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## Header 1

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<b>Procurement Type:</b> Agency Purchase Order	<b>SO Dept:</b> 0310
<b>Vendor ID:</b> VS0000015239	<b>SO Doc ID:</b> DNR1800000033
<b>Legal Name:</b> Evident Analytics, LLC	<b>Published Date:</b> 1/31/18
<b>Alias/DBA:</b> Evident Analytics, LLC	<b>Close Date:</b> 2/12/18
<b>Total Bid:</b> \$23,950.00	<b>Close Time:</b> 13:30
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<b>Response Time:</b> 10:55	<b>Solicitation Description:</b> Addendum No.1 WVDNR Agency Strategic Plan
	<b>Total of Header Attachments:</b> 1
	<b>Total of All Attachments:</b> 1

February 12<sup>th</sup>, 2018

RE: RFP for Strategic Planning Services – West Virginia Division of Natural Resources

Greetings,

We are excited to submit a proposal to the West Virginia Division of Natural Resources regarding the request for services to facilitate a new strategic plan. As a consulting firm with a wealth of experience in organizational development, public health, and community collaboration we believe this project to be an excellent fit and well within our scope to accomplish. In fact, one of our consultants, Dr. Kurt Smith, has extensive expertise in consulting with U.S. Fish and Wildlife, the U.S. Forest Service, and The Bureau of Land Management. With our combination of strategic planning expertise and familiarity with systems-level work with similar organizations, we think our firm is ideally suited to meet your strategic planning needs.

Included in this proposal you will find:

- Qualifications of our consultants
- Technical Proposal with Methodology and Timelines
- Cost Proposal
- List of references
- CV's of consultants
- Signed Purchasing Affidavit
- Signed Addendum

For this project I will serve as the initial point of contact. If you have any questions in the interim, please do not hesitate to contact us at (855) 463-8433 or you may contact me directly at 910-890-3257.

Best regards,



Wesley D. Rich  
Senior Consultant  
Evident Analytics, LLC  
Tax ID# 46-2904218  
[wes@evidentanalytics.com](mailto:wes@evidentanalytics.com)  
910-890-3257  
(855) - 463-8433

# Qualifications

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## Biographical Information

### **Kurt Smith, PhD**

Dr. Kurt Smith is an associate consultant with Evident Analytics, LLC. He attended Oregon State University where he played football for the Beavers while earning undergraduate degrees in History, Forestry, and later a Master's Degree in Public Administration centered in natural resources management.

Dr. Smith received a Doctorate in Forestry and Environmental Resources from North Carolina State University in 2012 and entered the teaching field having recently retired from a career in government with nearly 25 years of experience. His extensive career had him managing parks in Philadelphia, designing museum exhibits in Raleigh, managing parks, and historic sites, working on wildlife habitat improvement projects and doing wildlife rehabilitation.

He also led an extensive open space acquisition program in Wake County for several years and served as a county director of the Soil and Water Conservation Service. Other projects include setting up a water quality monitoring program to better understand and improve impaired streams on a long-term basis and creating an annual water quality report.

Throughout his career he has done consulting and contract work for the U.S. Fish and Wildlife, the U.S. Forest Service, The Bureau of Land Management, which has taken him to venues in Oregon, Hawaii and other interesting places. His dissertation focused on collaborative watershed planning, and he has maintained research interests in watershed management, applied environmental drone technology, and natural resource management.

### **David Tillman, PhD**

Dr. David Tillman is a senior consultant and co-founder of Evident Analytics, LLC. For more than a decade, David has worked with health departments, school systems, universities, hospital systems, and nonprofits as a consultant on a variety of projects—including needs assessment, strategic planning, and program evaluation. As a practitioner-researcher, he has published and lectured nationally about the use of data for decision-making.

David has been active nationally on improving the health and educational outcomes of people with disabilities. Currently, he serves on the Executive Committee for the Disability Section of the American Public Health Association. David also serves as an expert advisor for early intervention & disability workgroups with the North Carolina Division of Public Health. He has been an invited speaker to numerous conferences on disability—including the Annual Meeting of the Division of Career Development & Transition (Kansas City, MO), the Special Summit of OSEP Technical Assistance Center on Positive Behavioral Interventions and Support (Chicago, IL), and the Conference on Exceptional Children (Greensboro, NC). Prior to launching Evident Analytics, David served as a Leadership Development & Strategic Planning Consultant for the North Carolina Department of Public Instruction focusing on improving school completion and transition outcomes for people with disabilities.

David earned a Ph.D. in Educational Psychology from North Carolina State University. In addition, he has earned two additional graduate degrees and is Certified in Public Health (CPH).

As a consultant with experience on projects both large and small, David specializes in helping clients ask the right questions and then design systems to capture actionable answers.

### **Wesley Rich, PhD**

Dr. Wesley Rich serves as a senior consultant and co-founder of Evident Analytics, LLC. He is responsible for new contract procurement, development and implementation of program evaluations and needs assessments, as well as direction of special projects and client requested services.

Wes holds a Ph.D. in Educational Research and Policy Analysis from North Carolina State University, a Master's in Public Health Education & Promotion from East Carolina University, as well as a MEd in Curriculum & Instruction and a B.S. in Biology. His experience includes program evaluation for professional and graduate programs in medicine, public health, and the allied health

sciences. Wes is certified as a Health Education Specialist (CHES) and in public health (CPH).

As an award-winning educator, he has taught graduate courses in behavioral medicine, research methods for the health sciences, biostatistics, advanced study design, and health promotion. In addition to his academic role Dr. Rich has served as department chair and associate dean for the allied health sciences.

Wes has worked with communities and primary care providers on collaborative research initiatives related to prescribing patterns for anxiety and depression in adolescents and young adults. Additionally, he has served as the advisor for community-based needs assessment of substance abuse health promotion initiatives targeting adolescents in West Virginia.

With experience in both the academic and administrative capacities, Wes understands the need for affordable, clear solutions that can be scaled to meet needs of diverse organizations.

Having worked with state agencies as well as many other clients—health departments, universities, nonprofits, hospitals, and school districts—Evident Analytics is prepared to lead your team through a process of relating data to your mission, asking essential questions to strengthen focus, recruiting feedback to enhance buy-in, and articulating action steps that are measurable, relevant, and most importantly impactful. With experience in strategic planning and senior leadership in complex organizations, the consultants at Evident Analytics understand the forces that impact the mission of state agencies. With attention to your statutory requirements and broad community mandate, our consulting team will engage you in a meaningful planning process that will refocus and invigorate your team in the short-term and assist your agency in navigating the opportunities and challenges over the long-term.

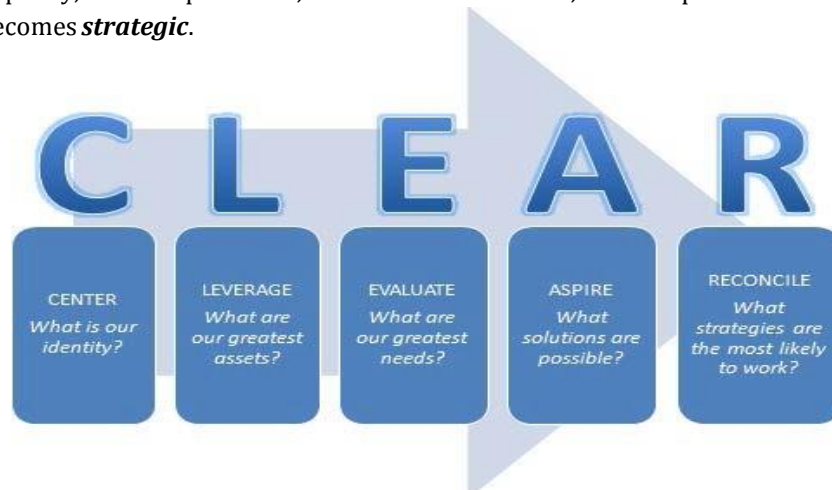
## BEYOND SWOT: OUR IMPLEMENTATION SCIENCE APPROACH TO STRATEGIC PLANNING

Strengths, weaknesses, opportunities, and threats are important to consider. However, selection constraints, training efficiencies, and coaching capacities within the organization are not easily described as strengths or weaknesses. Even more, transitional costs, dynamic data expression, and policy-practice feedback loops are neither opportunities nor threats.

The failure of many strategic plans is the omission of these implementation considerations throughout each phase of the planning process. Our consultants have focused on the science of implementation for years, and with Evident, the traditional SWOT analysis is enhanced by additional attention to the evidence-based drivers of implementation: competency drivers, organizational drivers, and leadership.

## DECISIONS MADE “CLEAR”: OUR STRATEGIC PLANNING PROCESS

1. **Center** – Before beginning a strategic planning process, our consultants will help reconnect team members to the mission, vision, and values of your organization.
2. **Leverage** – Drawing from lessons learned with Asset-Based Community Development, our planning process will inventory leverageable assets before assessing needs, which creates positive momentum early in the process and maximizes the efficiency of action planning later in the process.
3. **Evaluate** – Working in small groups to engage perspectives from as many team members as possible, our consultants will assist your organization in eliciting diverse perspectives on present and future needs, organizing the feedback into actionable categories, and prioritizing these areas of need.
4. **Aspire** – In our “solution-storming” session, your team will be empowered to address high-priority needs with innovative approaches.
5. **Reconcile** – The crucial final phase of the process attempts to harmonize your team’s aspirations with the realities of organizational capacity, external pressures, stakeholder thresholds, and acceptable timeframes. This is where planning truly becomes *strategic*.



