

TEXAS STATE VITA

I. Academic/Professional Background

A. Name: Arthur Ray McCrory

Title: Adjunct Instructor

B. Educational Background

<i>Degree</i>	<i>Year</i>	<i>University</i>	<i>Major</i>	<i>Dissertation/Thesis</i>
Ph.D.	2016	University of South Florida	Curriculum & Instruction, with emphasis in Adult Education Department of Leadership, Counseling, Adult, Career, & Higher Education	Global Leadership Competencies in Selected Adult Education Graduate Programs in the United States and Western Europe
M.S.	1997	National University	Instructional Leadership, Curriculum & Instruction Department of Educational Administration and School Counseling/ Psychology	A Call for Advocacy: The Fight for the Survival of Music Education in California Public Schools
B.S.	1989	Auburn University	Criminal Justice, Youth Services	Received 4-year academic scholarship

C. University Experience

<i>Position</i>	<i>University</i>	<i>Dates</i>
Adjunct Instructor	East Carolina University	Aug 2017 – Present
Adjunct Instructor	University of South Florida	May 2013 – Present
Global Citizenship Program Graduate Assistant	University of South Florida	Aug 2013 – May 2016
Adult, Career, and Higher Education (ACHE) Department Graduate Assistant	University of South Florida	Aug 2010 – May 2013
Lecturer	European Management School, Dresden, Germany	Jan 2006 – May 2007
Lecturer	Technical University, Zilina, Slovakia	Sep 1998 – May 2000

D. Relevant Professional Experience

<i>Position</i>	<i>Entity</i>	<i>Dates</i>
Consultant, Leadership and Communications	GLM Consulting St. Vincent de Paul South Pinellas, Inc.	Jan 2015 – Present
Leadership Development Training Specialist	Hillsborough County, Department of Organizational Development and Learning, Tampa, FL	Jul 2016 – Dec 2016
English for Speakers of Other Languages (ESOL) Teacher	EmbassyCES International School, Fort Lauderdale, FL	Sep 2009 – Jun 2010
Corporate Training Consultant, Leadership and Communication Coaching	Twenty-two consulting contracts to develop content and deliver tailor-designed training and professional development services to 1000+ employees in Germany, Czech Republic, Slovakia, Italy, France, and Denmark. Dresden, Germany	Jan 2001 – Aug 2009
Education and Community Relations Specialist	U.S. Peace Corps, Zilina, Slovakia	May 1998 – Aug 2000
Director of Purchasing & Communications	The Music House, Costa Mesa, CA	Jun 1995 – Apr 1998
Deputy Director, Project Handclasp Humanitarian Outreach Program	United States Navy, San Diego, CA	Jun 1993 – May 1995
Division Leader, Training Officer	United States Navy, Pearl Harbor, HI	Aug 1989 – May 1993

E. Other Professional Credentials

University of South Florida Graduate Certificate in Evaluation	2014
Florida Professional Educator's Certification, English for Speakers of Other Languages (ESOL)	2010 – 2014
Teachers of English as a Foreign Language (TOEFL) iBT Test Center Administrator	2011 – 2015
California Professional Teaching Certification, Cross-Cultural Language and Acquisition (CLAD)	1997 – 2002

California Professional Teaching Certification, English Literature (9-12)	1997 – 2002
California Professional Teaching Certification, English Composition (9-12)	1997 – 2002
Surface Warfare Officer Designation	1993

II. TEACHING

B. Courses Taught:

GRADUATE-LEVEL INSTRUCTOR OF RECORD

Instructional Strategies for Adult Learners	Fall 2017
Foundations of Adult Education	Summer 2013

GRADUATE-LEVEL TEACHING ASSISTANT/GRADUATE ASSISTANT

The Adult Learner	Fall 2010
Final Masters Seminar	Summer 2011
Seminar Adult Education	Fall 2010, Fall 2012
Program Management in Adult Education	Spring 2011
Human Resource Development	Spring 2011
Practicum in Adult Education	Fall 2010, Spring 2011, Fall 2011, Spring 2012
Methods of Teaching Adult Education	Summer 2012
Adult Learning and Cognitive Styles	Spring 2011, Spring 2013
International Adult Education	Spring 2011, Spring 2013

