



DR. LOUIS D. WHITESIDES

Curriculum Vitae



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CRA: CERTIFIED RESEARCH ADMINISTRATOR

SHORT BIOGRAPHY

Born and raised in Orangeburg, South Carolina, Dr. Louis Whitesides is an accomplished higher education administrative professional and the Vice President and Executive Director of the SC State University 1890 Research & Extension Program; a federal and state supported program set to transform the lives of South Carolinians by conducting problem-solving research with the intention to provide quality lifelong learning opportunities.

Whitesides has built a career founded on strong academic merit; featuring a Doctor of Business Administration in International Business (University of Sarasota), MSc. in Business Management (Southern Wesleyan University), BSc. in Computer Science (South Carolina State University), and completed Post-Doctoral training at Cornell and Harvard universities. He is adept in all matters development as well as the application of business and economic development models across different countries.

Whitesides has a history working with renowned corporations such as the Family Health Centers, Inc. in South Carolina and the American Yard Products (now Husqvarna). Leveraging the wisdom of this experience, he learned the skills in leadership, teamwork and organization unique to the corporate world and brings them to bear in his federal career to serve the people of South Carolina. Serving in his executive capacity, Whitesides is a direct report to the President and a member of the President's cabinet with a budgetary responsibility of over \$18 million, and manages a staff of 107 faculty, staff and students.

Whitesides has managed to maintain communications with funding agencies as well as partnership organizations and advises university administrators, faculty and staff on trends and factors affecting faculty competitiveness. Among his most significant responsibilities and achievements include providing leadership and coordination in the development, implementation, operation and assessment of the 1890 Research & Extension Program with the sole intention of supporting creative scholarship, community engagement and research throughout the University.

With deep industry knowledge, coupled with an analytical, detail-oriented approach, Whitesides is equipped to understand the needs of the most discerning situations, delivering an experience rooted in service, integrity and expertise. His strong leadership and coordination skills make him a keen advocate for the institution and those he serves, proactively seeking out new opportunities to enhance his services and continually attain excellence. Whitesides has a unique ability to build and maintain excellent working relationships, an attribute that has contributed greatly to his success. He is a friendly and easy to get along with kind of person, using effective and efficient communication skills, attention to detail, time management and organization and always bringing his best self to the task with a positive attitude in order to get things done.

Whitesides is motivated by the desire to become a global expert in his field and has traveled extensively to countries such as the Czech Republic, Canada, Mexico, Japan, Thailand, China, Nicaragua, Guatemala, Costa Rica, Bermuda and Dominican Republic. This grants him a sophisticated and nuanced perspective that elevates his current work.

RESEARCH INTEREST

With record exports, which according to USDA passed \$153 Billion in 2015, opening new markets is essential to a continued contribution to a strong rural economy. There are barriers that farmers, especially small to midsize, face that are sometimes left out of the overall strategy for accessing new markets our governmental agencies implement.

These are the thrusts in his research group:

1. Free Trade Agreements: We Identify determinants of commodity trade flows and analyze the effects of major Regional Free Trade Agreements on specific vegetable and fruit trade. The RFTAs are evaluated to identify the extent to which free trade associations lead to trade expansion. Using panel data from 1999 to 2008 covering 48 countries, we found that per capita income, population, and per capita production capacity are significant determinants of fruits and vegetable trade flows. The results show that NAFTA and EU enhanced vegetable and fruit trade through trade creation and limited trade diversion. The ASEAN association generates insignificant trade expansion. The effects of the MERCOSUR association are inconclusive and generally commodity-specific. The findings reveal that the exchange rate uncertainty significantly impairs commodity flows. However, unlike previous findings, our study suggests that the negative impact is not uniform and may vary by sector, commodity, and exchange rate uncertainty measures.
2. Trade Diversion: International trade theory predicts that the relative level of a country's resource endowments, trade policy, environmental regulations, and level of technology would jointly determine production specialization and trade pattern of the country. This study develops state export share and alternative environmental risk models to evaluate the effects of resource endowments, prices, and environmental risk factors on agricultural exports and environment. A simultaneous system of the environmental risk and export share models was estimated by using the nonlinear estimation method outlined in RATS (2009). The results reveal that crop prices, state GDP, state farm GDP and technological changes were found to be major determinants of the state export shares. The results also suggest that NAFTA had no negative effect on the environment. The study found that the European Union (EU) and expansion of its membership led to significant reduction in state agricultural exports due mainly to the effect of trade diversion in the EU expansion.

Dr. Whitesides research group is particularly interested in market access barriers to include the effects of trade agreements, trade diversion, exchange rate volatility, insurance, letters of credit, and additional foreign requirements for accepting exports, like free from pest and disease of concern.

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CURRENT ADMINISTRATIVE RECORD

South Carolina State University

August 2019 – Present

LOUIS WHITESIDES, C.V.