## KEY ACTIVITIES & TIMELINE

The scope of this proposal includes six key activities in the development of an organizationally focused strategic planning initiative for the Allegheny County Health Department:

- 1) Qualitative Data Gathering & Asset Inventory (2 days Onsite)– April 2018
  - South Charleston Focus groups– Eight 60-minute interviews with representatives from four areas of the agency: Administration, Law Enforcement, Parks and Recreation, and Wildlife Resources.
  - Regional Focus Groups – Eight 60-minute interviews with representatives from four areas of the agency at regional offices: Administration, Law Enforcement, Parks and Recreation, and Wildlife Resources.
- 2) Survey Deployment – May 2018
  - Following the analysis of qualitative data gathered in the focus groups, a survey will be created by the consultants to further explore important themes from the focus groups. The survey will be electronically available to staff members for three weeks.
- 3) Evaluation Meeting (1 day Onsite)– June 2018
  - Preparation for the Day: Interim Assessment Report – Strategic planning core team members will receive a draft interim assessment report (at least 7 days prior to the evaluation meeting) that will combine data from qualitative inquiry (focus groups) as well as quantitative data (from secondary analysis of organizational & environmental data and survey data)
  - Strategic Planning Core Team Evaluation Meeting
    - Modified SWOT (Using the C.L.E.A.R. process)
    - Forces of Change – Small group identification of trends, events, and factors that create opportunities and threats on the horizon
- 4) Identification of Strategic Responses (2 days onsite) – July 2018
  - Review and revision of the guiding statements
  - Identification of Strategic Priorities
  - Creation of a Theory of Action for Addressing Strategic Priorities
  - Identification of Action Steps to Operationalize the Theory of Action
  - Creation of Evaluation Plan
- 5) Document Review (Virtual Meeting) – August 2018
  - Strategic Plan Review - Strategic planning core team members will review a preliminary draft of the strategic plan at a virtual meeting. This draft will include revised language for the guiding statements (mission, vision, values, & aspirations), the definitions of strategic priorities, theory of action, action step specifications, and the evaluation plan. A draft of the documents will be provided to meeting participants at least 7 days prior to the virtual meeting date.
- 6) Finalized Document Submissions – September 2018
  - Strategic Planning Internal Document which will serve the following roles:
    - Record of the process
    - Summary of the needs
    - Theory of Action that connects priorities to outcomes
    - Action plan and evaluation strategies for accountability

## Cost Proposal

<u>Phase</u>	<u>Onsite Hours</u> <u>(\$150/hr/cons)</u>	<u>Offsite Hours</u> <u>(\$100/hr/cons)</u>	<u>Subtotal</u>
1 SWOT Meeting	8	2	\$ 2,800.00
1 Qualitative Data Gathering	16	2	\$ 5,200.00
1 Document Analysis - Interim Data Report	0	12	\$ 2,400.00
2 Strategic Planning Meeting - Strategic Priorities	8	3	\$ 3,000.00
2 Strategic Planning Meeting - Action Planning	8	3	\$ 3,000.00
3 Document Preparation - Draft Strategic Plan	0	16	\$ 3,200.00

**Professional Services** **\$19,600.00**

<u>Travel</u>	<u>Unit Cost</u>	<u>Number</u>	<u>Subtotal</u>
Flight	\$335	7	\$2,345
Hotel	\$150	8	\$1,200
M&IE	\$63	12	\$756

**Travel** **\$4,301**

**GRAND TOTAL** **\$23,901.00**

## REFERENCES

Camilla Roth Szirotnyak  
Quality Improvement Manager  
Mental Health and Recovery Services Board of Lucas County  
701 Adams Street, Suite 800  
Toledo, Ohio 43604  
Phone: (419) 213-4612  
Email: [crothszirotnyak@lcmhrsboh.gov](mailto:crothszirotnyak@lcmhrsboh.gov)

Stacie Turpin Saunders, MPH  
Health Director  
Alamance County Health Department  
319 N. Graham Hopedale Rd., Suite B  
Burlington, NC 27217  
Phone: [\(336\) 513-5514](tel:(336)513-5514)  
Email: [Stacie.Saunders@alamance-nc.com](mailto:Stacie.Saunders@alamance-nc.com)

Jeff Cooper  
Health Commissioner  
Public Health Dayton & Montgomery County  
117 S Main St  
Dayton, OH 45422  
Phone: (937) 225-4500  
Email: [JACooper@phdmc.org](mailto:JACooper@phdmc.org)

Kay Phillips  
Vice President of Strategic Partnerships  
American Sexual Health Association (ASHA)  
P.O. Box 13827  
Research Triangle Park, NC 27709  
Phone: [\(919\)-306-6900](tel:(919)306-6900)  
Email: [kayphillips@ashasexualhealth.org](mailto:kayphillips@ashasexualhealth.org)



## ***CURRICULUM VITAE***

Kurt W. Smith MPA, PhD. Department of Forestry and Environmental Resources,  
North Carolina State University

Dissertation Topic: Management Networks, Planning, and Water Quality Improvement  
in Urbanizing Counties in North Carolina.

Successful Defense: March 30<sup>th</sup>, 2012

Degree Conferred: August 2012

Assistant Professor, Environmental Management

**PERSONAL INFORMATION:** Work: Kurt W. Smith, PhD  
Methodist University  
5400 Ramsey Street  
Fayetteville, NC 28311-1498  
910-630-7139  
kusmith@methodist.edu

Home: 407 Womble Drive  
Lillington, NC 27546  
Phone: (910) 893-8684  
lillingtonsmiths@embarqmail.com

### **EDUCATION:**

A.S. Forestry 1978–1980 Rogue Community College,  
Grants Pass, Oregon

B.S History/Education 1980-1984 Oregon State University,  
Corvallis, Oregon

M.P.A. Public Administration 1986-1988 North Carolina State University  
Public Administration  
Raleigh, NC

PhD 2004-2012 North Carolina State University  
Forestry and Environmental Resources  
Raleigh, NC

Defense: March/April 2012

Specialty: Public Policy, Organization, Watershed and Natural Resource  
Management

### **STAKEHOLDER AND PUBLIC OUTREACH EXPERIENCE**

Stakeholder Group/Facilitation -Working Lands Task Force (2005-2006)

Staff Resource and Presenter Wake County Blue Ribbon Commission (2006)

Coordinator of Municipal Group, Partners for Open Space and the Environment (2002-2007)

Professional Staff for Open Space Advisory Committee (2001-2007)

Coordinator for Annual Workshop "Keeping the Farm" (2006-2007)

Coordinator Rain garden Certification Workshop, Methodist University (Spring 2013)

Coordinator/Speaker-Rainwater Harvesting Workshop in Conjunction with NCSU (Fall 2013 and Fall 2016)

Stormwater Best Management Practices Workshop- Spring 2014

Started Inaugural Fly fishing Club Methodist University-Spring 2014

Member Waste Management Sandhills, Cumberland County Consortium

Volunteer Track Official/Coach-USATF-Reid Ross High School, Fayetteville

Volunteer Football Coach 2014-17

### **PUBLICATIONS**

Smith, Kurt W. (2015) "Drone Technology: Benefits, Risks, and Legal Considerations".  
Seattle Journal of Environmental Law, Volume 5, Number 1

Smith, Kurt W. (2015) "The Role of Networks and Planning, in the Improvement of Impaired Waters in Urbanizing Counties within North Carolina" Peer Reviewed On-Line Open Access Library Journal.

Smith, Kurt W. (2015) Conference Proceedings: "The Use of Drones in Environmental Management". May, 2015, Austin, Texas

Smith, Kurt W. (2013) "Watershed Management Networks and the Necessary Role of Collaboration" Journal of Soil and Water Conservation, March/April. Issue

Smith, Kurt W. (2012) "Watershed Management Networks, Watershed Plans, and Water Quality Improvement in Urbanizing Counties in North Carolina". North Carolina State University: [repository.lib.ncsu.edu/ir/bitstream/1840.16/7764/1/etd.pdf](http://repository.lib.ncsu.edu/ir/bitstream/1840.16/7764/1/etd.pdf)

Smith, Kurt W. (2010) "Wake County Water Quality Report"  
[www.wakegov.com/.../WakeWaterQualityReport\\_Final\\_Web.pdf](http://www.wakegov.com/.../WakeWaterQualityReport_Final_Web.pdf)

Poster and Oral Presentation, June 2017, Colorado State University, Universities Council on Water Quality Conference

## **TEACHING EXPERIENCE**

Professor Methodist University (August 2012 to Present)

Fall 2012 Courses: Environmental Science (two sections), Pollution Science, Environmental Permits and Audits.

Spring 2013 Courses: Environmental Science (two sections), Environmental Permits and Audits, Solid and Hazardous Waste Management.

