

Kimberly A. Cline-Brown, Ph.D.

CURRICULUM VITAE

Department of Biology · University of Northern Iowa
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EDUCATION

- Doctorate in Philosophy ~ Biology -- With Distinction** 2004
University of New Mexico
- Bachelor of Arts ~ Psychology -- Summa Cum Laude** 1995
University Honors Student
State University of New York ~ Plattsburgh

CURRENT POSITION

- Instructor** 2011 – Present
Department of Biology ~ University of Northern Iowa

PAST UNI POSITIONS

- Adjunct Assistant Professor** 2002 – 2011
Department of Biology ~ University of Northern Iowa
- Adjunct Instructor** 2006 - 2011
Department of Psychology ~ University of Northern Iowa

ACADEMIC SCHOLARSHIPS, AWARDS & RECOGNITIONS

- Positive Impact on an Athlete Recognition** 2022
University of Northern Iowa
Individual athletes put forth names of faculty members who positively influence their college experience. The faculty are specifically recognized at a home game.
Got recognition from two different athletes in different sports in Fall 2022.
- Apple Polisher Award** 2021
University of Northern Iowa
An award given by a UNI Student Ambassador to a faculty/staff member who they recognize as having positively contributed to their time at UNI.
- Beverly Funk Barnes Educator Excellence Award** 2021
University of Northern Iowa
Focuses on rewarding university faculty who continually create new value for those they work with through dedication, passion, and creativity for the benefit of the university.
- Honored as a "First-Year Advocate"** 2019
Nominated by a student for the Excellence in First- Year Teaching Award.

Apple Polisher Award

2019

University of Northern Iowa

An award given by a UNI Student Ambassador to a faculty/staff member who they recognize as having positively contributed to their time at UNI.

“Second Year Advocate”

2020 - Present

Yearly campus connection survey done where students nominate faculty who made a difference for them successfully transitioning to college.

“First Year Advocate”

2016 - Present

Yearly campus connection survey done where students nominate faculty who made a difference for them successfully transitioning to college.

Excellence in Teaching in the Liberal Arts Core Award

2012

University of Northern Iowa

The emphasis for this competitive award is placed on quality of teaching in the LAC, which is not limited to the classroom. Outstanding teaching includes assisting students beyond a classroom setting, demonstrating serious commitment to academic excellence, individual student needs, interests, and development.

GRANTS – TEACHING BASED

Modernization of Liberal Arts Core, Category 4. Natural Sciences and Technology, Teaching Laboratories.

Spring 2017

Awarded \$393,924 (\$106,995.62 for Natural World Laboratory).

Grant prepared by Kimberly Cline-Brown, Lawrence Escalada, Mary McDade, Siobahn Morgan, David, Saunders, Paul Shaund, Laura Strauss. Roy J. Carver Charitable Trust Award for updating Liberal Arts Core science laboratory class equipment. This included adding Ethernet to the classroom, computers, updating microscopes, and DNA sequencing equipment.

Provost Grant for Teaching Technology

Summer 2014

Awarded \$500

Carver Equipment Grant

Fall 2004

Awarded \$15,000 for new microscopes in Natural World Laboratory.

TEACHING EXPERIENCES

Primary Instructor

University of Northern Iowa - Department of Biology

Life: Continuity and Change Lecture (LAC)

Fall 2002-Present

Focuses on understanding the process of science, cells, genetics, and real-world applications of biological principles.

Life: Continuity and Change ~ 1st Year Section

Fall 2012 -Present

Same biology content as previous course but adds increased mentoring and monitoring of student performance and adjustment to college life. Furthermore, it involves overseeing student Peer Mentors for the class.

Life: Natural World Laboratory (LAC)

Fall 2003-Present

Focuses on investigating aspects of ecology, diversity, and the interconnectedness of life.

Life: Natural World Laboratory Coordinator *Fall 2003-Present*
Plans, coordinates, and supervises multiple sections of this laboratory and its supplies. Involves having weekly lab meetings, creating lesson plans and exams, coordinating with other instructors and staff to share equipment, rooms and facilities as well as pool funds for shared supplies. Secure funding for updated equipment, and advocate for room repairs and improvements.

