

KENNETH G. FURTON

Provost, Executive Vice President and Chief Operating Officer

Florida International University, Miami, Florida 33199
Office: 305-348-2151; Cell: 305-310-0673; furtonk@fiu.edu,
Full cv available at https://academic.fiu.edu/provost_about.html

EDUCATION

Postdoc in Nuclear Chemistry

Swansea University, Wales, U.K., 1988

Ph.D. in Chemistry (Analytical) with a minor in Biology

Wayne State University, Detroit, MI, 1986

B.S. in Forensic Science with a Minor in Chemistry

University of Central Florida, Orlando, FL 1983

EXECUTIVE SUMMARY OF EXPERIENCE

Provost, Executive Vice President, and COO with 34 years of higher education experience in administration, education, research and innovation, with a proven track record of balancing fiscal responsibility and regulatory compliance while advancing a culture of student success and research excellence in an urban, multicultural setting that has led to across the board improvements in student outcomes, faculty success, growth of the research enterprise, community impact and rankings.

NATIONAL LEADER IN PROFESSIONAL ORGANIZATIONS AND HIGHER EDUCATION

INNOVATIONS Leader in higher education innovations including transforming STEM education, evaluating and rewarding teaching and advancing innovative learning platforms and global engagement. Provide leadership to numerous national and international professional organizations.

STRATEGIC PLANNING AND EXECUTION FOR TRANSFORMATIONAL CHANGE

At multiple levels has successfully led, facilitated and implemented change through developing a shared bold vision and being committed to see the vision through by generating comprehensive strategic plans, implementation strategies and innovative transparent institutional accountability.

ACHIEVING HIGHEST STUDENT SUCCESS THROUGH INNOVATION

Led multiple teams of administrators, faculty and staff to reimagine the delivery of higher education including curriculum redesigns and reorganizations that dramatically improved student success including 4-year graduation rates from 25% to 43% and increased FIU's national rankings from 2 programs in 2014 to 40 programs in 2020 ranked in the top 50 in US News and World Report and #10 Top Performer in Social Mobility, #30 Most Innovative National University and #41 Best Online Programs. Also ranked #43 Public National University in *Washington Monthly*.

ADVANCING A CULTURE OF RESEARCH PREEMINENCE AND IMPACT

Achieved unprecedented success through creative organizational structures and strategic investments helping move FIU from an R2 to an R1 Carnegie Research University and from unranked to top 15 in patent production.

FUNDRAISING LEADERSHIP

An avid fundraiser playing leadership roles in securing philanthropic gifts totaling more than \$100M since 2007 including transformative gifts to name innovative schools.

COMMITMENT TO DIVERSITY AND INCLUSION

Demonstrated commitment to creating and maintaining a diverse and inclusive environment in which all students, faculty and staff can thrive by developing and implementing best practices.

PARTNERSHIPS, COMMUNITY ENGAGEMENT AND STRATEGIC ACQUISITIONS

Success in developing complex acquisitions and maintaining reciprocal partnerships to best serve students, faculty, staff and the community locally, nationally and globally.

FISCAL AND OPERATIONAL MANAGEMENT OF COMPLEX ORGANIZATION

Chief Operating Officer of a university with over 58,000 students distributed across 7 sites including international locations with over 10,000 employees and a \$1.5B annual operating budget.

THE FUTURE OF HEALTH CARE

Experienced in establishing, working with and managing an Academic Health Center collaborating with hospital systems and professional schools to serve the community.

COMMITMENT TO ATHLETICS

Continuous strong supporter of sports programs which are critical to enhancing the affinity to and reputation of institutions and communities and improving the learner experience.

PIONEERING SCIENTIST WITH INTERNATIONAL REPUTATION

A world leading scholar in forensic chemistry focused on trace detection and olfaction including over \$14M in funding, 24 patents and 207 peer reviewed publications receiving more than 6000 citations and an h-index of 44 <https://scholar.google.com/citations?user=JgBnpdkAAAAJ&hl=en>.

SELECTED HONORS AND AWARDS

- Fellow of National Academy of Inventors. Elected 2016
- Phi Beta Kappa. Elected Member 2010
- Wayne State University Collegian Award 2008 Recipient
- FIU Outstanding University Professor Award 2005 Recipient
- Fellow of the American Academy of Forensic Sciences Elected 2000
- International Association of Forensic Sciences Young Investigators' Award 1996
- David F. Boltz Award in Analytical Chemistry 1986

EXPERIENCE

Florida International University, Miami, FL

- Provost, Executive Vice President and Chief Operating Officer 2014-Present
- Dean, College of Arts & Sciences 2007-2014
- Associate Dean, Budget, Facilities, Research, College of Arts & Sciences 2001-2007
- Founding Director, FIU International Forensic Research Institute 1997-2007
- Chair, Department of Chemistry and Biochemistry 1997-2001
- Asst., Assoc., Full Professor, Department of Chemistry and Biochemistry 1988- Present

Swansea University, Swansea, U.K.

- Lecturer/Postdoc, Chemistry Department 1986-1988

KEY ACCOMPLISHMENTS AS PROVOST OF FLORIDA INTERNATIONAL UNIVERSITY

Founded in 1965, Florida International University (FIU) is a metropolitan public university top ranked in research as a Carnegie R1 institution and ranked as a top 50 public university by various rankings including *Washington Monthly*. The university offers more than 200 programs of study and is one of the largest universities in the United States with a total enrollment of 58,000 and 10,000 employees. FIU has two major campuses in Miami and North Miami and has academic sites in downtown Miami, Miami Beach, Sweetwater, Broward County and Tianjin, China. <https://www.fiu.edu/locations/index.html>

When I was appointed Provost of FIU in 2014 higher education was beginning to grapple with new challenges. The technological revolution changed the way people accessed and consumed knowledge, competition for students became a global phenomenon and the State of Florida introduced new Performance Funding metrics. For six years, I have had the privilege of building and leading excellent teams of professionals that have helped FIU meet the challenges of being a 21st Century urban, public research university and thrive.

- **Strategic Planning**: Enlisted a diverse group of over 200 students, faculty, staff, alumni and community leaders in developing the FIU *BeyondPossible2020* Strategic Plan. The 18-month process began with me as chair of the Integrating Research, Engagement, Assessment and Learning Commission while I was Dean of the College of Arts & Sciences, which at the time enrolled over 50% of FIU's student body. We knew we had to understand the challenges, find the opportunities and create a bold plan for FIU's future. The process was deliberate and wide ranging because of that. It became a platform to discuss different pain points, gain insights, uncover hidden talent and define our future. *BeyondPossible* asked all stakeholders to stretch the limits of what they thought was possible. It boldly called for FIU to achieve prominence in research and innovation despite increased competition for federal funding and pressures to direct the majority of available resources to student success initiatives. It was this deliberate process that I believe laid a foundation for the organizational changes required to achieve unprecedented levels of research preeminence and student success over the last six years. I met individually with members of the Board of Trustees as well as with chairs of the major volunteer boards such as the Foundation and Alumni Boards. We incorporated ideas that were introduced and educated many who did not agree. I think the best approach is to be honest with your stakeholders, from faculty to board members. The

more dialogue one can have, the better the results. However, it is critical to set a deadline for decisions so people know when to expect some finality around strategies that are in the best interest of the university and our community. Recently co-lead along with the FIU President the development of the NextHorizon2025 university strategic plan.