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Vice President & Executive Director of Land Grant Programs

- A member of the President's cabinet and direct report to the President of the University, provides leadership and coordination in the development, implementation, operation and assessment of the 1890 Research & Extension Program that support creative scholarship, community engagement and research throughout the University.
- Budgetary responsibility of over \$16 million and manages a staff of 107 faculty, staff and students.
- Responsible for ensuring that the University's 1890 Research and Extension activities are administered in accordance with relevant State and Federal policies, rules and regulations with a view toward maximizing all available state and federal resources to support the University's mission.
- Maintains communications with funding agencies and partnership organizations.
- Advises university administrators, faculty and staff on trends and factors affecting faculty competitiveness for Evan-Allen funding; interprets, implements and monitors federal, state, local, commercial and non-profit agency policies and regulations governing grant and contract management.
- Develops and implements policies and procedures for proposal submission, negotiation of grants and awards, in accordance with the rules and regulations governing the 1890 Research & Extension Program.
- The Federal & State Legislative Liaison and is responsible for the 1890 Federal and State budget preparation and submission.

SC State 1890's Major Accomplishments

- Implemented strategic planning process for a multi-year plan. Expected completion during spring semester of 2021
- Secured \$11 Million in facility funding for 1890 facility projects.
- Awarded \$2.25 Million in funding for Agriculture Scholars Program. Recruited and enrolled 1st cohort of 25 students with and average GPA 3.35.
- Developed and implementing new facility construction, acquisition and current facility upgrade plan.
- Redesigned, implemented and presented the 2020-2021 PSA Budget Request to Governors' Budget Team and South Carolina Legislature; The total ask, a total budgetary increase of 34%, the highest of all state agencies, was included in the Governor's proposed budget, the first time in SC State 1890 History.
- Established Marketing and Communications department expanded marketing efforts in key target markets.
- Reorganized and staffed division to adequately address deficiency areas as Student Recruitment and Development, Human Relations and Staff Development, Strategic Planning, Evaluation and Accountability, Community Engagement, Finance and Accounting, as well as Business Operations.

- Established performance goals for division and provided methods for reaching milestones.
- The acquisition and new construction of 5 facilities including a 40,000 square foot research and extension center.
- Reformatted and redeveloped reporting tools designed to capture critical data for planning and reporting.
- Spearheaded and instituted Research Technical Training Series; topics included Logic Model Development, Successful Grant Writing, Technical Writing and Searching for External Funding.

Community Education

- Launched a new Alternative Service Delivery Assessment Team (ASDAT–Staff led)) / Delivered additional program delivery options as well as “flex” calendar in light of COVID-19 (2020)
- Developed and delivered more than 50 virtual programs, videos, podcast, webinars, @Home-Series, social media post, gaining over 60 k contacts and views
- Completed a new framework for 1890’s core curriculums; Created Educational Priorities and Outcomes for all program participants (Staff-participation)
- Launched 1890 EDGE (Education, Demonstration, Guide, Execution); which is incorporated in intentional ways in all course and activity delivery
- Streamlined programmatic offerings to youth citizens of South Carolina based of STREAM Model (Science, Technology, Reading, Engineering, Agriculture, Arts, Math – Staff Led).
- Streamlined offerings in Family, Nutrition and Health program area in partnership with Department of Family & Consumer Sciences. Four curriculums were produced.
- Launched new community education program area (Education, Innovation & Support); Strengthened the focus on k-12 college readiness, 1890 Ag-Innovation Scholars and student researchers, career engagement, post-graduate opportunities, and internships through the United States Department of Agriculture as well as other state and federal agencies
- Increased applicants and recipients of major prestigious scholarships such as the Agriculture Innovation Scholarship (25 Students), USDA Scholarship Program (2 Students) and Crop Insurance Scholarship (1 Student).

Facilities

- Completed a comprehensive statewide 1890 facilities plan
- Completed master development plan for Camp Harry Daniels
- Completed new construction of Camp Harry Daniels Facility (2019) / Renovation of Conference Center and Cabins (2021)
- Completed new construction of Community and Administrative Facility (Orangeburg - 2019)
- Completed new construction of Coastal Extension Community Facility (Charleston - 2020)
- Acquired 200 Acre Research & Demonstration Farm (Olar – 2020 / Renovation (2021)
- Acquired Upstate Extension Community Facility (Anderson - 2020) / Renovation (2021)
- Acquired PEE DEE Extension Community Facility (Florence - 2020) / Renovation (2021)
- Acquired Capital Research, Extension & Conference Center (Columbia - 2020) / Renovation (2021)

- Renovated John W. Matthews Extension Center (Orangeburg, SC – 2021)
- Renovated Robert Hurst Research Center (Orangeburg, SC – 2021)

