



Dean of Liberal Arts & Sciences
(816) 271-4510

November 5, 2012

Search Committee
Provost and Vice President for Academic Affairs
Texas A&M University—Commerce
Commerce, Texas

Dear Search Committee Members:

I am applying for the position of Provost and Vice President for Academic Affairs at Texas A&M University--Commerce. The position interests me for the following reasons.

1. You have a demonstrated interest in using technology to provide varied methods of teaching. I was particularly interested in the number of your on-line offerings and in your on-line degree programs.
2. Your size is ideal to maintain a sense of community while offering a diverse menu of educational options.
3. I like the emphasis on Globalization in your Strategic Plan. I have considerable previous experience in this area and am participating in a targeted globalization initiative at my current university.
4. I am part Native American—Seneca. My wife, born in Mexico, speaks fluent Spanish. I was interested in the goal, expressed in your Strategic Plan of becoming a Hispanic Serving Institution by 2015.
5. Your programs seem geared to producing job-ready graduates. In today's rapidly changing job market and volatile economy this is essential.
6. Missouri Western emphasizes increasing retention and graduation rates, so I am familiar with, support, and have worked hard to implement those important objectives.
7. I like your emphasis on satellite campuses and partnerships with other colleges and school districts that serve the communities nearby.
8. You are a growing university with close ties to a large metropolitan region. This bodes well for the future. I have lots of experience dealing with rapid growth and helping to provide the infrastructure to accommodate change comfortably and successfully.
9. I was especially pleased to find, in your Strategic Plan, a Strategy to designate one percent of the annual budget to fund innovation and new initiatives.
10. I have family ties in the Dallas and Central to North Texas regions. I grew up in Tulsa, Oklahoma and made frequent trips south.

My administrative experience is varied and includes the following positions:

1. I am in my fifth year as Dean of Liberal Arts and Sciences at Missouri Western State University. The College has 10 departments with a total of 117 tenure track and 72

part time faculty. We have both undergraduate and master's programs. MWSU is a regional, open access university of around 6,000 students located in Saint Joseph, Missouri. Two of our important foci are Applied Learning and Producing Job-Ready Graduates.

2. I completed four years as Chair of the Department of Biology at the University of Mississippi and four years as Head of the Department of Biology at James Madison University.
3. For ten years I directed the Honors Program at Colorado State University. I was acting or associate director for four additional years. The Program admitted around 200 students a year.
4. For eleven years, I was sole Principal Investigator and Director of a Cooperative Agreement between the U.S. Agency for International Development and Colorado State University. This project brought in over \$6.2 million in funding. I directed research, field testing, training, and conferences involving students and faculty in over twenty foreign countries.

In this letter, I will spell out how these positions qualify me for your position, and I will give you an idea of my administrative style.

1. As Dean of the college of Liberal Arts and Sciences, I am enjoying working with a variety of disciplines in our ten departments.
 - I initiated and spearheaded a successful initiative in Music to make Missouri Western an All Steinway School. Only 109 schools worldwide have this distinction.
 - I am now helping to develop a Dance Minor with courses co-listed in Music and Theatre.
 - The College has reinitiated musical theater on campus after a long absence, as a fourth major production each year. Last year "The Phantom" was performed to four sold-out audiences. This year, we presented "Little Shop of Horrors." Next year, "Sweeney Todd." We installed on-line ticketing (by Vendini Inc.) to facilitate and increase ticket purchases. We have also begun a summer season of three plays. Plans to develop an on campus outdoor theater for summer productions are well underway. Backstage has been considerably improved and made increasingly cutting edge.
 - A BFA in Digital Animation is in its third year in the Department of Art and has 80 majors. The Department of Communication Studies, Theater, and Cinema now has over 60 majors in its Theater and Cinema degree program. We made targeted hires in each department to encourage program development.
 - With the help of the Governor, we avoided both tuition increases and budget cuts for two of the past four years while sustaining an 8% budget cut the other years with a roughly equivalent tuition increases. To accommodate a normal 5% increase in fixed expenses, we implemented a 30% decrease in operating budgets, but increased course fees and some program fees so that we could more or less break even.
 - MWSU is an open access university, so economic hard times are especially difficult for our students, many of whom are first generation college students

and most of whom have at least one outside job. Working with the Enrollment Management Team, I have participated in numerous efforts to make economic hard times more bearable for our students and palatable for our Departments. Hard decisions have been made, but we have avoided layoffs and furloughs. Sabbaticals and faculty awards have been maintained for two of the past three years. We have had no hiring freeze and no construction freeze.

