

**RESOLUTION NO. 3089**


BE IT RESOLVED, by the City of Salisbury, Maryland that the following individual is re-appointed to the Salisbury Zoo Commission for the term ending as indicated.

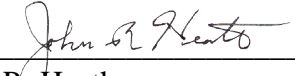
Name  
Clifton Griffin

Term Ending  
December 2023

THE ABOVE RESOLUTION was introduced and duly passed at a meeting of the Council of the City of Salisbury, Maryland held on February 8, 2021.

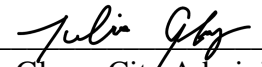
ATTEST:

  
\_\_\_\_\_  
Kimberly R. Nichols  
CITY CLERK

  
\_\_\_\_\_  
John R. Heath  
PRESIDENT, City Council

APPROVED BY ME THIS

10 day of February, 2021

  
\_\_\_\_\_  
Julia Glanz, City Administrator, for and at the  
direction of Jacob R. Day, Mayor



## MEMORANDUM

**To:** Julia Glanz, City Administrator  
**From:** Julie English, Administrative Assistant  
**Subject:** Re-appointment to the Salisbury Zoo Commission  
**Date:** February 8, 2021

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The following person would like to be re-appointed to the Salisbury Zoo Commission for the term ending as indicated.

<u>Name</u>	<u>Term Ending</u>
Clifton Griffin	December 2023

Attached you will find information from Clifton Griffin and the Resolution necessary for his re-appointment. If approved, this information will be forwarded to the City Council so it may be placed on their agenda for the next Council meeting. Please let me know if you have any questions.

Attachments

## Kim Nichols

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**From:** Clifton Griffin <noreplysby@gmail.com>  
**Sent:** Tuesday, January 5, 2021 3:01 PM  
**To:** Julie English  
**Subject:** Clifton Griffin would like to join the Salisbury Zoo Commission.

<b>Name</b>
Clifton Griffin
<b>Phone</b>
(443) 365-5724
<b>Email</b>
<a href="mailto:cpgriffin@salisbury.edu">cpgriffin@salisbury.edu</a>
<b>Address</b>
6232 ALBRITTON LN SALISBURY, MD 21801 <a href="#">Map It</a>
<b>Where would you like to serve?</b>
Salisbury Zoo Commission
<b>Why would you like to serve on this board/commission?</b>
I have been honored to serve on the Zoo Commission that last few years. During this time, I have learned how much of treasure the zoo and it's staff are for our city. I would like to continue serving and help to lead efforts to ensure effective and collaborative management of the Zoo. Additionally, I would like to help lead the zoo efforts to regain it's AZA accreditation and grow it's educational impact in the community.
<b>Please upload a copy of your resume.</b>
<ul style="list-style-type: none"><li><a href="#">CV-7-8-18.pdf</a></li></ul>

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**WARNING:** This message was sent from an external source. Please verify the source before clicking any links or opening any attachments. NEVER provide account credentials or sensitive data unless the source has been 100% verified as legitimate.

## **Clifton Paul Griffin, Ph.D.**

Dean of Graduate Studies and Research

Salisbury University

1101 Camden Avenue

Salisbury, MD 21801

Office: 410-548-3894

Cell: 443-365-5724

FAX: 410-677-0052

Email: [cpgriffin@salisbury.edu](mailto:cpgriffin@salisbury.edu)

<http://www.salisbury.edu/gsr>

### **PERSONAL**

DOB: August 13, 1965

Family Status: Divorced, Two Children

### **EDUCATION**

Texas A&M University, Ph.D., Wildlife and Fisheries Sciences, December, 1998

Delta State University, Master of Science in Natural Sciences, May, 1994

Delta State University, Bachelor of Science, Environmental Science and Biology, May, 1993

### **WORK EXPERIENCE**

**Dean of Graduate Studies and Research (Inaugural)**, Salisbury University 7/2010 – present

University Profile: regional comprehensive member of University System of Maryland, 8,700 students, 975 graduate students, 15 masters programs, Doctorate of Nursing Practice began in fall 2012, Doctorate of Education begin in fall 2014, \$5-6M in annual research grants/contracts, 130 research proposals annually. Specific duties include:

#### Research Administrative Duties

- Chief Research Officer - Lead all aspects of research development, administration and compliance
- Supervise Office of Sponsored Programs (5 full-time employees, graduate assistant, student workers) which provides pre-award services, contract negotiation, post-award and fiscal grant management
- Oversee administration of Institutional Review Board
- Institutional Official for Institutional Animal Care and Use Committee
- Ensure Responsible Conduct of Research, develop trainings and review processes
- Established and Chair University Research Council
- Developing university Biosafety Committee
- Supervise Office of Undergraduate Research and Creative Activities - Serve as primary university administrator for undergraduate research, provide administrative “home” for university annual student research conference, and promote and provide logistical support for students to attend National Undergraduate Research Conference

#### Graduate Administration Duties

- Serve as primary campus graduate program administrator and advocate (Supervise Graduate Program Manager and Enrollment Specialist)
- Oversee strategic graduate enrollment management, assuming direct supervision over graduate admissions in fall 2013; including development of new recruiting strategies and development and publication of new graduate program brochure
- Manage all aspect of graduate assistant employment, including development, implementation and oversight for hiring/employment policies for approximately 100 Graduate Assistants

[Griffin CV, 2]

- Provide administrative “home” for Graduate Council – serve as *Ex Officio* member
- Manage implementation of University’s first and second doctoral degree programs
- Development and management of Graduate Assistant grievance process
- Lead development of new graduate student appeals process for academic integrity issues
- Established and advise Graduate Student Council
- Created and maintain enhanced graduate alumni communication with Office of Alumni Relations

Significant Accomplishments

- Established University Research Council in Fall 2010
- Developed (in 2013) and administered annual campus-wide - Salisbury University Research Day and Innovation Showcase (<http://www.salisbury.edu/researchday/>)
- Developed (inaugural issue in Fall 2011) and annually deliver new magazine for Graduate Studies and Research - *Re:Search* (<http://www.salisbury.edu/gsr/publications.html>)
- Established and lead various research development initiatives including: Faculty Mini-Grants Program, Faculty Summer Undergraduate Research Mentoring Program and Building Research Excellence Grants Program
- Lead reorganization for research office and created/hired Director of Sponsored Programs
- Lead effort to establish Roles and Responsibilities for Sponsored Programs at SU
- Provided oversight for improvements to all aspects of graduate administration including graduate recruiting/marketing/admissions processes
- Successfully transferred all aspects of graduate admissions from Office of Admissions to DGSR
- Established and administer various programs including third-party billing process for teachers, graduate assistantship administration, graduate student research and presentation grants, graduation auditing, etc.
- Developed first ever Graduate Fellowship program with Division of Advancement and External Affairs
- Served as mentor for establishing and advising Graduate Student Council
- Lead efforts with Graduate Program Directors to grow graduate enrollment by 46% between fall 2013 and fall 2017
- Created and Oversee the Office of Undergraduate Research and Creative Activities, Create University Research Fellows Program
- Developed and implemented enhanced campus communications with e-newsletters, annual reports, graduate enrollment updates, etc.

**Director of Research and Graduate Studies Services (Inaugural),** Texas A&M University at Qatar (Branch Campus in Doha, Qatar), 1/2008 – 7/2010

- Initial holder of position; developed all aspects of office operations (research services and graduate administration) in a country that has never had a similar office
- Developed position descriptions, hired and supervised: Business Administrator II, Senior Contract Administrator, Program Coordinator, Business Coordinator I and Administrative Assistant
- Managed all aspects of research administration, including research development, contract negotiation, post-award and project administration and sponsor reporting resulting in approximately \$50M in external funding for 70 research projects
- Assisted with development of university-level proposal to the Qatar Foundation for formal research infrastructure and graduate programs
- Managed all human resources issues for research staff, including position description development, posting, employment contracts development and renewal, and evaluation (Completed hiring process

