## MIKE A. BOYLE

**Professor, University College**

**Middle Tennessee State University**

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**EDUCATION**

* PhD in Educational Human Resource Development, Texas A&M University
* MS in Management and Human Relations, Abilene Christian University
* BS in Industrial Technology, Abilene Christian University

**UNIVERSITY EMPLOYMENT**

* Professor, University Studies Department, University College,

Middle Tennessee State University, 2015 - Present

* Dean and Professor, University College,

Middle Tennessee State University, 2010 - 2015

* Interim Vice Provost for Student Success,

Middle Tennessee State University, 2013 - 2014

* Dean and Professor, College of Continuing Education and Distance Learning, Middle Tennessee State University, 2006 - 2010.
* Associate Professor and Vice-Chair, Department of Leadership, Foundations, and Human Resource Education, University of Louisville, 2001 – 2006.
* Assistant Professor, University of Louisville, 1995 – 2001.
* Adjunct Professor, Abilene Christian University, 1995.
* Instructor, Center for Training and Development, Blinn College, 1993-94.

**SELECTED UNIVERSITY ACTIVITIES**

**Dean, University College**

In 2010 the scope and mission of the College of Continuing Education and Distance Learning was greatly changed and it was renamed the University College (UC). The UC is a degree granting college with two undergraduate and one masters degree and revenue generation of over 36 million dollars annually. While the UC is responsible for a variety of programs and initiatives for both traditional and adult students, our mission is very simple: “We Make Student Success Possible.” The students served by the UC are typically individuals who cannot attend traditional on-campus courses, are at-risk, or are taking summer courses. The UC is divided into 6 divisions:

**On-Line and Non-Traditional Programs**:

Centralized administration of all MTSU internet courses and programs

Regents On-line Degree Program (RODP) a collaborative of all TBR institutions

Evening and Weekend, Video, and Correspondence Course Support Services

UC testing center, Experiential Learning, and Public Service Programs

**Academic Outreach**:

MTSU’s relationship with Community Colleges and other institutions

Adult Degree Completion Program (ADCP) and Prior Learning Assessment

Middle Tennessee Education Center (MTSU’s Satellite Educational Center) offering Business and Education undergraduate degrees, an Education graduate degree, and courses leading to a degree in Agriculture.

Off-Campus program support (33 teaching sites across Tennessee)

Transfer student advising at Community Colleges

**University Studies Department**:

Over 80 tenured, tenure track, and part-time faculty

Prescribed math and reading courses

UNIV 1010/2020 (freshman and transfer student seminars)

Masters of Professional Studies and Bachelors of University Studies degrees

**University College Advising Center:**

Academic and career advising all undeclared students

**Administration**:

Non-credit offerings

Emergency Medical Technician training program

Grant Administration

**Summer Programs**:

Centralized administration of all academic summer courses

**Interim Vice Provost for Student Success**

Building on the success of the University College, I assumed the role of founding the Vice Provost for Student Success office at MTSU for approximately one year until a permanent VPSS was hired. The charge of this office was very simple: to coordinate the various student success initiatives across campus and increase the universities’ overall retention and graduation rates. Specific initiatives of this office included: Overseeing the redesign of courses with high DFW rates; Launching a mid-term grade alert system to get low performing students into tutoring and mandatory intrusive advising; Redesigning the entire undeclared student programming; and working with the Associate VPSS to create a centralized, university-wide tutoring function; Oversight of campus implementation of the Tennessee Board of Regent’s Access 2 Success program that specifically targets minority and Pell-eligible students; and Expanding MTSU’s summer bridge program.

**Dean, College of Continuing Education and Distance Learning**

The College of Continuing Education and Distance Learning was a degree-granting college that focused on managing summer programs, distance courses, off-campus, non-credit and other non-traditional course deliveries for the university. In addition, the college offered both undergraduate and masters degrees for adult students. The dean was responsible for all aspects of college administration including budget, personnel, planning, and assessment.

**Vice Chair, Department of Leadership, Foundations, and Human Resource Education**

Responsibilities included oversight of a large university department which included the disciplines of Educational Leadership, Higher Education Administration, Human Resource Education, and Educational Research. Duties involved chairing faculty searches, scheduling courses, budgeting, curriculum development, and assessment. This position was also responsible for the supervision of the academic advisors.

**Director of Fort Knox Program**

Coordinator for the on-site programs at the Fort Knox military post. Duties included overall site management, budgeting, and supervision of full-time office personnel. Additional duties included new student recruitment and advising.

**Coordinator of HRE International Program**

Coordinator for Human Resource Education MS program in Cairo, Panama City, Prague, and San Salvador. This position required leadership and administration in areas such as budgeting, assignment of teaching loads, coordination with on-site personnel, student recruitment, etc.