Fall 2013 Courses: Pollution Science, Environmental Science, Permits and Audits, Caribbean Environmental Law and Management (Study Abroad Course-Puerto Rico)

Spring 2014 Courses: Environmental Permits, Environmental Science, Waste Management Systems, Natural Resources Management

Fall 2014 Courses: Pollution Science, Environmental Permits, Environmental Science, Environmental Assessments.

Spring 2015 Courses: Environmental Science, Environmental Assessments, Permits and Audits, Natural Resource Management.

Guest Lecturer- Parks, Recreation and Tourism Management Department,  
NC State University (2000) (2002)

Study Abroad Trip: Eco Tourism in Puerto Rico (Odd Numbered Years)

Guest Lecturer-Forestry and Natural Resources Department, Graduate Course NR571  
(2009, 2010, 2011)

### **RESEARCH EXPERIENCE:**

NC Center for Public Policy Research

Dissertation Research Public Policy and Open Space Programs

Methods for Open Space Acquisition Prioritization

Drone Use in Environmental Assessment and Monitoring Research-2014

### **PRESENTATIONS**

Land Trust Alliance, Sacramento-"Economic Benefits of Open Space" (October 2003)

NC Recreation and Parks Conference -"Research Triangle Park," Building a Successful  
Open Space Program" (January 2004)

NC Recreation and Parks Conference-Greensboro, NC "Managing Historical Resources"  
(2000)

League of Women Voters- "State of Open Space Protection and Development in North  
Carolina" (February, 2005)

NACCO Chicago-"Characteristics of a successful open space program" (August 2006)

"Keeping the Farm" Workshop- "The State of Working Lands and Open Space in Wake  
County". (January 2005) (January 2006)

Soil and Water Conservation Conference, Tucson, AZ "Challenges of Changing from  
an Agricultural Based Service Organization to an Urban Based Service Organization"  
(October 2008)

Southeast Stormwater Management Conference, Asheville, NC “Non-Regulatory Approaches to Managing a TMDL in the Falls Lake Watershed” (November 2011)

International Environmental and Water Resources Congress, Austin, Texas (May 2015)  
Paper and Oral Presentation: “The Use of Drones in Environmental Management”

Poster and Oral Presentation, June 2017, Colorado State University, Universities Council on Water Quality Conference

**WORK EXPERIENCE AND MAJOR ACCOMPLISHMENTS:**

2012-Present      **Methodist University, Fayetteville, NC**  
Assistant Professor, Environmental Management

2009-2012      **Wake County Environmental Services, Water Quality**  
*Environmental Planner*

- Develop Stream Monitoring Program
- University Liaison
- Coordinator Wake/Johnston Local Watershed Plan
- CWMTF Rainwater Harvesting Pilot Project

2008-2009      **Wake County Environmental Services**  
*Administrator Wake County Soil and Water Conservation District*

- Direct Soil and Water Conservation Staff
- Administer Agricultural Cost Share Program

2001-2008      **Wake County Parks, Recreation and Open Space**  
*Environmental Planner/Program Manager*

- Management of multi-million dollar bond referendums for the purchase of open space, (15 Million, 2001) (26 Million, 2004) (50 Million-2007)

- Development of consolidated open space master plan.
- Initiate land management/stewardship program.
- Professional staff for appointed open space advisory committee.

1995–2001 **Wake County Parks and Recreation**  
*County Park/Historic Site Manager*

- Construction of new Farm History Center Museum, and Cotton Museum with associated exhibits
- Management and construction of new park/historic site.
- Professional staff to 14 member advisory board.
- Professional liaison with the Historic Preservation Commission and the Advisory Board.

1993–1995 **Fayetteville Parks and Recreation** Fayetteville, NC  
*Ranger/Naturalist*

- Operation of nature center and wildlife rehabilitation program.

1990–1992 **Philadelphia’s Ranger Corps** Philadelphia, PA.  
*District Manager*

- Provided visitor services for 300 acres of historic, natural, and recreational areas.
- Managed a staff of twelve rangers and two supervisors.

1990-1990 **Philadelphia Department of Recreation** Philadelphia, PA  
*Director, Camp William Penn*

- Planned and directed program for low-income youth aged 8-12 years.

1987-1988 **NC Center for Public Policy Research** Raleigh, NC  
*Graduate Internship*

1985-1987 **NC Forest Service** Raleigh, NC  
*Forest Ranger*

-Land Management, Public Education

1982-1985 **Private Contractor/Part Time** Corvallis, OR

-Tree Planting, Tree Thinning on Public/Private Lands.

1978-1980 **Mt. Reuben Logging Co.** Grants Pass, OR  
**Carpenter Logging Co.** Glide, OR

**GRANTS RECEIVED**

Conservation/Easement Grant USDA Farm Protection Grant	\$190,000.00	(August 2006)
Land Acquisition Grant Clean Water Management Trust Fund,	\$250,000.00	(November 2006)
Conservation/Easement Grant USDA Farm Protection Grant	\$235,000.00	(August 2005)
Land Acquisition Grant Clean Water Management Trust Fund,	\$190,000.00	(November 2005)
Land Acquisition Grant Parks and Recreation Trust Fund,	\$336,000.00	(November 2004)
Conservation/Easement Grant USDA Farm Protection Grant	\$268,100.00	(July 2003)
Land Acquisition/Easement Grant Eco-System Enhancement Grant	\$185,000.00	(August 2003)
Habitat Improvement Grant Natural Resource Conservation Service USDA WHIP Grant	\$6000.00	(August 2003)

Habitat Improvement Grant  
US Fish and Wildlife  
USDI Partners Grant                      \$6000.00                      (August 2003)

**OTHER TRAINING:**

University of Georgia-Executive Development Program for Parks and Recreation  
Professionals-1997-98

NC State University-Cooperative Extension, Natural Resources Leadership Institute,  
2003-2005

International Society of Arboriculture-Certified Arborist: Certification # SO

30 Hours of CEU in Arboriculture 2013-14

**AWARDS AND HONORS:**

National Association of Cities and Counties: Outstanding Open Space Program (2006)

Land Trust Alliance: Outstanding Open Space Program. (2006)

**PROFESSIONAL MEMBERSHIPS & SERVICE**

International Society of Arboriculture

Soil and Water Conservation Society

National Recreation and Parks Society, North Carolina Recreation and Parks  
Association

American Forestry Association

American Planning Association

Society of American Foresters

American Farmland Trust

Habitat for Humanity

Hurricane Katrina Relief Volunteer (2005, 2006, 2007, 2008)



**DAVID R. TILLMAN, PHD, MED, MA, CPH**

193 BURKOT RD, LILLINGTON, NC 27546

Phone: (910)591-8567

Email: [David.r.tillman@gmail.com](mailto:David.r.tillman@gmail.com)

**EDUCATION:**

PhD, Educational Psychology – Curriculum & Instruction  
North Carolina State University

MA, Liberal Studies – Global Studies  
University of North Carolina at Greensboro

MEd, Education  
Campbell University School of Education

BA, English  
Campbell University

**CERTIFICATION:**

Certified in Public Health (CPH)  
National Board of Public Health Examiners

**ADDITIONAL TRAINING:**

Community-Based Participatory Research for Health Equity Institute  
San Francisco State University, June 2013

Center for IDEA Early Childhood Data Systems Institute  
Louisville, KY, October 2016

\*Travel Grant Recipient

National Hispanic Health Foundation Research Mentorship Program (PCORI)  
Washington, DC, May 2017

\*Travel Grant Recipient

**EMPLOYMENT:**

Chair, Department of Public Health; College of Pharmacy and Health Sciences; Campbell University; Buies Creek, NC. (2015-present)

Assistant Professor; Department of Public Health; College of Pharmacy and Health Sciences; Campbell University; Buies Creek, NC. (2012-present)

Interim Chair, Department of Public Health; College of Pharmacy and Health Sciences; Campbell University; Buies Creek, NC. (2014)

Adjunct Professor; Department of Curriculum, Instruction, and Counselor Education; School of Education; North Carolina State University; Raleigh, NC. (2012-2014)

Leadership Development & Strategic Planning Consultant; North Carolina Department of Public Instruction; Raleigh, NC. (2011-2012)

Program Coordinator for Federal Programs, Exceptional Children & Title I. Harnett County Schools; Lillington, NC. (2009-2011)

PBIS Implementation Coordinator; Harnett County Schools; Lillington, NC (2005-2009)

Educator; Harnett County Schools; Lillington, NC (2000-2005)

**TEACHING EXPERIENCE:**

- PUBH 102 – Public Health and Film (Campbell University – Spring 2014, Spring 2015)
- PUBH 502 – Public Health Seminar (Campbell University - Spring 2014, Summer 2014, Spring 2016, Fall 2016, Spring 2017)
- PUBH 525 – Overview of Rural Health (Campbell University - Fall 2012, Fall 2013, Fall 2014, Fall 2015, Fall 2016)
- PUBH 542 – Community Health Assessment and Evaluation (Campbell University - Summer 2014, Fall 2014, Summer 2015, Spring 2016, Spring 2017)
- PUBH 543 – Study Abroad in Haiti (Campbell University – Summer 2015, Summer 2016, Summer 2017)
- PUBH 580 – Health Policy and Management (Campbell University – Spring 2013)
- PUBH 590 – Independent Study: Advanced Psychometrics (Campbell University – Fall 2013)
- PUBH 590 – Independent Study: Qualitative Research Methods (Campbell University – Spring 2014)
- PUBH 590 – The Role of the Nurse in Public Health (Campbell University – Summer 2016)
- PUBH 590 – Stereotype Threat in Healthcare (Campbell University – Fall 2016)

- PUBH 590 – Excel-Based EMR Design (Campbell University – Fall 2016)
- PUBH 625 – Adolescent Health (Campbell University - Spring 2014)
- PUBH 682 – Ethical Issues in Rural Public Health (Campbell University - Fall 2013, Spring 2014, Summer 2015, Fall 2015, Summer 2016, Fall 2016)
- EDP 575 – Multicultural Lifespan Development (North Carolina State University – Spring 2014, Summer 2014)
- EDP/PSY 476 – Psychology of Adolescent Development (North Carolina State University – Summer 2012)

## **PUBLICATIONS:**

Rich, W, **Tillman, D**, & Adams, M. Component Analysis of the Readiness for Interprofessional Learning Scale (RIPLS) in a Graduate and Professional Educational Context. *British Journal of Education, Society & Behavioural Science* 20(2): 1-8, 2017

Cahill, L., Colletti, T., Coniglio, D., **Tillman, D**. Integrating oral health education and practical experience into the physician assistant curriculum: Effects and outcomes. *Journal of the American Academy of Physician Assistants*. 28(10):1, October 2015.

