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EDUCATION and PROFESSIONAL PREPARATION

Post-secondary degrees:

Troy State University Montgomery, AL	M.S. - Personnel Management (Master's Research: "The Development of a Doctrine and Procedure for Just Cause Termination of At-Will Employment," Fall 1986, Research Director: Dennis W. Gibson, Ph.D., Associate Professor of Human Resources Management.)	(1988)
Auburn University Auburn, AL	B.S. - Business Administration	(1979)

Institutes:

Northeastern University Boston, MA	National Institute on Experiential Education	(2008)
University of Georgia Athens, GA	National Leadership Institute in Adult & Continuing Education	(1991)

Professional and scholarly recognitions:

Auburn University	University Emeriti	(2020)
Society for Advancement of Management International	Fellow of the Society	(1990)

Secondary education:

Saint James School Montgomery, AL	Honors: Beta Club Society	(1975)
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PROFESSIONAL EXPERIENCES

2020 – present	Assistant Vice President Emeritus, University Outreach and Public Service (Retired, Auburn University, main campus), Montgomery, AL <i>Serving as special advisor to Vice President and assisting with division ad hoc projects and initiatives as assigned.</i>
2017 – 2020	Assistant Vice President for University Outreach and Public Service Auburn University, Auburn, AL <i>Assisted the Vice President with division strategic planning, human resources, organizational assessment, communications, and development initiatives. Responsible for University Outreach division information technology resources and campus CEU program certification services. Directed the Office of Public Service including university service learning and engagement programs (such as AuburnServes, Campus Kitchens Project, and Beyond Auburn), institutional and community partnerships, faculty development and non-profit organizational training. Responsible for the Encyclopedia of Alabama, associated editorial staff and on-line publishing resources comprising this initiative.</i>

2010 – 2017	Director and CEU Officer, Office of Public Service and the Encyclopedia of Alabama, Auburn University, Auburn, AL <i>Oversight of programs for Office of Public Service and the on-line Encyclopedia of Alabama.</i>
2005 – 2010	Director and CEU Officer, Office of Outreach Information and Program Certification, Auburn University, Auburn, AL <i>Oversight of outreach information services and university CEU program certification.</i>
1993 - 2005	Director, Office of Outreach Information, Auburn University, Auburn, AL <i>Oversight of outreach information services.</i>
1989 – 1993	Project Associate, Office of the Vice President for Extension, Auburn University, Auburn, AL
1988 and prior	Service management and marketing experience, various positions, Montgomery, AL

SELECTED PUBLICATIONS and PRESENTATIONS

Books and Chapters

1. Foster, R. S., Jr. (2017). "Co-treading the Relational Pathways of "Living Democracy": An Institutional Perspective." In L. N. Fairley & M. Wilson (Eds.) *Living Democracy*. Akron, OH: The Kettering Foundation Press.
2. Foster, R. S., Jr. (2015). "Missions at First Baptist Church: A Historical Perspective." In H. Hancock (Ed.) *Our First Priority*. Montgomery, AL: First Baptist Church.
3. Foster, R. S., Jr. (2010). "Transforming the Ivory Tower to Community Center: Civic Engagement in Public Universities." In R. Sims (Ed.) *Transformation/Change in Government Organizations*. Charlotte, NC: Information Age Publishing.
4. Foster, R. S., Jr. (1998). "Accountability and Change in Higher Education: A Case History." In R. Sims (Ed.) *Accountability and Radical Change in Public Organizations*. Westport, CT: Quorum Books/Greenwood Press.
5. Foster, R. S., Jr., Jelinek, S. M., & Sauser, W. I., Jr. (1995). "Corporate Fraud in Marketing: Business Practices and Advertising Content." In M. Spencer & R. Sims (Eds.) *Corporate Misconduct: The Legal, Societal, and Management Issues*. Westport, CT: Quorum Books/Greenwood Press.
6. Jelinek, S. M., Foster, R. S., Jr., & Sauser, W. I., Jr. (1995). "The Americans with Disabilities Act and Compensation." In J. Veres and R. Sims (Eds.) *Human Resource Management and the Americans with Disabilities Act*. Westport, CT: Quorum Books/Greenwood Press.
7. Jelinek, S. M., Foster, R. S., Jr., & Sauser, W. I., Jr. (1995). "A Rose by Any Other Name: Applying Total Quality Management in Higher Education." In S. Sims and R. Sims (Eds.) *Total Quality Management in Higher Education: Is it Working? Why or Why Not?* Westport, CT: Praeger Publishers/Greenwood Press.
8. Foster, R. S., Jr., Sauser, W. I., Jr., & Self, D. R. (Eds.). (1994). *Marketing University Outreach Programs*. Binghamton, NY: The Haworth Press. Simultaneously published in *Journal of Nonprofit & Public Sector Marketing*. Vol. 2(2/3), 1994.
9. Sauser, W. I., Jr., & Foster, R. S., Jr. (1991), "Comprehensive University Extension in the Twenty-First Century." In R. Sims & S. Sims (Eds.) *Managing Institutions of Higher Education into the Twenty-First Century: Issues and Implications*. Westport, CT: Greenwood Press.