**GRANTS AND EXTERNAL FUNDINGS**

Boyle, M. A. (2006) General Electric (Internship Grant) $130,000

Rude-Parkins, C. & Boyle, M. A. (2005) General Electric (Internship Grant) $103,777

Boyle, M. A. (2004). Metropolitan Workforce Education Research Center (Research Grant) Federal Funds $283,319

Enck, H., & Boyle, M. A. (2004). Cairo Master of Education in Human Resource Education (International Program Funding) $64,800

Rude-Parkins, C. & Boyle, M. A. (2004) General Electric (Internship Grant) $120,000

Boyle, M. A. (2004) Kentuckiana Healthcare Workforce Initiative (Evaluation Grant) Greater Louisville Inc. $20,000

Rude-Parkins, C. & Boyle, M. A. (2003) AC3 United States Army (Training Grant) $1,385,000

Enck, H., & Boyle, M. A. (2003). Prague Master of Education in Human Resource Education (International Program Funding) $90,000

Rude-Parkins, C. & Boyle, M. A. (2003) General Electric (Internship Grant) $90,000

Rude-Parkins, C. & Boyle, M. A. (2002) General Electric (Internship Grant) $25,000

Boyle, M. A. (2001) Metro College Organizational Impact (Research Grant) Metropolitan College $26,000

Boyle, M. A. (2001) Metro College Community Impact (Research Grant) UofL Provost Office $12,000

Boyle, M. A. (1999) Materials Development (Training Grant) Bullitt County, KY Public Schools $5,000

Boyle, M. A. (1998) Competency Research (Research Grant) Kentucky Department of Adult Education and Literacy $70,268

Boyle, M. A. (1997) Supervisory Training (Training Grant) Bullitt County, KY Public Schools $5,000

**PUBLICATIONS**

Haynes, R., Johnson, N., & Boyle, M. A. Project CREW: (2006) A Novel Career Development Program Linking Educational Attainment and Workforce Development *Workforce Education Forum* 33(1), 21-42.

Riggert, S. C., Boyle, M. A, Petrosko, J., Ash, D., & Rude-Parkins, C. (2006) Student employment and higher education: Empiricism and contradiction. *Review of Educational Research.* 76(1), 63-92.

Reio, T., Wormley, K., & Boyle, M. A. (2005) Human capital and family literacy. *Family Literacy Forum.* 5(3), 19-23.

Boyle, M. A. (Fall 2004). Student involvement in online courses. *The Oracle*. 6, 2.

Riggert, S. C., Ash, D., Boyle, M. A., Kinney, J., Howarth, D. A., & Rude-Parkins, C. (2004) Metropolitan College: Building community value through education-business partnerships. *Innovative Higher Education*, 29(1), 3-19.

Burba, F., Petrosko, J., & Boyle, M.A. (2001). Appropriate and inappropriate

instructional behaviors for international training. *Human Resource Development*

*Quarterly,* 12*,* 267-284*.*

Boyle, M. A., Sanford, B. K., Rude-Parkins, C., & Boswell, J. (2001). Necessary

skills for entry-level workers in service industries: An exploratory study. *Workforce Education Forum,* 28, 43-58.

Feldhaus, C., Boyle, M.A., & Rude-Parkins, C. (2000). The distance learning experience as perceived by participants with different learning styles. *Workforce Education Forum,* 27(1), pp 59-76.

Boyle, M. A., Sanford, B., & Bruderle, L. (2000). The Necessary Competencies for Entry-Level Workers in the Major Service Industries in Kentucky. An innovative grant report for the Department of Adult Education and Literacy, Frankfort, KY.

Boyle, M. A. (1999). Overcoming Social Barriers: The Missing Component to Achieving ADA Success*. Workforce Education Forum.* 26(1), pp 28-39.

Boyle, M. A. (1997). Social Barriers to Successful Reentry into Mainstream Organizational Culture: Perceptions of People with Disabilities. *Human Resource Development Quarterly,* 8(3), pp 259-268.

Boyle, M. A., & Crosby, R. (1997). Academic Program Evaluation: Lessons from an Industrial Model. *Journal of Industrial Teacher Education,* 3(34), pp 82-86.

Baker, G. E., Mohammed, T., & Boyle, M. A. (1994). A Three Axis Model for Cultural Training. *Performance Improvement Quarterly,* 7(21), pp. 27-37.

Thach, E., & Boyle, M. A. (1994). A Family System Model for International Training. *Performance and Instruction,* 33(2), pp. 22-24.

**CONVENTIONS, CONFERENCES, and WORKSHOPS**

Boyle, M. A. (2006). Leadership in a high risk environment. Summer Conference for Academic Technology Professionals. Louisville, KY.

Boyle, M. A. (2006). Leading change: Moving beyond what is, and what has been into visions of what can be, what could be, and what has not been imagined. Keynote address for the Elementary Principal’s Summer Retreat. Louisville, KY.