<https://stratplan.fiu.edu/>

- **Growing Research:** Attained the highest research designation by Carnegie, R1, in 2015 as a result of investments in recruiting world-class faculty, doctoral and postdoctoral students and building research infrastructure. The investments have led to a 77% increase in research expenditures from \$128M to \$226M. FIU maintained the R1 designation in 2018 through to 2021.
- **Driving Student Success:** Fostered a culture of student-centered success by challenging faculty and staff to re-evaluate what it means to put student's first and designing programs and processes around that notion. We learned that we could dramatically improve student success in critical math and science gateway courses through classroom redesign and technology innovations. I challenged Deans, Chairs and other academic leaders to change how faculty teaching is evaluated and rewarded and led consolidations of operations to better align resources and drive more effective collaboration between academic and career success. The results were outstanding, with dramatic increases in student success metrics garnering FIU a #2 ranking in the State and an additional \$40 million of new money from State of Florida Board of Governors Performance Funding.
- **Future Focused Leadership:** Attracted and retained the next generation of FIU's academic leadership whose mindset and experience bring fresh ideas and reflect FIU's goal to be a top fifty public research university. As Provost, I hired 10 out of 13 Deans, six out of nine VPs and all four museum directors. Aside from recruiting our leadership from the external community, I was also able to identify and promote previously untapped talent from within FIU whose novel, forward thinking ideas and insights are driving meaningful change.

DETAILED SUMMARY OF EXPERIENCE

NATIONAL LEADER IN PROFESSIONAL ORGANIZATIONS AND HIGHER ED INNOVATIONS

Leader in higher education innovations including using analytics to move values, transforming STEM education and research, evaluating and rewarding teaching, globalization of curriculum and leveraging of world centers. Provide leadership to numerous national and international professional organizations.

- Launched an innovative real time data analytics program that engages the entire organization. Impact was featured in 2019 in Business Officer Magazine on using analytics to move goals and values. <https://www.businessofficermagazine.org/features/data-propulsion/>
- Currently a member of the Executive Committee of Science and Math Teaching Imperative of the Association of Public and Land Grant Universities. <https://www.aplu.org/projects-and-initiatives/stem-education/science-and-mathematics-teaching-imperative/about-us/smti-executive-committee.html>
- Leading a \$3.2M NSF Institutional Transformation grant to institutionalize national best practices including a Faculty Mentor Program, Unconscious Bias Training, and Diversity Advocate and Diversity Mentor Professor Programs. <https://advance.fiu.edu/about-us/index.html>

- Have chaired organizations developing national standards since 2004 including current chair of Dogs and Sensors consensus body of the American Standards Board. <https://www.asstandardsboard.org/aafs-standards-board-consensus-body-descriptions/>.
- Have testified as an expert witness in dozens of trials including first successful Daubert challenge to K9 human scent evidence in US history, cited in US Supreme Court decision, and first case in Canada admitting canine alerts as probative evidence. <https://supreme.justia.com/cases/federal/us/568/237/>
- Research has been profiled nationally ranging from pioneering work with bomb dogs <https://www.smithsonianmag.com/innovation/the-education-of-a-bomb-dog-4945104/> medical detection K9s <https://www.nationalgeographic.com/animals/2019/03/dogs-smell-odors-humans-produce-during-seizures/> and collaboration on Guggenheim exhibition. <https://cen.acs.org/articles/95/i20/Olfactory-science-meets-contemporary-art.html>
- Have led the acquisition and attracted private funding for innovative education and research facilities including the world's only undersea research lab. <https://phys.org/news/2013-09-world-undersea-lab.html>

STRATEGIC PLANNING AND EXECUTION FOR TRANSFORMATIONAL CHANGE

Strategic planning is not only an extremely useful tool in an organization but done well, it is a multi-faceted forum to bring diverse talent, views and ideas together. Strategic planning and leadership are inextricably linked. Plans that call for transformation require a bold vision and a commitment to see that vision through. It takes patience, persistence and the ability to listen to and appreciate stakeholder's points of view on the road to gaining their collective understanding. The successful execution of any plan requires the ability to motivate and mobilize multiple teams and to evaluate outcomes in real time. Being the Provost at FIU has given me incredible insight as to how to balance analysis paralysis with data driven decisions, and how to educate, motivate and sometimes push leaders when operating in uncharted territory. Below are some examples of strategies as well as accomplishments.

- Transformed the Office of Institutional Research and the Office of Retention and Graduation Success into an Office of Analysis and Information Management (AIM) to empower a dynamic data analysis team to identify all the moving parts in each metric critical to research preeminence and student success. Developed easy to use data dashboards that allow every Dean and VP (as well as their faculty and staff) to acquire and interpret layers of real time data and quickly determine the root cause of challenges in order to create possible solutions to test immediately.
- Launched Communication Protocol for Accountability and Strategic Support (ComPASS) in 2016 bringing together all major stakeholders for a strategy discussion each semester. This process requires participants to prepare for one-day sessions with their teams on enrollment, research, data, and budget for each college. The process encourages transparency and accountability, fosters interdepartmental teamwork and provides an ongoing forum to create solutions to challenges in real-time because all the decision makers are usually present.
- Mentored FIU's Registrar into his current role as Vice President for Enrollment Management and Services. His leadership enabled us to revamp student services, develop strategic enrollment programs and better utilize financial aid for student success. We developed "Personalized Success Pathways" to support our students' learning needs. Additionally, we have been able to deploy new software and develop better processes that dramatically reduce student wait times.

- Worked with a diverse group of over 70 students, faculty and staff through a two-year process to successfully attain the APLU designation of Innovation and Economic Prosperity University (IEP) in 2018. The process was instrumental in uncovering the needs of faculty, students and the community in creating an infrastructure to support increased innovation and entrepreneurship at FIU.
- As Dean, I restructured the College of Arts & Sciences into three thematic schools to encourage radical collaboration, harness talents and resources and streamline processes for maximum efficiencies. The School of Environment Arts & Society, the School of Integrated Science and Humanity and the School of International and Public Affairs were each led by faculty Executive Directors reporting to me. This structure enabled the College to lead FIU in nearly every category of student success, research activities and philanthropic support.
- Strategically, the School of International and Public Affairs (SIPA) was created in order to better position the school to attain membership into the prestigious Association of Professional Schools of Public Affairs (APSIA). This global association represents the preeminent schools in public affairs. When I became Provost, we established SIPA as its own independent school. SIPA has attracted distinguished faculty and speakers, placed students in government and NGOs all over the world. SIPA will submit its formal application to APSIA this year.
- Continued to foster unique collaborations to advance research, innovation and student success as Provost, integrated the College of Education into the new College of Arts, Sciences, and Education and integrated the School of Journalism into the new College of Communication Architecture + the Arts. Though met with resistance from some faculty, alumni and board members, the new colleges have thrived in subsequent years with increases in student success, research productivity and philanthropic support.
- Developed the first comprehensive strategic plans for the Department of Chemistry and Biochemistry as Chair and the College of Arts & Sciences as Dean.