External Funding Acquisition

- Secured \$11 Million in facility funding improvements and acquisitions for 1890 facility projects (United States of Department of Agriculture, National Institute of Food and Agriculture).
- Secured \$2.25 Million in funding for Agriculture Scholars Program. Recruited and enrolled 1st cohort of 25 students with and average GPA 3.35. (United States of Department of Agriculture, National Institute of Food and Agriculture).
- Secured \$750,000 is programmatic funding to assist small and minority limited resource farmers. (United States of Department of Agriculture)
- Secured \$52,000 in programmatic funding to facilitate student led International research and demonstration in West Africa. (Center of Excellence International Development)

EDUCATION

Doctor of Business Administration (DBA)

2009

International Business / Argosy University – Sarasota

International Projects Completion Czech Republic, China, Mexico, Canada, Dominican Republic, Thailand

- DBA International Business – Doctoral program designed to develop competencies in understanding and performing International and domestic applied research which can then be used to foster innovation and lead organizational change. Required is extensive international travel, research and collaboration with foreign entities and professionals.

Master of Science (MS)

1997

Management/Southern Wesleyan University

- MS Business Management – The mission of the MS in Management at Southern Wesleyan University is to deliver a high quality business education in a Christian environment that prepares students for positions of service and encourages the integration of faith and leadership in business. The Program seeks to develop graduates into competent business leaders who are also people of high moral character.

Bachelor of Science, 1994

Computer Science / South Carolina State University

Minor: Mathematics

- Designed to help students solve complex challenges across a range of fields. Development of a sound foundation in theory and practical applications while learning how computer science can improve humanity. Through collaborations with faculty and exciting research opportunities, application of knowledge to pursue new innovations limited only by imagination.

CERTIFICATIONS

Certified Research Administrator (CRA), 2013

Research Administrators Certification Council (RACC)

- The Certified Research Administrator (CRA) designation is granted in the United States by the Research Administrators Certification Council to individuals who demonstrate the knowledge necessary to serve as an administrator of professional and sponsored research programs. Candidates must hold a bachelor's degree, possess at least three years of related experience, and pass the Certified Research Administrator examination before being conferred the right to use the CRA designation.

TRAINING

Food Systems Leadership Institute, 2020 - Current

North Carolina State University / Raleigh, NC

- Food Systems Leadership Institute (FSLI) is dedicated to developing individual and institutional leadership for a 21st Century food system. The program curriculum focuses on a series of core leadership competencies and three complementary threads: individual leadership; leading change within organizations; and understanding and influencing complex, diverse food systems. This curriculum lays the groundwork for leaders who will transition food systems research, education, and outreach to broader, more holistic approaches.

Executive Leadership Certificate, 2016

Certification / Cornell University; Ithaca, NY

- The Executive Leadership Certificate series provides critical skills to lead an organization to success through a series of core competences; 1. Devise employee-related practices that improve the organization and thereby enhance service outcomes to customers, 2. Implement healthy team behaviors and functions, 3. Respond decisively and consistently when faced with situations that require a decision, 4. Detect and address impediments to your credibility with subordinates, superiors, and others with whom you interact professionally, 5. Evaluate factors that undermine employee motivation and engagement in your organization, 6. Explore critical decisions such as when to negotiate, when not to negotiate, whether you should make the opening move in a negotiation, and how many issues you want to put on the table as well as, 7. Determining the fiscal ramifications for all decision, major and minor.

Management Development Program (MDP), 2012

Harvard University; Cambridge, MA

- Through real-world case studies, small group discussions and interactive presentations, MDP teaches you to think beyond your own discipline and lead in ways that support larger institutional objectives. You gain a deeper understanding of how different units function and will be able to incorporate broader strategic considerations into your management decisions. MDP provides the tools and insight to think more strategically, balance the competing demands of colleagues and spend more time providing forward-thinking leadership.

PREVIOUS ASSIGNMENTS

**South Carolina State University
1890 Research Administrator**

January 2010 – July 2019

- Work closely with deans, faculty, staff, students and other leaders to implement the strategic direction set by the Executive Director of 1890 Research & Extension
- Planning and development of new research programs, strategic planning, budget and operations related to the division's research activities.
- Management of federal capacity funds (Evans Allen) and state appropriated funds allocated to conduct agricultural research.
- Overseeing accountability and reporting for capacity funding, development of Joint Plan of Work with Clemson University, through collaboration with Senior Research Directors, Faculty, Staff, Students and other stakeholders.
- Develop a strategic focus that contributes to the overall achievement of the university as a premier research institution, including increasing the level of USDA NIFA Evans Allen Research while promoting a climate that encourages excellence in research and creative expression
- Promote visibility of the division and university research within local, regional, national and international organizations and communities.
- Cultivate relationships with external funding agencies and provide administrative and technical leadership to support the enhancement of research & economic development
- Provide leadership for the enhancement of research infrastructure, service programs, as well as the integration of research, extension, and teaching
- Serve as the college representative on university wide, community research committees and projects.
- Identify and facilitate research collaborations among faculty within the college and among the college, other research units on campus, community partners, other universities, research institutions as well as state, regional and federal organizations.
- Establish relationships with external funding agencies to include local, state, federal and private to increase the funding to the division.
- Advise the ED on national research trends and implications for the college.
- Serve as the liaison between 1890 Extension, South Carolina State University and Clemson University for State Extension Advancement Council (SEAC)
- Coordinate State and Federal Legislative Visits
- Represent 1890 Research and the University in the regional and national network of Association of Research Directors (ARD) and Experiment Station Directors (ESS)
- Partner with the Extension Director and Extension personnel to disseminate research results as well as make available research scientist to collaborate on projects with an outreach need or requirement.

