

TIMOTHY P. HENKEL

ADDRESS: University of South Florida
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EDUCATION:

- 2022 Leadership Development Program, Eckerd College
- 2008 Ph.D. Marine Biology, University of North Carolina Wilmington
- 2001 M.S. Marine Biology, University of North Carolina Wilmington
- 1999 B.S. Biology, Cook College, Rutgers, the State University of New Jersey

EXECUTIVE PROFILE:

An innovative and collaborative change agent with over 15 years of progressive experience in higher education administration, faculty development, and institutional transformation. Demonstrated expertise in designing cross-campus initiatives, managing resources, and leading strategic change to enhance teaching excellence and student success.

Strategic Leadership & Institutional Transformation

- **Collaborated with cross-disciplinary university consortium** to develop responsible implementation guidelines for generative AI aligned with institutional values of equity and transparency, enabling widespread adoption of emerging technologies.
- **Steered the consolidation of multiple faculty development teams** into a unified unit providing equitable programs and services across three campuses at the University of South Florida, fostering consistent institutional quality while honoring campus-specific needs.
- **Led comprehensive COVID-19 response initiatives** by first coordinating cross-institutional teams for immediate transition to remote instruction, then chairing the workgroups to develop sustainable approaches for long-term pandemic adaptation, ensuring both immediate continuity and strategic resilience in teaching and learning.
- **Recruited and steered university team** to the 2018 AAC&U Institute on High-Impact Practices and Student Success, developing comprehensive plan to expand experiential learning opportunities university-wide.

Program Development & Educational Innovation

- **Designed an interdisciplinary faculty development program** supporting the university quality enhancement plan to increase career readiness through meaningful experiential learning opportunities, integrating faculty expertise with staff and student perspectives across the university.
- **Implemented multidimensional educational development programs** promoting faculty understanding and integration of generative AI into teaching and learning practices through engaged community building, active research initiatives, and targeted interventions.
- **Developed and led the IDEA Center** at Valdosta State University as Faculty Scholar in Residence, mentoring pedagogical innovation grantees and coordinating a network of faculty scholars to advance teaching excellence.

- **Conducted research and facilitated training** on evidence-based teaching practices through the NSF-funded FIRST IV project, examining the impact of early career professional development on teaching practices of 200 post-doctoral biology scholars.

Resource & Operations Management

- **Managed personnel, daily operations, and budgets** for the Center for Innovative Teaching and Learning at the University of South Florida, providing strategic oversight of programming and staffing resources.
- **Designed and implemented data-focused assessment approaches** for educational development programs, ensuring strategic alignment with institutional goals and demonstrable return on investment.
- **Cultivated cross-departmental partnerships** to maximize resource efficiency and expand program reach, creating sustainable frameworks for educational innovation initiatives.
- **Directed building resources and annual operations budget** for the IDEA Center at Valdosta State University, including oversight of foundation accounts and grant distribution.

POSITIONS HELD:

2022-	Assistant Vice Provost for Teaching and Learning, University of South Florida, FL
2019-	Director, Center for Innovative Teaching and Learning, University of South Florida, FL
2019-	Affiliate Faculty, Department of Integrative Biology, University of South Florida, FL
2016-19	Associate Professor, Valdosta State University, GA
2016-18	Scholar in Residence, IDEA Center, Valdosta State University, GA
2011-16	Assistant Professor, Valdosta State University, GA
2009-11	Postdoctoral Fellow, Murray State University, KY
2009-11	Lecturer, Department of Biological Sciences, Murray State University, KY
2007	Lecturer, Department of Biology and Marine Biology, UNCW, NC
2006-08	Teaching Assistant, Department of Biology and Marine Biology, UNCW, NC
2003-08	Research Assistant, Department of Biology and Marine Biology, UNCW, NC
2002-03	Database Coordinator, The Ocean Conservancy, Virginia Beach, VA
1999	Teaching Assistant, Department of Biology and Marine Biology, UNCW, NC
1998-99	Research Technician, IMCS, Rutgers University, NJ
1998	Instructor, Discovery Bay All-Age School, Discovery Bay, Jamaica

