

# THE MTSU FOUNDATION AWARDS

Fall General Faculty Meeting • August 18, 2016

**MIDDLE  
TENNESSEE**  

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**STATE UNIVERSITY**

## *To the faculty and staff:*

*Welcome to the Fall Faculty meeting of Middle Tennessee State University. On behalf of the MTSU Foundation Board, I would like to thank all faculty for your extraordinary efforts to fulfill the purpose and mission of this thriving University.*

*Since the establishment of the MTSU Foundation in the early 1960s, the University has been the beneficiary of gifts that have contributed significantly to its growth and development. Our mission is to provide financial assistance from alumni, friends, and the community to build an even stronger university. The Foundation's success would not be possible without the faculty's invested commitment and true passion for providing quality academic programs to our students.*

*I congratulate today's recipients and all the faculty. Best wishes for an exciting, fulfilling, and successful academic year.*

*Sincerely,*



*Tom Provow '78*

*President, MTSU Foundation*

# Mark N. Callender

## Aerospace

### Outstanding Teacher Award



Mark "Nate" Callender joined the Aerospace Department at MTSU in 2005. He earned an M.S. in Aviation Systems and a Ph.D. in Engineering Science from the University of Tennessee Space Institute. His courses at MTSU include such topics as flight theory, aviation regulations, aerodynamics fundamentals, aircraft performance, and statistics in aviation research. Dr. Callender coordinates the Aerospace Technology concentration; supervises the Aerospace Technology Lab; mentors undergraduate and graduate researchers; chairs departmental and University committees; and is a member of the EXL, Honors, and Graduate faculty. His area of specialization is in low Reynolds number aerodynamics, propeller/rotor noise reduction, and fixed-wing flight testing.

Dr. Callender has sought to enhance his students' learning through various experiences and technological tools in the classroom. He developed a balsa wood glider design-build-test-fly experience for AERO 1020 and led students in AERO 3440 and 4440 through flight tests based out of Murfreesboro Municipal Airport. He introduced Microsoft Excel to AERO 4440 to automate calculation and data visualization. He has utilized Microsoft Flight Simulator and X-Plane in AERO 1020, 3440, and 4440 for flow visualization and flight testing. He has incorporated wind tunnels (actual and virtual) into AERO 1020 and 3440 for flow visualization. He has also used a robot in the classroom to record lectures for student use.

Dr. Callender has been recognized numerous times for Outstanding EXL Collaborations and as a "professor who makes a difference." He received the College of Basic and Applied Sciences Excellence in Teaching Award in 2010 and was recognized by the Honor Society of Phi Kappa Phi as an influential faculty member in 2014 and 2016.

# H. Joey Gray

## Health and Human Performance

### Outstanding Teacher Award



Dr. H. Joey Gray is an associate professor and program director of Leisure, Sport, and Tourism Studies in the Department of Health and Human Performance. She received her Ph.D. in Leisure Behavior from Indiana University, her master's degree in Parks, Recreation, and Tourism Management from North Carolina State University, and her bachelor's degree in Sport Management from Averett University. Her primary research interests include pedagogy in Leisure Studies and gender issues in Leisure.

A faculty member at MTSU since 2006, Dr. Gray teaches doctoral, master's, and undergraduate courses in Leisure and Sport Management (graduate) and Leisure, Sport, and Tourism Studies (undergraduate) programs. She is currently an associate editor for *Scholar and Journal of Unconventional Parks, Tourism, and Recreational Research*. Dr. Gray has received several prestigious teaching awards, such as the Indiana University Trustee's Teaching Award, and published articles related to pedagogy in recreation and youth development.

Dr. Gray has several years of professional experience in sport management and special event planning, both in the public and private sectors. She has also served as the athletic director of the National Youth Sports Program.

Active in the community, Dr. Gray started the Tour de Boro bike ride in 2006, which hosts about 200 riders a year. She also serves as a member of the Honors faculty, Graduate faculty, and MT Engage and will be president of the Faculty Senate in 2017–18.

