

Barbara A. Fears, Ph.D.
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EDUCATION

- Spiritual Direction Certificate, Meadville-Lombard Theological Seminary, Chicago, IL, (Expected May 2028).
- Clinical Pastoral Education, Summer Intensive and Residency 2004, 2016.
- Doctor of Philosophy, Christian Education and Congregational Studies, Garrett-Evangelical Theological Seminary, Evanston, IL, 2015.
 - ❖ Dissertation Title, “*A Liberatory Pedagogy: The Underground Railroad as a Model for Christian Education.*”
 - ❖ Exam Areas: Critical-Emancipatory Pedagogies, History and Theories of Christian Education, Systematic Theology, and Critical Race Theory-Cultural Studies.
- Master of Theological Studies, Theology and Ethics, Garrett-Evangelical Theological Seminary, Evanston, IL, 2006.
 - ❖ Thesis Title: “*Black and Womanist Theologies: The Rhetoric and the Realities in the Theologies of James Cone and Katie Cannon.*”
- Master of Divinity, Garrett-Evangelical Theological Seminary, Evanston, IL, 2005.
- Bachelor of Arts, Psychology, University of Kansas, Lawrence, KS, 1982.

HONORS AND AWARDS

- Mid-Career Faculty Vocational Retreat, Association of Theological Schools, 2025.
- Annual Assessment Academy, Howard University, 2024.
- Design Thinking for Religious and Theological Educators, Wabash Center, 2024.
- Faithful 50, Garrett-Evangelical Theological Seminary, 2023.
- Lumen Learning Circle Evidence-Based Teaching, Howard University, 2022.
- Junior Faculty Writing and Creative Works Academy, Howard University, 2018 and 2021.
- Provost’s Distinguished Service Award, Howard University, 2021.
- Roundtable Seminar for Newly Appointed Faculty, The Association of Theological Schools, 2020.
- Wabash Center Fellowship, Wabash Center for Teaching and Learning in Theology and Religion, 2020-21.
- Grant Writing Workshop, Georgetown/Howard University Center for Clinical and Transnational Science, 2019-2020.
- Workshop for Early Career Theological School Faculty, Wabash Center for Teaching and Learning in Theology and Religion, 2019-20.
- Adrienne M. and Charles Shelby Rooks Fellowship, United Church of Christ, 2007-12.
- Sara Fleming Endowed Full Tuition Fellowship, Garrett-Evangelical Theological Seminary, 2011-12.
- Outstanding Student, Garrett-Evangelical Theological Seminary, 2006.
- Honorable Mention, Ford Foundation Diversity Fellowship, 2005 & 2008.
- Ernest Campbell Preaching Award, Garrett-Evangelical Theological Seminary, 2005.
- Barbara J. Allen Scholarship, Trinity United Church of Christ, 2004, 2005 & 2008.

PROFESSIONAL ASSOCIATIONS

- The American Academy of Religion: *Member Law, Religion, and Culture, and Martin Luther King Jr., Units.*
- The Religious Education Association: *Member Advisory Council and Coordinator Black Experience Task Force.*
- The Society for the Study of Black Religion: *Member.*

CERTIFICATIONS

- Human Research,
- Distance Learning,
- Writing Across Curriculum,
- Annual Assessment,
- Distance Learning, Blackboard, and Canvas.

ACADEMIC WORK EXPERIENCE

Meadville Theological Seminary, Chicago, IL

Summer 2024

Adjunct Professor

- Taught Critical Race Theory (CRT) 8-week online course.

Lancaster Seminary/Moravian University, Lancaster, PA

2022-2025

Adjunct Professor

- Taught courses in history, theory, and practice of religious instruction.

Howard University School of Divinity (HUSD), Washington, D.C.

2024-present

Associate Professor of Religious Education and

Director of Clinical Pastor Education Program

- Coordinate with students and stakeholders to administer Clinical Pastoral Education (CPE) program,
- Process applications and conduct initial interviews of CPE candidates,
- Write for publication, present papers at industry conferences, lecture, and preach at local venues,
- Serve on school, student, and university committees including Field Based Studies (Chair), Doctor of Ministry, Executive, Curriculum, Master of Religious Studies, Master of Divinity thesis and Doctor of Ministry project committees, Online Learning & Distance Education, and Program Innovation and Review Committee,
- Advise students and teach courses in the history, theory, and practice of ministry, including the following:
 - ❖ Critical Race Theory,
 - ❖ Minister as Educator,
 - ❖ Senior Colloquy,
 - ❖ Spiritual Formation and Ministry Leadership, and
 - ❖ Doctor of Ministry Research and Writing.
- Serve as researcher, presenter, and consultant on Lilly Pathways Grant (2022-present).
- Participated in University Leadership and Service Workshops (2024-2025).