Schutz, P, Davis, H, Decuir-Gunby, J & **Tillman, D**. Regulating emotions related to testing. In L. Linnenbrink-Garcia & R. Pekrun (Eds.) *Handbook of Emotions in Education*. New York, NY: Routledge. 2013

Osborne, JW, **Tillman, D**, & Holland, A. Stereotype threat and anxiety for disadvantaged minorities and women. In J. Cassady (Ed.), *Anxiety in Schools: The causes, consequences, and solutions for academic anxieties*. New York, NY: Peter Lang. 2010.

Kennedy, MJ, Horner, RH, McNelly, D, Mimmack, J, Sobel, D, & **Tillman, D**. Data-based decision making in high schools: Informed implementation of school-wide positive behavior support. In B. Flannery & G. Sugai (Eds.), *SWPBIS implementation in high schools: Current practice and future directions*. Eugene, OR: University of Oregon. 2009.

## **INVITED PRESENTATIONS:**

Ten Stones: Participatory Approaches to Strategic Prioritization. Workshop facilitation. Algernon Sydney Sullivan Foundation, Raleigh, NC. April 2017.

Discovering Underserved Communities: Social Innovation & Entrepreneurship. Expert panelist, Algernon Sydney Sullivan Foundation, Raleigh, NC. April 2017.

Raising Health: Impacts of Early Education on Lifelong Outcomes. Keynote presentation. Harnett County Early Education Conference, March 2017.

Sins of Omission and Commission: Interviews with Health Care Providers About Sexuality, Health, and Disability. Webinar presentation sponsored by the Rural and Frontier Health Committee of the American Public Health Association, June 2016.

When Rural Isolation Means More than Geography: Rural-Urban Differences in Inclusive Practices for LGBT Patients. Oral presentation at the annual meeting of the American Public Health Association, Chicago, IL. October 2015.

How We Hear Their Stories: A Phenomenographic Study of Students' Experience of Patient Narratives. Oral presentation at the Collaborating Across Borders V, Roanoke, VA. November 2015

Improving rural health at home and abroad: A comparison of implementation efforts in rural NC and rural Honduras. Oral presentation at the annual meeting of the American Public Health Association, Boston, MA. November 2014.

Domain Identification and Math Performance: Analysis of TIMSS 2007, by Gender. Paper presented at the annual meeting of the Southwest Educational Research Association, New Orleans, LA. February 2012.

Alignment of Administrative Supports in Implementation. Oral presentation at the NC Scaling-Up Winter Meeting, Friday Center, Chapel Hill, NC. January 2012.

Drilling Down Through Data Expression: Making Decisions Using Large Data Sets in Complex Systems. Oral presentation at the annual meeting of the Division of Career Development & Transition, Kansas City, MO. October 2011.

Bad Boys, Bad Boys...Whatcha Gonna Do: Male Students, Masculinity, and the Need for Gender-Responsiveness in PBIS. Oral presentation at the 60th Conference on Exceptional Children, North Carolina Department of Public Instruction, Greensboro, NC. October 2010.

Transitioning into Adulthood with Social Competency. Oral presentation at the NC Department of Career Development and Transition Annual Conference, Raleigh, NC. April 2010.

Promising Practices in Education: Positive Behavior Supports in North Carolina. Oral presentation at the annual meeting of the Juvenile Justice & Children's Rights Section of the North Carolina Bar Association, Cary, NC. April 2010.

Little Things Make a Big Difference: Making Change One Detail at a Time. Keynote address at the SMART Solutions Conference, Campbell University, Buies Creek, NC. April 2010.

Designing Universal Systems for a PBIS High School: Considering Triton High School. Oral presentation at the High School School-wide PBIS Forum. OSEP Technical Assistance Center on Positive Behavioral Interventions and Support, Chicago, IL. June 2009.

Psychological Needs and Positive Behavior Support. Oral presentation at the F.I.E.S.T.A. Consortium, University of North Carolina at Pembroke, Pembroke, NC. April 2008.

Creating Sustainable Change: Implementing RtI & PBIS Together. Oral presentation at Come Together: The 1st Annual Conference on RtI and PBIS, North Carolina Department of Public Instruction, Greensboro, NC. November 2008.

How to Catch a Fish: Evidence-based Approaches to Behavioral Change. Oral presentation at the Behavior Support Summer Institute, North Carolina Department of Public Instruction, Morehead City, NC. July 2008.

Effective Classroom Interventions: Ways to Teach and Inspire Appropriate Behaviors. Oral presentation at the S.T.I.L.E. Project Symposium, University of North Carolina at Pembroke, Pembroke, NC. April 2007.

R.I.S.K.y Business: Overcoming Anxiety and Maximizing Engagement. Oral presentation at the Behavior Support Summer Institute 2007, North Carolina Department of Public Instruction, Morehead City, NC. July 2007.

#### **PEER REVIEWED POSTER PRESENTATIONS:**

Tillman D, Gamrod A, Plott LA. Patients with Disabilities and the Right to Sexual Wellbeing. Poster session. American Public Health Association, Denver, CO, October 2016.

Tillman, D. Digital Records in the Remote Clinic: Towards Meaningful Data Use in Rural Haiti. Poster session. American Public Health Association, Denver, CO, November 2016.

Ahiawodzi P, Tillman D, Rich W, Dettlinger R, Taylor W. Correlates of Hypertension Control in the National Health and Nutrition Examination Survey. Poster Session. American Public Health Association, Denver-CO, October, 2016.

Ahiawodzi P, Taylor W, Tillman D, MacNell L, McKendrick A, Rich W. Sedentary Behavior and Cardiovascular Disease Risk Among Racial Groups in the United States. Poster Session. American Public Health Association, Denver-CO, October, 2016.

Tseng, T, West, R, Adams, M, Rich, W, Hill, E, Tillman, D, & Hertz-Picciotto, I. Autism and gestational exposure to nonsteroidal anti-inflammatory drugs (NSAIDS) and acetaminophen. Poster Session, American Public Health Association, Boston, MA. 2013.

Tseng T, Tillman, D, Rich W, Tseng R, Coniglio D, Colletti T, Johnson BL, Adams M. A call to action: Integrating public health into physician assistant education to improve rural health. Poster Session, American Public Health Association, Boston, MA. 2013.

Tseng, T, Adams, M, Rich, W, Tillman, D, & Hertz-Picciotto, I. The association between gestational exposure to nonsteroidal anti-inflammatory drugs and autism. Poster Session, 2013 International Meeting for Autism Research. San Sebastian, Spain. 2013.

Coniglio, D, Abell, C, Rich, W, Tillman, D, Colletti, T & Tseng T. Comparing urban and rural physician assistants in hospital departments, 2005-2009. American Public Health Association, San Francisco, CA. 2012.

Osborne, J, Tillman, D, & Kocher, B. Many authors in top journals don't report testing assumptions: why you should care and what we can do about it. Poster Session, Eastern Educational Research Association, Hilton Head, SC. 2012.