ACHIEVING HIGHEST STUDENT SUCCESS THROUGH INNOVATION

Universities must be student-centered. Of FIU's 58,000 students, over 80% of them are minority and nearly 50% are Pell-eligible. Without additional funding or support and facing pressure of losing more funds if we did not meet Performance Funding metrics, I led multiple teams of administrators, faculty and staff at FIU to reimagine the delivery of higher education. Through innovative modes of delivery, curriculum redesigns and reorganizations that streamlined processes and instituted new policies, we were able to attract increased federal funding and strategically reallocate existing resources to achieve our ambitious student success goals. Below are specific strategies I helped create and deploy as Provost and Dean. Dramatically improved student success resulting in FIU moving from #8 to #2 in the State of Florida in student success Performance Based funding, garnering FIU an additional \$40 million in State funding, thousands more students being retained, graduating and being employed in the community and improvements in national rankings. The implementation of many initiatives lead to increases in many performance metrics including our 2nd year retention rate from 84% (79% with GPA above 2.0) in 2014 to 90% (88% with GPA above 2.0) in 2019 and 4-year FTIC graduation rate from 25% to 43% with goal of 60% by 2025.

- Spearheaded initiatives to increase FIU's national profile resulting in numerous top 50 public university rankings including #43 in *Washington Monthly* and #15 in patent

production and #41 in undergraduate online degrees in US News and World Report. Top 50 public university program rankings in US News increased from 2 in 2014 to 40 in 2019 including Public Health #50, Environment and Ecology #48, Law #47, Biomedical Engineering #43, Nursing #36 and International Business #2.

- Formed and chaired a Student Success Council of Vice Presidents and Deans most crucial to improving student success that met bi-weekly in the first two years of my Provostship. They were largely responsible for designing and deploying new initiatives such as a redesign of FIU's First Year Experience and Fall/Spring B term options for students in gateway courses as well as policies as such a "NC" grade.
- Led FIU's 2015 Ashoka Changemaker Campus designation (45 worldwide) to emphasize commitment, not only to social innovation and entrepreneurship, but also to better engage students in experiential learning through the development of curricular and co-curricular activities. Successful in achieving renewal in 2019 through 2023.
- Reformed how faculty teaching is evaluated and rewarded including Top Scholar recognitions and enhancement of annual evaluations at department level utilizing student, peer and self-assessments. The process identified, recognized and rewarded excellent teaching, as well as identified faculty members who needed to improve their teaching methods utilizing evidence-based best practices.
- As Dean, I was PI on a Title V grant (Opening the Gateway: The High Tech High Touch Initiative) that transformed the way college algebra was taught at FIU. We were able to dramatically improve the course success rate from 30 to 70% by utilizing a "high tech/high touch" approach of math labs combined with peer learning assistants.
- As Provost invested in expanding faculty support for innovating course pedagogy, enhanced interaction between faculty and students and expanding our learning assistants program to be the largest in the country. 6 years of innovating in gateway courses has resulted in more than 7,000 instances of additional course passings.
- Strategically increased enrollment in the FIU Honors College. The College is a leader in innovating to achieve student success even with a growth from 1,483 students in 2014 to 2,392 students in 2019. Engaging courses such as "Social Innovation," "The Fourth Industrial Revolution" taught by dynamic faculty helped the Honors College achieve a 95% 2nd year retention and 72% 4-year graduation rate with a diverse student body.
- Created an Office of Academic and Student Affairs by integrating all aspects of Student Affairs, Campus Life, Student Government, Academic Advising and Career Counseling to generate a cohesive vision for supporting student success.
- Initiated FIU's Golden Promise program that guarantees 100% tuition and fees to residents with a 0 expected family contribution with FIU using a combination of federal, state, and internal grants/scholarships to guarantee 100% tuition and fees to residents with a 0 EFC. <https://onestop.fiu.edu/finances/types-of-aid/golden-promise/>
- Invested in the FIU Office of Student Access & Success with a belief that scholarship and teaching are best fulfilled when shaped by an inclusive environment with meaningful and strategic programming and services that facilitate successful transitions between pre-collegiate, undergraduate and graduate education.
- Have been a champion of innovative learning options since 2003 when as Associate Dean began incentives to start online courses in the College of Arts and Sciences. As Dean and Provost invested in infrastructure and support to help our faculty create more online and hybrid courses as well as improve the quality and delivery of existing courses. It allowed

us to be more responsive to our students' needs for flexibility. Currently implementing an Achieving High Quality Course Design initiative with goal of 90% of courses meeting standards. Today our online students represent our fastest growing student segment and FIU currently ranks second in the nation in Quality Matters certified courses.

- Currently serve on the Florida Board of Governor's Online and Innovation Strategic Plan Implementation Steering Committee.
- Involved with national STEM initiatives to develop and encourage STEM pathway programs for students since 2009. We formed the STEM Transformation Institute in response to the White House's national call for 100,000 new STEM teachers and an additional 1,000,000 STEM professionals over the next 10 years. Today, the Institute works with dozens of partners within the community, nationally and within FIU that increased STEM course success rates through education, research and training.
[https://mydigitalpublication.com/publication/?i=625422#f{"issue_id":625422,"page":94}](https://mydigitalpublication.com/publication/?i=625422#f{)
- Have spearheaded the development of innovative administrative structures and pioneering degrees needed for rapidly changing professions and emerging fields including first in the country degrees including the Internet of Things BS
<https://www.iotechnews.com/news/2017/jul/10/first-internet-things-degree-us-be-offered-florida-university/> Law of Technology MS, Crime Science BS and Engineering and Computing Education PhD.

ADVANCING A CULTURE OF RESEARCH PREEMINENCE AND IMPACT

My undergraduate experience awakened my passion for research. From my undergraduate chemistry professor's laboratory at UCF to the Provost's Office at FIU, I have never stopped working on research. When my administrative career began as Chair of the Department of Chemistry, the first thing I did was work with my colleagues to establish a Ph.D. program in the department. The program enabled us to attract more faculty and increased research funding and scholarship and attracted great students. I knew then as I know now, that building a culture of research and innovation requires the ability to attract, understand and support the needs and unique drives of top faculty and students. It also demands an ongoing investment in facilities and administrative infrastructure to keep up with the rapid advances in technology and factors influencing success. Below are highlights of some of the programs and results.

- Attracted National Academy members to FIU to bolster FIU's areas of research preeminence, increasing the number of National Academy members from 1 in 2014 to 7 in 2019.
- Established Preeminent and Emerging Preeminent Programs at FIU. This designation recognizes and supports research programs that demonstrate extraordinary success in providing unique learning opportunities, pioneering research and engagement while expanding the University's financial base. Preeminent programs have become major drivers of our research growth with more than a 50% increase in research awards in the last three years in these programs and the largest NIH grants in FIU history.
- Implemented research incentive programs to encourage enhanced faculty research productivity with the number of research proposals growing significantly and annual research expenditures increasing by 77% from 2014 to 2019 to \$226M.
- Rebranded the Division of Research into the Office of Research and Economic Development and created the Innovation and Economic Development unit to support students, faculty and the community in innovation and entrepreneurship. The unit created FIU's first ever entrepreneurship incubator, StartUP FIU. Since its inception in 2016,

StartUP FIU has worked with over 100 students, faculty and community inventors and entrepreneurs, created dozens of new companies and attracted millions of dollars. Patent production increased dramatically from 3 per year in 2014 to 66 in 2018 (2100% increase) now ranking FIU #15 in the nation in patent production.