Howard University School of Divinity (HUSD), Washington, D.C.
Assistant Professor of Religious Education

2017-2024

- Wrote for publication, presented papers at industry conferences, lecture, and preached at local venues,
- Served on school, student, and university committees including HUSD employee search, Continuing Education (Chair), Master of Divinity, Doctor of Ministry, Executive, Field Based Studies, Curriculum, Lecture, Graduation, and Strategic Planning committees, Master of Divinity thesis and Doctor of Ministry projects, and Howard University Prioritization Program (2019),
- Advised students and taught courses in the history, theory, and practice of ministry, including the following:
 - ❖ History and Philosophy of Religious Education,
 - ❖ Master of Divinity Introduction to Theological Writing,
 - ❖ Minister as Educator,
 - ❖ Pastoral Care Practicum,
 - ❖ Senior Colloquy,
 - ❖ Spiritual Formation and Ministry Leadership, and
 - ❖ Women in Ministry.
- Served as researcher, presenter, and consultant on Lilly Pathways Grant (2022-).
- Facilitated implementation of Clinical Pastoral Education (CPE) through the Association of Clinical Pastoral Education (2020-2022) and participated in Association of Theological School (ATS) reaccreditation (2021-2022).
- Served on Program Restructuring Committees (DMin 2020-2024) and (MDiv 2021-2024), both approved (2024).
- Served as program administrator and session presenter (3/21) with HUSD-Sojourners co-sponsored Theology and Racialized Profiling and Justice Cohort (2020-21).
- Served as site supervisor for field education students (Summer 2023).

Garrett-Evangelical Theological Seminary, Evanston, IL
Teaching Assistant

2008-2014

- Assisted professors and students as requested, reviewed, and graded student written assignments and oral presentations, facilitated group discussions in and outside of class and lectured in the following courses:
 - ❖ Christology and Theological Anthropology,
 - ❖ Doctrine of God and Doctrine of Creation,
 - ❖ History of Christian Thought and Practice,
 - ❖ Introduction to New Testament,
 - ❖ Introduction to Theology,
 - ❖ Pneumatology, Ecclesiology and Eschatology, and
 - ❖ Theological Education in the Parish.

PUBLICATIONS

Fears, Barbara A. A Book Review of *Apocalyptic Rhetoric and the Black Protest Movement William Monroe Trotter's Civil Rights Activism in Early Twentieth-Century Boston* by Aaron Pride. Lanham: Lexington Books, 2024. *Journal of Black Religious Thought*. 4.1 (2025) 1-6, doi:10.1163/27727963-04010004, July 2, 2025.

Fears, Barbara A. "Roots and Wings." In *Raising Faithful Children: Purposeful Practices for Deep Faith* edited by Carmichael Crutchfield. Valley Forge: Judson Press, June 2025.

Fears, Barbara A. Critical Race Theory in Theological Education. *Journal in Teaching Theology and Religion*, February 17, 2025, doi.org/10.1111/teth.12686.

Fears, Barbara A. "Spring Break Rituals." In *Raising Faithful Kids: This is the Stuff of Faith* edited by Denise Janssen, Carmichael Crutchfield, Virginia Lee, and Jessica Brown. Valley Forge: Judson Press, May 2024.

Fears, Barbara A. A Book Review of *Pressing Forward: Faith, Culture, and African American Youth* by Carmichael Crutchfield and Denise Janssen, Valley Forge: Judson Press, 2022. *Religious Education Journal*. September 2023, 118(4), 385-386. DOI: 10.1080/00344087.2023.2255021.

Fears, Barbara A. A Book Review of *Black Dignity The Struggle Against Domination* written by Vincent W. Lloyd. *Journal of Black Religious Thought*. 2(1) August 2023. DOI: 10.1163/27727963-02010005.

Fears, Barbara A. A Book Review of *The Divided Mind of the Black Church Theology, Piety, and Public Witness* written by Raphael G. Warnock. *Journal of Black Religious Thought*, June/July 2022, 1(1).

