

# **DR. ROBERT E. NOBLES II**

## **EDUCATION**

University of Texas Health Science Center in Houston, School of Public Health – **Doctor of Public Health**, Discipline: Health Policy and Management, Epidemiology, Health Economics. Advisors: Dr. George Delclos, Dr. Beatrice Selwyn, Dr. Sarah Felknor, Dr. John Hellsten.

Florida A&M University, Tallahassee, Florida – **Master of Public Health**  
Discipline: Epidemiology. Advisor: Dr. Perry Brown.

Florida A&M University, Tallahassee, Florida – **Bachelor of Science**, Discipline: Molecular Biology.

## **LEADERSHIP PROFESSIONAL DEVELOPMENT (Selected)**

8/2023 – 5/2024 – Georgia Independent College Association, Higher Education Leadership Development Program  
8/2018 – 5/2019 – Leadership Knoxville  
1/2016 – 5/2016 – Introduction Knoxville  
2/2015 – University of Tennessee Leadership Institute

## **LEADERSHIP EXPERIENCE**

12/2019 – Present – **Vice President for Research Administration**, Office of Research Administration, Emory University. Emory's research enterprise includes more than 600 staff within research administrative and compliance departments, including: Pre-Award Administration, Post-Award Administration, Basic and Clinical Research Support, Office of Technology Transfer, Research Compliance & Regulatory Affairs [encompassing IACUC, Export Controls, Research Security, and Conflicts of Interest and Commitment], Environmental Health and Safety, Occupational Health, Human Research Protection Program (IRB), Strategic Optimization and Training, and Research Administration Services (RAS) in partnership with schools and units. Responsible activities at the strategic and operational level include the following: 1) promoting Emory's research growth through the development, oversight and execution of strategic direction and effective operations; 2) collaborating with senior leaders, faculty, and administrators to ensure proactive, user-focused stakeholder support; 3) developing effective, metric-driven processes to enhance research administrative process; 4) fostering institutional collaborations through transparent communication and authentic leadership; 5) furthering new and on-going research initiatives that comply with all regulatory requirements; 6) fostering and advocating for the scholarly work of faculty; 7) facilitating multidisciplinary

initiatives, including removing barriers and creating alignment within the institution and with external sponsors; 8) supporting innovative technology-transfer and commercialization programs; 9) serving as the institutional official for the IRB, IACUC, IBC, Radiation Safety, Research Conflict of Interest, Research Misconduct, and Research Security; 10) managing an operational budget of \$40 million to enhance research administration, safety, compliance, and operational efficiencies; and 11) serving as the strategic and operational lead for approximately 600 research administrators, while collaborating across campus with department, school, and university administrators.

Notable accomplishments of the Office of Research Administration during my tenure as Vice President for Research Administration (2019 to present):

- Facilitated the growth of research from \$689M to \$1.1B in research awards over the past 5 years.
- Developed a Strategic Action Plan that created alignment and promoted visibility of Emory's research enterprise (updated every 18 months).
- Navigated the changing landscape of federal funding to ensure that Emory effectively pivoted and realigned with executive priorities, allowing for three consecutive years of receiving over \$1B in sponsored awards.
- Effectively managed the COVID-19 pandemic by implementing enhanced biosafety strategies that allowed Emory's research laboratories to continue to operate (allowing for an additional \$100M in infectious disease research).
- Managed through "The Great Resignation" and significant staff turnover by implementing strategies to retain productive staff, performing equity and benchmarking assessments, raising salaries to maintain Emory's competitive edge, increasing flexibility in telecommuting and altered work locations, increasing temporary and permanent staffing to offset workload and growth, and creating community through proactive engagement and staff support.
- Created and successfully implemented the department of Research Compliance and Regulatory Affairs to maximize support and coverage of Emory's comprehensive research portfolio.
- Launched a focus on staff competency and capacity building by creating and effectively implementing the Department of Strategic Optimization and Training (encompassing quality improvement initiatives and internal staff training).
- Built transparency by hosting research leadership conversations with school administrators, faculty researchers, and administrators across Emory, including key sites where Emory performs research (e.g. Veteran's Affairs, CHOA, Grady, etc.).
- Navigated the change of federal administrative policies and executive orders, while keeping the research environment dynamic, responsive, and stable with continued growth.

1/2014 – 11/2019 – **Interim Vice Chancellor for Research & Associate Vice Chancellor for Research**, Office of Research & Engagement, University of Tennessee (**began service as Interim Vice Chancellor for Research & Engagement** September 2017). Areas of responsibility and expertise as lead and secondary lead included: 1) providing strategic leadership to a team of 65 professionals who share the responsibility of enhancing and supporting the research culture of the university; 2) providing strategic leadership of a \$40M operating and investment research portfolio; 3) fostering collaborations across the university and external to the institution to increase

faculty opportunities for funding and visibility; 4) developing strategies for research development, funding capture, strategic investments, and proposal development; 5) initiating cluster hiring initiatives and strategic planning in partnership with the provost; 6) enhancing efficiencies in grant and contract negotiation and support; 7) developing strategies to increase research visibility through communications; 8) Investing and partnering to build university shared resources through core facilities; 9) using research data and analysis to inform campus and foster research strategic plans for colleges, departments, and centers; 10) serving as the institutional official for responsible conduct of research and research integrity; 11) advancing the culture of research and research integrity through faculty/administrator engagement, policy development, research personnel training, and monitoring; 12) investigating and resolving instances of non-compliance; 13) leading a team of research integrity, compliance, and safety professionals and their efforts to promote, review, approve, inspect, and maintain documentation of all research related activities on campus; 14) leading efforts to obtain AAHRPP accreditation for human subjects research; 15) identifying and implementing electronic software solutions to facilitate research administration, compliance, and safety; 16) leading efforts to partner with the research community on innovative and effective ways to minimize and manage research risks and problem solve implementation barriers; 17) promoting the UT brand through engaged service and leadership activities locally and nationally; 18) collaborating across the university with senior leadership to promote and integrate research in all possible activities to fulfill our land grant mission; and 19) leading and contributing to various campus initiatives related to development, safety, diversity, and education in line with our strategic plan, including UT's goal of becoming a top national academic research institution.

Notable accomplishments of the office of research during my tenure as Interim Vice Chancellor for Research and Engagement:

- Led ORE's strategic planning activities, including the strategic alignment with colleges/departments.
- Maintained a high level of office continuity, research growth, programmatic efficiency, and momentum during a year that experienced significant executive leadership transition at the president, chancellor, and vice chancellor for research positions.
- Led efforts for continual research growth year over year in all areas including, total research expenditures, federal research expenditures, faculty engagement in research, undergraduate research engagement, increasing faculty recognition and awards (e.g. CMUP awards, NSF Career awards, and Humanity Awards)
- Increased our commercialization activity in partnership with UTRF to annually realize approximately 121 invention disclosures, 44 US patents filed, 13 US patents issued, 10 licenses on inventions, creating new start-ups, and receiving over \$4M in annual revenue.
- Initiated external program reviews as a mechanism of Continuous Quality Improvement.
- Transitioned many of the offices to electronic platforms to increase efficiencies and decrease faculty burden.
- Implemented safety oversight of teaching laboratories.
- Led ORE's initiative to improve staff morale through increased internal recognition and external activities.
- Expanded the role, support, and visibility of compliance committee chairpersons to facilitate interactions with faculty and to promote the concept of shared governance.