SELECT LEADERSHIP AND SERVICE ROLES:

- Generative AI Task Force and Strategy Development Team, USF
- Quality Enhancement Plan Leadership Team, USF
- Faculty Success Initiative, USF
- Systemic Transformation of Education through Evidence-Based Reforms Leadership Team, USF
- Co-Chair, Equity and Inclusivity in Digital Communities Working Group, USF
- New Faculty Orientation Steering Committee, USF
- Academic Continuity Workgroup and sub-group chair, USF
- Bay View Alliance Steering Committee
- Institutional Effectiveness Committee, USF St. Petersburg campus
- LEAP State Georgia Steering Committee, Valdosta State University
- Chair, Institute on High Impact Practices and Student Success, Valdosta State University
- Georgia Consortium on Teaching and Learning, University System of Georgia
- Sanctuary Advisory Council, Gray's Reef National Marine Sanctuary, GA
- Chair, Assessment Committee, Dept. Biology, Valdosta State University

PUBLICATIONS:

- Mann, E.Z., Reese, A.N., Madden, M., **Henkel, T.** 2024. Facilitating inclusive and equitable curricular changes: A case study of embedded librarianship in a faculty learning community, *The Journal of Academic Librarianship*, 50:4, doi.org/10.1016/j.acalib.2024.102888
- Ward, D., Loshbaugh, H.G., Gibbs, A.L., **Henkel, T.**, Siering, G., Williamson, J., Kayser, M. 2024. How Universities Can Move Forward With Generative AI in Teaching and Learning, *Change: The Magazine of Higher Learning*, 56:1, 47-54, DOI: 10.1080/00091383.2024.2297635
- Ward, D., Gibbs, A.L., **Henkel, T.**, Loshbaugh, H.G., Siering, G., Williamson, J. 2023. Indecision About AI in Classes Is So Last Week. *Inside Higher Ed*. Published: 12/01/2023.
<https://www.insidehighered.com/opinion/career-advice/2023/12/01/advice-about-ai-classroom-coming-new-year-opinion>
- Crampsie, C., Norton, E., Burrell, T., **Henkel, T.** 2023. Supporting Undergraduate Research: Self-Guided Instructional Resources for Research Poster Presentations. In M.K. Hensley, H. Fargo, & S. Davis-Kahl (Eds.), *Undergraduate research and the academic librarian: Case studies and best practices*, Volume 2. ACRL.
- Symulevich, A., Zager, R., **Henkel, T.P.** 2021. Developing a Podcast for Highlighting Faculty Teaching and Research. In E. Bongiovanni & B. (Eds.) *ACRL Scholarly Communications Cookbook*. Chicago: ACRL.
- Gleason D.F., Muñoz R., **Henkel T.P.** 2020. Fish-invertebrate associations at Gray's Reef National Marine Sanctuary, 2015. In: Roberson K., Auster P., Fangman S., Harvey M., editors. Review of Scientific Research in and around the Designated Research Area of Gray's Reef National Marine Sanctuary (NW Atlantic). Marine Sanctuaries Conservation Series ONMS-20-08. U.S. Department of Commerce, National Oceanic and Atmospheric Administration, Office of National Marine Sanctuaries, Silver Spring, MD. 185 pp.
- **Henkel T.P.** 2020. Survey of sea urchins and sea stars within Gray's Reef National Marine Sanctuary, 2014-2017. In: Roberson K., Auster P., Fangman S., Harvey M., editors. Review of Scientific Research in and around the Designated Research Area of Gray's Reef National Marine Sanctuary (NW Atlantic). Marine Sanctuaries Conservation Series ONMS-20-08. U.S. Department of Commerce, National Oceanic and Atmospheric Administration, Office of National Marine Sanctuaries, Silver Spring, MD. 185 pp.
- Cantonwine, E., Nienow, J., Blackmore, M., Griffin, B., Bergstrom, B., Bechler, D., **Henkel, T.P.**, Slaton, C.A., Adams, J., Grupe, A., Hodges, M., and Lee, G. 2019. Results of a Fall and Spring BioBlitz at Grassy Pond Recreational Area, Lowndes County, Georgia. *Georgia Journal of Science*, Vol. 77, No. 2, Article 17.
- Derting, T. L., Ebert-May, D., **Henkel, T. P.**, Maher, J. M., Arnold, B., Passmore, H. A. 2016. Assessing faculty professional development in STEM higher education: Sustainability of outcomes. 2(3), e1501422.
- Ebert-May, D., Derting, T.L, **Henkel, T.P.**, Middlemis Maher, J., Momsen, J.L, Arnold, B. and Passmore, H.A. 2015. Breaking the Cycle: Future Faculty Begin Teaching with Learner-Centered Strategies after Professional Development. *CBE-Life Sciences Education* 14.
- Loh, T.-L., McMurray, S.E., **Henkel, T.P.**, Vicente, J. and Pawlik, J.R. 2015. Indirect effects of overfishing on Caribbean reefs: sponges overgrow reef-building corals. *PeerJ* 3:e901.
- Zea, S., **Henkel, T.P.** and Pawlik, J.R. 2015. The sponge guide: Interactive photographic online guide to the identification of Caribbean sponges. *Reef Encounter*. 30: 25-28.

