

CURRICULUM VITAE

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Associate Dean of the College of Arts and Sciences and Professor of Biology

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EDUCATION

- 1992 Ph.D., University of Hawaii, Zoology
 Dissertation title: Behavioral Ecology of Reproduction in the Pomacanthid Angelfish,
 Centropyge potteri
 Research Advisor: Dr. Ernst S. Reese
- 1984 M.S., San Diego State University, Biology
 Thesis title: Attraction to larval pheromone in maternal substrate spawning cichlids
 Research Advisor: Dr. Lo-chai Chen
- 1981 B.S., San Diego State University, Zoology

PERSONAL MISSION STATEMENT

My mission is to make a difference in the world by creating holistic environments in which people learn to study what is known, discover what is not known, and to practice learning over a lifetime.

STATEMENT ON ACADEMIC LEADERSHIP

I am a career academic in higher education, and most of my effort has been spent in academic leadership. My constant goal has been to serve by creating an inclusive academic environment in which scholars can freely pursue the creation and dissemination of knowledge with their students. I have lead and managed different academic units for over 20 years; simultaneously representing the needs and concerns of students, faculty, higher administration, and the community. Balancing these needs and concerns, and helping others to do so, remains my focus.

LEADERSHIP

Leadership Honors and Awards

- 2023 Invited Facilitator: Council of Colleges of Arts and Sciences (CCAS), Training Seminar for ~50+ Department Chairs/Heads. The DeSoto, Savannah, Georgia (*Ran 90 minute sessions on: Problem-Solving for Experienced Chairs, Managing People and Conflict, Working with the Dean, Recruitment, Retention, Development of Faculty, Case Studies, and Last Burning Questions*).
- 2020 Invited Panelist: Texas A&M University System New Department Heads Virtual Workshop: Domains of Leadership/Best Practices – Seasoned Department Heads, peer perspective on what makes a great department head. *Texas A&M University System, Virtual Meeting (one of five panelists, about 65 chair/administrator participants)*.

Leadership Experience

- 2023 – Present Associate Dean, College of Arts and Sciences, Texas A&M University-San Antonio (A&M-SA)
- Significant Outcomes: *Improved annual evaluation and promotion/tenure processes in the College, including holding workshops for faculty on how to build appropriate dossiers; Revised the curriculum cycle for the College for more effective timing and accountability; Oversaw the assessment of three departments via external Program Review; Catalyzed course cap increases for programs across the College; Oversaw the reorganization of the College, including working collaboratively with faculty to negotiate space disputes, and managed the moves of seven departments; Represented the College on the University Counting Year Task Force to increase enrollment; Oversaw the development and implementation of the Community Health B.S. degree, including a 3+2 (B.S. to MPH) MoA between A&M-SA and A&M-College Station; Co-chaired the search for the Director of the Public Health program; Oversaw the collaborative MoU with A&M AgriLife Uvalde Research Station for joint faculty appointments; Represented the University for the development of a 380 acre Espada Nature Park and Research Area donation to the University (co-owned with the San Antonio River Authority); Evaluated faculty for college Chairs with real or perceived conflict of interest issues (evaluation of faculty with a filed grievance or a spouse for a Chair, etc.); Mentored new department chairs; Acting Dean whenever the Dean traveled or was otherwise unavailable.*
- Duties: *initiatives centered on student success and retention, curriculum, program development and assessment; program development. Other duties as assigned.*
- 2020 – 2023 Chair, Department of Life Sciences, Texas A&M University-San Antonio
- Significant Outcomes: *Division of the Department of Science and Mathematics (see below) into two new departments: the Department of Life Sciences (LS), and the*

Department of Mathematical, Physical, and Engineering Sciences; Founding Chair of LS with programs in Biology, Public Health, and Psychology; Established the M.S. degree in Biology; Established the M.S. degree in Psychology; Established Graduate Coordinator positions in Biology and Psychology; Established first Graduate Teaching Assistants in Biology and Psychology; Managed budgets for all programs; Managed and evaluated full-time faculty from 26 to 36 members (reflects growth), ~20 of part-time faculty (Adjunct) members, and three staff; Established promotion/tenure guidelines by program; Established lab-sharing protocols; Established Assessment Coordinator positions by program; Established (Texas) Joint Admissions Medical Program Director position; Established reassigned time for newly-formed Compliance Committee Chairs (IBC, IACUC, and IRB...all with committee Chairs from Life Sciences); Oversaw UG Program Coordinators with scheduling duties to ensure workload balances and accountability; Reviewed, revised, and approved assessment reports and plans; Held strategic planning retreats by program.

Duties: Leadership and management of the Department of Life Sciences; including budgeting, curriculum, i.e., quality of education (assessment), and supervision and evaluation of faculty and staff; program development.

2016 – 2020

Chair, Department of Science and Mathematics (SaM), Texas A&M University-San Antonio

*Significant outcomes: Led and managed the expansion of all STEM programs through “downward expansion,” i.e., the transition of A&M-SA from an upper-division only institution, to the Texas A&M University System’s newest four-year institution in 2016; Programs included Biology, Chemistry, Electronic Systems Engineering Technology**, Geography*, Geology*, Mathematics, Physics*, Psychology, and Water Resources Science and Technology (*service program, **program approved under SaM, but implemented after department reorganization); Managed budgets for all programs; Managed and evaluated full-time faculty from 23 to > 45 members (reflects growth), > 20 part-time faculty (Adjunct) members, and two staff; Established Faculty Evaluation Committees and annual evaluation procedures for all full-time faculty; Established departmental internal policies/procedures, kept in five program areas (Biology, Mathematics, Physical Sciences [CHEM, GEOG, GEOL, and PHYS], and Psychology; Established B.S. and M.S. degrees in Water Resources Science and Technology; Established minors in Biochemistry, Chemistry, and Mathematical Biology; Established the Health Professions Advisory Committee; Guided the construction of a new \$63M Science and Technology Building.*

Duties: Leadership and management of the Department of Science and Mathematics; including budgeting, curriculum, i.e., quality of education (assessment), and supervision and evaluation of faculty and staff; program development.