- Developed and implemented structured incentives and recognition for faculty fellows and faculty volunteers (service commitments).

9/2011 – 12/2013 – **Executive Director**, Office of Research Compliance and Biosafety, Texas A&M University and Texas A&M Health Science Center. Areas of responsibility: enhancing research capacity; enhancing research infrastructure; listening and solving research challenges with faculty, staff, and students conducting research; leading a team of 45 staff who provided oversight for human subjects' research, animal welfare research program, biosafety, conflicts of interest, export control, responsible conduct of research, time and effort reporting, and laboratory safety. Primary activities included: 1) enhancing the Office of Research Compliance at TAMU and TAMHSC with the primary function of building the culture of research and enhancing regulatory compliance via collaborations with faculty and administration; 2) providing regulatory guidance to research administration leadership and research regulatory committees, inclusive of three IRB's, four IACUC's, one biosafety committee, and one research conflicts of interest committee; 3) monitoring laws, governmental policies, and plan implementation strategies to ensure TAMU/TAMHSC responsiveness to regulatory requirements to ease faculty participation; 4) integrating electronic compliance systems to increase operational efficiencies (iMedRIS); 5) leading efforts to obtain and maintain accreditation from AAHRPP and AAALAC; 6) revising and creating internal policies and guidelines; 7) developing training materials related to research compliance, integrity, and responsible conduct of research; 8) creating and facilitating post-approval monitoring activities; 9) investigating queries and reports of research compliance and research misconduct; 10) identifying and problem solving research challenges that threaten research productivity; and 11) enhancing the TAMU brand while supporting the goal of reaching \$1B of annual research expenditures.

6/2004 – 8/2011 – **Director of Research Compliance, Education, & Integrity**, Office of the Provost and EVP for Research, University of Texas Health Science Center at Houston. Primary activities included: 1) building an institutional culture related to research, including seeking external sponsorship from federal, state, and corporate entities; 2) fostering research excellence through international partnerships and hosting foreign delegations; 3) creating an infrastructure of institutional compliance through research planning and implementation; 4) supporting the discovery enterprise by promoting tech transfer; 5) managing and communicating the implementation of research integrity and compliance programs and initiatives; 6) developing/maintaining institutional research compliance committees (e.g. institutional review board, institutional animal care and use committee; research conflicts of interest; human embryonic stem cell research; etc.); 7) leading institutional compliance efforts to ensure appropriate safeguards within the Office of Global Health Initiatives (e.g. international travel, observers and visiting scientists, export control, etc.); 8) creating and implementing the department's research training program, including co-facilitating responsible conduct of research training with the Provost; 9) led the attainment of accreditation for the UT Human Research Protection Program, including ongoing maintenance of accreditation (AAHRPP); 10) serving as a transformational leader by improving employee morale and efficiency, while increasing client perceptions and collaboration; 11) advising investigators and ethical reviewers on issues regarding federal and institutional regulations/policies, research methodologies, and the continued management of research protocols; and 12) general leadership functions (e.g. staff supervision and support, budget development, etc).

8/2003 – 6/2004 – **Executive Director**, Donald R. Watkins Memorial Foundation. Primary activities included: 1) providing the overall direction to five directors and 35 staff of a non-profit organization; 2) protecting the financial solvency of the organization by soliciting private funds, hosting special events and writing grants; 3) maintaining fiscal responsibility for the annual operating budget of more than \$10M; 4) creating creative strategies for reaching and exceeding program objectives through active leadership and community partnerships; 5) improving the organization's community image by increasing client satisfaction and efficiency in service delivery; 6) providing epidemiological guidance to program staff to increase reporting accuracy and compliance with federal, state, county, and city funding agencies; 7) developing and implementing programs, policies, and procedures that are in alignment with the agencies mission and values; 8) procuring clinical research trials; and 9) developing quality assurance measures and ensuring regulatory compliance with active clinical research trials.

8/2000 – 8/2003 – **Public Health Prevention Specialist**, Centers for Disease Control and Prevention. During my tenure with the CDC, I rotated through the Division of International Health (6 months), Division of Unintentional Injury Prevention and Control (6 months), and then provided services to the Office of Epidemiology and Disease Control, Miami-Dade County Health Department (2 years). Primary activities: 1) bioterrorism preparedness policy development; 2) strategic planning; 3) program implementation and evaluation; 4) staff supervision; 5) conducting and leading outbreak investigations, including infectious, environmental, injury, and environmental threats; 6) staff recruitment and interviewing; 7) developing and implementing an intervention study to prevent anterior cruciate ligament (ACL) injuries among female collegiate athletes; 8) developing and leading public health research activities; and 9) grant writing for public health program initiatives.

1/1998 – 8/2000 – **Program Manager/Environmental Specialist III**, State of Florida, Department of Health. Primary activities: 1) developing marine water sampling program and sample collection for 37 county health departments; 2) developing and implementing quality improvement and assurance measures; 3) conducting site visits and providing technical assistance; 4) developing regulatory and compliance reports; 5) seeking additional funding opportunities, including preparing and submitting grants (winning more than \$5M in grant and state appropriations during my tenure); 6) developing and conducting environmental health research activities; 7) promoting program goals via local, state and national presentations; 8) assisting in the development of environmental legislation; and 9) creating a model program that became national recognized and still serves as a model for successful marine water sampling programs nationally.

## **FACULTY APPOINTMENTS**

Overview: Since 2001, I have enjoyed teaching 25 discrete courses; more than 60-course sections; and educating more than a thousand undergraduate and graduate students at seven institutions.

1/2014 – 12/2019 – University of Tennessee, College of Education, Health and Human Sciences, Department of Public Health. Graduate courses taught: Epidemiology; Public Health Policy and Administration.

09/2012 – 08/2017 – Texas A&M System Health Science Center, School of Rural Public Health. Graduate courses taught: Responsible Conduct of Research; Fundamentals of Epidemiology; Public Health Program Development and Measures of Effectiveness.

08/2010 – 11/2013 – American Intercontinental University. Graduate courses taught: Health Policy; Healthcare Management; Healthcare Law and Ethics; Systems in Healthcare; Healthcare Strategies; and Healthcare Finance.

05/2010 – 8/2012 – University of Texas Health Science Center at Houston – Graduate School of Public Health. Graduate courses taught: Anatomy and Physiology for Public Health Students; Field Epidemiology (co-facilitated).

