

# Charles F. Harrington

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## CURRICULUM AND ADMINISTRATIVE VITAE

### CONTACT INFORMATION

**Professor of Interdisciplinary Studies  
Center for Interdisciplinary Studies**

**Business Address:** University of South Carolina - Upstate  
University College  
Department of Interdisciplinary Studies  
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### EDUCATION

Ph.D. Ohio University  
*Major Concentrations:* Higher Education Administration,  
Educational Research

M.S. Drexel University  
*Major Concentration:* NonProfit Administration

B.A. Ohio University  
*Major Concentration:* Philosophy

#### Certificates

United States Department of Education  
National Center for Education Statistics  
Institute for Education Sciences  
NAEP/NIES Fellow, 2011

Virginia Tech Center for Organizational and Technological  
Advancement, Engagement Academy for University Leaders,  
Class of 2008

Harvard University  
Graduate School of Education, Institute for Educational  
Management, Class of 2007

American Association of State Colleges and Universities  
Millennium Leadership Institute  
Institute Fellow, 2006

United States Department of Education  
National Center for Education Statistics  
Cooperative Systems Fellows Program  
NCES Fellow, 1999

Harvard University  
Graduate School of Education  
Higher Education Management Development Program  
Class of 1997

**ADMINISTRATIVE  
EXPERIENCE**

**Senior Vice Chancellor for Academic Affairs, 2012 - 2014**  
**Professor of Management**  
**The University of South Carolina - Upstate**

Duties and Responsibilities:

Chief academic, planning, and operations officer at a comprehensive regional institution of 5,700 students, responsible for overseeing all academic operations of the University. Collaborating with the Deans of the Colleges and Schools, as well as with the Deans of Libraries and Students, and working with an office cadre comprising faculty and staff colleagues, the Senior Vice Chancellor of Academic Affairs oversees the appointment, advancement, and retention of faculty; the articulation and deployment of all academic and research programs; and the development of strategic plans to secure the University's enduring excellence in scholarship, instruction and mentorship, professional service and leadership, and community engagement. Reporting directly to the Chancellor of the University, the Senior Vice Chancellor of Academic Affairs is also a member of the Chancellor's Cabinet, joining with all the members of the senior leadership team in pursuit of broad-based institutional objectives and goals.

As Senior Vice Chancellor provided oversight to the five academic deans, and other programs across the campus, including the Student Success Center, the Center for International Studies, Center for Undergraduate Research, and Enrollment Services.

**Provost and Vice Chancellor for Academic Affairs, 2005 - 2010**  
**Professor of Management and International Business, 2005 - 2012**  
**University Honors Faculty**  
**The University of North Carolina at Pembroke**

Duties and Responsibilities:

Chief academic, planning, and operations officer at a comprehensive regional institution of 6,700 students, responsible for overseeing all academic operations of the University. Reporting directly to the Office of the Provost are the Deans of the Colleges of Arts and Sciences, Business, Education, the University Honors College, the School of Graduate Studies, the University's Chief Technology and Information Officer, the University Librarian, Director of Sponsored Research and Programs, and the Associate Vice Chancellors for Academic Administration, Academic Planning, Outreach and Economic Development, Distance Education, and International Programs.

Accomplishments and completed projects include the development and implementation of a University-wide strategic and budget planning process; establishment of an undergraduate research program; development of a biotechnology academic, research, and outreach program (with facilities); a comprehensive faculty development center; a center for entrepreneurship and small business incubator; and significant improvement to the campus information technology infrastructure.

Since appointment have secured funding to establish seven endowed professorships, expand and endow the Esther G. Maynor Honors College, established and endowed the Thomas Family Center for Entrepreneurship, and established an endowed faculty development fund.

**Assistant Vice President for Academic Affairs**  
**Professor of Business Statistics**  
**University of Southern Indiana, 2000 - 2005**

Duties and Responsibilities:

Reported directly to the Provost and Vice President for Academic Affairs at a comprehensive university of 10,000 students. Primary duties involved the oversight of all undergraduate academic matters including curriculum, General Education, academic planning, faculty recruitment and development, University Honors program, academic program review and accreditation, student learning outcomes assessment, and institutional research and planning.

Additional responsibilities included assisting in the oversight of the University's instructional technology and distance education efforts, coordination of the annual academic affairs budget planning process, and supporting faculty research and scholarship.

Notable accomplishments included the development of the Center for Teaching and Learning Excellence, the design and implementation of an

undergraduate research grant and conference program, the redesign of the student evaluation of teaching process, developing a University-wide approach to service learning, and integrating the late Ernest Boyer's four domains of scholarship into the academic culture, including promotion and tenure policies and processes.

**Director of Institutional Research and Assessment**  
**Assistant Professor of Business Statistics**  
**University of Southern Indiana, 1995 - 2000**

Duties and Responsibilities:

Provided oversight and supervision of the coordination, implementation, and evaluation of a comprehensive program of institutional research and planning, including data collection, analysis, interpretation, and reporting. Worked closely with institutional departments and units to collect and analyze student learning outcomes data, consulted with administrative units in measuring and analyzing performance outcomes, designed measures and collected data to assess University-wide goals and objectives, and coordinated the design, implementation, and management of a University-wide decision support data warehouse.

**Assistant Director of Institutional Research and Planning**  
**Office of Budget and Research Services**  
**State University of West Georgia, 1991-1995**

Duties and Responsibilities

Reported to the Executive Director of Budget and Research services at a comprehensive university of 9,500 students. Primary duties included coordinating the University's institutional research and strategic planning activities, including internal and external data reporting, the development of a cycle of institutional research and assessment studies, assisting University Faculty Senate with the assessment of student learning outcomes and academic effectiveness, served as the University's chief records manager, and coordinated academic program review.

**FACULTY  
EXPERIENCE**

**Professor of Interdisciplinary Studies**  
**University College**  
**University of South Carolina – Upstate , 2012 - Present**

Professor of Management and International Business, Department of Management, Marketing, and International Business; University Honors Faculty; University Graduate Faculty. University of North Carolina at Pembroke, 2005 – 2012.

Professor of Business Statistics, Department of Economics and Finance  
University of Southern Indiana, 2005

Associate Professor of Business Statistics, Department of Economics and Finance, University of Southern Indiana, 2000-2005

Assistant Professor of Business Statistics, Department of Economics and Finance, University of Southern Indiana, 1995-2000

Duties and Responsibilities:

*Member of the Undergraduate Faculty.* 1995 - present. Teach undergraduate level nonprofit management, interdisciplinary studies, human resource management, organizational behavior, statistics, conduct independent research, direct undergraduate student research, and serve on committees at the department, school, and university levels.

*Member of the Graduate Faculty.* 1998 - 2012. Teach graduate level courses in human resource management, economics, health professions, industrial management, and healthcare research, supervise research of graduate students, and supervise thesis capstone projects.