# Lisa G. Langenbach

Political Science and  
International Relations

Outstanding Teacher Award



Lisa Langenbach joined the MTSU Political Science faculty in 1993. She received her Ph.D. in American Politics from Purdue University in 1986 and has a special interest in party politics and elections, specifically in the role of interest groups in American politics. Dr. Langenbach has taught ten different courses for MTSU, but regularly teaches six courses as well as directs most of the internships for the Department of Political Science and International Relations.

Dr. Langenbach pioneered distance education in the department initially by teaching correspondence classes, then became the first Political Science faculty member to create and teach online courses. Since her beginnings with online education, she has earned the Certified Online Instructor designation, worked as an Online Faculty Mentor involved in reviewing new and revised online courses, and has developed six different classes both for MTSU and the Tennessee Board of Regents online offerings. For this effort, Dr. Langenbach won the Distinguished Educator Award in Distance Learning in 2000 and again in 2013. She is also the recipient of the Golden Apple Award in 2001 and was awarded Outstanding Advisor for the College of Liberal Arts in 2014.

Dr. Langenbach is currently the faculty advisor for the College Democrats and has been the faculty advisor for a half-dozen student groups over the years. She teaches in the EXL program, having re-created her Political Parties and Elections class as an EXL course that is offered during the fall of every election year. Recently, Dr. Langenbach has become very involved in general education classes and has won two TBR grants and one MTSU grant to revitalize the PS 1005, Intro to American Politics, class. The most recent grant covers taking the revitalized course to Motlow State Community College where other sections will be taught.

# Cliff Welborn

## Management

### Outstanding Teacher Award



Dr. Cliff Welborn is an associate professor in the Department of Management. He teaches Supply Chain, Operations Management, and Continuous Improvement courses at the undergraduate and graduate levels. He received his Ph.D. in Industrial Engineering from the University of Texas–Arlington. He received his M.S. and B.S from Auburn University and Kansas State University, respectively. Prior to joining MTSU in 2007, Dr. Welborn held progressive engineering and supply chain management positions in three Fortune 500 corporations. During his professional career, he established supply chain relationships with both domestic and international partners. Dr. Welborn was awarded a U.S. patent, was the recipient of the Westinghouse Signature Award for Excellence, and is a Lean Six Sigma Master Black Belt.

As a strong advocate of applied learning, Dr. Welborn is known for taking classes on site visits to observe supply chain management in action. He uses his prior work experience and connections with local companies to provide examples of real-world applications and to connect his students with local employers looking for supply chain talent. Dr. Welborn is the co-sponsor of the Supply Chain Management Club and was a recipient of the Outstanding Professor Award in the Jennings A. Jones College of Business.

He has the heart of a teacher and enjoys teaching at various levels. Dr. Welborn has taught courses for undergraduate Management, Flex-MBA, Concrete Industry Management MBA, M.S. in Management, Engineering Technology, and Executive Education programs. He has been the lead designer for several new on-ground and online courses related to supply chain management and business process improvement. He has served on Graduate Council, Faculty Governance, Graduate Curriculum, and MBA Curriculum committees.

# Andrew R. Wyatt

Sociology and Anthropology

Outstanding Teacher Award

No Photo Available

Dr. Andrew Wyatt joined the Department of Sociology and Anthropology at MTSU in 2012. He earned his Ph.D. in Anthropology in 2008 from the University of Illinois at Chicago. Before coming to MTSU, Dr. Wyatt taught at Indiana University–Purdue University and at the University of Illinois at Chicago.

Dr. Wyatt is an archaeologist, working in Mesoamerica with a focus on the Maya area. His research interests include agricultural production, land use, and ancient environments in rural and hinterland societies. As an environmental archaeologist, he reconstructs subsistence and land use practices, regional historical ecology, and climate change through archaeological excavation, paleoenvironmental reconstruction, and the analysis of ancient plant remains. His research focuses on household agricultural production, and the political economy of food production.



# Jennifer W. Kates

## English

Outstanding Teaching in  
General Education



Dr. Jennifer Wachtel Kates is a lecturer in the Department of English, where she has taught composition, literature, and creative writing courses since 1997. She earned her M.A. at the University of Southern Mississippi's Center for Writers and her Ph.D. at Georgia State University. She is the director of MTSU Write, MTSU's low-residency, non-degree creative writing program and is the outgoing president of the Southern Literary Festival.