09/2009 – 8/2012 – University of Houston – Clear Lake, School of Human Sciences and Humanities. Undergraduate courses taught: Public Administration; Voting and Elections; Policy Making Process; and Program Evaluation.

08/2009 – 8/2011 – Houston Community College - Southwest, Life Sciences Department. Undergraduate courses taught: Anatomy and Physiology Lecture and Laboratory.

8/2001 – 8/2003 – Miami-Dade College, Biology, Health & Wellness Department. Undergraduate courses taught: Biology; Environmental Biology; Anatomy and Physiology I & II Lecture and Laboratory.

Primary activities: 1) transforming the learning environment to maximize student engagement; 2) developing curriculum & preparing course syllabi; 3) preparing lesson plans that are comprehensive and current; 4) refining and implementing effective teaching techniques; 5) implementing culturally effective interpersonal communication; 6) developing effective questioning and testing techniques; 7) assessing and improving student participation and progress; 8) motivating students by providing a supportive and conducive learning environment; 9) mentoring and advising students for long term success; 10) participating in strategic planning activities for the department(s); and 11) performing faculty service activities as a result of shared governance.

## **SPONSORED PROJECTS (EXTERNAL SUPPORT) (selected)**

I have maintained external sponsorship for research and health service projects throughout my career, totaling more than \$100 million dollars awarded as PI or sub-investigator from multiple agencies, including the National Science Foundation; National Institutes of Health; Substance Abuse and Mental Health Services Administration; Department of Labor; Centers for Disease Control and Prevention; Houston Endowment; Harris County Public Health Department; City of Houston Health Department; National Institutes of Health; Department of Health and Human Services, Administration on Children, Youth, and Families – Family and Youth Services Bureau; AETNA Foundation; U.S. Department of Justice, Office of Juvenile Justice & Delinquency Prevention; and Texas Health and Human Services Commission. Selected externally sponsored awards are provided below:

1. 9/2024 – 8/2029 – **SECURE – Collaborative Research Security & Integrity National Environment.** The Office of the Chief of Research Security, Strategy & Policy (OCRSSP), National Science Foundation. Prime Award to the University of Washington, with a sub-award to Emory University. This is a 5-year \$50M national award, where more than \$6M is allocated to Emory University's Office of Research Administration to manage the Southeast Regional Center (Award Abstract # 2403771). The SECURE Center was developed to help the research community mitigate foreign threats to the security and integrity of the U.S. research enterprise, while preserving appropriate international collaborations. The Center is being organized to become a non-governmental research security organization that will be a bridge between the research community and government funding agencies. **Role: Deputy Director (nationally) and regional Co-Investigator.**
2. 10/23 – 12/2026 – **Growth Opportunities (Project GO).** Department of Labor, Employment and Training Administration. Prime award to Ambassadors for Christ Youth Ministries, Inc (Award # YF-39531-23-60-A-48). This is a 3-year \$2M project based in Pine Bluff, Arkansas, designed to introduce and prepare justice-involved youth 15-18 years of age for the world of work through placement into paid work experiences, and on a path to more equitable career opportunities with their peers. **Role: External Evaluator/Consultant.**
3. 10/2023 – 9/2026 – **Sexual Risk Avoidance Education (SRAE) Program.** DHHS, Administration on Children, Youth, and Families – Family and Youth Services Bureau. Prime award to Ambassadors for Christ Youth Ministries, Inc. located in Pine Bluff, Arkansas (Award # 90SR0183-01-00). This is a 3-year \$1.3M pregnancy abstinence initiative with adult preparation activities targeting African American and Hispanic teens aged 12-19 who are at high risk of becoming pregnant, living in or aging out of foster care, from juvenile detention centers, being homeless and/or residing in an area with high birth rates. **Role: External Evaluator/Consultant.**
4. 7/2023 – 12/2026 – **Pathway Home 4 (Project PH4).** Department of Labor, Employment and Training Administration. Prime award to Ambassadors for Christ Youth Ministries, Inc (Award # 23A60PE000012). This is a 42 month \$4M project based in Pine Bluff, Arkansas, designed to provide workforce and reentry programming to transitioning and post incarcerated adults 18 years of age and older. **Role: External Evaluator/Consultant.**

5. 10/2022 – 9/2025 – **Transitional Living Program (TLP)**. DHHS, Administration on Children, Youth, and Families – Family and Youth Services Bureau. Prime award to Ambassadors for Christ Youth Ministries, Inc (Award # 90CX7469-02-00). This is a 3-year \$750K project based in Houston, Texas, that is focused on creating a pathway that helps runaway and homeless youth (RHY) ages 16 to under 22, transition from homelessness to self-sufficiency (e.g. stable housing, permanent connection, education/employment, and social-emotional wellbeing). **Role: External Evaluator/Consultant.**
6. 10/2022 – 9/2025 – **OVC Path Forward**. Department of Justice, Office of Justice Programs. Housing Assistance Grants for Victims of Human Trafficking. Prime award to Ambassadors for Christ Youth Ministries, Inc (Award # 15POVC-22-GG-03). This is a 3-year \$800K project based in Pine Bluff, Arkansas designed to provide safe, stable housing and appropriate trauma-informed, victim-centered services to victims of human trafficking, ages 18-24, through the implementation of a collaborative, coordinated, and comprehensive services model. **Role: External Evaluator/Consultant.**
7. 9/2020 – 8/2025 – **Project EQUIP**. DHHS, Substance Abuse and Mental Health Services Administration. Prime award to Ambassadors for Christ Youth Ministries, Inc (Award # 5H79SP082175-04). This is a 5-year \$1M project based in Houston, Texas, that utilizes a coordinated prevention navigation model to deliver substance abuse, HIV, and Viral Hepatitis prevention education, testing, and navigation services in the highest-risk areas for minority youth and young adults ages 13-24. **Role: External Evaluator/Consultant.**
8. 9/2022 – 8/2025 – **Project EQUIP**. DHHS, Substance Abuse and Mental Health Services Administration. Prime award to Ambassadors for Christ Youth Ministries, Inc (Award # 5H79SP082169-04). This is a 5-year \$1M project based in Pine Bluff, Arkansas, that utilizes a coordinated prevention navigation model to deliver substance abuse, HIV, and Viral Hepatitis prevention education, testing, and navigation services in the highest-risk areas for minority youth and young adults ages 13-24. **Role: External Evaluator/Consultant.**
9. 1/2020 – 1/2025 – **Project REACH**. DHHS, Substance Abuse and Mental Health Services Administration. Prime award to Ambassadors for Christ Youth Ministries, Inc (Award # 5H79SM080825-04). This is a 5-year \$2.5M project based in Little Rock, Arkansas, that implements three types of activities: 1) youth-focused integrated behavioral health treatment and other recovery-oriented services; 2) efforts to engage and connect youth to enrollment resources for health insurance, Medicaid, and mainstream benefits; and 3) coordination of housing and services that support sustainable permanent housing for youth and young adults aged 10-21. **Role: External Evaluator/Consultant.**
10. 10/2021 – 9/2024 – **Project SHIFT**. Department of Justice, Office on Violence Against Women. Prime award to Ambassadors for Christ Youth Ministries, Inc (Award # 15JOVW-21-GG-00648-CY). This a 3-year \$500K project based in Pine Bluff, Arkansas, that is a community-based prevention, intervention, treatment, and response services program for youth (ages 12-18) impacted by domestic violence, dating violence, sexual assault, and stalking. **Role: External Evaluator/Consultant.**
11. 10/2021 – 9/2024 – **Street Outreach Program (SOP)**. DHHS, Administration on Children, Youth, and Families – Family and Youth Services Bureau. Funding received by Ambassadors for Christ Youth Ministries, Inc. (Award # 90YO2453-030-00). This is a 3-year \$600K project focused on identifying and providing at risk, runaway, and homeless