**RESEARCH AND  
PROGRAM GRANTS**

- “Honeybee Management and Regional Economic Development”, University of North Carolina at Pembroke Foundation Grant. \$10,500. 2011.
- “Building Innovative Programs in Southeast North Carolina”, National Science Foundation, Partnerships for Innovation Grant. \$600,000. 2005.
- “Excellence Through Engagement – Faculty Development”, Lilly Endowment, Inc., \$2,500,000. 2004-2009
- “21<sup>st</sup> Century Scholars Peer Mentoring Program – Phase II”, State Student Assistance Commission of Indiana, \$150,000. 2004
- “Global Policy Forum: America’s Role in the World”. Indiana Campus Compact, \$3,000. 2004
- “21<sup>st</sup> Century Scholars Peer Mentoring Program – Phase I”, State Student Assistance Commission of Indiana, \$150,000. 2003
- “Project e-AGLE (electronic advice for a great learning experience)”, Lumina Foundation for Education, Inc., \$100,000. 2003
- “Vertical Integration of Statistics in the Undergraduate Business Curriculum”, USI Center for Teaching and Learning Excellence Teaching Enhancement Award, \$1,500. 2002
- “Using Java Applets for Teaching Introductory Statistics”, USI Center for Teaching and Learning Excellence Classroom Grant, \$300. 2001
- “Web-based Resources for Part-Time Faculty Development”, USI Center for Teaching and Learning Excellence Teaching Enhancement Award, \$1,900. 2000
- “Community Dimensions of the Nonprofit Sector in Indiana”, Indiana University School of Public and Environmental Affairs, \$10,000. 2000.
- Retention and Graduation Rate Research Award, Independent Colleges of Indiana, \$10,000. 1999

**AWARDS/HONORS**

- “Statistics for Evidence-Based Practice”, Deaconess Hospital Foundation, \$10,000. 1999
- Finalist, USC Upstate Division of Student Affairs, Excellence in Teaching and Advising Award, University of South Carolina Upstate
- University of South Carolina, Palmetto College, *Pioneer Award*, Outstanding Service and Dedication to the College, 2014
- Phi Kappa Phi, Honorary Member, 2013
- Virginia Tech Center for Organizational and Technological Advancement, Engagement Academy for University Leaders, Inaugural Class - 2008
- Harvard University Graduate School of Education, Institute for Educational Management, Class of 2007
- American Association of State Colleges and Universities, Millennium Leadership Initiative, Fellow, 2006.
- Pi Alpha Alpha, Honorary Member, 2006
- Alpha Chi, Honorary Member 2006
- Harvard University Graduate School of Education, Higher Education Management Development Program, Class of 1997
- US National Center for Education Statistics, Office of Educational Research and Improvement, NCES Fellow, 1999
- Indiana Partnership for Statewide Education, Award for Innovation and Excellence in Support of On-Line Teaching and Learning, 2004
- University of Southern Indiana, Faculty Advisor of the Year, 1997 & 2002
- University of Southern Indiana, Student Government Association *Spirit of the Eagle Award*, Outstanding Contribution to the University, 2001
- Alpha Kappa Psi, Honorary Member, 2000
- Indiana Association for Institutional Research, *Best Conference Research Paper Award*, 1998, 2000, 2001, 2002, & 2003

**PUBLISHED  
SCHOLARLY WORK**

- C. Harrington and Clarkson, G. 2023. Native American Approaches to Social Entrepreneurship. In *Research Anthology on Approaches to Social and Sustainable Entrepreneurship*. (gs. 1221-1236). ICI Global Publishing.
- C. Harrington and Clarkson, G. 2018. Native American Approaches to Social Entrepreneurship. In *Mission Driven Approaches in Modern Business Education*. ICI Global Publishing.
- C. Harrington. 2017. A Brief History of American Indian Business. In *Principles of American Indian Business: A Reader*. University of Washington Press.
- C. Harrington and D. Steward, C. Birmingham. 2017. American Indian Entrepreneurship. In *Principles of American Indian Business: A Reader*. University of Washington Press.

- C. Harrington and T. Schibik, S. Mujumdar, D. Friesner. 2016. Do Tuition Increases Lower Student Academic Performance? *International Journal of Data Analysis Techniques and Strategies*, Vol. 8, No. 3, pgs. 182-205.
- C. Harrington and D. Fischer (Eds). 2015. *Journal of Ethics and Entrepreneurship*. Volume 5, No. 3. 2015
- C. Harrington with R. Maysami. 2015. Regional Universities and the Entrepreneurship Education Imperative. *Journal of Entrepreneurship Education*. Vol. 18, No. 2, pgs. 29-39.
- C. Harrington. 2015. A Brief History of American Indian Business. *International Journal of Business Anthropology*. Vol. 5, No. 2, pp. 67-76. 2015.
- C. Harrington. 2015. Culturally Relevant Strategies for Supporting American Indian Entrepreneurship. *Journal of Ethics and Entrepreneurship*. Vol. 5, No. 1, pp. 65-79. 2015.
- C. Harrington. 2014. The Relationship Between Part-Time Faculty Utilization and Student Learning Outcomes and Retention. *Journal of Elementary Education*. Volume 24, No. 2, 2014.
- C. Harrington and J. Bass. 2014. Understanding the Academic Persistence of American Indian College Transfer Students. *Journal of Indigenous Policy Studies*. Vol. 25, No. 1
- C. Harrington. 2014. Customer Relationship Management and Intercollegiate Athletics: Opportunities and Benefits for Smaller Institutions. *Journal of Management and Organizational Studies*. 2014.
- C. Harrington and T. Schibik. 2013. An Econometric Approach to Optimizing Student Enrollment. Invited article for the *Journal of Higher Education Theory and Practice*, 13 (1). 2013.
- C. Harrington. 2012. American Indian Entrepreneurship: A Case for Sustainability. *Journal of Leadership, Management, and Organizational Studies*, Volume 2, Number 1, Fall 2012.
- C. Harrington with S. Marson and A. Walls. 2012. Teaching Introductory Statistics to Blind Students. *Teaching Statistics*. Volume 34, Issue 2, Summer 2012.
- C. Harrington with B. King, Purcell, J. 2012. Supporting Institutional Governance, in (Howard, R., Knight, W., & McLaughlin, G., Eds.) Handbook for Institutional Research. Jossey-Bass Publishers, 2012.