Life: Continuity & Change Laboratory (LAC) *Fall 2002 & Spring 2003*
Focuses on cells and genetics.

Anatomy and Physiology I Laboratory *Fall 2002 & 2003*
Cat cadaver laboratory focusing on bones, muscles and organs.

Anatomy and Physiology II Laboratory *Spring 2003 & 2004*
Laboratory focusing on physiology.

University of Northern Iowa - Department of Psychology

Capstone: Science & Pseudoscience -- Critiquing the World Around You (LAC) *Spring 2006-2011*
Co-Taught with Dr. Seth Brown, Psychology. Focuses on further developing and learning to apply critical thinking skills to everyday issues. Taught several University Honors sections of this course as well.

Biopsychology *Spring 2006*
Focuses on neuroanatomy and behaviors. Filled in during second half of semester for an Instructor who went on emergency medical leave.

Wartburg College - Department of Biology

Field Ecology *Summer 2019*
Co-taught a field ecology course at Gerace Research Center in San Salvador, Bahamas. Focused on teaching ecology principles and research methods and involved team research projects.

University of New Mexico – Department of Biology

Introduction to Biology I Laboratory *Fall 1996 & Summer 1997*
Focuses on diversity of life and genetics.

Introduction to Biology II Laboratory *Spring & Summer 1997*
Focuses on evolution, adaptations, and anatomy.

Human Anatomy and Darwinian Medicine Laboratory *Fall 1998*
Developed and independently taught this course which reviewed human anatomy and physiology and integrated evolutionary theory into medical principles. Junior/Senior level.

Human Anatomy and Physiology I Laboratory *Fall 1997, 1998 & 1999*
Human cadaver laboratory on skeleton, muscle, and histology. Junior/Senior level.

Human Anatomy and Physiology II Laboratory *Spring 1998 & 1999*
Human cadaver laboratory on organs and Systems. Junior/Senior level.

Freshman Experience

Fall 1994

College preparatory course for freshmen that helps them prepare for university life and the opportunities and resources it has to offer. Pre-cursor to what is now known as “Cornerstone” or “First Year” courses.

Teaching Assistantships

Fieldwork in Animal Behavior

Summer 1998

Department of Biology – University of Montana

Summer lecture and fieldwork course in animal behavior taught at Flathead Lake Biological Station.

TEACHING CERTIFICATES

Quality Matters: Peer Reviewer Course (PRC)

April 2021

Intense 3-week course with graded assignments, projects, and tests. Only half who registered “passed.” Course includes a review of the foundational principles of Quality Matters and the QM Rubric. Participants apply Specific Review Standards to an online course (locate evidence, make decisions based on the evidence, and write helpful recommendations), and complete a practice review of an online course using eight Specific Review Standards from the QM Rubric.

Quality Matters: Design Your Online Course (DYOC)

January 2017

Quality Matter: Applying the QM Rubric (APPQMR)

January 2017

PARTICIPATION IN TEACHING DEVELOPMENT OPPORTUNITIES

- **Open Textbook Forum.** CETL presentation on how to adopt open textbooks for classes. *Fall 2018*
- **Small Teaching Everyday Lessons from the Science of Learning.** Semester long book club on this teaching tips book by James M. Long. *Spring 2017*
- **Dealing with Racist and Other Inappropriate Comments in the Classroom.** CETL workshop. *April 2016*
- **The Courage To Teach.** Semester long book club on the book of the same name by Parker J. Palmer. *Spring 2016*
- **But Do they Learn Better?** Presentation on research to look at whether CAT (technology) classrooms actually improve student course outcomes. *November 2015*
- **Improving Student’s Critical Thinking Skills – Strategies for the Classroom.** Full day seminar/workshop given by Dr. Susan Wolcott. *Fall 2015*
- **Flipped & Blended Classroom Camp.** Week long workshop that introduce flipped and blended pedagogy methods and focused on integrating technology. *May 2014*