#### **UNIVERSITY SERVICE:**

- Executive Committee, Campbell University (2015-2016, 2016-2017)
- Study Abroad Committee, Campbell University (2014-2015)
- Peer Review Committee, Campbell University College of Pharmacy and Health Sciences (2012-2013, 2013-2014, 2014-2015, 2015-2016, 2016-2017)
- Interprofessional Education Committee, Campbell University College of Pharmacy & Health Sciences (2013-2014, 2014-2015, 2015-2016, 2016-2017)
- Academic Performance and Standards Committee, Campbell University College of Pharmacy and Health Sciences (2013-2014, 2014-2015, 2015-2016)
- Research Committee, Campbell University College of Pharmacy and Health Sciences (2013-2014, 2014-2015, 2015-2016)
- Undergraduate Research Committee, Campbell University (2014-2015)
- Student Conduct and Professionalism Committee, Campbell University College of Pharmacy and Health Sciences (2013-2014, 2014-2015, 2015-2016, 2016-2017)
- Curriculum Council, Campbell University College of Pharmacy and Health Sciences (2013-2014, 2014-2015, 2015-2016, 2016-2017)

#### **COMMUNITY ENGAGEMENT:**

- Precinct Chair, Neills Creek Democratic Party
- Chair, Advisory Board, Teens as Parents
- Chair, School Advisory Board, Harnett Central Middle School
- Co-Chair, Population Health Workgroup of Harnett County (CUSOM)
- Lead, Community Health Assessment Team (Harnett)
- Member, Family Engagement Outcomes Team, Early Intervention Branch, NC Division of Public Health
- Member, Board of Directors, United Way of Harnett County
- Member, Advisory Board, ECU Dental School Community Service Learning Center
- Member, Healthy Harnett (a Healthy North Carolinians Partnership)
- Member, Local Interagency Coordinating Council
- Member, Board of Advisors, Special Olympics of Harnett County

**PROFESSIONAL SERVICE:**

- Secretary, Executive Council, APHA – Disability Section
- Peer Reviewer, The Cleft Palate-Craniofacial Journal
- Peer Reviewer, Journal of Clinical Hypertension
- Peer Reviewer, Disability Section, APHA Annual Meeting (2016 & 2017)

**Wesley D. Rich, Ph.D.**  
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[richw@campbell.edu](mailto:richw@campbell.edu)

## **EDUCATION**

Ph.D. in Educational Research & Policy Analysis, North Carolina State University.  
Dissertation: *Reducing Institutional Barriers to Minority Student Success in the Health Sciences: An Action Research Study*. Under the direction of Dr. Kevin Brady.

M.A. in Public Health Promotion and Education, East Carolina University.  
Sub-concentration: Health Care Administration

M.Ed. in Curriculum and Instruction, Campbell University.  
Graduated with Distinction (GPA: 4.0)

B.S. in Biology with a minor in Philosophy, Campbell University.

## ***Certifications***

Certified Health Education Specialist (CHES) #23211, National Commission for Health Education Credentialing (NCHEC).

Certified in Public Health (CPH) #11977, National Board of Public Health Examiners (NBPHE).

## **PROFESSIONAL EXPERIENCE**

Associate Dean for Health Sciences, Dean's office, College of Pharmacy & Health Sciences at Campbell University, Buies Creek, NC. 2016 – present.

Responsible for: Direct oversight of health sciences programs (PA, DPT, Nursing, Public Health) in the College of Pharmacy & Health Sciences. Responsible for supporting the overall direction of the physician assistant studies, physical therapy, nursing, and public health programs. Supervised the chairs and directors of the physician assistant, physical therapy, nursing, and public health programs. Through management of resources, development of initiatives, and evaluation and cultivation of programs and persons, coordinated the efforts of the chairs/directors, faculty, and staff in these programs to support best practices in the academic units. Represents the college to the University on committees, to the board of trustees, and with special assignments.



Associate Dean for Administration. Dean's office, College of Pharmacy & Health Sciences at Campbell University, Buies Creek, NC. 2014 – 2016.

Responsible for: Directing strategic planning efforts, implementing and monitoring program assessment activities, performing needs analysis for future health science programs, managing reports for accreditation, managing new program implementation, leading and coordinating self-study efforts, substantive change reporting, and assisting with special projects. Direct oversight of Advancement, Alumni, and Communications offices, Institutional Review Board and Research activities, Executive Committee functions, and faculty committee assignments. Represents the college to the University on committees and with special assignments. Acts in the Dean's stead in all aspects of the Deanship as needed.

Chair, Department of Public Health. College of Pharmacy & Health Sciences at Campbell University, Buies Creek, NC. 2014 – 2015.

Served as principal administrative officer of the Department of Public Health responsible for the full range of program development within the department, including coordination of didactic and experiential education, research, community outreach and partnerships, budget preparation, faculty development, resource management, promotion and recruitment, and supervision of the department's regular activities.

Assistant Dean for Administration. Dean's office, College of Pharmacy & Health Sciences at Campbell University, Buies Creek, NC. 2011 – 2014.

Responsible for: Directing strategic planning efforts, implementing and monitoring program assessment activities, performing needs analysis for future health science programs, managing reports for accreditation, managing new program implementation, leading and coordinating self-study efforts, substantive change reporting, and assisting with special projects. Direct oversight of Advancement, Alumni, and Communications offices, Institutional Review Board and Research activities, Executive Committee functions, and faculty committee assignments. Represents the college to the University on committees and with special assignments. Acts in the Dean's stead in all aspects of the Deanship as needed.

Associate Professor. Department of Public Health in the College of Pharmacy & Health Sciences at Campbell University, Buies Creek, NC. 2011 – present.

Courses taught:

PUBH 540 – Biostatistics I  
PUBH 520 – Health Education, Behavior, and Promotion  
PUBH 502 – Public Health Seminar  
PUBH 590 – Special Topics in Public Health  
PUBH 682 – Public Health Ethics  
PUBH 690/695 – Research Project I & II

Interim Chair. Department of Clinical Research in the College of Pharmacy & Health Sciences at Campbell University, Buies Creek, NC. 2011.

Served as the principal administrative officer of the Department of Clinical Research responsible for the full range of program development within the department, including coordination of didactic curriculum, research and theses, partnerships with clinical research organizations, budget preparation, faculty development, resource management, promotion and recruitment, and supervision of all other aspects of the department.

Assistant Professor. Department of Clinical Research in the College of Pharmacy & Health Sciences at Campbell University, Buies Creek, NC. 2008- 2011.

Courses taught:

CLNR 552 – Scientific Communications

CLNR 518 – Experimental Design and Biostatistics

CLNR 566 – Advanced Study Design

CLNR 606 – Clinical Research Seminar

CLNR 695 – Master’s Research Project

CLNR 420 – Interpersonal Skills for the Health Care Professions

Adjunct Professor. Department of Clinical Research in the College of Pharmacy & Health Sciences at Campbell University, Buies Creek, NC. 2007-2008.

Director of Assessment. College of Pharmacy & Health Sciences at Campbell University, Buies Creek, NC. 2007 – 2011.

Responsible for: Complete programmatic assessment of the Doctor of Pharmacy program through the development and implementation of a comprehensive assessment plan. Performed survey design, data collection, and analysis – using quantitative methods (both descriptive and inferential) as well as qualitative methods (both interviews and focus groups). Reported directly to the Associate Dean for Academic Affairs and provided guidance for program improvement to the executive committee. Served on the steering committee for the ACPE Self Study for Accreditation.

AVID Program District Director. Johnston County Schools, NC. 2005 – 2007.

Responsible for: Coordinating the AVID program, identifying students for the program, training college tutors, training staff, designing and implementing curriculum to support and extend the NCSCoS using writing as a tool for inquiry based on Costa's levels of inquiry, creating and maintaining program budget, building partnerships with Campbell University and Johnston Community College to create opportunities for college students to engage with middle grades students in the rigorous AVID curriculum.

Pre-Algebra/Science Teacher. Johnston County Schools, NC. 2001 – 2005.

Responsible for: Teaching 7th grade Pre-Algebra and Science. Served as Math chair and Science chair, grade level chair, School Improvement Planning Team chair, Technology team member, and Assistance Team member.

Pathology Technician for Experimental Pathology Laboratories (EPL). Research Triangle Park, NC. 2001.

Responsible for: Support of Pathology Quality Assessment in the Research Triangle Park, North Carolina. The primary duties included inventorying pathology specimens and data, identifying tissues, preparing slide sets, and documenting pathology reviews.

## **PUBLICATIONS**

### ***Journal Articles***

- Bloom, T. J., Rich, W. D., Olson, S.M., Adams, M.L. (2017). Implementation of Computer Based Testing in the Doctor of Pharmacy Program: Lessons Learned. *Currents in Pharmacy Teaching and Learning*, 10(2), 1.
- Bloom, T.J., Smith, J.C., Rich, W. D. (2017). The Impact of Pre-pharmacy Work Experience on Development of Professional Identity in Student Pharmacists. *American Journal of Pharmacy Education*. *In press*.
- Adams, M., Clinard, V. & Rich, W. (2017). Knowledge Level and Perceptions of Pharmacists and Prescribers Regarding Boxed Warnings. *Journal of Advances in Medical and Pharmaceutical Sciences*. *In press*.
- Rich, W. D., Tillman, D. R., Adams, M. L. (2017). Component Analysis of the Readiness for Interprofessional Learning Scale (RIPLS) in a Graduate and Professional Educational Context. *British Journal of Education, Society & Behavioural Science*, 20(2), 1.
- Michael, K.S., Rich, W., Shelton P.S. (2013). Screening for medication adherence as part of Medicare Part D Open Enrollment in a rural patient population. *The Consultant Pharmacist*, 28(10), 649.
- Shelton, P., Mazingo, D., Avissar, P., Karg, M., Charboneau, A., & Rich, W. D. (2012). Measuring Adherence in a Community-Based Elderly Population: a Pilot Study of the MedAdhIR-ST. *The Consultant Pharmacist*, 27(11), 771-781.
- Charboneau, A., Shelton, P. & Rich, W. D. (2010). Medication errors in assisted living facilities. *The Consultant Pharmacist*, 25(10), 662.
- Warren, T.P., Rich, W. D., Townsend, M., Mohrbutter, T. L., & Brinson, K. H. (2010). Zero tolerance. *Journal of Cases in Educational Leadership*, 13(3), 13-25.