Refereed Publications

1. Thomas, C., & Foster, R. S., Jr., (Guest Eds.). "'This is Engagement: Best Practices in Community Engaged Scholarship' – Engagement Scholarship Conference 2017 Special Issue." *Journal of Higher Education Outreach and Engagement*. Vol. 22, Issue 3 – September 2018.
 - a. Thomas, C., & Foster, R. S., Jr., "This is Engagement: A Perspective on the ESC Special Edition." *Journal of Higher Education Outreach and Engagement*. (Guest Editors' Note) Vol. 22, Issue 3 – September 2018.
2. Duncan, S. F., & Foster, R. S., Jr., "Promoting Programs in Aging Through Interdisciplinary Collaboration," *Journal of Extension*, 34(1), February 1996.
3. Foster, R. S., Jr., & Sauser, W. I., Jr., "Introduction to a Future Special Issue: A New Look at Marketing for Public University Outreach Programs." *Journal of Nonprofit & Public Sector Marketing*. (Editorial) Vol. 2(1), 1994.

4. Foster, R. S., Jr., "The Disabled as Part of a Diverse Workforce," *SAM Advanced Management Journal*, 58(2), Spring 1993. Previously published in *The Proceedings of the 1992 SAM International Management Conference*, November 1992.
5. Foster, R. S., Jr., "Ethics in Advertising: Extending Industry Standards to the Local Level," *The Proceedings of the 1990 SAM International Management Conference*, August 1990.

Symposia Proceedings

1. Muse, William V., et al, *University Outreach: University Connections to Society*. R. S. Foster, Jr. (Publication Director), M. Matthews & S. Robertson (Eds.) Auburn University, 2000.

Other Publications

1. Cook, R. & Foster, R. S., Jr. (2017). "Engagement Scholarship Consortium." In Cordie, L. (Ed.) "Professional Organizations" as part of A. Knox, S. Conceição and L. Martin (Eds.) *Mapping the Field of Adult and Continuing Education: An International Compendium*, Vol. 4. Sterling, VA: Stylus Publishing.
2. Thomas, C. M. & Foster, R. S., Jr. "Recognizing Engagement: A Perspective," *Beyond Auburn*, Spring/Summer 2015.
3. *Guide to Faculty Engagement*. R. S. Foster, Jr. (Editor), Auburn University, 2010 to present.
4. Foster, R. S., Jr., "Luther Leonidas Hill Jr.," *Encyclopedia of Alabama*, October 13, 2010; <http://encyclopediaofalabama.org/face/Article.jsp?id=h-2949>
5. Cook, R. & Foster, R. S., Jr., "Alabama Department of Commerce," *Encyclopedia of Alabama*, August 13, 2008; <http://encyclopediaofalabama.org/face/Article.jsp?id=h-1641>
6. *Beyond Auburn*. R. S. Foster, Jr. (Publication Director), Auburn University, 2006 to 2020.

(Additionally, edited and/or contributed to numerous Auburn University and University Outreach periodicals, publications and informational pieces over tenure at the institution.)

