. UNU INWEH, CRTR Brochure. 12p. (Based on a previously co-authored publication; provided editorial assistance to create this document.)

**PEER-REVIEWED JOURNAL ARTICLES**

- Higgins, Ruth M., Bret S. Danilowicz, Deirdre Brophy, Audrey J. Geffen, Ted McGowan. 2013. "Influence of the limit of detection on classification using otolith elemental signatures." Canadian Journal of Fisheries and Aquatic Sciences. 70: 922-929.
- Higgins, Ruth M., Bret S. Danilowicz, Juan A. Balbuena, Anna K. Daniélsdóttir, Audrey J. Geffen, Wim G. Meijer, Johan Modin, Francisco Montero, Christophe Pampoulie, Diana Perdiguero, Arnd Schreiber, Magnús Örn Stefánsson, Bryan Wilson. 2010. Multi-disciplinary fingerprints reveal the harvest location of Cod *Gadus morhua* in the Northeast Atlantic. Marine Ecology Progress Series. 404: 197-206.
- Gleason, Daniel, Bret S. Danilowicz, Cormac Nolan. 2009. Reef waters stimulate substratum exploration in planulae from brooding Caribbean corals. Coral Reefs. 28(2): 549-554.
- Smith, Cindy J., Bret S. Danilowicz, Wim G. Meijer. 2009. Bacteria associated with the mucus layer of *Merlangius merlangus* (whiting) as biological tags to determine harvest location. Canadian Journal of Fisheries and Aquatic Sciences. 66: 713-716.
- Nolan, Cormac, Bret S. Danilowicz. 2008. Advantages of using crest nets to sample presettlement larvae of reef fishes in the Caribbean Sea. Fishery Bulletin. 106(2): 213-211.
- Pampoulie, Christophe, Magnús Örn Stefánsson, Thóra Dögg Jörundsdóttir, Bret S. Danilowicz, Anna Kristín Daniélsdóttir. 2008. Recolonization history and large-scale dispersal in the open sea: the case study of the North Atlantic cod, *Gadus morhua* L. Biological Journal of the Linnean Society. 94(2): 315 – 329.
- Wilson, Bryan, Bret S. Danilowicz, Wim G. Meijer. 2008. The diversity of bacterial communities associated with Atlantic Cod *Gadus morhua*. Microbial Ecology. 55(3): 425-434.
- Lee, Orla, Bret S. Danilowicz, Richard D. M. Nash. 2007. Small-scale variability in growth and condition of dab *Limanda limanda* (L.) larvae in relation to an Irish Sea tidal-mixing front off the west coast of the Isle of Man. Journal of Fish Biology. 71: 1056–1068.
- Smith, Cindy J., Bret S. Danilowicz, Wim G. Meijer. 2007. Characterization of the bacterial community associated with the surface and mucus layer of whiting (*Merlangius merlangus*). FEMS Microbiology Ecology. 62: 90–97.
- Brophy, Deirdre, Bret S. Danilowicz, Pauline King. 2006. Evidence of spawning season fidelity and natal homing in sympatric populations of Atlantic herring (*Clupea harengus* L.). Canadian Journal of Fisheries and Aquatic Sciences. 63(3): 607-616.
- Lee, Orla, Bret S. Danilowicz, Mark Dickey-Collas. 2006. Temporal and spatial variability in growth and condition of dab (*Limanda limanda*) & sprat (*Sprattus sprattus*) larvae in the Irish Sea. Fisheries Oceanography. 15(6): 490-507.
- Lee, Orla, Bret S. Danilowicz, Richard D.M. Nash. 2005. Small-scale spatiotemporal variability in ichthyoplankton and zooplankton distribution in relation to a tidal-mixing front in the Irish Sea. ICES Journal of Marine Science. 62(6): 1021-1036.
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- Danilowicz, Bret S. and Peter F. Sale. 1999. Relative intensity of predation on the French grunt, *Haemulon flavolineatum*, during diurnal, dusk, and nocturnal periods on a coral reef. Marine Biology. 133(2): 337-343.
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- Danilowicz, Bret S. 1997. A potential mechanism for episodic recruitment of a coral reef fish. Ecology. 78(5): 1415-1423.
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- Danilowicz, Bret S. 1995. Spatial patterns of spawning in the coral reef damselfish *Dascyllus albisella*. Marine Biology. 122: 145-155.
- Losey, George S., Jeffery L. Mahon, and Bret S. Danilowicz. 1995. Innate recognition by host fish of their cleaning symbiont. Ethology. 100(4): 277-283.
- Danilowicz, Bret S. and Christopher L. Brown. 1992. Rearing methods for two damselfish species: *Dascyllus albisella* (Gill) and *D. aruanus* (L.). Aquaculture. 106:141-149.

### EXTERNAL GRANTS (CURRENT)

- 2014-2019 B.S. Danilowicz (PI), J. Romans (PI), J. Utley, K. Baum (Co-PIs). National Math and Science Initiative. UTeach at Oklahoma State University. Project funding of \$1,450,000.