### ***White Papers***

- Rich, W. (2008). “Peer Review of Teaching in Higher Education” (White Paper). North Carolina State University, Raleigh NC: Annual Assessment Symposium.

Rich, W. (2012). *“Increasing Vaccination Rates among Hispanic Females in Rural North Carolina: An Invocation of the Theory of Planned Behavior”* (White Paper). North Carolina South Central Partnership for Public Health.

### ***National Conference Presentations***

Rich, W. D., Currie, J., & Hudson, N. (July, 2010). Cessation with communication. Poster presented at the American Association of Colleges of Pharmacy Annual Conference, Seattle, WA.

Charboneau, A.L., Shelton, P.S., Brickley, J.B., Rich, W.D. (November, 2010). Medication Errors and Penalties in Assisted Living Facilities. Poster presented at the American Society of Consultant Pharmacists 41<sup>st</sup> Annual Convention, Orlando, FL.

Cho, C., Cavenas, E., Holland, M., Rich, W. (December, 2010). Prescribing Trends of Intermediate and Long-Acting Insulins from 2002 to 2007. Poster presented at the American Society of Health-System Pharmacists Midyear Clinical Meeting, Anaheim, CA.

Burchette, L., Jones, K., Gardner, C.K., Rich, W., Holland, M., Shelton, P.S. (March, 2011). Assessment of Medication Adherence Using the MedAdhIR in a Medicaid Waiver Population. Poster presented at the North Carolina Association of Pharmacists Chronic Care Forum Convention, Concord, NC.

Davies M., Steiner G.A., Rich W.D. (December, 2011). Observational comparative study of college freshman lipid panels from the beginning to the end of their first year – Research in Progress. Poster presented at the Midyear Clinical Meeting of the American Society of Health Systems Pharmacists, New Orleans, LA.

Tseng, R., Tseng, T., Rich, W. (October, 2012). Parental Acceptance of Dental Office-Based Childhood Obesity Prevention Counseling. Poster presented at the 140th American Public Health Association Annual Meeting, San Francisco, CA.

Matthews, A., Rich, W., Hall, R., Tseng, T. (October, 2012). Provider Characteristics Influencing the Prescription of Antidepressants without a Psychiatric Diagnosis in the United States, 2006-2009. Poster presented at the 140th American Public Health Association Annual Meeting, San Francisco, CA.

Abell, C., Matthews, A., Coniglio, D., Rich, W., Colleti, T., Tseng, T. (October, 2012). Comparing urban and rural Physician Assistants in hospital outpatient departments, 2005-2009. Paper presented at the 140th American Public Health Association Annual Meeting, San Francisco, CA.

- Tseng, T., Adams, M., Rich, W., Tillman, D., Hertz-Picciotto, I. (May, 2013). The Association Between Gestational Exposure to Nonsteroidal Anti-Inflammatory Drugs and Autism. Presented at the 2013 Annual Meeting of the International Society for Autism Research, Donostia, Spain.
- Tseng, R., Rich, W., Colletti, T., Johnson, B.L., Coniglio, D., Tillman, D., Tseng, T. (October, 2013). A Pilot Rural Health Medical-Dental Service and Training Initiative for Physician Assistant Students. Abstract and Oral Presentation presented at the 2013 Annual Meeting of the American Academy of Pediatrics, Orlando, FL.
- Tseng, T., Tillman, D., Rich, W., Coniglio, D., Colletti, T., Johnson, B.L., Adams, M. (November, 2013). A call to action: Integrating public health into physician assistant education to improve rural health. Poster presented at the 141<sup>st</sup> American Public Health Association Annual Meeting, Boston, MA.
- West, R., Tseng, T., Adams, M., Rich, W., Hill, E., Tillman, D., Hertz-Picciotto, I. (November, 2013). Autism and gestational exposures to nonsteroidal anti-inflammatory drugs (NSAIDs) and acetaminophen. Poster presented at the 141<sup>st</sup> American Public Health Association Annual Meeting, Boston, MA.
- Tseng, T., Tseng, R., Rich, W., Tillman, D. (November, 2013). Improving rural health at home and abroad: A comparison of implementation efforts in the rural NC and rural Honduras. Poster presented at the 141<sup>st</sup> American Public Health Association Annual Meeting, Boston, MA.
- Michael, K., Rich, W., Shelton, P. (November, 2013). Screening for Medication Adherence as Part of Medicare Part D Open Enrollment in a Rural Patient Population. Poster presented at the Annual Meeting of the American Society of Consultant Pharmacists, Seattle, WA.
- Adams, M., Gerstner, L., Kapriellian, V., May, D., Rich, W. (June, 2014). Interprofessional Case Studies as an Inaugural Interprofessional Education Event. Poster presented at the Seventh Meeting of Altogether Better Health, Pittsburgh, PA.
- Eberwein, S., Foushee, L., Brown, P., Rich, W. (July, 2014). The Influence of the Pharmacy Alumni Student Association (PASA) on Alumni Association Membership. Poster presented at the Annual Meeting of the American Association of Colleges of Pharmacy, Grapevine, TX.
- Lucas M., Stewart C., Rich, W. (May, 2015). Unplanned 30-day Readmission in Patients with Heart Failure for Use in Development of a Locally Relevant Risk Assessment Tool. Presented at the Annual Meeting of the American Academy of Physician Assistants, San Francisco, CA.
- Ray, K., Rich, W., Bloom, T., (July 2016). Examining the Effect of Educational Background on Perceptions of Teaching Preparedness. Poster presented at the

Annual Meeting of the American Association of Colleges of Pharmacy, Anaheim, CA.

Bloom, T., Smith, J., Rich, W. (July, 2016). Impact of Pre-pharmacy Work Experience on Professional Identity Development in a Doctor of Pharmacy Program. Poster presented at the Annual Meeting of the American Association of Colleges of Pharmacy, Anaheim, CA.

Ahiawodzi, P., Tillman, D., Rich, W., Taylor, W., Daugherty, K., (October, 2016). Family Income, Nutritional Status and Health Status. Paper presented at the 144<sup>th</sup> American Public Health Association Annual Meeting, Denver, CO.

Ahiawodzi, P., Tillman, D., Rich, W., Taylor, W., Dettlinger, R., (October, 2016). Correlates of Hypertension Control in the National Health and Nutrition Examination Survey. Poster presented at the 144<sup>th</sup> American Public Health Association Annual Meeting, Denver, CO.

## **AWARDS**

NCMSA STEM Educator of the Year, 2007.

Dean's Award for Excellence in Teaching, 2013.

## **GRANTS**

Co-Investigator	Campbell University	Blue Cross Blue Shield of North Carolina
2013	Submitted to fund the second annual implementation of Harnett Smiles, Oral Health Initiative for the poor and underserved. Harnett Smiles is a community health project whose general aim is to increase access to dental care for uninsured children, arguably the most vulnerable pediatric population that has grown in response to recent economic conditions. The organization is a collaboration effort between the Campbell University College of Pharmacy & Health Sciences, High House Pediatric Dentistry, Dentalworks Pediatric Dentistry of Fayetteville, NC Dental Society- Missions of Mercy, the Harnett County Public Health Department, and NC Oral Health.	
	Target Population – Pediatric patients in the “donut hole” of dental insurance because they have a demonstrably lower access to care than those who have insurance, and even lower than those who have access to Medicaid or NC Healthchoice. Data collected from our recent event show that of all the uninsured children that were seen, only 1 in 3 had ever seen a dentist in their lifetime.	
	PI: Ray Tseng	

Co-Investigators: Tina Tseng, David Tillman, Wesley Rich, Betty-Lynne Johnson, Tom Colletti, Debra Hawkins, John Rouse

Status: Progressed to final round, not funded.

## **STUDENT MENTORING**

### ***Chair, MSCR Student Research Thesis***

Heckman, Hinson, Rydberg (2009-2010), Smoking Behavior Among Law Students in the State of North Carolina.

Aubri Charboneau (2009 – 2010), Percentage of Medication Error-Related Penalties in Assisted Living Facilities in North Carolina.

Janna Currie , Nathan Hudson (2010-2011), Cessation with Communication: Motivating Pharmacy Students to Counsel for Smoking Cessation.

Ariane Andreaco, Mallory Lambeth, Brittany Lawhorn (2010 – 2011), The Influence of Non-Clinical Factors on the Prescription of Pharmacologic Agents for the Treatment of Anxiety Disorders.

Marcus Stanaland, Donald Kornegay (2010 – 2011), The Association of Provider Type and Prescribing Trends in the Treatment of Alzheimer's disease.

### ***Chair, MSPH Student Research Thesis***

Kristina Wolfe (2012-2013), Distracted Driving Risk Behavior Analysis for Motor Vehicle Collisions and Associated Deaths in Young Drivers.

Jessica Morrell (2012-2014), Substance Abuse Needs Assessment in Clearfork Valley Baptist church, Wyoming Co. West Virginia.