PUBLICATIONS (CONTINUED):

- **Henkel, T.P.** and Pawlik, J.R. 2014. Cleaning mutualist or parasite? Classifying the association between the brittlestar *Ophiothrix lineata* and the Caribbean reef sponge *Callyspongia vaginalis*. *Journal of Experimental Marine Biology and Ecology*. 454:42-48.
- Zea, S., **Henkel, T.P.** and Pawlik, J.R. 2014. *The Sponge Guide: a picture guide to Caribbean sponges*. 3rd Edition. Available online at www.spongeguide.org.
- Derting, T., K.S. Williams, J.L. Momsen, **Henkel, T.P.** 2011. Education Research: Set a High Bar. *Science*. 333 (6047):1220-1221.
- **Henkel, T.P.** and Pawlik, J.R. 2011. Host specialization of an obligate sponge-dwelling brittlestar. *Aquatic Biology*. 12:37-46.
- **Henkel, T.P.** 2010. Coral Reefs. *Nature Education Knowledge*. 1(11):5.
- López-Legentil, S., Erwin, P.M., **Henkel, T.P.**, Loh, T.-L., Pawlik, J.R. 2009. Phenotypic plasticity in the sponge *Callyspongia vaginalis* (Porifera; Haplosclerida): morphological and molecular data. *Scientia Marina*, 74: 445-453.
- McMurray S.E., **Henkel, T.P.**, Pawlik, J.R. 2009. Demographics of increasing populations of the giant barrel sponge *Xestospongia muta* in the Florida Keys. *Ecology*, 91:560-570.
- Zea, S., **Henkel, T.P.**, and Pawlik, J.R. 2009. *The Sponge Guide: a picture guide to Caribbean sponges*. Available online at www.spongeguide.org.
- Pawlik, J.R., **Henkel, T.P.**, McMurray, S.E., López-Legentil, S., Loh, T.-L., Rohde, S. 2008. Patterns of sponge growth and recruitment on a shipwreck corroborate chemical defense resource trade-off. *Marine Ecology Progress Series*, 368:137-143.
- Meredith, T.L., Cowart, J.D., **Henkel, T.P.**, Pawlik, J.R. 2007. The polychaete *Cirriformia punctata* is chemically defended against generalist coral reef predators. *Journal of Experimental Marine Biology and Ecology*, 353: 198-202.
- Pawlik, J.R., McMurray, S.E. and **Henkel, T.P.** 2007. Abiotic factors control sponge ecology in Florida mangroves. *Marine Ecology Progress Series*, 339: 93-98.
- Pawlik, J.R., Steindler, L., **Henkel, T.P.**, Beer, S., and Ilan, M. 2007. Chemical warfare on coral reefs: sponge metabolites differentially affect coral symbiosis in situ. *Limnology and Oceanography*, 52: 907-911.
- Cowart, J.D., **Henkel, T.P.**, McMurray, S.E., and Pawlik, J.R. 2006. Sponge orange band (SOB): a pathogenic-like condition of the giant barrel sponge, *Xestospongia muta*. *Coral Reefs*, 25: 513.
- **Henkel, T.P.** and Pawlik, J.R. 2005. Habitat use by sponge-dwelling brittlestars. *Marine Biology*, 146: 301-313.
- Kelly, S.R., Jensen, P.R., **Henkel, T.P.** and Pawlik, J.R. 2003. Effects of Caribbean sponge extracts on bacterial attachment. *Aquatic Microbial Ecology*, 31:175-182.
- Kubanek, J., Whalen, K.E., Engel, S., Kelly, S.R., **Henkel, T.P.**, and Pawlik, J.R. 2002. Multiple defensive roles for triterpene glycosides from two Caribbean sponges. *Oecologia*, 131: 125-136.

