

**Michael L. Norris**  
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***Education***

**June, 1998 M. Ed. Physical Education Teacher Certification**, The Ohio State University, Columbus, OH

**June, 1998 M. A. Physical Education Pedagogy**, The Ohio State University, Columbus, OH

**June 1992 B. A. Recreation and Parks Administration Outdoor Recreation**, Central Michigan University, Mt. Pleasant, MI

**May, 1985 A. A. S. Recreation and Leisure Studies**, Vincennes University, Vincennes, IN

***Teaching Experience***

**Adjunct Faculty and Activity Program Coordinator (Fall, 2001- Present)**

**Rich Engelhorn and Warren Franke, Undergraduate and Graduate Coordinators (Peers)**

**Jerry Thomas, Ed. D – Supervisor, Iowa State University, Ames, Ia.**

Courses taught:

101 Swimming 1 –Fall, 2001, 2003; Summer 2002, 2003, 2004

102 Swimming 2 – Fall 2001, 2003; Summer, 2002, 2003, 2004

114 Lifeguard Training – Fall, 2001; Spring 2002, Fall, 2003, Spring, 2004

116 Water Safety Practicum (Fall, 2004; Spring, 2004)

117 Lifeguard Training Instructor (Every Spring since 2002)

118 Water Safety Instructor (Every Spring since 2002)

162 Triathlon Training (Summer 2002, 2003)

185 Soccer (Fall, 2003)

233 Fundamentals of Outdoor Team Sports (Fall, 2001, 2002, 2004)

238 Fundamentals of Outdoor Adventure (Every Fall since 2002)

230 Fundamentals of Aquatics (Every Spring since 2002)

395 Adapted Physical Education – Lab Instructor

H.S. 305 Instructors First Aid (Every Spring since 2002)

490A Independent Study Coordinator – 2 students, Spring, 2005; 2 students, Fall, 2005, 1 Fall, 2006.

Teacher Education – Student Teaching Supervisor, Spring, 2006.

Teacher Education Student Teaching Program Coordinator, Fall, 2006.

**Assistant to the Chair/Physical Activity Program Coordinator,**

**Jerry Thomas, Department Chair**

Job duties: Development and maintenance of Physical Activity Program (new classes – Triathlon Training, Mountain Biking) that has over 60 classes, leadership and training within the Physical Activity Curriculum; developed overall schedule for Health and Human Performance Department by collaborating with Graduate and Undergraduate Coordinators in class scheduling; coordinate Forker Building and Facilities along with ISU Recreation Services, supervise and train building staff in Aquatic Programs (Lifeguarding, Water Safety Instructor, Lifeguard Training Instructor), supervise First Aid/CPR (Keep personnel trained and updated), established

an AED program in our building, maintained and evaluated course fees for all activity classes (n~60), collaboration with University agencies to better enhance our department visibility (College of Human Sciences, Exploring Education Program, Science Bound, (EOP), teach entry level courses in the Teacher Education program Program – Pedagogy, Actively involved in University Committee work – Awards, Executive, and Teacher Education, Community involvement – Coordinated Ames HS MLK day program, and Co-coordinated enrichment opportunities for Minority Students with faculty and graduate students in the department and developed a mentoring program for undergraduate students in the Health and Human performance department called M.O.S.T.– Multicultural Outreach Student Teams (M.O.S.T).

**Secondary Teacher -- Intervention Specialist/Physical Education Teacher (August, 1998 - Spring, 2001)**

**Bellefontaine City Schools, Bellefontaine, Ohio – Principal, Maureen Yoder**

Job duties: Required to work with students mainstreamed into regular curriculum. Schedule, plan, and implement IEP goals for students. Modify and adjust coursework for special education students. Also taught the following pullout classes: English, Science, History, and Employability Skills, assisted in Applied Spanish classes. Also required to teach CPR/First Aid as well as Physical Education in the block schedule (4 x4).

**Summer Teacher -- Physical Education Instructor (Summer, 1999 & 2000)**

**Bellefontaine City Schools, Bellefontaine, Ohio -- Assistant Principal, Bill Patterson**

Job duties: Responsible for providing physical activity for 30 students during an intensive summer physical education class. Students were required to keep a portfolio including journals, copies of skills completed during the class, and also skills assessments and written activity assessments. Cooperative activity assignments as instruction based on Sports Education Model (Team). Instruction included Canoe Trip (extended field trip – 4 hours), Archery, Low and High Ropes Adventure courses, Biking (20 miles), Swimming, Tennis, Square Dancing, Badminton, Fitness activities (Heart Rate and mile runs), Bowling, and Group games.

