

# CURRICULUM VITAE

Thomas Horvath

## CONTACT INFORMATION

College of Science  
California State University Monterey Bay  
Seaside CA 93955-8001

## Career Summary/Values

More than 15 years of leadership in higher education convince me that a School's greatest asset is its people, and investing in faculty and staff strengthens the institution. A dean can leverage budgets, hiring, and curricular leadership to enhance student learning and promote research and professional development for faculty and staff. I value evidence-based decision making and using mission to guide continuous improvement within a shared governance structure. With an eye toward service-oriented leadership through an inclusive lens, I remain committed to supporting student success through access to educational opportunities, a global/international perspective, and a sound foundation in the Liberal Arts and Sciences.

## EDUCATION

1992 - 1997	Ph.D. in Aquatic Biology, University of Notre Dame
1990 - 1992	B.Sc. in Biology/German (minor Chemistry), University of Indianapolis
1987 – 1990	Indiana University Northwest; Purdue University Calumet

## ADMINISTRATIVE EXPERIENCE

Since July 2023	Interim Dean, College of Science	California State University Monterey Bay
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*Chief academic and operations officer of the College (academic program integrity, fiscal, physical, and human resources) – 5 departments, 15 degree programs (BS, BA, MS, Online, Certificate); Plan for strategic enrollment growth; Foster student success by promoting innovative teaching and learning; Hiring and retention, tenure, and promotion processes for tenure-track faculty; Promote faculty scholarship, creativity, and community engagement; Steward external relationships to identify and prioritize external funding opportunities; Foster community and legislative relationships*

2018 – 2023	Associate Dean, College of Science	California State University Monterey Bay
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*Support the Dean in all aspects of College leadership; Manage enrollment processes with evidence-based data metrics; Curriculum and program management, including internal and external program review and assessment processes, curricular changes, new program development, and scheduling efficiencies; Appropriate administrator for lecturers and staff, including oversight of annual evaluations; Student success initiatives, including advising, improving retention and graduation rates, and grant-writing in support of College-level programs*

2013 -2018	Faculty Manager, Faculty of Natural and Environmental Sciences	University Koblenz-Landau (now Rhineland Palatinate Technical University)
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*Responsible for all central administration within the Faculty – 4 Institutes, 19 Departments, 26 degrees; Managed processes for the doctoral program; Coordinated course scheduling internally and externally; Supported assessment, program review, and re-accreditation processes (quality assurance plan) for bachelor*



- Developed international research opportunities for faculty; initiated MOUs with partner universities including discussions about starting EU joint master programs (UKL)
- Expanded disciplinary participation to include Humanities and Social Science departments for Environmental Sciences, and moved the program from multi- to interdisciplinary (SUNY)
- Increased enrollment in interdisciplinary degree programs by creating articulation agreements with community colleges, partnering with international offices, strengthening presence at recruitment fairs (~60% increase of 6 years for Environmental Sciences at SUNY, 40% increase for Masters of Environmental Sciences at UKL)
- Developed partnership between SUNY and the University of Cologne, which saw four students accepted into their International Master of Environmental Science

*Academic Leadership:*

- Guide tenure-track faculty through retention, tenure and promotion (RTP) process by offering onboarding seminars for all new faculty, regular orientations and feedback on RTP, and recruiting quality candidates that understand the university's mission
- Support faculty in professional development, especially in leadership development; created an internally funded Special Assistant to Dean position with a goal towards increased diversity and leadership capacity
- Encourage evidence-based pedagogies (e.g., Reading Apprenticeship, CUREs, Faculty Learning Program) throughout all degree programs and support these with internal funds
- Started a Lecturer Resources Group as a means to provide a community of practice for non-tenure-track faculty (lecturers), including peer-led onboarding and mentoring. Lead lecturers are program-selected and compensated
- Embrace a teacher-scholar model by using incentive funds to create a faculty-led process to provide buyout or other seed monies to improve outcomes for external funding opportunities