Fears, Barbara A. "Misogynistic Church Hurt: A Womanist Perspective." In *Wounded in the Manger: Theological Essays on Church Hurt* edited by DeWayne R. Stallworth and Kevaghna Mattis. Eugene: Wipf and Stock Publishers. (Forthcoming).

Fears, Barbara A. Book Review of *Critical Race Theory in Education Informing Classroom Culture and Practice* edited by Keonghee Tao Han and Judson Laughter. New York: Teachers College Press, 2019. *The Wabash Center Journal on Teaching*, May 28, 2021, 2(2).

Fears, Barbara A. A Book Review of *Exploring Pedagogic Frailty and Resilience: Case Studies of Academic Narrative* edited by Ian M. Kinchin and Naomi E. Winstone. *The Wabash Center Journal on Teaching*, March 30, 2021, 2(1), <https://serials.atla.com/wabashcenter/issue/view/190>

Fears, Barbara A. "Race, Disability and COVID-19: A DisCrit Analysis of Theological Education." *Religions*. January 7, 2021, 12(1), 35, <https://doi.org/10.3390/rel12010035>

Fears, Barbara A. Mary Boys. [Database of Christian Educators of the 20th Century - Biola University](#), November 2020.

Fears, Barbara A. "Book Review and Endorsement." Carmichael Crutchfield, *The Formation of a People: Christian Education and The African American Church*, Valley Forge: Judson Press Publishers, October 2020.

Fears, Barbara A. "Unchained, but Unchanged: In Need of a Revolution." *Human Rights*. Washington: Civil Rights and Social Justice Section of the American Bar Association, December 2019.

Fears, Barbara A. "Countering the Colorblind Rhetoric." *Religious Education Journal*. July 2019, 114 (4), 486-499.

Fears, Barbara A. "The Underground Railroad as a Model of Christian Education, Anti-Racism and Human Rights Advocacy." *Religious Education Journal*. January – February 2017, 112 (1), 19-32.

Fears, Barbara A. Review of *Beyond the Pale Reading Theology from the Margins*, edited by Miguel A. De La Torre and Stacey M. Floyd-Thomas. *Religious Education Journal*. October – December 2013, 108(5):549-550.

Fears, Barbara A. A Book Review of *Contextualizing Theological Education*, edited by Theodore Brelsford and P. Alice Rogers. *Religious Education Journal*. October – December 2010, 105(5):550-551.

Fears, Barbara A. Dictionary entry for Ruth Duck in *The Westminster Dictionary of Women in American Religious History*. London: Westminster John Knox Press, 2008, 64.

WORK IN PROGRESS

Fears, Barbara A. A Book Review of *Doing Theological Double Dutch A Womanist Pedagogy of Play* by Lakisha R. Lockhart-Rusch. Wm. B. Eerdmans Publishing Co. *Religious Education Journal*, 2025.

Fears, Barbara A. "Public Pedagogy: Preserving Our Heritage and Ensuring Our Legacy" edited by Jeremy Bohonos and Juanita Johnson-Bailey. Routledge. (chapter submitted)

Fears, Barbara A. Guest Editor. *Diverse Beliefs and Education: Navigating Religious and Cultural Differences on Campus*, *Religion Journal Special Edition*.

Fears, Barbara A. *Critical Race Theory in Christian Education: A Theological Journey to Recapture the Imago Dei for People of African Descent*. Book. Fortress Press (proposal submitted).

Fears, Barbara A. *The Theft of Jesus: Restoring the Ancient Vision of Ministry*. Book, IVF. (conversations)

Fears, Barbara A., and Pamela Lightsey (eds). *Something to Shout About: How to Listen to a Sermon Tribute to Gennifer Brooks*. Book Proposal. Pilgrim Press.

PRESENTATIONS

Byrd, Angel, Barbara Fears, and Jerry Yu. "Perspectives and Insights for Promotion and Tenure: Tell Your Story." Paper presented at the Junior Faculty Forum, Howard University, February 21, 2025.

Fears, Barbara A. "Re-visiting the Call." Paper presented to pastors and spouses at the Informative Formation Conference, Rockville, MD, July 2023.

Fears, Barbara A. "Theological Ethics and Civil Rights." Paper presented at the 3rd Annual Institute for Justice Formation, Arlington, VA, June 2023.