2002 – 2016

Director, Natural History Museum (NHM), Eastern New Mexico University

Significant outcomes: Managed the budget and personnel of the NHM; Managed the Museum Exhibit with live animal displays, and Collections; Oversaw renovation of the NHM; Established a display of 20 aquaria ranging in volume from 5 – 125 gallons

for display of native NM fishes, amphibians, and reptiles; Established an NSF-funded safe display for observation of live American alligators; Established a safe display for observation of venomous snakes, including several species of rattlesnakes native to NM (a service to the community for identification); Established an indoor beehive (with bee access to the outdoors) for safe viewing of live bees and their system of communication; Managed a crew of five faculty Collections curators, and several undergraduate and graduate students for routine maintenance and animal care of non-dangerous animals in the Museum Exhibit; Managed one staff member who managed tours of the Museum Exhibit; Established a time-clock system for recording hours worked in the NHM; Established a donation program, and the Gift Shop, to help maintain the NHM.

Duties: Manage the NHM, including budgeting, curators, and public outreach.

1998 – 2013

Chair, Department of Biology, Eastern New Mexico University

Significant outcomes: Established Internal policies/procedures kept in the department office; all policies cite the department meeting minutes that established agreed upon policy governing the department; Managed the budget and eight to 10 full-time faculty members, one part-time faculty member, and two staff in a department with two UG programs: Biology and Wildlife & Fisheries Sciences (WFS), and one M.S. degree program in Biology; Established UG Emphasis Programs within Biology major: General Biology, Botany, Cell & Molecular Biology, Microbiology, Pre-medical, & Zoology; Established department Assessment Committee and department Assessment Coordinator; Established a minor in Wildlife & Fisheries Sciences; Established a Non-thesis Emphasis in Education option for the M.S. degree in Biology; Established a tenure-track Science Education faculty position in Biology; Established a Community Liaison position for the Department of Biology; Established the Wildlife & Fisheries Sciences major as a “stand alone” major (without a minor); Established resource position to teach anatomy and physiology; Established dual enrollment courses in Biology; Led major revision of the curriculum in Biology (removing old emphases, above) and established program options in the Biology major (no emphasis, Ecology, Evolution, & Organismal Biology [EEOB], Microbiology, Molecular Biology, & Biotechnology [MMBB], and Premedicine emphases) and WFS majors; Established Non-thesis M.S. in Biology; Guided the renovations of Roosevelt Hall and the Science Building.

Duties: Leadership and management of the Department of Biology; including budgeting, curriculum, i.e., quality of education (assessment), and supervision of faculty and staff.

Leadership Training

2023

Council of Colleges of Arts and Sciences (CCAS), National Meeting. Hilton by the Bay, San Diego, CA (*Sessions on: Early College High School, Reorganizing the College, Student Mentoring programs for Retention, Dealing with Change, and case studies involving faculty and staff issues*).

- 2023 Council of Colleges of Arts and Sciences (CCAS) Seminar for New Deans. Union Station Hotel, St. Louis, Missouri (*Sessions on: organizing college operations, resource management, development, faculty issues, equity and decision making, communicating from the middle and change management, legal issues, case studies, and expectations*).
- 2022 – present. Texas A&M University-San Antonio Leadership Academy. A 2.5-year sponsored program with monthly meetings to discuss and implement best practices in leadership (recipient of first-year certificate).
- 2017 Workshop on Training for Texas A&M University System Department Chairs, Texas A&M University – College Station (Dr. James Hallmark, Vice Chancellor, Host).
- 2007 Workshop on chairing the academic department, Eastern New Mexico University, Portales, NM.
- 2001 Chairing the Academic Department, a workshop for Division and Department Chairs and Deans. American Council on Education. Washington, D.C., USA.

University Experience

- 2023 – Present Professor of Biology, Department of Natural Sciences, Texas A&M University-San Antonio (A&M-SA)
- 2020 – 2023 Professor of Biology, Department of Life Sciences, A&M-SA
- 2016 – 2020 Professor of Biology, Department of Science and Mathematics, A&M-SA
- 2017 – Present Emeritus Professor of Biology, Eastern New Mexico University (ENMU)
- 2004 – 2016 Professor of Biology, Department of Biology, ENMU
- 1998 – 2016 Curator of Fishes, Amphibians & Reptiles, Natural History Museum (NHM), ENMU
- 1998 – 2016 Curator of the Natural History Museum Exhibit, NHM, ENMU
- 1999 – 2004 Associate Professor of Biology, Department of Biology, ENMU
- 1992 – 1999 Assistant Professor of Biology, Department of Biology, ENMU
- 1992 – 1998 Curator of Fishes, NHM, ENMU

TEACHING AND ADVISING

Teaching Honors and Awards

- 2015 Finalist, ENMU Presidential Award for Excellence in the category of Teaching
- 2015 Finalist, ENMU Presidential Award for Excellence in the category of Advising
- 2013 Finalist, ENMU Presidential Award for Excellence in the category of Teaching