UNDERGRADUATE-LEVEL

Global Leadership	Each semester from Fall 2013 – Fall 2017
Senior Capstone for BSAS/BGS	Each semester from Fall 2015 – Fall 2017
Leadership and Social Change	Fall 2016, Fall 2015, Fall 2014
Survey in Contemporary Leadership Readings	Fall 2014
Organizational Theory and Process	Fall 2014
Gender and Equity in Schools and the Workplace	Each semester from Fall 2011 - Fall 2012

D. Courses Prepared and Curriculum Development:

EAST CAROLINA UNIVERSITY

Instructional Strategies for Adult Learners

UNIVERSITY OF SOUTH FLORIDA

Foundations of Adult Education
Global Leadership
Senior Capstone for BSAS/BGS
Leadership and Social Change
Survey in Contemporary Leadership Readings

Organizational Theory and Process

EUROPEAN MANAGEMENT SCHOOL, B.S. INTERNATIONAL BUSINESS

Business Communication & Writing Skills

Presentation Skills Level 1

Presentation Skills Level 2

Negotiating Skills and Critical Thinking

Selected Readings in Business English

TECHNICAL UNIVERSITY, ZILINA, SLOVAKIA

English for Specific Purposes

Faculty of Education

Faculty of Business Management and Information Technologies

Faculty of Economics of Transport

Faculty of Aviation

Faculty of Postal Services

Faculty of Natural Sciences

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press)

1. Books

d. Chapters in Books:

Henry, L. M., & McCrory, A. R. (2015). *Using a collaborative approach to evaluate school-family-community partnerships*. In L. Rodriguez-Campos (Ed.), *Collaborative Evaluations in Practice: Insights from Business, Nonprofit, and Education Sectors* (pp. 161-174).

2. Articles

a. Refereed Journal Articles:

McCrory, A., R., & Rodriguez-Campos, L. (2013). Metaevaluation of a global leadership coaching program. *Global Studies Journal*, 5(3), 71-87.

3. Conference Proceedings

a. Refereed Conference Proceedings:

McCrory, A. R. (2017). *Enhancing curriculum to develop global leadership competencies in adult education graduate programs*. Proceedings of the Global Conference on Education and Research (GLOCER), May 22-25, 2017, Sarasota, FL.

- McCrorry, A. R. & James, W. B. (2016). *Global leadership competencies in selected adult education graduate programs*. Proceedings of the Commission of International Adult Education (CIAE) Pre-conference, Albuquerque, NM.
- McCrorry, A. R., & James, W. B. (2014). *An appreciative inquiry (AI) approach to the creation of a global leadership competency development interview protocol for adult education graduate programs*. Proceedings of the 62nd Annual Commission of International Education (CIAE) Pre-conference. Charleston, SC. Retrieved from
- McCrorry, A. R. (2011). *Global workforce competencies and the identification and selection of candidates for expatriate assignments*. Proceedings of the 61st Annual Commission of International Adult Education (CIAE) Pre-conference, Las Vegas, NV. Eric Education Database (ED 539779). pp. 78-91.
- Wicinski, M. L., & McCrorry, A. R. (2012). *Identifying intercultural sensitivity competencies through focus group research*. Proceedings of the 61st Annual Commission of International Education (CIAE) Pre-conference. Las Vegas, NV. Eric Education Database (ED 539779). pp. 178-189.

5. Reports:

- Rodriguez-Campos, L., McCrorry, A. R., & AbuZayyad-Nuseibeh, H. (2012). *Metaevaluation for the LRC Foundation: Assessing the quality and utility of six selected evaluation reports*.

