

James C. Noyes, EdD

249 Maple Street Bethlehem, NH 03574 603-396-8641

james.noyes@northernvermont.edu

Education

Plymouth State University, Doctor of Education: Learning, Leadership, and Community

Graduated August 2020, GPA 3.99

Plymouth State University, Master of Arts Personal & Organizational Wellness: Organizational Approaches to Transformational Healing

Graduated May 2021, GPA 3.99

Plymouth State University, Master of Education; Secondary Education, Curriculum & Instruction

Graduated May 2015, GPA 3.97

Castleton State University, Master of Business; Organizational Change

Graduated May 2022, GPA 4.0

University of Phoenix, Bachelor of Science; Business Administration

Graduated September 2011, GPA 3.93

Experience

Associate Professor and Chair, of Business Department Northern Vermont University

2013-Present

Course Subjects Taught

- Fundamentals of Business Management
- Organizational Behavior
- Ethical Leadership (Graduate)
- Intro to Business Software Technology & Information Systems
- Project Management
- Human Resource Management (Undergraduate and Graduate)
- Survey of Economics
- Operations Management
- Leadership & Small Group Dynamics
- Leisure Studies
- Resort Software Management
- Management Field Practicum
- Program & Event Planning
- Recreation Service Management
- Resort Law & Risk Management
- Community Service and Civic Engagement

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Head of School: Business and Leadership - Northern Vermont University

2019-Present

Responsible for collaborating with faculty and administration to advocate and facilitate conversations that develop and promote the

- Hold school meetings to ensure progress is being made in pursuit of the four goals (engagement, enrollment, persistence, and experiences)
- School heads meet with administration once a month (meeting minutes distributed to all faculty)
- Review course schedules working with department chairs and provost
- Facilitate Admissions-related work by:
 - Providing content for digital and print materials
 - Regular meetings with Admissions and Marketing to provide program updates, changes, and student success stories
- Work with Dean of Enrollment and Marketing and Marketing Director on recruitment strategies at the school and program level; lobby on behalf of all programs.
- Review enrollment strategies for effectiveness and share results with other school heads
- Budget management
- Oversee & create pathways policy for transfer students by working with Admissions, student advisors, and Registrar's office (long-term goal)
- Oversee internal assessment and ensure timeline adherence
- Program review and curriculum revision:
 - Develop and maintain outside relationships (e.g., accrediting bodies, funding agencies, donors)
 - Monitor external trends (delivery modes, demographics, pedagogy)
 - Market need
 - Inter and intra-school collaboration and efficiency
 - Fiscal considerations (section caps, ACS, etc.)
- Connect alumni and community with current students (e.g., seminar series, social networking)
- Work with the Development Office to support alumni and community relations

Adjunct Professor: Online Undergraduate & Graduate Programs

Plymouth State University

2021-Present

Courses Taught

- Full Spectrum Leadership (graduate)
- Mindful Meditation (graduate)

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Granite State College

2017-Present

Courses Taught

- Hotel & Restaurant Management
- Event Meeting & Conference Mgt.

Redeveloped both Hotel & Restaurant Management and Event Meeting & Conference Mgt. courses for Granite State including; facilitated course design and syllabus, assignment creation, established rubrics, researched and selected textbook, and assembled digital media resources

Hellenic University

2019-2020

Course Taught

- Human Resource Management (Graduate level course)

Faculty Committee Assignment(s)

Vermont State College Teaching Through Learning Technology (2018-2020)

- This committee has been charged with researching, assessing, and leading the transition of the Vermont State College Systems migration from Moodle to Canvas LMS systems

NVU-Lyndon Faculty Evaluation Committee (2020-Present)

- Committee work includes evaluating faculty members professional work in the areas of instruction, service, scholarship for consideration of promotion and tenure. The work requires members to review applicant file submissions, evaluation, and recommendations to administration/president

NVU-Lyndon Graduate Standards (2018-2020)

- Aside from evaluating and assessing graduate programs, this committee has been charged with creating a unified set of graduate program policies to facilitate the unification of programs from the NVU-Lyndon and NVU-Johnson campuses

NVU-Lyndon Academic Policy Committee (2018-Present)

- For the past two years this committee has been working to create a unified set of academic policies to serve programs at both the NVU-Lyndon and NVU-Johnson campuses. This committee is comprised of faculty members from both campuses.

NVU-Lyndon General Education (2017-Present)

- This committee was charged with evaluation and assessment of the GEU program, as well as aligning the GEU offerings at both the NVU-Lyndon and NVU-Johnson campuses

NVU-Lyndon Safety Committee (2016-2017)

NVU-Lyndon Adult & Continuing Education Implementation (2015-2016)

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Co-Founder, The Stress, Love, & Leadership Institute (2021)

The Institute serves as a professional development and wellness resource for educators, administrators, and staff, providing workshop and retreat experiences to bring awareness to the challenges facing our clients and to work collaboratively to develop new ways of understanding how to meet these evolving challenges.

Our intention is to provide an experience where educators can reconsider their definitions of Love, Stress, and Leadership in relation to their work and personal lives so that they may be able to become more aware of how they are impacted by their own stories and those of others. From there we seek to engage educators in rich experiences that help them to reframe what they know about these terms and begin a journey of transformation that will make them more fulfilled and satisfied in life.

