

Curriculum Vitae

Scott L. Kight

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EDUCATION

Ph.D.	Biology	Indiana University, Bloomington	1996
		<i>Ph.D. Concentration: Ecology, Evolution and Behavior</i>	
		<i>Doctoral Minor: Anthropology</i>	
		<i>Doctoral Area Certificate: Animal Behavior</i>	
M.S.	Zoology	Eastern Illinois University, Charleston	1991
B.S.	Zoology	Southern Illinois University, Carbondale	1989
		<i>Minor: Chemistry</i>	
A.S.	Science	Olney Central College, Olney Illinois	1987

ACADEMIC LEADERSHIP

Teaching Excellence in Science and Mathematics, Montclair State University **Executive Director** 2025-present

As Executive Director for Teaching Excellence in Science and Mathematics at Montclair State University, I lead university-wide efforts to strengthen STEM education across K–16+ learning environments. I oversee three major initiatives: PRISM (Professional Resources in Science and Mathematics), where our team supports in-service K–12 STEM teachers through evidence-based professional development and curriculum resources; the Montclair State University Science Teaching Program, where we recruit, mentor, and prepare diverse cohorts of pre-service STEM educators for certification in New Jersey schools; and the Teaching Excellence in Science and Mathematics initiative, where we work with university STEM faculty and instructors to enhance the quality of instruction and improve student learning outcomes. This role allows me to draw on my experience as a biology professor, research mentor, and academic leader to advance inclusive, high-impact teaching and build strong pathways for future STEM educators.

- Educational Leadership in Science and Mathematics:
 - Develop and implement a strategic vision for improving science and mathematics teaching at all levels
 - Work with stakeholders, including P-12 educators, university faculty, and community partners, to create a culture of innovation and collaboration
 - Actively seek external funding opportunities and grants to support CSAM teaching programs and initiatives, by working with the Office of Sponsored Programs and University Development
- Program Development and Oversight:
 - Design, develop, and oversee a comprehensive range of programs and services supporting the interconnected needs of STEM education
 - Create opportunities for mentorship programs and collaborative research opportunities between P-12 educators, pre-service STEM teachers, and university faculty
 - Create and implement ongoing professional development for all STEM teachers and faculty to ensure currency with advancements and best practices in science and mathematics education
 - Expand and support science and mathematics education Professional Learning Communities (PLCs) to focus on specific STEM areas or educational levels
 - Implement programs that inspire students and provide important experiential learning opportunities like internships, apprenticeships, authentic research, and peer-mentoring
 - Work with relevant stakeholders and policymakers to advocate for policies that support the mission and goals of ISTEP
- Communication and Advocacy:
 - Serve as the primary CSAM spokesperson for STEM teacher education, advocating for science and mathematics education initiatives. Position CSAM as a recognized leader for innovation and development of solutions for STEM education at the local, state, and national levels
 - Collaborate with other Montclair institutes, offices, and centers such as the Office for Faculty Advancement, Center of Pedagogy, Instructional Technology and Design Services, and other units that develop instructional excellence across the university
 - Build inclusive teams of internal and external stakeholders, including faculty and leaders across colleges and disciplines, to enable interdisciplinary approaches that elevate the P-20 STEM teaching profession. Facilitate innovation and discovery to help stakeholders gain a deeper understanding of barriers, challenges, and opportunities in STEM education

- Develop and implement programs that engage the broader community, including parents, local businesses, and community organizations to support STEM education initiatives
- Represent educational initiatives in CSAM and communicate its achievements with relevant professional organizations and STEM education communities beyond the region
- STEM Teaching and Learning Leadership
 - Teach 3 TCH per semester to experiment and test new educational methods
 - Identify emerging educational technologies like virtual and augmented reality to improve STEM teaching programs and train educators in their use and development
 - Collaborate in the planning and implementation of the integration of educational technology and AI into STEM curriculum in collaboration with CSAM faculty and the Division of Information Technology
- Evaluation and Reporting:
 - Design and implement tools to assess and evaluate the impact and effectiveness of CSAM teaching programs and services
 - Generate comprehensive reports and presentations for internal and external stakeholders, showcasing the impact of CSAM teaching and teacher training activities
 - Assist with reporting research outcomes by P-12 teachers and university faculty for contribution to the knowledge base in STEM education
- Personnel Management:
 - Supervise and lead a team of professionals that support CSAM teaching programs, including the Innovation Project Manager/PRISM Follow-Up Manager and the PRISM Assistant Director of Budget and Grants
 - Provide guidance, support, and professional development opportunities to staff members who report directly to the Executive Director
- Resource Allocation and Budget Oversight:
 - Secure institutional support for personnel, facilities, and resources required for the successful launch and growth of CSAM teaching programs and initiatives
 - Ensure responsible financial management.