South Carolina State University

January 2000 – December 2009

Senior Extension Director, Community and Economic Development

- Develop and monitor practices to ensure that South Carolina State University's 1890 Research & Extension Community & Economic Development Program are current, needed and properly delivered.
- Identify local needs and emerging issues related to the Program Areas by engaging with program development committees, other community organizations and professionals
- Develop and implement comprehensive, pro-active educational programming related to Community and Economic Development.
- Assist Extension Administrator in overall planning, direction, and management of 1890 Extension Program.
- Statewide Supervision of staff at Satellite Extension Centers including budgetary, compliance and human resource issues.
- Serve as the liaison between 1890 Extension, South Carolina State University and Clemson University for State Extension Advancement Council (SEAC)
- Coordinate State and Federal Legislative Visits
- Co-Chair Budget Committee for Research and Extension
- Provide 1890 Research & Extension programs with the highest level of visibility and support in program development and modification.
- Serves as a primary resource for addressing community development issues throughout 1890 Research and Extension regions and statewide service area.
- Maintain program integrity and compliance, evaluate needs and recommend solutions.

Family Health Centers, Inc., Orangeburg, SC

December 1998 – January 2000

Seven site health care organization that provide services in the following areas, Urgent Care, Adult Medicine, Pediatrics, OB/GYN, Dental, Child Care, Clinical Services, Podiatry and Health Education.

Risk Manager

Director staff of seven / Planned, directed, and managed all aspects of the Family Health Centers, Inc. Risk & Safety Program, JCAHO Compliance, Facilities Management, Hazardous Waste, Housekeeping and Security.

- Coordinated the development and implementation of the facilities emergency preparedness program.
- Ensured facilities maintenance, repairs, renovation and new construction in accordance with corporate guidelines.
- Assured compliance with all "Environment of Care" standards promulgated by the Joint Commission on Accreditation of Health Care Organization (JCAHO).
- Developed and implemented hazardous waste program in accordance to federal, state, and local regulations.

1890 Research & Extension

November 1996 – December 1998

Business & Economic Developer

- Design appropriate educational strategies to engage clientele. These strategies might include delivering educational programming in a community based setting, coordinating events and activities that provide experiential learning opportunities, using innovative technologies providing individual educational consultations and facilitating groups seeking similar educational outcomes.
- Oversee educational, training and community based initiatives related to strategic planning, community revitalization, creative economy movement, small business retention and development efforts, tourism development projects, and other approved tasks.
- Consult in the stabilization and diversification in existing business concerns.
- Created new business ventures inspired by a community's available resources.
- Provided technical assistance in finance, bookkeeping, customer relations, business planning and development, marketing, organization sustainability, and management.
- Collect and communicate evidence of educational program impact.

Husqvarna Yard Products, Orangeburg, SC

May 1994 – July 1996

\$1 billion manufacturer of lawn and garden products, with subsidiaries operating home appliances.

Replacement Parts Source Manager

Directed staff of 10, performed managerial task on three separate source entities with sales totaling over \$15 million.

- Reduced inventory 40% and increased order fill rate by 8%, surpassing industry benchmark.
- Administered team approach to business processes.
- Created source and part profiles.

Electronic Data Interchange (EDI) Coordinator

Directed the electronic transmission of over \$10 million in purchase orders.

- Executed the implementation of new software for the site.
- Established EDI standards for trading partners.

Non-Sears Finished Goods Domestic Distribution Manager

Responsible for the shipment of more than \$25 million of finished good products.

- Coordinated a successful shopping schedule.
- Decreased carrier wait time by 10%.
- Co-authored and implemented process of routing products by carriers ensuring cost efficiency.

Replacement Parts Measurement Control Coordinator

Responsible for conducting studies on department's work teams.

- Produced daily and weekly measurement reports, tracking the work habits of the different teams.
- Analyzed the results of the study determining the strengths and weaknesses of each team.
- Assisted programmer in automation of the study.