- C. Harrington with B.G. Harrington. 2012. Fighting a Different Battle: Challenges Facing American Indians in Higher Education. Journal of Indigenous Research. Volume 1, Number 1; <http://digitalcommons.usu.edu/kicjir/vol1/iss1/4>
- C. Harrington with M. Slann. 2012. Modeling Shared Governance at the School and Department Level: Opportunities and Challenges. Academic Leadership Journal. Volume 9, Issue 4, Spring 2012.
- C. Harrington with B. Hunt. 2010. Challenges to Educational Attainment of American Indians: Implications for the Professorate and Higher Education. Journal of Indigenous Policy Studies, Volume III, No. 3, Fall 2010.
- C. Harrington with B. Hunt. 2010. Protecting Minority Faculty from Burnout and Attrition. Academic Leader. Magna Publications. Volume 26, No.1.
- C. Harrington with B. Hunt. 2008. The Impending Educational Crisis for American Indians: Higher Education at the Crossroads. The Journal of Multicultural, Gender and Minority Studies. Volume 2, Issue 2, pgs. 1-11.
- C. Harrington with B. Hunt. 2008. Increasing Faculty Diversity. Academic Leader. Magna Publications, Inc., Volume 24, No. 6.
- C. Harrington with C. Hunt. 2008. Entrepreneurship, Entrepreneurship Education, and the Regional University. Journal of Economics, Banking and Finance, Volume 2, Issue 1, 2008.
- C. Harrington with T. Schibik and S. Gordon. 2007. The Faculty Search Process as a Component of New Faculty Orientation: Setting Performance Expectations for Faculty. The Department Chair: A Resource for Academic Administrators. Vol. 18, No.2, pgs. 24-26.
- C. Harrington with R.A. Moody and D. Presut. 2006. Significant Human Performance and Healthcare System Factors for Creating Safety Culture on Nursing Units. Journal of Patient Safety. 2(4):198-206.
- C. Harrington with C. Coleman. 2006. Maintaining Disciplinary Currency Through the Scholarship of Engagement. The Department Chair: A Resource for Academic Administrators. Vol. 16, No. 4, pgs. 9-12.
- C. Harrington with D. Schultz and L. Bohleber. 2005. Maximizing the Effectiveness of the Thesis Capstone Project. World Transactions on Engineering and Technology Education. UNESCO International Centre for Engineering Education. Vol. 4, No. 2.



- C. Harrington with S.A. Gordon and T. Schibik. 2004. Student Evaluation of Teaching Instruments: New Information on their Usage and a Lack of Reliability and Validity Evidence. *Higher Education Quarterly*.
- C. Harrington with S. Reasons. 2004. Online Student Evaluation of Teaching in Distance Education. *Journal of Educators Online*. Vol. 2, No. 1, pgs.1 – 12.
- C. Harrington with S.A. Gordon and T. Schibik. 2004. Course Management System Utilization and Implications for Practice: A National Survey of Department Chairpersons. *Journal of Distance Learning Administration*. Vol. 7, No. 4.
- C. Harrington with T. Schibik. 2004. The Outsourcing of Classroom Instruction in American Higher Education. *Journal of Higher Education Policy and Management*. Vol. 16, No. 3, pgs. 393-400.
- C. Harrington with M. Alvarez. 2004. A Pressing Need for Acceptance of an Advanced National School Social Work Certification. *School Social Work Journal*. Vol. 29 (1), pgs. 18-27.
- C. Harrington with T. Schibik. 2004. Caveat Emptor: Is There a Relationship Between Part-Time Faculty Utilization and Student Learning Outcomes and Retention? *AIR Professional File*, No. 91. Association for Institutional Research.
- C. Harrington with T. Schibik and S.A. Gordon. 2004. Infusing a Culture of Collaborative Faculty Development and Vitality within a Department Through Mentoring. *The Department Chair: A Resource for Academic Administrators*. Vol. 15, No. 1, pgs. 9-12.
- C. Harrington with L.M. Bennett, J. Cain, and T. Schibik. 2004. Using the Self-Study as a Means for Faculty Revitalization and Renewal. *A Collection of Papers on Self-Study and Institutional Improvement*. Volume 2, *The Learning Environment*. Pgs. 10-14. Higher Learning Commission, North Central Association of Colleges and Schools
- C. Harrington with T. Schibik. 2004. Methods for Maximizing Student Engagement in the Introductory Business Statistics Course: A Review. *Journal of the American Academy of Business: Cambridge*. Vol. 4, No. 1-2, pgs. 360-365.
- C. Harrington with S.A. Gordon and T. Schibik. 2004. Revitalizing Mid-Career Faculty Through Low Cost Professional Development. *National Issues in Higher Education*. Vol. 54, No. 1, pgs. 83-93.

- C. Harrington with T. Schibik. 2003. Reflexive Photography as an Alternative Method in the Study of the Freshman Year Experience. *NASPA Journal*. Vol. 41, No.1, pgs. 23-40.
- C. Harrington with T. Schibik. 2003. Student Evaluations of Teaching: What Every Department Chairperson Should Know. *National Issues in Higher Education*. Vol. 53, No.1, pgs 213-220.
- C. Harrington with T. Schibik and S.A. Gordon. 2002. Part-Time Faculty Utilization and Departmental Academic Vitality. *National Issues in Higher Education*. Vol. 52, No.1, pgs. 83-93.
- C. Harrington. 2002. Part-Time Instruction Hampers First-Year Retention. *Recruitment and Retention in Higher Education*. Vol. 16. No.2.
- C. Harrington. 2002. Part-Time Faculty Utilization and Departmental Academic Health. *The Department Chair: A Resource for Academic Administrators*. Vol. 13, No.1.
- C. Harrington. 2002. The Effects of Part-Time Faculty on Student Retention. *Academic Leader: The Newsletter for Academic Deans and Department Chairs*. Vol. 18, No.2, pgs 5-9.
- C. Harrington with M.E. Jones. 2000. Improving the Fit: Using Economic and Workforce Development Assessment as a Strategic Lever for Curricular Change. *University Continuing Education Association: Workforce Development Series Manuscript*.
- C. Harrington with K.J.G. Snider and R. Reid. 2000. Developing Data Resources for Facilitating Institutional Self-Study. A Collection of Papers on Self-Study and Institutional Improvement. North Central Association of Colleges and Schools. Commission on Institutions of Higher Education.
- C. Harrington. 1999. Visual Sociology and the Study of the Freshman Year Experience: Reflexive Photography. *Journal of College Student Retention: Research, Theory, and Practice*. Vol. 1 (1), pgs. 13-22.
- C. Harrington with R. Reid, J. Pelluchette. 1998. The Utilization of the Internet and Emerging Technologies in the Collection, Analysis, and Dissemination of Data and Information to Support Institutional Self-Study. A Collection of Papers on Self-Study and Institutional Improvement. North Central Association of Colleges and Schools. Commission on Institutions of Higher Education.