Fears, Barbara. "Remember: Tis the Ancestor's Breath When the Fire's Voice is Heard." Paper presented at the Religious Education Association Annual Meeting, Online, July 2022.

Fears, Barbara A. "Justice Teaching: Culturally Relevant Pedagogy Required." Paper presented at the 2nd Annual Institute for Justice Formation, Annandale, VA, June 2022.

Fears, Barbara A. "Critical Race Theory in Theological Education." Paper presented at the Washington Theological Consortium Faculty Conversation, Washington, D.C., March 2022.

Fears, Barbara A. "Patriarchal Church Hurt: Misogynoir in Ecclesial Contexts and Its Solutions." Paper presented at the Junior Faculty Writing and Creative Works Academy, Howard University, Washington, D.C., July 2021.

Fears, Barbara A. "Advocating via Critical Race Theory." Guest Presenter, *Spirituality and Social Justice Activism in African American Traditions*, Meadville-Lombard Theological Seminary, Chicago, IL, Zoom, July 8, 2021.

Allen, Kerri, Mitzi Smith, Barbara Fears, and Quantisha Smith. Panelist, "Toxic Theology in the Church," sponsored by the PC(USA) Disparities Experienced by Black Women and Girls Task Force, May 27, 2021.

Fears, Barbara A. "What Do You Have to Give?" Keynote Speaker at the Interfaith Peace Service, *Peacemaking Through Truth-telling: Interfaith Reflections on Race, Faith and Justice*, University of Indianapolis (UIndy), Zoom (pandemic), April 14, 2021.

Fears, Barbara A. "Chaplain and RA Supervisor Training." Guest Trainer, University of Indianapolis (UIndy), Zoom (pandemic), October 28, 2020.

Fears, Barbara A. "Critical Conversations: Critical Race Theory and Black Lives Matter." Guest Presenter at the Bay Area Unitarian Universalist Church, Houston, TX, July 2020.

Fears, Barbara A. "Race Matters in Medicine and in Spiritual Care." Paper presented at the Association of Practical Theology Conference (via zoom due to pandemic), April 2020.

Carro, Daniel, Barbara A. Fears, Emily Peck-McClain, Mark Vitalis and Chad Pecknold. "The Role of Faith in Theological Education and Formation." Panelist at the Washington Theological Consortium Annual Faculties Convocation, Washington, D.C., September 2019.

Fears, Barbara A. "Faith Leader as Change Agent." Paper presented as part of the Racialized Policing Cohort Joint Venture with Sojourners, Washington, DC, March 2019.

Fears, Barbara A. "Countering Fear of the Other: Critical Race Theory in Religious Education." Paper presented at the Mid-Atlantic Regional American Academy of Religion/Society of Biblical Literature Conference, New Brunswick, NJ, March 2019.

Hearn, M., C. Keefe-Perry, J. Freeman, M. S. Sayilgan and B. A. Fears. "Closing Plenary Session Beyond White Normativity: Creating Brave Spaces." Religious Education Association Annual Meeting, Washington, D.C., November 2018.

Fears, Barbara A. "Controlling Black and Brown Bodies: Stopping the Normative Gaze." Paper presented at the Religious Education Association Annual Meeting, Washington, D.C., November 2018.

Fears, Barbara A. "Making the Case: Employing Critical Race Theory in Religious Education." Paper presented at the Junior Faculty Writing and Creative Works Academy, Howard University, Washington, D.C., July 2018.

Fears, Barbara A. "Who Is My Neighbor in a Post-Christian World?" Paper presented at the United Church of Christ Central Atlantic Regional Conference, Bethesda, MD, June 2018.

Fears, Barbara A. "What Shall We Teach Our Children?" Nannie Helen Burroughs Lecture. Howard University School of Divinity. Washington, D.C. March 2018.

Fears, Barbara A. "Underground Railroad as a Model of Collaboration, Liberation and Education." Paper presented at the Faculty Showcase of the 101st Alumni Convocation of the Howard University School of Divinity. Washington, D.C., November 2017.

Fears, Barbara A. "For Such a Time as This: The Underground Railroad as a Model for Teaching about Power, Privilege and Politics." Paper presented at the Society for Race, Ethnicity and Religion Conference, Nashville, TN, October 2017.