minority youth information, skills, and resources to help overcome dysfunctional cycles of street dependency in Houston, Texas. **Role: External Evaluator/Consultant.**

12. 10/2021 – 9/2024 – **Street Outreach Program (SOP).** DHHS, Administration on Children, Youth, and Families – Family and Youth Services Bureau. Funding received by Ambassadors for Christ Youth Ministries, Inc. (Award # 90YO2440-030-00). This is a 3-year \$600K project focused on identifying and providing at risk, runaway, and homeless minority youth information, skills, and resources to help overcome dysfunctional cycles of street dependency in Pine Bluff, Arkansas. **Role: External Evaluator/Consultant.**
13. 10/2021 – 9/2024 – **Sexual Risk Avoidance Education (SRAE) Program.** DHHS, Administration on Children, Youth, and Families – Family and Youth Services Bureau. Prime award to Ambassadors for Christ Youth Ministries, Inc. (Award # 90SR0161-03-00). This is a 3-year \$1.33M pregnancy abstinence initiative with adult preparation activities targeting African American and Hispanic teens aged 12-19 who are at high risk of becoming pregnant, living in or aging out of foster care, from juvenile detention centers, being homeless and/or residing in an area with high birth rates in Houston, Texas. **Role: External Evaluator/Consultant.**
14. 10/2017 – 9/2022 – **Transitional Living Program (TLP).** DHHS, Administration on Children, Youth, and Families – Family and Youth Services Bureau. Prime award to Ambassadors for Christ Youth Ministries, Inc. located in Houston, Texas. This is a 5-year \$973K project based in Pine Bluff, Arkansas, that is focused on creating a pathway that helps runaway and homeless youth (RHY) ages 16 to under 22, transition from homelessness to self-sufficiency (e.g. stable housing, permanent connection, education/employment, and social-emotional wellbeing). **Role: External Evaluator/Consultant.**
15. 10/2017 – 9/2022 – **Transitional Living Program (TLP).** DHHS, Administration on Children, Youth, and Families – Family and Youth Services Bureau. Prime award to Ambassadors for Christ Youth Ministries, Inc. located in Houston, Texas. This is a 5-year \$973K project based in Pine Bluff, Arkansas, that is focused on creating a pathway that helps runaway and homeless youth (RHY) ages 16 to under 22, transition from homelessness to self-sufficiency (e.g. stable housing, permanent connection, education/employment, and social-emotional wellbeing). **Role: External Evaluator/Consultant.**
16. 10/2017 – 9/2020 – **Cooperative Agreements to Benefit Homeless Individuals (CABHI).** Center for Mental Health Services (CMHS), Substance Abuse and Mental Health Services Administration (SAMHSA). Prime award to Ambassadors for Christ Youth Ministries, Inc. located in Houston, Texas. This is a 3-year \$1.2M program developed to reduce homelessness and chronic homelessness among 120 African American, Hispanic, and LGBTQ male, female, and LGBTQ homeless youth ages 12- 18 by delivering evidence-based behavioral health treatment, housing support, peer, and other recovery-oriented services. **Role: External Evaluator/Consultant.**
17. 10/2017 – 9/2020 – **Street Outreach Program (SOP).** DHHS, Administration on Children, Youth, and Families – Family and Youth Services Bureau. Funding received by Ambassadors for Christ Youth Ministries, Inc. located in Houston, Texas. This is a 3-year \$600K project focused on identifying and providing at risk, runaway, and homeless minority youth information, skills, and resources to help overcome dysfunctional

cycles of street dependency. **Role: Executive Consultant, Grant Writer, and External Evaluator.**

18. 10/2017 – 9/2020 – **Street Outreach Program (SOP).** DHHS, Administration on Children, Youth, and Families – Family and Youth Services Bureau. Funding received by Ambassadors for Christ Youth Ministries, Inc. Program implementation occurs in Pine Bluff, Arkansas. This is a 3-year \$600K project focused on identifying and providing at risk, runaway, and homeless minority youth information, skills, and resources to help overcome dysfunctional cycles of street dependency. **Role: Executive Consultant, Grant Writer, and External Evaluator.**
19. 10/2016 – 9/2019 – **Sexual Risk Avoidance Education (SRAE) Program.** DHHS, Administration on Children, Youth, and Families – Family and Youth Services Bureau. Prime award to Ambassadors for Christ Youth Ministries, Inc. located in Houston, Texas. This is a 3-year \$1.33M pregnancy abstinence initiative with adult preparation activities targeting African American and Hispanic teens aged 12-19 who are at high risk of becoming pregnant, living in or aging out of foster care, from juvenile detention centers, being homeless and/or residing in an area with high birth rates. **Role: Executive Consultant, Grant Writer, and External Evaluator** (UTK PI through sub-award).
20. 10/2016 – 9/2019 – **Domestic Victims of Human Trafficking Program (DVHT).** DHHS, Administration on Children, Youth, and Families – Family and Youth Services Bureau. Prime award to Ambassadors for Christ Youth Ministries, Inc. located in Houston, Texas. This is a 3-year \$435K trauma-informed, strength-based, and victim centered Domestic Victims of Human Trafficking Program targeting victims aged 10- 17 located near Little Rock, Arkansas. **Role: Executive Consultant, Grant Writer, and External Evaluator.**
21. 10/2016 – 9/2018 – **Abstinence Education Program (AEP).** Texas Health and Human Services Commission. Prime award to Ambassadors for Christ Youth Ministries, Inc. located in Houston, Texas. This is a 5-year \$1M pregnancy abstinence initiative targeting African American and Hispanic teens aged 15-19 youth who are at high-risk or vulnerable for pregnancies, at risk for non-marital sexual activity, poverty, unhealthy relationships, sexual coercion, dating violence, underage drinking, substance abuse, and other adolescent risk behaviors. Project terminated early due to Texas HHS funding capabilities **Role: Executive Consultant, Grant Writer, and External Evaluator** (PI through sub-award).
22. 10/2016 – 9/2019 – **Young Mothers Reentry Program (Project REACH).** U.S. Department of Justice, Office of Juvenile Justice & Delinquency Prevention (OJJDP). Prime award to Ambassadors for Christ Youth Ministries, Inc. located in Houston, Texas. Award No. 2016-IG-BX-0007. This is a 3-year \$1.02M evidence-based reentry mentoring project targeting incarcerated/detained mothers aged 12-17 who are at higher risk of reoffending. **Role: Executive Consultant, Grant Writer, and External Evaluator** (PI through sub-award).
23. 10/2016 – 3/2018 – **Run regularly, Eat healthy, Set goals, Understand benefits, Let go of bad habits, Tell others (be accountable), and Succeed with goals (RESULTS)** health behavior program. AETNA Foundation. Prime award to Ambassadors for Christ Youth Ministries, Inc. located in Houston, Texas. This was an 18-month \$100K physical activity (boot-camp) and nutrition education program targeting low-income, homeless, or