Dr. Kates believes in treating her students as the apprentice scholars they are, and she continues to interact with them as peers and colleagues far beyond the general education classroom. Her students have gone on to write for *Mother Jones*, coordinate social media for the University of California–Berkeley, supervise the script for ABC's *Nashville*, edit *Murfreesboro Magazine*, start businesses, publish poetry, lobby for political candidates, run for office, teach all over the world, police the streets of Nashville, raise spectacular children, and train dolphins.

Dr. Kates' next project will be to teach newly revitalized sections of English 1020 as part of MT Engage, and this fall she will host the annual MTSU Write fall conference



# Charles B. Dahan

## Recording Industry

### Outstanding Achievement in Instructional Technology Award



Charles B. Dahan earned his B.A. in History from the University of North Carolina–Chapel Hill, received his Master of Music from the State University of New York–Purchase, and is currently working on a Ph.D. in Public History at Middle Tennessee State University. He has worked at MTSU since 2007 and currently teaches Survey of the Recording Industry, History of the Recording Industry, and Cyber PR in the Entertainment Industry, a class he developed with Ariel Hyatt.

Professor Dahan spent seven years as the A&R director at Shanachie Records, where he signed and/or worked with many artists and produced or oversaw the production of more than 100 commercially released albums. Additionally, he was a talent agent at the Roots Agency for five years. Professor Dahan co-owns Larchmont Recordings, a record label that released several albums featuring Rhonda Vincent and several others. He has co-produced over 20 albums for CMH Records. Professor Dahan was an assistant professor in the Music Business department at the State University of New York–Oneonta during 2001–07.

Currently, he serves on the National Advisory Board for the Starr-Gennett Foundation in Richmond, Indiana, and on the Online Media Board for the Association for Recorded Sound Collections, where he is the chair of the organization's social media properties. Professor Dahan is working on two books about Gennett Records, one a discography and one in the *Images of America* series for Arcadia Publishing. In 2015, Professor Dahan co-authored the National Register for Historic Places nomination for FAME Studios in Muscle Shoals, Alabama. He also wrote and edited several chapters in the *Music Business Handbook and Career Guide* and dozens of reviews and feature articles for *AllAboutJazz*.

# Tammy R. Donham

## Recording Industry

### Outstanding Achievement in Instructional Technology Award



Tammy Donham is a professor in the Department of Recording Industry in the College of Media and Entertainment. She received a B.S. in Marketing from Western Kentucky University and her Master of Business Administration from MTSU. She has served as vice president of marketing for the Country Music Association (CMA), where she oversaw all marketing and creative services efforts for the CMA Awards, CMA Music Festival, and CMA Country Christmas specials; managed the organization's research efforts; and directed all branding strategies. She continues to work closely with key industry leaders as a consultant.

Professor Donham joined MTSU in 2013, where she teaches courses in the classroom, online, and web-assisted in Marketing of Recordings and Digital Strategies for the Music Business (EXL). She is developing an Entertainment Branding class with the Marketing Department for the Jones College of Business' new Music Business MBA concentration. Professor Donham also contributed a chapter on branding to the third edition of *Record Label Marketing*. She is a graduate of Leadership Music and a member of the CMA and the Academy of Television Arts and Sciences (producer of the Emmys).

Professor Donham incorporates real-world projects into the classroom. Students in the fall 2015 Digital Strategies class worked with country group Lady Antebellum's manager to develop new digital marketing ideas. The spring 2016 Marketing class worked on a branding project for an artist in development at Universal Music Publishing Group.

Professor Donham uses many technology-based teaching materials. An advocate of Universal Design, she converted her marketing lectures to be accessible. She offers course material in multiple formats to suit many learning styles and preferences. She recently began using the live-streaming app Periscope to interact with students.

# Anatoliy Volkov

## Chemistry

### Outstanding Achievement in Instructional Technology Award



Dr. Anatoliy Volkov, associate professor of Chemistry, earned a B.S. and an M.S. in Geology with specialization in Geochemistry, Mineralogy, and Crystallography from St. Petersburg State University (Russia) and a Ph.D. in Physical and Computational Chemistry from the University at Buffalo, State University of New York.