- Recently, with the help of a million dollar grant from the Governor, we have implemented a plan to help local businesses send their employees back to college to complete degrees that make them more valuable employees. For example, more than 30 employees from our local regional hospital will begin work on business degrees this fall. Biology and Chemistry are beginning graduate programs to serve local industries specializing in the production of agricultural products and animal vaccines.
- I have worked hard, in conjunction with the other deans, to markedly increase our on-line and hybrid courses, our slate of dual-credit classes offered in area high schools, and our use of new technology to facilitate enrollment, retention, and degree completion.
- We are a full participant in a state-wide plan to offer many upper division courses, in small programs, at several universities in a cooperative live video format.
- I am helping Art, Music, and Theater begin planning for a much needed new building, which will be the next major construction project on campus.
- By keeping tuition low we attract many students from the Kansas City metro area. For example, our tuition is 68% of the tuition at the University of Missouri's main campus in Columbia. Our enrollment has increased a total of 16% over the past four years, and we have made appropriate—considering budgetary limitations--infrastructural changes to accommodate these additional students..
- We are working actively with community college in the region to facilitate seamless electronic transfer of their students into our upper division programs.
- I have hired over 30 new and replacement faculty members in the College.
- I have taught four honors classes: (1) *Genetic Engineering for Non-Scientists*, (2) *The Monomythic Hero in Science Fiction and Westerns*, (3) *How to Get Better—The Role of Conventional and Alternative Medicine in Health, Career choice, and Healing*, and (4) *The Historical Roots and Future of Vampires, Starships, and Cowboys*. This spring I will offer a seminar on *Climate Change and the Future of Our Planet*. Our Honors Program is well developed and attracts many, excellent students. Despite being an open admissions university, our direct from high school freshmen have an average ACT composite of over 21. We cooperate fully with the IB program at one of our high schools.
- The President has announced a goal of markedly increasing MWSU's participation in international education. I have participated fully in ongoing projects to dramatically increase enrollments of students from China, India,

and other countries. We obtained a Fulbright Grant to begin teaching Chinese last year. This year, our Fulbright Scholars are in German and Spanish.

- We anticipate the tight budgets are “The New Normal,” and I participate in a number of initiatives to trim fat, reallocate funds, and obtain more outside funds.
- We recently completed construction of a new science classroom building, thus doubling our space for Biology, Biochemistry, Chemistry, and Physics. The building was designed with considerable input from Project Kaleidoscope.
- We are busy implementing major goals of increasing retention in the lower division and in increasing our 4-6 year graduation rate. These are state-wide goals in Missouri as well.

My administrative style as Dean is to maintain an open door and involve chairs in the decision-making process. Each department has a hiring plan, a detailed notebook of needs for donors to see, and a plan to increase the number of majors and graduates. I communicate via e-mail for routine information and in person for more substantial topics. I don’t take things personally and have a robust sense of humor.

2. During my eight years as a Chairperson and Department Head, I formed learning communities, put in place safety nets to help entering freshmen, increased start up packages and graduate stipends, markedly increased outside grant revenue, made major efforts to allocate department space fairly, and introduced democratic procedures in department meetings. I also increased the footprint of cell and molecular biology and genetic engineering in both research and teaching. I tried to emphasize the strong points of each faculty member so that all felt valued and could contribute to the overall advancement of the Department.
3. As Director (Dean) of the University Honors Program at CSU, I accomplished the following.
 - In conjunction with Dr. Bernard Rollin, a philosopher and animal welfare expert, I developed and taught two semesters of freshman Honors Biology and obtained NSF funding to sustain the course. We taught the course for 20 years. Check out my interview with Dr. Rollin on my radio show at www.webtalkradio.net. That show aired 10/10/11.
 - I developed an interdisciplinary, four semester, required course, called Western Heritage, which involved faculty from English, History, and Philosophy.
 - I brought the Honors Program in line with standard course approval and evaluation procedures at the university.
 - I worked with Hispanic and Afro-American offices on campus to identify and recruit students and to make allowances for verbal scores (in the case of Hispanic students) that didn’t reflect true ability.
 - Working with outside donors, I increased the Honors Endowment from \$10,000 to well over \$100,000.
 - I convinced the Provost to substantially increase funding so that the Honors Program could buy faculty time from Departments. This changed the long-standing *de facto* policy of honors courses being offered out of the faculty members’ “hides.”