ABSTRACTS AND PRESENTATIONS:

- **Henkel, T.P.** Process Over Product: Reimagining Higher Education for a VUCA World. *Future of Education Think Tank*. University of South Florida, Tampa, FL, January 31 and February 17, 2025.
- Licato, J., deVreede, T., **Henkel, T.**, Gress, J. 2024. AI hype vs promise: How to tell the difference? *The AMP Conference*, Tamps, FL, May 7, 2024.
- McGrath, Q, Burchell, K., **Henkel, T.P.**, & Kemp, N. 2023. Future of Higher Education. *SIM Tampa Bay Inside Series*, November 1, 2023.
- Addy, T., Dorsey-Elson, L., **Henkel, T.P.**, Watson, C.E., Fleming, O. 2023. Leading a CTL in Times of Change and Uncertainty. AAC&U Webinar, October 29, 2023.
- **Henkel, T.P.**, & Licato, J. 2023. AI and ChatGPT, and Impact on Workplaces and HR Functions. Suncoast HR Meeting, October 11, 2023.
- Bell, C., Doody, J.S., **Henkel, T.P.**, Judkins, H. 2023. Biodiversity trends of macrofaunal fouling communities on Tampa Bay floating docks. *ASLO Aquatic Sciences Meeting 2023*. Palma de Mallorca, Spain.
- Reese, A. N., Mann, E., Madden, M., **Henkel, T.P.** 2023. Examining DEIJ-Centered Pedagogy through a Faculty Learning Community. *AAC&U Diversity, Equity, and Student Success*, American Association of Colleges and Universities, March 9–11, 2023.
- Reese, A., Hordge-Freeman, E., **Henkel, T.P.** 2022. Developing and Implementing a Multifaceted Inclusive and Equitable Pedagogy Program. *47th Annual POD Network Conference*. Seattle, WA.
- Potter, R., Hikmat, B.C., Stiling, P., Beneteau, C., Sears, R., Campbell, S., Meisels, G., **Henkel, T.** 2022. STEERing a Systemic Path to Improved College STEM Teaching. *AAC&U Transforming STEM Higher Education Conference*. Arlington, VA.
- Watson, E.C., Fleming, O., Imad, M., **Henkel, T.P.**, Lang, J.M. 2022. Planning for FY23: Preparing faculty for success. AAC&U Webinar Series.
- Schmidt, M.K., Stowell, N.F., Patterson, G., **Henkel, T.P.** 2021. Increasing Student Engagement in Online Business Courses through Perusall. Financial Education Association (FEA)/Academy of Business Education (ABE) 22nd Annual Conference.
- **Henkel, T.P.** 2020. Learning in the Fall of 2020. *CITL Week of Teaching*; St. Petersburg, FL.
- **Henkel, T.P.** 2019. How will they know? Increase transparency and reflection. *Critical and Creative Thinking Conference*; St. Petersburg, FL.
- **Henkel, T.P.** and Morris, K.K. 2019. Planning for the Storm. *CITL Week of Teaching*; St. Petersburg, FL.
- Gleason, D.F., **Henkel, T.P.**, Munoz, R.C. 2017. Faunal Associates of the Coral, *Oculina arbuscula*, on Temperate Reefs of the Georgia Bight. *Benthic Ecology Meetings*; Myrtle Beach, SC.
- Arrastia-Chisholm, M., Bissonnette, M., Rodefer, J., and **Henkel, T.P.** 2017. Lessons from innovating and assessing change in the classroom. *Technologies, Innovations, and Educational Strategies (TIES) Conference*; Valdosta, GA.
- **Henkel, T.P.**, Chen, L., Clegg-Hyer, M., Fike, D., Lowney, K., Russell, V. 2017. Designing faculty development for a LEAP institution. *Technologies, Innovations, and Educational Strategies (TIES) Conference*; Valdosta, GA.
- **Henkel, T.P.** 2017. Echinoderm Survey Updates. *Gray's Reef National Marine Sanctuary Science Advisory Group Meeting*; Savannah, GA.
- Ebert-May, D., Derting, T., **Henkel, T.P.**, Maher, J., Momsen, J.L. and Passmore, H. 2014. Teaching faculty to fish: New approaches and evidence of effective professional development in learner-centered teaching – FIRST IV. *Society for the Advancement of Biology Education Research 2nd Annual Meeting*; Minneapolis, MN.