Bobo, Luke B., and Barbara A. Fears. "Black Spirituals, Hip-Hop and Rap Musical Genres: A Pathway to Explore Daily Assaults on the Personhood of African Americans." Paper presented at the Religious Education Association Annual Meeting, Chicago, IL, November 2014.

Fears, Barbara A. "The Underground Railroad: A Model of Collaboration, Liberation and Education." Paper presented at the Religious Education Association Annual Meeting, Atlanta, GA, November 2012.

OTHER PROFESSIONAL ACTIVITIES

Contributor. “Adam, Eve, and Jesus.” In *I’ve Got Talent Showcasing My Work for Jesus*, Vacation Bible School materials created for Urban Ministries, Inc., Calumet City, IL. Developed curriculum and instructional materials for students and teachers for a vocational project for four age groups: preschoolers (under 4 years old), 5-8 years old, 9-11 years old and 12 years old and older. June 2016.

Consultant/Author. “Disparities Experienced by Black Women and Girls.” Researched and authored report about the disparities experienced by straight and LGBTQIA+ Black women and the adultification of Black girls for presentation by the Black Women and Girls Task Force at the 224th General Assembly of the Presbyterian Church USA (PCUSA). Moved from Baltimore, MD to Virtual due to the pandemic, June 2020.

Peer Reviewer, *Religions*, 2019 – present.

Member Advisor Committee, *Religious Education Association*, July 2020 – present.

Project Manager/Editor. *Alfred Street Baptist Church Deep Roots Bearing Fruit Sunday School Curriculum*, May 2022 – present.

Member, Martin Luther King Jr. Committee, *American Academy of Religion*, November 2022-present.

Peer Reviewer, *Disability Studies Quarterly Special Issue*, May 2022.

Peer Reviewer, *Religious Education Journal*, 2023 – present.

Peer Reviewer, *Journal of Black Studies*, 2023 – present.

Advisory Council Member, *Institute for Justice Formation John Leland Center for Theological Studies*, 2023 – present.

Co-Principle Investigator, *Compelling Preaching Grant*, University of Indianapolis, 2024 – present.

Member, Law, Religion, and Culture Unit, *American Academy Religion*, November 2024 – present.

Coordinator Black Experience Task Force, *Religious Education Association*, January 2025 – present.

Consultant/Faculty Evaluator, *American Council on Education*, 2025 –

MINISTERIAL WORK EXPERIENCE

Heartland/ProMedica Hospice, Fairfax, VA

2018-2023

Spiritual Care Coordinator

- Conduct spiritual care/psycho-social evaluation of terminally ill patients and caregivers,
- Develop and implement spiritual/emotional end-of-life care plan for patient and/or family members,
- Document pastoral-care encounters according to company protocol and industry standards,
- Provide spiritual/emotional care at end-of-life and post-mortem (i.e., prayers, commendations, funeral services, bereavement calls, etc.), and
- Participate in interdisciplinary team rounds to coordinate patient care.

NorthShore University HealthSystem, Evanston and Skokie, IL

2007-2017

On-Call Chaplain – Spiritual Care and Music Therapy

- Assessed and provided case-specific/culturally sensitive emotional, spiritual, grief support and pastoral presence as appropriate for faith tradition (i.e., Muslim, Christian, Jewish) of patients, family members and staff who may be ill, dying, or bereaved,
- Assisted in training on-call chaplains on routine duties,
- Initiated and participated in ethics consults (i.e., critically ill patient care options), and
- Provided updates to the cultural competency section of the annual mandatory employee training that were more culturally sensitive and that were more reflective of contemporary demographics and current scholarship (2013, 2014 and 2015), and to the domestic and workplace violence sections that were more sensitive to and reflective of contemporary social realities [i.e., male-on-male, female-on-male and female-on-female] (2015), for which I received a Service Values Award.

Amita Health – Alexian Brothers Hospice, Hanover Park, IL

2016-2017

Registry Hospice Chaplain

- Introduced hospice services and treatment options to potential patients and/or to family members,
- Developed and implemented end-of-life care plan to provide spiritual/emotional support to patient and/or to family members,
- Provided spiritual/emotional support to patient and/or to family members at end-of-life and/or post-mortem (i.e., prayers, commendations, funeral services), and
- Participated in interdisciplinary team rounds providing updates to coordinate care.