**Student Teaching -- Wedgewood Middle School (January 1997 to June, 1997)**

**Columbus, Ohio -- Secondary Student Teaching Experience 6-8th grade – Sue Pine**

Job Duties: Taught 6-7-8 th grade students using the Tactical Approach to teaching Physical Education. Course content included the following activity areas: Soccer, Softball, Basketball, Track/Field, Cooperative Games, and Dance.

**Student Teacher -- Park/Beck Elementary (August, 1996 - December, 1996) ,**

**Columbus, Ohio -- Elementary Student Teaching Experience K-5th grade – Janet Benedict**

Responsible for teaching Basketball (Grades 3-5) and stunts/tumbling to coeducational classes. Email reflections, daily lesson reflections, and critical incidents were some of the learning experiences used to enhance teaching performance.

**Student Teacher -- Cassingham Elementary School (August, 1996 - December, 1996)**

**Bexley, Ohio -- Elementary Student Teaching Experience 2- 6th grade – Melissa McCarthy**

Job duties: Prepared Units of instruction in Fitness for coeducation students Kindergarten through 6<sup>th</sup> grade. Provided authentic assessment as a means to track

student performance during daily fitness activities through check sheets and activity sheets. Email reflections, daily lesson reflections, and critical incidents were used to improve teaching experiences.

**Instructor – Teaching Assistant (Fall 1995- Spring, 1997)**

**The Ohio State University, Columbus, Ohio -- Sally Dellinger, Supervisor, Camille O'Bryant, Graduate Student Coordinator.**

Courses: Taught Basic Instruction Program, Soccer, Advanced Soccer, Swimming 1, 2 and 3. Physical Education teaching program courses - Field Sports Methods (315) and Student Teaching Field Supervision. Other courses Coaching Practicum course (489.5).

**Program Director -- Camp Cotubic ( Summers and Weekends, May 1995 to July 1997) Zanesfield, Ohio – Director, Dave Stephens**

During Outdoor Education – Planned and implemented evening activities for school groups, i.e. Square Dances, Group games, water front games, and other activities. At Summer Camp - Responsible for Hiring, training, and supervision of summer program, campers, waterfront, ropes course, weekly guest groups, and maintenance.

**Bus Driver -- Bellefontaine City Schools (August, 1994 to June, 1994)**

**Bellefontaine, Ohio -- Supervisor -- Michael Bell, , –**

Job Duties: Complete training for CDL, Transport students K-12 to schools morning and afternoon. Also transported athletic teams and field trips to specific destinations and back to schools. Completed daily driving log, bus checklist, and weekly driver meetings.

**Program Coordinator -- Bellefontaine Parks and Recreation Department, (September,1989- August,1994)**

**Bellefontaine, Ohio -- Supervisor – Biff (William) Roberts**

Job duties: Aquatics - Swim Team Coach, WSI (Lessons), Lifeguard (Instructor).

Soccer -- Youth Soccer Coordinator, Referee, Coaches Training, Youth Clinic.

Supervisor -- Walking program, Baseball/Softball program, Saturday morning recreation program supervisor of instructors. Maintenance -- Groundskeeping, Field/Park maintenance. Soccer, Softball, Football fields lined.

***Honors and Awards***

**Shared Leadership for Institutional Change – Participant and Professional Development Grant Recipient,**

January 2001 – January 2002.

**Bellefontaine Rotary Excellence in Teaching -- Teacher of the Year, Bellefontaine High School, March 2000.**

**Teacher Appreciation Day – Senior High students award teachers roses. 5 roses, Mar. 2000, 1999(1), and 1998(1).**

**Grant Recipient -- “Let’s All Get Together”**, Bellefontaine Professional Development Grant 1998

Multicultural Education Program.

**NASPE (National Association of Sport and Physical Education), Student Major of the Year,**

The Ohio State University, Physical Education, April 1998.