**NATIONAL AND  
INTERNATIONAL  
PRESENTATIONS**

- C. Harrington. 1996. Encouraging Faculty Leadership in Student Learning Outcomes Assessment: One Institution's Experience. *Assessment Update: Progress, Trends, and Practices in Higher Education*. Vol. 8, No. 5, pgs. 4-7.
- C. Harrington with C. Serbus, T. Schibik, and R. Reid. 1996. Encouraging Faculty Participation in Student Learning Outcomes Assessment. *A Collection of Papers on Self-Study and Institutional Improvement*. North Central Association of Colleges and Schools. Commission on Institutions of Higher Education.
- C. Harrington. 2014. Towards an Interdisciplinary Theory of American Indian Entrepreneurship. Paper accepted for the 36<sup>th</sup> Annual meeting of the Association of Interdisciplinary Studies. Michigan State University.
- C. Harrington and T. Schibik. 2012. An Econometric Approach to Optimizing Student Enrollment. Paper presented at the Academy of Business International Conference. Chicago.
- C. Harrington and R. Maysami. 2011. Regional Universities and the Entrepreneurship Education Imperative. Paper presented at the Fall 2011 International Conference of Allied Academies. Internet-based Conference.
- C. Harrington and R. Maysami. 2011. Entrepreneurship Education and the Role of the Regional University. 2011 meeting of the Southeastern Institute for Operations Research and the Management Science. Myrtle Beach.
- C. Harrington. 2011. Customer Relationship Management and Intercollegiate Athletics: Opportunities and Benefits for Smaller Institutions. 2011 meeting of the Southeastern Institute for Operations Research and the Management Science. Myrtle Beach.
- C. Harrington. 2011. Developing a National Agenda for Research and Scholarship in American Indian Education. Presentation delivered at the Institute for Education Sciences Database Training Seminar for Research on American Indian/Alaskan Natives. Washington, DC.
- C. Harrington and C. Brayboy. 2011. The Leadership Imperative for Women in Elementary and Secondary Education. National Indian Education Association Convention. Albuquerque, NM.

- C. Harrington with B. Hunt. 2011. The Status of American Indian/Alaskan Natives in Intercollegiate Athletics. Paper presented at the 2011 National Indian Education Association Convention. Albuquerque, NM.
- C. Harrington with B. Hunt. 2011. From Gatekeeper to Gateway: Making Higher Education Relevant for Native Students. Paper presented at the 2011 National Indian Education Association Convention. Albuquerque, NM.
- C. Harrington with B. Hunt. 2011. American Indian Student Engagement in Higher Education. Paper presented at the 2011 Native American Student Advocacy Institute: The College Board. University of Oklahoma. Norman.
- C. Harrington, with B. Hunt, and J. Williams. 2011. Native Culture Defines the Experiences of American Indian College Students. Paper presented at the 2011 Native American Student Advocacy Institute: The College Board. University of Oklahoma. Norman.
- C. Harrington with B. Hunt. 2010. A Study of the Engagement Characteristics of American Indian Students in Higher Education: Findings from the National Study of Student Engagement (NSSE). Paper presented at the 2010 National Indian Education Association Convention. San Diego.
- C. Harrington with B. Hunt. 2009. Reconceptualizing the Education Pipeline: Implications for American Indian Faculty and Staff. Paper Accepted for Presentation at the 2010 National Indian Education Association Convention. Milwaukee.
- C. Harrington with B. Hunt. 2009. Journey to Success in Higher Education: Examining Cultural and Social Structural Factors of American Indian College Students. Paper presentation for the 22<sup>nd</sup> Annual National Conference on Race and Ethnicity in American Higher Education (NCORE). San Diego.
- C. Harrington with B. Hunt. 2009. The Relationship between Part-Time Faculty Use and Student Learning. Keynote Presentation webinar for the Consortium for Student Retention Data Exchange.
- C. Harrington, B. Hunt, C. Oxendine-Hunt, D. Oxendine. 2008. Best Practices in the Recruitment, Retention, and Timely Graduation of American Indian College Students. Workshop Presented at the National Indian Education Association. Seattle.
- C. Harrington, R. Maysami, W. Wendt. 2008. To Instigate Critical Thinking in Economics Classes through the Use of Multimedia Content and Podcasting. Paper presented at the Lilly Conference on College and University Teaching. Greensboro.

- C. Harrington with B. Hunt. 2008. The Impending Crisis for American Indians: Higher Education at the Crossroads. National Symposium on Student Retention, Consortium for Student Retention Data Exchange, Little Rock.
- C. Harrington with B. Hunt. 2008. Assurance of Student Learning and Faculty Evaluation and Rewards. Paper accepted for presentation at 29<sup>th</sup> Annual Forum of the European Association for Institutional Research. Copenhagen Business School, Copenhagen.
- C. Harrington with B. Hunt. 2008. Examination of Factors Affecting the Retention of Native American College Students. Paper accepted for presentation at 29<sup>th</sup> Annual Forum of the European Association for Institutional Research. Copenhagen Business School, Copenhagen.
- C. Harrington, R. Maysami, R. Crandall, V. Bahhouth, and C. Zimnoewicz. 2008. Get Them to Go: Learning Through International Student Exchange: Why American Students Hesitate to Participate. Conference Panel Presentation for the American Institute of Business. Houston.
- C. Harrington with T. Schibik. 2008. Assurance of Student Learning and Faculty Evaluation and Rewards: Room for Alignment? Paper presented at the Association of Collegiate Marketing Educators Conference. Houston.
- C. Harrington, T. Schibik, and C. Oxendine. 2008. Regional Universities and Entrepreneurial Imperative: Could This Be Boyer's Fifth Domain? Paper presented at the 25<sup>th</sup> Annual Academic Chairpersons Conference. Orlando.
- C. Harrington with T. Schibik. 2008. Using Faculty Incentives to Motivate the Assurance of Student Learning, Paper presented at the 44th Annual Conference of the Academy of Business Economics, Chicago, IL April 2-4, 2008
- C. Harrington. 2007. The Relationship Between Part-Time Faculty Utilization and Student Learning Outcomes and Retention: Implications for Practice. National Symposium on Student Retention, Consortium for Student Retention Data Exchange, Milwaukee.
- C. Harrington with B. Hunt. 2007. Aligning Faculty Performance Expectations with Institutional Vision. Organization for Economic Cooperation and Development, Institute for Higher Education Management. Paris.
- C. Harrington, T. Schibik, and S. Gordon. 2007. College Student Eagerness and Persistence to the Second Year. Association for Business Economics. Chicago.