<https://www.bizjournals.com/southflorida/news/2018/06/13/fiu-among-top-universities-worldwide-for-patent.html>

- Integrated the University Graduate School into the Office of Research and Economic Development in order to create a more collaborative environment between graduate student recruitment and support and the broader research enterprise. The integration led to operational efficiencies and focused attention and resources into graduate student recruitment and support resulting in an increase in doctoral degrees awarded from 257 in 2014 to 576 in 2019 (124% increase), and postdoctoral associates from 64 in 2014 to 260 in 2019 (306% increase).
- Whereas, FIU did not meet any of the State of Florida's preeminence metrics in 2014, we achieved 8 of 12 metrics in 2018 and received designation as an Emerging Preeminent Research University and are on track to meet 11 of 12 metrics, attaining Preeminent Research University within the next three years. <https://www.wlrn.org/post/fius-graduation-rate-greatest-challenge-standing-way-millions-extra-state-money>
- As Dean of the College of Arts & Sciences, I worked with the Provost and Vice President of Research to recruit strategic faculty clusters including leaders of the Biomolecular Sciences Institute, the Cognitive Neuroscience Institute and the Center for Children and Families which were major contributors to the significant increases in research productivity in the college.
- In 1997 while serving as Chair of the Department of Chemistry and Biochemistry, I co-founded the International Forensic Research Institute (IFRI) to raise the profile of our research and leverage current resources in order to attract funding and collaborators. Today, IFRI has 21 faculty members and is widely recognized as one of the premier forensic science research centers in the world.

FUNDRAISING LEADERSHIP

As an avid fundraiser, have served in leadership roles to secure philanthropic gifts totaling more than \$100M. Began major fundraising experience as Dean of the College of Arts & Sciences in 2007 at a university which had limited experience with large-scale fundraising efforts. Hired an experienced advancement team who staffed me at hundreds of donor visits, events and trips and learned how to build relationships, develop compelling proposals and close principal gifts. In my seven years as dean, I raised a total of \$50 million, taking the College from an annual fundraising total of \$145,000 in 2006 to \$12.5 million in 2014. More importantly, during the time I was Dean, I was able to set the tone and build a roadmap to help other deans establish fundraising operations. As Provost, I still work very closely with Advancement and mentor Deans on major fundraising. Below are some examples of fundraising achievements.

- As Provost, helped secure transformative gifts such as \$20 million to name the Steven J. Green School of International and Public Affairs, the Wertheim School of Music and the largest ever alumni gift of \$10 million to name the Moss School of Construction, Infrastructure and Sustainability.
- Within the \$50 million raised as Dean, was a \$21 million strategic acquisition of the Jewish Museum of Florida, an \$8 million gift to create the International Center for Tropical Botany, a \$1.6 million gift to build the Stocker AstroScience Center and a \$1.2M gift to secure the Medina Aquarius Reef Base.

- Since 2012, have been a member of the FIU Foundation Board of Directors responsible for leading the \$750 million *Next Horizon Campaign* for FIU.
- Created a Provost Incentive Fund to incentivize donors to create endowed Professorships and Chairs.
- Remain active in cultivating key donors and prospects for additional principal gifts to FIU.

COMMITMENT TO DIVERSITY AND INCLUSION

As a leader, I am fully committed to creating a diverse and inclusive environment in which our students, faculty and staff can thrive. Below are different examples of the many ways to support diversity that lead to more student success, recruitment of women and minority faculty, and inclusion.

- Established the Provost's Council for the Advancement of Women and Minorities, which led to the creation of the FIU Office to Advance Women, Equity and Diversity in 2015. Each formal search and screen for faculty positions now require a training on unconscious bias through the Strategies and Tactics for Recruiting to Increase Diversity and Excellence (STRIDE).
- Am Principal Investigator of a \$3.2M NSF Institutional Transformation grant developing institutional structures, processes, and climate that build an affirming and fair workplace for women and underrepresented groups. Each college is implementing their own tailored diversity and inclusion plan, ensuring that faculty recruitment is intentional in representing faculty from historically underrepresented groups and provide an equitable and supportive institutional climate for underrepresented groups such as women, racial/ethnic minorities, LGBTQA people, and persons with disabilities.
- Created Personalized Success Pathways allowing for high diversity in the student body while also achieving the highest freshman academic profile in FIU's history. These programs are especially valuable as FIU is a microcosm of our region. Since most of our students come from Miami, we need to be responsive to our community's need for diverse pathways to degree attainment. FIU's role in creating upward economic mobility for its students ranks it #36 in U.S. Social Mobility Index according to Collegenet.
- Helped launch and expand the FIU Embrace program, a university-wide initiative that promotes health, wellness and overall functioning for adults with developmental disabilities such as autism spectrum disorder and intellectual disabilities. One of the biggest challenges facing families caring for neuro-diverse adults is that research, programs and medical services for these individuals are too few and often fragmented. FIU Embrace has attracted over \$5 million in funding over the last four years and has revamped post-secondary education programs, provided comprehensive medical services and employment training for the individuals and prospective employers.

PARTNERSHIPS, COMMUNITY ENGAGEMENT AND STRATEGIC ACQUISITIONS

Partnerships are more critical than ever to universities. With shrinking federal and state funding, universities must rely on strategic partnerships to meet the needs of its mission. At FIU, I have been able to successfully negotiate complex acquisitions and partnerships to better serve our students, faculty and community. Below are some examples of such partnerships.

- Helped develop an FIU Interdisciplinary Nuclear Research and Education Program at FIU beginning in 2011 which has grown to more than 100 faculty, staff and postdocs

collaborating with leading companies and six national laboratories supporting research and academic programs supported by the US Dept. of Energy and the US Nuclear Regulatory Commission.

- As Dean and now Provost, I work closely with the Office of Governmental Relations to advocate for numerous research and educational initiatives at the local, state and federal level.
- Assisted in establishment of FIU in Washington, DC to elevate FIU's profile among key legislature and federal agencies. Additionally, the location enables FIU to collaborate with thought leaders and place students in prestigious internships, which ultimately supports SIPA's application for APSIA membership.
- Partnered with USF and UCF Provosts & Presidents to help establish the Consortium of Metropolitan Research Universities in the areas of predictive analytics, targeted support, and employability and high tech pathways. <http://floridaconsortium.com/>
- Acquisition of the National Forensic Science Testing Center in Largo, FL, expanding our research portfolio to include classified research and providing an additional 100,000 sq. ft. of space. <https://www.tampabay.com/news/business/two-florida-leaders-in-csi-style-forensic-training-join-forces/2340030/>
- Leasing and in process of acquiring the Torrey Pines Institute for Molecular Studies in Port St. Lucie, FL expanding our patent portfolio to include drug and biomedical discoveries and expanding our research space by 107,000 sq. ft. <http://veronews.com/2019/05/17/fiu-gets-council-backing-in-bid-to-acquire-torrey-pines/>
- Focused efforts on increasing partnership with local companies to double student internships. Internships increased from 4,737 in 2014 to 8,697 in 2018.
- As Dean, led the acquisition and attracted private funding for the world's only undersea research lab where scientists can live underwater for days, weeks or months as they conduct research. Named Aquarius and located in Islamorada, it was a strategic partnership to strengthen our flagship marine science program. To date, Aquarius has attracted funding for missions and training from myriad of people and agencies such as NASA, SpaceX, and Fabien Cousteau (grandson of Jacques Cousteau) leading to national media coverage for many of its missions. <https://phys.org/news/2013-09-world-undersea-lab.html>

FISCAL AND OPERATIONAL MANAGEMENT OF COMPLEX ORGANIZATION

Ability to successfully negotiate complex acquisitions and partnerships to better serve our students, faculty and community with recent examples being the Aquarius Reef Base in the Florida Keys, the Jewish Museum of Florida on Miami Beach and the FIU office in Washington, DC. These strategic academic sites are complementary to the FIU campuses including those in Miami, North Miami and internationally as part of an overall strategy to improve the stature of the university and provide unique learning opportunities for our 58,000 students and high profile research opportunities for our 1700 faculty. Experienced in managing very large budgets, complex organizations, and leadership development.