PUBLICATIONS

- Karemera, D., & Whitesides, L. (2017). "The Impacts of Regional Free Trade Agreements and Exchange Rate Volatility on World Vegetables and Fruit Trade flows." *International Journal of Food and Agricultural Economics*, 5(4), ISSN 2147-8988, E-ISSN: 2149-3766.
- Karemera, D., & Whitesides, L. (2017). "Trade Creation and Diversion Effects of the US-EU Transatlantic Trade and Investment Partnership." *The Open Journal of Economics and Finance*
- Mustafa, M., Selassie, H., & Whitesides, L. (2017). "Impact of Capital Investment, Export, and Education on Growth of Gross State Product: ARDL Bound Testing, Dynamic OLS and GMM Approach." *Journal of Academy Business and Economics (JABE)*, 17(3), 51-57.
- Lila, Z. A., Whitesides, L. D., Weze, C., & Thomas, Y. (2015, August). "Glycoxidative Modification of Adenosine in Relation to Diabetes and Obesity: Detection of Carboxymethyl – Adenosine (CMA_d) in Biological Sample." *American Laboratory*.
- Karemera, D., & Whitesides, L. (2015, June). "Trade Creation and Diversion Effects of Selected Bilateral and Regional Free Trade Agreements and Exchange Rate Volatility in the Global Meat Trade." *Journal of Economic Integration*, 30(2), 276 - 304.
- Karemera, D., Koo, W., Smalls, G., & Whitesides, L. (2015). "Trade Creation and Diversion Effects and Exchange Rate Volatility in the Global Meat Trade." *Journal of Economic Integration*, 30(2), 240-268.
- Hamidi, N., Massoudi, R., Shrestha, S., Lalmansingh, L., Pascoe, T., Oriakhi, C., & Whitesides, L. (2014). "Waste Plastics: Pyrolysis of Powdered and Powder-Free Laboratory Examination Waste Gloves." *British Journal of Applied Science & Technology*, 4(6), 967-1019.
- Hamidi, N., Massoudi, R., Shrestha, S., Lalmansingh, L., Pascoe, T., Oriakhi, C., & Whitesides, L. (2014): "Waste Plastics: Pyrolysis of Powdered and Powder-free Laboratory Examination Waste Gloves." *British Journal of Applied Science & Technology*, 4(6), 967-1019.
- Hamidi, N., Massoudi, R., Shrestha, S., Marcanikova, M., Chang, S., & Whitesides, L. (2014). "Thermogravimetric and Kinetics of Thermal Degradation of Powdered Laboratory Examination Gloves: 1. Analysis of Thermal Scan Traces from 310-455°C." *British Journal of Applied Science & Technology* 4(34), 4731-4750.

- Davis, B., Karemera, D., & Whitesides, L. (2013). "The Intertemporal Stability of the US Money Demand Function: New Evidence from Switching Regressions." *Applied Economics Letters*, 20(6), 581-586.
- Hamidi, N., Tebyanian, F., Massoudi, R., & Whitesides, L. (2013). "Pyrolysis of Household Plastic Wastes." *British Journal of Applied Science & Technology*, 3(3), 417-439.
- Karemera, D., Koo, W., & Whitesides, L. (2013). "Trade, the Environment, and Impacts on State Agricultural Exports." *Journal of Management Policy and Practice*, 13(4), 11 - 20.
- Karemera, D., & Whitesides, L. (2012, January). "Trade, the Environment, and Impacts on State Agricultural Exports." *Journal of Management Policy and Practice*, 13(4).
- Karemera, D., & Whitesides, L. (Under Editorial Review). "The Impact of TTIP on US Agricultural Exports: A State-level Analysis, submitted: *Journal of Applied Economic Perspectives and Policy*.
- Karemera, D., & Whitesides, L. (Under Editorial Review). "Trade Creation and Trade Diversion Effects of SADC on Malawi's Trade Flows and the Role of Exchange Rate Volatility," submitted; Special Issue in the *African Journal of African Business*.
- Karemera, D., & Whitesides, L. (Under Peer Review). "Assessing Trade Benefits of Regional Free Trade Agreements on Global Fish Trade: A Static and Dynamic Gravity Model Approach.
- Mustafa, M., Whitesides, L., & Selassie, H. (Under Peer Review). "Impact of Capital Investment, Export, and Education on Gross State Product Growth: ARDL Bound Testing, Dynamic OLS (DOLS) and GMM Approach" *Journal of Federation of Business Disciplines*.

PRESENTATIONS

- Karemera, D., & Whitesides, L. (July 28-August 2, 2018). "A State-level Analysis of the Impact of a TTIP Harmonization of Food Safety Standards on US Agricultural Exports." Trial Annual Conference of Agricultural Economics Association in Vancouver, British Columbia, Canada.
- Karemera, D., & Whitesides, L. (November 15-18, 2017). "Trade Creation and Diversion Effects of a US-EU Transatlantic Trade and Investment Partnership." Applied Business and Entrepreneurship Association International (ABEAI). Accepted for presentation, Hawaii. (Accepted, not presented due to a schedule conflict)
- Karemera, D., & Whitesides, L. (October 20 - October 24, 2017). "The Impacts of Potential TTIP Harmonized Food Safety Standards on US State Agricultural Exports: A Static and Dynamic Gravity Model Analysis." Was accepted for presentation at the 2017 Food Distribution Research Society meeting in Honolulu, Hawaii. (Not presented due to conference logistics conflict)