displaced youth aged 10-17 who attend Houston ISD schools, live in shelters, and/or who are from the Harris County Protective Services for Children and Families located in underserved Food Desert communities. **Role: Executive Consultant, Grant Writer, and External Evaluator.**

24. 10/2015 – 9/2020 – **Personal Responsibility Education Program (PREP).** DHHS, Administration on Children, Youth, and Families – Family and Youth Services Bureau. Funding received by Ambassadors for Christ Youth Ministries, Inc. located in Houston, Texas. This is a 3-year \$2.06M pregnancy prevention plus initiative targeting African American and Hispanic teens aged 15-19 residing in high poverty, minority-populated urban, high-risk schools and communities that are at-risk (e.g. social, behavioral, economic, educational, repeat pregnancies) of teen pregnancies. A 2-year noncompeting award was provided in 2018. **Role: Executive Consultant, Grant Writer, and External Evaluator** (PI through sub-award).
25. 10/2014 – 9/2017 – **Street Outreach Program (SOP).** DHHS, Administration on Children, Youth, and Families – Family and Youth Services Bureau CFDA 93.557. Funding received by Ambassadors for Christ Youth Ministries, Inc. located in Houston, Texas. This is a 3-year \$560K project focused on identifying and providing at risk, runaway, and homeless minority youth information, skills, and resources to help overcome dysfunctional cycles of street dependency. **Role: Executive Consultant, Grant Writer, and External Evaluator** (PI through sub-award).
26. 10/2014 – 9/2017 – **Basic Center Program (BCP).** DHHS, Administration on Children, Youth, and Families – Family and Youth Services Bureau CFDA 93.623. Funding received by Ambassadors for Christ Youth Ministries, Inc. located in Houston, Texas. This is a 3-year \$600K project focused on increasing minority youth safety, well-being, and self-sufficiency, by helping them build permanent connections with caring adults, and utilizing positive youth development and harm reduction approaches. **Role: Executive Consultant, Grant Writer, and External Evaluator** (PI through sub-award).
27. 06/2013 – 05/2018 – **Program for Excellence & Equity in Research (PEER).** NIH grant 1R25GM086761-07. This is a 5-year \$4.7M grant initiative developed to increase the number of exceptional underrepresented students graduating with doctoral degrees in STEM disciplines at the University of Tennessee, Knoxville. PEER seeks to advance a doctoral student's competitiveness and interest in their chosen career field by offering professional development, ambitious research, and dynamic mentoring opportunities. **Role: Co-PI.**
28. 10/2012 – 9/2015 – **Personal Responsibility Education Program (PREP).** DHHS, Administration on Children, Youth, and Families – Family and Youth Services Bureau. Funding received by Ambassadors for Christ Youth Ministries, Inc. located in Houston, Texas. This is a 3-year \$2.67M pregnancy prevention plus initiative targeting African American and Hispanic teens aged 15-19 residing in high poverty, minority-populated urban, high-risk schools and communities that are at-risk (e.g. social, behavioral, economic, educational, repeat pregnancies) of teen pregnancies. Funding was renewed for 3 years on 10/2015. **Role: Executive Consultant, Grant Writer, and External Evaluator** (PI through sub-award).
29. 9/2006 – 6/2011 – **NIH/NCRR Center for Clinical and Translational Sciences (CCTS)** UL1 RR024148-03. This was one of the first 12 Roadmap CTSA awards, which were designed to transform clinical research at academic institutions. The more than \$15M

award funded the Center for Clinical and Translational Sciences (CCTS). The goal of the CCTS was to facilitate clinical and translational research at The University of Texas Health Science Center at Houston, The University of Texas M. D. Anderson Cancer Center, and the Memorial Hermann Hospital System, by providing resources and expert advice to investigators. PI: McPherson. **Role: Grant Writer and Research Regulatory Manager**

## PROFESSIONAL PUBLICATIONS (selected)

1. Letheren, A; Brown, K; Barroso, C; Myers, C; **Nobles, R.** Perceptions of Access to Care after a Rural Hospital Closure in an Economically Distressed County of Appalachian Tennessee. *The Journal of Rural Health*. Volume 40, Issue 2. September 2023. <https://doi.org/10.1111/jrh.12794>
2. **Nobles, R.** The Role of Research Administrators in Supporting Diverse Faculty. *Journal for Research Administrators*. Volume LIV, Number 2. <https://www.srainternational.org/blogs/srai-jra2/2023/05/30/the-role-of-research-administrators-in-supporting>
3. Bishop, B.W., **Nobles, R.** & Collier, H. Research integrity officers' responsibilities and perspectives on data management plan compliance and evaluation. *Journal of Research Administration*. LII (1), Spring 2021. <https://www.srainternational.org/blogs/srai-jra1/2021/03/25/research-integrity-officers-responsibilities-and-p>
4. APLU Council on Research Task Force on Laboratory Safety (2016). *A Guide to Implementing a Safety Culture in Our Universities*. CoR Paper 1. Washington, DC: Association of Public and Land-grant Universities. Chairpersons: Eighmy, T; McLellan, M; Block, G. Staff: **Nobles, R**; Bilboa, S; Redd, K.
5. Jaykus, LA; Diez-Gonzalez, F; Stevens, KA; Gyure, R; **Nobles RE**; Taylor, TM. Changes in Academic Food Safety Microbiology Teaching Laboratories: Are We Throwing the Baby Out with the Bath Water? *Food Protection Trends*, Volume 36, No. 1, Pages 62-71, January 2016.
6. **Nobles, RE.** Process Evaluation of the Texas Occupational Safety and Health Surveillance System. University of Texas Health Science Center - Houston, United States. ProQuest Dissertations database. Publication number 10099. May 2009.
7. Trepka, MJ; Bloom, SA; Zhang, G; Kim, S; **Nobles, RE.** Inadequate syphilis screening among women with prenatal care in a community with a high syphilis incidence. *Sexually Transmitted Diseases*. Volume 33, Issue 11, November 2006, Pages 670-674.
8. Bloom, SA; Trepka, MJ; **Nobles, RE**; Becerra, MA; Reef, Zhang, G. Low postpartum rubella vaccination rates in high-risk women, Miami, Florida, 2001. *American Journal of Preventive Medicine*. Volume 30, Issue 2, February 2006, Pages 119-124.
9. **Nobles, RE.** "PHPS Responds to Bioterrorism." *PHPS Perspectives*. Public Health Prevention Service, Centers for Disease Control and Prevention. Vol.1, January 2002.
10. **Nobles, RE.**, Trepka, M.J., Etienne, M. "Outbreak of Viral Conjunctivitis at a Training Facility in Miami-Dade County, September and October 2001." *Epi Monthly Report, Miami-Dade County Health Department, Florida Department of Health*. Vol.2, Issue 12, December 2001.