***Publications***

**Norris, M. (1998).** Unpublished Master’s Project. S.H.A.R.E. (Schools, Health, and Recreation, Education):

A Collaborative Approach.

**Knop, N., Lemaster, K., Norris, M., Raudensky, J., & Tannehill, D. (1997).**

What have we learned through Collaboration: A Summary Report From a National Teacher Education Conference, *The Physical Educator*, Early Winter, 54(4), 170-180.

**Dieter, S., Howell, J., Kaye, H., Norris, M., Shivers, C., Stone, T., & Wright, T. (1997).**

**Professional Resources for Physical Educators**, Dublin Sells Middle School Teachers, Dublin, Ohio. May 1997.

***Professional Presentations:***

**Graduate School Orientation – Fall 2004-Present.**

**New Teaching Assistant Orientation** – All new teaching assistants are required to come to a 10-day orientation to graduate school orientation. This orientation has developed from an initial 3-day orientation to a 10-day program where students are also involved in the University orientation process.

**a. Graduate Teaching Assistants Fall Orientation** – Provide orientation to (n~6-8 2001-2004, n ~ 11; 2005-2005) incoming Graduate Students in the preparation and development of teaching. The purpose of the presentation is to give the students ideas for development of syllabus, teaching methods in classes, effective course management, organization when teaching content, and problems or situations when teaching during the semester. I developed and provided a handbook of Health and Human Performance Department teaching guidelines. **Fall, 2001- 2004.**

**Early Outreach Program, Summer 2006, 2004**

Presentation to students of color and students from underrepresented communities who were summer enrichment participants. Presentations were on the importance of physical activity by using pedometers, discussion of various forms of physical activity, health risks associated with lack of inactivity and promotion of positive choices related to activity – walking, running, swimming and biking.

**Iowa Sister States, Olympic Council of Malaysia and Iowa State University**

### **US State Department Grant Project Title: Opening Doors II, OCM and Iowa Sister States Exchange**

A “Sports for All” program for the youth of Malaysia is intended to provide equal access to a variety of sport programs, regardless of skill level. Our goal was to train youth sport administrators, sport ministry staff, youth sport volunteer coaches (n~60) for one week in development of grass roots youth sport philosophy, while providing demonstrations of how to implement alternative coaching/teaching methods for grass roots youth sport. Our sessions incorporated classroom lecture with field sessions. My role was to assist in the classroom lecture as well as teaching the coaches the techniques of Tactical Approach to Teaching Games for Understanding (Oslin) model. The other portion of this grant provided training for youth players and coaches in state supported sport schools in the double goal coach philosophy while providing instruction to the children in two schools in the state of Terengganu, Malaysia which is a sister state to Iowa. Diplomacy and statesmanship were the primary focus of these clinics. My role was to instructor 30 children at two separate sites in the techniques of soccer using various teaching techniques.

### **Graduate Teaching Assistants – January 2004**

Presentations to 15 Graduate Students in the Tactical Approach to Teaching Games for Understanding and Sport Education Model for teaching. The purpose of the presentation was to give the students concrete methods for effective course management and organization when teaching. The graduate students assisted in the revision of the overall course objectives, skill requirements and activity

### **Foundations of Health and Physical Education – Guest Lecturer, 2003, 2004**

I was a guest lecturer in this course aimed at engaging incoming freshmen students with insight into various aspects of the Health and Physical Education field. Fall semester (n~150), 2003, 2004, Spring Semester (n~80), 2003.

### **Exploring Education Co-Coordinator/Facilitator– summer, 2003**

Co –coordinator with the Minority Liaison Officer in College of Education and Family and Consumer Sciences Education to develop a program to increase the recruitment of students of color and economically disadvantaged youth to Iowa State University by providing a summer enrichment program. Funds were secured through a grant from the two colleges, in addition to funding from our respective departments (health and human performance, dean’s office, and apparel and merchandising). My role was to assist in the recruitment and implementation of the program during the summer. I traveled to Des Moines public school systems and Ames School System to make presentations to students as well as setting up a booth and answering student questions and assisting the students in completing their registration materials. During program implementation, I assisted in the development of the daily program schedule as well as being responsible for teambuilding activities and the group projects completed (students were required to research one of the respective departments and make a media presentation to the whole group prior to completion of their summer camp experience.).