Dr. Volkov began his teaching career when he joined MTSU in 2007. He teaches undergraduate physical chemistry courses and laboratories and serves as a physical chemistry laboratory coordinator in the Department of Chemistry. Dr. Volkov is graduate faculty and a member of the Computational Science Ph.D. program, where he teaches the Applied Computational Science course. He is also a recipient of the MTSU Foundation's 2009 Special Projects award.

In recent years, Dr. Volkov's research interests extended to developing state-of-the-art stereoscopic 3D visualization teaching technologies and methods to improve spatial skills and content learning. The potential exists for the technique developed by Dr. Volkov to improve learning in a wide range of courses and disciplines, including architecture, astronomy, biology, chemistry, computer science, engineering, mathematics, medicine, and physics.

Dr. Volkov's research includes theoretical quantum-mechanical and experimental X-ray diffraction studies of chemical bonding in molecules and crystals. He has published two book chapters and 40 peer-reviewed articles in prestigious scientific journals. Dr. Volkov's computer program DenProp for quantum-chemical density analysis has been requested by several research groups from around the world. He is also a co-author and one of the leading developers of the computer program package XD2006.

# Robert B. Blair

## Marketing

### Outstanding Public Service Award



Dr. Robert B. Blair, a professor of Marketing at MTSU, serves as a director of the Center for Economic Education, and is a member of the Honors and Graduate faculties. He received his Ph.D. in Vocational Education from Louisiana State University, M.B.E. in Business Education from MTSU, and a B.S. in Business Administration and Business Education from Oral Roberts University. He has also served as a sponsor to the Future Business Leaders for America, Phi Beta Lambda, and Collegiate Secretaries International chapters. He is a lifetime member of FLA-PBL.

During Dr. Blair's 30-year teaching career, he has been the recipient of 27 honors and awards for teaching, research, and service. Most recently, he was the recipient of the National Business Education Association (NBEA) Distinguished Service Award 2016 and the National Association for Business Teacher Education (NABTE) Outstanding Leadership Award 2015. Dr. Blair is an accomplished academic author and conference presenter.

Dr. Blair is actively involved in professional and public service. He has been a member of the NBEA/SBEA for 30 years. He is currently serving on the NBEA Executive Board (president 2015–16; past president 2016–17), NBEA Strategic Planning Committee, NBEA Program of Work Committee, NABTE Executive Committee (past president), Association for Research in Business Education Executive Board, International Society for Business Education Executive Board, Policies Commission for Business and Economic Education, Tennessee Associations of Parliamentarians Board (vice president), Tennessee Delta Unit of Parliamentarians Membership Committee and many other national, regional, state, and local organization committees.

# Terri J. Tharp

Elementary and Special Education

Outstanding Public Service Award



Dr. Terri J. Tharp is an assistant professor in the Department of Elementary and Special Education and serves as the 2+2 Coordinator for the Interdisciplinary Studies K–6 program. She earned a B.S. in Elementary Education at Murray State University, an M.Ed. in Counseling and Guidance at the University of Montevallo, an Ed.S. in Administration and Supervision at Middle Tennessee State University, and an Ed.D. in Curriculum and Instruction at Tennessee State University. She joined the MTSU faculty in 1990.

Dr. Tharp began her teaching career as an elementary school teacher in Houston and believes the key to student success at all levels is active student engagement. She incorporates this philosophy by designating all of her undergraduate courses as Experiential Learning (EXL) sections. She believes strongly in service to our local communities and works with community organizations and public schools to provide real-world experiences for teacher candidates. In 2011, she was named as the Family Literacy Volunteer of the Year by Read to Succeed.

Her research interests include family literacy, learning communities, and academic advising, which are evidenced in her presentations and publications. She is actively involved in professional organizations, including the International Literacy Association, the Association of Literacy Educators and Researchers, the National Council of Teachers of English (NCTE), the National Academic Advising Association, and the Tennessee Reading Association.