ABSTRACTS AND PRESENTATIONS (CONTINUED):

- Zea, S., **Henkel, T.P.** and Pawlik, J.R. 2014. Taxonomical monographs on the web: Upgrading THE SPONGE GUIDE, an interactive guide to identify Caribbean sponges. *43rd Annual Benthic Ecology Meetings*; Jacksonville, FL.
- **Henkel, T.P.**, Zea, S., and Pawlik, J.R. 2012. The Sponge Guide 2.0: More images and more species from more areas. *41st Annual Benthic Ecology Meetings*; Norfolk, VA.
- **Henkel, T.P.**, Derting, T. and Ebert-May, D. 2011. Correlation between student approaches to learning and perceptions of science. *Society for the Advancement of Biology Education Research 1st Annual Meeting*; Minneapolis, MN.
- **Henkel, T.P.**, Derting, T., and Ebert-May, D. 2010. Using multiple assessments to examine student perceptions of science and learning. *Association of College and University Biology Educators 54th Annual Meeting*; Sylvania, OH.
- Zea, S., **Henkel, T.P.**, and Pawlik, J.R. 2010. The Sponge Guide: A web-based interactive photographic guide to identify Caribbean sponges. *VIII World Sponge Conference*; Girona, Spain.
- Ebert-May, D., Momseon, J.L., Derting, T., and **Henkel, T.P.** 2010. FIRST IV: Assessing professional development of postdoctoral scholars. *Ecological Society of America Annual Meeting*; Pittsburgh, PA.
- Momsen, J.L., **Henkel, T.P.**, Derting, T., and Ebert-May, D. 2009. FIRST IV: Postdoctoral scholars changing undergraduate biology education. AAAS Transforming Undergraduate Education in Biology: Mobilizing the Community for Change conference; Washington, DC.
- **Henkel, T.P.** 2009. Ecology of an obligate sponge-dwelling brittlestar. Department of Biological Sciences Seminar Series, Murray State University; Murray, KY.
- **Henkel, T.P.** 2009. Redwoods of the Reef: Modeling individuals and populations of the giant barrel sponge *Xestospongia muta*. BioMaps Fall Seminar, Murray State University; Murray, KY.
- Pawlik, J.R., **Henkel, T.P.**, Loh, Lopez-Legentil, S., McMurray, S., Rohde, S. 2007. Testing a hypothesis on sponge chemical defenses using the wreck of the USS Spiegel Grove. *5th European Conference on Marine Natural Products*; Ischia, Italy.
- **Henkel, T.P.** and Pawlik, J.R. 2007. Host selection in the sponge-dweller *Ophiothrix lineata*. *36th Annual Benthic Ecology Meetings*; Atlanta, Georgia.
- Pawlik, J.R., McMurray, S.E., **Henkel, T.P.** and Cowart, J.D. 2006. Surviving the swamp: Abiotic factors control sponge ecology in Florida mangroves. *35th Annual Benthic Ecology Meeting*; Québec City, Canada.
- **Henkel, T.P.** and Pawlik, J.R. 2006. Cleaning mutualist, quiet commensal, or larval parasite? New insights into a sponge-brittlestar association. *35th Annual Benthic Ecology Meeting*; Québec City, Canada.
- **Henkel, T.P.** and Pawlik, J.R. 2004. So much data, so little time: Making sense of a long-term coral reef sponge photo-monitoring program. *33rd Annual Benthic Ecology Meeting*; Mobile, Alabama.
- **Henkel, T.P.** and Pawlik, J.R. 2002. Star-crossed sponges: the sponge-brittlestar association between *Callyspongia vaginalis* and *Ophiothrix lineata*. *31st Annual Benthic Ecology Meetings*; Orlando, Florida.
- Kubanek, J., Whalen, K.E., Engel, S., Kelly, S.R., **Henkel, T.P.**, Fenical, W., and Pawlik, J.R. 2002. More bang for your buck: multiple defensive roles of sponge triterpene glycosides. *31st Annual Benthic Ecology Meetings*; Orlando, Florida.
- **Henkel, T.P.** and J.R. Pawlik. 2000. Prime Real Estate: Sponge habitat allocation by two species of Caribbean ophiuroids. *29th Annual Benthic Ecology Meetings*; Wilmington, NC.