*External Stakeholder Leadership:*

- Serve on the Monterey Bay Technology Hub Leadership Council (a community workforce development and investment group); Board member of Santa Cruz Monterey Medical Association; Silicon Valley Leadership Group Education and Workforce Development Committee
- Established a Dean's Emergency Fund to help struggling students with unexpected expenses - this fund was started and now maintained with philanthropic support
- College of Science has raised over \$22 million for a new science building over the past four years, which will break ground in April 2024
- Expanded the diversity of the Dean's Leadership Council with local industry and thought leaders who provide advice and resources to support College of Science programs and initiatives

- Initiated a new endowment at SUNY for Environmental Sciences student scholarships through intensive fund raising and coordinated efforts with the Office of College Advancement
- Fostered relationship with donor family who support a high-profile speaker series and scholarships in environmental education and communication at SUNY resulting in continued donor gifts

*Operational Leadership:*

- Support lecturers and staff in their performance evaluations, contract renewals, and range elevations based on collectively bargained procedures; serve as the appropriate administrator for all employment processes (faculty and staff)
- All academic programs have received re/accreditation by detailed oversight of annual assessment processes, timely curricular changes, external program reviews, and meetings with reviewer teams
- Participated on the CSUMB team managing the regional accreditation (WSCUC) special visit by co-chairing the Increasing Diversity in the Workforce subcommittee, resulting in a no required follow up notice from WSCUC
- Successfully manage College of Science budgets (~\$12 million – salaries, operating expenses, incentive funds, endowments), including overseeing a 12% budget reduction in 2023 (no positions affected) and a new incentive-based budget model
- Restructured the processes for distribution of financial resources among research groups and institutions to increase transparency (model and results presented annually at Faculty Council), more equitably reflect scientific output for all disciplines (developed discipline-relevant assessment of output), and develop accountability plans for each research group
- Liaison with Facilities and Planning to manage existing spaces, provide safety oversight in teaching and research spaces, regular maintenance of College facilities (also at UKL)
- Lead conversations around creating new buildings and renovating existing spaces, including university point of contact for design and construction of a now-occupied research building (UKL), and managing feasibility studies for other research and teaching labs, greenhouses, and farms (CSUMB)

**PROFESSIONAL DEVELOPMENT**

- Certificate of completion for the Management Development Program, Harvard Graduate School of Education - 2020
- CSU Student Success Analytics – 2021-22 Certificate program involving weekly data discussions and a team project (Assessing HSI servingness at CSU Monterey Bay)
- Certificate of completion for the Crisis Leadership in Higher Education Program, John F. Kennedy School of Government at Harvard University, Executive Education, March 2021 (Online)
- ACAD Dean’s Institute 2021 (Online)
- CCAS New Deans Workshop - December 2020 (Online)

- Dialogues Across Differences – an internal group leading dialogues on issues of race and equity among campus organizations
- CCAS Dean Discussions – regular national discussions on topics facing deans of Arts and Sciences.
- Cal State’s Quality Teaching and Learning Program – Introduction to Teaching Online
- Diversity and Inclusion Training, 2019 CSUMB Office of Inclusive Excellence, Certificate program with workshops throughout the year (e.g., DACA Ally Training; Recognizing Microaggression, Power, Privilege, and Oppression)
- CSU Student Success Analytics – 2019 throughout the year, Certificate program involving weekly data discussions and a team project (Tackling the sophomore slump at CSUMB)
- Moving Beyond Bias – 2019 (<https://movingbeyondbias.org/>)
- Positive Psychology and Leadership – 2017 Certificate program that included both academic and industry leaders in the Pfalz, Germany region. Weekly assignments, journaling, and occasional weekend group sessions applying strategies based on Kim Cameron’s Practicing Positive Leadership (creating a positive climate, positive relationships, positive communication, and positive meaning)
- Negotiation styles for the management of interpersonal conflicts seminar (Peace Academy of Rhineland-Pfalz 2017)
- Erasmus+ IV Joint International Week (2017 – Tallinn Estonia)
- DAAD (German Academic Exchange Service) certificates: Legal aspects of international cooperation (2016); Introduction to internationalization for managers (2016); Accreditation of academic programs with double degrees (2016); Developing international academic programs with double degrees (2015)