Conference Presentations (Peer Reviewed and Invited)

1. Rowe, S., Proctor, D., Foster, R. S., Jr., & Dierking, L., "What does it mean to be an Engaged Institution? Learnings from the Carnegie Reclassification Process," Engagement Scholarship Conference, Engagement Scholarship Consortium, Denver, CO, October 2019.
2. Wilson, M. & Foster, R. S., Jr., "Exaltations and Exasperations: Managing Expectations for True Engagement," Gulf-South Summit on Service-Learning and Civic Engagement in Higher Education, University of Arkansas-Little Rock, AR, March 2015.
3. Freeze, J. & Foster, R. S., Jr., "Rethinking Evaluation: Assessing for Impact and Improvement," UPCEA South Conference, Birmingham, AL, October 2013.
4. Fairley, L. N., Foster, R. S., Jr., Day, M. A., Royston, M. & Ross, A., "Living Democracy: Going Beyond Service in Alabama Communities," National Outreach Scholarship Conference, University of Alabama, Tuscaloosa, AL, September 2012.
5. Foster, R. S., Jr., Thomas-Vinson, J., & Pearce, A., "House United: Alabama and Auburn Come Together to Rebuild Alabama," Panel Presentation, Alabama Poverty Project Summer Workshop and Higher Education Alliance Annual Meeting, Birmingham, AL, July 2012.
6. Russell, C., Foster, R. S., Jr., & Cook, R., "Auburn Family University: Addressing College Access Through K 12 Family Collaboration," Poster Session, National Outreach Scholarship Conference, Michigan State University, MI, September 2011.
7. Foster, R. S., Jr., "From Ivory Tower to Community Center: Perspectives on Institutional and Scholarly Engagement, and the Legacy of Boyer's *Scholarship Reconsidered*," Keynote Address, Winter Colloquium, The Patton College of Education and Human Sciences, Ohio University, Athens, OH, January 2011.
8. Payne, R., Wilson, M. & Foster, R. S., Jr., "Enriching the Student Experience: Leveraging Service-Learning and Learning Community Strategies for Greater Impact," Alabama Poverty Project Lifetime of Learning Conference, Birmingham, AL, September 2010.
9. Russell, C. & Foster, R. S., Jr., "Family University: Addressing College Access Through K-12 Partnership," Alabama Poverty Project Lifetime of Learning Conference, Birmingham, AL, September 2010.
10. Adrian, A. M., Nelson, C. & Foster, R. S., Jr., "Cooperative Extension Roles with Service-Learning Environment," Poster Session, Gulf South Summit, University of Georgia, Athens, GA, March 2010.

11. Wilson, D. Grenell, K., Cook, R. & Foster, R. S., Jr., "Promoting Multiculturalism Beyond the Campus, Gulf South Summit, Tulane University, New Orleans, LA, March 2004.
12. Foster, R. S., Jr., Sumners, J. & Montjoy, R., "Partners in Progress: Promoting Community-Driven Economic Development Through University Outreach, Outreach Scholarship Conference, Ohio State University, Athens, OH, October 2002.
13. Foster, R. S., Jr., "The Disabled as Part of a Diverse Workforce," SAM International Management Conference, Charlottesville, Virginia, April 1992.
14. Foster, R. S., Jr., "Ethics in Advertising: Extending Industry Standards to The Local Level," SAM International Management Conference, St. Augustine, Florida, March 1990.

(Additionally, presented or participated in panel presentations in numerous Auburn University and University Outreach programs, workshops, and symposia over tenure at the institution.)