[Griffin CV, 3]

for over 70 individuals in first two years)

- Administered research laboratory (32) commissioning, including space allocation, modification and safety
- Served as primary university Export Control contact and administrator
- Developed and manage all aspects of research compliance administration in consultation with the Texas A&M University main campus (IRB and Hazardous Materials Use)
- Provided administrative oversight for development of short courses and continuing education offerings
- Developed graduate admissions processes in consultation with Texas A&M University main campus
- Lead all aspects of graduate assistant hiring, registration, and tuition payments
- Served as crisis management coordinator for Research and Graduate Studies
- Developed graduate program policies for offering degree programs on branch campus
- Represented Associate Dean of Research and Graduate Studies as needed

**Assistant Dean (Promoted from Director in 2004) and Inaugural Ombudsperson, Texas A&M University (TAMU), Office of Graduate Studies (OGS), 4/2000 –1/ 2008**

As Assistant Dean:

- Assisted Dean of Graduate Studies to establish policy and procedures, guaranteeing a superlative graduate education experience to over 8,700 graduate students
- Served as the financial manager for OGS, with over \$25M activity annually, including oversight of 62 separate accounts
- Served as departmental chief of staff for over 30 employees (within Office of Graduate Studies, Thesis Office, Office of Distance Education, and Office of Professional Education), including all decisions for \$1.5M payroll
- Implemented and provided oversight for graduate assistant tuition payment program which provides \$8.5M annually to subsidize tuition for graduate assistants employed at Texas A&M
- Provided administrative leadership for graduate fellowship programs including: Graduate Diversity Fellowships, Association of Former Students Graduate Merit Fellowships, and Pathways to the Doctorate Fellowships, totaling over \$6M annually
- Managed dispersal of graduate program enhancement funds; over \$6M annually
- Lead graduate student records management and develop communications concerning graduate record processing, including all official actions from admissions through graduation
- Developed best practices to enhance graduate services and streamline procedures, implement document processing changes to improve efficiency (i.e. electronic Thesis/Dissertation submission process, automated degree plan system, electronic forms, etc.)
- Provided administrative oversight for the Offices of Distance Education and Continuing and Professional Services
- Actively promoted diversity in all areas including OGS staff and university graduate population
- Developed and managed strategies to enhance graduate student recruiting, through creating, hiring, and supervising the Assistant Director for Graduate Recruitment, along with hosting of numerous university –wide workshops to establish recruiting practices to reach minority students
- Provided leadership to university Thesis Office in submission and review of over 1,000 manuscripts annually
- Served as administrative Executive Officer for Graduate Issues - Institutional Review Board

[Griffin CV, 4]

- Served the campus and local communities through special projects (Examples include: collaborate with University administrators and the Association of Former Students to allow graduate students to purchase an Aggie Ring while they are still in school rather than after graduation, and Lead fundraiser efforts for international graduate student and family affected by University Apartments explosion)
- Represented Dean of Graduate Studies as needed

As Ombudsperson:

- Original holder of the Ombudsperson position which has served as a model for other universities; responsible for original position description and design, along with implementation and operation
- Approximately 70 student issues addressed annually, ranging from a single meeting/telephone call to several months of multiple interactions
- Served as an unbiased party to subvert conflict of interest, bias or external control; achieve just and timely outcomes with complete confidentiality; using direct access to deans, department heads, directors, faculty, and students to gather data and investigate issues objectively

**Special Assistant to Vice President for Research and Associate Provost for Graduate Studies, Texas A&M University, Office of the Vice President for Research, 12/1998 – 4/2000**