- **How To Do A Flipped Classroom.** Introduction to different ways short videos by instructors can be watched by students prior to class thereby freeing class time for less lecture formatted activities. *February 2014*
- **VIDS Training.** Violence Incident Defense Strategies -- Four-hour training session on methods to protect students and campus if there is a shooter in the classroom, building, or on campus. *March 2013*
- **Poll Everywhere Workshop.** Learned how to integrate polling using personal cell phones to enhance courses. *January 2013*
- **MapWorks Training.** Learned MapWorks system and how to detect warning signs of student disengagement and flight risk. Also learned how to use the system to refer students to appropriate services on campus for assistance. *October 2012*
- **How Students Learn.** Faculty workshop offered that reviewed teaching psychology literature and research on effective teaching strategies. Presented by Dr. Todd Zakrasjek. *August 2012*
- **Panopto in the Classroom.** Workshop that teaches how to use Panopto video making and interface with BbLearn. *May 2012*
- **Google Apps for the Classroom.** Informed about new apps that can assist students with assignments, or can be used to enhance teaching methods. *January 2012*
- **Bb Learn 9 Reporting Tools.** Learned how to collect data from BbLearn about student usage of the system. *January 2012*
- **Turning Point Technology Training.** Instructions on the integration of Personal Response Systems (PRS–clickers) into the classrooms and use of accompanying software. *January 2012*
- **Lynda Training Courses.** Blackboard 9.x Essential Training for Instructors: Using the Grade Center: The Basics; and Using the Grade Center: Beyond the Basics. *Spring 2012*
- **Bb Learn 9 Conversion Workshops.** Learned how to integrate Blackboard features to enhance courses. *Summer 2011*
- **Emergency Planning E-Learning Workshop.** Preparing e-Learning to continue courses if classes are canceled due to emergency situations. *Fall 2009*
- **Interwrite Personal Response System Training.** Clicker system for classes to get individual responses and class polling results for in-class questions. *Summer 2007*
- **Fostering the Three C's: Creativity, Curiosity, and Critical Thinking in the Liberal Arts Core Carver Fellow** . Learn about and develop new and creative teaching methodologies for Liberal Arts Core Classes and to encourage the use of technology in the classroom. *May 2006*
- **E-Learning Courses.** Week long training and information sessions on creating and maintain course webpages. *Summer 2003*

PROFESSIONAL COMMUNITY SERVICE

Iowa Science Olympiad Event Leader for Make It Do It Activity

March 2020

February 2019

University of Northern Iowa

Junior and High Schools from across the state come to compete at the Science Olympiad to get a chance to go to the national competition. Made the jr. and high school level challenge activities for this event and grading rubrics. Led 4 ~ 1- hour session for the teams competing in this event. Coordinated the volunteers who helped with this activity. Assisted with grading the models students made with the rubrics, tallied results, and submitted team rankings for this event.

Animal Habitats and How Scientist Know What They Know

February 2017

Hansen Elementary

Presentation to 1st grade students about biology fieldwork. Also designed an activity for them to build “zoo” habitats for several different animals and then present these to classmates to see if their friends could guess which animal lives in the habitat they created.

Cub Scouts Learning About Scientists Event

January 2015

University of Northern Iowa

Arranged activities and led Tiger Scouts on a tour of various scientists’ labs to see what they do for their jobs. Also developed two experiments for the children to participate in.

Kingsley Elementary Science Day at UNI

November 2013

University of Northern Iowa

Organized event for 80 second grade students to participate in four activity stations led by UNI Biology Faculty and Staff to learn about different animals, their habitats, and adaptations. Also arranged a visit from school mascot, TC, to encourage kids to be future Panthers.

Girls And Mentors Manifesting Achievement

Fall & Spring 1998 -1999

University of New Mexico

Organization promoted further education of women in the sciences. Members served as mentors for girls in poor, rural schools and designed science experiments for girls in 3rd, 5th, and 7th grades with the hopes of encouraging them to attend university, and to maintain interests in the sciences.

COMMITTEE POSITIONS

Advisory Committees

Search Committee Member for Anatomy & Physiology

Fall 2019

Instructor Position

University of Northern Iowa ~ Department of Biology

Reviewed and rated all applicants for this faculty line, sent a list of qualified applicants to be interviewed to the department. Meet with committee to choose who to offer the position to.