2008

Outstanding Advisor of the Year. Student Organizations, ENMU

Courses Taught at Texas A&M University – San Antonio:

BIOL 1307	General Biology II
BIOL 3406	Animal Behavior (with laboratory section)
BIOL 3408	Animal Physiology (with laboratory section)
BIOL 4101	Seminar – Integrative Biology
BIOL 4103	Seminar – Zoology
BIOL 4304	Undergraduate Research
BIOL 4427	Herpetology (with laboratory section)
BIOL 4431	Ichthyology (with laboratory section)
BIOL 5370	Advanced Topics in Biology
STEM 3101	Jaguar Tracks III, Science/Math
UNIV 3101	Jaguar Tracks III, Natural Science

Courses taught at Eastern New Mexico University:

BIOL 113	Biology for General Education
BIOL 151	General Biology I
BIOL 210	A&P II
BIOL 303	General Ecology (with laboratory section)
BIOL 404/504	Fisheries Management (with laboratory section)
BIOL 411/511	Herpetology (with laboratory section)
BIOL 430/530	Limnology (with laboratory section)
BIOL 436/536	Ichthyology (with laboratory section)
BIOL 439	Teaching in Biology
BIOL 462/562	Evolution
BIOL 489	Pre-professional Internship
BIOL 491	Directed Study (1-3 hour variable credit)
BIOL 513	Conservation Biology
BIOL 564	Animal Behavior
BIOL 579	Individual Research (1-3 hour variable credit)
BIOL 599	Master's Thesis.

Major Advisor, M.S. Theses at Eastern New Mexico University:

- Michael, Sabrina. 2016. Environmental influences on shoaling behavior in Red Shiners (*Cyprinella lutrensis*) and Sand Shiners (*Notropis stramineus*). Eastern New Mexico University.

- Flanary-Olayvar, Keora. 2015. Spawning depth preferences and female-female competition in the polygynous Red Shiner *Cyprinella lutrensis*. Eastern New Mexico University.
- Brooks, Cassandra. 2014. Body and web characteristics of a spider (*Dictyna calcarata*) as influenced by an urban environment. Eastern New Mexico University.
- Stewart, Christine T. 2012. Effects of electrofishing on reproduction in the red shiner, *Cyprinella lutrensis*. Eastern New Mexico University.
- Martin, Robert. 2008. The effects of copper ethanalamine on mortality, growth, and behavior of larval plains leopard frog, *Rana blairi*, and larval Woodhouse's toad, *Bufo woodhousii*. Eastern New Mexico University.
- Harings, Nicole M. 2008. Behavioral and morphological ontogeny of the tadpole shrimp, *Triops longicaudatus* (Leconte)(Notostraca: Triopsidae). Eastern New Mexico University.
- Roselli, Irene, M. 2008. The Influence of predator detection on life history strategies in *Ceriodaphnia reticulata* (Cladocera: Daphniidae). Eastern New Mexico University.
- Spitzack, T. S. 2004. The effects of sex, predation risk and sexual selection on depth choice in the mosquitofish, *Gambusia affinis*. Eastern New Mexico University.
- Radke, M. F. 2001. Kin recognition and cannibalism in the red shiner (*Cyprinella lutrensis*). Eastern New Mexico University.
- Fields, S. P. 2001. Ability of western diamondback rattlesnake (*Crotalus atrox*) and prairie rattlesnake (*Crotalus viridis viridis*) to discern the presence of a potential predator based on chemical cues. Eastern New Mexico University.
- Oyadomari, Jason. K. 1999. Behavioral responses of a freshwater ostracod (*Cypridopsis vidua*) to chemical cues from predators. Eastern New Mexico University.
- Morsey, K. 1998. Chemical assessment of prey species and size by the green sunfish (*Lepomis cyanellus*). Eastern New Mexico University.
- Morgan, V. K. 1996. Inheritance and development of anti-predator behavior in the red shiner (*Cyprinella lutrensis*). Eastern New Mexico University.
- Adkins, J. W. 1996. The influence of pheromones on the rate of maturation in the western mosquitofish, *Gambusia affinis*. Eastern New Mexico University.

- Seely, C. 1996. The influence of population and predator density on predator avoidance behavior of *Ceriodaphnia reticulata*. Eastern New Mexico University.

SCHOLARSHIP

Scholarship Honors and Awards

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| 2015 | ENMU Presidential Award for Excellence in the category of Research / Scholarly / Creative Activity |
| 2012 | Finalist, ENMU Presidential Award for Excellence in the category of Research / Scholarly / Creative Activity |
| 1996. | Pitelka Award (second place [honorable mention]) from the International Society for Behavioral Ecology for the publication: “Density-dependent protogynous sex change in territorial-haremic fishes: models and evidence. <i>Behavioral Ecology</i> 5:375-383.” |
| 1992 | National Research Service Award: National Institutes of Health. A postdoctoral fellowship to study behavioral control of sex determination in fishes at U. C. Berkeley (funded, but declined to take a tenure-track position at ENMU). |
| 1992 | Outstanding Achievement as a Graduate Student Researcher Award (Dissertation Award): Graduate Student Organization, University of Hawaii. |
| 1990 | Achievement reward for college scientists: the ARCS foundation. |

Peer Reviewed Publications

*denotes corresponding author in multiple-authored papers, † indicates a graduate student author, while ‡ indicates an undergraduate student author.