- Some faculty worried about the ability of a “scientist” to value and integrate all parts of the liberal arts curriculum into honors offerings. While I was Honors director, the liberal arts flourished as did interdisciplinary programs between the liberal arts and the sciences.
4. My research has always been related to discovering basic information about how plants function. At one point, my basic investigations turned out to be on the cutting edge of plant tissue culture, which has a role to play in increasing world food production. Basically I selected cells resistant to salinity, drought, acidity, and specific disease toxins and then regenerated useful plants, which often carried the same traits. I directly managed the activities of 40-60 people and students and controlled a budget of over 1.0 million dollars a year.
- I established and maintained 39 field-testing sites, in the U.S., foreign countries, and International Centers.
 - Our Project released over 30 lines of elite germplasm of rice, wheat, sorghum, and millet with increased tolerance to drought, salt, acid soils, and specific insects. The first salt tolerant plants in the world to come from tissue culture were produced by the Project. At one point, half of Mexico’s elite salt-tolerant wheat lines came from us.
 - We developed and ran almost a dozen, six-month training programs, in several locations, in both Spanish and English.
 - We organized four large, international conferences in Fort Collins, Bangkok, Nairobi, and San José, Costa Rica. These conferences focused on scientific presentations by *local* investigators.
 - I traveled widely in Asia, Africa, and Central America, building relations and solving problems in biotechnology labs.
 - I served as major professor for nine Ph.D. students and three MS students. Most of these students were from developing countries.
 - I opened an early, active collaboration in the People’s Republic of China.

As a result of these four administrative experiences, I have developed a style with several significant components. My overall administrative philosophy is to determine people’s strengths and utilize them to build consensus by involving people in the decision-making process. I then make decisions in a timely and open fashion. I find debate to be stimulating and creative rather than stressful and unproductive. My door is open 90% of the time. I prefer to visit in person as opposed to sending e-mails.

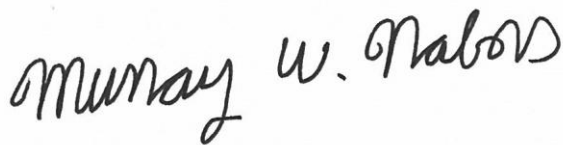
I took a one year leave of absence from Ole Miss, obtained a teaching certificate, and taught high school science on the Southern Ute Indian Reservation in the Four Corners near Durango, Colorado. I am part Native American (Seneca), and I am very interested in transition issues for students leaving high school and coming to college. I would like to reduce the 40-60% of students who take “developmental” (aka remedial) college courses, and to increase both retention and graduation rates. My son taught for Teach for America, and we are collaborating on a book.

My *Botany* text for non-majors was published by Benjamin Cummings and has been translated into five other languages. I served as a ranger naturalist on Rialto Beach at Olympic National Park in Washington. I led tide pool walks and gave evening programs focusing on the intertidal zone and on ship wrecks.

I am the author of a number of fiction and non-fiction books. Please visit my websites: www.MurrayNabors.com; www.ChristmasWest.com; www.MagicalDozen.com.

My wife, Adriana Chavez Nabors is an NP-C, APRN (Family Nurse Practitioner) and Nurse-Administrator with specialties in neurology, intensive/critical care, and labor, delivery, and pediatrics. She is currently Team Leader of Obstetrics, Gynecology, and Pediatrics at Heartland Medical Center in Saint Joseph. We have six children and live on a small family farm near campus.

Yours truly,

A handwritten signature in black ink that reads "Murray W. Nabors". The signature is written in a cursive, flowing style.