Amita Health – Alexian Brothers Medical Center, Elk Grove Village, IL

2015-2016

Chaplain Resident, Clinical Pastoral Education

- Assessed the spiritual needs of patients, family and staff and provided case- and culturally sensitive pastoral ministry as appropriate for the occasion (i.e., ill, dying, bereaved) and as appropriate for the faith tradition (i.e., Christian, Muslim, Jewish, agnostic, atheist),
- Engaged peers in professional development discussions, participated in Interfaith memorial and other worship services (i.e., Maundy Thursday), and coordinated the Good Friday worship service,
- Assisted in training externs and registry chaplains on overnight shift duties, and

- Presented special project research (e.g., book review on lament, implications of socio-political contexts on pastoral care).

SELECT CORPORATE WORK EXPERIENCE

Wespath Investment Management, Glenview, IL

2009-2014

Research Intern and Research Analyst – Sustainable Investment Strategies

- Assessed the environmental, social and governance (ESG) practices of companies in the agency's \$20 billion investment portfolio,
- Promoted the sustainable investment strategies of the agency at corporate annual meetings, conferences, and as part of issue-specific working groups,
- Co-wrote articles, voted proxies, screened, and approved securities purchases,
- Developed a methodology for quantifying the ESG-integration practices of the agency's external investment managers, and
- Project managed, co-wrote, and edited the agency's inaugural sustainability report, which received a Responsible Investor (RI) Reporting Award 2015 commendation.

General Board of Pension & Health Benefits of The United Methodist Church Evanston, IL

2004-2006

Research Intern and Research Analyst – Corporate Relations

- Conducted issue specific ESG research (i.e., oil spill, access to water, private prisons),
- Presented shareholder interests at corporate annual meetings,
- Voted proxies, screened, and approved securities purchases,
- Trained new personnel, co-authored procedural manuals, and articles, and
- Reviewed proposals, evaluated services, negotiated contracts, and facilitated transition of proxy voting and social screening vendors.

Lucent Technologies, Naperville IL

1996-2002

Market Systems Engineer – Sales and Service

- Served as central point-of-contact for pre- and post-sale inquiries of telecommunication products and services to customers in the U.S., Asia, Europe, Central and Latin America,
- Authored product specification documents for software developers to create and for testers to verify product functionality meets customer specifications and national and international standards, and for documentation and training developers to create relevant marketing, installation, operations and maintenance documents, and training materials,
- Coordinated activities of and negotiated with stakeholders to design hardware and to develop software to meet customer specifications and industry standards, and
- Trained national and international personnel in quality assurance procedures designed to increase efficiency, to minimize redundancy, to verify customer specific functionality and to identify software products for resale to other customers.

AT&T, Naperville, IL

1991-1996

Writer/Project Manager – Documentation and Training

- Conducted documentation and training needs analysis to determine documentation and training requirements for staff to market and for customers to install, to operate and to maintain telecommunications hardware and software products and services,

- Assessed scope of work to estimate the cost of developing documentation and training materials, then negotiated budget, contract deliverables and schedules,
- Provided status updates, responded to client inquiries, and ensured projects were developed on time and within budget,
- Determined staff writing assignments and due dates,
- Researched, wrote, verified, and edited product documentation used for marketing, installation, operation and maintenance of telecommunication equipment and services,
- Designed instructional materials and developed quality assurance procedures to ensure proper and efficient use of hardware and software products and services, and
- Organized marketing conferences to introduce and to train 500-700 personnel on new and enhanced products and services and organized professional development conferences for up to 500 employees across multiple business units to facilitate personal growth and professional development.

AT&T, Oakbrook, IL and Kansas City, MO

1987-1991

Account Executive – Marketing and Sales

- Researched, developed, and implemented territorial marketing strategy to identify and to pursue sales opportunities,
- Conducted face-to-face customer presentations and negotiated sales of telecommunication products and services,
- Developed and facilitated employee product and process training, and
- Authored and edited articles for in-house publication.

Midwest Research Institute, Kansas City, MO

1983-1988

Research Psychologist – Biobehavioral Science

- Designed data collection, tracking, and analysis methods,
- Established and maintained quality control procedures for data collection, and retrieval,
- Researched and maintained bibliographic database for responding to request for proposal and for report preparation,
- Recruited, screened, scheduled research participants, and conducted experimental sessions with human subjects on breast cancer, smoking cessation and 60Hz electro-magnetic field studies, and
- Co-authored research proposals, project reports and journal articles, and presented research results at customer meetings and industry conferences.