SYNERGISTIC ACTIVITIES

University Service: Carnegie Engagement Committee (2024-25); University Emergency Operations Plan subcommittee (2020); University Financial Stewardship Committee (2019-2020); University Strategic Planning Committee-Outreach Subcommittee (2018-2020); Carnegie Engagement Committee (chair 2018-19); Provost's Administrative Review Committee (2017-18); APLU IEP Committee (2015-18); Auburn University Outreach Advancement Board (2014-18); Auburn University Desegregation Commemoration Committee (2013-15); University Strategic Plan-Priority 4 Committee (2013-18); Joint Commemoration of the 150th Anniversary of the Morrill Land-Grant Act (chair 2012); University Ad Hoc Policy Committee-Minors on Campus (2012); University Event Management and Protocol Committee (2012); Provost's Administrative Review Committee (2012); C-CERT Emergency Response Team (2011-16); SACS-Outreach Committee (2011-13); Auburn Faculty-Staff Campaign-Outreach Committee (co-chair 2010-11); Carnegie Engagement Committee (2010); Greek Life Judicial Policy Task Force (2010); University Policy Review Task Force (2008-09); University Service Learning Task Force (2008-09); Greek Life Assessment Blue Ribbon Committee (2008); Human Resources FAIR diversity trainer (2007-08); University Human Resources Classifications Appeals Committee (2006-07); University Sesquicentennial Committee and Sesquicentennial Special Lecture Series Subcommittee (2005-06); University Committee on Fraternity and Sororities (2004-09; chair 2004-06, 08-09); *Ask Alabama Poll* Committee (2004-05); Integrated Marketing Committee (2004); Auburn University Black Belt Task Force (2003); Auburn University Faculty Handbook Review Committee (2003); Auburn I-85 Corridor Alliance Committee (2002-09); Outreach Directions Group-Vision Sub-Group (2002); University Web and Communications Steering Committee (2001-02); University Outreach Job Family Policy and Review Committees (chair 2001-2020); University Web Page Planning Committee (2000); AU Black Caucus - W. S. Strain Commemoration (commemorative video production committee, 1999). Auburn University Economic Impact Study (1996, 2001; chair 2007, 2015, 2017, 2019, 2021, 2023); Outreach Statewide Public Forums Committee (1995); Auburn University CEU Policy Committee (1994); Administrative-Professional Assembly (Grievance Committee 1995-2000, chair 2000; Outreach representative 2000-01); University Outreach/Faculty Outreach & Engagement Council (1993-2020); Faculty advisor-Pi Kappa Phi fraternity (1991-2002) and Chapter House Renovation Committee (2006-10); United Way of Lee County campus committee (1991-96); Auburn University Outreach Award for Excellence Committee (chair 1989-2020).

(Additionally, participated in or chaired numerous search committees, advisory groups, and development teams at Auburn University and in University Outreach, or represented Auburn at various organizational functions over tenure at the institution.)

Scholarly Engagement: *Engagement Scholarship Conference* Committee (co-guest editor, ESC special conference edition, JHEOE 2017-2018; co-chair, Programs 2016-2017); Matthews Center/AL.com *Prison Overcrowding Public Forums* Committee (2014); *Encyclopedia of Alabama* Advisory Council (2013 to present); *Gulf South Summit* (Executive Committee, 2009 to present; chair, 2013-14); Draughon Center for the Arts & Humanities & *Living Democracy* Advisory Committees (2008-2012); Auburn University *Sesquicentennial Lecture Series* Committee (2005-06); *Women and Politics Conference* Committee (2002); *Strain v. Philpot* Documentary Committee (1999); *AU Presents* Educational Television Series Committee (1998); *African-American Entrepreneurship Summit* Committee (1995-2002); *Outreach '96* Engagement Symposia Committee (1995-96). *SAM International Management Conference* Committee (co-chair 1991, chair 1994).

Grants:

Co-principal Investigator (with L. Hill), *Encyclopedia of Alabama* PastPort Grant, Alabama Department of Archives and History, 2018: \$30,000.
 Co-principal Investigator (with R. Cook), *Encyclopedia of Alabama* Bicentennial Commission Grant, 2015: \$33,000.
 Co-principal grantee (with J. Thomas-Vinson and K. Scott), AmeriCorps VISTA grant position (1 FTE annually), 2012-2020: approximately \$160,000 cumulative FTE in-kind value
 Co-principal Investigator (with J. Thomas-Vinson and D. Coutts), Campus Kitchens Project Grant, 2011: \$7,500.
 Principal Investigator, Campus Compact AmeriCorps Students In Service Program, 2010-2012: \$22,640 (in eligible student earned service educational awards).
 Co-principal Investigator (with L. Bell), State Farm Service-Learning Grant: Auburn University and Loachapoka Schools College Preparatory Program, 2010: \$58,000.