Murray W. Nabors
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Curriculum Vitae

MURRAY W. NABORS

Dean
Liberal Arts and Sciences
Missouri Western State University

PERSONAL AND CONTACT INFORMATION

Address	Work Dean of Liberal Arts and Sciences Missouri Western State University Saint Joseph, MO 64507	Home [REDACTED] [REDACTED]
Telephone	[REDACTED]	[REDACTED]
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EDUCATION

Ph.D. in Botany	1970	Michigan State University Major Professor: Dr. Anton Lang, Member, National Academy of Sciences. Funded by NSF Graduate Fellowship.
B.S. in Biology	1965	Yale College <i>Cum Laude</i> High Honors in Biology

ADMINISTRATIVE EXPERIENCE

Missouri Western State University

Dean, College of Liberal Arts and Sciences, 2008-present. Responsible for management of 11 departments at an open access University with 6,000 students.

University of Mississippi, Oxford, Mississippi

Chair, Department of Biology, University of Mississippi, 2003-2007

Responsible for the overall management of a department with 17 full-time faculty, 6 full-time instructors, 30 M.S. and Ph.D. graduate students, and 386 undergraduate students. Overall budget in excess of \$3.1 million per year.

James Madison University, Harrisonburg, Virginia

Head, Department of Biology, James Madison University, 1999-2003.

Responsible for the overall management of a department of 32 full-time faculty, 3 part-time faculty, 5 staff, 17 masters graduate students, and 600 undergraduate students. Overall budget in excess of \$ 3.5 million per year.

Colorado State University, Fort Collins, Colorado

Assistant Chairman, Department of Biology, Colorado State University, 1994-1999. Responsible for summer school and responsibilities delegated by Chair for a department of 22 faculty, six staff, 50 graduate students, and 950 undergraduate students.

Director of the Tissue Culture for Crops Project, Colorado State University, 1980-1991. Principal Investigator responsible for overall management of a \$6.2 million Cooperative Agreement between USAID and CSU involving, at any given time, 5-20 full time employees, 20-40 part-time employees, 15 foreign trainees, 2-6 graduate students, and 5-20 foreign collaborators.

Director of the University Honors Program, Colorado State University, 1982-1991. Responsible for selecting 100-200 entering freshmen honors students, maintaining and staffing a university-wide advising system and curriculum, approving all honors theses, developing, staffing, and administering mountain campus seminar programs at the start of each semester. Responsible for developing and promoting development of interdisciplinary courses. Taught three sections of Honors Biology each semester. Supervised Honors Visit Day for prospective students.

Acting Director of the University Honors Program, Colorado State University, 1981-1982. Responsible for duties of Director, who was on sabbatical. Taught one section of Honors Biology each semester.

Associate Director of the University Honors Program, Colorado State University, 1978-1982. Taught one section of Honors Biology each semester. Obtained NSF support for the course. Responsible for duties delegated by Director, including working at summer pre-registration to select and enroll honors students.

TEACHING EXPERIENCE

Missouri Western State University
Saint Joseph, Missouri

Genes and Genies: Genetic
Engineering for Honors Students.
The Monomyth in Science Fiction
Fantasy, and Westerns (honors
seminar)

Ignacio High School
Ignacio, Colorado

Chemistry, Ninth Grade Science

University of Mississippi
University, Mississippi

Non-majors biology (BISC 102)
Non-majors honors biology (BISC
104H)
Core Biology, Honors (BISC 160,
162)
Honors seminar (BISC 164, 165)

James Madison University
Harrisonburg, Virginia

Freshman Botany (BIO130)
Freshman Honors Botany
(BIO130H)
Freshman Honors Zoology
(BIO 120H)
Freshman Honors Organisms Lab
(BIO 114H)
Freshman Honors Ecology and
Evolution (BIO 124H)
Individual Research (BIO 490 series)

Colorado State University
Ft. Collins, Colorado

Freshman Biology (BY102, B120)
Physiology of Plant Growth and
Development (B445)
Plant Physiology (B440)
Special Studies (B495)
Honors Seminar (HP397)
The Biology of Aggression
Freshman Honors Biology
(BY 102H,BY103H)
(Principal Teaching Commitment)

University of Santa Clara
Santa Clara, California

Genetics
Differentiation and Development

Cell Physiology
Plant Physiology
Freshman Botany
Senior Seminar
Individual Research

University of Oregon
Eugene, Oregon

Experimental Plant Development
Plant Physiology
Evolution—(non-majors)

