

John C. Griffith, Ph.D.

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Associate Professor, College of Arts and Sciences
Interim Department Chair, STEM Education
Embry-Riddle Aeronautical University - Worldwide

Overview



Dr. John Griffith has served as the Interim Department Chair for STEM Education since Jan 2020. This department was formally known as Mathematics, Physical and Life Sciences (MPLS). He served as Department Chair of Mathematics, Physical and Life Sciences from June 2016 through Dec 2019.

John began teaching for Embry-Riddle Aeronautical University – Worldwide as an adjunct faculty member at the Eglin and Hurlburt Field campus in 2001. John served full time as the Director of Academics at Sheppard Air Force Base after retiring from the Air Force as a Lieutenant Colonel in 2005. In 2009, he was promoted to Associate Dean for Academics in the Western Region where he served until 2013 when he joined the College of Arts and Sciences as a tenure track faculty member. John served as the Program Chair for the BS in Interdisciplinary Studies and the Liaison between the COAS Security and Emergency Services (SES) Department and Daytona Beach Security Studies and International Affairs department from 2015-16.

John worked with the Daytona Beach campus to convert two master's degrees, one bachelor's degree and two minors for online delivery through the Worldwide campus. He was the department point of contact with Fire Education Services Higher Education (FESHE) and ensured the additional recognition (dual credit) for 7 non-core courses. John worked with department faculty on securing the International Fire Service Accreditation Congress (IFSAC) 2016 accreditation. John also developed the Bachelor of Science in Interdisciplinary Studies serving as program chair until Dec 2016. He worked with Worldwide campus administration to secure the agreement with the U.S. Air Force on the Air University – Associates to Baccalaureate Cooperative (AU-ABC) for the BS in Emergency Services and BS in Interdisciplinary Studies degrees. John worked with MPLS Department Faculty to implement minors in Environmental Sciences, Mathematics and Military Science. John also collaborated with department and college leadership to offer a BS Interdisciplinary Studies students a 4+1 opportunity with either the Master of Science in Cybersecurity Management and Policy or the Master of Science in Human Security and Resilience.

Embry-Riddle Aeronautical University – Worldwide Positions Held

Director of Academics, Sheppard Air Force Base Campus: 2005-2009
Western Region Associate Dean (Academics): 2009-2013
Vetted – Tenure Track, College of Arts and Sciences: 2013 - present
Program Chair, B.S. Interdisciplinary Studies: 2015-2016
Security and Emergency Services Liaison with Daytona Beach Campus SSIA: 2015-2017
Department Chair, Mathematics, Physical and Life Sciences (MPLS): 2016–2019
Interim Department Chair, STEM Education, 2020 to present (department renamed from MPLS)
Tenure - ERAU Worldwide, College of Arts and Sciences: 2019

Academic Areas

Statistics/Research, Management/Organizational Behavior, Education

Degrees

Doctor of Philosophy, Toulouse Graduate School, University of North Texas, 1998
Major: Applied Training, Technology and Development
Minor: Management
Additional concentration: 18 hours in Statistics/Research Methods

Dissertation title: “The Effect of Study Skills Training Intervention on United States Air Force Aeromedical Apprentices”

Master of Science, Central Michigan University, Administration, 1987

Bachelor of Science, Southern Illinois University, Health Care Management, 1986

Associate in Applied Science, Community College of the Air Force, Aircraft Maintenance, 1984.

Associate of Arts, Cuyahoga Community College, General Studies, 1984

Teaching

Teaching Experience

Embry- Riddle Aeronautical University	2001 – Present
Midwestern State University	2005 - 2008
University of North Texas	2004 - 2005
Wayland Baptist University	1999
United States Air Force	1993-1997
Georgia Military College	1989

Courses Taught

Graduate

- Adult Teaching and Learning Theory
- Aviation/Aerospace Curriculum
- Graduate Capstone Course committee chair (over 180 student capstone projects)
- Integrated Logistics in Aviation Management
- Leadership
- Methods and Procedures for Aviation/Aerospace Research (Capstone Proposal course)

Undergraduate

- Aviation Labor Relations
- Analytical Approaches to Public Fire Protection
- Business Law
- Statistics
- Computer Based Instruction
- Fire and Emergency Services Administration
- Introduction to Research Methods
- Organizational Behavior
- Social Responsibility and Ethics in Management
- Senior Thesis, Bachelor of Science in Interdisciplinary Studies

U.S. Air Force

- Medical Readiness (Laws of Armed Conflict, Litter Obstacle course, Triage, 1993-1995)
- Medical Information Systems (1995-1997)
- Patient Administration (1995-1997)

Class Guest Speaker

Griffith, J. (2019, November). Leadership: From theory to (best) practice. *Emery-Riddle Aeronautical University New Manager's Management Development Group Course*. Daytona Beach FL.