- C. Harrington, T. Schibik, and S. Gordon. 2007. Using New Faculty Orientation Programming to Communicate Faculty Performance Expectations. 24<sup>th</sup> Annual Academic Chairpersons Conference. Orlando.
- C. Harrington. 2006. Issues in Academic Leadership. Academic Leader Conference (telephone and web-based) hosted by Magna Publications, September 19, 2006.
- C. Harrington, S. Mujumdar, D. Friesner, and T. Schibik. 2006. Do Tuition Hikes Lower Student Performance? 41<sup>st</sup> Meeting of the Association for Business Economics. Chicago.
- C. Harrington with T. Schibik. 2006. How Business Faculty are Changing. 41<sup>st</sup> Meeting of the Association for Business Economics. Chicago.
- C. Harrington with D. Schultz. 2006. Maintaining Disciplinary Currency through the Scholarship of Engagement. 23<sup>rd</sup> Annual Academic Chairpersons Conference. Orlando.
- C. Harrington with T. Schibik. 2006. College Student Eagerness and Persistence to the Second Year. Invited Paper for the Annual Forum of the Association for Institutional Research. Chicago.
- C. Harrington, R.A. Moody, and D. Presut. 2005. Nurse Motivation, Cognitive Style and Perceptions of Safety Culture in Medical Surgical Units: Evidence Toward the Development of a Human Performance Quality Nursing Care Delivery Model. Sigma Theta Tau Evidence Based Research Conference. Indianapolis.
- C. Harrington, R.A. Moody, and D. Presut. 2005. Creating and Sustaining Safety Cultures in Acute Care Health Contexts: Evaluation of Relationships Among Nursing Sensitive Variables that May Make a Difference. National Nursing Administration Research Conference. Washington.
- C. Harrington, R.A. Moody, and D. Presut. 2005. Safety Culture, Nursing Motivational and Cognitive Styles in Relation to Reported Medication Errors. Sigma Theta Tau International Nursing Research Conference. Hawaii.
- C. Harrington, S.A. Gordon, and T.J. Schibik. 2005. Departmental Use of Course Management Systems: A National Study of Department Chairpersons. 22<sup>nd</sup> Annual Academic Chairpersons Conference. Orlando.
- C. Harrington, D. Presut, and R. Moody. 2005. Safety Culture, Nurse Motivational and Cognitive Styles in Relation to Reported Medication Errors. 16<sup>th</sup> International Healthcare Research Congress. Maui.

- C. Harrington and M.E. Jones. 2005. Outreach and Engagement: Organizing for Excellence. 2005 National Conference on Higher Education. Atlanta.
- C. Harrington, J. Ramaley, and I. Crawford. 2004. Engagement as a Fulcrum for Mid-Career and Senior Faculty Revitalization. American Association for Higher Education. San Diego.
- C. Harrington. 2004. Student Evaluation of Teaching: What Everyone in Institutional Research Should Know. 44<sup>th</sup> Annual Forum of the Association for Institutional Research. Boston.
- C. Harrington, S. Gordon, and T. Schibik. 2004. Revitalizing Mid-Career Faculty. 21<sup>st</sup> Annual Academic Department Chairpersons Conference (IDEA). Orlando.
- C. Harrington. 2003. Engagement as Change: Faculty Development as a Strategic Lever for Transformation in the Undergraduate Experience. Annual Meeting of the American Association for Higher Education. Washington.
- C. Harrington, S. Gordon, and T. Schibik. 2003. University Utilization of Student Evaluation of Teaching: What Every Department Chair Should Know. 20<sup>th</sup> Annual Academic Department Chairpersons Conference (IDEA). Orlando
- C. Harrington, S. Gordon, I. Crawford, C. Price, and J. Galbus. 2003. Encouraging Faculty in the Scholarship of Teaching and Learning. 20<sup>th</sup> Annual Academic Department Chairpersons Conference (IDEA). Orlando
- C. Harrington. 2002. Part-Time Faculty and the Academic Health of Your Department. 19<sup>th</sup> Annual Academic Department Chairpersons Conference (IDEA). Orlando
- C. Harrington, J. Hayek, W. Troxel, S. Schlachter, and J. Bunnage. 2001. Strategies for Assessing and Improving the First-Year Experience: The National Study of Student Engagement. 8<sup>th</sup> National Conference on Students in Transition. Chicago.
- C. Harrington. 2001. Part-Time Faculty and Student Learning Outcomes: Implications for Learning. 41<sup>st</sup> Annual Forum of the Association for Institutional Research. Long Beach.
- C. Harrington with R. Carnwell. 2001. Approaches to Their Study: The Impact of Coping Strategies on Women Distance Learners. 41<sup>st</sup> Annual Forum of the Association for Institutional Research. Long Beach

- C. Harrington with R. Carnwell. 2001. Diagnosing Student Support Needs Using A Learner Support Questionnaire. 41<sup>st</sup> Annual Forum of the Association for Institutional Research. Long Beach
- C. Harrington. 2000. Using Qualitative Analysis to Study the Development of Student Opinion. 22<sup>nd</sup> Annual Forum of the European Association for Institutional Research. Free University – Berlin, Germany.
- C. Harrington. 2000. Part-Time Faculty and the Dual Labor Market in American Higher Education. 22<sup>nd</sup> Annual Forum of the European Association for Institutional Research. Free University – Berlin, Germany.
- C. Harrington. 2000. Reframing Institutional Research: Developing Alternative Views of Complex Organizational Challenges. 40<sup>th</sup> Annual Forum of the Association for Institutional Research. Cincinnati.
- C. Harrington with T. Schibik. 2000. Establishing a Relationship Between Part-Time Faculty and Retention. 40<sup>th</sup> Annual Forum of the Association for Institutional Research. Cincinnati
- C. Harrington, R. Reid, P. Balch, and T. Schibik. 2000. The Hidden Cost of Part-time Faculty. 9<sup>th</sup> AAHE Conference on Faculty Roles and Rewards. New Orleans.
- C. Harrington, J. Byrd, and J. Deem . 1999. Developing and Implementing a Strategic Planning Process for Student Affairs. 81<sup>st</sup> Annual Conference of the National Association of Student Personnel Administrators. New Orleans.
- C. Harrington with D. Foster. 1999. Qualitative Research Methods to Collect Student Perceptual Data on their First Year. 81<sup>st</sup> Annual Conference of the National Association of Student Personnel Administrators. New Orleans.
- C. Harrington, K. Snider, and J. Farr. 1999. Institutional Research and Institutional Self-Study. 39<sup>th</sup> Annual Forum of the Association for Institutional Research. Seattle
- C. Harrington with R. Reid. 1999. The Use and Misuse of Part-Time Faculty. 7<sup>th</sup> Annual AAHE Conference on Faculty Roles and Rewards. San Diego.
- C. Harrington. 1998. The Dynamics of Organizational Change. 6<sup>th</sup> Annual AAHE Conference on Faculty Roles and Rewards. Orlando.