Recruitment and Outreach Coordinator

Spring 2019-Present

University of Northern Iowa ~ Department of Biology

Work with various university staff involved with recruitment and outreach to determine how the department can increase recruitment and develop methods to assist with this. Also manages the outreach requests the department has and help match them to interested faculty.

Teaching and Promotion Evaluation Committee Member

Fall 2018-Present

University of Northern Iowa ~ Department of Biology

Surveyed faculty members on fair teaching criteria and then worked with other committee members to creating yearly evaluation and promotion criteria for teaching (for Adjunct, Instructor, Non-Tenured, and Tenured Faculty).

Search Committee Member for Organismal Diversity

Fall 2018-Spring 2019

Tenure-Track Position

University of Northern Iowa ~ Department of Biology

Reviewed and rated all applicants for this faculty line, sent a list of qualified applicants to be interviewed to the department. Surveyed faculty and determined who were “acceptable” for the position.

Liberal Arts Core Committee ~ CHAS Representative

2014-2015

University of Northern Iowa

Committee oversees the University Liberal Arts Core, conducts reviews of the program and initiates or receives proposals from colleges for changes in the liberal arts core program.

Category 4 Coordinating Committee ~ LAC

2011-Present

University of Northern Iowa

Committee that revises goals of science LAC courses and is charged with developing evaluative measures to ensure goals are met.

Department of Biology LAC Committee

2011-Present

University of Northern Iowa

Attend and participate in LAC campus and department meetings. Voice departmental questions and concerns and report back to department about on-going LAC issues such as requirements, modifications and evaluations.

Department of Biology Publicity Committee

2004 - 2005

University of Northern Iowa

Charged with determining publicity needs and creating publicity methods to further promote the department and increase applicants.

Award Committees

Excellence in Teaching in Liberal Arts Core Award Committee Chair

2014

University of Northern Iowa

Appointed to this committee that chooses the recipients for this prestigious award.

Guided committee in decision making process, ensured fairness of applicants' assessments, informed LAC Coordinator of award recipient, and wrote a short summary of committee suggestions for changes to the application and assessment procedure that this year's committee devised.

SERVICE TO UNI

UNI-Now

Fall 2019

Faculty member in a success and retention program that helps incoming students better prepare to be successful in college the week before classes start.

Up-Close Biology Activity Leader

Spring 2019

Developed a CSI based activity to showcase the skills UNI Biology students learn and how these can apply to careers. Led the activity with groups of 20-30 potential UNI students, and trained faculty and student volunteers who were helping with this recruitment event.

Host of UNI International Student

Fall 2018- Spring 2019

As part of student retention efforts, act as a host family for a UNI International Student. Engage them in the community monthly, help them learn American culture and communication, as well as assist them with living in the area (such as getting drivers' license, finding ways to get eyeglass prescriptions filled, etc.) and being someone to come to with questions.

Learning Partnership Speaker

2015 - Present

Co-leads discussion-based workshops on transitioning to college classes and interacting with professors during summer orientation.

First-year Only LAC Section Program

2012 - Present

Asked by Provost's Office to participate in transitioning a Life: Continuity & Change lecture into a first-year only section. Worked in committee to help develop this program across campus.

Teaching Mentor

2003 - Present

Science Education Undergraduates are placed in LAC classes to gain teaching experience. Help students learn trouble shooting techniques, and show how to coordinate laboratories and their supplies. Weekly pre-lab meetings are set up with students and individual lessons that they create/execute are evaluated. Total of 20 students mentored thus far.

Small Group Institutional Diagnosis

2012 - Present

Asked to and became a facilitator for this feedback program that aims to enhance communication between instructors and students.

Training Workshop for Science Educators

Spring 2009

Set up department and science education student training session on do-it-yourself microscope cleaning and repair to troubleshoot common equipment failures during class and decrease microscope repair costs.

Publicity Survey

Fall 2004

Created survey to determine ways current students heard about UNI Biology program and what convinced them to attend UNI. This data was then presented to the department and assisted with decision making for determining publicity approaches.