Griffith, J. (2019, October). Leadership: Theory to best practice. *Emery- Riddle Aeronautical University Practicing Leaders Course*. Retrieved from EagleVision Link: <https://eaglevision.adobeconnect.com/pe2vrdsjslr7>

Griffith, J. (2006, July). Leadership, What I learned. *400 level leadership capstone course, Midwestern State University*. Wichita Falls Texas

Griffith, J. (2003, November & 2004, June). Negotiation strategies *U.S. Air Force Pharmacy Initial Officer Course*. Sheppard Air Force Base, Wichita Falls Texas

Course Monitor

FIRE 305 Fire Prevention Organization and Management (2013-2016)
FIRE 400 Analytical Approaches to Public Fire Protection (2013-2016)

Scholarly and Professional Activities

Link to selected works: http://works.bepress.com/john_griffith/

Published – Refereed Journal or Book Chapter

- Bourdeau, D. T., Griffith, K. V., Griffith, J. C., and Griffith, J. R. (2018). An investigation of the relationship between grades and learning mode in an English composition course. *Journal of University Teaching & Learning Practice*, 15(2). Retrieved from <http://ro.uow.edu.au/jutlp/vol15/iss2/3>
- Faulconer, E. Griffith, J. & Frank, H. (2019). If at first you do not succeed: Student behavior when provided feedforward with multiple trials for online summative assessments. *Teaching in Higher Education*. Retrieved from DOI: 10.1080/13562517.2019.1664454
- Faulconer, E. K., Griffith, J. C., Wood, B., Acharyya, S., and Roberts, D. L. (2018). A comparison of online, video synchronous, and traditional learning modes for an introductory undergraduate physics course. (*Journal of Science Education and Technology* 27(5), 404-411. Retrieved from <https://doi.org/10.1007/s10956-018-9732-6>
- Faulconer, E. K., Griffith, J. C., Wood, B. L., Acharyya, S., and Roberts, D. L. (2017). A comparison of online and traditional chemistry lecture and lab. *Journal of Chemistry Education Research and Practice*. DOI: 10.1039/C7RP00173H
- Griffith, J. C. (1999). The effect of study skills on United States Air Force allied health students, *National Association of Developmental Education Monograph: The Expanding Role of Developmental Education* 21-30
- Griffith, J. C. (1998). An effective investment: Teaching study skills to USAF allied health professionals prior to extended training. *American Academy of Medical Administrators Executive*, 38(4), 24-26.
- Griffith, J. C., & Herron, R. I. (2014). Preferred learning mode, instructor competence and tuition reimbursement: What our faculty and students are telling us. *International Journal of Aviation, Aeronautics, and Aerospace*, 1(4), 1-22. Retrieved from <http://commons.erau.edu/ijaaa/vol1/iss4/4>
- Griffith, J. C., and Roberts, D. L. (2018). Workplace bullying, emotional abuse, and harassment in fire departments. In D’Cruz, P., Noronha, E., Keashly, L., Tye-Williams S (eds.), *Special topics and particular occupations, professions and sectors: Handbooks of workplace bullying, emotional abuse and harassment* (Vol 4., pp. 1-28). Singapore:

- Springer. Retrieved from https://doi.org/10.1007/978-981-10-5154-8_15-1
- Griffith, J. C., Roberts, D. L., & Schultz, M. C. (2014). Relationship between grades and modes of learning. *The Journal of American Business Review, Cambridge*, 3(1), 81-88.
- Griffith, J. C., Roberts, D. L., & Wakeham, R. T. (2016). Bullying at the fire station? Perceptions based on gender, race and sexual orientation. *American International Journal of Social Sciences*, 5(2), 34-44.
- Griffith, J. C., Roberts, D. L., & Wakeham, R. T. (2015). A meta-analysis of crew resource management/incident command systems implementation studies in the fire and emergency services. *Journal of Aviation/Aerospace Education and Research*, 25(1), 1-25. Retrieved from <http://dx.doi.org/10.15394/jaaer.2015.1647>
- Griffith, J. C., & Schultz, M. C. (2014). Perceptions of instructors and students with regard to synchronous video learning. *Journal of American Academy of Business, Cambridge*, 20(1), 50-58.
- Griffith, J. C., Schultz, M. C., Schultz, J. T., & Wakeham, R. T. (2015). Does the fire station have a glass ceiling? Perceptions of female firefighters. *Journal of American Academy of Business, Cambridge*, 20(1), 26-32. Retrieved from <http://www.jaabc.com/Jaabc21-1September2015Schultz.html>
- Griffith, J. C., Schultz, J. T., Wakeham, R. T., & Schultz, M. C. (2016). A replication of the 2008 U.S. national report card study on women in firefighting. *The Business Review Cambridge*, 24(1), 13-18. Retrieved from <http://www.jaabc.com/BRC24-1Summer2016Schultz.html>
- LaBeouf, J. P., Griffith, J. C., & Roberts, D. L. (2016). Faculty and student issues with group work: What is problematic with college group work assignments and why. *The Journal of Education and Human Development*, 5(1), 13-23. Retrieved from http://jehdnet.com/journals/jehd/Vol_5_No_1_March_2016/2.pdf
- LaBeouf, J. P., Griffith, J. C., & Schultz, M. C. (2014). The value of academic group work: An examination of faculty and student perceptions. *The Business Review, Cambridge* 22(1), 32-39. Retrieved from <http://www.jaabc.com/BRC22-2December2014Griffith.html>
- Roberts, D., & Griffith, J. C. (2019). A tale of two airlines: A comparative case study of high-road versus low-road strategies in customer service and reputation management. *International Journal of Aviation, Aeronautics, and Aerospace*, 6(2). Retrieved from <https://doi.org/10.15394/ijaaa.2019.1317>
- Roberts, D., Griffith, J., Faulconer, E., Wood, B., & Acharyya, S. (2019). An investigation of the relationship between grades and learning modes in an introductory research methods course. *Online Journal of Distance Learning Administration*, 22(1), 1-13. Retrieved from

https://www.westga.edu/~distance/ojdla/spring221/roberts_griffith_faulconer_wood_acharyya221.html

Published - Conference Proceedings

Griffith, J. C. (2018, February). Adjunct faculty training, mentoring and evaluation at the department level. *Academic Chairpersons Conference Proceedings*, Orlando FL. Retrieved from <http://newprairiepress.org/accp/2018/operations/8/>

Griffith, J. C. (2000). Effect of study skills training. *National Association for Developmental Education (NADE) 2000 Selected Conference Papers*, 6, 20-23

Griffith, J. C. (1999). The effect of study skills training intervention on United States Air Force aeromedical apprentices, *Proceedings of the 1999 Academy of Human Resource Development Conference*, 263 – 270.

Griffith, J. C., Roberts, D. L., & Wakeham, R. T. (2015, January). A meta-analysis of crew resource management/incident command systems implementation studies in the fire and emergency services. *Aviation / Aeronautics / Aerospace International Research Conference*, Phoenix AZ. Retrieved from <http://commons.erau.edu/cgi/viewcontent.cgi?article=1074&context=aircon>

Wakeham, R. T., & Griffith, J. C. (2015, January). Unmanned aerial systems in the fire service: Concepts and issues. *Aviation / Aeronautics / Aerospace International Research Conference*, Phoenix AZ. Retrieved from <http://commons.erau.edu/cgi/viewcontent.cgi?article=1088&context=aircon>

Conference Presentations

Faulconer, E., Griffith, J., & Frank, H. (2019, Jan). If at first you do not succeed: Student benefits of multiple trials on assessments. Lilly Conference – Evidence-Based Teaching and Learning. Symposium conducted at the meeting of the Lilly Conference, Austin Texas. Retrieved from https://docs.wixstatic.com/ugd/7516e7_c28b04cf08ca4865a0640026fa0641f8.pdf

Griffith, J. C. (2020, January). Over the wire vs face to face: Do college students perform as well in a distance learning environment as in traditional lecture STEM courses? *Sunshine State Teaching and Learning Conference*, Daytona Beach FL.

Griffith, J. C. (2020, February). Leadership: From theory to (best) practice. Academic Chairperson's Conference, Savannah GA.