### EXTERNAL GRANTS (COMPLETED)

- 2009-2014 L. Regassa (PI), B.S. Danilowicz, M. Bennett, S. Vives (Co-PIs). NSF GK-12. Molecular Biology Initiative in Rural Southeast Georgia. Project funding of \$2,298,664.
- 2011-2013 T. Koballa (PI), B.S. Danilowicz, J. Darley, J. Orvis (Co-PIs). University System of Georgia. Conference on the Scholarship of Teaching and Learning in STEM disciplines. \$158,184.
- 2007-2011 C. Whitlock (PI), B.S. Danilowicz, A. Heaston, B. Shulte, D. Stone (Co-PIs). NSF STEP (STEM Talent Expansion Program). ASPIRES: Advisement and Scholarship Promoting Inquiry-Based Research Experiences in STEM. Project funding of \$1,000,000.
- 2008-2009 B.S. Danilowicz (PI). University System of Georgia Science, Technology, Engineering and Mathematics Initiative. *Funded- but funding returned to the university system office to offset budget cuts at the university*. \$220,000.
- 2004-2008 P. Sale (PI). B.S. Danilowicz (Co-PI; 17 Co-PIs in total). World Bank-Global Environment Fund. Assessing the Resilience and Dynamics of Coral Reef Populations. Project funding of \$1,200,000. My laboratory budget was \$50,000.
- 2005-2006 P.F. Sale (PI), E. Arias, M. Butler, B.S. Danilowicz, K. Lindeman, R. Steneck (Co-PIs). National Fish and Wildlife Foundation. Monitoring recruitment in protected areas in Mesoamerica. Project funding of \$30,000.
- 2003-2005 PI: Serge Planes. B.S. Danilowicz (Co-PI), 7 Co-PIs in total. Assessment of biomass export from marine protected areas and its impacts on fisheries in the Western Mediterranean Sea. EU Project Q5RS-2001-00891, project funding of \$2,820,513. My laboratory budget was \$282,734.
- 2004 P. Sale (PI), E. Arias, M. Butler, B.S. Danilowicz, K. Lindeman, R. Steneck (Co-PIs). Inter-American Institute for Global Change Research Small Grants Program. Assessing the Resilience and Dynamics of Coral Reef Populations: a Workshop for Targeted Research on Recruitment Dynamics of Mesoamerican Reef Species. \$15,000.

- 2002-2004 B.S. Danilowicz (PI). Establishing traceability for cod (*Gadus morhua*): determining location of spawning and harvest. EU Project Q5RS-2000-01697, project budget \$2,396,000. My laboratory budget was \$398,366.
- 2002-2003 B.S. Danilowicz (PI). Periculture Services, French Polynesia. Determination of optimal marking methods for larval *Pinctada margaritifera*. \$14,245.
- 2001-2004 B.S. Danilowicz (PI). T.C. Crowe (Co-PI). Classification of Irish coastal lagoons. Duchas (Department of Wildlife). \$152,162.
- 2000-2003 S.K. Brown (PI). B.S. Danilowicz (Co-PI), 6 Co-PIs in total. NOAA-ESDIM. Oceanographic data products for the NOAA/Marine Institute of Ireland Flagship Project. \$225,000.
- 2000-2003 McGowan (PI), B.S. Danilowicz (Co-PI). Higher Education Authority of Ireland. PRTLIII. Elemental fingerprinting of fish otoliths as a pollution probe of the Irish marine environment. \$76,925.
- 2000-2002 B.S. Danilowicz (PI). Enterprise Ireland Basic Research Grants Scheme. Project SC/2000/012. Otolith microchemistry: a new tool for determining the timing and rate of fish dispersal. \$59,768.
- 2000-2003 B.S. Danilowicz (PI) and W. Meijer (PI). President's Research Award. Characterising the commensal bacteria assemblage in fish mucus. \$9,615.
- 2000-2001 B.S. Danilowicz (PI). Irish Marine Institute; EU Project DG XIV 98/090. Development and validation of egg production based biomass estimates, using cod and plaice stocks in the Irish Sea. \$25,640.
- 1999-2001 B.S. Danilowicz (PI). Irish Marine Institute/NOAA. A retrospective analysis of Ireland's oceanography and fisheries data. \$91,210.
- 1999-2001 B.S. Danilowicz (PI). President's Research Award. RP173. Using otolith microchemistry to trace the movement of Atlantic herring. \$4,930.
- 1998-2000 B.S. Danilowicz (PI). Enterprise Ireland Basic Research Grants Scheme. Relating sea-surface temperature gradients to the condition of fish larvae. \$47,340.
- 1998-2000 J. Browne (PI). B.S. Danilowicz- (Subcontractor); EU Community Initiative Interreg IIC Atlantic Area 98/010. Diversification trials with alternate tuna fishing techniques including the use of remote sensing technology. Project funding of \$4,098,370. My laboratory budget was \$49,145.
- 1998 B.S. Danilowicz (PI), R. Nash (Co-PI). The ecology of larval fishes in the Irish Sea in relation to physical oceanography. Forbairt/British Council. \$2,977.
- 1993 B.S. Danilowicz (PI). Lerner-Gray Fund for Marine Research. The effects of age and size on habitat selection during settlement of a damselfish. \$800.
- 1991 B.S. Danilowicz (PI). Lerner-Gray Fund for Marine Research. The development of recruitment variation in the damselfish *Dascyllus albisella*. \$450.