RECOGNITION AND FUNDED INITIATIVES:

- Sept-2021 Outstanding Staff Award – Team Award, University of South Florida
- Jan-2017 Faculty Research Seed Grant, Valdosta State University \$5,000
- 2016-2017 Graduate Faculty Scholarship Fund, Valdosta State University \$1,500
- Sept-2015 Textbook Transformation Grant, Affordable Learning Georgia \$15,800
- Oct-2014 Textbook Transformation Grant, Affordable Learning Georgia \$10,800
- May-2014 Faculty Research Seed Grant, Valdosta State University \$5,000
- Mar-2014 Faculty Scholarship Award, Valdosta State University \$1,000
- Jul-2013 Pedagogical Innovations Grant, Valdosta State University \$3,000
- May-2012 Faculty Research Seed Grant, Valdosta State University \$5,000
- May-2008 Graduate Teaching Award, UNCW

PROFESSIONAL ORGANIZATIONS:

- Professional and Organizational Development (POD) Network

GRADUATE STUDENT MENTORING:

- Primary Master's Advisor: Samantha Gimbel, Valdosta State University. MS Thesis titled: "The energetic cost to the sea urchin *Lytechinus variegatus* from dynamic pH environments when subjected to long term maintenance at a static low pH and A survey of sea urchin populations at Gray's Reef National Marine Sanctuary"
- Graduate Committee Member: Christopher Klein, Cassidy Bell, and Alana New. University of South Florida, Department of Integrative Biology, MS Conservation Biology program.

COURSES TAUGHT:

University	Undergraduate	Graduate
University of South Florida, FL	Experimental Biology Lab: Research Methods for Biology Seminar in Marine Biology	Ecological Statistics
Valdosta State University, GA	Introduction to Biology I & II Principles of Biology I Laboratory Marine Biology Ecology and Evolution	Experimental Design and Data Analysis
Murray State University, KY	Senior Seminar Introduction to Biological Inquiry and Analysis	