- C. Harrington. 1996. Does Institutional Research Really Contribute to Institutional Effectiveness?: A Study of President's Perceptions. 36<sup>th</sup> Annual Forum of the Association for Institutional Research. Albuquerque.
- C. Harrington. 1995. The Assessment of Institutional Image. 35<sup>th</sup> Annual Forum of the Association for Institutional Research. Boston.
- C. Harrington. 1995. Assessing the Institutional Research Office and Function. 35<sup>th</sup> Annual Forum of the Association for Institutional Research. Boston.
- C. Harrington. 1994. A Study of the Relationship Between Anxiety and Achievement in the Adult Learner. Annual Meeting of the American Educational Research Association. New Orleans.
- C. Harrington. 1994. An Examination of Institutional Research Functions and Structures in Georgia Higher Education. 34<sup>th</sup> Annual Forum of the Association for Institutional Research. New Orleans.

**STATE AND  
REGIONAL  
PRESENTATIONS**

- C. Harrington, & Jones, D. 2024. Leveraging Artificial Intelligence to Transform Nonprofit Organizations. Power and Implications of the AI Revolution Conference. USC Upstate.
- C. Harrington with D. Jones. 2024. The Evolution of the Nonprofit Sector in Nepal. 19<sup>th</sup> Annual SC Research Symposium. USC Upstate.
- C. Harrington, 2022. Climate Change and Corporate Social Responsibility. 17<sup>th</sup> Annual SC Research Symposium. USC Upstate.
- C. Harrington. 2021. The Financial Impact of COVID-19 on Nonprofit Organizations. 16<sup>th</sup> Annual SC Upstate Research Symposium. USC Upstate.
- C. Harrington. 2020. American Indiana Economic Development: A Primer. 15<sup>th</sup> Annual SC Upstate Research Symposium. USC Upstate.
- C. Harrington with S. Hunt. 2019. The Economic Impact of Migratory Bird Hunting in South Carolina. 14<sup>th</sup> Annual SC Upstate Research Symposium. USC Upstate.
- C. Harrington with C. McLean. 2017. The Economic Impact of Freshwater Fishing on the South Carolina Economy. 13<sup>th</sup> Annual SC Upstate Research Symposium. USC Upstate.

- C. Harrington with E. Corn. 2016. Women in the Outdoors. The Economic Impact of Women Hunting in South Carolina. 12<sup>th</sup> Annual SC Upstate Research Symposium. USC Upstate.
- C. Harrington with P. McLean. 2015. The Economic Impact of Turkey Hunting on the South Carolina Economy. 11<sup>th</sup> Annual SC Upstate Research Symposium. USC Upstate.
- C. Harrington with L. Donald. 2014. The Economic Impact of Deer Hunting on the South Carolina Economy. 10<sup>th</sup> Annual SC Upstate Research Symposium. USC Upstate.
- C. Harrington. 2014. Culturally Relevant Strategies for Supporting American Indian Entrepreneurship. 10<sup>th</sup> Annual SC Upstate Research Symposium. USC Upstate. Spartanburg, SC.
- C. Harrington with B. Harrington. 2013. The Need for Educational Leadership in BIE Schools. Paper presented at the 9<sup>th</sup> Annual Upstate Research Symposium. Milliken Company. Spartanburgh, SC.
- C. Harrington with R. Maysami. 2011. Entrepreneurship Education and the Role of the Regional University. Paper accepted for presentation at the 2011 meeting of the Southeastern Institute for Operations Research and the Management Sciences. Myrtle Beach, SC.
- C. Harrington. 2011. Customer Relationship Management and Intercollegiate Athletics: Opportunities for Smaller Institutions. Paper accepted for presentation at the 2011 meeting of the Southeastern Institute for Operations Research and the Management Sciences. Myrtle Beach, SC.
- C. Harrington with R. Maysami. 2011. Customer Relationship Management for Financial Services: Strategies, Implications, and the Role of People, Process, and Technology in Effective Delivery. Paper presented at the 2011 meeting of the Southeastern Decision Sciences Institute. Savannah, GA.
- C. Harrington, R. Maysami, and C. Oxendine. 2011. The Administration-Faculty-Student Troubled Triangle in Online Teaching and Learning: Can we identify the good, bad, and the ugly? Panel presentation at the 2011 meeting of the Southeastern Decision Sciences Institute. Savannah, GA.
- C. Harrington with B. Hunt. 2010. Reconceptualizing the Educational Pipeline: Implications for American Indian Faculty and Staff. Paper presented at the 6<sup>th</sup> Annual Southeast Indian Studies Conference. Pembroke, NC.
- C. Harrington with B. Hunt. 2009. Examining Factors of Retention and Graduation for American Indian Students. Paper presentation at the 2009 Conference of the North Carolina Association for Institutional Research. Southern Pines.

- C. Harrington, B. Hunt, and J. Bonds-Raacke. 2009. Examining Factors Related to American Indian College Success. Paper presentation at the 2009 Conference of the Southeastern Psychology Association. New Orleans.
- C. Harrington, R. Orr, C. Saylor, and J. Labadie. 2008 . A Collaborative Approach to faculty technology support at the University of North Carolina at Pembroke. Presentation for the 2008 Teaching and Learning Through Technology Conference. University of North Carolina, Chapel Hill.
- C. Harrington with T. Schibik. 2005. Evaluating Best Practices in Student Learning Outcomes Assessment. 10<sup>th</sup> Annual Nursing and Health Educators Conference. Evansville. - Keynote
- C. Harrington, T. Schibik, and J. Wingo. 2005. College Student Eagerness and Persistence to the Second Year. 19<sup>th</sup> Annual Meeting of the Indiana Association for Institutional Research. Greencastle.
- C. Harrington, T. Schibik, and S. Gordon. 2005. The Utilization of Course Management Systems in Business Schools: Some Recent Evidence. Proceedings of the 41<sup>st</sup> Annual Conference of the Midwest Business Economics Association. Chicago.
- C. Harrington with S. Reasons. 2004. Student Evaluation of Teaching in Distance Education Courses. 2004 Conference of the Indiana Partnership for Statewide Education. Purdue University.
- C. Harrington. 2004. Service Learning and the Introductory Statistics Course: A Primer for Engagement. Proceedings of the 40<sup>th</sup> Annual Conference of the Midwest Business Economics Association. Chicago.
- C. Harrington with J. Wingo. 2004. Quality Starts at Home: Assessing Institutional Research Capacity. 18<sup>th</sup> Annual Meeting of the Indiana Association for Institutional Research. Terre Haute.
- C. Harrington with T. Schibik. 2003. Student Evaluation of Teaching: What Every Institutional Research Should Know. 18<sup>th</sup> Annual Meeting of the Indiana Association for Institutional Research. Nashville. *Recipient of the Best Conference Paper Award.*
- C. Harrington. 2002. Reframing Institutional Research: Bolman and Deal Revisited. 17<sup>th</sup> Annual Meeting of the Indiana Association for Institutional Research. Nashville. *Recipient of the Best Conference Paper Award*