- Michael*†, S.C.J., Patman†, J. and **Lutnesky, M.M.F.** 2021. Water clarity affects collective behavior in two cyprinid fishes. *Behav Ecol Sociobiol* **75**, 120:1-13. <https://doi.org/10.1007/s00265-021-03060-x>
- Gou* K., Baek S., **Lutnesky M.M.F.**, Han H-C. 2021. Growth-profile configuration for specific deformations of tubular organs: A study of growth-induced thinning and dilation of the human cervix. *PLoS ONE* 16(8): e0255895. <https://doi.org/10.1371/journal.pone.0255895>
- **Lutnesky***, M.M.F., Cradock, K.R., and Reynolds J. B. 2019. Immobilization threshold and fish conductivity of two small fishes. *North American Journal of Fisheries Management* 39:788-792. ISSN: 0275-5947 print / 1548-8675 online, DOI: 10.1002/nafm.10319.

- Patman*[†], J. Michael[†], S.C.J., **Lutnesky, M.M.F.**, Palaniappan, K. 2018. Biosense: real-time object tracking for animal movement and behavior research. IEEE Applied Imagery Pattern Recognition Workshop (AIPR). Washington, D.C. (DOI: 10.1109/AIPR.2018.8707411).
- **Lutnesky***, M.M.F., and Brown, T.R. 2015. Simulation of movement that potentially maximizes assessment, presence, and defense in territorial animals with varying movement strategies. *Ecological Modelling* 313:50-58.
- Stewart[†], C.T., and **Lutnesky***, M.M.F. 2015. Experimental studies of electroshock effects on fish require in-water measurements and fish threshold observations to achieve electrofishing context: response to comment. *North American Journal of Fisheries Management* 35:207-209.
- Stewart[†], C.T., and **Lutnesky***, M.M.F. 2014. Retardation of reproduction in the Red Shiner due to electroshock. *North American Journal of Fisheries Management* 34:463–470.
- Brown, T.R., Jowers[‡], J., and **Lutnesky***, M.M.F. 2011. Simulation of spatial movement that potentially maximizes assessment, presence, and defense in territorial and home-ranging animals, with special reference to territorial sex-changing fishes. *Evolutionary Ecology Research* 13(6):571-588.
- Jones[†] S.E., Burgos[†] J.M., **Lutnesky M.M.F.**, Sena[†] J.A., Kumar S., Jones L.M., and Varela* M.F. 2011. Dairy farm age and resistance to antimicrobial agents in *Escherichia coli* isolated from dairy topsoil. *Current Microbiology* 62(4):1139-46.
- Varela*, M.F., **Lutnesky, M.M.F.**, and Osgood, M. 2005. Assessment of student skills for critiquing published primary scientific literature using a primary trait analysis scale. *Microbiology Education* 6:20-27.
- **Lutnesky***, M.M.F. and Adkins[†], J.W. 2003. Putative chemical inhibition of development by conspecifics in mosquitofish, *Gambusia affinis*. *Environmental Biology of Fishes* 66:181-186.
- Seely, C.J. and **Lutnesky***, M.M.F. 1998. Odour-induced antipredator behaviour of the water flea, *Ceriodaphnia reticulata*, in varying predator and prey densities. *Freshwater Biology* 40:17-24.
- **Lutnesky, M.M.F.** 1996. Size-dependent rate of protogynous sex change in the pomacanthid angelfish, *Centropyge potteri*. *Copeia* 1996:209-212.

- **Lutnesky***, **M.M.F.** and Kosaki, R.K. 1995. Female-female competition in a coral-reef fish and a test of the temporal-threshold model of polygynous mating. *American Naturalist* 146:832-847.
- **Lutnesky, M.M.F.** 1994. Density-dependent protogynous sex change in territorial-harem fishes: models and evidence. *Behavioral Ecology* 5:375-383.
- **Lutnesky[†], M.M.F.** 1992b. A temporal-threshold model of polygynous mating in cyclical environments. *American Naturalist* 139:1102-1115.
- **Lutnesky[†], M.M.F.** 1992a. Behavioral ecology of reproduction in the pomacanthid angelfish, *Centropyge potteri*. Doctoral dissertation, University of Hawaii.
- **Lutnesky*[†], M.M.F.** and Szyper, J.P. 1991. The influence of spatial food distribution on agonistic behavior in juvenile mahimahi, *Coryphaena hippurus*. *Journal of Applied Ichthyology* 7:253-256.
- Szyper*, J.P. and **Lutnesky[†], M.M.F.** 1991. Ventilation rate and behavioral responses of juvenile mahimahi to temperature and salinity. *Progressive Fish-Culturist* 53:166-172.
- **Lutnesky*[†], M.M.F.** and Szyper, J.P. 1990. Respiratory and behavioral responses of juvenile dolphin fish to dissolved oxygen concentration. *Progressive Fish-Culturist* 52:178-185.
- Ross*, R.M., Hourigan, T.F., **Lutnesky[†], M.M.F.**, and Singh, I. 1990. Multiple simultaneous sex changes in social-groups of a coral-reef fish. *Copeia* 1990:427-433.
- **Lutnesky[†], M.M.F.** 1989. Attraction to larval pheromones in female convict cichlids (*Cichlasoma nigrofasciatum*). *Journal of Comparative Psychology* 103:297-305.
- **Lutnesky[†], M.M.F.** 1984. Attraction to larval pheromone in maternal substrate spawning cichlids. Master's thesis, San Diego State University.