EMPLOYMENT

1. **Dean of Liberal Arts and Sciences** at Missouri Western State University, August 2008-present
2. **High School Teacher at Ignacio High School.** August 2007-July 2008. On leave from University of Mississippi.
3. **Professor of Biology** at University of Mississippi. July 2003-2008.
4. **Professor of Biology and Department Head** at James Madison University, July 1999-June 2003.
5. **Professor of Biology and Botany** at Colorado State University, June 1982 to July 1999. **Assistant Chair of Biology**, 1994-1999.
6. **Associate Professor of Botany** at Colorado State University, May 1975 to May 1982.
7. **Assistant Professor of Botany** at Colorado State University, September 1972 to May 1975.
8. **Assistant Professor of Biology** at University of Santa Clara, September 1970 to August 1972.
9. **Visiting Assistant Professor of Biology** at University of Oregon, January through August, 1970, summer 1971, summer 1974.
10. **National Science Foundation Graduate Fellow** at Michigan State University. 1965-1969.
11. **National Park Ranger** in National Park Service, summers 1965, (Blue Ridge Parkway); 1988, 1989, 1990 (Olympic National Park)

RESEARCH INTERESTS

1. **Totipotency and Molecular Switches.** Isolation and signal transduction pathway of genes controlling totipotency in fern gametophytes. Molecular switches controlling fern development.
2. **Mutations in Cells.** Mutation induction and selection in cultured haploid and diploid plant cells.
3. **Useful Mutant Plants.** The production of agriculturally useful mutant plants through tissue culture techniques, including laboratory isolation and greenhouse and field testing.
4. **Salt Tolerance.** The physiology and genetics of sodium-tolerant cultured plant cells and regenerated plants. My focus is on cereals.
5. **Water.** The water relations of plant cells and the physiology of water uptake. Drought tolerance in plants.
6. **Photomorphogenesis.** The physiology of action of phytochrome and plant hormones.
7. **Germination.** The physiology of seed germination and signal transduction pathways controlling seed dormancy.

FUNDED RESEARCH PROJECTS (totaling over \$7,500,000)

1. Various World Bank funded training grants for students and technicians from Kenya, Nepal, and India (1994-1998). **(\$200,000)**
2. CSU Experiment Station Grant, 1989-92. Drought-Tolerant Wheat for Colorado Using Tissue Culture Techniques. **(\$33,000)**
3. CSU Experiment Station Grant, 1988-89. Drought-Tolerant Wheat for Colorado Using Tissue Culture Techniques. **(\$11,000)**
4. Amendment to A.I.D. Cooperative Agreement for Focus on Molecular Biology. 1986-88. **(\$200,000)**
5. CSU Experiment Station Grant, 1986-88. Drought-Tolerant Wheat for Colorado Using Tissue Culture Techniques. **(\$19,398)**
6. CSU Experiment Station Grant, 1985-86. Stress-Tolerant Crop Plants-Cell Culture. **(\$5,000)**

7. BRSG (Biomedical Research Support Grant), 1984-85. Use of Plant Tissue Culture to Obtain Anti-Cancer Drugs. **(\$2,976)**
8. Gas Research Institute Grant, 1984-87. Tissue Culture Investigations into Mechanisms of Biomass Enhancement. **(\$186,000)**
9. AID Cooperative Agreement, 1984-91. Utilization of Tissue Culture to Increase Food Production. **(\$5,500,000)**
10. AID Grant, 1984-87. Tissue Culture Investigations into mechanisms of Biomass Enhancement. **(\$286,000)**
11. AID Grant, 1980-83. Utilization of Tissue Culture to Increase Food Production. **(\$500,000)**
12. NSF Grant, 1979-80. A Freshman Level Honors Biology Program Incorporating the Philosophy, Methodology, and Sociology of Science. **(\$25,000)**
13. NSF Grant, 1979-81. The Mechanism of Phytochrome-Mediated Lettuce Seed Germination. **(\$50,000)**
14. OWRT Grant, 1979-81. Salt and Drought-Tolerant Crop Plants for Water Conservation. **(\$139,000)**
15. Adolph Coors Company Grant, 1977. Contract Research on Plant Cell Culture. **(\$750)**
16. Great Western Sugar Company Grant, 1977. Tissue Culture Studies on Sugar Beet. **(\$1,000)**
17. CSU Experiment Station Grant, 1978-79. The Use of Tissue Culture to Produce Salt-Tolerant Plants. **(\$3,600)**
18. BSSG (In house, CSU), 1977-78. Studies on Contact Inhibition Phenomena in Cultured Plant Cells. **(\$4,000)**
19. NSF Grant, 1976-78. The Mechanism of Cytokinin-Induced Fat Degradation, Solute Production, and Growth of Excised Radish Cotyledons. (C. Ross was Principal Investigator) **(\$40,000)**
20. OWRT Grant, 1976-79. The Production of Agriculturally Useful Mutant Plants with Characteristics Conducive to Salt Tolerance and Efficient Water Utilization. **(\$65,000)**