College of Science and Mathematics (CSAM), Montclair State University

Associate Dean for Academic Affairs and Instruction	2022 – 2025
Associate Dean for Student Affairs	2018 – 2022
Acting Associate Dean for Administrative Affairs	2017 – 2018

Founded as the New Jersey State Normal School at Montclair in 1908, Montclair State University is designated a Hispanic Serving Institution with 21,784 students in Fall 2022. The College of Science and Mathematics (CSAM) is home to six (6) academic

departments with 38 undergraduate majors, concentrations, and certificates, 30 master's programs, two (2) doctoral programs, and 29 BS/MS combined degree programs. In the Fall 2022 semester there were 2505 undergraduate and 525 graduate students enrolled in CSAM programs, with 50% identifying as female and 50% male, and 44% identifying as Hispanic/Latino or Black/African American. There are 110 full-time tenure-track faculty in the College of Science and Mathematics, with a similar number of temporary faculty, instructional specialists, and adjunct faculty also providing instruction. The college is led by a Dean with one Associate Dean and two Assistant Deans.

Responsibilities and Accomplishments as CSAM Associate Dean:

- Supervised direct and subordinate reports that have included:
 - CSAM Director of Academic Advising (7 subordinate reports)
 - CSAM Director of Career Services (3 subordinate reports)
 - Director of the Red Hawk Math Learning Center (4 subordinate reports)
 - Director of the University Premedical Program (2 subordinate reports)
 - Director of the Health Careers Program (3 subordinate reports)
 - CSAM Data and Digital Media Manager
 - Program Assistant for the CSAM Office of the Dean
- Created, staffed, and supervised the first CSAM Student Success Center, which provides academic advising and career services for science and mathematics majors. Staff have specializations in enrollment management, academic success coaching, transfer student support, employer relations, and cooperative education. The unit is supported by a full-time professional administrative services specialist.
 - Academic advisors (7) are assigned a caseload of undergraduate students with a concierge-like approach that includes creating first year course schedules, onboarding new students, providing holistic academic advising for undergraduates, responding to academic alerts from instructors, assisting continuing students with course selection and connection with campus services, and re-enrollment campaigns for non-registered students.
 - Career services staff (3) provide programming (industry panels and resume reviews by alumni/professionals, trips to employer sites, and networking events) and assist undergraduate and graduate students with resumes, cover letters, interview skills, professionalism, and communication. Staff develop internships with industry partners, manage cooperative education, and host career fairs each semester, and provide additional programming designed specifically for graduate students.
- Created, staffed (3), and supervised the first University Premedical Program. The program provides workshops, seminars, advising, and professional development for undergraduate and graduate students interested in medical and health career pathways. The program provides panels with medical professionals, industry shadowing and scribing opportunities, MCAT practice, career exploration, and workshops for skills development. Extremely popular with students, the program attracted more than 600 participants in its first year.

- Academic Affairs and Instruction
 - Lead and support faculty and department chairs in the creation of new academic programs, program modifications, and program assessment. Review all course and curriculum proposals for approval and shepherd proposals through the remaining curriculum approval process.
 - Conduct market analyses for all new program proposals.
 - Lead and support faculty members in development of best instructional practices, with emphasis on instruction that promotes student engagement, diversity, equity, inclusion, and belonging.
 - Lead, support, and review course scheduling by academic departments.
 - Lead and support transfer course equivalency initiatives to ensure currency with the NJ Transfer database for community college courses.
 - Serve as point of contact for articulation agreements between CSAM programs at Montclair State and New Jersey community colleges.
 - With the Dean, meet biweekly with department chairs for academic planning and implementation of College initiatives.
 - Review and approve adjunct faculty appointments.
 - Review and approve doctoral and graduate (MS) assistantships awards.
 - Review instructional service reports and instructional overload payment.
 - Review and remedy student academic issues including grade appeals, student academic misconduct, and student concerns about instruction.
 - Participate in university student conduct panels and Title IX hearings.
 - Assist Graduate Program Coordinators with graduate policies/procedures.
 - Represent the CSAM Office of the Dean on the Graduate Council (non-voting). The Graduate Council is the primary all-university advisory body responsible for the development and review of Graduate School policy and the review of graduate curriculum.
 - Represent the CSAM Office of the Dean on the University Undergraduate Curriculum Committee (voting). The UUCC is the primary all-university advisory body responsible for review of undergraduate curriculum.
 - Represent CSAM on the Committee on University Effectiveness. CUE is the self-study steering committee for Middle States accreditation.
 - Represent the CSAM Office of the Dean on the Academic Policy Committee, which develops and revises university academic policies.
 - Assist the Dean with activities that engage industry partners and members of the College of Science and Mathematics Advisory Board.
 - Manage elections of faculty representatives to university committees and ensure that department and college committees are in compliance with negotiated procedures and bylaws.
 - Review and manage undergraduate and graduate scholarship awards.
 - Plan and implement CSAM and university student research symposia.
 - Co-facilitated creation of the Discovery and Application of Knowledge pillar of the current University Strategic Plan 2025 - Project Soar.

- Student Recruitment, Enrollment Management, and Marketing. College of Science and Mathematics enrollments in Fall 2017 were 2,484 undergraduate and 419 graduate students. By Fall 2022 there were 2,505 undergraduate and 525 graduate students. During this five-year period, undergraduate populations were stable and graduate enrollments grew by a notable 25%. Contributions of the Associate Dean include:
 - With the Dean, work with undergraduate and graduate recruiting staff to help recruiters promote CSAM programs effectively.
 - With the Dean, partner with the Vice President for Enrollment Management, the Director of Undergraduate Admissions, and the Senior Director for Graduate Recruitment to review enrollments and plan recruitment initiatives.
 - With the Dean, work with Communications and Marketing staff to develop advertising campaigns that promote CSAM programs.
 - Organize academic departments at undergraduate and graduate recruiting events, including on-campus open houses and online webinars.
 - Connect the University Media Relations Director with faculty experts for interviews in print, web, and broadcasting news outlets.
 - Supervise the CSAM Data and Digital Media Manager to create web content featuring academic programs and research by faculty and students.
 - Review registration data with department chairs to ensure that courses run with appropriate enrollments and sufficient sections are available.
 - Review program enrollment data with department chairs to seek solutions for concerns about program vitality and student demand.