In Preparation

- **Lutnesky, M.M.F.**, Pasko, B.B., Brown, T.R. How some fishes think may influence their rates of sex change. *In preparation*.
- Johnson[‡], M.A., Cradock, K.R., and **M.M.F. Lutnesky**. Questing behavior of the ticks *Rhipicephalus sanguineus* and *Amblyomma americanum*. *In preparation*.

Scholarly Presentations (*Student Presenter)

- *Rodriguez, A. A., and M.M.F. Lutnesky 2023. Allometric Growth in Western Mosquitofish, *Gambusia affinis*. Annual meeting of the Southwestern Association of Naturalists. San Antonio, TX.
- *Thimons, S.X., K.R. Cradock, and M.M.F. Lutnesky 2019. Preliminary Characterization of Fish Survivorship in Backwater Pools on the Pecos River, NM USA. Joint meeting of Ichthyologists and Herpetologists (American Society of Ichthyologists and Herpetologists), Snowbird, UT.
- Lutnesky, M.M.F., K.R. Cradock, and J.B. Reynolds 2018. Estimation of Electroshock Immobilization Threshold and Effective Conductivity of Two Small Fishes. Joint meeting of Ichthyologists and Herpetologists (American Society of Ichthyologists and Herpetologists), Rochester, NY.
- Johnson, M., K.R. Cradock, and M. Lutnesky. 2017. Questing platform selection by the ixodid ticks *Rhipicephalus sanguineus* and *Amblyomma americanum*. Entomological Society of America, Entomology 2017, Denver, CO.
- Lutnesky, M.M.F., B.B. Pasko, and T.R. Brown 2017. How may population density influence rates of sex change in fishes? Joint meeting of Ichthyologists and Herpetologists (American Society of Ichthyologists and Herpetologists), Austin, TX.
- Lutnesky, M.M.F. 2017. "Finding Balance, Avoiding Burn-Out, and Managing Your Time." Invited Panelist, Texas A&M System Webinar Series (Dr. James Hallmark, Vice Chancellor, Host).
- Lutnesky, M.M.F. 2016. The ideal interdisciplinary department. Invited presentation. Texas A&M University – San Antonio, San Antonio, TX.
- Lutnesky, M.M.F. 2015a. Commencement Address: "Student Success, What's It Really All about?" 129th Commencement for Eastern New Mexico University, Greyhound Arena, 12 December, 2015.
- Lutnesky, M.M.F. 2015b. Behavioral Ecology at Eastern New Mexico University. Faculty Lectureship Series, Eastern New Mexico University, Portales, NM.
- *Michael, S., and Lutnesky, M.M.F. 2014. Effects of turbidity on group cohesion in freshwater fishes in New Mexico. Annual WRII Conference, Las Cruces, NM.
- *Stewart, C. and Lutnesky, M.M.F. 2011. Effects of electrofishing on reproduction in the red shiner, *Cyprinella lutrensis*. 44th joint annual meeting of the AZ & NM chapters of AFS and TWS.
- Brown, T., Jowers, J., and Lutnesky, M.M.F. (alphabetical listing) 2004. Simulation of swimming and territory characteristics that maximize encounters and territoriality in sex changing fishes. Annual national meeting of the American Society of Ichthyologists and Herpetologists, Norman, Oklahoma.
- *Spitzack, T., and Lutnesky, M.M.F. 2004. Preliminary results on the effects of gender, predation risk, and potential sexual selection on depth choice in the mosquitofish, *Gambusia affinis*. Desert Fishes Council, Phoenix, AZ.

- Lutnesky, M. M. F. 2003. Female-female competition: an infrequently studied component of sexual selection. Keynote Speaker, 29th Annual Student Research Conference, Eastern New Mexico University, Portales, NM, USA.
- Lutnesky, M. M. F. 2002a. Female-female competition as a potential regulator of reproductive periodicity: A) Shanghai Fisheries University, Shanghai, China; B) Ningbo University, Ningbo, China; C) Zhangjiang Ocean University, Zhangjiang, China.
- Lutnesky, M. M. F. 2002b. Darwin and evolutionary biology today. Colloquium on Charles Darwin and evolution, Eastern New Mexico University, Portales, NM, USA.
- Lutnesky, M.M. F. 2001. Selected conservation issues for the Lake Superior watershed: fisheries, persistent organic pollutants, and exotic species. Invited Seminar, Great Lakes Aquarium, Duluth, MN, USA
- Lutnesky, M.M.F. and Adkins, J. W. 2000. Pheromone influence on growth and maturation in the western mosquitofish, *Gambusia affinis*. Annual national meeting of the American Society of Ichthyologists and Herpetologists, La Paz, Mexico.
- Lutnesky, M.M.F. and Panabecker, D.A. 1998. A preliminary test of temperature-dependent and social-dependent sex determination in the red shiner (*Cyprinella lutrensis*). International Ecological and Evolutionary Ethology of Fishes meeting, University of Washington, Seattle, WA.
- Lutnesky, M.M.F. 1997. Sexual plasticity in fishes. Department of Biology Seminar, ENMU, Portales, NM.
- Lutnesky, M.M.F. 1996. Environmental sex determination in the red shiner, *Cyprinella lutrensis*? International Ecological and Evolutionary Ethology of Fishes meeting, University of New Mexico, Albuquerque, NM.
- Lutnesky, M.M.F. 1995. The influence of population density on the social control of protogynous sex change in coral-reef fishes. (Invited) XXIV International Ethology Conference, Honolulu, HI.
- Lutnesky, M.M.F. 1994a. Sex change in fishes. Invited speaker, West Texas A&M University, Canyon, TX.
- Lutnesky, M.M.F. 1994b. Size-dependent rate of protogynous sex change in the pomacanthid angelfish, *Centropyge potteri*. Annual national meeting of the American Society of Ichthyologists and Herpetologists, Los Angeles, CA.
- Lutnesky, M.M.F. 1994c. Density-dependent protogynous sex change in territorial-haremic fishes: models and evidence. Department of Biology Seminar, ENMU, Portales, NM.
- Lutnesky, M.M.F. 1993a. Reproductive choices by females in spatial and temporal dimensions. Invited seminar speaker, West Texas A & M University, Canyon, TX.
- Lutnesky, M.M.F. and Kosaki, R. K. 1993b. Female-female competition in the polygynous mating system of the pomacanthid angelfish, *Centropyge potteri*. Annual national meeting of the American Society of Ichthyologists and Herpetologists, Austin, TX.
- Lutnesky, M. M. F. 1992a. Behavioral ecology of reproduction in the pomacanthid angelfish, *Centropyge potteri*. Dissertation defense, University of Hawaii, Honolulu, HI.
- Lutnesky, M. and Kosaki, R. 1992b. Test of a temporal-threshold model of polygynous mating in two time scales. *Pacific Science* 46:98.