- As COO I work with CFO to strategically manage \$1.5B budget and we individually brief Board of Trustee members in advance of BOT meetings.
- Work with Office of University Compliance & Integrity and the Office of Internal Audit to continuously improve operations including a recent transparent Audit tracking system with audit recommendations shared across units at monthly meetings.
- Developed and implemented a hybrid RCM model to change how colleges are funded.
- Developed Flex Work guidelines allowing faculty to work in a variety of modes.

- Developed a comprehensive leadership program for VP's, Deans and Chairs working with FIU's #1 ranked Center for Leadership.
- Supervise 13 VP/AVPs, 4 Museum Directors and 13 Deans including Law and Medicine.
- Hired majority of current Deans who are focused on student centric sustained excellence
- As Dean managed 16 departments, 66 centers/programs and 1,000 faculty and staff.
- As Associate Dean of Budget and Facilities managed College budget of over \$100M.

Multiple campuses/academic sites managed locally, globally and virtually include:

- Modesto Maidique Campus (Miami, FL) – 30,132 students enrolled
- FIU Online (Virtual Campus) – 13,895 students enrolled
- Engineering Center (Sweetwater, FL) – 6,139 students enrolled
- Biscayne Bay Campus (North Miami, FL) – 6,129 students enrolled
- Global Centers – 1,300 students enrolled in Tianjin and Qingdao, China, Genoa Italy and Panama with planning for locations in South Asia, Southeast Asia and the Middle East
- FIU@I-75 (Broward, FL) – 1,076 students enrolled
- FIU Downtown (Brickell) – 540 students enrolled

THE FUTURE OF HEALTH CARE

Healthcare represents one of the most complex and rapidly changing industries of the 21st Century, spanning business of healthcare to research, education, and delivery, each vertical represents its own challenges and opportunities. Despite the youth of its Herbert Wertheim College of Medicine, FIU has long history of health sciences research and education. As Dean and Provost, I have had extensive experience in establishing, working with and managing an Academic Health Center (AHC).

- Continuously working to prevent traditional silos, including convening monthly meetings with the five primary Deans of the Academic Health Center where we address the challenges and opportunities in the areas of health education and delivery in a rapidly changing environment. Emphasis is placed on serving the community, collaborating across disciplines and leveraging technology to have the greatest impact possible.
- Created a Vice Provost of Population Health and Wellbeing to promote the wellbeing in our University and the wider community and to integrate the activities of the National Academy of Medicine members into initiatives.
- Currently conducting a detailed study to evaluate and expand partnerships with health care companies and organizations in order to improve medical education, research and innovation and clinical services to the community.
- Currently serve on the Board of Directors of the FIU Health Care Network, which is the fiduciary and strategic planning body of FIU Health.
- Recruited a new dean to the School of Public Health and Social Work from Columbia University and the dean for the College of Medicine from Harvard Medical School. In the past few years, the School of Public Health has seen substantial increases in undergraduate student success, doctoral degree production, research and innovation productivity and interdisciplinary curriculum including an Academy of Emergency Disaster Management and a Global Health Consortium.

- As Dean, created the School of Integrated Science and Humanity as an essential component of FIU AHC. New degree programs within this school included a Clinical Science PhD and an interdisciplinary neuroscience doctoral program. The units within this school have seen major increases in grants and doctoral degrees contributing substantially to the AHC.
- As Dean, I recruited, launched and identified strategies to grow and sustain funding and talent acquisition for major health centers including the Cognitive Neuroscience Institute, the Biomolecular Science Institute and the Center of Children and Families which is a leading center focusing on child and adolescent mental and behavioral health.

COMMITMENT TO ATHLETICS

Believe that prominent athletic programs enhance the overall student experience and are critical to reputation of the institution and the commitment of the community particularly as more courses are available online.

- Reorganized Student Athlete Academic Center (SAAC) to improve support for athletes.
- Have seen consistent improvements in NCAA APR and GSR of student athletes.
- Continuous supporter of FIU athletics including season ticket holder for inaugural football season in 2002.
- As Dean secured funding from a donor in perpetuity to host a suite for all FIU home football games as part of fundraising strategy to attract additional donors.
- Continue participation as Provost attending both FIU Bowl Championships (Detroit, Nassau). <https://collegefootballtalk.nbcsports.com/2018/12/21/fiu-closes-out-best-season-in-program-history-with-bahamas-bowl-victory-over-toledo/>
- Longtime supporter of Formula SAE team with racecars built by FIU engineering students <https://communitynewspapers.com/florida-international-university/provost-takes-engineering-students-race-car-for-a-test-drive/>. Sports car race enthusiast including the International Motor Sports Association (IMSA) Endurance Cup serving as a volunteer pit reporter since 2003 for PitNotes providing in-pit statistical reporting at races.

PIONEERING SCIENTIST WITH INTERNATIONAL REPUTATION

A pioneering forensic scientist developing new methods to detect traces from forensic specimens, developing national standards and serving as an expert witness in civil and criminal trials. Research has spanned wide range of applications including drug detection <https://www.nytimes.com/1999/08/17/science/harnessing-the-powerful-secrets-of-a-dog-s-nose.html>; explosives detection <https://www.smithsonianmag.com/innovation/the-education-of-a-bomb-dog-4945104/>; medical detection <https://www.nationalgeographic.com/animals/2019/03/dogs-smell-odors-humans-produce-during-seizures/> agriculture detection <https://www.cbsnews.com/news/drones-dogs-detect-fungus-laurel-wilt-killing-avocado-trees-in-florida/> <https://www.technologynetworks.com/analysis/news/rapid-reliable-way-to-determine-the-freshness-of-fruit-289704> and collaborated with Anika Yi on her Guggenheim exhibition <https://cen.acs.org/articles/95/i20/Olfactory-science-meets-contemporary-art.html>. Have testified as an expert witness in 33 trials including first successful Daubert challenge to K9 human scent evidence in US history (2009), cited in US Supreme court decision affirming the use of canines for probable cause to search vehicles (2013), and first case where canine alerts have been admitted as probative evidence in Canadian civil forfeiture trial (2015).

- Retained as an expert witness in forensic science in 83 cases from 1996 to 2019.
- Testified as an expert witness 33 times from 1996 to 2019.