- Administrative, Faculty, and Staff Recruitment
 - Search committee chair for key leadership appointments including Vice Provost for Research and Dean of the Graduate School, Campus Director for the Union County College Partnership, Director of the Passaic River Institute, Director of the Aquatic and Coastal Studies Program, Director of CSAM Academic Advising, and Director of the University Premedical Program.
 - Search committee member for key leadership appointments including Vice President for Student Development and Campus Life, Dean of the College for Education and Engaged Learning, Associate Dean of the Graduate School, Assistant Dean of the Graduate School, Assistant Dean for the College of Science and Mathematics, Director of the Office of Sponsored Programs, Senior Coordinator for Community College Programs, University Registrar, University Associate Registrar, Director of Student Conduct, Director of the University Writing Center, and Director of the Pre-Law Program.
 - Search committee member, and often chair, of more than 30 searches for tenure-track faculty and professional staff positions with a commitment to reflecting the rich diversity of the student population.

- Student Affairs
 - Supervised and supported the CSAM Student Success Center, collaborating with the staff to develop the current models for academic advising and career services in the college.
 - Supervised and supported the University Premedical Program, collaborating with the staff to develop the current models for preparing students for careers in medical and health professions.
 - Supervised and supported the Red Hawk Math Learning Center, a math emporium providing developmental coursework and tutoring for students who did not initially place into major mathematics courses.
 - Supervised and supported the Health Careers Program, a state funded program that provides significant advising, tutoring, and enrichment activities for students from economically disadvantaged backgrounds in preparation for medical and health careers.
 - Participated in the redesign and taught sections of GNED 199, the New Student Seminar required for all first-year students. The course was redesigned to increase student engagement, build community, and develop academic and professional competencies, with the goal of increasing retention, persistence, and resilience of first-year students.
 - Managed and monitored re-enrollment campaigns for non-registered undergraduate and graduate students, with significant attention to persistence and retention of first-year undergraduates.
 - Managed and monitored graduation campaigns for undergraduate and graduate students missing graduation requirements.
 - Reviewed requests for credit adjustments and program modifications, permission for work at another institution, course repeats, and applications for independent studies.
 - Supported the Office of the Registrar, Financial Aid Office, Office of Student Accounts, Dean of Students, Counseling and Psychological Services (CAPS), the Disability Resource Center, the Veteran and Military Resource Office, and the Advising Strategy Group with CSAM student concerns.

- Diversity, Equity, Inclusion, and Belonging.
 - Champion students, faculty, and staff who are at risk of marginalization or discrimination due to factors associated with pregnancy, race or ethnicity, gender or gender identity, socioeconomics, sexual orientation, mental health, veteran/military status and other factors that can result in being treated differently than others.
 - With the Dean, develop, sponsor and promote workshops and seminars for faculty and staff on topics like inclusive instructional design, identification of and response to microaggressions in the workplace and classroom, and intersectionality of identities that influence privilege and disadvantage.

New Faculty Program, Montclair State University

Director

2014 – 2017

Resource Faculty Mentor

2008 – 2014

Approaching its 30th year, the New Faculty Program uses a proactive approach to integrate new tenure-track faculty into the campus community. The program is funded by the Office of the Provost and staffed by a director and resource faculty mentors from the colleges and schools who serve as mentors to new faculty members. In the one-semester program, new faculty are provided with a one-course reduction to permit full participation in weekly workshops that develop lasting cross-college collegial relationships, orient faculty to university culture, provide transparency in university expectations for scholarship, teaching, and service, and introduce offices and administrators who support the work of faculty.

Responsibilities and Accomplishments as New Faculty Program Director:

- Designed, scheduled, hosted, coordinated logistics, and collected evaluation data for each weekly workshop.
- Invited and coordinated presenters that included the University President, the Provost, the academic Deans, the Vice President for Information Technology, the Assistant Vice President for Academic Personnel Services, the Office of Sponsored Programs, the Dean of Students, the President of the American Federation of Teachers Local 1904, the President of the University Senate, and the Director of the Office for Faculty Excellence.
- Organized and supported the resource faculty mentors who met with assigned new faculty members for coffee, lunch, and consultation throughout the first year.
- Updated programming to reflect concerns and suggestions from assessment data.
- Provided mentoring and support for more than 100 faculty members as the CSAM resource faculty and director of the program, continuing to serve as a confidential and collegial resource during probationary and post-tenure faculty careers.

Department of Biology, Montclair State University

Graduate Program Coordinator, Biology MS

2007 – 2017

Graduate Program Coordinators (GPCs) are critical partners with the Graduate School and assist students pursuing master's and graduate certificate programs with the application process, course selection, academic study plans, research opportunities, and career development. Although some courses are offered online, the Biology MS program is designed for on-campus delivery, and offers thesis and non-thesis options. Between 2007-2017 there were typically 35-40 students in the program each year, of which approximately one third were supported by graduate assistantships that provided tuition remission and a modest stipend.