- C. Harrington. 2002. The Outsourcing of Faculty Work in Higher Education. Proceedings of the 38<sup>th</sup> Annual Conference of the Midwest Business Economics Association. Chicago
- C. Harrington. 2002. Facilitating Student Engagement in Introductory Statistics Courses. Proceedings of the 38<sup>th</sup> Annual Conference of the Midwest Business Economics Association. Chicago.
- C. Harrington. 2002. What Do We Know About Our Distance Learners Anyway? 15<sup>th</sup> Annual Meeting of the Tennessee Association for Institutional Research. Brentwood.
- C. Harrington. 2002. Assessing Student Needs for Distance Education. 15<sup>th</sup> Annual Meeting of the Tennessee Association for Institutional Research. Brentwood.
- C. Harrington. 2001. Diagnosing Distance Learning Student Support Needs. 15<sup>th</sup> Annual Meeting of the Indiana Association for Institutional Research. Nashville. *Recipient of the Best Conference Paper Award*
- C. Harrington with K. Snider. 2001. Developing Data Resources to Support Institutional Self-Study. 15<sup>th</sup> Annual Meeting of the Indiana Association for Institutional Research. Nashville.
- C. Harrington. 2001. Linking Students with Academic Majors and Careers. 3<sup>rd</sup> Annual Lilly Endowment Forum on Retention. IUPUI.
- C. Harrington. 2001. Sustaining Cultural Change within an Institution: Life After Lilly. 3<sup>rd</sup> Annual Lilly Endowment Forum on Retention. IUPUI
- C. Harrington with L. Schartman. 2000. Applying Bolman and Deal's Restructuring Framework to Institutional Research. 11<sup>th</sup> Annual Meeting of the Michigan Association for Institutional Research. Cadillac.
- C. Harrington. 2000. Part-Time Faculty and Implications for Academic Planning. 13<sup>th</sup> Annual Meeting of the Tennessee Association for Institutional Research. Nashville.
- C. Harrington. 2000. Are there Hidden Costs in Utilizing Part-Time Faculty? 14<sup>th</sup> Annual Meeting of the Indiana Association for Institutional Research. Nashville. *Recipient of the Best Conference Paper Award*
- C. Harrington. 2000. A Conversation with Lilly Scholars. 2<sup>nd</sup> Annual Indiana State University Conference on Student Learning Outcomes Assessment. Terre Haute.

- C. Harrington with G. Roux. 1999. The Study of Infant Mortality: A Community Partnership Model. 10<sup>th</sup> Annual Indiana Academy of Family Physician's Commission on Clinical Policies and Research. Indianapolis.
- C. Harrington, G. Roux, and N. Coudret. 1999. Vanderburgh County Fetal and Infant Mortality Review Study. Southern Illinois University Symposium on Healthcare and Nursing Research.
- C. Harrington, G. Roux, and N. Coudret. 1999. Vanderburgh County Fetal and Infant Mortality Review Study and Community Interventions: Continuum of Perinatal Care. Southern Indiana Nursing Research Symposium. Evansville.
- C. Harrington. 1997. A Conceptual Model for Assessment Using Causal Analytical Modeling Via Blocked Regression Analysis (CAMBRA). 11<sup>th</sup> Annual Meeting of the Indiana Association for Institutional Research. Nashville.
- C. Harrington. 1996. The Academic Profession Revisited: A Survey of the Academic Profession. 10<sup>th</sup> Annual Meeting of the Indiana Association for Institutional Research. Nashville.

**UNIVERSITY  
WORKSHOP  
PRESENTATIONS**

- Preparing for Promotion and Tenure, 2005, 2006, 2007, 2012
- Introduction to Service Learning, 2006
- Classroom Assessment Techniques, 2006, 2004 - 2001
- Measuring Student Learning in Skills-Based Courses, 2004, 2012
- Utilizing Personal Digital Assistants in the Classroom, 2003
- Assessing the Living-Learning Communities Experience, 2003
- Focus Group Interview Techniques, 2003 - 2000
- Paired Samples t-tests, 2004, 2002
- Best Practices in Assessing Student Learning, 2002, 2003
- Assessing On-Line Learning, 2002
- Building Assessments and Evaluations, 2002, 2001
- Course Level Outcomes Assessments, 2002, 2001
- Measuring Student Learning, 2001
- Creating and Using Surveys, 2001
- Strategic Thinking, 2000, 2012
- Competency-Based Leadership, 2005 – 1998, 2012
- Academic Program Review, 2003, 2001, 1999

**SOCIETY**

**AFFILIATIONS**

- American Educational Research Association
- American Statistical Association
- Association of Governing Boards of Universities and Colleges
- Association for Continuing Higher Education
- Association for Institutional Research
- Association for the Study of Higher Education
- Consortium for Student Retention Data Exchange
- Council for the Advancement and Support of Education
- National Academic Advising Association
- National Association of Student Personnel Administrators
- National Council for Undergraduate Research
- National Indian Education Association
- Society for College and University Planning

**OTHER**

**PROFESSIONAL**

**ACTIVITIES**

- Academic Leader: The Newsletter for Academic Deans and Department Chairpersons - Editorial Advisory Board (2001 – 2014)
- Association for Institutional Research (1991 – 2010t)
  - Professional Development Services Committee (2000 – 2005)
    - Director – Foundations Institute (2006) (2004) (2000)
    - Faculty – Applied Statistics Institute (2003) (2001)
    - Director – Applied Technology Institute (2002)
- Biopharmaceutical Development Regional Exchange Group – Advisory Committee (2010 – 2012)
- Carolina Commerce and Technology Center, Inc. (COMtech) – Marketing Committee, Fund Raising Committee (2010 – 2012)
- Indiana Campus Compact – Advisory Board Member - (2003 – 2005)
- Indiana Data Cooperative – Founding Board Member (2002 – 2005)
- Higher Learning Commission, North Central Association of Colleges and Schools
  - PEAQ Consultant-Evaluator, Team Chair Corps (1999 – 2005)
  - AQIP Facilitator (2001 – Present)
  - AQIP Portfolio Review Chair (2007 – 2015)
  - AQIP Systems Appraiser (2001 – 2014)
- International Journal of Sustainable Strategic Management (Editorial Review Board)
- Journal of College Student Retention: Research, Theory, and Practice (Manuscript Reviewer) (2002 – Present)
- North Carolina Biotechnology Center, Advisory Committee for Biotechnology in Southeastern North Carolina, AgBio Advisory Subcommittee (2009 – Present)
- Palmetto College (University of South Carolina) – Implementation Team, Academic Affairs Advisory Committee (2012 – 2014)

**COMMUNITY  
SERVICE -  
COMMITTEES**

- Scientific Journals International – Editorial Advisory Board (2004 – 2018)
- South Carolina Commission for Higher Education – Advisory Committee on Academic Programs (2012 – 2014)
- Southeastern North Carolina Regional Microanalytical and Imaging Center (SENCR-MIC) – Scientific Advisory Board (2007 – 2010)
- Southern Association of Colleges and Schools  
Consultant-Evaluator (2005 – 2015)
- University Center Greenville – Academic Advisory Board (2012 – 2014)
- US Small Business Administration – SCORE mentor – (2020 – present)

