

Paul A. Schlag, Ph.D.

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EDUCATION

- Ph.D. Recreation and Leisure Studies, University of Georgia, Athens, Georgia** 2007
Foci: Human Development, Adult Learning, E-Training, Camp Management, Internships
- M.Ed. with Distinction, Instructional Technology, University of Georgia, Athens, Georgia** 2005
Foci: E-Training, Adult Learning Theory, Instructional Design & Project Management
- M.P.A. Public Administration, University of Colorado, Colorado Spring, Colorado** 2001
Foci: Municipal Management, Fiscal Management, Leadership, Training & Development
- B.S. Recreation Management & Youth Leadership, Brigham Young University, Provo, Utah** 2000
Foci: Youth Development & Leadership, Public, Private & Non-Profit Recreation Management

ADMINISTRATION & TEACHING

Executive Director of Honors & International Affairs | Central State University 2020-Present

- Founded the Honors College and programs at Central State University
- Served as the chief academic and administrative leader of the Honors College, supervising operations and serving as the advocate for college programs and needs, and served on President's Cabinet
- Served as the administrative leader of the Center for International Education, supervising all staff and operations and serving as the advocate for the Center's programs and needs
- Provided visionary leadership to ensure programs within the College and Center are excellent, relevant, transformative, sustainable, and support the University's strategic plan, mission, and vision
- Developed, recommended, and administered the Honors College's and Center for International Education's Title III, foundation and appropriated budgets within funding limits
- Fostered collaborative relationships with students, administrators, faculty, staff, alumni and stakeholders to advance the interests of the Honors College and the Center for International Education and its students
- Worked collaboratively to establish General Honors, Honors in the Major, University Honors and International Honors curricula
- Developed over \$2 million in scholarships and support and processes for recruiting and supporting (incoming and current) highly motivated and high achieving students (Presidential, Trustee, Marauder Choose Ohio First, Strada Scholarships, and Delta Zeta Alumni Foundation Honors Scholarships)
- Participated in the recruitment, selection, supervision and promotion of students for prestigious national/international scholarships and fellowships such as the Rhodes, Truman, Goldwater, Boren, Fulbright, and Gilman Scholarships
- Coordinated special events for the College and for the Center, focusing on student support, fundraising and the development of living-learning communities
- Worked with University Public Relations to develop marketing/recruitment initiatives and promote honors and international student achievements
- Created websites and social media and promotional media plans for the College and the Center
- Managed physical spaces to enhance the sense of community - oversaw the building of a new \$15 million Honors Residence Hall and Administrative Complex through a public-private partnership
- Promoted study abroad, intercultural experiences, service, and service-learning opportunities
- Supported various honors and international societies across campus
- Coordinated professional development special events to prepare students for success during college, in professional and graduate schools, and in their careers
- Served on various governance groups and committees as assigned by the Provost/Vice President for Academic Affairs
- Oversaw faculty-led study abroad programs and the support of incoming international students and faculty

Director, Centennial Honors College | Western Illinois University **2019-2020**

- Led the award-winning Centennial Honors College staff
- Worked with the appropriate constituencies regarding strategic planning in terms of vision, curriculum revisions, recruitment, fund-raising and scholarship development
- Directed honors-sponsored special events and programs (e.g. Honors Convocations, the Pre-Law Symposium, the Pre-Med Symposium, Undergraduate Research Day, Quad Cities Research Day, recruiting events, Constitution Day, socials, etc.)
- Oversaw the honors curriculum (including traditional, online, domestic travel and Study Abroad offerings) and established recruitment plans and criteria for honors faculty
- Coordinated efforts to recruit and prepare students to compete for prestigious awards (viz. Rhodes, Truman, Goldwater, Udall, Boren, Fulbright, Mitchell, Lagrant, Marshall, Mellon, and Portz)
- Developed creative marketing initiatives through press releases, promotional materials, brochures, posters, websites, and social media

Chief of Staff, Western Illinois University **2016-2019**

- Coordinated communication and marketing initiatives, legal matters and budgetary oversight of the University
- Conducted executive level research and strategic planning, and completed major projects/initiatives
- Participated in international-, national- and state-level governmental relations, outreach & advocacy
- Supported the President by ensuring efficient & ethical administrative processes across the University
- Served as an administrative liaison and represented the President and the University at internal and external functions
- Recruited and hired upper-level administrators for the University
- Served on the President's Senior Administrative Team and on the President's Executive Institute
- Major Accomplishments:
 - Helped the University navigate a two-year state budget impasse, during which time the University received drastically reduced appropriated funding
 - Assisted with obtaining \$8.9 million in supplemental funding to help the University remain open during the budget impasse
 - Secured \$800,000 in funding for a Centennial Honors Facility
 - Assisted in raising \$120,000 in scholarship support for students
 - Oversaw the construction of the Brooks Park and the McCamey Crime Lab