11. **Nobles, RE.**, Brown, C.P., Rose, J., Lipp, E. “the Investigation and Analysis of Swimming associated Illnesses Using the Fecal Indicator Enterococcus in Southern Florida’s Marine Water.” *Florida Journal of Environmental Health*, June 2000.
12. **Nobles, RE.**, Harris, C., Brown, C.P. “Primary Amoebic Meningoencephalitis: A Review.” *Florida Journal of Environmental Health*, March 2000.
13. **Nobles, RE.** “A Microbial Assessment of Florida’s Marine Waters.” *Florida Water Resource Journal*, April 1999.
14. **Nobles, RE.** “Beach Water Sampling: The Pilot Program.” *Florida Journal of Environmental Health*, March 1999.

## **STUDENT RESEARCH SUPERVISION**

### **Ph.D. Students Advised as Committee Member:**

1. Thomas Hansen, 2019, UTK Education, *Toward a New Paradigm for Risk-Based Radiation Policymaking*.
2. Tam’ra-Kay Francis, 2018, UTK Theory & Practice in Teacher Education, *Exploring Professional Teacher Identity Development for STEM Graduate Teaching Assistants (GTAS)*.
3. Deb Kirkland, 2018, University of Tennessee, Knoxville, Public Health
4. Amanda Letheren, 2018, University of Tennessee, Knoxville, Public Health
5. Christy Evans, 2016, UTK Public Health, *Family Experiences with Standardized Assessments Leading to Participation in the Opt Out Movement*.
6. Nola Eugene, 2012, Texas A&M University Public Health
7. Carlos Pavao, 2012, Texas A&M University Public Health

### **M.S. Students Advised as Committee Member:**

1. Brittney Hardwick, 2016, University of Tennessee, Knoxville, Public Health
2. Yusof Al-Wadei, 2015, University of Tennessee, Knoxville, Public Health

## **HONORS AND AWARDS (selected)**

1. 11/2024 – Emory & Children’s Hospital Joint Partnership Award 2024. Emory University School of Medicine, Department of Pediatrics and Children’s Healthcare of Atlanta.
2. 10/2023 – Resolution of the Board of Directors for Exemplary Service. Public Responsibility in Medicine & Research (PRIMR).

3. 11/2019 – Chancellor’s Medallion for Leadership, Commitment, and Institutional Service. University of Tennessee, Knoxville, Office of the Chancellor.
4. 8/2019 – Leadership and Service Award. Association for Public and Land Grant Universities, Council on Research.
5. 2/2018 – Outstanding Faculty Member. UT Panhellenic Council recognition through a student nomination process.
6. 12/2016 – 2016 Partnership Award for outstanding and dedicated service to youth and community, Ambassadors for Christ Youth Ministries (AFC), Inc. (NGO). \
7. 10/2016 – 2016 National Role Model in Higher Education Administrator Award (previous recipients included neurosurgeon/politician Dr. Benjamin Carson and former Attorney General Eric Holder).
8. 11/2013 – Recognition for Service, Dedication, and the Protection of Human Subjects. Texas A&M University Institutional Review Board.
9. 2/2010 – Award of Academic Excellence in Teaching, Houston Community College System.
10. 3/2005 – 1<sup>st</sup> Place, Health Care Team Competition, University of Texas Health Science Center at Houston.
11. 9/2003 – Awarded Certificate of Completion for fulfilling the requirements of the Public Health Prevention Service, Centers for Disease Control and Prevention, three-year fellowship program.
12. 6/2002 – Inducted into the Alpha Mu chapter of Delta Omega, the Public Health Honor Society.
13. 10/2001 – Received certificate of recognition for “Extraordinary Efforts and Hard Work in the Miami-Dade County Health Department Epidemiology and Disease Control Program.”
14. 6/2000 – Awarded Employee of the Quarter and nominated for Employee of the Year, Bureau of Facility Programs, Florida Department of Health.
15. 4/1999 – 2<sup>nd</sup> Place, Best Paper and Presentation, Florida Water Resource Conference.

#### **INTERNAL/EXTERNAL ENGAGEMENT ACTIVITIES (selected)**

1. 6/2024 – present – Chairperson, Finance and Audit Committee, Oak Ridge Associated Universities (ORAU).
2. 3/2022 – 4/2025 – Board Member, National Science Foundation Business Operations & Advisory Committee.
3. 6/2021 – present – Board Member, Oak Ridge Associated Universities (ORAU) Board of Directors.
4. 9/2019 – 12/2023 – Chair, Governance Committee, Public Responsibility in Medicine and Research (PRIM&R).
5. 9/2019 – present – Chair, Program Evaluation Subcommittee, Federal Demonstration Partnership (FDP).
6. 8/2019 – 12/2023 – Member, Working Group on Foreign Influence, Federal Demonstration Partnership (FDP).