7. Other Works in Print:

- McCrorry, A. R. (2016). *Global leadership competencies in selected adult education graduate programs from the United States and Western Europe*. Available from ProQuest Dissertations Publishing. (No. 10099882).

B. Works not in Print

1. Papers Presented at Professional Meetings:

- McCrorry, A. R. (May, 2017). *Enhancing curriculum to develop global leadership competencies in adult education graduate programs*. Presentation at the Global Conference on Education and Research (GLOCER). Sarasota, FL.
- McCrorry, A. R. & James, W. B. (November, 2016). *A multi-case examination of global leadership competencies in selected adult education graduate programs in the United States and Western Europe*. Presentation at the 65th Annual Commission of International Adult Education (CIAE) Pre-conference, Albuquerque, NM.
- McCrorry, A. R. & James, W. B. (November, 2016). *Examining global leadership competencies and the standards for graduate programs in adult education*. Presented

at the International/ Intercultural Special Interest Group Session of the Commission for Professors of Adult Education (CPAE) Conference. Albuquerque, NM.

- McCrary, A. R. (November 2016). A review of reported curricular and co-curricular best practices of global leadership competencies in adult education graduate programs. Presented at the 65th Annual American Association of Adult, Career, and Higher Education (AAACE) Conference, Albuquerque, NM.
- McCrary, A. R. (November, 2014). Building a bridge between global leadership and adult education graduate programs. Presented at the 64th Annual American Association of Adult, Career, and Higher Education (AAACE) Conference, Charleston, SC.
- McCrary, A. R. (October, 2014). Game, Set, Match-Serve! An evaluation of a local non-governmental organization (NGO) tennis championship event. Poster Presentation at the 28th Annual Conference of the American Evaluation Association. Denver, CO.
- McCrary, A. R. & AbuZayyad, H. (October, 2013). Comprehension difficulties of non-native English-speaking international conference attendees. Presentation at the 62th Annual American Association of Adult, Career, and Higher Education (AAACE) Conference, Las Vegas, NV.
- Wicinski, M. & McCrary, A. R. (October, 2012). Identifying intercultural sensitivity competencies through focus group research. Presentation at the 61st Annual American Association of Adult, Career, and Higher Education (AAACE) Conference, Indianapolis, IN.
- McCrary, A. R. (October, 2012). Global workforce competencies and the identification and selection of candidates for expatriate assignments. Presentation at the 61st Annual Commission of International Adult Education (CIAE) Pre-conference, Indianapolis, IN.
- McCrary, A. R. (November, 2011). Adult education & career and workforce education. Presentation at the Doctoral Orientation and Retreat of the Adult, Career, & Higher Education Department. University of South Florida, Tampa, FL.
- McCrary, A. R. (November, 2011). The application of concepts from social learning theory and information processing theory on the field of executive coaching: A synthesis of ten empirical studies. Presentation at the Doctoral Orientation and Retreat of the Adult, Career, & Higher Education Department. University of South Florida, Tampa, FL

2. Invited Talks, Lectures, and Presentations:

- McCrary, A. R. (March, 2017). Appreciative inquiry methods of delivering student and employee feedback. Invited guest lecturer in Methods of Teaching Adults graduate course, University of South Florida, Tampa, FL.

McCrary, A. R. (September, 2016). *Developing a performance evaluation plan in non-profit organizations*. Presented at regional meeting of the Society of St. Vincent de Paul South Pinellas, Inc. St. Petersburg, FL

McCrary, A. R. (April, 2016). Start small: Creating your first published evaluation report. Invited talk at the Brown Bag Series Lectures of the Research and Measurement Department, University of South Florida, Tampa, FL.

3. Consultancies:

McCrary, A. R. (2011). German cultural competency in the workforce. Knowledge Question Education Solutions. Tampa, FL.