Associate Director, Centennial Honors College | Western Illinois University **2014-2016**

- Administered recruitment and retention efforts, curriculum development and review, data collection, endowment building and fundraising, and other assigned duties
- Championed honors-sponsored special events (Pre-Law Symposium, Undergraduate Research Day, recruiting events, the Mock Presidential Election, Constitution Day, etc.)
- Assumed responsibility for administration of the Honors College in the absence of the Director
- Produced and distributed the Dignitas Honors College Newsletter
- Marketed the college via social media, videos, websites, presentations, flyers, special events, etc.
- Led extra-curricular programming, including academic, cultural, social, and service activities, honors conference participation, honors field trips, convocations and fall/spring honors orientations
- Directed the student-life component of the Honors Program

Assistant Department Chair, Recreation, Park and Tourism Administration Department **2013-2014**

- Led curriculum analysis, revision and implementation
- Recruited, hired and trained office support staff and adjunct faculty
- Oversaw the Internship Program and Intern Coordinator
- Developed and enhanced student recruitment/retention and alumni relations efforts
- Administered the department's extensive scholarship and award program
- Implemented budgetary, facility and programming tracking procedures using software
- Marketed via social media, promotional videos, websites, presentations, flyers, special events, etc.

Western Illinois University, Professor, Recreation Park and Tourism Administration & Honors **2006-2020**
Macomb, Illinois

- GH 299 General Honors: the Next Great Idea
- GH 299 General Honors: the President's Leadership Class
- GH 299 (Online) General Honors: Living the Core Values (Developer)
- RPTA 110 (Online) Concepts of Leisure (Developer)
- RPTA 110Y Concepts of Leisure (First Year Experience Course)
- RPTA 111Y Intro to Leisure Services (First Year Experience)
- RPTA 111 Introduction to Leisure Services (Mass Lecture)
- RPTA 112 Recreation for Life
- RPTA 199 Fieldwork in Leisure Services
- RPTA 230 Leadership in Leisure Services
- RPTA 235 Programming Principles & Applications in Leisure Services
- RPTA 240 Camp Administration
- RPTA 322 Administration of Leisure Services
- RPTA 362 (Online) Tourism (Developer)
- RPTA 398 Internship Seminar
- RPTA 399 Issues in Leisure Services
- RPTA 428G Youth and Leisure Services
- RPTA 450G Ozark Trail Backpacking Travel Workshop
- RPTA 452G (Online) Leisure Services for the Elderly (Developer)
- RPTA 482G Facility Management
- RPTA 499 Intern Supervisor
- RPTA 526 (Online) Fiscal Management in Leisure Services (Developer)
- RPTA 600 Graduate Seminar in Leisure Services
- RPTA 602 Graduate Research Project
- RPTA 603 Professional Internship

University of Georgia, Graduate Assistant, Department of Recreation and Leisure Studies **2002-2005**

- Athens, Georgia
- RLST 6900 Research Seminar in Recreation and Leisure Studies
 - RLST 5700 Internship Supervisor
 - PEDB 1120 Beginning Golf
 - PEDB 1230 Beginning Racquetball
 - PEDB 1240 Intermediate Racquetball

Gainesville College, Instructor, Athens, Georgia **2003**

- CISM 2201 Computer Information Systems Management

Athens Institute of Religion, Instructor, Athens, Georgia **2002-2005**

- REL 030 Missionary Preparation
- REL 115 Scripture Study Fundamentals
- REL 327 Pearl of Great Price

PUBLICATIONS, EDITORSHIPS AND PAPERS

Hardy, J., Schlag, P. & Boeckelman, K. (2022). Constitution Day: An Opportunity for Honors Colleges to Promote Civic Engagement. *Honors in Practice*, 18, 45–64.

Invited Peer Review, *Education Sciences* (Summer 2021). Evaluating Learning Space Designs for Flipped and Collaborative Learning: A Transactional Distance Approach. Lisa Dong, Assistant Editor.

Invited Peer Review, *Applied Sciences* (Spring 2021). Lifelong Learning Courses Recommendation System to improve Professional Skills using Ontology and Machine Learning. Michelle Wu, Assistant Editor.

Schlag, P. (2020). Charting Your Course. In *Dimensions of Leisure for Life: Individuals and Society (2nd ed.)*. Champaign: Human Kinetics.

Invited Peer Review, *Sustainability* (Fall 2020). Perspective on the Covid-19 Pandemic Factors Impacting Organizational Leadership. David Ren, Assistant Editor.