7. 8/2019 – 12/2019 – Member, Steering Committee, Oak Ridge Institute (ORI).
8. 1/2019 – 12/2023 – Member, Finance Committee, Public Responsibility in Medicine and Research (PRIM&R)
9. 11/2018 – 12/2019 – Member, Board of Directors, University of Tennessee Research Foundation (UTRF).
10. 11/2018 – 12/2019 – Member, Bearden Middle School Foundation
11. 10/2018 – 12/2019 – Member, Development and Relations Committee, Southeastern Universities Research Association (SURA).
12. 10/2018 – 12/2019 – Member, Southeastern Universities Research Association Board of Trustees (SURA)
13. 9/2018 – 12/2022 – Co-Chair, Infrastructure Operations Subcommittee, Federal Demonstration Partnership (FDP)
14. 8/2018 – 4/2019 – Member, Conference Planning Committee (member), Association for the Accreditation of Human Research Protection Program (AAHRPP).
15. 7/2018 – 10/2018 – Chair, Objective Review Committee, Office of Adolescent Health (OAH) Phase I Replicating Programs (Tier 1).
16. 6/2018 – present – Member, Federal Demonstration Partnership (FDP), Strategic Planning Committee.
17. 6/2018 – 12/2019 – Member, K@TE Learning Management Systems Governance Committee.
18. 3/2018 – 9/2018 – Member, VolShop Advisory Committee, University of Tennessee.
19. 1/2018 – 6/2024 – Member, Board of Directors, Public Responsibility in Medicine and Research (PRIM&R).
20. 1/2018 – 9/2019 – Member, Clarence Brown Theatre Advisory Board, University of Tennessee.
21. 12/2017 – 9/2019 – Member, Governance Committee, Public Responsibility in Medicine and Research (PRIM&R).
22. 5/2017 – 9/2019 – Member, Faculty Workload Survey Working Group, Federal Demonstration Partnership (FDP)
23. 2/2017 – 11/2024 – Co-Chair/Faculty Liaison/Executive Committee, Federal Demonstration Partnership (FDP).
24. 1/2017 – 12/2019 – Member, Board of Directors, University of Tennessee Federal Credit Union (UTFCU).
25. 1/2017 – 11/2024 – Member, Workshop Didactic Subcommittee, National Conference Planning Committee, Public Responsibility in Medicine and Research (PRIM&R).
26. 11/2016 – 11/2019 – Member/Liaison, Council on Research Executive Committee, Association for Public and Land Grant Universities (APLU).
27. 8/2016 – 5/2017 – Member, Vol Vision Diversity and Inclusion Working Group, University of Tennessee.
28. 8/2016 – 12/2019 – Member, United Way Investment Committee, Knoxville, TN. 26. 8/2016 – 8/2017 – Member, Graduate Council, University of Tennessee.
29. 8/2016 – 8/2017 – Member, Core Facility Advisory Committee, University of Tennessee.

30. 7/2016 – 12/2021 – Member, Diversity Advisory Group, Public Responsibility in Medicine and Research (PRIM&R).
31. 6/2016 – 12/2019 – Member, Policy Group, Office of Management, University of Tennessee
32. 4/2016 – 12/2019 – Trainer/Facilitator, Leadership Institute, University of Tennessee.
33. 1/2016 – present – Member, Faculty Steering Committee, Federal Demonstration Partnership (FDP).
34. 1/2016 – 6/2016 – Member, Diversity Metrics Work Group, University of Tennessee.
35. 3/2015 – 8/2016 – Staff/Facilitator, Laboratory Safety Task Force, Association for Public and Land Grant Universities (APLU) Council on Research (CoR).
36. 1/2015 – 9/2017 – Chair, Commission for Blacks, University of Tennessee.
37. 8/2014 – 5/2019 – Co-Chair, Research Compliance Laboratory Safety Working Group, Human Subjects Protection Working Group, Federal Demonstration Partnership (FDP).
38. 8/2014 – 11/2019 – Executive Committee Member, Big Orange Family Campaign, University of Tennessee.
39. 8/2014 – 8/2018 – Member, Council for Diversity and Interculturalism, University of Tennessee.
40. 08/2014 – 12/2019 – Member, Advisory Board for the Tennessee Lois Stokes Alliance for Minority Participation (TLSAMP) in Research, University of Tennessee.
41. 7/2014 – 12/2019 – Co-lead/Facilitator, New and Aspiring Vice Presidents for Research Comprehensive Training Initiative Association, Public and Land Grant Universities (APLU) Council on Research (CoR).
42. 1/2014 – 12/2019 – Ex-officio Member, Faculty Senate Research Council, University of Tennessee.
43. 1/2014 – 12/2019 – Chair, Institutional Compliance Committee, University of Tennessee.
44. 1/2014 – 12/2019 – Chair, Institutional Safety Committee, University of Tennessee.
45. 9/2009 – 8/2013 – Member, Institutional Review Board and Animal Welfare Committee, Texas Southern University.
46. 6/2008 – 3/2009 – Research Administration Consultant and Scientific Writer, Office of Enhanced Faculty Research, Texas Southern University.
47. 1/2007 – 1/2008 – Staff Analyst/Historical Researcher, City of Houston Department of Health and Human Services.
48. 9/2005 – 8/2011 – Community Representative to Harris County Public Health and Environmental Services Committee for the Protection of Human Subjects.
49. 7/1999 – 6/2000 – Board Member and Environmental Division Educational Chairman, Florida Public Health Association.



## **INVITED TALKS (Selected)**

### **NATIONAL:**

1. “Creating Resilience and Developing Strategies for Institutional Officials to Navigate Changing Landscapes.” Half-Day Workshop. Presented in Partnership with Jane Strasser, Senior Associate VP for Research, University of Cincinnati. PRIMR Annual Conference 2025.
2. “Living Through Lean Times: Managing on Constricted F&A.” Presented in Partnership with Mark Barnes, Partner at Ropes & Gray Law Firm, and Jane Strasser, Senior Associate VP for Research, University of Cincinnati. PRIMR Annual Conference 2025.
3. “Survival Skills: Navigating Risk in the Current Research Environment.” Presented in Partnership with Stacy Pritt, Associate Vice Chancellor at Texas A&M University System and Mariette Marsh, Assistant VP at University of Arizona. PRIMR Annual Conference 2025.
4. “The Role of the Institutional Official in Facilitating Ethical and Compliant Research.” Half-Day Workshop. Presented in Partnership with Jane Strasser, Senior Associate VP for Research, University of Cincinnati. PRIMR Annual Conference 2024.
5. “Do Institutional Officials Understand Ethics?” Presented in Partnership with Susan Sedwick, Senior Consultant, Attain Partners. PRIMR Annual Conference 2024.
6. “Institutional Officials (IO’s): Navigating the Complex Roles of IO’s and the Model Best for Your Organization.” Presented in Partnership with Susan Sedwick, Senior Consultant, Attain Partners; and Emily Anderson, Professor at Loyola University in Chicago. PRIMR Annual Conference 2024.
7. “Research Misconduct.” APLU Council on Research, Workshop for New and Future Vice Presidents for Research, June 2024, Gulf Shores, Alabama.
8. “Demystifying the Role of the Institutional Official, Including Mechanisms for Managing Up.” Co-presenter: Dr. Jane Strasser. NYC Research Administration Demonstration Series at NYU, May 2024.
9. “Overview of Research Administration.” PRIMR Board of Directors, June 2023, Boston, Massachusetts.
10. “Navigating Ethical and Regulatory Challenges While Accelerating Research.” Co-presenter: Dr. Jane Strasser. Institutional Official Workshop, PRIMR Annual Conference, December 2022.
11. “What is Safety? An Introspective Overview of Safety in our Research Enterprise.” Co-presenter: Dr. Robert Emery. PRIMR Annual Conference, December 2022.
12. “Emerging Oversight Challenges and Necessary Process Enhancements.” Co-presenter: Dr. Jane Strasser. Institutional Official Workshop, PRIMR Annual Conference, November 2021.
13. “A Case Study in Diversity, Equity, and Inclusion Efforts – An Office of Research Administration’s Social Justice Working Group.” Co-presenters: Dr. Maria Davila and Jumionne Tiako. PRIMR Annual Conference, November 2021.