4. Workshops:

Learning and Organizational Development Department, Hillsborough County, FL
Assessed needs, designed, developed, facilitated and evaluated following workshops:
New Hire Orientation
Diversity and Inclusion in the Workplace
Building Trust in High Pressure Environments
Effective Meeting Management
Performance Management Plan Development

United States Navy

Conducted intensive, hands-on specialized training in following areas:
Shipboard damage control procedures
Firefighting techniques
Mass conflagration evaluation and support
Chemical, biological, and radiological (CBR) counter-measures

5. Other Works not in Print:

a. Works “submitted” or “under review”

McCrary, A. R. (2017). Enhancing curriculum to develop global leadership competencies in adult education graduate programs. *Journal of Global Education and Research (JGER)*. Accepted, publication date pending.

b. Works “in progress”

McCrary, A. R. (In Revision). Appreciative inquiry (AI) as a framework in the creation of a qualitative interview protocol. Target journal: *Qualitative Studies Journal*.

McCrary, A. R. (In Revision). She said what? How to handle unexpected examples of “shocking” descriptions gathered during a qualitative study. Target journal: TBD.

McCrorry, A. R. (In Revision). Perceptions of the global leadership construct from adult education faculty in the United States and Western Europe. Target journal: TBD.

McCrorry, A. R. (In Revision). A comparison of leadership development in the United States Navy and the Peace Corps through the lens of a gay man: An autoethnography. Target journal: TBD.

McCrorry, A. R. (In Revision). Describing a four-tiered process to increase content validity in the creation of an interview protocol for qualitative studies. Target journal: TBD.

McCrorry, A. (In Revision). Global learning theories. Target journal: Global Studies Journal

c. Other works not in print

Vavrikova, H. & McCrorry, A. English usage in business management and information technology industry. Sponsored textbook creation by the Oxford University Press for use in Technical University, Zilina Faculty of Business and Informatics.

C. Grants and Contracts

3. Funded Internal Grants and Contracts:

University of South Florida Office of Student Affairs Conference Travel Grant, \$500.

4. Submitted, but not Funded, Internal Grants and Contracts:

D. Fellowships, Awards, Honors:

2013 University of South Florida, Certificate of Appreciation for **Outstanding Service** to the Department of Adult, Continuing, and Higher Education

2013 – 2014 University of South Florida Graduate School, Doctoral Student Leadership Institute. \$10,000 Fellowship.
 Selected as one of 12 interdisciplinary doctoral students across the entire university to participate in fellowship incorporating training in leadership across settings (academic, governmental, non-profit, business, global), mentorship, the most current empirical literature in the field of leadership and leadership development, and the development of written leadership action plans.

2012 Nominated for K. Patricia Cross Future Leaders Award of the Association of American Colleges and Universities (AAC& U).

IV. SERVICE**A. Institutional**

1. University:

Coordinated and facilitated University of South Florida Global Citizens Conference Faculty Panel, USF

Served as student representative on the University of South Florida General Education Curriculum committee

Coordinated and facilitated welcoming ceremonies and activities for incoming Freshmen selected to participate in the University of South Florida's Global Citizenship Program.

2. College:

Served as student writing advisor and consultant, providing copy editing and proofing to 22 doctoral dissertations in the College of Education.

3. Department/School:

Served as student representative on Department of Adult, Continuing, and Higher Education search committee for new tenure-track assistant professor faculty position.

Coordinated Department of Adult, Continuing, and Higher Education Doctoral Student Retreat and Orientation for 2 years

Interviewed, wrote, and submitted nomination form for Dr. Kathy King's membership into the Adult Education Hall of Fame

B. Professional:*Service to the profession*

Track Chair, Global Competence

2017 Global Conference on Education and Research (GLOCER.org), May 22-25, University of South Florida/Sarasota, Sarasota, FL

Scientific & Paper Review Committee

2018 Global Conference on Education and Research (GLOCER.org), April 17-20, University of Nevada, Las Vegas, NV

Current Membership

American Association of Adult and Continuing Education (AAACE) 2010 – Present

Returned Peace Corps Volunteer (RPCV) Association 2000 – Present

Previous Membership

Association for Talent Development (ATD, formerly ASTD) 2011 – 2017

Association of Leadership Educators (ALE) 2015 – 2016

International Leadership Association (ILA) 2015 – 2016

Society for Human Resource Development (SHRD)	2013 – 2015
Teachers of English to Speakers of Other Languages (TESOL)	2000 - 2009