- Invited Peer Review, *International Journal of Learning, Teaching and Educational Research* (Spring 2020). Transition to a Learning Organization within a Highly Centralized Context: Approaches in the case of Greek Teachers' Perceptions. Antonio Silva Sprock, Editor.
- Invited Peer Review, *Sustainability* (Fall 2019). The Role of Lifelong Learning for Sustainable Leadership in Higher Education. Alan Chen, Assistant Editor.
- Invited Peer Review, *Sustainability* (Fall 2019). The Role of Lifelong Learning for Sustainable Leadership in Higher Education. Alan Chen, Assistant Editor.
- Schlag, P. & Lukkarinen, M. (2018). Camp Rocky: A Model of Experiential Learning and Community Engagement. *The International Journal of Learning in Higher Education*, 25 (2).
- Invited Peer Review, *Societies* (Summer 2017). Special Issue "Youth Studies: Values, Practices and Discourses on Generations." Dr. Vitor Sérgio Ferreira, Guest Editor.
- Invited Peer Review, *Leisure Sciences* (Fall 2015). Dr. Gerard Kyle, Editor.
- Schlag, P., Yoder, D. & Sheng, B. (2015). Words Matter: A Semantic Differential Study of Recreation, Leisure, Play, Activity and Sport. *Schole: A Journal of Leisure Studies and Recreation Education*, 30 (1), 25-38.
- Schlag, P. (2012). Alka-Seltzer Wars. *Camp Business Magazine*, January/February, 13.
- Invited Peer Reviewer, *Journal of Park and Recreation Administration* (2011 June). Laura Payne, Editor.
- Subject Matter Expert, Invited Peer Reviewer, *SCHOLE* (2011 March). John Henry Pommier, Editor.
- Schlag, P. (2011). Older Adults' Computer Use: A Case Study of Participants' Involvement with a Senior Center SeniorNet Program. *International Journal on Disability and Human Development*, 10 (2), 139-144.
- Invited Peer Reviewer, *Midwest Journal of Educational Communications and Technology* (2010, August). Dr. Richard A. Thurman, Editor
- Schlag, P. (2010). Utilizing Digital and Online Tools as Cognitive Tools to Enhance Digital Literacy. *Midwest Journal of Educational Communications and Technology*, 4 (1).
- Levine, L. & Schlag, P. (2010). Charting Your Course. In *Dimensions of Leisure for Life: Individuals and Society*. Champaign: Human Kinetics.
- Schlag, P. (2010). Leisure and Technology in our Lives. In *Dimensions of Leisure for Life: Individuals and Society*. Champaign: Human Kinetics.
- Invited Reviewer/Content Expert, Kaufmann, R. (2009) *Career Development in Recreation, Parks and Tourism*. Champaign: Human Kinetics.
- Schlag, P. (2008). Online Learning Comes to Camp. *Camping Magazine*, September/October, 40-44.
- Co-Editor, *SPRE Teaching Professor*. 2008-2010.
- Schlag, P. (2008). Bringing Design Experiments to Recreation and Leisure Studies: Prospects for Enhancing Scholarship. *SPRE Teaching Professor*, 1.
- Editor and contributor to Ball, A. & Ball, B. (2008). *Basic Camp Management: an introduction to Camp Administration* (7th ed.). Martinsville: American Camp Association.
- Schlag, P. (2007). *Older Adults' Experiences with Computer Technology*. (Doctoral Dissertation) The University of Georgia, Athens.
- Schlag, P. (2006). Camp is for the Camper Online Training Program, Second Edition: Introduction and reflections. *Inside ACA*, May, 2006.

Schlag, P. (2001). E-training: An Integrative Model for the John T. Norton Agency Utilizing Web- and Video-based Technology. In Donald E. Klingner (Ed.), *A University Without Walls: Research- and Client-Based Projects* (pp. 176-96). Graduate School of Public Affairs, UCCS.

Schlag, P. (2000). Recreation Habits of BYU Students. Department of Recreational Management and Youth Leadership: Brigham Young University.

PRESENTATIONS

Schlag, P. (2022). You are a Golden Key Inductee – Now what? Scholarship, Leadership and Service. Presented at the Inaugural Golden Key International Honour Society Induction Ceremony, Wilberforce, OH.

Schlag, P. (2022). Preparing and Applying for Graduate and Professional School. Central State University. Wilberforce, OH.

Schlag, P. (2018). Pursuing Excellence: Western Illinois University. *The Rotary Club of Peoria*. Peoria, IL.

Schlag, P. & Lukkarinen, M. (2017). Camp Rocky: A Model of Experiential Learning and Community Engagement. *International Conference on Learning*. Honolulu, Hawaii (virtual presentation).

Schlag, P. (2017). Excitement for Lifelong Learning, College and Recreation. Presented at the Nauvoo Stake Youth Conference, Nauvoo, IL.

Schlag, P. (2016). Pursuing Excellence: Western Illinois University's Centennial Honors College. Presented to the Bushnell Rotary Club, Bushnell, Illinois.