## Tammy Q. Bryant

Coordinator, Off-Campus  
Programs, University College  
Outstanding Public Service Award



Tammy Q. Bryant earned an M.Ed., B.S., and A.A.S from Middle Tennessee State University. She has been working with MTSU's University College since July 1996 where she began as a secretary and stayed in that position through 2000. She serves as coordinator of the University College's off-campus programs and is responsible for managing off-campus courses and acting as liaison for off-campus students to the main campus, including a role as academic advisor.

Skills 4 Success, a nonprofit organization, is a service passion for Mrs. Bryant. Skills 4 Success works with educational, charitable, and religious avenues to assist and embrace all individuals—with a special emphasis upon individuals who are "at risk" due to parent incarceration, poverty, or other societal obstacles—through community-based/ community-designed programs and special projects. The organization stresses the importance of four skills for success in young people: spiritual freedom, positive role models and fitness, life skills, and career development.

Mrs. Bryant is also a community leader of a Pretty Brown Girl (PBG) Club in the Tennessee area. The PBG platform addresses positive self-esteem and confidence for girls of color to live within throughout their lives. This often affects their world view, careers, life choices, and relationships with others as they mature into adults. The goal is to broaden the circle of conversation with girls to encourage healthy interactive dialogue and activities in a celebratory environment.

# Norma K. Dunlap

## Chemistry

### Distinguished Research Award



Dr. Norma Dunlap, professor of Chemistry, completed a B. S. in Chemistry from Eastern College in Pennsylvania, a Ph.D. in Organic Chemistry from the University of Wyoming, and an NIH Postdoctoral Fellowship at the University of Pennsylvania. She carried out research in the pharmaceutical industry for six years as a senior scientist, primarily at Hoffman-La Roche in New Jersey. She entered academics through teaching at Vanderbilt University for six years and joined the MTSU faculty in 1998.

Dr. Dunlap's research in organic and medicinal chemistry is primarily focused on the synthesis of biologically active molecules, with primary emphasis on the synthesis of novel cyclopropyl peptidomimetics. This work at MTSU has led to the synthesis of compounds with the potential to treat Alzheimer's disease, hepatitis C infection, and cancer. Another synthetic project, on novel analogs of podophyllotoxin, has resulted in compounds with promising anti-cancer activity. Dr. Dunlap has recently been involved in the isolation and identification of bioactive compounds from plant extracts, in collaboration with the Tennessee Center for Botanical Medicine Research at MTSU. The extract project has resulted in the isolation of many pure compounds, with antiviral, anti-trypanosomal, and anti-cancer activity. Dr. Dunlap also has researched improvements to teaching in the organic chemistry laboratories.

Dr. Dunlap is writing a textbook on medicinal chemistry, due for spring 2017 publication. She has published many articles in peer-reviewed journals, and all publications while at MTSU have been with student co-authors. She and her students have also made numerous research presentations at national and international meetings, and they have several patents.

Dr. Dunlap's research at MTSU has been funded by the National Institutes of Health, the National Science Foundation, and MTSU's Faculty Research and Creative Activity Committee.



# Amy S. Kaufman

English

Distinguished Research Award



Dr. Amy Kaufman earned her B.A. in English/Creative Writing from Florida State University, an M.A. in English and a graduate certificate in Women's Studies from Florida Atlantic University, and her Ph.D. in English from Northeastern University. She teaches ancient and medieval literature at MTSU.

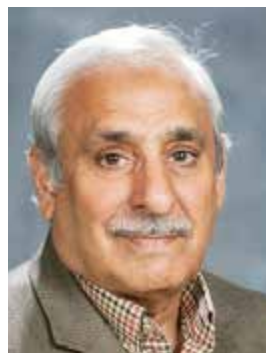
Dr. Kaufman's research focuses on women and gender in medieval literature and on medievalism in popular culture, including film, video games, politics, and radical religious movements. She has published numerous articles in *Arthuriana*, *Studies in Medievalism*, *The Year's Work in Medievalism*, and several other journals. In addition, she has contributed to books on medievalism, Arthurian legend, and medieval sexuality. She has guest-edited issues of *Arthuriana* and *Studies in Medievalism* and currently serves as director of conferences for the International Society for the Study of Medievalism.