#### **ACADEMIC AWARDS, FELLOWSHIPS and GRANTS**

- |   |             |           |
|---|-------------|-----------|
| • American Association of State Colleges and Universities Emerging Leaders Program  |             | 2024      |
| • Nominated and elected to Council of Colleges of Arts and Sciences Board of Directors                                    |             | 2022      |
| • <i>US Dept of Education: HSI-STEM: Building an Effective Ecosystem for Equity in STEM Careers (co-PI)</i>               | \$3,000,000 | 2022-2027 |
| • Nominated for President’s Award for Manager   |             | 2022      |
| • <i>US Dept of Education: HSI-STEM: Research-based interventions to increase STEM degree attainment (managing Co-PI)</i> | \$5,622,466 | 2015-2020 |
| • <i>Deutsche Forschungsgemeinschaft (DFG): International cooperative research: Crayfish plague in North America</i>      | 3,620 €     | 2014      |

- Provost's Administrative Fellows – Project on identifying barriers to interdisciplinary approaches to teaching and curricula 2012
- *Fulbright Scholar* – Specialist Program, University of Pécs, Hungary. 2010
- Hungarian National Academy of Sciences External member Since 2008
- Richard Siegfried Junior Faculty Prize for Academic Excellence 2004
- National Languages Honor Society Since 2003
- Research Fellowship, Max Planck Institute for Limnology's River Station, Germany 1997-1999
- Navarri Fellowship, Department of Biological Sciences, University of Notre Dame 1996-1997
- National Biological Honors Society Since 1989
- *Otsego County Conservation Association (OCCA)*: Continued monitoring of zebra mussel veligers, and development of food web models for Otsego Lake \$12,500 2009-2011
- Internal SUNY grants \$15,200 2001-2009
- *Mid-Atlantic Panel on Aquatic Invasive Species*: Current and projected distribution of the invasive rusty crayfish, *Orconectes rusticus*, in the Upper Susquehanna River basin. \$6,910 2008-2009
- *NSF*: Interactive case-study teaching with large classroom response systems in large biology classes. (Senior Personnel – not involved with submission) \$399,354 2007-2008
- *NSF MRI*: Acquisition of laboratory equipment for long-term water quality and watershed management projects. \$115,269 2004-2006
- *US EPA Challenge Grant*: Assessing the threat of zebra mussel dispersal within the Upper Susquehanna River basin and prevention of further dispersal by public education. \$25,400 2003

#### UNIVERSITY SERVICE

##### CSUMB

- WSCUC Accreditation Steering Committee
- Campus Repopulation Workgroups
  - Health & Safety
  - Curriculum Instruction
- President's Committee on Equity and Inclusion
  - Training Subcommittee (Co-Chair)
- Strategic Enrollment Management
  - Recruitment subcommittee (Co-Chair)
- Otter Promise:
  - Holistic Wellness

- Student-centered Scheduling

- Campus Safety Committee
- Skelly-trained officer (impartial reviewer of disciplinary actions)
- Institutional Assessment and Research Feedback Group
- Exploratory task force for departmentalization
- Search Committees: Chief Information Officer; Associate Dean College of Arts, Humanities, and Social Sciences (Chair); Registrar; Associate Dean University College.

- Koblenz-Landau (translations)
- Commission for Quality Assurance and Development in Teaching (Chair)
  - University Senator (peer-elected)
  - *ad hoc* Committee for Internationalization
  - Faculty Council (elected)
  - Doctoral Committee
  - Committee for Teaching and Learning
  - Committee for Research

- SUNY
- Faculty College Senator – Vice-Chair/Alternate Presiding Officer
  - Committee on Administrative Review - (Chair)
  - Presidential Advisory Committee on Sustainability (founding member)
  - Energy and Sustainability Taskforce
  - Graduate Committee (campus and state-wide system)
  - Curriculum Committee
  - Intercollegiate Athletic Board
  - Divisional Dean’s Council
  - Council of Chairs
  - Search committee for Dean of Social Sciences
  - Chair of Promotion & Review Committee (Department)
  - Biological Field Station Committee
  - Faculty Search Committees (also as Chair) and *ad hoc* committees
  - Faculty Union (UUP): Health and Safety Officer, Secretary, State Delegate