### **AAPHERD National Convention, New Orleans, La. In Collaboration with the**

Ohio State University, Cal Poly San Luis Obispo, Indiana University, Bloomington, In.,  
Connecting with Graduate Schools: Asking Questions and Getting Answers, April 2004.

**AAPHERD National Convention, Philadelphia, Pa.** In Collaboration with the Ohio State University, Capital University, Columbus, Oh, Cal Poly San Luis Obispo, Indiana University, Bloomington, In., Connecting with Graduate Schools: Asking Questions and Getting Answers, April 2003.

**AAPHERD National Convention, San Diego, Ca.** In Collaboration with the Ohio State University (Dr. Sam Hodge), Connecting with Graduate Schools: Asking Questions and Getting Answers, April 2002.

**Project Presentation -- S.H.A.R.E. (Schools, Health, and Recreation, Education) a Collaborative Approach.** May 1998. Master's Arts Final presentation.

**OAPHERD presentation of The Ohio State University --** Master's of Education Program: an introspective look from Curriculum to Student. December 1998.

**Precision Teaching (Dr. Ogden Lindsley) –** Presentation to explain the precision teaching reading program, Norris, M. presenter. Bellefontaine Special Education Teachers, Bellefontaine, Ohio. March 1997.

**Dieter, S., Howell, J., Kaye, H., Norris, M., Shivers, C., Stone, T., & Wright, T. (1997).** Professional Resources for Physical Educators, Dublin Sells Middle School Teachers, Dublin, Ohio. May 1997.

***Professional Development:***

***Keeping our Faculties III, Minneapolis, MN. (Nov. 2004)***

Participated in this regional conference to learn about the various ideas, trends and models in recruiting and retaining faculty of color at Universities and Colleges with the idea of sharing and implementing strategies and ideas learned with Iowa State University community.

***Team Nutrition Workshop (Summer, 2004)***

Participant in local team (physical education, school administration, and community personnel) commissioned to plan and develop programs or activities designed to help the local community address healthier eating habits in schools.

***First Biennial CIC – Kinesiology Diversity Summit, Chicago, Illinois April 2004***

The focus of this conference was dialogue focused on creating recommendations to help Big 10 Research 1 institutions with the recruitment and retention of a diverse population in Kinesiology programs. This working conference provided ideas and strategies for participants to take with them to their respective Universities.

***Dialogues on Diversity, President Gregory Geoffrey, (2003-04 – on going)***

University community participant in dialogues on diversity at Iowa State University to begin addressing issues regarding equity, diversity, color, and its affect on the university community.

***Introduction to Web Course Delivery- WebCT 4.1.1, August 2003***

WebCT is an innovative program for University Faculty, Students, and Staff to access and use for course management.

***Teaching Adventure Skills in the Gymnasium, Dort, A., Evaul, T., Gehris, J. , April 1, 2003***

A workshop presented at the AAPHERD (American Alliance for Health, Physical Education, Recreation, and Dance) National Convention, Philadelphia, Pa..

***Shared Leadership for Institutional Change (SLIC), Bystrom, D., Schuh, J., Fields, A. 2002.***

Selected as a participant in this yearlong workshop to prepare underrepresented faculty and staff opportunities to learn effective leadership within the structure of the University Institution. Iowa State University, Agronomy Department (Kellogg Foundation Grant), Ames, IA. January , 2001 - 2002.

***WebCT Quickstart: Content Delivery, Instructional Technology Center, March 2002.***

An introductory course and training on understanding WebCT and how its uses could apply to classroom settings in the form of inter class discussions, PowerPoint presentations, quizzes, and examinations.

***Committee Service:***

***Iowa State University - Martin Luther King Day Celebration Committee, Derek Rollins, Chair ('04 to present)***

Preparation and planning for Martin Luther King Day Celebration for the ISU campus and Ames community. Planned activities include a Parade and Breakfast for January 2005.

- a. **Awards Sub-committee Chair, 2006.** Responsible for gathering a committee of Faculty/Staff and Students (Graduate and Undergraduate) to select the recipients of the Dr. Martin Luther King Jr. Advancing One Community Award.