Schlag, P. (2016). Applying Constructivist Theory in a Camp Administration Course. Presented at Conference on Applied Learning in Higher Education (CALHE), St. Joseph, Missouri.

Schlag, P. (2015). The Creation of a Virtuous Person. Presented at the Golden Key International Honour Society Induction Ceremony, Macomb, IL.

Schlag, P. (2014). Maintaining Standards of Excellence. Presented at the Nauvoo Stake Youth Conference, Nauvoo, IL.

Schlag, P. (2013). Professionalism and Social Media: Impacts on Your Career. Presented at the American Camp Association's Student Camper Leadership Academy. JCYS Camp Henry Horner, Ingleside, IL.

Schlag, P. (2013). Stages of Small Group Development: Applications for Camp. Presented at the American Camp Association's Student Camper Leadership Academy. JCYS Camp Henry Horner, Ingleside, IL.

Lukkarinen, M. & Schlag, P. (2012). Impact of Communication Mode Choices with Employees. Presented at Iowa Park & Recreation Association Conference. Waterloo, IA.

Lukkarinen, M. & Schlag, P. (2012). Can Wii Connect? Opportunities, Issues and Threats. Presented at Iowa Park & Recreation Association Conference. Waterloo, IA.

Schlag, P. & Owens, M. (2012). Motivating Campers: the 8 C's of Motivation. Presented at Mid-States Camping Conference (American Camp Association). St. Charles, IL.

Meyers, J. (Panel Chair), Harris, B., Kapale, K. & Schlag, P. (2012). Science and Technology; Discover, Innovate and Create Panel Presentation. Annual WIU Symposium on Teaching, Research and Creative Activities. Western Illinois University.

Schlag, P. (2011). iPad and Web 2.0 Use Inside and Outside the Classroom. Center for Innovation in Teaching & Research Workshop. Macomb, IL.

Schlag, P. (2011). Faculty iPad Use: Inside and Outside of the Classroom. Western Illinois University's Mobile Computing Awareness Day. Macomb, IL.

Lukkarinen, M. & Schlag, P. (2011). Growth of Video Gaming Industry - Implications for Park and Recreation Professionals. Iowa Park and Recreation Association Conference. Davenport, IA.

- Schlag, P. (2011). Faculty iPad use in higher education. Western Illinois University Tech Fest. Macomb, IL.
- Schlag, P. (2011). Why kids play video games and what camps can learn from the gaming industry. Presented at the American Camp Association National Conference. San Diego, CA.
- Burton, C., Lenz, R., Lukkarinen, M., Schlag, P. and Yoder, D. (2011). Video Games: Opportunity or Threat. Illinois Park and Recreation Association Conference. Chicago, IL.
- Lukkarinen, M. & Schlag, P. (2011). The Growth of the Computer Gaming Industry: Implications for Park and Recreation Professionals. Indiana Park & Recreation Association/American Camp Association State Conference. Indianapolis, IN.
- Porter, R. & Schlag, P. (2010). Service Learning: Partnering with the Universities. West Central Illinois Volunteerism Conference.
- Schlag, P. (2010). Increasing Digital Literacy through Project-Based Learning: Google Sites. Western Illinois University Tech Fest. Macomb, IL.
- Schlag, P. (2010). Programming with a Purpose: Creating Meaningful Programs for Camper Development. Presented at Mid-States Camping Conference (American Camp Association). St. Charles, IL.
- Yoder, D. (Panel Chair), Lukkarinen, M., Elliott, J. & Schlag, P. (2010). Wii Issues and Applications in a Public Recreation Setting. Illinois Park and Recreation Association Conference. Chicago, IL.
- Allwardt, D., Bories, T., Carter, M., Schlag, P., & Shupe, E. (2009). Lifespan Issue: A Panel Discussion. COEHS Week. Macomb, Illinois.
- Schlag, P. (2009). The 2009 College Student Meets Traditional Staff Training Methods: Two Worlds or One? Presented at the American Camp Association National Conference. Orlando, Florida.
- Schlag, P. (2008). Creating Cultures of Learning: How Learning Theories and Techniques Apply to Camp. Presented at Mid-States Camping Conference (American Camp Association). St. Charles, IL.
- Schlag, P. (2008). Faculty Use of iTunes U. Western Illinois University Tech Fest. Macomb, IL.
- Yoder, D. (Panel Chair), Ford, S., Lukkarinen, M., Nance, B., & Schlag, P. (2008). Computer Games and Virtual Worlds: Threat or Opportunity? Illinois Park and Recreation Association Conference.
- Schlag, P. (2007). Creating Online Learning Communities through Course Websites. Western Illinois University Tech Fest. Macomb, IL.
- Schlag, P. (2006). The Role of Religion in Considering Programming. Recreation and Leisure Studies 5130 Leisure Education Guest Lecturer. Athens, Georgia.
- Conrad, L., Schlag, P., & Powell, G. (2005). Internships: Learning by experience. Presented at American Camp Association Southeastern Section Conference. Savannah, Georgia.
- Schlag, P., & Matthews, D. (2005). Utilizing the Internet to Train Camp Counselors. Presented at the American Camp Association National Conference. Orlando, Florida.
- Schlag, P., & Matthews, D. (2004). Utilizing the Internet to Train Camp Counselors. Presented at the American Camp Association Southern States Camping Conference. Nashville, Tennessee.
- Schlag, P. (2002). Preparing Physically for Life. Athens First Ward Youth Leadership Conference. Athens, Georgia.
- Schlag, P. (2002). Utilizing Web and PowerPoint Design. Recreation and Leisure Studies Course. Athens, Georgia.
- Schlag, P. (2002). Utilizing the Stake Website at LDS.org. Sugar Hill Georgia Stake, the Church of Jesus Christ of Latter-day Saints. Sugar Hill, Georgia.
- Schlag, P. (2002). The History and Origins of the Church of Jesus Christ of Latter-day Saints. The University of Georgia Presbyterian Center. Athens, Georgia.
- Schlag, P. (2000). Recreational Habits of BYU Students. Poster Session at the RMYL Research Symposium. Provo, Utah.