**COURSES TAUGHT**

Undergraduate Courses (Bachelors)	Graduate Courses (Masters)
General Biology (Majors, Nonmajors, Honors) <sup>1,3</sup>	Topics in Limnology: Biology of Meiofauna; Aquatic Invasive Species <sup>1</sup>
Introduction to Environmental Pollution <sup>1</sup>	Experimental Stream Ecology <sup>1</sup>
Aquatic Pollution (Ecotoxicology) <sup>1</sup>	Lake Monitoring <sup>1</sup>
Limnology <sup>1</sup>	Bioassessment and Biocriteria <sup>1</sup>
Stream Ecology <sup>1</sup>	Advanced Limnology <sup>1,2</sup>
Environmental Monitoring <sup>1</sup>	Field Ecology <sup>2</sup>
Environmental Sustainability <sup>1</sup>	Scientific Writing Workshop for Doctoral Students <sup>3</sup>
First-Year Experience <sup>1</sup>	

<sup>1</sup>State University New York at Oneonta, <sup>2</sup>University of Koblenz-Landau, <sup>3</sup>University of Maryland University College Europe (US Army Facility Kaiserslautern)

## PEER-REVIEWED PUBLICATIONS

- Jungkunst, H., J. Goepel, T. Horvath, S. Ott, M. Brunn. 2022. Global soil organic carbon–climate interactions: Why scales matter. WIREs Climate Change, e780. <https://doi.org/10.1002/wcc.780>
- Jungkunst, H., J. Goepel, T. Horvath, S. Ott, M. Brunn. 2021. New uses for old tools: Reviving Holdridge Life Zones in soil carbon persistence research. Journal of Plant Nutrition and Soil Science. 184:5-11.
- Panteleit, J., T. Horvath, J. Jussila, J. Makkonen, W. Perry, R. Schulz, K. Theissinger, and A. Schrimpf. 2019. Invasive rusty crayfish (*Faxonius rusticus*) populations in North America are infected with the crayfish plague disease agent (*Aphanomyces astaci*). Freshwater Science. 38(2):425-433.
- Bischoff, P.B. and T. G. Horvath. 2011. Abundances of naked amoebae and macroflagellates in Central New York lakes: Possible effects by zebra mussels. Acta Protozoologica. 50:23–31.
- Lundeberg, M.A., H. Kang, B. Wolter, R. delMas, N. Armstrong, B. Borsari, N. Boury, P. Brickman, K. Hannam, C. Heinz, T. Horvath, M. Knabb, T. Platt, N. Rice, B. Rogers, J. Sharp, E. Ribbens, K. Maier, M. Deschryver, R. Hagley, T. Goulet, C.F. Herreid. 2011. Context matters: Increasing understanding with interactive clicker case studies. Educational Technology Research and Development. 59(5): 645-671.
- Associate author. Kang et al. 2011. Gender differences in student performance in large lecture classrooms using personal response systems (“clickers”) with narrative case studies. Learning, Media and Technology. 9: 1-24.
- Associate author. Wolter, B.H.K., M.A. Lundberg, H. Kang and C.F. Herreid. 2011. Students’ perceptions of using personal response systems (“clickers”) with cases in science. Journal of College Science Teaching 40(4):14-19.
- Horvath, T.G. and L. Crane 2010. Hydrodynamic forces affect larval zebra mussel (*Dreissena polymorpha*) mortality in a laboratory setting. Aquatic Invasion 5(4):379-385.
- Horvath, T.G. 2008. Economically viable strategy for prevention of invasive species introduction: Case study of Otsego Lake, New York. Aquatic Invasions 3(1):3-9.
- Horvath, T. 2005. A killer lake. Journal of College Science Teaching October:18-21.
- Horvath, T.G. 2004. Retention of particulate matter by macrophytes in a first-order stream. Aquatic Botany 78(1):27-36.
- Cronin, G., D.M. Lodge, M.E. Hay, M. Miller, A. Hill, T. Horvath, R. Bolser, N. Lindquist, and M. Wahl. 2002. Crayfish feeding preferences for freshwater macrophytes: the influence of plant structure and chemistry. Journal of Crustacean Biology 22(4): 708–718.
- Horvath, T.G., R.L. Whitman, and L.L. Last. 2001. Establishment of two invasive crustaceans (Copepoda: Harpacticoida) in the nearshore sands of Lake Michigan. Canadian Journal of Fisheries and Aquatic Sciences 58:1261-1264.