Boyle, M. A. (2006). Leading Change: Visioning the Future. Spring Retreat, Bullitt County Public Schools. Shepherdsville, KY.

Allison, J., Boyle. M. A., & Lasiavo, M. (2005) Teaching and learning in the academy and industry. Kentucky Council on Postsecondary Education Faculty Development Conference. Lexington KY.

Boyle, M. A. (2005) The future of online education. Keynote address for the Summer Institute on Distance Learning. Elizabethtown Community College, Elizabethtown KY.

Boyle, M. A., & Allison, J. (2005) Best practices for Blackboard. Summer Institute on Distance Learning. Elizabethtown Community College, Elizabethtown KY.

Boyle, M. A. (2005) Advanced adult education seminar. Kentucky Court of Justice. Carrollton KY.

Reio, T., Wormley, K., & Boyle, M. A. (2005) Family literacy: A preliminary program evaluation of the NEXT Step. Academy of Human Resource Development Annual Conference. Estes Park CO.

Haynes, R., Johnson, N., & Boyle, M. A. (2005) Project CREW: A novel approach linking career counseling and workforce development. Academy of Human Resource Development Annual Conference. Estes Park CO.

Hoisch, M., Miller, S., & Boyle, M. A. (2004) The meaning of variables defining an employee’s decision to stay with an organization. Annual meeting of the Academy of Business Disciplines. Ft Meyers FL.

Rude-Parkins, C., & Boyle, M. A. (2004) Engaging students in a distance learning course. Student Engagement and Academic Success Conference. Louisville KY.

Boyle, M. A., & Martin, E. (2004) Transforming online content through multimedia. Breaking Down Barriers Conference, Northern Kentucky University.

Martin, E., & Boyle, M. A. (2004) Effective use of multimedia in online courses. Delphi Center Conference for Faculty Development. Louisville KY.

Martin, E., Boyle, M. A., & Kerrick, S. (2004) Utilizing multimedia in online courses. Kentucky Council on Postsecondary Education Faculty Development Conference. Lexington KY.

Choi, N., Boyle, M. A., Sanford, B., Reio, T., & Sanders-Reio, J. (2004) Current desirability ratings of the BSRI Items. American Educational Research Annual Conference. San Diego CA.

# Reio, T., & Boyle, M. A. (2004). Coworker relationships, acculturation and socialization related job. Academy of Human Resource Development Annual Conference, Austin, TX.

# Boyle, M. A. (2003). Leading change in not-for-profit organizations. Christian Church Homes Annual Conference, Louisville KY.

# Boyle, M. A. (2002). Dealing with change in not-for-profit organizations. American Red Cross, Louisville KY.

Boyle, M. A., Boswell, J., & Ruff, J., (2001). Why family literacy programs fail.

Kentucky Institute for Family Literacy, Fall, 2001 Conference, Louisville KY.

Boyle, M. A., Boswell, J., & Ruff, J., (2001). The NEXT Step program. Kentucky Adult and Continuing Education Conference, Owensboro KY.

Boyle, M. A., Boswell, J., & Rueff, J. (2000). NEXT Step: Family literacy. Kentucky Association for Adult and Continuing Education Annual Conference, Lexington KY.

Boyle, M. A. (2000). Facilitating learning. Panama Association of Personnel Directors Annual Convention, Panama City, Panama.

Boyle, M. A. (2000). Managing change in organizations. South American Association of Personnel Directors Annual Conference, Panama City, Panama.

Boyle, M. A. (1999). Developing new employees. Annual Conference of Kentucky University Buyers Association, Cumberland KY.

Boyle, M. A. (1996). Cultural diversity in the workplace. Kentucky State Apprenticeship and Training Conference, Owensboro KY.

Boyle, M. A. (1996). Calculating return on investment and training costs. American Society for Training and Development Professional Day, Louisville KY.

Boyle, M. A. & McGonagle, B. Events Co-chairs. (1994) Creatively exploring the future. Second Annual National Research Conference on Human Resource Development, College Station TX.

**UNIVERSITY TEACHING EXPERENCE**

# Graduate

Duties included developing and offering doctoral and masters level courses locally, in the international program, and online. Local courses include: Facilitation of Learning, Doctoral Seminar, Research in HRD, Facilitating Change in Organizations, Internship (masters), and Internship (doctoral). International courses include: Facilitation of Learning, Research in HRD, Thesis Supervision, and Facilitating Change in Organizations. Online courses include: Facilitation of Learning and Facilitating Change in Organizations.

**Undergraduate**

###### Duties included developing and offering undergraduate courses. Courses include: Introduction to HRD, Occupational Analysis and Curriculum Development, Assessment of Learning, and Practicum Experiences.