Editorial Boards and/or Reviewer: *Journal of Higher Education Outreach and Engagement* (Editorial Board member, 2012 to present); *Advanced Management Journal of the Society for Advancement of Management* (reviewer, 1994 to 2005).

Board Appointments and Community Engagement:

Current appointments: Kiwanis Club of Montgomery Foundation Board (2025 to present); David Mathews Center for Civic Life Board of Directors (2024 to present); Alabama Baptist Convention Historical Commission (2017-to present); Alabama Possible Board of Directors (2018 to present; previous board service 2011-2017; chair, 2015-17).
Past service: Lee County Committee-Alabama Bicentennial Commission (2016-2019); Alzheimer's Association Fundraising Walk (2013-2014); Montgomery Cancer Society "Special Spirits" fundraiser project chair (2012-15); Habitat for Humanity AU-UA "House United" build team (2011-2014); United Way of Lee County (campus committee, 1991-1996).

Professional memberships: Alabama Association of Nonprofits (2015-2020); Campus Compact (institutional representative 2010-2020); University Professional and Continuing Education Association (2002-2020); Association for Continuing Higher Education (1989-2020, institutional representative 1994-2020); Society for Advancement of Management International (1977 to present, board member since 1985-2005; international conference co-chair 1991; international president, 1994-96; director emeritus, 2006 to present).

Teaching: Served as instructor for various courses and continuing education programs offered by Auburn University and professional affiliates, during active tenure. Served as undergraduate management instructor at South University-Montgomery (2007). Instructional focus: strategic management, organizational development, human resources, outreach and engagement.

HONORS and AWARDS

- Retirement recognition and emeritus appointment, Auburn University (2020)
- Gulf-South Summit Outstanding Practitioner Contributions to Service-Learning in Higher Education Award (2020)
- Pi Kappa Phi National Fraternity Silver Legion (2016)
- Council for the Advancement and Support of Education (CASE, District III) Special Merit Award for Sesquicentennial special event (2007)
- Pi Kappa Phi Centennial Commission (2004)
- Pi Kappa Phi Nu Phi Society (2002)
- Paul Harris Fellowship, Auburn Rotary Club (1999)
- CASE (District III) Award of Excellence for "Do Something Grants" institutional relations program (1999)
- Pi Kappa Phi National Fraternity Area Governor of the Year (1997)
- CASE (District III) Award of Excellence, for Outreach Forums public affairs program (1996)
- Society for Advancement of Management International (SAM) Management Excellence Award (1994)
- Pi Kappa Phi-Alpha Iota Chapter, Auburn, Alumnus of the Year (1992 and 1997)

- SAM International Human Relations Award (1993)
- American Advertising Federation regional Silver Award for newspaper ad design (1984)

CIVIC and SOCIAL MEMBERSHIPS

- Alabama Historical Association (2016 to present)
- Auburn Alumni Association, life member (1979 to present)
- First Baptist Church of Montgomery (lifelong; Church Leadership Council/historian 2004 to present)
- El Domino Mystic Society (1991-2008)
- Greater McGehee Estates Neighborhood Association (2015 to present, board member 2018-2021)
- Krewe of the Phantom Host Mystic Society (2017 to present)
- Montgomery Country Club (2009 to present; House Committee, 2020 to present)
- Montgomery Kiwanis Club (2020 to present; Alabama National Fair volunteer 2020 to present; Community Grants Committee 2022-24; Montgomery Kiwanis Club Foundation 2025 to present)
- Montgomery Masonic Lodge #11 F&AM (1988 to present)
- Montgomery Scottish Rite, 32° (1989 to present)
- Pi Kappa Phi National Fraternity (1991 to present; Alpha Iota Chapter alumni officer, 1992 to 2020)
- Rotary International – Auburn Chapter (1989 to 2011)
- Saint Andrews Society (1998-2015) and Alabama Highland Games (1998-2006)
- Saint James Alumni Association (1980 to present)
- Troy University Alumni Association (1988 to present)

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