Responsibilities as Graduate Program Coordinator:

- Recruited new students at on-campus and off-campus recruiting events, including open houses organized by the Graduate School.
- Reviewed all applications to the MS in Biology program, providing final department admission decisions with quick turnaround.
- Welcomed and onboarded all new graduate students admitted into the program.
- Provided academic advising to all students in the program for course selection, approval of program substitutions, and assistance with forms for thesis research.
- Connected students with potential faculty research mentors. Non-thesis students are required to complete a 4.0 credit independent research course and thesis students complete 6.0 credits of research.
- Managed the comprehensive exam process for non-thesis students and transmitted the results to the Graduate School.

Graduate Program Development:

- BS/MS Biology combined degree program. One of the first BS/MS programs at Montclair State University. Developed the curriculum proposal and served as faculty advisor/GPC for undergraduate and graduate students in the program.
- MS in Biology with Concentration in Ecology and Evolution. This program is designed for students interested in studying life science at scales ranging from organisms through ecosystems, typically involving research activities that are at least partially based in field settings. Developed the curriculum proposal and served as GPC for students in the program.
- BS/MS in Aquatic and Coastal Science. This interdisciplinary program was the first BS/MS program in the College of Science and Mathematics and is designed for students to begin the program as freshmen. Developed the curriculum proposal as a member of the interdisciplinary steering committee and chaired the search committee for the first Program Director.

Graduate Council, Montclair State University

Graduate Council Chairperson

2007 – 2010

Graduate Council, CSAM Faculty Representative (voting)

2006 – 2008

The Graduate Council is the primary all-university advisory body responsible for the development and review of Graduate School policy and the review of graduate curriculum. Voting members are elected by the faculty and participate on the Executive Committee and one of two subcommittees: Graduate Policy or Graduate Curriculum. The Graduate Council Chairperson officiates meetings of the Executive Committee and participates in both subcommittees *ex officio*. The Graduate Council makes policy and curriculum recommendations to the Provost and Vice President for Academic Affairs.

Responsibilities and Accomplishments as Graduate Council Chairperson:

- Established the agenda for open meetings of the Executive Committee, and managed logistics, announcements, invitations, and documents for each meeting.
- Chaired all open meetings. Ensured that all voting and non-voting members, as well as members of the community, were able to participate in discussions of graduate policy and curriculum.
- Transmitted successful curriculum and policy proposals to the Office of the Provost. Provided guidance to authors of unsuccessful proposals for revision or reconsideration.
- Consulted monthly with the Dean of the Graduate School, biannually with the Provost, and annually with the President about graduate program and policy concerns.
- Led the significant revision of the graduate and doctoral policy manuals. In 2007, the university had only recently begun to offer a small number of doctoral programs. Critical doctoral policies were limited, inaccurate, or missing. This work helped make it possible for the institution to significantly expand its doctoral mission and quality.
- Chaired the search committee for a new Vice Provost for Research and Dean of the Graduate School.

Department of Biology, Montclair State University

Biology Department Chairperson

2003 – 2006

Biology Department Associate/Acting Chairperson

2002 – 2003

The Biology department chair is elected by the faculty to represent the interests of the department with the administration, and to convey direction and information from the administration back to the department faculty. The Department of Biology is home to two distinct undergraduate and graduate degree program areas: Biology and Molecular Biology. In 2002, there were 604 undergraduates and 58 graduate students. By 2006, there were 741 undergraduates and 65 graduate students. Today (Fall 2022) there are 969 undergraduates and 64 graduate students.

Responsibilities and Accomplishments as Biology Department Chairperson:

- Supervised direct reports including 17 full-time faculty members, 15 adjunct faculty members, two (2) professional/clerical staff, 12 graduate teaching assistants, and one (1) part-time accountant. Managed all negotiated faculty and staff personnel actions, including tenure, promotion, sabbatical leave, and financial range changes. Conducted classroom teaching observations and reviewed all personnel applications for approval.
- Managed the department instructional enterprise by creating the course schedule, assigning instructors, designating classrooms and teaching laboratories, hiring adjunct faculty members, assisting students with registration permits, accounting

