

Gary Petree, PHD, MHR

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Education

Higher Education Administration

University of Tennessee Knoxville, Doctor of Philosophy

Evaluation, Statistics and Measurement

University of Tennessee Knoxville, Graduate Certificate

Human Resources Management

Troy University, Master of Science

Government and International Studies

University of South Carolina, Bachelor of Arts, magna cum laude

Teaching

University of Tennessee Knoxville – Assistant Professor of Practice (August 2023 – current) and **Lecturer** (part time, 2019 – 2023)

- *Foundations and Theories of Leadership Studies*
- *Ethics in Leadership*
- *Applied Leadership Skills*
- *Coach and trainer for the Deliberative Dialogue Practicum*

South College, Knoxville, TN – Instructor (part time, 2014 – 2016)

- *Human Resources Management*
- *Human Resources Planning and Staffing*
- *Labor Relations*

University of South Carolina Sumter – Instructor (part time, 2005 – 2006)

- *Student in the University*

Central Carolina Technical College, Sumter, SC – Instructor (part time, 2002 – 2007)

- *Human Resources Management*
- *Organizational Behavior*
- *Principles of Management*

University of South Carolina Columbia – Assistant Professor of Military Science, (1996 – 1999)

- *Military Science, Army ROTC*

Research Interests

Human ecology theory, generally, with a specific focus on how policies, programs, and practices affect the experiences of veterans in higher education and other institutions. Promoting and sustaining engagement in democracy through deliberative dialogue.

Dissertation Research

Connecting the Servicemembers Opportunity Colleges (SOC) Program and the Campus Environment at a SOC Program Institution: A Mixed Methods Study with a Transformative Design. (2017) The *process, person, context, time (PPCT)* model of human ecology theory was used to suggest the Servicemembers Opportunity Colleges (SOC) program and a welcoming campus environment for student veterans are connected. A student veteran lens was used to explore the connection. The researcher developed a questionnaire and incorporated survey research in a concurrent transformative mixed methods design to collect and analyze both quantitative and qualitative data from student veterans at a typical SOC program institution. Evidence drawn from the separate analysis of quantitative data and qualitative data was integrated, analyzed for convergence, and then compared for consistency with a theoretical perspective. http://trace.tennessee.edu/utk_graddiss/4752/

Program and Course Development

As External Consultant and Training Program Manager for the Municipal Technical Advisory Service (MTAS), an agency of the **University of Tennessee, Institute for Public Service**, Knoxville, Tennessee (2007 – 2012):

- Designed, developed, and facilitated workplace training curriculum, including a 4 – 6-month practicum experience, for working adults in the *Municipal Management Academy (MMA)*
- Designed, developed, and facilitated special topics for workplace trainers, *e.g., Train the Trainer, Deliberative Dialogue Moderator Training, Respect in the Workplace*
- Collaborated with other Subject Matter Experts to develop the *Certified Municipal Finance Officer* training program, a two-year certification program mandated by the Tennessee State Legislature (2009)

Papers and Presentations

- ***Leadership, Ethics and STEM***, professional development for Alpha Sigma Kappa, women in STEM, University of Tennessee Knoxville (2023)
- ***Taylor Willingham Legacy Fund Grant***, a proposal for grant funding to support deliberative dialogue forum experiences for undergraduate students in the Leadership Studies Minor at University of Tennessee Knoxville (2019)
- ***Veteran Reconnect Grant***, a proposal for grant funding to expand and enhance on-campus services for student veterans at University of Tennessee Knoxville (2015)
- ***Evaluating ‘Veteran-friendly Campus’ Initiatives from a Human Ecology Perspective***, a conference presentation at the NASPA Veterans Conference, Louisville, Kentucky (2015)
- ***Servicemembers Opportunity Colleges (SOC): A Program Evaluation at University of Tennessee Knoxville (UTK)***, completed on behalf of the Student Veterans Advisory Board at UTK (2014)
- ***Qualitative interview summaries*** from interviews with student and faculty, a contribution to a collaborative effort for an internal evaluation of the on-line Masters’ Degree program in Educational Leadership and Policy Studies at UTK (2014)