***College of Human Sciences (c, 2005) Professional and Scientific Development Committee/Professional and Scientific Staff Support Committee (2005 to present)***

Combined colleges of from Education and Family and Consumer Sciences to make decisions regarding the use of professional development funds to be issued to professional and scientific staff. This committee has re-focused efforts to become the Professional and Scientific and Staff Support Services Committee. This new committee (to be approved by the Deans office) will seek to meet the needs of the College of Human Sciences P&S and Staff concerns – pay, feedback from supervisors, equity and job responsibilities.

***College of Education -- Diversity and Equity Committee, Fall, 2004/5***

Persons meet to evaluate the climate of the diversity and equity within the College of Education/FCS also to establish a plan, purpose, goals, and objectives within our college.

***Executive Committee – Jerry Thomas, Chair (Current and ongoing)***

ISU Departmental faculty and staff collaborate monthly to review relevant issues and business in the Health and Human Performance Department.

***HHP Diversity Committee – Ann Smiley Oyten ('02-present)***

Committee examined possibilities (presentations/meetings) for encouraging high school students to participate in a summer enrichment program. Our focus this year has been to build on the programs that are available i.e. Early Outreach Program, Science Bound etc...Developed a mentoring program for informal mentoring of incoming freshmen and transfer students by upper level students in the Health and Human Performance Department.

***Teacher Education Committee – Kathi Thomas, Chair (Current and ongoing)***

As an ISU Teacher Education committee member, our role is reviewing course offerings in the Teacher Education Program recommending deletions, modifications, additions; reviewing and implementing policies and procedures for admission into the Teacher Education program; reviewing student applications, while making recommendations for admittance to the Teacher Education Program, and student teaching.

***Mentoring Group (Am I my Brothers Keeper?) (August 2004 – present)***

I met with several students (3) throughout the semester to monitor progress, encourage them with their studies, provide leadership and advice on their academic progress and listen to their struggles and challenges of being an athlete, student of color, or college student.

***Principals Advisory Committee (PAC) – Mike McGrory, Principal, Ames High. ('04)***

A member of this advisory committee designed to discuss and interact with other parents at Ames High School to provide direction and solutions to school policy and problems.

***African American Student Society – J Herman Blake Advisor, (Fall, 2001/02)***

Faculty/Staff participate in bi-weekly dialogues with undergraduate students of color to discuss issues relative to college life – academic success, social life and other things that affect college students.

***Explore Education Program Committee – Georgia Hale and Susanna Munoz, Advisor (Spring/Summer, '03)***

Helped plan and implement a summer enrichment program featuring the college of education teaching departments at Iowa State University – Curriculum and Instruction, Industrial Technology and Education, and Health and Human Performance. Presented program idea at Ames and Des Moines East High Schools to recruit students to attend this program. Provided support in the HHP area by providing Adventure Education material for students and making sure graduate students had events scheduled in building coordinated.

***HHP Awards Committee – Doug King and Cindy Fredricksen, Co-Chairs (Spring, '03)***

Provided written recommendations and nominations for candidates for University and College awards. Voted on candidates for scholarships and recognition within the HHP department.

### ***Skills***

**Microsoft Office (Word, PowerPoint, Access, Excel), WebCt (Cardinal)**

### **Physical Education (Professional, K-12) Teaching Certificate**

Ohio Department of Education, May 30, 1997 -- June 30, 2005

### **American Red Cross – First Aid, CPR, & AED Instructor Trainer**

May 1999 - Present

### **Water Safety Instructor Trainer/Lifeguarding Instructor Trainer**

May 1999 – Present

### **National Soccer Coaches Association, National Diploma,**

Pennsylvania State University summer, 2000.

### **AMTP (American Master Teacher Program) -- Content and Pedagogy Certificates. May 1997**

### ***International Experience***

2006 (March) Travel to Malaysia – This was a 16 day collaboration with Iowa Sister States, Olympic Council of Malaysian and Iowa State University to assist in providing information on how to develop grass root youth sports in  
Malaysia.

### ***Memberships***

AAPHERD – 1995-2000, 2001-2005

### ***Hobbies***

Running marathons (2 – Cincinnati Flying Pig, 2004, 2005), ½ Marathons (Des Moines, 2002, 2003 & 2006) and triathlons (Summer, 2002 – present)  
Soccer – coaching, refereeing and playing.