C. Community:

Service Leadership

Advantage Tampa Bay (Non-Profit) Elected to Board of Directors 2014 – 2016	2010-Present
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Peace Corps Volunteer – Slovakia Completed two-year volunteer service. Assigned to Technical University, Zilina as education and community relations specialist. Designing and delivered curriculum in multiple faculties. Served on the Slovak National Examination Board for three National English Exams. Co-authored a new English textbook for the Faculty of Business Management and Information Technologies. Served as English language editor the university's joint Slovak-English professional journal <i>Kommunicatia/Communication</i> .	1998 – 2000
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US Agency for International Development (USAID) Small Projects Assistance (SPA) Program Committee – Bratislava, Slovakia Elected to serve a one-year term as Education Representative on USAID-funded grant authorization committee. The program provided funds to assist communities with the design, implementation and evaluation of grass-roots community development efforts with budgets up to \$10,000. Facilitated meetings during review and evaluation process. Led formal meetings with the grant applicants. Drafted, edited, and forwarded to the country director for final approval the recommendations of the board.	1999-2000
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Project Handclasp Humanitarian Outreach Program, U.S. Navy Appointed as senior officer for the U.S. Navy's worldwide humanitarian program. Managed staff of 12 civilian and military employees, providing leadership for staff career and professional development, office management, and public relations. Awarded U.S. Navy Achievement Medal for conducting in-depth research and cultural needs assessment for the management and distribution of a \$5MM inventory of humanitarian materials staged in eight locations worldwide. Wrote annual strategic plan reports and personnel policy statements. Coordinated donation efforts of humanitarian materials from corporations and non-profit organizations. Demonstrated public speaking skills at board meetings and conferences. Wrote and presented the Annual Report to the Board of Directors as well as distribution reports to Fleet Commands and Group Commands worldwide.	1993 – 1995
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Community Relations Officer, USS Cushing Served as Community Relations Officer. Coordinated humanitarian visits and projects in Venezuela, Chile, Uruguay, Columbia, the Philippines, and Indonesia.	1990 – 1993
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Volunteer

Supportive Services for Veteran's Families (SSVF), St. Vincent de Paul, Tampa, FL	2015 – 2017
Leukemia & Lymphoma Society, Orlando, FL	2017
Florida Special Olympics, Orlando, FL	2016

Tampa Hillsborough Homeless Initiative (THHI), Tampa, FL	2013 – 2015
Hillsborough County Operation Reveille for Homeless Veterans, Tampa, FL	2014
THHI Point-in-Time Homeless Count, Tampa, FL	2013 – 2015
Hillsborough County Homeless Coalition, Homeless Veterans Memorial, Tampa, FL	2013
Run for Veterans, Tampa, FL	2015
Noah's Light Foundation, Orlando, FL	2015

D. Service Honors and Awards:

English Editor, Kommunikatia (Communications). Research Journal of Technical University Zilina, Slovakia	1999
National University Academic Scholarship. San Diego, CA.	1996
United States Navy Distinguished Service Medal. San Diego, CA	1995
United States Navy Meritorious Unit Commendation National Defense Service Medal	1993
Sea Service Deployment Ribbon with Bronze Star Coast Guard Special Operations Service Ribbon	
Navy Reserve Officer Training Corps (NROTC) 4-year Academic Scholarship. Auburn, AL \$40,000	1985

E. Service Grants and Contracts

1. Funded External Service Grants and Contracts:

\$2,000,000. United States Peace Corps/City of Zilina. U.S. Agency for International Development (USAID) project to create and promote community education initiatives in coordination with local Slovak non-governmental organizations (NGOs), public schools, and community business sources. (Principle grant writer.)	2000
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Updated 6/2012