- Developed and coordinated a scientifically validated detector dog certification program since 1998.
- Founding Chair, Scientific Working Group on Dog and Orthogonal Detector Guidelines from 2004 to 2014.
- Founding Chair, Organization of Scientific Area Committees Dog and Sensors subdivision from 2014 to the present.
- Founding Chair, Dogs and Sensors Consensus Body of the American Standards Board from 2016 to the present.

PACESETTING LEADERSHIP AS AN ACTIVE SCHOLAR AND INNOVATOR

Have led transformative change at department, college and university level while maintaining an active research agenda as a full professor for over 30 years summarized below. Innovations in my laboratory have resulted in numerous firsts including the first universal chemical that can be used to reliably calibrate sensors and canines. Developed the first technology capable of identifying individuals based on their human scent emanated and first to identify biomarkers that may be used as early indicators prior to epileptic seizures. More than 6000 publication citations.

- 205 peer reviewed publications and 2 books
- 24 patents (15 issued and 9 pending)
- 655 presentations at national and international conferences
- More than 140 undergraduate, masters and doctoral research students mentored
- More than \$14 M in external research grants

SELECTED AWARDS FROM CONTINUOUS RESEARCH FUNDING (\$14M+ TOTAL)

- American Chemical Society "Thermodynamics of Molecular Association at Finite Concentrations in Liquid Organic Salts Studied by Gas-Liquid Chromatography", 1990-1993, \$18,000.00.
- National Science Foundation "Speciation of Hydrophobic Organic Compounds in Sediments and Soils", 1994-1997, \$382,000
- Miami Dade Police Department Law Enforcement Trust Fund "Facilitation and Study of Training and Testing for Drug Detector Dogs", 1996-2000, \$261,376
- Netherlands National Police "Deployment of Human Scent Research" 2004-2008, \$169,032.
- Department of Defense/Technical Support Working Group (TSWG) "Optimization of Sorbent Materials for the Collection and Analysis of Human Scent and Evaluation of Scent Collection System" 2006-2014, \$1,217,190.
- National Institute of Justice "The Scientific Working Group on Dog and Orthogonal Detector Guidelines". 2005-2009, \$367,511.
- Federal Bureau of Investigation, "Epithelial Cell Presence in Human Scent Evidence", 2009-2011, \$211,255.
- National Institute of Standards and Technology, "Design and Development of Scientifically Validated Non-Hazardous Canine Training Materials" 2009-2012, \$200,898.
- Howard Hughes Medical Institute, "FIU Science Collaborative" 2010-2014, \$1,000,000.
- Central Intelligence Agency, "Testing the Ability of Birds to Detect Explosive Odorants: Comparisons with Canine Abilities and Instruments" 2010-2012, \$238,914.

- Department of Education, “Opening the Gateway: The High Tech High Touch Initiative” 2010-2016, \$2,447,448.
- Colgate-Palmolive, “Determining the Human Scent Profile from Axillary and Hand Odor from Different Target Populations”, 2012-2016. \$289,800.
- Canine Assistants, “Identification of Epileptic Seizure Specific Chemical Biomarkers”, 2013-2014, \$100,002.52.
- Association of Public and Land Grant Universities, “University Transformation through Teaching” 2015-2019, \$640,000
- Office of Naval Research, “Exploring the Effects of the Generalization-Discrimination Balance and Odor Availability in Odor Detection Canines” 2016-2018, \$210,419.26
- National Science Foundation, “Advance Institutional Transformation at FIU” 2016-2021, \$3,202,167

SELECTED PATENTS FROM ONGOING TRACE DETECTION INVENTIONS (24 TOTAL)

- K.G. Furton and A.M. Curran, Identification of Humans through Characteristic Compounds Detected in Human Scent, U.S. Patent No. 7,781,218, issued 8/24/2010.
- K.G. Furton and K. Beltz, Universal Detection Calibrant, U.S. Patent 9,250,222 issued 2/2/2016.
- A. Kabir, K.G. Furton. Fabric Phase Sorptive Extractors. Patent 9,557,252 issued 1/31/2017.
- K.G. Furton and R.J. Harper, Controlled Odor Mimic Permeation System, U.S. Patent 9,706,755 issued 7/18/2017.
- A. Kabir, K.G. Furton, Alkyl Functionalized Porous Silica Liquid Chromatographic Stationary Phases and Solid Phase Extraction Sorbents, Patent 9,925,515, issued 3/27/2018.

BOOKS PUBLISHED

- J.R. Almirall and K.G. Furton, *Advances in Forensic Science Techniques: Interpretation of Fire Scene Evidence*, Edited Book published by CRC Press, Boca Raton, February 2004.
- P.A. Prada, A.M. Curran, K.G. Furton, *Human Scent Evidence*, CRC Press Taylor and Francis, October 2014

SELECTED PEER REVIEWED PUBLICATIONS (207 TOTAL)

*Students publishing with Dr. Furton (Furton has supervised the research of over 140 students including 70 graduate students).

- K.G. Furton and C.F. Poole, Solute-Solvent Interactions in Liquid Alkylammonium 4-Toluenesulfonate Salts Studied by Gas Chromatography, *Anal. Chem.*, 59 (1987) 1170-1176.
- K.G. Furton, J.H. Purnell and G. Stedman, Stability Constants of Hydrazoic Acid-Tributyl Phosphate Complexes in Hexadecane Solution, *J. Chem. Soc. Faraday Trans.*, 86 (1990) 3561-3565.
- K.G. Furton and *R. Morales, Potential Ambiguities in the Use of McReynolds Constants: Apparent Differences in Stationary Phase Selectivities Exclusively Attributable to the Hydrocarbon Index Standards, *J. High Resolut. Chromatogr.*, 14 (1991) 62-64.