Director of Skier Services & Adventure Center

Omni Mount Washington Resort, Bretton Woods, New Hampshire

2001-2015

- Develop and present operational and capital budgets
- Manage daily operations of multiple resort departments
- Monitor sales and operational expenses using point-of-sale and accounting systems
- Create and analyze sales reports, interpret results, and report data to executive team members
- Develop and deliver training programs to orientate new and returning seasonal employees
- Administrative responsibility of e-commerce website
- Deliver resort corporate culture through monthly department meetings and trainings
- Develop and teach ski/snowboard repair clinics for Adaptive Program volunteers
- Create and maintain products and associated components in POS ticketing system
- Lead guest services training for multiple department's staff
- Manage daily operations of the summer Adventure Center locations
- Organize and facilitate various "Enrichment" Schools including Rock Climbing (Family and Couples) Fly Fishing, Cooking, and Watercolor Painting.
- Train employees to lead guest hikes onto National Forest land and organizing mountain bike tours
- Develop and instruct curriculum for "Train the Trainer" fly fishing clinics
- Organize and lead property photography tours, nature walks and GPS scavenger hunts for guests

Senior Job Foreman, Tennis Court Construction and Resurfacing

McCourt North Surfacing, Sanford, North Carolina and VT Tennis, St. Johnsbury, VT

1992-2001

- Transporting supplies, equipment, and crews to throughout New England, North Carolina, and Florida
- Organize destruction and reconstruction of tennis, basketball courts, and running tracks
- Train of new and returning seasonal staff on operational and safety related skills
- Assist sales staff by visiting and evaluating potential jobsites

Related Training/Workshop Sessions

American Hotel & Lodging Institute Managers Training

Spring 2017-Present

-**Lead** training of industry professionals in the essential components of management functions, leadership skills, conflict resolution, and human resource management

Supervisor Skill Training-Center for Professional Studies

Winter 2017-Present

-**Develop and lead** two-day workshops focusing on the management skills needed to be successful in the modern workplace. Topics include communication skills, leadership competencies, conflict resolution, employee training and evaluation, progressive discipline, and strategic planning

American Hotel & Lodging Institute Guest Service Excellence

Spring 2018-Present

-**Lead** workshops for hospitality professionals focusing on the development and implementation of exceptional guest service delivery, staff development, guest conflict resolution, and the development

Skills

Administrative/Instructional Experience

- Point of Sale Systems (e.g. RTP, Micros)
- Online e-Commerce Management (e.g. RTP eStore, Liftopia)
- Activity/Reservation Management System(s)
- The advanced uses of Word, Excel, PowerPoint

Advanced User Experience

- Moodle LMS
- Canvas LMS
- Blackboard LMS
- Property Management System (e.g. Opera)
- Time Management System (e.g. Kronos)
- Purchasing System (e.g. Birchstreet)

Presentations & Publications

PURPOSEFUL CHOICE & EXPERIENCES

Roundtable Discussion: Engaging First-Year Students in Team-Based Projects in and Out of the Classroom

Discussion facilitated by James Noyes and Stephanie Giese, NVU

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The purpose of the roundtable discussion was to share ideas about how we as educators, programs leaders, and institutions are engaging our first-year students both in and out of the classroom.

Doctor of Education Dissertation (August 2020)

The Effect of Contemplative Practice on Faculty Perceptions of Stress

This study analyzed perceptions of stress and mindful awareness and the impacts that frequency, duration, and type of contemplative practice have on perceived stress and mindful attention. Additionally, tenure status, length of time teaching in higher education, and years teaching at current institution were analyzed for their possible impact on perceptions of stress.

Professional Organization Membership

Association of Contemplative Mind in Higher Education-Member

2018-Present

Service

New Hampshire School Board Association, Board of Directors Member

2020-Present

-Attend quarterly board meetings, review academic and financial performance, discuss and advocate for policy matters related to improving the quality of k-12 education in the state of New Hampshire

Bethlehem Elementary School Board, Board Member

2018-Present

-Attend monthly board meetings, review academic and financial performance, organize, and facilitate fundraising events for the school, discuss the curricular and co-curricular direction of the school for the staff and student body

Franconia Children's Center Board of Directors, President

2015-2020

-Lead monthly board meetings, review operational and financial performance, organize, and facilitate fundraising events for center, discuss long-range direction of center, act as community liaison for center.

Ian Muller Rail Jam, Event Facilitator

2015-Present

-Assist Program Planning students in planning and hosting the annual Ian Muller Rail Jam fundraising event. Proceeds from this event benefit the Ian Muller Memorial Scholarship fund.

Lyndon Outing Club Annual Clean-up Day - Volunteer

2016-present

-Assisted in the annual fall clean-up day at the Lyndon Outing Club.

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The Chili Cook-off: Benefit for the Lyndon Outing Club – Event Facilitator

2016-present

-Assist Program Planning students in the creation and execution of the annual Chili Cook-off competition. Proceeds from this event benefit the Lyndon Outing Club located in Lyndonville, VT.

Reach the Beach –Volunteer

2016-present

-Assist event staff with the participant registration preparations, including setting up registration location, event signage, and coordinating participant welcome gift bags

Lyndon State College Scarefair-Event Facilitator

2015

-Assist Program Planning students in the creation, planning, and execution of the LSC Scarefair. The funds raised from this event were donated to the Helping Other People Everyday community organization, Lyndonville chapter.