- Mustafa, M., Selassie, H., & Whitesides, L. (October 12-14, 2017). "Impact of Capital Investment, Export, and Education on Gross State Product: ARDL Bound Testing, Dynamic OLS and GMM Approach." International Academy of Business and Economics in New York.
- Mustafa, M., & Whitesides, L., (March 9-12, 2016). "Dynamic Linkage among Capital Investment Outlays and Business Climate and Economic Growth of South Carolina: Panel Co-integration Investigation." Southwestern Society of Economics, Oklahoma City.
- "Communicating Program Impacts." (April, 2015). Presentation at 2015 National Institute for Food and Agriculture's National Extension and Research Administrative Officers' Conference (NERAOC). San Diego, California.
- Hamidi, N., Massoudi, R., Shrestha, S., Marcanikova, M., Chang, S., Ghalili, M., & Whitesides, L. (October 27-29, 2014). "Thermogravimetric Study of Powdered Laboratory Safety Examination Gloves." 2nd World Congress on Petrochemistry and Chemical Engineering, Las Vegas, USA.
- Hamidi, N., Shrestha, S., Marcanikova, M., Chang, S., Whitesides, L., & Massoudi, R. (August 10-14, 2014). "Analysis of Pyrolysis Products of Latex Gloves by Gas Chromatography Mass Spectrometry (GC-MS)." Division of Energy and Fuels, Session: Challenges and Opportunities in Petroleum Oil Production, Refining and Utilization 248th ACS National Meeting, San Francisco, California.
- Hamidi, N., Shrestha, S., Marcanikova, M., Chang, S., Whitesides, L., & Massoudi, R. (August 10-14, 2014). "Analysis of Pyrolysis Products of Latex Gloves by Gas Chromatography Mass Spectrometry (GC-MS)." Sci-Mix Posters, Division of Energy and Fuels, 248th ACS National Meeting, San Francisco, California.
- "Communicating Program Success." (April, 2014). Presentation at 2014 National Institute for Food and Agriculture's National Extension and Research Administrative Officers' Conference (NERAOC). Indianapolis, Indiana.
- "Succession Planning in the 1890's." (April, 2014). Presentation at 2014 National Institute for Food and Agriculture's National Extension and Research Administrative Officers' Conference (NERAOC). Indianapolis, Indiana.
- Hamidi, N., Massoudi, R., Shrestha, S., Lalmansingh, L., Pascoe, T., Oriakhi, C., & Whitesides, L. (March 16-20, 2014). "Pyrolysis Products of Powdered and Powder-Free Laboratory Examination Waste Gloves." Division: Poly: Division of Polymer Chemistry, Session: Polymers for Oil and Gas Energy Operations, 247th ACS National Meeting & Exposition, Dallas, Texas.
- Hamidi, N., Massoudi, R., Shrestha, S., Lalmansingh, L., Pascoe, T., Oriakhi, C., & Whitesides, L. (November 13 - 16, 2013). "Thermal Stability and Pyrolysis of Powdered and Powder-Free

Laboratory Examination Waste Gloves.” Southeast Regional Meeting of the American Chemical Society, Atlanta, GA.

- “Partnering Through Teams.” (May, 2013). Presentation at 2013 National Institute for Food and Agriculture’s National Extension and Research Administrative Officers’ Conference (NERAOC). New Orleans, Louisiana.
- “Trade Creation and Diversion Effects of Selected Bilateral and Regional Free Trade Agreements and Exchange Rate Volatility in the Global Meat Trade.” (September, 2012). Paper presented at the 2012 Emerging Issues in Global Animal Production Trade Conference. Washington, DC.
- “1890 Morrill Act’s Legacy Thrives at South Carolina State University.” (July, 2012). Paper Presented at the 2012 Biennial Conference on Chemical Education (BCCE). State College, Pennsylvania.
- “Acquiring Sustaining and Managing 1890 State Matching Funds.” (May, 2012). Presentation at 2012 National Institute for Food and Agriculture’s National Extension and Research Administrative Officers’ Conference (NERAOC). Morgantown, West Virginia.
- “Acquiring Sustaining and Managing 1890 State Matching Funds.” (May, 2011). Presentation at 2011 National Institute for Food and Agriculture’s National Extension and Research Administrative Officers’ Conference (NERAOC). Anchorage, Alaska.