GRANTS & FUNDING

- Schlag, P. & Nafari, M. (2022). Choose Ohio First Grant for STEM Scholarships. \$718,000.
- Schlag, P. (2022). Title III Funds Award. \$200,000.
- Schlag, P. (2021-2022). Title III Funds Award. \$328,198.
- Schlag, P. (2020-2021). Title III Funds Award. \$338,118.
- Fluker, Z. & Schlag, P. (2021). Strada Education Network, Inc. Grant. \$478,000.
- Kuti, M. & Schlag, P. (2021). Choose Ohio First Grant for providing STEM Scholarships. \$1.08 million.
- Thomas, J. & Schlag, P. (2019). Scholarship funds from the Marguerite Casey Foundation for assistance in retaining low-income students at Western Illinois University. \$20,000.
- Schlag, P. & Williams, M. (2018). Gwendolyn Brooks Memorial Park Grant from the Illinois Secretary of State. \$50,000.
- Thomas, J. & Schlag, P. (2018). Steans Family Foundation Grant for retention. \$100,000.
- Thomas, J., Rives, J., Hardy, R. & Schlag, P. (2017). Funding for the Centennial Honors Facility. \$850,000.
- Ross, J., Schlag, P. & Flesher, E. (2015). Substance Abuse Prevention Education Grant from the WIU Alcohol and Other Drug Resource Center. \$1,000.
- Schlag, P. (2005). Development of "Camp is for the Camper Online Training Program." The American Camp Association. \$35,000.
- Schlag, P. & Powell, G.M. (2002). The development and investigation of the use of technology as a form of pre-camp staff training for short-term camps. \$25,714. Twin Lakes, Inc.

PROFESSIONAL EXPERIENCE

- Executive Director, Honors College & International Affairs, Central State University 2020-Present
- Boren Scholarship and Fellowship Panelist 2018-Present
- EHLS Program Scholarship Reviewer Panelist for National Security Education Program 2022-Present
- CSU Honors College Web Designer (<http://honors.centralstate.edu>) 2020-Present
- Director, Centennial Honors College, Western Illinois University 2019-2020
- Phi Kappa Phi Executive Council 2018-2020
- Chief of Staff, Western Illinois University 2016-2019
- Associate Director & Multimedia Director for WIU's Mock Presidential Election 2015
- Associate Director of the Centennial Honors College 2014-2016
- Board Member: Macomb Area Convention & Visitors Bureau 2014-2020
- Mock Presidential Election Website Developer 2015
<http://www.schlags.com/mpe>
- Assistant Department Chair, Recreation, Park & Tourism Administration Department 2013-2014
- Chair of the American Camp Association Educational Endorsement Review Committee 2013-2016
- Horn Field Environmental Campus Advisory Board Member 2013-2016
- Centennial Honors College Web Developer (<http://www.wiu.edu/honors/>) 2014-2016 & 2019-2020
- Leadership Team, American Camp Association's Student Camper Leadership Academy 2013
- Assistant Department Chair 2012-2013
- Moderator of the Recreation Jobs and Recreation Internships Facebook pages 2013-2021
<http://www.facebook.com/rec.careers> & <https://www.facebook.com/rec.internships>
- Multimedia Director, 2012 ACA National Conference, Atlanta, GA 2012
- Multimedia Director, Western Illinois University Mock Presidential Elections 2011
- Multimedia Director, 2011 ACA National Conference, San Diego, CA 2011