- ***Reflections on Trustee Selection and Performance***, an unpublished paper, University of Tennessee Knoxville (2012)
- ***Sustaining the Leader Pipeline***, a case study that demonstrated the return on investment for using workplace training as a succession planning tool in local government organizations, Southeastern Conference of Public Administrators (SECOPA), Wilmington, NC (2010)
- ***Deliberative dialogue forum*** using *National Issues Forums Institute* topic materials, *Democracy's Challenge: Reclaiming the Public's Role*, for the University of Tennessee Institute for Public Service Local Government Leadership Program, Nashville, TN (2009)
- ***A summary of focus group data*** collected and analyzed from training program participants in the *Certified Municipal Finance Officer* training program, a two-year certification program mandated by the Tennessee State Legislature (2009)
- ***Heard Without Shouting: Promoting Civility in Citizen Engagement***, University of Tennessee Institute for Public Service (2009), http://trace.tennessee.edu/utk_mtaspubs/137/
- ***A Public Policy Institute Year of Discovery: Building Capacity for Citizen Dialogue***, University of Tennessee Institute for Public Service (2008), http://trace.tennessee.edu/utk_mtaspubs/187/
- ***Deliberative dialogue forum*** using *National Issues Forums Institute* topic materials, *What Is the 21st Century Mission for Our Public Schools?*, for the Southeastern Consortium of University Public Service Organizations (SCUPSO) Conference at University of Virginia, VA (2008)
- ***Deliberative dialogue forum*** using *National Issues Forums Institute* topic materials, *What Is the 21st Century Mission for Our Public Schools?*, for the University of Tennessee Institute for Public Service Local Government Leadership Program, Knoxville, TN (2008)
- ***Chart the Course for 'Intra-preneurship' in Your Organization***, developed and co-presented to promote innovation in local government organizations, Tennessee Association of Municipal Clerks and Records Fall Conference, Franklin, TN (2007)
- ***Five and ten year military recruitment projections for metropolitan statistical areas (MSAs) and geographic regions in the state of South Carolina*** using economic projections from the *Regional Recruiting Potential Model (RRPM)* software developed at the Oak Ridge National Laboratory
- ***Facilitated participatory action research for a RAND Corporation feasibility study*** of an *Alternate Staffing Plan* for Army ROTC cadre positions in higher education

Outreach and Service

- **Department of Defense, Employer Support of the Guard and Reserve (ESGR)**
Volunteer Ombudsman providing intervention and mediation services to resolve issues related to the Uniformed Services Employment and Reemployment Rights Act (since 2012)
- **University of Tennessee Knoxville**
 - Student Veterans Advisory Board
 - Veterans Resource Committee
- **University of Tennessee, Institute for Public Service**
 - Facilitated strategic planning retreats for City mayors, council members, and staff
 - Facilitated workshops for boards to evaluate annual performance of city managers
 - Leadership Development Committee

- Scholarship Committee
- **American Society for Training & Development, Smoky Mountain Chapter**
 - Executive Board
- **University of South Carolina Sumter**
 - Chair, Long Range Planning Committee
 - Staff and Faculty Professional Development Committee
- **Council on Military Education in South Carolina (COMESC)**
 - Executive Board
- **University of South Carolina Columbia**
 - Army ROTC Department representative, Faculty Senate
 - Judge, Midlands Region High School Science Fair competition

Professional Training and Development

- **University of Tennessee**
 - Graduate School, Best Practices in Teaching
 - Institute for Public Service Leadership Development Program
- **Kettering Foundation**
 - Deliberative Dialogue Moderator Training
- **United States Army Command and General Staff College**
 - Advanced studies in applied leadership, problem analysis, quantitative decision-making, oral and written communications, and military tactics and strategies

Summary of Additional Work Experience

Resume available on request

- Leading teams engaged in complex and routine operations
- Managing resources, including annual operating budgets up to \$17 million
- Managing workplace training and professional development programs
- Conducting program evaluations, systemic inspections, audits, and inquiries

Honors and Awards

- Teaching Excellence Award, Department of Educational Leadership and Policy Studies, UTK
- Outstanding ESGR Ombudsman Service, State of Tennessee
- Multiple military awards for merit, service, and achievement
- Kilbourne Leadership Award, US Army Signal Officer Advance Course
- Academic Honor Graduate, US Army Field Artillery Officer Basic Course
- Magna cum laude, undergraduate studies, University of South Carolina
- National Honor Society, Fulton High School, Knoxville, TN