Dr. Kaufman's current research looks at medievalism, masculinity, and religious extremism in the 21st century. She is also working on publishing her first novel. While Kaufman is trained in traditional medieval studies, she also looks at the entertainment Americans consume and the ideas that entertainment has about the time period in which she specializes. The soaring popularity of *Games of Thrones*, a television series based on the best-selling medieval fantasy books, and other pop culture examples of medievalism speak to a modern obsession with the Middle Ages. Medievalism is a mythologized version of that time period.

# Abdul Q. M. Khaliq

## Mathematical Sciences

### Distinguished Research Award



Dr. Abdul Khaliq received a Ph.D. and an M.S. from Brunel University in London and an M.S. from Quaid i Azam University. He joined the MTSU faculty in 2005.

Dr. Khaliq's area of expertise is numerical analysis and scientific computing, with specialization in the "Development of Stable and Efficient Numerical Methods for Large Scale Systems of Partial Differential Equations (PDEs)." His primary research interest lies at the interface of applied mathematics and computational science, which includes new and robust algorithms using partial differential equations with applications to complex financial and physical systems. In addition, his current research interest includes numerical solutions of Stochastic Partial Differential Equations (SPDEs), scalable algorithms in the numerical solutions of stiff stochastic differential equations (SDEs), computational modeling and simulation of complex stochastic systems with applications in chemical systems, and analyses of uncertainty and error that arise in the modeling and simulation of complex physical systems.

Dr. Khaliq has also established research collaboration with scientists at Oak Ridge National Laboratory (ORNL) in the Mathematics and Earth Science divisions. He published a joint research paper with one of the ORNL scientists in *Communications in Computational Physics* in 2015.

He has presented research papers at national and international conferences as a keynote speaker, had a large number of published research articles, and had his research frequently cited in books, journals, and theses. Currently, he serves on the editorial boards of four international journals and is editor-in-chief of the *International Journal of Computer Mathematics*, a leading high-quality refereed journal in computational mathematics. Dr. Khaliq was awarded the MTSU Distinguished Research Award in 2007 and the Western Illinois University Outstanding Faculty Excellence Research Award in 2001.

# Gaylord Brewer

English

Creative Activity Award



Dr. Gaylord Brewer earned his Ph.D. and M.A. from Ohio State University and a B.A. from the University of Louisville. He has been a member of the MTSU English Department since 1993. Dr. Brewer is the author of 14 books of poetry, fiction, creative nonfiction, and literary criticism. His most recent publications are a ninth collection of poetry, *Country of Ghost* (Red Hen Press), and the cookbook-memoir *The Poet's Guide to Food, Drink, & Desire* (Stephen F. Austin University Press), both in 2015.

More than 900 individual poems by Brewer have been published in such journals and anthologies as *The Bedford Introduction to Literature* and *Best American Poetry*.

Brewer was awarded a Tennessee Arts Commission Individual Artist Fellowship in 2009. He has had numerous international writing residencies—including at Hawthornden Castle (Scotland), the Fundación Valparaíso (Spain), and the Global Arts Village (India)—and has taught in Russia, Kenya, and the Czech Republic.

His book *The Martini Diet* won the 2006 Orpheus Prize, *Four Nails* was awarded the 2001 Snail's Pace Prize, and *Devilfish* was the 1998 Benjamin Saltman Award winner. His poetry collections have won Chapbook contests from Anabiosis Press (2010), Palanquin Press (1997), and Chatfield Software (1996). He has been nominated for the Pushcart Prize nine times, mostly recently in 2012, and won the MTSU Creative Achievement Award in 2005 and 1997.

## David E. Nelson

Biology

Special Projects Award



\$12,400 for “Establishment of a Quantitative Live Cell Imaging Center at MTSU”

Dr. David Nelson proposes to establish a new center, the BioResource for Imaging Data Generation, Exploration, and Storage (BRIDGES), to support interdisciplinary research involving microscopy. His grant will be used to purchase a Transporter 30, which provides abundant data storage and integrity, hardware, software, and essential equipment. Housed in the Science Building, the center will primarily act as a shared space for students and faculty to archive and access any experiment recorded using Biology Department microscopes, making use of a range of image analysis tools and collaborative file sharing.