- Board of Directors and President, Mary and Martha Services (2015- 2023)
- Board of Directors and Vice President, Brittany Strom Foundation (2021-)
- Board of Directors and Treasurer, Beulah Creek Conservation Group (2017-)
- Volunteer, After School Programs, Hendrix Elementary School (2018-)
- President, Gideons International, Chesnee – Cowpens Camp (2018-)
- Board of Directors, Spartanburg Regional Hospital Foundation – Heart Division (2014-2017)
- Board of Directors, Mobile Meals, Spartanburg, SC (2013- 2017)
- Board of Advisors, Spartanburg Scholar’s Academy. 9-12 STEM Magnet High School (2012-2014, Chairman, 2012-2013)
- Consulting Beekeeper, UNCP / ComTech Honeybee Research Park (2009 – 2012)
- Education and Workforce Advisory Committee, Base Realignment Advisory Committee, U.S. Department of the Army, Ft. Bragg, North Carolina (2006 – 2010)
- Southeastern North Carolina Allied Health Regional Service Partnership – Advisory Board (2008-2010)
- Thomas Family Center for Entrepreneurship – Board of Directors (2005 – 2010); Treasurer (2005 – 2010)
- Carolina Arts Network, Board of Directors (2006 – 2012)
- Evansville Courier Company, Moderator – Evansville Town Meeting: Public Confidence in the Judiciary (2001)
- Evansville Human Resources Association, Statistical Consultant (2000 – 2009)
- Evansville-Vanderburgh School Corporation, Moderator – Community Conference on Education (1999 - 2002)
- Leadership Evansville, Board of Directors (1997 – 2003); President (2001-2002), Vice President for Programs (1998-2001), LE Class of 1997
- North Carolina Louis Stokes Alliance for Minority Participation (NC-LSAMP) (Governing Board Member, 2006 – 2010)
- Our Greater Community, Board of Directors (1998-1999: Defunct in 1999)
- Partnership for Healthcare Informatics, Statistical Consultant (1998-2005)

**COMMUNITY  
SERVICE PROJECTS**

- Public Education Foundation of Evansville, Inc., Board of Directors; (1997 – 2004) - Past President (2004), President (2001 – 2004), Vice President for Grants and Projects (1998 -2001)
- United Way of Southwestern Indiana, Member – Steering Committee on Community Needs Assessment (2003 – 2005)
- Vanderburgh County March of Dimes, Volunteer (1995 – 2005)
- Welborn Baptist Hospital Foundation, Member – Steering Committee on Strategic Needs Assessment (2001 – 2005)
  
- Martha and Mary Services, Inc. *Nonprofit Governance and Organizational Finance*, 2018-2019
- Urban Hope, *Nonprofit Governance*, Spring 2018
- Fostering Great Ideas, *NonProfit Business Startup*, 2017
- Chosen Children Ministries, *Fund Raising, Capital Campaign Management*, 2017
- Hubcity Animal Project, *Marketing, Branding, and Donor Management*, 2017
- Urban Hope. *Fund Raising and Board Development*, 2018
- Holy Communion Lutheran Church, Eccumenical Outreach, *Diversity, Engagement, and Service*
- Spartanburg Chamber of Commerce, 2012 - , *Entrepreneurship and Economic Development Pathways*
- United Way of Southwestern Indiana *Community Needs Assessment*, 1997-2004
- Public Education Foundation of Evansville, Inc. *Endowment Campaign Feasibility Study*, 2005
- Downtown Evansville, Inc. *Downtown Housing Needs Assessment*, 2005
- YMCA of Southwestern Indiana, *Membership Needs Assessment*, 2005
- Downtown Evansville, Inc. *Childcare Needs Assessment*, 2004
- St. Mary's Hospital, Family Practice Residency, *Resident Research and Statistics Training Workshops*, 2004
- Deaconess Hospital, *Staff Leadership Development*, 2003
- Bristol Myers – Squibb Pharmaceuticals, *Statistical Process Control Techniques*, 2003
- Kennel Club of Evansville, *Membership Satisfaction Survey*, 2003
- Evansville Human Resources Association, *Analysis of Regional Compensation Strategies and Practices in Business and Industry*, 2001 – Present
- YMCA of Southwestern Indiana, *Membership Satisfaction Survey*, 2000
- Evansville Police Department, *Community Policing Awareness Survey*, 2000
- Berry Plastics, *Employee Productivity and Satisfaction Survey*, 2000
- American Institute of Architects – Indiana Chapter, *Membership Professional Development Needs Assessment*, 2000



## Charles F. Harrington

Page 25

### SPEECHES AND ADDRESSES

- 25 Years of Great Advice. Commencement Address. USC Upstate, Winter Convocation, 2012.
- Integrity, Courage, and Character. Keynote Address. USC Upstate Student-Athlete Fall Convocation.
- The Future of Libraries. Keynote Address. Friends of Livermore Library (UNCP) Donor Recognition Banquet.
- How to be a Good Alumnus. UNCP Senior Brunch Keynote.
- Entrepreneurship and Regional Economic Development. Lumberton Rotary Club
- Where's the Leadership in Public Life? Keynote Address. UNC Pembroke Chapter of Pi Alpha Alpha
- Scientific Integrity. Keynote Address. UNC Pembroke meeting of the Women in Mathematics and Sciences Annual Dinner.
- Academic Advising and Ethical Imperative. Keynote Address, Indiana Academic Advising Network Annual Conference
- Understanding Leadership in the 21<sup>st</sup> Century, Keynote Address, Annual Meeting of Alpha Kappa Psi, USI Chapter
- Leadership in a Time of Moral Crisis, Keynote Address, Annual Meeting of Leadership Perry County
- Game Theory and Probability, Living-Learning Communities Colloquium
- Where's the Honor in the Honor Student? Honors Convocation Keynote Address, Harrison High School
- Leadership Without Easy Answers, Retreat Keynote, Deaconess Hospital Leadership Retreat
- Leadership is not a Spectator Sport, Keynote Address, Evansville Prudential Realtors Awards Luncheon
- My Anxieties Have Anxieties, Honors Convocation Keynote, USI Honors Symposium
- Research Integrity and Discovery, Luncheon Keynote Address, USI RISC Program
- Leadership Development Theory - Explained, Keynote Address, Toyota Corporate Leadership Weekend Workshop
- The Honor of Service, Keynote, Tell City High School Honors Convocation
- The Roles and Functions of Leadership, Guest Address, USI Alpha Kappa Psi Meeting
- The Leadership Imperative, Presidential Keynote, Leadership Evansville Annual Meeting,