- Lewis, K.M., J.L. Feder, T.G. Horvath and G.A. Lamberti. 2000. Heterozygosity and fitness: No strong association in Great Lakes populations of zebra mussel, *Dreissena polymorpha*. (Pallas). *Malacologia* 42:113-122.
- Horvath, T.G., K.M. Martin, and G.A. Lamberti. 1999. Effect of zebra mussels, *Dreissena polymorpha*, on stream macroinvertebrates. *American Midland Naturalist* 142:340-347.
- Horvath, T.G. and G.A. Lamberti. 1999. Limitation of zebra mussel recruitment in streams by veliger mortality. *Freshwater Biology* 42:69-76.
- Horvath, T.G. and G.A. Lamberti. 1999. Recruitment and growth of zebra mussels (*Dreissena polymorpha*) in coupled lake-stream systems. *Archiv für Hydrobiologie* 145/2:197-217.
- Horvath, T.G. and G.A. Lamberti. 1997. Drifting macrophytes as a mechanism for zebra mussel (*Dreissena polymorpha*) invasion of lake-outlet streams. *American Midland Naturalist* 138:29-36.
- Horvath, T.G., G.A. Lamberti, D.M. Lodge, and W.L. Perry. 1996. Zebra mussel dispersal in lake-stream systems: source-sink dynamics? *Journal of the North American Benthological Society* 15:564-575.

#### **OTHER PUBLICATIONS (\* indicates peer-review process)**

- Jungkunst, H., T. Horvath, S. Erasmí, J.P. Krueger, K.H.M. Meuer, K. Schuetzenmeister, T. Guillaume, T. Scholten, F. Baumann, P.-M. Schleuss, J.-S. He, P. Kuehn, J. Henkner, T. Kaetterer, and J. Schneider. 2019. Regionally diverse land-use driven feedback from soils to the climate system. pp 61-129 In: *Soil and Climate*. Lal, R and B.A. Stewart (ed.) CRC Press, Boca Raton.
- Cox, E., J. Marxsen, and T. Horvath. 2011. Primary producers. pp. 99-130 In: *Central European Stream Ecosystems: The Long-Term Study of the Breitenbach*. Wagner, R. et al. (ed.) Wiley Blackwell Publishers, Weinheim, Germany.
- Horvath, T. 2009. Human movements: Consequences to global biogeography. Chapter in Leung, Hendley, Compton and Haley (editors) *Imagining Globalization: Language, Identities and Boundaries*. Palgrave MacMillan.
- \*Horvath, T. 2009. Cross-Dressing Salmon: Survival of the Sneaky - The National Center for Case Study Teaching in Science Case Collection ([http://www.sciencecases.org/sneaky\\_salmon/prelude.asp](http://www.sciencecases.org/sneaky_salmon/prelude.asp))
- \*Horvath, T. 2009. Not Necessarily on Purpose: Domestication and Speciation in the Canidae Family - The National Center for Case Study Teaching in Science Case Collection ([http://www.sciencecases.org/dog\\_evolution/prelude.asp](http://www.sciencecases.org/dog_evolution/prelude.asp))
- \*Rogers, W. and T. Horvath. 2008. Life: The Final Frontier - The National Center for Case Study Teaching in Science Case Collection (<http://www.sciencecases.org/life/prelude.asp>)
- \*Horvath, T. 2005. Killer Lakes - The National Center for Case Study Teaching in Science Case Collection ([http://www.sciencecases.org/lake\\_nyos\\_a/lake\\_nyos\\_a.asp](http://www.sciencecases.org/lake_nyos_a/lake_nyos_a.asp))
- J. Caddick, J. Christmas, V. Clark, R. Fernald, S. Foti, L. Goldblatt, D. Heicher, T. Horvath, R. Klauda, L. Moss, T. Shaw, T. Sinnott, J. Thompson, K. Wakefield, B. Watson. 2003. Zebra Mussels (*Dreissena polymorpha*) in the Chesapeake Bay