- Lutnesky, M. M. F. 1991a. A test of a temporal-threshold model of polygynous mating in two time scales. Tester Symposium, University of Hawaii, Honolulu, HI.
- Lutnesky, M. 1991b. A temporal-polygyny-threshold model and spawning in the pomacanthid angelfish, *Centropyge potteri*. Pacific Science 45:97-98.
- Lutnesky, M. M. F. 1990. A temporal polygyny-threshold model and spawning in the pomacanthid angelfish, *Centropyge potteri*. Ecological and Evolutionary Ethology of Fishes meeting, Flagstaff, AZ.
- Lutnesky, M. M. F. 1989a. The influence of space on the social control of sex change in protogynous fishes. Annual national meeting of the American Society of Ichthyologists and Herpetologists, San Francisco, CA.
- Lutnesky, M. M. F. and Szyper, J. P. 1989b. Responses of juvenile mahimahi, *Coryphaena hippurus*, to low levels of dissolved oxygen. Annual Meeting of the World Aquaculture Society, Los Angeles, CA.
- Szyper, J. P. and Lutnesky, M. M. F. 1989c. Respiration rate as an indicator of sublethal stress in fingerling mahimahi, *Coryphaena hippurus*. Annual Meeting of the World Aquaculture Society, Los Angeles, CA.
- Lutnesky, M. 1989d. Looking for feedback: a temporal polygyny-threshold model. Evoluncheon, University of Hawaii.
- Lutnesky, M. 1989e. Stimulation, inhibition, and the induction of "early" sex change in the pomacanthid angelfish, *Centropyge potteri*. Pacific Science 43:136-137.
- Lutnesky, M. 1988a. Stimulation, inhibition, and the induction of "early" sex change in the pomacanthid angelfish, *Centropyge potteri*. Tester Symposium, University of Hawaii, Honolulu, HI.
- Lutnesky, M. 1988b. Sexual dimorphism, dichromatism, and protogynous hermaphroditism in the pomacanthid angelfish, *Centropyge potteri*. Pacific Science 42:126.
- Lutnesky, M. 1987. Sexual dimorphism, dichromatism, and protogynous hermaphroditism in the pomacanthid angelfish, *Centropyge potteri*. Tester Symposium, University of Hawaii, Honolulu, HI.
- Lutnesky, M. 1986. Environmental influences on sex change and mating system variation the pomacanthid fish, *Centropyge potteri*. Evo-luncheon, University of Hawaii.
- Lutnesky, M. 1984. Attraction to larval pheromones in maternal substrate spawning cichlids. Master's Thesis defense. San Diego State University, San Diego, CA.

Funded Grants and Contracts

- 2020 – Present Creating educational pathways and cultivating leadership at a Hispanic-Serving Regional University to prepare undergraduates for STEM careers in Water Science and Technology fields. NSF grant, \$649,996 (funding 03/2021 – 03/2026). Role: Co-PI. (with W. Den, PI; J. M. Simpson, Co-PI; E. V. Garza, Co-PI, and J. R. Valdez-Barillas, Co-PI).