### ***Community Service***

MOVE – Volunteer worker transporting needy families in the Ames community to various places they need to go. (Initiated March-June, 2007)  
Ames Area Triathlon or Multisport Club, U TH TRI IT Triathlon, Race Director, Summer 2007  
Ames Area Triathlon or Multisport Club, U TH TRI IT Triathlon, Swimming Coordinator, Summers 2005 & 2006  
Physical Education Club, advisor, Fall, 2006 to present  
Nigerian Student Union, Advisor, 2005 to present  
DAVID – Divine A Visions In Dance advisor, 2004  
ATOMC (Ames Area Triathlon or Multisport Club) Co-Founder/President, '04 to present  
Ames Soccer Club, Professional Coach, Fall '05 to present  
Ames Soccer Club, Volunteer Head Coach, U-6 (Cheetah's), Fall, '03/'04, '04/'05  
Christian Educators Network (Faculty Participant, '03 to present/ Advisor, '04)

Sigma Gamma Rho, Advisor, Iowa State University, Fall 2003.  
Volunteer co- coordinator Paul Joo Benefit Concert, Ames, Ia. Su, '03  
Christian Education Association International, volunteer speaker, Spring, '03  
ISU Triathlon Club Co-Advisor, Fall, '02-'04  
Ames HS Mentor/Advisor Eccential Elements Dance Group –, Ames, Ia ('03)  
Ames HS JV Boys Soccer Coach –, Ames, Ia. ('02-'03)  
Ames Soccer Club, U-6, U-13 recreational Volunteer Head Coach (Fall'02) (Ia)  
Ames Parks and Recreation Soccer , U-8's recreational Head Coach (Fall'02) (Ia)  
Head Boys Soccer Coach – Bellefontaine HS, Bellefontaine, Oh ('98-'00)  
Head Boys & Girls Swim Team Coach Bellefontaine HS, Bellefontaine, Oh ('97-00)  
Volunteer Tutor, Western Elementary School, Precision Reading with 3<sup>rd</sup> grade student ('96)  
Founder & Head Coach Boys XPRESS Soccer Team -- U12, Spring, '99-'00 (Oh)  
Ohio Scholastic Coaches Association (1999/00/01)  
Miami Valley Soccer Coaches Association (1999/00/01) (Ohio South)  
Cultural Activity Club Advisor Bellefontaine HS, OH ('98 to '00)  
TAASC (Adapted Ski Program) Volunteer Instructor Bellefontaine, Oh. '00-'01  
Students Against Violence Co-Advisor Bellefontaine HS, OH ('97 & '98)  
Comm-Unity Party Activity Coordinator, May, '98 – Volunteer Bellefontaine, Oh  
Volunteer Soccer Coach – Linden McKinley High School ('97) Col, Oh.  
Champions Club – Weinland Park Inner City Youth Soccer, 4-6 gr ('96) Col, Oh.  
Saturday Enrichment Program – Soccer Instructor 3<sup>rd</sup> – 8<sup>th</sup> gr Bellefontaine, Oh. ('95-7)  
Volunteer Coach Bellefontaine Soccer Association, K-3<sup>rd</sup> grade ('89 - '96)

### ***References***

Jerry Thomas, Ph.D., Department Chair Health and Human Performance,  
Iowa State University, Ames, Ia. 50010. (515) 294-1425.

Warren Franke, Ph.D., FACSM, Associate Professor and Director of the Exercise  
Clinic at ISU, 247 Forker Building, Ames, IA, 50011. 515-294-8257.

Richard Engelhorn, Ph.D., Director of Coaching Education,  
Undergraduate Coordinator, 241 Forker Building, Iowa State University,  
Ames, Ia. 50011. 515-294-8131.

Sam Hodge, Ph.D., Professor and Associate Dean of Diversity, The Ohio State  
University, School of Physical Activity and Educational Services, 309  
Pomerene Hall, 1760 Neil Avenue, Columbus, OH, 43210-1297.  
614-292-8364.

Michael Harvey, Director of Recreation Services, 2220 State Gym,  
Iowa State University, Ames, Ia. 50010. (515) 294-0994.

Maureen Yoder, Principal, Bellefontaine High School, 555 East Lake Avenue,  
Bellefontaine, OH, 43311. 937-593-0555.