SPONSORED FUNDING (\$3,714,000)

Agriculture Innovation Student Scholarship and Development Program, United States Department of Agriculture National Institute for Food and Agriculture, (\$2,250,000), (2020 – 2024)

Rural Entrepreneurial Outreach and Development Program, Principal Investigator, United States Department of Agriculture Rural Business – Cooperative Service, (\$100,000), (2009 – 2010)

Rural Entrepreneurial Outreach and Development Program, Principal Investigator, United States Department of Agriculture Rural Business – Cooperative Service, RBS- 09-25 (\$100,000), (2009 – 2010)

Rural Entrepreneurial Outreach and Development Program, Principal Investigator, United States Department of Agriculture Rural Business – Cooperative Service, RBS- 08-23 (\$100,000), (2008 – 2009)

Rural Entrepreneurial Outreach and Development Program, Principal Investigator, United States Department of Agriculture Rural Business – Cooperative Service, RBS- 07-14 (\$99,000), (2007 – 2008)

Rural Entrepreneurial Outreach and Development Program, Principal Investigator, United States Department of Agriculture Rural Business – Cooperative Service, RBS- 06-08 (\$125,000), (2006 – 2007)

Rural Entrepreneurial Outreach and Development Program, Principal Investigator, United States Department of Agriculture Rural Business – Cooperative Service, RBS- 05-12 (\$150,000), (2005 – 2006)
Rural Entrepreneurial Outreach and Development Program, Principal Investigator, United States Department of Agriculture Rural Business – Cooperative Service, RBS- 04-13 (\$150,000), (2004 – 2005)

Rural Entrepreneurial Outreach and Development Program, Principal Investigator, United States Department of Agriculture Rural Business – Cooperative Service, RBS- 03-17 (\$200,000), (2003 – 2004)

Rural Entrepreneurial Outreach and Development Program, Principal Investigator, United States Department of Agriculture Rural Business – Cooperative Service, RBS- 02-11 (\$215,000), (2002 – 2003)

Rural Entrepreneurial Outreach and Development Program, Principal Investigator, United States Department of Agriculture Rural Business – Cooperative Service, RBS- 01-18 (\$225,000), (2001 – 2012)

TEACHING

Extension New Courses Developed and Taught

- **Starting a Nonprofit Organization** teaches the steps to establishing a new non-profit organization including incorporation, bylaws, employer identification number, and tax exempt status.
- **Board Training & Development** helps both board members and staff understand the role of the board in fund raising, public relations, and planning, as well as relationships of board to staff.
- **Strategic Planning** provides participants with practical, hands-on experience in strategy formulation through discussion and participation in developing a mission, establishing goals, identifying strengths and challenges, and developing an action plan with accountabilities.
- **Managing Conflict in the Workplace** is designed for employees and bosses to help them understand when to ignore conflict, when to manage it, and when to actively resolve it. Tips will be given on understanding conflict and why it occurs, as well as, how to resolve conflict and learn from it.
- **Team Building** is an active workshop involving participants in examining interrelationships on the job and utilizing differences to enhance team effort.
- **Non-Profit Management Issues** deals with a variety of issues from personnel to budgets. This workshop is designed to provide some tips in the areas of board selection and training, working with volunteers, personnel, policies and procedures, and daily operations.

- **Time Management** allows employees and employers to look into how they use their time, how it can be used more effectively, and what can be done to maximize output while minimizing wasted time.
- **Community Visioning** assists communities in developing a vision for the future, setting priorities, and developing action steps to reach their goals.
- **Grant Tips** is a comprehensive overview of grant seeking. Discussions include the grants climate, what projects are best suited for grant funding, and the process from research to implementation. The sections of the proposal will be covered along with general tips for writing, preparing, and submitting the proposal.

ADDITIONAL EXTENSION COURSES TAUGHT

- **Starting or Expanding your Business** discusses the obstacles of going into business. It helps participants figure out if business ownership is right for them. Participants receive brief instruction on business plan writing and lending. In addition, tips are given on how to assess business opportunities.
- **Business Finance** Locating financing and preparing a loan proposal for presentation to lenders is covered in this Course. In addition, participants learn about the seven main lending requirements that banks use in assessing credit worthiness — credit score, capacity, capital, collateral, conditions, character, and confidence. Tips on building and improving credit and establishing collateral are discussed.
- **Business Customer Service** Good customer service is the key to a successful business. This course gives tips on how to deal with customers one-on-one. Participants receive assistance with preparing a Customer Service plan.
- **Business Bookkeeping& Accounting** Participants learn how to keep accurate records by setting up a bookkeeping system that can summarize transactions for an accountant. They also gain knowledge on deductibles, depreciation and financial statements.
- **Human Resources (Recruiting, Training and Motivating Employees)** Participants learn about recruiting, selecting, compensating and managing employees. Participants receive assistance with preparing a personnel plan.
- **Marketing Essentials** Participants receive information on how to identify target markets, estimating market size, preparing sales projections, understanding customer needs, selecting

media, pricing of products and developing a marketing budget. Participants also obtain assistance with the development of a marketing plan.