- 2018 – Present. Gulf Coast Inventory and Monitoring Network, National Park Service. Amphibian survey at the San Juan Mission, San Antonio, TX. (\$3000/yr.).
- 2020 – 2022. Collaboration for advancing minority participation in Security (CAMPS), TAMU, PVAMU, TAMU – CC, TAMU – SA, and WTAMU. NSA grant, \$750,000. Role: Sr. Personnel (TAMU – SA). (with K. Butler-Purry, PI, D. Da Silva, Co-PI, and K. Gamache, Sr. Personnel, TAMU; D. Gilbert, Co-PI, and P. Obiomon, Sr. Personnel, PVAMU; K. McCaleb, Co-PI, and F. Pezold, Sr. Personnel, TAMU – CC; A. Spaulding, Co-PI, and E. Hunt, Sr. Personnel; and V. Golla, Co-PI, TAMU – SA).
- 2015 New Mexico Water Resources Research Institute, New Mexico State University, Las Cruces, NM. Effects of turbidity on shoaling in cyprinid fishes of New Mexico using automated object tracking (with S. Michael)(\$6000).
- 2015 Internal Research Grant, Eastern New Mexico University, Portales, NM “Dynamics of isolated pools on the periphery of the Pecos River, NM” (with K. Cradock)(\$2965).
- 2014 Internal Research Grant, Eastern New Mexico University, Portales, NM “A preliminary study of riffle-crossing and pool-entrapment of fishes from the Pecos River, NM” (with K. Cradock)(\$2995).
- 2014 New Mexico Water Resources Research Institute, New Mexico State University, Las Cruces, NM. Effects of turbidity on group cohesion in sand shiners and red shiners from the Pecos River in New Mexico (with S. Michael)(\$6000).
- 2013 Internal Research Grant, Eastern New Mexico Universtiy, Portales, NM “The role of encloded cognition on the in-class student behavior in both a non-majors and a freshman majors biology course.” (with K. Cradock and M. Varela)(\$2142).
- 2013 “Stream simulation tank for the study of stream fishes and enhancement of undergraduate research at ENMU.” Department of Education HSI STEM Grant; K. Cradock, P.I. (\$40,000).
- 2011 Internal Research Grant, Eastern New Mexico Universtiy, Portales, NM “The Influence of Electrofishing on Feeding Rates and locomotion in the Red Shiner, *Cyprinella lutrensis*.” (\$2956).

- 2010 Internal Research Grant, Eastern New Mexico University, Portales, NM
“Effects of electrofishing on reproduction in the red shiner, *Cyprinella lutrensis*. (\$2964).
- 2004 Western Alliance to Expand Student Opportunities (WAESO). “Computer simulation for predicting optimization of social interaction in territorial fishes” (with T. Brown) (\$1755).
- 2004 Internal Research Grant, Eastern New Mexico University, Portales, NM
“Automated fish tracking system for behavioral ecology research ” (with T. Brown) (\$2946).
- 2003 Western Alliance to Expand Student Opportunities (WAESO). “Computer simulation of territorial fish movements” (with T. Brown) (\$1755).
- 2003 Internal Research Grant, Eastern New Mexico University, Portales, NM.
“Self-inhibition in the spawning behavior of the red shiner, *Cyprinella lutrensis* (\$2795).
- 2003 Internal Research Grant, Eastern New Mexico University, Portales, NM.
“Computer Simulation of Sexual Plasticity in Coral-reef Fishes.” (with T. Brown) (\$1675).
- 2003 Arrow Plastics Corporation donation for work on social behavior of fishes (\$290 of plastic plates).
- 2002 Western Alliance to Expand Student Opportunities (WAESO). “Computer Simulation of Sexual Plasticity in Coral-reef Fishes.” (with T. Brown) (\$1756).
- 2001 New Mexico EPSCoR for ENMU: 09/01/2001 – 08/31/2004. National Science Foundation. Center for Natural Resource Analysis within New Mexico Experimental Program to Stimulate Competitive Research (EPSCoR). (Lead PI’s J.R. Gosz, A.W. Powell, et al., J. Frey lead PI at ENMU; \$131,002 portion of ca \$ 3,000,000 total grant)
- 2001 Internal Research Grant, Eastern New Mexico University, Portales, NM.
“Preliminary investigation of breeding-situation quality in a fish.” (\$3468)
- 1999 Internal Research Grant, Eastern New Mexico University, Portales, NM.
“Investigation of the influence of temperature and social-group composition on sex determination in the red shiner fish, *Cyprinella lutrensis*.” (\$3498)

- 1998 K'NEX Corporation donation for work on social behavior of fishes (\$240 of K'NEX pieces).
- 1997 Internal Research Grant, Eastern New Mexico University, Portales, NM. "Proposal for research equipment." (\$1156)
- 1996 Internal Research Grant, Eastern New Mexico University, Portales, NM. "Sex ratio of the red shiner, *Cyprinella lutrensis*." (\$3270)
- 1996 Teaching Technology Grant, Eastern New Mexico University, Portales, NM. "Proposal for Systat 7.0" (\$1000)
- 1995 Internal Research Grant, Eastern New Mexico University, Portales, NM. "Variability of sexual dimorphism in a sex-changing fish." (\$2,665)
- 1994 Internal Research Grant, Eastern New Mexico University, Portales, NM. "Female-female reproductive competition in the red shiner fish, *Cyprinella lutrensis*." (\$3,537)
- 1993 Internal Research Grant (1992 - 1993), Llano Estacado Center for Advanced Professional Studies and Research, Eastern New Mexico University, Portales, NM. "Aquarium laboratory for studies in aquatic biology." (\$4,469)

SERVICE

Service Honors and Awards

- 2019 Distinguished Emeritus Professor Award, in recognition of outstanding service to Eastern New Mexico University, ENMU Foundation, Portales, NM
- 2013 Outstanding Chair and Colleague clock and plaque, with engraved signatures, Department of Biology, ENMU
- 2002 National Certificate of Excellence, Sigma Xi, the Scientific Research Society, for outstanding chapter performance (when I was President)

Significant Service Appointments

- 2024 – Present A&M-SA Committee on Administrative Faculty Appointments/Renewals – Committee to develop university policy on internal and external searches and procedures for the selection and terms of department chairs.