**AWARDS/HONORS**

- 2016 Loyal and True Award, Members of Pete's Pet Posse, Oklahoma State University
- 2015 Stellar Speaker Designation, Council for the Advancement and Support of Education (CASE)
- 2014 Director's Choice Award: President's Leadership & Service Recognition, Oklahoma State University
- 2013 Campus Life Namesake at Camp Cowboy, Oklahoma State University
- 2013 Phi Beta Delta (Honor Society for International Scholars)
- 2012 Outstanding Service Award, Hearts and Hands Clinic
- 2012 Iron Eagle Award, ROTC Eagle Battalion, Georgia Southern University
- 2012 Beta Gamma Sigma (Honor Society for AACSB Business Programs)
- 2011 Omicron Delta Kappa (National Leadership Honor Society)
- 2008 Certificate of Appreciation, Vice Chancellor P-16 Initiatives, University System of Georgia
- 2007 Phi Kappa Phi (National Honor Society)
- 2004 Best Lecture in Mature Student Outreach. University College Dublin
- 2001 Best Newcomer Presentation. ICES Annual Meeting, Copenhagen
- 2000 President's Research Award, University College Dublin
- 1999 President's Research Award, University College Dublin
- 1996-1997 Great Lakes Institute Post-Doctoral Fellowship, University of Windsor
- 1994 Conference Travel Fellowship, Duke University
- 1993 Conference Travel Fellowship, Duke University
- 1993 Robert Safrit Graduate Fellowship, Duke University
- 1989-1992 National Defence Science and Engineering Graduate (NDSEG) Pre-Doctoral Fellowship, Department of Defence
- 1989 The Outstanding Senior Award, Utica College of Syracuse University
- 1987 Chemistry Achievement Award, Chemical Rubber Company
- 1985-1989 Presidential Scholarship, Utica College of Syracuse University

**COMMUNITY INVOLVEMENT**

- 2017- *Board Member, Campus Drive Co-Chair 2018, Campus Drive Chair 2019:*  
The United Way, Stillwater, OK
- 2017- *Advisory Council on Pre-Biomedical Science:* Meridian Technology  
Center, Stillwater, OK
- 2016- *Volunteer:* Day of Caring, The United Way, Stillwater, OK
- 2014- *Certified Volunteer:* Pete's Pet Posse (Pet Therapy Program), Stillwater,  
OK.
- 2013- *Member:* Chamber of Commerce, Stillwater, OK
- 2013- *Volunteer:* Payne County Humane Society, Stillwater, OK
- 2012- *Advisory Council on Pre-Engineering:* Meridian Technology Center,  
Stillwater, OK
- 2013, 2015 *Volunteer:* Finals Week Pancakes for Students, OSU, Stillwater, OK
- 2009-2012 *Board of Directors:* The Hearts and Hands Clinic, Statesboro GA [*A free  
public dental, medical and optometry clinic which operates through  
student and professional volunteers*]
- 2008-2012 *Co-organizer:* Annual Irongate Marathon/Half-Marathon, Statesboro GA
- 2008-2010 *Coach:* Chess Club at the Charter School of Arts and Technology,  
Statesboro GA
- 2007-2012 *Assistant Scoutmaster:* Boy Scouts of America, Troop 342, Statesboro GA
- 2007 *Cast Member:* "Oklahoma!", Tony Philips Community Theatre, Statesboro  
GA
- 2007 *Cast Member:* "The Nutcracker", Statesboro School of Dance, Statesboro  
GA
- 2006-2012 *Member:* Statesboro Pacers, Statesboro GA
- 2006 *Cast Member:* "The Sound of Music", Tony Phillips Community Theatre,  
Statesboro GA
- 2005-2012 *Member:* Averitt Center for the Arts, Statesboro GA
- 2005 *Coach:* U-10 soccer team. Bulloch County Parks and Recreation,  
Statesboro GA
- 2004 *Judge:* Home Education Science Fair, Georgia Southern University,  
Statesboro GA
- 2002-2004 *Member:* Enfield Community Council, Ireland
- 2001-2004 *Developer and Participant:* School Visits Program, UCD, Ireland
- 2000-2004 *Member:* Parent-Teacher Organization of St. Mary's Primary School,  
Enfield, Ireland
- 1994-1997 *Member:* Windsor Performing Arts, Spotlighting and Scenery  
Construction, Windsor, Ontario