21. Agency for International Development (AID) Grant, 1975-76. Sodium and Aluminum Tolerant Crop Plants Produced Through Tissue Culture. **(\$25,000)**
22. NSF Grant, 1975-77. Phytochrome Regulation of Osmotic Potential Changes During Germination of Light Sensitive Lettuce Seeds. (C. Ross was co-investigator). **(\$57,400)**
23. OWRT Grant, 1975-77. (P. Kugrens was Principal Investigator). The Effect of Algal Inhibitors on the Growth and Development of Agriculturally Important Higher Plants. **(\$22,436)**
24. Office of Water Resources Technology (OWRT) Grant, 1975-76. Production of Mutant Plants Conducive to salt Tolerance. **(\$50,336)**
25. Research Corporation Grant, 1974-75. The Production of Agriculturally Useful Mutant Plants Using Tissue Culture Techniques. **(\$2,000)**
26. Four in-house grants at CSU to study the production of agriculturally useful mutant plants by tissue culture techniques and germination of photodormant lettuce seeds (1972-75). **(\$3,900)**
27. National Science Foundation (NSF) Grant (University of Oregon, 1970-71) Germination of Photodormant Lettuce Seeds. **(\$5,000)**

SELECTED SCIENTIFIC PUBLICATIONS AND DISSERTATIONS OF STUDENTS (most abstracts, posters, and internal reports omitted).

Publications in Refereed Journals

1. Rabier, J, I. Schwob, S. Bouraima-madjebi, V. Leon, P. Prudent, J. Viano, M.W. Nabors, E. Pilon-Smits. Characterization of metal tolerance and accumulation in *Grevillea exul var exul*. International Journal of Phytoremediation. 2007. 9:419-435.
2. Sathish, P., O.L. Gamborg, and M. W. Nabors. Establishment of stable NaCl-resistant rice plant lines from anther culture: Distribution pattern of K⁺/Na⁺ in callus and plant cells. Theoretical and Applied Genetics. 1997. 95: 1203-1209.
3. Duncan, R.R., Waskom, R.M. and M.W. Nabors. 1995. *In vitro* screening and field evaluation of tissue-culture-regenerated sorghum (*Sorghum bicolor* (L.) Moench) for soil stress tolerance. Euphytica 85: 373-390.

4. Sathish, P., O.L. Gamborg, and M.W. Nabors. 1995. Rice anther culture: Callus initiation and androclonal variation in progenies of regenerated plants. *Plant Cell Report* 14: 432-436.
5. Duncan, R.R., R.M. Waskom, D.R. Miller, G.E. Hanning, D.A. Timm and M.W. Nabors. 1992. Registration of GC103 and GC104 acid-soil tolerant Tx430 sorghum regenerants. *Crop Sci.* 32: 1076-1077.
6. Miller, D.R., R.M. Waskom, P.L. Chapman, M.A. Brick, G.E. Hanning, D.A. Timm, and M.W. Nabors. 1992. Acid Soil Stress Tolerance in Tissue-Culture-Derived Sorghum Lines. *Crop Sci.* 32: 324-327.
7. Mohmand, A.S. and M.W. Nabors. 1991. Induced *in vitro* variability for drought tolerance in wheat. *Pakistan J. Agric. Res.* Vol. 12 No. 2. Pp. 87-94.
8. Duncan, R.R., R.M. Waskom, D.R. Miller, R.L. Voigt, G.E. Hanning, D.A. Timm, M.W. Nabors. 1991. Registration of GA102: Acid soil tolerant hegari regenerant. *Crop Sci.* 31: 1396-1399.
9. Duncan, R.R., D.J. Isenhour, R.M. Waskom, D.R. Miller, M.W. Nabors, G.E. Hanning and K.M. Peterson. 1991. Registration of GATCCP10 and GATCCP101 fall armyworm resistant hegari regenerants. *Crop Sci.* 31: 242-244.
10. Isenhour, D.J., R.R. Duncan, D.R. Miller, R.M. Waskom, G.E. Hanning, B.R. Wiseman, and M.W. Nabors. 1991. Leaf-feeding resistance to the fall armyworm (Lepidoptera: Noctuidae) in tissue culture derived sorghums. *J. Econ. Entomol.* 84: 680-684.
11. Ketchum, R. E.B., R.S. Warren, L.J. Kilma, F. Lopez-Guiterrez and M.W. Nabors. 1991. The mechanism and regulation of proline accumulation in suspension cell cultures of the halophytic grass *Distichlis spicata* L. *Journal of Plant Physiology.* 137: 368-374.
12. Timm, D.A., R.M. Waskom, D.R. Miller, and M.W. Nabors. 1991. Greenhouse evaluation of regenerated spring wheat for enhanced salt tolerance. *Cereal Res. Comm.* 19: 451-456.
13. Mohmand, A.S. and M.W. Nabors. 1990. Somaclonal variant plants of wheat (*Triticum aestivum* L.) with increased flag leaf size, head size and grain number. 1990. *Pak. J. Bot.* 22(2): 143-151.
14. Mohmand, A.S. and M.W. Nabors. 1990. Somaclonal variant plants of wheat derived from mature embryo explants of three genotypes. *Plant Cell Reports* 8: 558-60.