SPEAKING INVITATIONS

Invited Speaker at University of Northern Iowa

- *“Teaching Large Classes.”* Panelist for a discussion on how to successfully teach and increase student engagement in large classes. Hosted by the Center for Excellence in Teaching and Learning. Fall 2021
- *“Academic Expectations.”* Member of Faculty Panel that met with parents during Summer Orientations. 2017-2019
- *“Mythbusting College Academics.”* Co-Presenter at summer orientation sessions to help inform students about how to succeed in college classes, connect with faculty, classroom etiquette, and time management. 2012 -2016
- *“Using Peer Mentors In A First Year Program”* – Panelist for a program given to University of Arkansas faculty who are developing their First Year Program. Spring 2016.
- *“How to Teach in An Age of Distraction”* - Panelist for a talk on how learning can be impeded by cell phones, etc., and methods to deal/work with this. Hosted by the Center for Excellence in Teaching and Learning. Fall 2015
- *Leaning Partnership Presenter at Summer Orientation.* Co-presenter on what to expect in the classroom, studying, interacting with professors, and the role of the LAC. Summer 2015 to present.

- “*Tips and Lessons Learned When Flipping a LAC Class*” – Presentation for Center for Excellence in Teaching and Learning, and asked to present this again for an ITS Summer Workshop. *Summer 2015*
- “*Critical Thinking in the Real World*” - Presenter for Professional Readiness Program at the School of Business ~ University of Northern Iowa. Invited to do a workshop for business upperclassmen about critical thinking skills in the professional world and the importance of being able to apply knowledge gained in college classes. *January 2012.*
- *Summer Orientation Faculty Panel* – Sponsored by Academic Affairs
- *Residence Hall Program Speaker* – participated as a panel member for student discussion on “How to Talk to Professors”

ARRANGED GUEST SPEAKERS FOR LAC COURSES

Dr. Dale Phelps, Local Orthopedic Surgeon and UNI School of Art Alum

Dr. Phelps spoke on his experience with prostate cancer and alternative medicine, and showed the class some of his woodblock prints that picture specific immune cells fighting cancer cells in the body.

Director of Black Hawk Department of Health

Spoke about how they monitor, test for, and track new and emerging diseases in the county (e.g., West Nile Virus, Influenza, etc.).

Stephen J. Stimmel, Architect/ Partner Brooks Borg Skiles Architecture Engineering LLP

Lead Architect on Sabin Hall Renovations spoke about the trials and triumphs of making Sabin Hall a “green” and sustainable facility.

PUBLICATIONS

O’Kane, S. & Cline-Brown, K. (2017). *Life in the Natural World: Investigating Life’s Diversity*, 4th Ed. Revised. Dubuque, IA: Kendall Hunt Publishing Company.

O’Kane, S. & Cline-Brown, K. (2016). *Life in the Natural World: Investigating Life’s Diversity*, 4th Ed. Dubuque, IA: Kendall Hunt Publishing Company.

O’Kane, S. & Cline-Brown, K. (2012). *Life in the Natural World: Investigating Life’s Diversity*, 3rd Ed. Dubuque, IA: Kendall Hunt Publishing Company.

O’Kane, S., Walter, L., & Cline-Brown, K. (2009). *Life in the Natural World: Investigating Life’s Diversity*. 2nd Ed. Dubuque, IA: Kendall Hunt Publishing Company.

Cline-Brown, K., & Watson, P.J. (2005). Investigating major depressive disorders from an evolutionary theory perspective: fitness hindrances and the social navigation hypothesis. In: Devito, J.T. (Ed.), *Focus On Depression Research* (pp. 15-44). New York: Nova Scientific Publishers. *Invited Chapter.*

Harton, H. C., & Cline-Brown, K. (2005). A love lost (and found?). *PsycCritiques*, 50(45), Article 5.