- Griffith, J. C. (1991, April) A successful patient relations program. *SHOGUN Medical Society Symposium*, Tokyo, Japan.
- Griffith, J. C., & Herron, R. I. (2014, October). What our faculty and students are telling us. *Bollinger/Rosado Teaching and Learning Effectiveness Symposium*. Symposium conducted at the meeting of the Embry-Riddle Aeronautical University Worldwide Campus Faculty Senate, Daytona Beach, FL.
- Griffith, J. C., & McMasters, B. (2020, January). Does modality make a difference in an elementary statistics course? *Lilly Conference*, Austin Texas.
- Griffith, J. C., Roberts, D. L., & Schultz, M. C. (2014, December). Relationship between grades and modes of learning, *The Finance, Economics, MIS and Global Business Research Conference*. Miami, FL.
- Griffith, J. C., Roberts, D. L., & Wakeham, R. T. (2015, October). Bullying at the fire station? Perceptions based on gender, race and sexual orientation. *National Workplace Bullying Coalition Workplace Dignity Conference*, Shippensburg PA.
- Griffith, J. C. Schultz, M. C., Schultz, J. T., Roberts, D. L., & Wakeham, R. T. (2016, March). Sexual harassment in the fire and emergency services. *iWomen 2016 International Conference*, Sacramento, CA.
- Griffith, J. C., Terwilliger, B. A. (2016, January). Adaptation of forward military aerospace management systems for civilian UAS emergency service operations. *Aviation / Aeronautics / Aerospace International Research Conference*. Chandler AZ 24. <http://commons.erau.edu/aircon/2016/Friday/24>
- LaBeouf, J. P., Griffith, J. C., Roberts, D. L. (2015, October). Academic group work: Perceptions of faculty and students. *Bollinger/Rosado Teaching and Learning Symposium*, Daytona Beach FL.
- LaBeouf, J. P., Griffith, J. C., & Schultz, M. C. (2014, December). The value of academic group work: An examination of faculty and student perceptions. *The Finance, Economics, MIS and Global Business Research Conference*. Miami, FL.
- Roberts, D., L., & Griffith J., C. (2018, September). A tale of two airlines. A comparative case study of high-road versus low-road strategies in customer service and reputation management. Paper presented at the University Aviation Association Conference. Irving TX.
- Roberts, D., Griffith, J., & Faulconer, E. (2019, January). An investigation of the relationship between student success and learning modes in an introductory research methods course. Lilly Conference – Evidence-Based Teaching and Learning. Symposium conducted at the meeting of the Lilly Conference, Austin Texas. Retrieved from https://docs.wixstatic.com/ugd/7516e7_4eed4fca896747ba9d63aaaae596fcbf.pdf

Poster Sessions

Faulconer, E. K., Griffith, J. C., Frank, H. (2018 May). If at first you do not succeed: The student benefits of multiple trials on summative assessments. *Embry-Riddle Aeronautical University Worldwide Campus Research Symposium*. Daytona Beach FL.

McMasters, B., & Griffith, J. (2020, January). Developing Military Members, Dependents and Veterans into World-Class Talent. *Lilly Conference*, Austin Texas.

Roberts, D. L., Griffith, J. C. (2018 May). A tale of two airlines: A comparative case study of high-road versus low-road strategies in customer service and reputation management. *Embry-Riddle Aeronautical University Worldwide Campus Research Symposium*. Daytona Beach FL.

Dissertation

Griffith, J. C. (1998). *The effect of study skills training intervention on United States Air Force aeromedical apprentices* (Doctoral dissertation). University of North Texas. Retrieved from <https://digital.library.unt.edu/ark:/67531/metadc278161/citation/>

American College of Healthcare Executives Fellowship Project

Griffith, J. C. (1998) A prototype model of a group home personnel policy (Expanded Master's Degree Thesis). Retrieved from http://works.bepress.com/john_griffith/11/

Trade Magazine - Non-Refereed Article

Griffith, J. C. (2014, November). An investment in knowledge: 3 key factors for firefighters to consider when selecting a bachelor's degree. *Fire Rescue*, 48-51. Retrieved from <http://www.firefighternation.com/article/professional-development/3-key-factors-firefighters-consider-when-selecting-bachelor-s-degree>

Non-Peer Reviewed Presentations

Griffith, J. C. (2020, March). Student performance in STAT 211 based on learning mode. *College of Arts and Sciences Brown Bag*, Daytona Beach FL.

Course Videos

MSES 530 (2019)

Correlations

Why does the “normal curve” matter?

Independent vs dependent variables

Mean vs Median

BSIS 473

Mean vs Median

Research Grants

- Faculty Research Development Plan (2014 - 2020) \$7,900 in support of seven research projects:

Does modality make a difference in an elementary statistics course? Presented at Lilly Conference, Austin Texas 2020.