- for instructor teaching contact hours, and supervising the procurement of instructional and laboratory supplies.
- Managed the department research enterprise by supporting faculty members in writing extramural grant proposals, assisting faculty with procurement of research supplies and travel to research conferences, promoting and sponsoring student participation in local and regional research conferences, advocating for new faculty lines, assisting new faculty with start up expenses, and renovation of research laboratories to meet the specialized needs of new faculty members.
 - Managed the department financial enterprise as fiscal agent of the department operating budget, laboratory fees, and indirect costs associated with extramural research grants.
 - Managed growth of the department faculty by securing four (4) new tenure-track faculty lines in the areas of bioinformatics, marine biology, molecular ecology, and physiological ecology.
 - Managed growth of undergraduate (23%) and graduate populations (12%) between 2002-2006 by representing department programs at numerous on-campus and off-campus recruiting events and open houses. Key recruiting themes for undergraduates included small class sizes, access to faculty for undergraduate research opportunities, and connections with area pharmaceutical industries for internships and job placement. Key recruiting themes for graduate students included research, connecting graduate education to opportunities for advancement in the workforce, and convenience of graduate course offerings at night for working professionals and K-12 educators. Enrollment growth was instrumental in securing new faculty lines to support the larger student population.
 - Managed department student affairs, assisting students with advising, credit adjustments, changes of major, and applications for work at another institution or independent studies.
 - Administered department scholarships and student awards.
 - Managed registration and onboarding of new first-year and transfer students during new student orientation events.
 - Mentored and managed graduate teaching assistants. Designed and taught a seminar that helped GAs develop skills for teaching college biology laboratories.
 - Managed department elections and assignment of faculty members to committees, including the department personnel advisory committee, the curriculum committee, the sabbatical review committee, and department search committees.
 - Mentored new faculty and established mentoring networks among tenured and probationary faculty members.
 - Managed department facilities and equipment, including service contracts and maintenance for major research instrumentation. Ensured that facilities were compliant with safety, accessibility, and environmental regulations.
 - Created and managed the first Department of Biology website, with information about academic programs, department faculty, and student research opportunities.
 - Represented the Department of Biology on the CSAM Administrative Council, which met bi-weekly with the Dean to plan new initiatives and coordinate efforts among academic departments.

- Worked with the Dean to plan and administer the department budget and manage recruitment and enrollment activities.
- Represented the Department of Biology with University Advancement in development and engagement activities for alumni.
- Served as co-chair of the University Chair's Council, a forum for department chairs in all disciplines to access leadership development opportunities, network and discuss concerns with peers, and meet with the President, Provost, and other officials for guidance and consultation about university initiatives and challenges.

College of Science and Mathematics, Montclair State University

Executive Committee, Doctor of Environmental Management

2003 – 2007

The Doctor of Environmental Management (D.Env.M.) was the first doctoral program in the College of Science and Mathematics, designed to be interdisciplinary with doctoral faculty from the sciences, humanities, and business. The Executive Committee advised the inaugural Doctoral Program Director on curriculum development, reviewed admissions applications and doctoral faculty nominations, selected the initial cohort of doctoral faculty, and steered the program in its early stages. The program has since evolved into the Ph.D. in Environmental Science and Management program. In the Fall 2022 semester there were 45 Ph.D. students in various stages of candidacy. Graduates of the program are employed in academic and industrial positions.

Responsibilities and Accomplishments as Executive Committee Member:

- Participated in the development of the doctoral program proposal.
- Assisted the Director with application review and admission of students.
- Participated in review and selection of doctoral faculty members.
- Assisted the Director with review and updates to the program curriculum.
- Advised the CSAM Dean regarding strategic faculty hires and research facilities in support of the program.
- Participated in the development of program marketing campaigns.

Montclair State University and Essex County College

Director, Bridges to the Baccalaureate Program

2001 – 2003

The BRIDGES program (NIH funded) created research mentoring and enrichment activities for students at Essex County College (ECC) before and after transfer to Montclair State University. Faculty at both institutions provided workshops and research opportunities at both campuses. During the summer, ECC students came to the Montclair State campus for research experiences in faculty laboratories and continued research following transfer to Montclair State. Transfer students at Montclair State provided peer mentoring to freshmen and sophomores at ECC. The program resulted in a four-year graduation rate for all participants, with all participants continuing into STEM graduate programs, professional schools, or directly into the STEM workforce.

Responsibilities and Accomplishments as BRIDGES Program Director:

- Served as Principal Investigator and primary author of the grant proposal, co-written by two faculty co-PIs from ECC and another faculty co-PI from Montclair State.
- Served as fiscal agent of the grant (\$175,517) and managed all student participant supplies, stipends, and program assessment by an external evaluator.
- Recruited faculty at both institutions as research mentors and session presenters.
- Recruited students at ECC to join the program. Mentored and advised all student participants until graduation. Assisted students with application and transfer, ensuring smooth onboarding at Montclair State.
- Scheduled and managed logistics for all program events and workshops, paired students with faculty research mentors, and monitored student progress.
- Secured the external program evaluator, assisted the evaluator with assessment data collection, scheduled interviews between evaluator and student/faculty participants, and integrated evaluation into reports to the funding agency.
- Led the development of a formal articulation agreement between Essex County College and Montclair State University for the biology major programs at both institutions.

TEACHING AND RESEARCH

Department of Biology, Montclair State University

Professor	2018 – present
Associate Professor	2002 – 2018
Assistant Professor	1997 – 2002

Skidmore College, Department of Biology

Visiting Assistant Professor	1996 – 1997
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Indiana University, Department of Biology

Associate Instructor (Doctoral Teaching Assistant)	1991 – 1996
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Eastern Illinois University, Department of Zoology

Graduate (MS) Teaching Assistant	1989 – 1991
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HONORS AND AWARDS: TEACHING AND MENTORING

Golden Key International Honor Society, Honorary Faculty	2019
University Distinguished Teacher	2012
College of Science and Mathematics Teaching Award	2008
Phi Kappa Phi, Honorary Faculty	2004
Who's Who Among America's Teachers	2004
Student Government Association Outstanding Teacher Award	1998