Candis Cook (2012-2014), A Comparison of Dynamic Visual Acuity Measures in Concussed Adolescent Athletes in North Carolina from 2009-2011.

Kayla Shephard (2012-2014), The Role of Farmers Markets in Eliminating Food Deserts in North Carolina.

Lindsey Schwartz (2013-2014), The Effects of Social Media Interaction Among Eating Disorder Treatment Patients.

Tiana Jansen (2013-2014), Smoking Cessation Promotion Among Pregnant Women in Rural North Carolina.

Bertina Walker (2013-2014), Valued Perceptions of Diabetes Group Education & Empowerment for Behavior Change: A Qualitative Study.

Margaret Lucas (2013-2014), Building a Local Prediction Model of Readmissions for Heart Disease Patients in Rural North Carolina.

Edward J. Doyle (2014-2015), Barriers to Pharmacist Counseling for Tobacco Cessation.

Maegen Hewett (2014-2015), Validation of a Local Prediction Model of Readmissions for Heart Disease Patients in Rural North Carolina.

Thomas Sessoms (2014-2015), Program Evaluation of a Local Diet and Exercise Program for Middle Grades at the Triangle YMCA.

### ***Special Research Mentor***

Janna Currie (2011), Pharmacists' Perceptions of Tobacco Sales in Pharmacies.

Marie Davies (2011), Observational comparative study of college freshman lipid panels from the beginning to the end of their first year.

Sam Eberwein (2013-2014), Predictors of Pharmacy Alumni Involvement.

### **SERVICE**

#### ***National***

- ACPE Comprehensive Review Site Team Member
  - Long Island University: Arnold & Marie Schwartz College of Pharmacy & Health Sciences (October 8 – 10<sup>th</sup>, 2013)
- ACPE Comprehensive Review Site Team Member
  - Concordia University School of Pharmacy (March 18-20<sup>th</sup>, 2014)
- ACPE Comprehensive Review Site Team Member
  - Fairleigh-Dickinson University School of Pharmacy (March 23-25<sup>th</sup>, 2016)

#### ***University***

- Master Planning Committee. 2012 – present.
- Dean's Council (Representing the Dean's office). 2011 – present.
- University Effectiveness Council. 2007 – present.
- University Curriculum Council. 2007 – 2014.
- SACS Commission on Colleges Self – Study Steering Committee. 2008 – present.
- SACS Quality Enhancement Planning Committee. 2008 – present.
- SACS QEP Assessment Committee. 2008 – present.
- Research Ethics Committee. 2011 – present.
- Institutional Review Board (Chair). 2012 – present.
- Institutional Data Standards. 2010 – present.
- Nominations Committee. 2011 – present.
- Faculty Senate Representative. 2009 – 2011.



- Conceptual Framework Committee for Campbell University's M. Ed. Program for NCATE Accreditation. 2005 – 2007.

### ***College of Pharmacy & Health Sciences***

- ACPE Self-Study Steering Committee (Co-Chair). 2013 – present.
- Strategic Planning Committee for CPHS (Chair). 2009
- Assessment Committee (Co-Chair). 2007 – present.
- ACPE Self Study Steering Committee for CPHS. 2007 – 2009.
- ACPE Self Study Mission, Planning, and Evaluation Sub-Committee for CPHS 2007 – 2009.
- Curriculum Committee. 2007 – 2015.
- Technology Committee. 2007 – 2009.
- Academic Performance and Standards Committee. 2009 – present.
- Faculty and Staff Development Committee. 2009 – 2013.
- Peer Review Development Committee. 2008 – present.
- Search Committee for Chair of Public Health (Chair). 2014.
- Search Committee for Director of the Nursing Program. 2013.
- Search Committee for Assistant Director of the Nursing Program. 2013.
- Search Committee for Assistant Provost for Institutional Research. 2013.
- Search Committee for Chair of Pharmacy Practice (Chair). 2012.
- Search Committee for Public Health Faculty (Chair). 2012.
- Executive Committee. 2011 – present.
- Interprofessional Education. 2011 – present.
- Diversity Advisory Board. 2009 – 2015.

### ***School of Medicine***

- Curriculum Committee. 2011 – present.
- Assessment Committee. 2011 – present.

### ***Other***

- Feasibility Study for “Doctor of Occupational Therapy”. (Chair). 2014.
- SACS Commission on Colleges Substantive Change Prospectus. 2014.
- Reviewer, Journal *of Pharmacy Practice*. 2012 – present.
- Feasibility Study for “Master of Science in Public Health”. (Chair). 2010 – 2012.
- Feasibility Study for “Bachelor of Science in Nursing”. (Chair). 2012 – 2013.
- SACS Commission on Colleges Substantive Change Prospectus. 2012.
- Developed Research Space Allocation Policy. 2012.
- Developed Memorandum of Agreement for Levine Hall occupancy. 2012.

### **PROFESSIONAL MEMBERSHIPS**

- American Association of Colleges of Pharmacy.

- American College of Clinical Pharmacy.
- American Public Health Association.
- American Evaluation Association.

### **PROFESSIONAL MEETINGS ATTENDED**

The 2007 Assessment Institute at Indiana University Purdue University, November 4-6, 2007 in Indianapolis, IN.

American Association of Colleges of Pharmacy (AACCP) Annual Meeting, July 19-21, 2008, Chicago, IL.

American Association of Colleges of Pharmacy (AACCP) Curriculum Change Summit, September 8-12, 2009, Phoenix, AZ.

American Association of Colleges of Pharmacy (AACCP) Annual Meeting, July 19-21, 2009, Boston, MA.

American Association of Colleges of Pharmacy (AACCP) Annual Meeting, July 10-14, 2010, Seattle, WA.

American Association of Colleges of Pharmacy (AACCP) Annual Meeting, July 9-13, 2011, San Antonio, TX.

Interprofessional Education Collaborative (IPEC) Annual Meeting, October 15-17, 2012, Atlanta, GA.

American Association of Colleges of Pharmacy (AACCP) Annual Meeting, July 14-18, 2012, Kissimmee, FL.

American Public Health Association (APHA) Annual Meeting, October 27-31, 2012, San Francisco, CA.

American Public Health Association (APHA) Annual Meeting, November 2-6, 2013, Boston, MA.

American Public Health Association (APHA) Annual Meeting, November 15-19, 2014, New Orleans, LA.

American Association of Colleges of Pharmacy (AACCP) Interim Meeting, February 7-10, 2015, Austin, TX.

American Association of Colleges of Pharmacy (AACCP) Annual Meeting, July 23 – 27, 2016, Anaheim, CA.

American Public Health Association (APHA) Annual Meeting, October 29 – November 2, 2016, Denver, CO.

STATE OF WEST VIRGINIA  
Purchasing Division

**PURCHASING AFFIDAVIT**

**CONSTRUCTION CONTRACTS:** Under W. Va. Code § 5-22-1(i), the contracting public entity shall not award a construction contract to any bidder that is known to be in default on any monetary obligation owed to the state or a political subdivision of the state, including, but not limited to, obligations related to payroll taxes, property taxes, sales and use taxes, fire service fees, or other fines or fees.

**ALL CONTRACTS:** Under W. Va. Code §5A-3-10a, no contract or renewal of any contract may be awarded by the state or any of its political subdivisions to any vendor or prospective vendor when the vendor or prospective vendor or a related party to the vendor or prospective vendor is a debtor and: (1) the debt owed is an amount greater than one thousand dollars in the aggregate; or (2) the debtor is in employer default.

**EXCEPTION:** The prohibition listed above does not apply where a vendor has contested any tax administered pursuant to chapter eleven of the W. Va. Code, workers' compensation premium, permit fee or environmental fee or assessment and the matter has not become final or where the vendor has entered into a payment plan or agreement and the vendor is not in default of any of the provisions of such plan or agreement.

**DEFINITIONS:**

**"Debt"** means any assessment, premium, penalty, fine, tax or other amount of money owed to the state or any of its political subdivisions because of a judgment, fine, permit violation, license assessment, defaulted workers' compensation premium, penalty or other assessment presently delinquent or due and required to be paid to the state or any of its political subdivisions, including any interest or additional penalties accrued thereon.

**"Employer default"** means having an outstanding balance or liability to the old fund or to the uninsured employers' fund or being in policy default, as defined in W. Va. Code § 23-2c-2, failure to maintain mandatory workers' compensation coverage, or failure to fully meet its obligations as a workers' compensation self-insured employer. An employer is not in employer default if it has entered into a repayment agreement with the Insurance Commissioner and remains in compliance with the obligations under the repayment agreement.

**"Related party"** means a party, whether an individual, corporation, partnership, association, limited liability company or any other form or business association or other entity whatsoever, related to any vendor by blood, marriage, ownership or contract through which the party has a relationship of ownership or other interest with the vendor so that the party will actually or by effect receive or control a portion of the benefit, profit or other consideration from performance of a vendor contract with the party receiving an amount that meets or exceeds five percent of the total contract amount.

**AFFIRMATION:** By signing this form, the vendor's authorized signer affirms and acknowledges under penalty of law for false swearing (W. Va. Code §61-5-3) that: (1) for construction contracts, the vendor is not in default on any monetary obligation owed to the state or a political subdivision of the state, and (2) for all other contracts, that neither vendor nor any related party owe a debt as defined above and that neither vendor nor any related party are in employer default as defined above, unless the debt or employer default is permitted under the exception above.