JOURNAL REVIEWER

Evolution & Human Behavior ~ Elsevier Publishing

2009 – Present

PROFESSIONAL MEMBERSHIP

National Association for Biology Teachers

Human Evolution and Behavior Society

Omicron Delta Kappa (National Leadership Society)

Phi Kappa Phi (National Interdisciplinary Honor Society)

Psi Chi (National Psychology Honor Society), and a past Local Treasurer

ACADEMIC PRESENTATIONS

Cline-Brown, K. (2002). *Direct and Indirect Fitness Hindrances as a Predictor of Depression*. Human Behavior and Evolution Society Meeting. Poster.

Cline, K. A. (2000). *Health Problems and Depression in Older Adults: Investigating the Role of Social Contracts*. Conference on Alzheimer's Disease and Psychiatric Disorders in the Elderly. Poster.

Tooke, W. S. and Cline, K. A. (1993). *Co-evolution of Intentional Jealousy Induction in Human Relationships*. Human Behavior and Evolution Society Meeting. Poster.

RESEARCH EXPERIENCE

Pharmaceutical Research 2000 - 2002

*Research Assistant ~ Centers for Behavioral Health, LLC
Rockville/Baltimore, MD*

Executed medical studies for companies such as Pfizer, Bristol-Myers Squibb, AstraZeneca, Eli Lilly, and acted as a liaison between researchers, pharmaceutical companies, FDA, and ethics boards. Did medical procedures and drug administration, conducted interviews, measurement scales, ratings and data coding. Attended Coordinator and Primary Investigator meetings. Managed and completed a total of twenty-seven medical and psychiatric clinical trials, averaging six active studies at any one time.

Evolutionary Approaches to Depression 1998 - 2002

*Principal Investigator ~ University of New Mexico
Albuquerque, NM*

Designed, managed, obtained funding, and completed dissertation project on depression in older adults. Included organizing and managing a research laboratory consisting of three student assistants each semester for three semesters. Also included fieldwork in rural Mississippi.

Energetic Studies in Sierra Dome Spiders 1998

Mate Choice in Female Fairy Moths
*Research Assistant ~ University of Montana
Flathead Lake Biological Station, MT*

Responsible for conducting fieldwork and lab procedures for various research projects involving sexual selection in the Sierra Dome Spider, and mate choice in a newly discovered species of Fairy Moth (*Adela brantleyae*).

Sexual Dimorphism in Human Sexual Jealousy 1992 -1994
Research Assistant ~ State University of New York
Plattsburgh, NY
Designed, coordinated, and executed various studies on sexual jealousy and human mate choice.

ADMINISTRATIVE & ORGANIZATIONAL SKILLS

Interim Thesis Reader Summer 2004
University of Northern Iowa ~ Graduate College

Graduate Assistant for Residence Hall Programming 1995 -1996
State University of New York ~ Plattsburgh, NY
Administrative position that oversaw the training, programming efforts, transportation, and funding needs of 92 Resident Assistants and 12 Resident Hall Directors.

Resident Hall Assistant 1993 -1996
State University of New York ~ Plattsburgh, NY
Maintained an academic and socially growing environment in the residence halls and was a liaison between on-campus students and the Office of the Dean of Students.

Academic Advisor 1995 -1996
State University of New York ~ Plattsburgh, NY
Undeclared freshmen and transfer student advisor.

Event Organizer 1993 -1996
State University of New York ~ Plattsburgh, NY
Independently organized and assisted with several campus-wide events, including New York State Undergraduate Research Conference, campus charity events, resident assistant and hall council trainings, and family weekends.

CLINICAL EXPERIENCES

Geriatric Services Student Intern 2000
Mississippi Department of Mental Health
Southwest Mississippi Mental Health Complex ~ McComb, MS
Intern for a geriatric psychologist. Responsibilities included doing intakes of clients, mental health consults for nursing homes and hospitals, and aiding with domestic violence and suicide cases.

Clinical Research Assessments 2000 - 2002
Centers for Behavioral Health, LLC ~ Baltimore, MD
Trained on and experienced at administering various scales used in medical research protocols.

Treatment Assistant 2000 – 2002
Centers for Behavioral Health, LLC ~ Baltimore, MD
Involved on the psychiatric treatment team for patients with severe mental illness at an in-patient facility.