TEACHING EXPERIENCE – MONTCLAIR STATE UNIVERSITY

(* denotes new or significantly revised course)

On-Campus Courses:

BIOL 100	Biological Science	Summer 1998
BIOL 113	*Principles of Biology II	Fall 02-16, Spring 03-14, 23, Summer 09-17
BIOL 132	Animal Form and Function	Fall 97-01, Spring 98-02
BIOL 199	*Freshman Seminar in Biology	Fall 04, 06
BIOL 213	Introduction to Ecology	Spring 14-16, Summer 13-17
BIOL 330	*Introduction to Animal Behavior	Summer 99-17, Fall 22
BIOL 417	*Evolutionary Biology	Fall 97-16, Spring 04-17
BIOL 431	Entomology	Fall 98, 01, 03, 04, Spring 08
BIOL 432	Medical Entomology	Spring 98
BIOL 436	*Phylogenetic Zoology	Spring 03
BIOL 480	*Research I: Organism Biology	Fall 00
BIOL 481	*Research II: Organism Biology	Spring 01
BIOL 484	*Research I: Ecology	Summer 04, 05, 07
BIOL 485	*Research II: Ecology	Summer 04, 05, 07
BIOL 490	Senior Seminar in Biology	Fall 07, Spring 04-06
BIOL 518	*Teaching College Biology	Fall 00-02
BIOL 532	Advanced Entomology	Fall 04
BIOL 570	Ecology	Fall 07, 10, Spring 99, 00, 02, 06
BIOL 580	*Evolutionary Mechanisms	Fall 05, 09-15, 24 SP 04,07-08,11,13,14-17
GNED 199	*New Student Seminar	Fall 18-19, 22
HONP 211	Honors Seminar in Science II	Spring 99, 00-05, 10
PHED 401	Teaching of Science (Methods)	Fall 00, 01, 02, 03

Online Course Development:

BIOL 417	*Evolutionary Biology	Winter 13-16, Summer 15-16
BIOL 431	*Entomology	Summer 17

Hybrid Course Development:

BIOL 417	*Evolutionary Biology	Winter 10-12
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TEACHING EXPERIENCE – SKIDMORE COLLEGE

BI 108	Organismal Biology	Fall 96
BI 241	Ecology	Fall 96
BI 316	Animal Behavior	Spring 97

PUBLICATIONS AND PRESENTATIONS

Peer-Reviewed Scientific Journal Publications (* denotes student co-author)

- Herbert-Berger, K.G., Goodey, N., Ruczsyk, S., Kight, S.L., & Marlowe, T.J. 2019. Infusing CS graduate transition curriculum with professional, technical and data science competencies. *Proceedings of the 50th ACM Technical Symposium on Computer Science Education*. <https://doi.org/10.1145/3287324.3293828>
- Kight, S.L., *Coffey, G.L., *Tanner, A.W., *Dmytriw, M.P., *Tedesco, S.L., *Hoang, J., & *Aboagye, A.K. 2018. Recent changes in reproductive phenology of a K-selected aquatic insect predator, *Belostoma flumineum* Say (Heteroptera, Belostomatidae). *Bulletin of Entomological Research*. 2018: 1-6.
- *Casner, A.M., *Fackelman, H.C., *Degtyareva, O. & Kight, S.L. 2016. Do female Western Mosquitofish, *Gambusia affinis*, prefer ornaments that males lack? *Ethology*. 122: 1-10.
- *Zimmerman, K.I. & Kight, S.L. 2016. Responses of four arthropod prey species to mechanosensory, chemosensory and visual cues from an arachnid predator: A comparative approach. *Life: The Excitement of Biology*. 4: 113-134.
- *Hegarty, K.G. & Kight, S.L. 2014. Do predator cues influence turn alternation behavior in terrestrial isopods *Porcellio laevis* Latreille and *Armadillidium vulgare* Latreille? *Behavioural Processes*. 106: 168-171.
- Kight, S.L., *Tanner, A.W., *Coffey, G.L. 2011. Termination of brooding in male giant waterbugs is associated with season, egg pad size, and presence of females. *Invertebrate Reproduction and Development*. 55:197-204.
- Kight, S.L. 2008. Reproductive ecology of terrestrial isopods (Crustacea: Oniscidea). *Terrestrial Arthropod Reviews*. 1:95-110.
- Kight, S.L., *Steelman, L., *Coffey, G., *Lucente, J., & *Castillo, M. 2008. Evidence of population-level lateralized behaviour in giant waterbugs, *Belostoma flumineum* Say (Heteroptera: Belostomatidae): T-maze turning is left biased. *Behavioural Processes*. 79: 66-69.
- *Houghtaling, K. & Kight, S.L. 2006. Turn alternation in response to substrate vibration by terrestrial isopods, *Porcellio laevis* (Isopoda: Oniscidea) from rural and urban habitats in New Jersey, USA. *Entomological News*. 117: 149-154.
- Kight, S.L., Gaynor, J.J. & Adams, S.A. 2006. Undergraduate research communities: A powerful approach to research training. *Journal of College Science Teaching*. 35: 34-39.