15. Waskom, R.M., D.R. Miller, G.E. Hanning, R.R. Duncan, and M.W. Nabors. 1990. Field evaluation of tissue culture derived sorghum for increased tolerance to acid soils and drought stress. *Can. J. Plant Sci.* 70: 997-1004.
16. Waskom, R.M., M.W. Nabors. 1991. Tissue culture and in vitro selection for induced variation in wheat. *Advances in Wheat Widecrosses. CIMMYT, Mexico*, D. F.
17. Waskom, R.M., D.R. Miller, G.E. Hanning, R.R. Duncan, R.L. Voigt, and M.W. Nabors. 1990. Field evaluation of regenerated sorghum for increased tolerance to acid soils and drought stress. *Canadian Journal of Plant Science.* 70: 997-1004.
18. Poonsapaya, P., M.W. Nabors, K.L. Wright and M. Vajrabhaya. 1989. A comparison of methods for callus culture and plant regeneration of RD25 rice (*Oryza sativa* L.) in two laboratories. *Plant Cell, Tissue and Organ Culture* 16: 175-186.
19. Kumar, A.S., O.L. Gamborg, and M.W. Nabors. 1988. Plant regeneration from cell suspension cultures of *Vigna aconitifolia*. *Plant Cell Reports* 7: 138-141.
20. Kumar, A.S., O.L. Gamborg, M.W. Nabors. 1988. Plant Regeneration from Long-term Cell Suspension Cultures of Tepary Bean (*Phaseolus acutifolius*). *Plant Cell Reports* 7: 322-325.
21. MacKinnon, C., G. Gunderson, M.W. Nabors. 1987. High efficiency plant regeneration by somatic embryogenesis from callus of mature embryo explants of bread wheat (*Triticum aestivum*) and grain sorghum (*Sorghum bicolor*). *In Vitro Cellular & Developmental Biol.* 23: 443-448.
22. MacKinnon, C., G. Gunderson, K.M. Petersen, and M.W. Nabors. 1987. Plant regeneration from salt-stressed sorghum cultures. *Life Science Advances, Plant Physiol.* 6: 107-109.
23. Ghazi, T.D., H.V. Cheema, and M.W. Nabors. 1986. Somatic embryogenesis and plant regeneration from embryogenic callus of soybean. *Glycine max* L. *Plant Cell Reports* 5: 452-456.
24. MacKinnon, C., G. Gunderson, and M.W. Nabors. 1986. Plant regeneration by somatic embryogenesis from callus cultures of sweet sorghum. *Plant Cell Reports.* 5: 349-351.
25. Heyser, J.W., M.W. Nabors, C. MacKinnon, T.A. Dykes, K.J. DeMott, D.C. Kautzman, and A. Mujeeb-Kazi. 1985. Long-term, high-frequency plant regeneration and the induction of somatic embryogenesis in callus cultures of wheat (*Triticum aestivum* L.). *Z. Pflanzenp.* 94: 218-248.