- 2023 – Present A&M – SA Counting year Task Force (Co-Chair) to generate ideas for increasing enrollment numbers at the University for the “counting year” that determines the University’s share of the state budget for education.
- 2022 – Present Faculty PoC – 400 acre Espada Property donation to A&M – SA and the San Antonio River Authority. Duties: press conference spokesperson (representing faculty); meet with, and coordinate faculty input with Master Planners for a multipurpose Espada Nature Park and Research Area along the San Antonio River.
- 2022 – 2024 College of Arts and Sciences Reorganization Task Force. Duties: coordinate faculty input regarding the grouping of programs into multidisciplinary academic departments within the college.
- 2022 A&M – SA Provost Search Committee. Duties: recommendation of Provost candidates to the President.
- 2019 – 2021 A&M – SA Quantitative Reasoning Advisory Committee (Chair) Duties: revise A&M – SA’s Quality Enhancement Plan (QEP) for SACSCOC approval (was successful) and advise the QR Director concerning implementation of it for the next round of accreditation.
- 2019 A&M – SA Vice Provost of Research and Graduate Studies Search (Chair). Duties: recommendation of VPRGS candidates to the Provost.
- 2016 – 2019 A&M – SA JagTracks Committee. Duties: guide JagTracks courses and selection of JagTracks instructors.
- 2011 – 2016 ENMU Budget and Planning Committee. Duties: gives input and feedback regarding administrative use of funds at ENMU.
- 2011 – 2014 ENMU Undergraduate Admissions and Standards Committee. Duties: recommends actions to the VPAA regarding students not meeting university scholarly standards; reviews undergraduate standards policy.
- 2011 – 2014 ENMU Scholarship and Finance Committee. Duties: recommend actions regarding financial aid and scholarships regarding students not meeting university scholarly standards, completion rates, or deadlines.
- 2004 – 2012 Steering Committee, NIH funded New Mexico Idea Networks of Biomedical Research Excellence (INBRE). Duties: evaluate junior faculty of NM’s five public universities in terms of their development as scholars.

- 2002 – 2004 Senator, Faculty Senate, Eastern New Mexico University. Duties: represent the viewpoint of the Department of Biology in the Faculty Senate in the university process of shared governance.
- 2000 – 2003 Lesser Prairie Chicken Peer-review Committee, NM Department of Game & Fish. Duties: evaluate studies to determine the level of protection needed for the bird to make a recovery from near-extinction.
- 1996 – 1997 Panel Member: New Mexico Wetlands Task Force, New Mexico Environment Department. Duties: help the balance the needs and concerns of all the constituencies interested in conservation and exploitation of wetlands in the state.
- 1994 – 2000 ENMU Graduate School Committee. Duties: review of Graduate School policies; recommend action to the VPAA regarding graduate students not meeting standards.
- 1994 – 1996 Task Force Member, ENMU Science Teaching Needs Task Force. Duties: guide ENMU concerning renovation of Roosevelt Hall (Science Building) and the future science needs of the students of ENMU.
- 1992 – 1998 Graduate Coordinator Committee, Graduate School, Eastern New Mexico University. Duties: coordinate activities of graduate students and recommend policy to the Graduate Dean.

Workshops

- 2023 Panelist, Texas A&M University – San Antonio College of Arts & Sciences “Tenure and Promotion Workshop.”
- 2023 Panelist, Texas A&M University – San Antonio College of Arts & Sciences Workshop: “Annual Evaluation Working Session.”
- 2022 Panelist, Texas A&M University – San Antonio College of Arts & Sciences Workshop: “Demystifying the tenure and/or promotion application process.”
- 2018 NSF Life STEM Grant Writing Workshop, Morgan State University, Baltimore, MD.
- 2016 Texas Water Roadmap Forum: A Facilitated Interdisciplinary and Multi-Stakeholder “Charrette” Organized by the Texas Water Development Board,

and the National Science Foundation (NSF) Research Coordination Network (RCN) on Climate, Energy, Environment and Engagement in Semiarid Regions. Texas A&M University – San Antonio, San Antonio, TX.

- 2012 Workshop on enhancing student engagement in large classes. HSI STEM Grant, U.S. Dept. of Education, ENMU, Portales, NM.
- 2012 Workshop on MediaSite and Wimba in the Classroom. PPOHA Grant, ITS, and Distance Education Outreach (DEO), ENMU, Portales, NM.
- 2003 Academic Assessment Workshop, New Mexico Association of Higher Education, Ruidoso, New Mexico.
- 2003 Learning Disabilities Workshop, Disability Services / Testing, Eastern ACE Project, Eastern New Mexico University, Portales, NM.
- 2003 Workshop on Scientific Presentations. Eastern New Mexico University, Portales, NM (An NIH BRIN sponsored activity run by Dr. Jeff Radel from the University of Kansas Medical Center).

Ad Hoc Reviewer for:

American Naturalist (international journal)

Aquatic Conservation (International journal)

Behavioral Ecology (International journal)

Copeia (now *Ichthyology & Herpetology*; international journal; journal of the American Society of Ichthyologists & Herpetologists)

Environmental Biology of Fishes (international journal)

Japanese Journal of Ichthyology (international journal)

Journal of Comparative Psychology (American Psychological Association)

Knowledge and Management of Aquatic Ecosystems (international journal)

National Science Foundation (USA Government)

National Institutes of Health (USA Government)

North American Journal of Fisheries Management (American Fisheries Society)

Pacific Science (international journal)

Proceedings of the National Academy of Sciences

Remote Sensing (international journal)

State of New Mexico Department of Game & Fish (NM government)

References: available on request.

Revised 03/2024