- *Castillo, M.E. & Kight, S.L. 2005. Response of terrestrial isopods, *Armadillidium vulgare* and *Porcellio laevis* (Isopoda: Oniscidea) to the ant *Tetramorium caespitum*: Morphology, behavior and reproductive success. *Invertebrate Reproduction and Development*. 47:183-190.
- Kight, S.L., *Eadie, C., *Lynch, D., *Coelho, J. & *DeWera, A. 2005. Classical conditioning of red-backed salamanders, *Plethodon cinereus*. *Bulletin of the Maryland Herpetological Society*. 41:68-84.
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- Kight, S.L. and *Cseke, J.J. 1999. The effects of ambient temperature on the duration of maternal care in a burrower bug (Heteroptera: Cydnidae). *Journal of the Kansas Entomological Society*. 71:183-187.
- Kight, S.L. 1998. Precocene II modifies maternal responsiveness in the burrower bug, *Sehirus cinctus* (Heteroptera). *Physiological Entomology*. 23:38-42.
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- Kight, S.L. 1997. Factors influencing maternal behavior in a burrower bug, *Sehirus cinctus*, (Hemiptera: Cydnidae). *Animal Behaviour*. 53:105-112

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- Kight, S.L. 1996. Concaveation and maintenance of maternal behavior in a burrower bug (*Sehirus cinctus*): A comparative perspective. *Journal of Comparative Psychology*. 110:69-76
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- Kight, S.L. & K.C. Kruse. 1992. Factors affecting the allocation of paternal care in waterbugs (*Belostoma flumineum* Say). *Behavioral Ecology and Sociobiology* 30:409-414.

Invited Research Presentations

2019. "Proximate and ultimate perspectives: How and why do animals decide?" Hofstra University.
2015. "Behavioral factors influencing arthropod species interactions." Seton Hall University.
2014. "Parental behavior and adaptive decision making in arthropods." Fairleigh Dickinson University.
2007. "Do arthropods make adaptive decisions about parental care?" William Paterson University.
2007. "Arthropod abortion: Is being a bad parent a good evolutionary strategy?" Drew University.
2005. "Arthropod abortion." Psychology Department Research Seminar. Montclair State University.
2005. "Arthropod parental care." Eastern Illinois University Biology Seminar.
2005. "Sex, lies and parasites: What lessons about sexuality can be learned from other animals?" Human Sexuality Series, Montclair State University.
2003. "Undergraduate research in animal behavior: Passing the torch." Indiana University Animal Behavior Seminar Series.
2002. "Insect parental care: A tale of three critters." University of Delaware Entomology Seminar Series.
2001. "The evolution of parental investment strategies in arthropods." Essex County College Bioseminar Series. Newark, New Jersey.

1999. "Parental behavior in *Sehirus cinctus* (Hemiptera: Cydnidae): an integrative approach." Heteropterists Working Group, Annual Meetings of the Entomological Society of America.
1996. "Mate choice and parental decision-making in the water bug *Belostoma flumineum* Say (Heteroptera: Belostomatidae)." XX International Congress of Entomology, Firenze, Italy.
1995. "Cyber-ethology: Recording and analyzing behavior with The Observer®." Animal Behavior in Education Workshop: Annual Meetings of the Animal Behavior Society.
1995. "Insect parental care: proximate and ultimate considerations." Eastern Illinois University Zoology Seminar.

Contributed Research Presentations

Between 1991 and 2025, my research students and I gave more than 70 individual contributed poster and oral presentations at local, regional, and national scientific conferences, including the annual meetings of the Animal Behavior Society, the American Entomological Society, the American Society of Ichthyologists and Herpetologists, the Central States Entomological Society, the Ecological Society of America - Mid Atlantic Chapter, the Metropolitan Association of College and University Biologists, the New Jersey Research Consortium, the Indiana Academy of Science, the New Jersey Academy of Science, the Garden State LSAMP Student Research Symposium, and the Sigma Xi Scientific Research Society - Montclair State Chapter.

Student Research Mentoring

Between 1995 and 2025 I mentored 160 student researchers on topics associated with ecology and evolutionary biology, generally centered in animal behavior and ethology. My research students come from all stages of the educational pipeline, including summer high school students, undergraduates, graduate thesis students, and doctoral students. My philosophy of research mentoring involves students in the entire research enterprise, including literature review, experimental design, data collection, statistical analysis, report writing, conference presentations, and publication in peer-reviewed scientific journals. My students generally conduct research as traditional independent studies, but I also received NSF funding to develop courses that provide authentic research experiences over two semesters to cohorts of students.

<u>Student Population</u>	<u>Number of Students</u>	<u>Presented</u>	<u>Published</u>
Doctoral	2	2	1
Master's	16	16	9
Undergraduate	137	46	21
High School	5	3	2