**WITNESS THE FOLLOWING SIGNATURE:**

Vendor's Name: Evident Analytics, LLC

Authorized Signature: [Signature] Date: 2/12/18

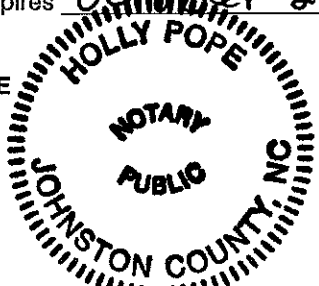
State of North Carolina

County of Harnett, to-wit:

Taken, subscribed, and sworn to before me this 12 day of February, 2018.

My Commission expires October 25, 2022.

AFFIX SEAL HERE



NOTARY PUBLIC [Signature]



**State of West Virginia  
Request For Quotation  
Consulting**

**Procurement Folder :** 415527

**Document Description :** Addendum No.1 WVDNR Agency Strategic Plan

**Procurement Type :** Agency Purchase Order

Date Issued	Solicitation Closes	Solicitation No	Version	Phase
2018-01-31	2018-02-12 13:30:00	ARFQ 0310 DNR1800000033	2	Draft

SUBMIT RESPONSES TO:	VENDOR
BID RESPONSE DIVISION OF NATURAL RESOURCES PROPERTY & PROCUREMENT OFFICE 324 4TH AVE SOUTH CHARLESTON WV 25303-1228 US	Vendor Name, Address and Telephone

**FOR INFORMATION CONTACT THE**

Angela W Negley  
(304) 558-3397  
angela.w.negley@wv.gov

**Signature X**

**FEIN #**

**DATE**

All offers subject to all terms and conditions contained in this solicitation

**ADDITIONAL INFORMATION:**

Addendum No.01 is issued to publish and distribute the attached information to the Vendor Community.

INVOICE TO		SHIP TO	
DIVISION OF NATURAL RESOURCES ADMINISTRATION -PROPERTY & PROCUREMENT OFFICE 324 4TH AVE SOUTH CHARLESTON WV25303-9730 US		DIVISION OF NATURAL RESOURCES ADMINISTRATION SECTION 324 4TH AVE SOUTH CHARLESTON WV 25303 US	

Line	Commodity Line Description	Qty	Unit Issue	Unit Price	Total Price
1	Preliminary Research and Analysis				

Commodity Code	Manufacturer	Model #	Specification
80101504			

**Extended Description**  
Item No. 4.1.1

INVOICE TO		SHIP TO	
DIVISION OF NATURAL RESOURCES ADMINISTRATION -PROPERTY & PROCUREMENT OFFICE 324 4TH AVE SOUTH CHARLESTON WV25303-9730 US		DIVISION OF NATURAL RESOURCES ADMINISTRATION SECTION 324 4TH AVE SOUTH CHARLESTON WV 25303 US	

Line	Commodity Line Description	Qty	Unit Issue	Unit Price	Total Price
2	Strategic Planning Meeting Facilitation				

Commodity Code	Manufacturer	Model #	Specification
80101504			

**Extended Description**  
Item No. 4.1.2

INVOICE TO		SHIP TO	
DIVISION OF NATURAL RESOURCES ADMINISTRATION -PROPERTY & PROCUREMENT OFFICE 324 4TH AVE SOUTH CHARLESTON WV25303-9730 US		DIVISION OF NATURAL RESOURCES ADMINISTRATION SECTION 324 4TH AVE SOUTH CHARLESTON WV 25303 US	

Line	Commodity Line Description	Qty	Unit Issue	Unit Price	Total Price
3	Strategic Plan Development				

Commodity Code	Manufacturer	Model #	Specification
80101504			

**Extended Description**  
Item No. 4.1.3

<b>SCHEDULE OF EVENTS</b>		
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Line	Event	Event Date
1	Technical Question Deadline 9:00 a.m.	2018-01-29

DNR1800000033	<b>Document Phase</b> Draft	<b>Document Description</b> Addendum No.1 WVDNR Agency Strategic Plan	<b>Page 4 of 4</b>
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**ADDITIONAL TERMS AND CONDITIONS**

See attached document(s) for additional Terms and Conditions

# **SOLICITATION NUMBER: ARFQ DNR18\*33**

## **Addendum Number: No. 1**

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The purpose of this addendum is to modify the solicitation identified above to reflect the change (s) identified and described below.

### **Applicable Addendum Category:**

- Modify bid opening date and time
- Modify specifications of product or service being sought
- Attachment of vendor questions and responses
- Attachment of pre-bid sign-in sheet
- Correction of error
- Other

### **Description of Modification to Solicitation: see Attachment A**

Addendum issued to publish and distribute the attached documentation to the vendor community.

1. Vendor Questions and agency Answers

Additional Documentation: Documentation related to this Addendum (if any) has been included herewith as Attachment A and is specifically incorporated herein by reference.

### **Terms and Conditions:**

1. All provisions of the Solicitation and other addenda not modified herein shall remain in full force and effect.
2. Vendor should acknowledge receipt of all addenda issued for this Solicitation by completing an Addendum Acknowledgment, a copy of which is included herewith. Failure to acknowledge addenda may result in bid disqualification. The addendum acknowledgement should be submitted with the bid to expedite document processing.



# Attachment A

**ADDENDUM NO. 01  
REQUEST FOR QUOTATION  
West Virginia Division of Natural Resources-Director's Office  
Strategic Plan Development and Facilitation Services**

**RESPONSE TO VENDOR QUESTIONS**

**Vendor Question No. 1:**

In reviewing the documents on line to support your RFQ for strategic plan development & facilitation services. I do not find a scope fo work or performance work statement. Is there anything that describes the scope fo work and tasks to be performed, etc?

**Agency Response:**

Please refer to page 1 of the RFQ for the purpose and scope and to pages 3-5 of the RFQ for guidance on the tasks to be completed.

**Vendor Question No. 2:**

May we provide a team approach to this project?

**Agency Response:**

Yes; however, the Agency will only enter into a contract with a single lead vendor who will be responsible for meeting the outcomes and deliverables as specified in the RFQ.

**Vendor Question No. 3:**

When was the last time a strategic plan was developed? By whom?

**Agency Response:**

No strategic plan exists for the Agency.

**Vendor Question No. 4:**

Who has developed the benchmarks and reports that will be used for this plan?

**Agency Response:**

The vendor shall identify external benchmarks to be used in the creation of the strategic plan. Please refer to section 4 of the RFQ, Mandatory Requirements. Internal reports were developed by various Sections of the Agency and can be requested by the winning vendor to aid in the completion of the strategic plan along with any external reports.

**Vendor Question No. 5:**

How many project stakeholders do you expect will attend the Strategic Planning Retreat?

**Agency Response:**

Approximately 40 -50 stakeholders.

**Vendor Question No. 6:**

Is there a timeline that will be driving the deadline for completing the strategic plan?

**Agency Response:**

The strategic plan must be completed within 270 days from the time a notice is proceed is issued following the award of a contract.

**Vendor Question No. 7:**

Is there a maximum budget planned for the development of the strategic plan?

**Agency Response:**

No.

**Vendor Question No. 8:**

May we submit our technical and cost proposal documents in PDF?

**Agency Response:**

All bids must be submitted electronically through wvOASIS or signed and delivered to the Property and Procurement Office. The bid delivery address is:

West Virginia Division of Natural Resources  
Property and Procurement Office

**BID RESPONSE**

324 4<sup>th</sup> Avenue  
South Charleston, WV 25303

ADDENDUM ACKNOWLEDGEMENT FORM  
SOLICITATION NO.: AFRQ 1800000033

Instructions: Please acknowledge receipt of all addenda issued with this solicitation by completing this addendum acknowledgment form. Check the box next to each addendum received and sign below. Failure to acknowledge addenda may result in bid disqualification.

Acknowledgment: I hereby acknowledge receipt of the following addenda and have made the necessary revisions to my proposal, plans and/or specification, etc.

Addendum Numbers Received:

*(Check the box next to each addendum received)*

- |  |  |
|--|--|
| <input checked="" type="checkbox"/> Addendum No. 1 | <input type="checkbox"/> Addendum No. 6  |
| <input type="checkbox"/> Addendum No. 2            | <input type="checkbox"/> Addendum No. 7  |
| <input type="checkbox"/> Addendum No. 3            | <input type="checkbox"/> Addendum No. 8  |
| <input type="checkbox"/> Addendum No. 4            | <input type="checkbox"/> Addendum No. 9  |
| <input type="checkbox"/> Addendum No. 5            | <input type="checkbox"/> Addendum No. 10 |

I understand that failure to confirm the receipt of addenda may be cause for rejection of this bid. I further understand that any verbal representation made or assumed to be made during any oral discussion held between Vendor's representatives and any state personnel is not binding. Only the information issued in writing and added to the specifications by an official addendum is binding.

Evident Analytics, LLC  
\_\_\_\_\_  
Company

*Wesley Rich*

\_\_\_\_\_  
Authorized Signature

2/12/18  
\_\_\_\_\_  
Date

NOTE: This addendum acknowledgment should be submitted with the bid to expedite document processing.