- Watershed: A Regional Management Plan. Prepared by: The Regional *Dreissena polymorpha* Working Group (15 authors).
- Horvath, T. 2004. Principles of monitoring design. Pages 4-11 in Becker Nevers and Whitman, Lake Monitoring Field Manual. US Geological Survey Publication.
  - Whitman, R.L., M.B. Nevers, L.L. Last, T.G. Horvath, M.L. Goodrich, S.M. Mahoney, and J.A. Nefczyk. , Status and trends of selected inland lakes of the Great Lakes Cluster national parks. 2002. NPS Midwest Region. 310 pages.
  - Horvath, T.G., R.L. Whitman, L.L. Last, M.B. Nevers. 2000. Evaluation of beach nourishment activities on bottom fauna and yellow perch in near shore areas of Mt. Baldy, 1996-1998. USGS Report.
  - Whitman, R.L, T.G. Horvath, M.L. Goodrich, M.B. Nevers. 2000. Characterization of *E. coli* levels at 63<sup>rd</sup> Street beach.
  - Whitman, R.L, T.G. Horvath, L.L. Last M.L. Goodrich, M.B. Nevers. 2000. The effects of shooting range lead shot on the sand-dwelling animals in the near shore waters of Lake Michigan. USGS Report.
  - Horvath, T.G. 1997. Dispersal and ecological impact of zebra mussels, *Dreissena polymorpha* (Pallas), in coupled lake-stream systems. Ph.D. Dissertation, University of Notre Dame, Notre Dame, Indiana, USA. 201 pages.
  - Horvath, T.G., G.A. Lamberti, W.L. Perry, and D.M. Lodge. 1994. Impact of zebra mussels on unionid clams of the St. Joseph River system in Indiana. Report submitted to Division of Fish and Wildlife Nongame Program, Indiana Department of Natural Resources. 30 pages.
  - Harding, J.M., T.G. Horvath, and G.A. Lamberti. 1993. Establishment of a monitoring network for zebra mussels in streams of Indiana Dunes National Lakeshore. Technical report submitted to the Research Division of Indiana Dunes National Lakeshore. 29 pages.

#### **RECENT PROFESSIONAL PRESENTATIONS**

- Horvath, T. and J. Kuhl. 2023. Making data-informed decisions in the dean’s office. CCAS Annual meeting in San Diego.
- Moderated panel discussion on “Managing the variety of associate/assistant dean roles in the office of the dean”. CCAS Annual meeting in San Diego.
- Horvath, T., J. Cole, and J. Rossing. 2023. Sustaining the work in your college as an associate/assistant dean. A workshop with 25 participants at the CCAS Annual meeting in San Diego.
- Horvath, T. and A. Bartlett. 2021. Crisis Leadership: A workshop with 47 participants at the CCAS Annual meeting in Portland.
- Horvath, T., T. Sumter, and A. Lawson. 2021. Multiple Stable States in the Higher Education Landscape: What Can a Dean’s Office Expect? CCAS Annual meeting in Portland.

#### **RECENT INVITED SEMINARS and PUBLIC OUTREACH**

- Expert panel on zebra mussels – panel convened by the New York City Department of Environmental Protection to produce a management plan for the city’s reservoir and aqueduct system, June 2023

Managing People and Conflicts. Presented (virtual) in CCAS Seminar for Department Chairs/Heads, 21 March 2022

Reopening full scientific operations; Invited panelist on BioRAFT webinar (2021)

**PROFESSIONAL MEMBERSHIP and ACTIVITY**

Council of Colleges of Arts and Sciences (Board of Directors 2022-present, Treasurer 2023-present)

American Conference of Academic Deans

Association of American State Colleges & Universities

Past Discipline-specific Societies

Society for Freshwater Science (formally North American Benthological Society)

- Public Information and Publicity Committee member (2002-2005)
- International and Intersociety Interactions Committee member (1998-1999)

International Society of Limnology (SIL)

- Working Group on Aquatic Invasive Species (2004-2015)

American Society of Limnology and Oceanography