26. Raghava Ram, N.V. and M.W. Nabors. 1985. Plant regeneration from tissue cultures of Pokkali rice is promoted by optimizing callus to medium volume ratio and by a medium-conditioning factor produced by embryogenic callus. *Plant Cell Tissue Organ Culture* 4: 241-248.
27. Raghava Ram, N.V. and M.W. Nabors. 1984. Cytokinin mediated long-term, high-frequency plant regeneration through somatic embryogenesis in rice tissue cultures. *Z. Pflanzenp.* 113: 315-323.
28. Simons, R.A., M.W. Nabors, and C.W. Lee. 1984. A model of mutant selection in plant suspension cultures. *J. Plant Physiol.* 116: 94-102.
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DISSERTATIONS AND THESES OF MY GRADUATE STUDENTS

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2. Adams, P.M., Hamilton, D., and Nabors, M.W. 2001. The totipotency of fern gametophyte cells as a function of phytohormone concentration. Oral presentation and abstract. JMU Biosymposium, April, 2001.
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4. Nabors, M.W., 1999. Applications of basic research discoveries in plant tissue culture. Seminar presented to the Department of Biology, Northern Michigan University, Marquette, Michigan.
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14. Wright, K.L. and Nabors, M.W. 1989. IPBNet Directory and International Funding Resource List. Compiled from a mailing list of over 1,000 individuals and organizations, this 154-page publication listed the names, addresses, research crops, and technologies of over 450 scientists worldwide, but particularly in developing countries, who work on plant biotechnology and its applications to agriculture. The names, addresses, and funding specialties of 47 funding agencies were also listed.
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INTERNATIONAL CONFERENCES ORGANIZED AND PROCEEDINGS PUBLISHED

1. Biotechnology for Tropical Crop Improvement in Latin America. January 14-18, 1991 in San José, Costa Rica. Nine invited speakers. 78 participants representing 21, mostly developing, countries.
2. The Role of Tissue Culture and Novel Genetic Technologies in Crop Improvement. January 8-12, 1989 in Nairobi, Kenya. Nine invited speakers. 92 participants representing 30, mostly developing, countries.
3. Biotechnology in the Development of Stress-Tolerant Tropical Food Crops. January 11-16, 1987 in Bangkok, Thailand. Three invited speakers. 79 participants representing 18, mostly developing, countries.
4. Application of Tissue Culture Technology to Agriculture. October 21-25, 1985 at Colorado State University, Fort Collins, Colorado. Three invited speakers. 94 participants representing 21, mostly developing, countries.

RESEARCH COLLABORATIONS INVOLVING FIELD TESTING, JOINT LABORATORY WORK, AND/OR EXCHANGE OF SCIENTIFIC PERSONNEL FOR RESEARCH OR TRAINING (1985-1992).

1. Field testing locations established at 38 sites in 12 countries (U.S.; Botswana, Canada, Colombia, India, Mexico, Morocco, Niger, Pakistan, Philippines, Puerto Rico, Zimbabwe). TCCP personnel visited each site yearly.
2. Sub-grants and contracts awarded to labs in Mexico, Philippines, Thailand, Indonesia, and Pakistan.
3. Wheat field testing and wide-cross breeding program coordinated through Dr. A. Mujeeb Kazi, *Centro Internacional de Mejoramiento de Maiz y Trigo* (CIMMYT) in Mexico. Some rice field testing coordinated through Dr. G. Khush, International Rice Research Institute (IRRI) in the Philippines.
4. The six-month TCCP training program in Fort Collins graduated 64 graduates from 30 countries (Morocco, Tunisia, Philippines, Saudi Arabia, Argentina, Greece, Guatemala, Solomon Islands, Rwanda, Guinea, Ecuador, India, Bulgaria, Jordan, Indonesia, Togo, Gabon, Zimbabwe, Kenya, Costa Rica, Senegal, El Salvador, Pakistan, Nicaragua, Fiji, Thailand, Venezuela, Congo, Bulgaria, Mexico). A similar training program in Spanish was organized in Costa Rica with the help of Dr. Victor Villalobos of the *Centro Agronomical Tropical de Investigacion y Enseñanza* (CATIE).