- ACA Educational Endorsement Program (EEP) Review Committee 2011-2013
- American Camp Association eFaculty Member 2010-2016
- Illinois Association of Park Districts Research Advisory Council 2008-2016
- Program Review Team for 2011 ACA National Conference 2010-2011
- Consultant for the Fulton County Tourism Project, Dickson Mounds, IL 2010-2011
- Multimedia Director, 2010 ACA National Conference, Denver, CO 2010
- Russia Study Abroad Consultant (with Students, worked at summer camp in Russia) 2009
- Leisure and Aging Research Group Website Developer (<http://schlags.com/LARG/>) 2009
- Leadership Activities and Group Games Database Developer (<http://paul.schlags.com/leadership>) 2008
- TR Assessments Website Developer 2008
- Camp Rocky Website Developer (<http://schlags.com/camprocky/>) 2008
- Member of “the Round Table Legal Group” 2008-2018
- Summer Camp Job Fair Website Developer 2007
- ECOEE Website Developer (<http://schlags.com/ecoee/>) 2007
- Multimedia Director, 2007 ACA National Conference, Austin, TX 2007
- Intramural Referee Training Website Creator, Western Illinois University Intramurals 2006
- Tourism Consultation, Nauvoo Chamber of Commerce, Nauvoo, IL 2006
- Camp Facility and Programming Consultation, Camp Why-Not-Now, Farmington, IL 2006
- Web Design Consultant Athens Clarke County Solid Waste/ACC Green Schools 2006
- Internship Database Creator/Curriculum Reviser, University of Georgia 2005-2006
- Flash Developer for Georgia Division of Family and Children Services Training 2005
- Recreation Internship Database Developer (<http://www.recreationinternships.com>) 2005
- Camp Counselor Online Training Developer 2004-2005
- Instructor at the University of Georgia 2004-2005
- Intern Coordinator and Intern Curriculum Reviser, University of Georgia 2004-2005
- Created “Soaring with My Heroes, Broadening My World” Website 2004
- Training Consultant for Sandy Creek Nature Center Training DVD 2004
- Instructor at Gainesville College 2003
- Web Design Consultant for <http://www.thawookie.com> (Nate Olive) 2002
- Project Manager Online Training Camp Twin Lakes 2002-2003
- Research Assistant to Dr. Mark McConkie 2001
- John T. Norton Agency Training Video Developer 2000-2001
- Management Intern at the Country Club of Colorado (Sport Camp Developer, Generalist) 2000
- Computer Support Technician, BYU Library 1999-2000
- Management Intern, (Day Camp Director, T-Ball and Softball), Orem Fitness Center 1999

INSTRUCTIONAL PRODUCTS AND TRAINING

- Excel Budget Formulae Tutorials**, Developer 2011
http://schlags.com/paul/education/excel_tutorial/
- Leisure and Successful Aging**, Developer 2010
http://schlags.com/paul/education/leisure_and_aging
- Leadership Activities and Group Games**, Developer/Database Manager 2010
<http://schlags.com/paul/leadership>
- Recreation Internship Listing Website**, Developer/Database Manager 2009
<http://www.recreationinternships.com>
- Leisure and Aging Research Group Website**, Developer/Manager 2008
<http://www.schlags.com/LARG>
- WIU Intramural Referee Training Website**, Developer 2006
Western Illinois University’s Intramural Sports Program
- Camp is for the Camper Online Training Program**, Program Manager and Developer, 2005-2006
The American Camp Association

DFCS Social Worker Online Training , Flash Developer, Georgia Division of Family and Children Services	2005
NextMD Online Training Program , Instructional and Graphic Designer, NextGen Healthcare Information Systems	2004
Sandy Creek Nature Center Training DVD , Consultant Sandy Creek Nature Center, Athens, Georgia	2004
Book of Mormon Interactive CD , Program Manager Athens Institute of Religion	2004
Camp Twin Lakes Online Training Program , Program Manager Camp Twin Lakes	2002-2003
John T. Norton Agency Digital Training Video and Website , Project Manger John T. Norton Agency, Farmers Insurance	2001