- K.G. Furton and *Q. Lin, The Dependence of Sorbent/Analyte Type on Observed Differences in Supercritical Fluid Extraction Efficiencies Employing Extraction Vessels of Different Dimensions, *Chromatographia*, 32 (1992) 185-187.
- K.G. Furton and *A. Norelus, A Novel Colorimetric Method for Determining the Critical Micelle Concentration of Aqueous Surfactant Solutions, *J. Chem. Ed.*, 70 (1993) 254-257.
- K.G. Furton, J.R. Almirall and *J. Bruna, A Novel Method for the Analysis of Gasoline from Fire Debris Using Headspace Solid-Phase Microextraction, *J. Forensic Sci.*, 41, (1996) 12-22.
- K.G. Furton, J.H. Purnell and G. Stedman, Determination of Liquid-Liquid Partition Data for Hydrazoic Acid Between Tributylphosphate-Alkane /Nitric Acid Solutions Using Gas-Liquid Chromatography, *J. Radioanal. Nucl. Chem.*, 242(3) (1999) 663-669.
- K.G. Furton and L.J. Myers, The Scientific Foundations and Efficacy of the Use of Canines as Chemical Detectors for Explosives, *Talanta*, 54/3 (2001) 487-500.
- K.G. Furton, *Y. C. Hong, *Y.-L. Hsu, *T. Luo, S. Rose and *J. Walton, Identification of Odor Signature Chemicals in Cocaine Using Solid-Phase Microextraction / Gas Chromatography and Detector Dog Response to Isolated Compounds Spiked on U.S. Paper Currency, *J. Chromatogr. Sci.* 40 (2002) 147-155.
- *N. Lorenzo, *T. Wan, *R.J. Harper, *Y.-L. Hsu, *M. Chow, S. Rose and K.G. Furton, Laboratory and Field Experiments Used to Identify *Canis Lupus var. Familiaris* Active Odor Signature Chemicals from Drugs, Explosives and Humans, *J. Anal. Bioanal. Chem.*, 376 (2003) 1212-1224.
- *A.J. Sabucedo, M.A. Gutierrez, K.C. Mueller, B.L. Bellissima, *Y.-L. Hsu, S. Rose, and K.G. Furton, Sex, Lies, and Niagra - Presence of Sildenafil in Niagra Actra R_x[®], *JAMA*, 291(5) (2004) 560-562.
- *A.M. Curran, *S.I. Rabin, *P.A. Prada and K.G. Furton, Comparison of the Volatile Organic Compounds Present in Human Odor Using SPME-GC/MS, *J. Chem. Ecol.*, Vol. 31, No. 7 (2005) 1607-1619.
- *R.J. Harper, J.R. Almirall and K.G. Furton, Identification of Dominant Odor Chemicals Emanating from Explosives for use in Developing Optimal Training Aid Combinations and Mimics for Canine Detection, *Talanta*, 67 (2005) 313-327.
- *R.T. Griffith, K. Jayachandran, W. Whitstine and K.G. Furton, Differentiation of Toxic Molds via Headspace SPME-GC/MS and Canine Detection, *Sensors*, 7 (2007) 1415-1427.
- *D.T. Hudson, *A.M. Curran and K.G. Furton, The Stability of Collected Human Scent Under Various Environmental Conditions, *J. Forensic Sci.*, 54(6), (2009) 1270-1277.
- *A.M. Curran, PhD; *P.A. Prada, K.G. Furton, Canine Human Scent Identifications with Post-Blast Debris Collected from Improvised Explosive Devices, *Forensic Sci. Int.*, 199 (2010) 103-108.
- *S. Tolliver, W. L. Hearn and K.G. Furton, Evaluating the Relationship between Postmortem and Antemortem Morphine and Codeine Concentrations in Whole Blood, *J. Analyt. Tox.*, 34 (8) 92010) 491-497.
- *P. Prada, *A.M. Curran and K.G. Furton, The Evaluation of Human Hand Odor Volatiles on Various Textiles: A Comparison between Contact and Noncontact Sampling Methods, *J. Forensic Sci.*, 56(4), (2011) 866-881.

- *L.E. DeGreeff, B. Weakley-Jones and K.G. Furton, Creation of Training Aids for Human Remains Detection Canines Utilizing a Non-Contact, Dynamic Airflow Volatile Concentration Technique, *For. Sci. Int.*, 217 (2012) 32-38.
- *M. Kusano, *E. Mendez and K.G. Furton, Comparison of the Volatile Organic Compounds from Different Biological Specimens for Profiling Potential, *J. For. Sci.*, (2012) 1-11.
- *A. Kabir, A. Malik and K.G. Furton, Innovations in Sol-Gel Microextraction Phases for Solvent-Free Sample Preparation in Analytical Chemistry, *Trends Analyt. Chem.*, (2013) 197-218.
- K.G. Furton, *N.I. Caraballo, *M.M. Cerreta and *H. Holness, Advances in the use of Odour as Forensic Evidence through Optimizing and Standardizing Instruments and Canines, *Phil. Trans. R. Soc. B*, 370: (2015).
- A.K. Miller, M. Hensman, S. Hensman K. Schultz, P. Reid, M. Shore, *J. Brown, K. Furton and S. Lee, African Elephants (*Loxodonta africana*) can Detect TNT using Olfaction; Implications for Biosensor Application, *Appl. Anim. Behav. Sci.*, 171 (2015) 177-183.
- *L.J. Colón-Crespo, *D. Herrera-Hernández, *H. Holness, K.G. Furton, Determination of VOC Marker Combinations for the Classification of Individuals by Gender and Race/Ethnicity, *For. Sci. Int.* (2016)
- *Alison G. Simon, DeEtta K. Mills, Kenneth G. Furton, Chemotyping the Temporal Volatile Organic Compounds of an Invasive Fungus to the United States, *Raffaelea lauricola*, *J. Chromatogr. A*, 1487, (2017) 72–76.
- M. Locatelli, *A. Kabir, D. Innosa, T. Lopatriello, K.G. Furton. A Fabric Phase Sorptive Extraction-High Performance Liquid Chromatography-Photo Diode Array Detection Method for the Determination of Twelve Azole Antimicrobial Drug Residues in Human Plasma and Urine. *J. Chromatogr. B*, 1040 (2017) 192-198.
- Evans, J.R., Schreiber Compo, N., *Carol, R.N., Nichols-Lopez, K., *Holness, H., & Furton, K.G. The Impact of Alcohol Intoxication on Witness Suggestibility Immediately and After a Delay. *Appl. Cognit. Psychol.* (2018); 1–12.
- *Ketaki Deshpande, Kenneth G. Furton, De Etta K. Mills, The Equine Volatilome: Volatile Organic Compounds as Discriminatory Markers, *J. Equine Vet. Sci.* 62 (2018) 47–53.
- *P.A. Prada and K.G. Furton, Birds and Dogs: Toward a Comparative Perspective on Odor Use and Detection, *Front. Vet. Sci.*, (2018).
- *A.G. Simon, *L.E. DeGreeff, *K. Frank, K. Peranich, H. Holness, K.G. Furton, A Method for Controlled Odor Delivery in Olfactory Field-Testing, *Chemical Senses*, May 21, 2019
- *V. Shellman, H.K. Holness, K.G. Furton, The Ability of Narcotic Detection Canines to detect Synthetic Cathinones (Bath Salts), *Front. Vet. Sci.*, 09 April 2019

SELECTED CONFERENCE PRESENTATIONS (658 TOTAL)

- K.G. Furton and C.F. Poole, Comparison of the Intermolecular Interactions in Liquid Organic Salts and Non-Ionic Liquids by Gas Liquid Chromatography Physicochemical Measurements, 24th International Symposium - Advances in Chromatography, Berlin, West Germany, September 8 - 10, 1987.