- **Accessing Global Markets** There is presently an increasing interaction of national economic systems all over the world through the growth in international trade, investment and capital flows. This interaction is seen by many as a worldwide drive toward a globalized economic system. Furthermore with the tremendous development in modern communications and information technologies, knowledge and culture can be shared around the world simultaneously. Globalization is an economic, political and socio-cultural phenomenon which has an increasing impact on the way enterprises function whether at the local or global level.
- **Technology in Business** Most business owners know that preparing a business plan will help ensure the success of their company. A business plan provides a road map to guide the business from startup, through changes and ultimately, to success. The same can be said of a business technology plan, which helps ensure that companies successfully deploy innovative technology solutions to resolve business needs and problems in a rapidly changing, competitive market.

PROFESSIONAL MEMBERSHIPS

- Member, (NCURA) National Council of University Research Administrators, NCURA, founded in 1959, is an organization of individuals with professional interests in the administration of sponsored programs (research, education and training), primarily at colleges and universities.
- Member, (RACC) Research Administrators Certification Council, was formed in 1993 as an independent non-profit organization. The Council is composed of active certified research administrators whose role is to certify that an individual, through experience and testing, has the fundamental knowledge necessary to be a professional research or sponsored programs administrator.
- Member, (AUTM) Association of University Technology Managers is the leader in efforts to educate, promote and inspire professionals to support the development of academic research that changes the world and drives innovation forward. Our community is comprised of more than 3,000 members who work in more than 800 universities, research centers, hospitals, businesses and government organizations around the globe.

UNIVERSITY SPONSORED MEMBERSHIPS

- Member, (APLU) Association of Public and Land Grant Universities, is a research, policy, and advocacy organization dedicated to strengthening and advancing the work of public universities in the U.S., Canada, and Mexico.
 - The Experiment Station Section (ESS) is a unit of the APLU Commission on Food, Environment, and Renewable Resources (CFERR), Board on Agriculture Assembly. Members are the designated administrators of the agricultural experiment stations of all the states and territories.

- Member, (AEA), Association of Extension Administrators is the federation of the nineteen (19) autonomous 1890 land grant universities that provides coordination of cooperative extension initiatives among member 1890 Institutions in cooperation with federal, state and private partners.

- Member, (ARD) Association of Research Directors, is the federation of the nineteen (19) autonomous 1890 land grant universities that provides coordination of research initiatives among member 1890 Institutions in cooperation with federal, state and private partners.

UNIVERSITY SERVICE

- Chair, 1890 Peer Review Committee 2010 – Current
 - To evaluate and recommend the funding of proposals for 1890 research grants

- Member, Institutional Review Board 2010 – Current
 - Established for the protection of human subjects in compliance with federal, state and local regulations. The IRB must review and approve all human subject research on campus prior to commencement of the research.

- Member, Intellectual Properties Policy Committee 2011 - Current
 - To make recommendations for the establishment and enforcement of regulations governing issues surrounding ownership of patented and copyrighted works

- Member, Research Advisory Committee 2011 – Current
 - To assist Sponsored Programs and the Research Unit in matters relating to university-wide research.

- Member, Customer Relations & Image Building Committee 2011 - Current
 - To make assessments and recommendations for developing customer service standards and improving customer satisfaction throughout the University.

- Member, Assessment Committee 2016 – Current
 - The committee will review and monitor policies to assess academic programs and administrative support departments, assist in identifying assessment instruments, and make recommendations for the improvement of the assessment process for greater effectiveness.

- Chair, Audit Resolution Committee (ADHOC) 2011 – 2012
 - To review audit findings for “Dual Employment” and recommend solutions and process changes for implementation

PUBLIC SERVICE

- Chairman, Board of Directors, Citizens Against Sexual Assault (CASA)
 - A private, not-for-profit organization serving Bamberg, Calhoun and Orangeburg counties whose primary focus is providing support, advocacy, and intervention to individuals and families who have been affected by sexual assault, family violence, and/or child abuse and neglect. In the State of South Carolina CASA/Family Systems is operates one of the 19 statewide temporary emergency domestic violence shelters, one of 23 sexual assault and domestic violence programs, and one of 17 Child Advocacy Centers.

- Member, Tri-County Health Network
 - Organizationally, TCHN has been designated with a 501(c) 3 nonprofit status by the Internal Revenue Service, has established a Board of Directors representing a wide diversity of community sectors and stakeholders, and through collaborative partnerships we educate our community, maximize resources, improve access and create environments to improve health and promote healthy lifestyles.

- Chairman, Board of Directors, Xpress Grassroots Sports, Inc.
 - The Program was designed in response to the glaring inequities in educational opportunities available to rural South Carolina students. Youth from South Carolina’s poor and under-served communities face limited educational opportunities and often hold little hope for their futures. This situation is further exacerbated for young athletes from these communities who grow up in an environment of exploitation that: Undermines their academic, emotional, and personal development and Limits their sense of possibilities beyond sports (pro sports or bust).

- Member, Orangeburg Rotary Club
 - Rotary members believe that we have a shared responsibility to take action on our world’s most persistent issues. Our 35,000+ clubs work together to: Promote peace, Fight disease, Provide clean water, sanitation, and hygiene, save mothers and children, Support education, Grow local economies.