HONORS AND AWARDS

• Granted tenure and full professorship in the Health and Human Performance Department in the College of Education at Central State University	2022
• Elected as Phi Kappa Phi Executive Officer at Western Illinois University	2019
• Featured in Who's Who in Curriculum & Education Higher Education	2019
• Promoted to Full Professor	2018
• Inductee, Phi Kappa Phi National Scholastic Honor Society	2017
• Western Illinois University Student Alumni Leadership Council Golden Apple Award	2017
• Inductee, Golden Key National Honour Society	2015
• Panhellenic Council Outstanding Teacher Award	2013
• Granted tenure at Western Illinois University	2013
• H.O.P.E. Award (Honoring our Professors of Excellence)	2013
• Provost's Award of Excellence in Teaching with Technology	2012
• College of Education/Human Services Faculty Teaching Excellence Award	2012
• Received early promotion to Associate Professor	2012
• CTR iPad Academy Participant	2012
• H.O.P.E. Award (Honoring our Professors of Excellence)	2012
• Received Full Graduate Faculty Status	2011
• College of Education and Human Services Faculty Innovators Program	2010-2011
• COEHS Dean Search Committee (elected by peers across college)	2010
• H.O.P.E. Award (Honoring our Professors for Excellence), WIU	2010
• Chi Omega Faculty Appreciation Day	2010
• CTR SoftChalk Academy	2010
• "On My Honor" Adult Award, Boy Scouts of America	2009
• Brotherhood Member of Order of the Arrow	2009
• Excellence in Education Award, Graduate Recreation Society	2009
• H.O.P.E. Award (Honoring our Professors for Excellence), WIU	2008
• Faculty & Alumni/Student Basketball Game Participant (winner)	2008
• Delta Zeta Faculty Recognition Dinner	2007
• "Golden Apple Award" from Western Illinois University Student Alumni Association	2007
• WIU Wheelchair Basketball Tournament Winner	2007
• Masters of Education with Distinction	2005
• Two Time Excellence in Instructional Design Award Winner	2002 & 2004
• Pi Lambda Theta International Honors Society	2003
• Nominee for the Presidential Management Internship	2001
• Dixon Scholarship Award Winner	2000
• Academic Award for Excellence in Music	1995

- Outstanding Musician Award 1995
- National Honors Society 1994
- American Scholars National Honor Society 1994
- Sons of the American Revolution Scholarship 1994
- Pikes Peak Chapter Eagle Scout Scholarship 1994
- Duty to God Award 1994
- Eagle Scout Award 1993
- Colorado Springs Region Encampment Service Award 1992
- Louis Armstrong Jazz Award 1992
- On My Honor Award 1989

UNIVERSITY SERVICE

- Member of the President's Cabinet 2020-2022
- Member of the Provost's Council and the Dean's Council 2020-Present
- Central State University Recreation Center Design and Construction Project 2022-Present
- Thurgood Marshall College Fund Campus Coordinator 2022-Present
- Chair of Director of IT Infrastructure and Security Search Committee 2022
- Student Affairs Strategic Planning Committee 2022
- Inauguration and Investiture Committee Member (Investiture of President Jack Thomas) 2022
- Member of Commencement Committee 2022
- Chair of Academic Recognition Convocation 2022
- Chair of Search Committee for Associate Provost for Academic Affairs 2021
- Search Committee Member for Dean of Humanities, Arts, and Social Sciences 2021-2022
- Ex-Officio Member of the Academic Policy Review Committee 2021-Present
- Member of the APLU Council on Honors Education 2021-Present
- President's Award for Faculty Excellence Chair 2021-2022
- President's Oratorical Competition Chair 2021
- Search Chair Honors Program Manager and Honors Administrative Coordinator 2021
- Presidential and Trustee Scholarship Committee Chair 2021-Present
- Search Committee Member University Student Success Center Executive Director 2020
- EAB Navigate Student Success Portal Pilot Project 2020-2021
- Pre-Med Symposium Panel Moderator 2019
- Pre-Med Symposium Committee Member 2019
- Vice Chair of the University Honors Council 2019-2020
- Student Honors Association Advisor 2019-2020
- Project Manager, Gwendolyn Brooks Park 2018-2019
- Chair, Western Illinois University General Counsel Search Committee 2018
- Member, Western Illinois University Simpkins Hall Renovation Task Force 2018-2019
- Western Illinois University Budget Director Search Committee 2017
- Western Illinois University's Mock Presidential Election, Associate Director 2015
- Western Illinois University Summer Stipend Committee 2014-2020
- College of Education and Human Services Professionalism Committee 2015-2016
- Fulbright Scholar Program Campus Committee 2014-2016
- Pre-Law Symposium Committee Member 2014-2020
- Undergraduate Research Day Committee Member 2014-2020
- Ex-Officio Member of the Honors Council 2014-2020
- Golden Key International Honour Society Student Advisor 2014-2016
- Assistant Professor of Therapeutic Recreation Search Committee Summer 2015
- Provost's Excellence in Teaching with Technology Committee 2013
- Council on Campus Planning and Usage 2012-2015
- RPTA Professional Development Conference Coordinator 2012-2013
- Western Illinois University Chief Information Officer Search Committee Member 2012
- COEHS Assistant Dean - Quad Cities Search Committee Member Summer 2012
- COEHS Technology Committee 2011-2014
- Department Scholarship and Awards Committee Chair 2009-2013
- WIU Summer Camp Job Fair Coordinator 2008-2014
- Alpha Phi Omega "Scouting and Youth Service Faculty Advisor" 2008 - 2014