An Investigation of the Relationship between Student Success and Learning Modes in an Introductory Research Methods Course. Presented at the Lilly Conference in 2019. Published in 2019.

A Tale of Two Airlines (Donna R. Roberts PI), 2016. Research published in 2019.

Adaptation of forward military airspace management for civilian UAS emergency services operations (with Brent Terwilliger), *Aviation / Aeronautics / Aerospace International Research Conference*, Chandler AZ (2016).

Bullying at the fire station? Perceptions based on gender, race and sexual orientation (with Donna Roberts and Ronald Wakeham), National Workplace Bullying Coalition Workplace Dignity Conference, Shippensburg PA (2015).

Relationship Between Grades and Learning Mode (with Donna L. Roberts and Marian C. Schultz), *The Journal of American Business Review*, Cambridge (2014).

The Value of Academic Group Work: An Examination of Faculty and Student Perceptions (with Joanne P. LaBeouf and Marian C. Schultz), *The Business Review Cambridge* (2014).

- 2013 Worldwide Research Award

Perceptions of Instructors and Students with Respect to Synchronous Video Learning (with Marian C. Schultz), *The Journal of American Academy of Business*, Cambridge (2014).

College of Arts and Sciences College Grant Program (\$3,000)

How we roll: fire crews dispatched to medical emergencies – the best use of talent and resources? (with Donna R. Roberts, 2018)

Memberships

- American Statistical Association 2017-present
- International Association of Emergency Managers (2014-2017)
- International Association of Fire and Emergency Services, Higher Education (2014-present)
- International Association of Women in Firefighting and Emergency Services (2014-present)
- Kappa Delta Pi (1996 – present)
- Phi Kappa Phi (1998 – present)

Past Memberships

- American College of Healthcare Executives:
 - Member, 1984-2005, (Fellow, 1999-2005)
- Academy of Human Resources Development (1999-2001)
- National Fire Protection Association (2014 – 2015)
- National Association of Developmental Education (1999-2001)

Embry Riddle Aeronautical University Professional Development

- Inaugural Practicing Leaders Program. (2018-2019) Embry-Riddle Aeronautical University Leadership Institute

Currency Training/Certifications

Embry-Riddle Aeronautical University Faculty Development Courses Completed

- EagleVision Recertification for new Adobe Connect platform (2016)
- FACD 300/300L Teaching with an LMS/Lab (2015)
- FACD 400 Making the Blend at ERAU (2015)
- FACD 525 APA for Publishing and Academics (2015)
- FACD 700/700L Instructional Use of Blackboard/Lab (2010)
- FACD 701 Teaching at ERAU Worldwide (2011)
- FACD 702 Supporting Online Learners (2010)
- FACD 801 IGNITE Pedagogy Instruction (2012)
- FACD 802 Igniting Research in your Course (2012)

Embry-Riddle Aeronautical University Certifications

- Department Chair (YDC)
- Program Chair (YPC)
- Associate Dean (YAD)
- Director of Academics (YDA)
- Adjunct Faculty Evaluation (YEA)
- Full Time Faculty (YFT)
- HR Diversity Training (YHD)
- HR Sexual Harassment Training (YHS)
- Human Research Training (YRH)
- Blended Learning Certification (YWB)

Service

Embry-Riddle Aeronautical University Assignments:

- Department Chair, Mathematics, Physical and Life Sciences (Aug 2016 to present)
- Program Chair, Interdisciplinary Studies and Associate Program Chair, Emergency Services (Mar 2015 to Dec 2016)
- Associate Program Chair, Emergency Services (Mar 2013-Jun 2016)
- Associate Dean for Academic Affairs, Western Region (2009-2013)
- Director of Academics, Sheppard Air Force Base Campus (2005-09)
- Adjunct Professor, Eglin, Hurlburt and Sheppard AFB campuses (2001-2005)

Faculty Senate:

- Faculty Senator (2006-2009 and 2013-2016)

Faculty Senate Committees:

- Chaired Ad-Hoc Committee on Adjunct Faculty Pay. WW Chancellor approved recommendations resulting in increased pay for adjunct faculty (2007-2008)
- Promotion and Tenure Committee (2013-2014, 2019 to present)
- Faculty Handbook Committee
 - Ad-hoc member (2013)
 - Elected member (2014-2016)
- Faculty Workload ad-hoc Committee (2014-2015)