## Robert Gordon

Electronic Media Communication



## John Merchant

Recording Industry

Special Projects Award



\$12,600 for “360/Virtual Reality Video Project”

The grant will be used to purchase the Google Jump 360-degree camera array, a 360-degree surround sound microphone system, and necessary audio post-production software. The 360-degree and virtual-reality videography process puts the viewer in the middle of the scene and allows the viewer to select what to see and hear as the scene surrounds them. These interfaced units will be utilized for a myriad of video and audio projects by students and faculty at the College of Media and Entertainment with the next new media platform.

# Michael Brian Hein

## Psychology

### Career Achievement Award



Dr. Michael Brian Hein first came to MTSU in 1990 to take on a challenge: improve the master's degree in Industrial/Organizational (I/O) Psychology. And improve the program, he did. He has taken the program from its local beginnings to a model national program. At the core of this accomplishment is curricular innovation coupled with his focus on students—his leadership marked by using best practices in regional and national recruitment, implementing a cohort class structure, and importantly, improving the applied experience of student internships. As a curricular innovator who recognized that a strong graduate program should have underpinnings in a strong undergraduate program, he also developed one of the few stand-alone undergraduate majors in I/O Psychology in the country—with its graduates highly sought after by business and industry.

A professor of psychology in the I/O Psychology program, Dr. Hein is also the director of MTSU's Center for Organizational and Human Resource Effectiveness (COHRE), which he helped establish. He received his Ph.D. and M.S. degrees in I/O Psychology from the Georgia Institute of Technology and his B.A. in Psychology from the University of Northern Iowa.

Dr. Hein has served as director of MTSU's I/O Psychology master's program, taught graduate courses, and has developed four graduate courses, a graduate lab, and a hybrid course. Over the past 25 years, he has supervised 50 completed theses and has served on another estimated 100 thesis committees.

Dr. Hein's research interests include leadership, best use of training/practice time, the determinants of skilled task performance, and the development of expertise. An avid researcher and prolific author, he has published articles in *Leadership Quarterly*, the *Journal of Personality*, *Group Dynamics*, *Journal of Applied Social Psychology*, and *Journal of*

*Creative Behavior*. He has co-authored book chapters in *The Biodata Handbook* and *Improving Organizational Performance with the Productivity Measurement and Enhancement System: An International Collaboration*, plus made numerous presentations to regional, national, and international professional meetings.

Widely sought after as a consultant, Dr. Hein also has more than 25 years of experience working with clients in a variety of industries on projects regarding job analysis, employee surveys, training needs analysis, onboarding new employees, leadership development, performance appraisal, and organizational performance measurement. Some of his past clients include Toshiba, Jack Daniel's, Square-D, SSR, Ingram Books, Kroll Background America, and the Tennessee Small Business Development Center.

A consistent grant award recipient, Dr. Hein has most recently served as an evaluator on A Catalyst to ADVANCE the Participation and Advancement of Women in Academic STEM Careers at MTSU (National Science Foundation-funded, \$15,000) and worked in collaboration with colleagues Cen Li, John Wallin, and Qiang Wu on MTSU Student Success: Improving Minority Student Success through Data-Driven Comparative Analysis (Tennessee Board of Regents-funded, \$40,000).

Active in public service, Dr. Hein's activities include First Presbyterian Church strategic planning survey, University of Texas–Dallas strategic planning, and Psi Chi Headquarters in Chattanooga organizational assessment. His most recent service includes a TBR Regents Online Community Collaborative (ROCC) organizational performance measurement, ROCC onboarding process, and a state Human Resources Measurement Workshop III.

Dr. Hein has served as a program reviewer for the Society of Industrial and Organizational Psychology (SIOP) and Southeastern Psychological Association's annual conventions. He has been a reviewer for *Human Factors* and for *Human Resource Development Quarterly*. Dr. Hein holds membership in the SIOP and the American Psychological Society. He also has worked closely with the student chapter of the Society of Human Resource Management.

For the major contributions to his profession, graduate and undergraduate program development, and the stellar educational preparation of his students, Michael Heim is the most worthy recipient of the 2016 Middle Tennessee State University Career Achievement Award.



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