RELEVANT GRANT AND FOUNDATION PROPOSALS

- Herbert, K., Shin, M., & Hagiwara, S. 2025. NJ Department of Education. Montclair State University Computer Science Education Hub. Role on project: Senior Personnel. \$280,000. (funded)
- Bailey, N., Panorkou, N., Hagiwara, S., Billings, L., & Kight, S.L. 2024. NSF National STEM Teacher Corps Pilot Program: Teacher Equity Alliance in Mathematics (TEAMs) in the Northeast Division 2 Middle Atlantic Region. \$5,000,000. (pending)
- Gonzales, J.G., Billings, L., Kight, S., Molina, C., & Schuler, M. 2024. NSF LSAMP: BD-Doctoral: Garden State LSAMP Montclair State University. \$1,173,000. (not funded)
- Kight, S.L., Ha, J., Hu-Au, E., Goldstein, R., & Bamford, C. 2024. NSF-IUSE:CUE. Collaborative Research: CUE-T: Equity-centered, Inquiry-based Pedagogies and Sustainable Communities of Practice for Shifting Cultural Institutional Mindsets in CS Education. \$2,000,000. (not funded)
- Kight, S.L., Weir, N. 2024. Overdeck Family Foundation. New Jersey STEM Innovation Fellowship: *Balancing Acts*. \$50,000. (funded)
- Kight, S.L., Weir, N. 2024. NJ STEM Strategic Advisory Board: Innovation Fund Grant: Aspiring STEM Teachers Internship Program. \$20,000. (not funded)
- Hood, D., Insalaco-Egan, D. 2019. USDE Title III. Advising 2025: Creating a coordinated care network for student success. Role on project: Senior Personnel. \$2,200,000. (funded)
- Vanderklein, D., Galster, J., Goodey, N., & Dalley, J. 2016-18. NSF-IUSE:EHR. STEM Pioneers: A 3-year pilot study to increase science literacy and STEM enrollment among first-year first-generation students. Role on project: Senior Personnel. \$300,000. (funded)
- Herbert, K., Goodey, N., Ruszczyk, S., Marlowe, T., & Kight, S.L. 2018. NSF: S-STEM. NNJ Promoting Graduate Education for Success in the Sciences (PROGRESS). (not funded)
- Goldfarb, K. 2017. United States Department of Education: OPE: Developing Hispanic-Serving Institutions Program. Montclair State University Center for Hispanic Serving Programs. Role on project: Senior Personnel for Faculty Development. (not funded)
- Kight, S.L., Lustigman, B.K., Lee, J. & Chestnut, J. 2001. Communities of inquiry: Bridging the associate, baccalaureate and beyond. NIGMS, National Institutes of Health. \$175,517 (funded)
- Kight, S.L., Gaynor, J.J., Smallwood, J.A. & Vanderklein, D. 1999. A true undergraduate life-

science research community: Classroom to career. National Science Foundation, Curriculum, Course & Laboratory Improvement (CCLI). \$67,925 + 67,925 match = \$135,850 (funded)

SERVICE TO DISCIPLINARY COMMUNITIES

- Editorial Boards:
 - 2015-present, *Life: The Excitement of Biology*. Blay Publishers
 - 2012-present, *Invertebrate Reproduction and Development*. Taylor and Francis
 - 2010-2014, *Terrestrial Arthropod Reviews*. Brill Publishers
- Peer review for more than 30 scientific journals, including *Acta Oecologica*, *Agricultural and Forest Entomology*, *Animal Behaviour*, *Behavioural Processes*, *Biology Letters*, *Bulletin of Entomological Research*, *Caribbean Journal of Science*, *Canadian Journal of Zoology*, *Chemosphere*, *Current Zoology*, *Entomological Science*, *Ethology*, *Ethology, Ecology and Evolution*, *Hormones and Behavior*, *Invertebrate Biology*, *Journal of Ecosystems*, *Journal of Ethology*, *Journal of Insect Behavior*, *Journal of Insect Physiology*, *Journal of the Kansas Entomological Society*, *Journal of Morphology*, *Insectes Sociaux*, *Learning & Behavior*, *Neotropical Entomology*, *PLOS Computational Biology*, *Psyche*, *Royal Society Open Science*, *Southwestern Naturalist*, *The Canadian Entomologist*, *The Wilson Bulletin*, and *ZooKeys*.
- Grant proposal peer review (*ad hoc* and panel) for the National Science Foundation.
- External Evaluation, Consulting, and Advisory Boards
 - External Evaluator, General Science Program, Essex County College
 - External Evaluator, Department of Biology and Chemistry, Essex County College
 - Science Content Consultant, Educational Testing Service and The College Board
 - Scientific Consultant, urban park development, NJ DEP and Borough of Roseland, NJ
 - Scientific Consultant, EduChange, Inc.
 - Executive Committee of SHARE (Sandy Hook Area Research Enterprise)
 - Animal Care Committee, Animal Behavior Society
 - Advisory Board, Cultivating the S.T.E.M., Essex County College
 - Advisory Board, Biotechnology Program, Essex County College
 - Advisory Board, Agenda for Democracy in Education
 - Science textbook review for Blackwell, McGraw Hill, Pearson, Prentice Hall, and Wadsworth Publishers

ASSOCIATE MEMBERSHIPS
(past and present)

American Conference of Academic Deans
American Association of Colleges and Universities
American Entomological Society
Animal Behavior Society
Association of College and University Educators
Computer Science Teachers of America
Entomological Society of America
Indiana Academy of Science
Kansas Entomological Society (Central States Entomological Society)
Metropolitan Association of College and University Biologists
National Science Teaching Association
National Network for Educational Renewal
New Jersey Academy of Science
New Jersey Computer Science Teachers Association
New Jersey Network for Educational Renewal
New Jersey Research Consortium
Sigma Xi Scientific Research Society
Society for the Study of Evolution