14. "Cybersecurity, Compliance, and Protecting the Research Enterprise." Co-presenters: Dr. James Weyhenmeyer and Dr. Caroline Whitacre. Academic Analytics Webinar. March 2021.
15. "Use It or Lose It: Re-Calibrating and Re-Engineering the HRPP/IRB Office in Response to the Changing Regulatory Climate." Public Responsibility in Medicine and Research (PRIM&R) 2018 Advancing Ethical Research Conference, November 15, 2018, San Diego, CA.
16. "Vulnerability Explored: Concepts and Applications." Public Responsibility in Medicine and Research (PRIM&R) 2018 Advancing Ethical Research Conference, November 15, 2018, San Diego, CA.
17. Teaching Research Integrity Officer (Workshop Trainer/Facilitator), Division of Investigative Oversight, Office of Research Integrity, OPHS and DS Federal Partnership, DIO RIO Boot Camp, Chicago, IL, August 15-17, 2018.
18. "A Guide to Implementing a Safety Culture in our Universities: An Update from the Lab Safety Task Force." Southeastern Biological Safety Association (SEBSA), July 25, 2018, Webinar.
19. "Screening, Software, and Mechanisms to Provide Tools to Reviews to Review Allegations of Plagiarism." U.S. Department of Health & Human Services, The Office of Research Integrity, Plagiarism: A Conference on the Identification, Processing, Prevention, and Cultural Context of Plagiarism." April 4, 2018, Indianapolis, IN.
20. "Clear & Present University Research: Helping the Public Understand the Science Behind Today's Front-Page Headlines." Association for Public and Land Grant Universities (APLU), November 12-14, 2017, Washington, D.C.
21. "Vulnerability: Concepts and Applications – Populations Requiring Additional Protections Track." Public Responsibility in Medicine and Research (PRIM&R) 2017 Advancing Ethical Research Conference, November 6, 2017, San Antonio, TX.
22. Facilitator, "Workshop for New and Future Vice Presidents/Vice Chancellors for Research", Association of Public Land-Grant Universities (APLU), July 9, 2017, Reno, NV.
23. "Evaluation and Continuous Quality Improvement." RTI International, April 27, 2017, PREP and CQI Webinar.
24. "APLU Guide to Implementing a Safety Culture." Campus Safety Health & Environmental Management Association (CSHEMA) Annual Conference, July 25, 2016, Austin, TX.
25. Facilitator, "Workshop for New and Future Vice Presidents/Vice Chancellors for Research." Association of Public Land-Grant Universities (APLU), July 31, 2016, Morgantown, WV.
26. Panelist, "The Role of the Educated Urban Male in the 21<sup>st</sup> Century." Florida Atlantic University, October 21, 2016, Boca Raton, FL.
27. "Implementing a Safety Culture." University Risk Management & Insurance Association (URMIA) 47<sup>th</sup> Annual Conference, September 21, 2016, San Diego, CA.
28. "The Benefits of Hosting an At Your Door Workshop." Public Responsibility in Medicine and Research (PRIM&R), March 23, 2016, Webinar.

29. “Compliance: Research Misconduct.” National Council of University Research Administrators (NCURA), March 10, 2016, New Orleans, LA.
30. “A Guide to Implementing a Safety Culture in our Universities.” Federal Demonstration Partnership Winter Meeting, January 11, 2016, Washington, DC.

## **REGIONAL:**

1. “Emory’s Research Administration Services – Optimizing a Shared Governance Structure.” Emory School of Medicine Dean’s Faculty Advisory Board. November 2022.
2. “Academic Ethics in Relationship to Research Design and Grant Responsibilities”, UTK Department of Anthropology, March 22, 2018, Knoxville, TN.
3. Panelist, “Underrepresented Faculty Leadership Development Panel.” UTK Provost’s Office, May 5, 2018, Knoxville, TN.
4. “Research Ethics for Biologists.” UTK Department of Ecology & Evolutionary Biology, March 29, 2018, Knoxville, TN.
5. Panelist, “How the University Functions Beyond an Academic Department.” UTK Department of Mathematics, Math Graduate Student Council, February 13, 2018, Knoxville, TN.
6. Panelist, “Importance of the Employee Relations Council (ERC) as a Mechanism for Communication.” UTK Employee Relations, January 31, 2018, Knoxville, TN.
7. “Exploring the Intersect Between Research, Service, and Practice as a Public Health Practitioner: Words of Encouragement and a Call to Action.” UTK Master of Public Health Program, January 24, 2018, Knoxville, TN.
8. “UTK Case Studies in Ethics Violations – Presentation and Discussion.” UTIA, College of Agricultural Sciences and Natural Resources, January 17, 2018, Knoxville, TN.
9. “Research in the Arts.” UTK Office of Research, Undergraduate Research, November 15, 2017, Knoxville, TN.
10. “Introduction to the Office of Research & Engagement.” UTK Alumni Affairs, Chancellor’s Associates New Member Orientation, August 15, 2017, Knoxville, TN.
11. “Research Ethics.” UTK Department of Chemistry, Graduate Students Orientation, July 17, 2017, Knoxville, TN.
12. “Institutional Compliance.” University of Tennessee, Board of Trustees, Audit and Compliance Committee Meeting, May 3, 2017, Nashville, TN.
13. “Diversity and Inclusion – The Mission of the Commission for Blacks.” UTK, College of Arts & Sciences Development Team, April 18, 2017, Knoxville, TN.
14. “Research Ethics for Biologists.” UTK Department of Ecology & Evolutionary Biology, March 29, 2017, Knoxville, TN.
15. “Plagiarism”, UTK College of Communication & Information, February 15, 2017, Knoxville, TN.
16. “Responsible Conduct of Research for Graduate Students.” UTK Department of Mathematics, Math Graduate Student Council, February 14, 2017, Knoxville, TN.

17. “What Teams Need – Team Building Presentation.” UTK Operational Services, December 7, 2016, Knoxville, TN.
18. “Responsible Conduct of Research.” UTK Tickle College of Engineering, Department of Materials Science and Engineering, November 8, 2016, Knoxville, TN.
19. “Responsible Conduct of Research.” UTK College of Education, Health, and Human Sciences, Department of Kinesiology, Recreation, and Sport Studies, October 26, 2016, Knoxville, TN.
20. “Effective Decision-Making and Delegation.” UTK Employee and Organizational Development, October 6, 2016, Knoxville, TN.
21. “Research Ethics.” UTK Tickle College of Engineering, Department of Biosystems Engineering & Soil Science, September 2, 2016, Knoxville, TN.
22. “Responsible Conduct of Research.” UTK Office of Research & Engagement, Undergraduate Research, June 14, 2016, Knoxville, TN.
23. Panelist, UTK 2<sup>nd</sup> Annual Women in STEM Research Symposium, April 15, 2016, Knoxville, TN.