- RPTA Internet/Technology Committee 2006 - 2016
- RPTA Graduate Education Committee 2006 - 2018
- COEHS Dean Search Committee Member (Elected by College Faculty) 2010-2011
- WIU Internet Technology Advisory Committee 2010-2012
- College of Education and Human Services Week Steering Committee Spring 2010
- COEHS TechFest Planning Committee Spring 2010
- Assistant/Associate Faculty Search Committee Member, RPTA Department 2008-2009
- NCA Accreditation, Self Study on Distance Learning, Western Illinois University 2008-2011
- WIU Council for Student Information Technology, Re-accreditation Team 2008-2009
- WIU Summer Camp Job Fair Co-Coordinator 2007-2008
- COEHS Dean's Faculty Advisory Council 2007 - 2012
- RPTA Departmental Scholarship Committee 2007 - 2009
- Produced American Humanics Promotional CD 2007

COMMUNITY SERVICE

- Campus Cru Advisor 2022-Present
- Vice Chair and Board Member: Macomb Area Convention & Visitors Bureau 2014-2020
- Finance Committee Chair: Macomb Area Convention & Visitors Bureau 2014-2016
- Personnel Committee Chair: Macomb Area Convention & Visitors Bureau 2016-2020
- The McDonough County Community Quality of Life Advisory Committee 2016-2019
- Assistant Scoutmaster for Troop 303 in Macomb, IL 2017-2018
- Varsity Scout Leader for Team 303 in Macomb, IL 2016-2017
- Quincy Good Samaritan Home (175th Year Commemoration) 2014
- Macomb Seminary Instructor 2012-2014
- Baseball Coach (Macomb Little League) 2012
- Cubmaster, Boy Scouts of America, Pack 4303 2011-2012
- Macomb Ward Financial Clerk 2010-2012
- Volunteer Basketball Coach, YMCA Spring 2011
- Scoutmaster for Troop 303 in Macomb, IL 2006-2010
- Ingersoll Scout Reservation Scout Camp, Troop 303 Summer 2010
- Volunteer Basketball Coach, YMCA Spring 2010
- Illowa Council Fall Conclave, Order of the Arrow, Camp Loud Thunder 2009
- Boundary Waters High Adventure Trip 2009
- Ingersoll Scout Reservation Scout Camp, Troop 303 Summer 2008
- Dallas City, IL Flood Cleanup June 2008
- Lincoln Elementary School Library Volunteer 2007-2008
- Medicine Lodge Klondike Derby, Troop 303 Winter 2008
- Camp Freeland Leslie Scout Camp, Troop 303 July 2007
- Produced "Consider the Lilies" video for the Athens, Georgia Stake Conference January 2006
- Hurricane Katrina Relief Effort. Hattiesburg, Mississippi September, 2005
- Camp Rainy Mountain Scout Camp, Troop 304 Summer 2005
- Unit Commissioner, Boy Scouts of America 2003-2006
- Scoutland Scout Camp, Troop 304 Summer 2004
- Boy Scout Leader, Boy Scouts of America, Troop 304 2002-2005
- Produced "Living the Dance" DVD, The Loren Smith Center for Cancer Support April 2004
- Produced Choir DVDs, Athens Institute of Religion 2002-2004
- UGA Office of Instructional Technology Advisory Committee Student Rep 2003-2004
- Promotional Video Creator, Athens Institute of Religion December 2002
- Guest Lecturer, "Preparing Physically for Life," Athens Youth Leadership Conference November 2002
- Guest Lecturer, "PowerPoint and Web Design," UGA October 2002
- Guest Lecturer, University of Georgia Presbyterian Center October 2002
- Volunteer Blood Drive Organizer, Red Cross September 1999 & March 2000
- BYU Boy Scout Pow-Wow Committee Member/Trainer November 1999
- Spook Alley Organizer, Orem Fitness Center October 1999
- Volunteer Helper, Provo Seminary for Youth with Disabilities 1999
- Missionary, The Church of Jesus Christ of Latter-day Saints, Rostov, Russia 1996-1998
- Volunteer, Christmas Unlimited, Colorado Springs 1994-1995

- Symposium Speaker, Colorado Springs Festival of Learning January 1995
- Junior Leader/Camp Counselor, LDS Regional Scout Camp, Camp Alexander January-June 1992
- Volunteer Camp Counselor, Colorado Springs Parks and Recreation Summers 1991 & 1992
- Volunteer Camp Counselor, Camp Ionl, Camp Alexander July 1991

RESEARCH INTERESTS

Public Administration
 Strategic Planning
 Fiscal Management

Higher Education Administration
 Human Development
 Semantic Differential Research

Leadership, Training & Development
 E-learning & Learning Theory
 Technology, Youth & Gerontology

LANGUAGES

- Fluent in English and Russian