- K.G. Furton, J. H. Purnell, and G. Stedman, Gas Chromatographic Study of the Complexation of Hydrogen Chloride With Tributyl Phosphate in Organic Solvents, Analytical Chemistry R&D Topics Meeting - Royal Society of Chemistry, Plymouth, UK, July 18 - 19, 1988.
- K.G. Furton, E. Jolly, Q. Lin, and J. Rein, The Quantitative Effect of Experimental Variables on the Supercritical Fluid Extraction of Polycyclic Aromatic Hydrocarbons and Polychlorinated Biphenyls from Model Sorbents and Environmental Solids, 2nd Pan American Chemical Congress, San Juan, Puerto Rico, September 24-29, 1991.
- K.G. Furton, E. Jolly, and J. Rein, Selective Elution of Analytes from Solid Phase Extraction Sorbents using Supercritical Fluids, Invited Paper at 204th American Chemical Society National Meeting, San Francisco, California, April 5 - 10, 1992.
- K.G. Furton, Y.-L. Hsu and T. Luo, Statistical Significance of Cocaine Contamination on U.S. and Canadian Currency and Correlation to Detector Dog Alerts to Suspected Drug Money, Third International Conference on Forensic Statistics, Edinburgh, Scotland, June 30 - July 3, 1996.
- K.G. Furton Odor Signatures of Narcotics Analyzed by GC/MS and Threshold Levels of Detection for Drug Detection Canines Under Field Conditions, 14th Meeting of the International Association of Forensic Sciences, Tokyo, Japan, August 26 - 30, 1996.
- K.G. Furton, Optimized Analysis of Narcotic, Explosive and Accelerant Residues from Forensic Specimens Using SPME Combined with Chromatographic Separation and Spectroscopic Identification, Invited talk at Chemical and Analytical Sciences Division Seminar, Oak Ridge National Laboratory, Oak Ridge, Tennessee, January 26, 1999.
- K.G. Furton, Invited speaker at forum "Expectations and Realities for Forensic Science Employment", 53rd Annual Meeting of the American Academy of Forensic Sciences, Seattle, Washington, February 19- 24, 2001.
- K.G. Furton, N. Lorenzo, Y.-L. Hsu, T. Wan and B. Young, Use of Detector Dogs for the Accurate Location and Collection of Forensic Evidence, Invited speaker, 223rd American Chemical Society National Meeting, Orlando, FL, April 7-11, 2002.
- K.G. Furton, What Educational Background Do Crime Laboratory Directors Require?, invited speaker 16th Australia and New Zealand Forensic Science Society International Symposium on the Forensic Sciences, Canberra, Australia, May 12-17, 2002.
- K.G. Furton and A.J. Sabucedo, Cardiac Troponin I: A Time of Death Marker, 16th Meeting of the International Association of Forensic Sciences, Montpellier, France, September 2-7, 2002.
- K.G. Furton, Optimizing the Combination of Biological and Instrumental Detectors, Invited speaker at "Use of Dogs for Helping Forensic Investigation", 4th European Academy of Forensic Science Conference, Helsinki, Finland, June 13-16, 2006.
- K. G. Furton, Canines in Court: From Civil Forfeitures to Human Scent Criminal Cases, Invited panelist for session "The Future of Evidence", ABA Section of Science & Technology Law, American Bar Association Annual Conference, San Francisco, CA, August 8 - 14, 2007
- K.G. Furton, Chimie des Odeurs, Invited talk at Horaire du seminaire de L'AMCPQ, St-Jean-sur-Richelieu, Quebec, Canada, September 9-14, 2007.
- K.G. Furton, Capabilities of Canines and Contraptions, Invited featured speaker at the 1st Detector Dog World Congress - Spain 2007, Barcelona, Spain, November 7-10, 2007.

- K.G. Furton, Invited speaker at First Sino-US Summit on Science Education and Research, Peking University, Shanghai, China, October 23, 2008. Part of a 12-member U.S. NSF Delegation of Science Deans, October 20-31, 2008.
- K.G. Furton, Identification of Odorant Molecules Emanating from Explosives, Narcotics and Persons, Invited speaker at the 8th International Symposium on Detector Dogs, Moreton-in-Marsh, U.K., March 4-6, 2009.
- K.G. Furton, Recent Advances in the Use of Human Scent as Forensic Evidence, Invited talk at the Dubai Police Forensic Laboratory, Dubai, UAE, September 28, 2009.
- K.G. Furton, C. Sanchez, K. Beltz, J. Brown, N.I. Caraballo, Rapid Field Detection of Forensic Odorants Using Biological and Orthogonal Detectors, Invited speaker at PittCon 2011, Atlanta, GA March 13-18, 2011.
- K.G. Furton, J.S. Brown, N.I. Carabalo, K. Beltz and L. DeGreeff, Optimization of Canine Human Scent Detection and Improving Canine Performance and Consistency by Employing Field Calibrants, Invited speaker, Canine Science and Technology Forum, Imperial College, London, UK, April 26-27, 2012.
- K.G. Furton, “The R!SE Initiative: A University’s Role and Commitment” Invited speaker at the launch of the UN Initiative for Disaster Risk-Sensitive Investments (R!SE), United Nations Headquarters, New York, May 19, 2014.
- K.G. Furton, Advances in Odor as Evidence, Invited speaker at meeting Paradigm Shift in Forensic Science, The Royal Society, London, UK, February 2, 2015.
- K.G. Furton, Innovative Science - How Advances in Technology Transform Forensic Science, Invited speaker on Interdisciplinary Panel, American Academy of Forensic Sciences 68th Annual Meeting, Las Vegas, NV. February 23, 2016.
- K.G. Furton, Advances in Forensic Science Detection, Invited speaker at Qingdao University, Qingdao, China, September 18, 2016
- K.G. Furton, Connections Between Instructional Quality, Student Outcomes and Institutional Finances, Invited speaker along with Martin Kurzwil, American Council on Education, 99th Annual Meeting, Washington, DC, March 12, 2017.
- K.G. Furton, Changing the Culture to Recognize Patents, Licensing and Commercialization Toward Tenure and Merit, Invited panelist at National Academy of Inventors, 6th Annual Meeting, Boston, MA, April 6, 2017.
- K.G. Furton, Culture Shift when Online Becomes the Largest Campus, Invited talk at Challenges of Internationalization and Online Education of Contemporary Universities Conference. Tel Aviv University, Israel, March 5-8, 2018.
- K.G. Furton, The Next Generation Global Social Innovation University, Keynote address at the International Career and College Counseling Conference (IC3) Presidential Forum, New Delhi, India, August 28th, 2018.
- K.G. Furton, The Next Gen Global Innovation University, Invited keynote speaker at the Cargo Network Services Partnership Conference, Miami Florida, May 6, 2019.
- M. Freeman, K.G. Furton, C. Hale, P. Ortiz, M. Unterman, Invited speaker and panelist for session “The Challenges and Successes of Establishing an Analytics Program” NACUBO Annual meeting, Austin, Texas, July 13-16, 2019.
- K. G. Furton, Transforming student success through global engagement and innovative learning platforms, Invited Keynote speaker at annual meeting of the China Association of Higher Education, Lanzhou, China, October 11-13, 2019.

REFERENCES

Dean C. Colson

Partner at Colson Hicks Edison,
Trustee, FIU Board of Trustees, Former Chair of the Florida Board of Governors (BOG)

Patricia Frost

Governor, Florida Board of Governors
Former Chair of the Florida International University Board of Directors

Howard Gobstein

Executive Vice President of the Association of Public & Land-Grant Universities
Co-Project Director of the Science & Mathematics Teaching Imperative

Vahid Majidi

Director, Savannah River National Laboratory, Aiken, S.C.,
Former U.S. Deputy Assistant Secretary of Defense for Nuclear Matters

John McKibbon

Chairman, McKibbon Hospitality

Mark B. Rosenberg

President, Florida International University
Former Chancellor of the Florida Board of Governors

Fernando Valverde

Humana Regional Market President
Former CEO of FIU Health Care Network, Former Governor, Florida BOG

Kathleen Wilson

Professor and former Director of FIU School of Music, Former United Faculty of Florida
President, Former Chair of the FIU Faculty Senate, and Trustee

PERSONAL

United States Citizen

Birthplace: Detroit, Michigan, USA

Married