Editorial boards

- International Journal of Aviation, Aeronautics, and Aerospace Journal (2016 to present)
- College of Arts and Sciences Literary Magazine (2019 to present)

University Committee Work:

- Embry Riddle Aeronautical University Program Review Working Group
 - Worked with Tiger Team of three in support of first-ever General Education Program Review (2015-2016)
- Embry-Riddle Aeronautical University Program Review Committee (2015)
 - Secondary Reviewer for the Bachelor of Science in Homeland Security program review

Worldwide Campus Committees:

- Faculty Senate Promotion and Tenure Committee (2019 to present)
- Worldwide Marketing Strategy Working Group (2016)
- Academic Standards Committee (2013-2016)
- Blackboard Oversight Group (2013-2015)
- EagleVision Working Group (2011-2013)

College/Regional Committees:

- Adjunct Faculty Observation Working Group (2014)
- Director of Academics Handbook, Central Region (2007)

- Faculty of the Year Board, Central Region (2006)

Research/Scholarship Committee work:

- Alpha Sigma Lambda Scholarship Selection Committee (2014 - 2016)
- Bollinger/Rosado Proposal Selection Committee (2013)

Honors and Recognitions

Academic, Teaching and Military Awards

- 2018 **Runner up for ERAU WW Outstanding Accomplishments in Research**
- 2016 **ERAU-WW College of Arts and Sciences 10 Month Faculty of the Year**
- 2016 **Runner up for ERAU WW 10 Month Faculty Latitude Award**
- 2015 **Performance Award**, Embry Riddle Aeronautical University.
- 2014 **Vance Mitchell Award** for outstanding presentation, Bollinger-Rosado Symposium
- 2014 **Best Presenter**, Finance, Economics, MIS and Global Business Research Conference
- 2011 **Performance Award**, Embry Riddle Aeronautical University.
- 2001-2002 **Outstanding Graduate Instructor**, Hurlburt AFB ERAU Florida Campus.
- 1999 **Outstanding Research Project Award**, National Association for Developmental Education.
- 1996 **Instructor of the Year**, 384th Training Squadron.
- 1996 **Company Grade Officer of the Year**, 384th Training Squadron.
- 1995 **Master Instructor**, Air Education and Training Command.
- 1994 **Best Officer Instructor**, Sheppard AFB.
- 1992 **Company Grade Officer of the Year**, 374th Medical Group.
- 1988 **Honor Graduate and Valedictorian** of USAF Health Services Administration Course.
- 1985 **Distinguished Graduate**, Non-Commissioned Officer Preparatory Course
- 1983 **Honor Graduate**, USAF Aerospace Ground Equipment Course

Military Service

Years of Service: 23 **Grade:** Lt Colonel, U.S. Air Force **Retired:** Aug, 2005

United States Air Force

- Squadron Commander, 882 Training Support Squadron, (2003-05)
- Operations Officer/Deputy Squadron Commander, 96 Medical Support Squadron (2001-03)
- Operations Officer/ Deputy Squadron Commander, 96 Medical Operations Squadron (2000-01)
- Chief, Medical Logistics Contracting Branch, USAF Surgeon General's office (1997-2000)
- Instructor, Health Services Administration Course, 384 Training Squadron (1995-97)
- Course Supervisor, Basic Medical Readiness Course (1993-95)
- Director, Resource (budget, personnel) Management 374 Medical Group – Japan (1991-93)
- Director, Patient Administration, 374th Medical Group – Japan (1990-91)
- Director, Personnel and Administration/Section Commander, USAF Hospital Robins (1988-90)
- Enlisted Airman, Firefighter (1985-88)
- Enlisted Airman, Aerospace Ground Equipment Mechanic (1982-85)

Significant Military Officer Courses

- U.S. Air Force Squadron Commander's Course, May, 2003

- Air War College, Correspondence, June 2002
- Intermediate Executive Skills Development Course, Apr, 2001
- Air Command and Staff College, Correspondence 1998
- Squadron Officer School, Correspondence 1992, Residence 1993
- Health Services Administration Course (Valedictorian) 1988

Military Decorations: (Medals):

- Meritorious Service, (4 times)
- Air Force Commendation
- Air Force Achievement
- Air Force Outstanding Unit Award, (3 times)
- Air Force Organizational Excellence Award
- Good Conduct, (twice)
- National Defense Service (twice)
- Global War on Terrorism Service