- Organized, planned, and implemented action plans for special projects
- Coordinated development and submission of federal initiatives (earmark requests) for Texas A&M University
- Provided administrative support for interdisciplinary faculties and intercollegiate programs
- Conducted extensive research for Vice President on cutting-edge initiatives and research development, including federal initiative administration with Colleges
- Served as confidant and sounding board on emerging research policies and procedures
- Assist Vice President with research infrastructure funding oversight
- Oversee hiring processes for key personnel, including Directors
- Networked with deans and faculty on key projects
- Provided direct supervision of four permanent employees and three student assistants
- Represented the Vice President as needed

**Postdoctoral Administrative Assistant, Texas A&M University, Office of Graduate Studies, 9-12/1998**

- Assisted Executive Director of the OGS with implementing graduate policy and procedure
- Assisted with the formulation and operation of the graduate education strategic plan, interoffice staff evaluations and tasking, University committee meetings, and additional special projects

**Teaching Assistant, Texas A&M University, Department of Wildlife and Fisheries Sciences, 1994- 1998**

Taught the following courses in Natural Resources:

- *Fundamentals of Ecology*, RENR 215-1 hour lab course (2 sections)
- *Wildlife Habitat Management*, WFSC 407-1 hour field course (3 sections over 3 semesters)
- *Forest Wildlife Habitat Management*, WFSC 300-3 hour lecture/field course (1 summer course)
- *Techniques of Wildlife Management*, WFSC 408-3 hour lecture/field course (1 semester course)

**Research Assistant**, Texas A&M University, Department of Wildlife and Fisheries Sciences, 1994- 1998

- Maintained captive propagation facility for endangered Attwater's prairie chickens
- Responsible for co-authoring grant proposals, fiscal maintenance, undergraduate research intern and student assistant supervision (15 students over 4 years), supervising facility construction and maintenance, and funding agency report writing

**Instructor**, Delta State University, Department of Biological Sciences, Summer 1994

- Conducted lecture and laboratory instruction in General Zoology (BIO 103)

**Assistant Director**, Delta State University, Mississippi Alliance for Minority Participation, National Science Foundation sponsored Summer Bridge Program, 1994.

- Recruited undergraduate and graduate mentors and high school participants.
- Responsible for designing, organizing, logistics, and instruction for 3-week traveling classroom for minority high school graduates throughout various locations across the western U.S.

**Graduate Assistant - Teaching**, Delta State University, Department of Biological Sciences, 1993-1994

- Teaching assistant for General Zoology (BIO 103), Invertebrate Zoology (BIO 336), Field Zoology (BIO 342 and BIO 344), and Comparative Vertebrate Anatomy (BIO 343)

#### **GRADUATE STUDENT SUPERVISION**

Shane Whisenant, Master of Science 2003, committee member

Mark Hess, Master of Science 2004, committee member

Pam Ferro, Master of Science 2005, committee member

Karla Turbyfill, Master of Veterinary Medicine 2007, committee member

Gisela Chapa, Master of Science 2009, Co-Chair

Angelica Lopez, Doctor of Philosophy 2011, committee member

#### **HONORS**

Distinguished Service Award, Town-Gown Committee at Salisbury University, 2014

Named as a "Fish Camp" (TAMU Freshman Orientation) Namesake, 2008

International Excellence Award, Group Leader, 2005

International Excellence Award, 2004

Tradition of Excellence Award, Division of Academic Affairs, Texas A&M University, 2002

Distinguished Alumnus Award, Department of Biological Sciences, Delta State University, 1999

James W. Lee Memorial Scholarship in Poultry Science or related field, Texas A&M University, 1996- 1998

Graduate Recognition Award, Department of Wildlife and Fisheries Sciences, Texas A&M University, 1998

Montgomery Prize, University-Doctoral Candidate, Texas A&M University, 1998

Guseman Award for outstanding service, Graduate Student Council, Texas University, 1998

#### **CURRENT UNIVERSITY COMMITTEES AND SERVICE ACTIVITIES (SU)**

President's Advisory Team

Dean's Council

University Strategic Budgeting and Planning Committee

University Strategic Enrollment Management Committee

Academic Policies Committee

Graduate Council, *Ex-Officio*

University Research Council, Chair

Advisor, Student Veterans and Active Military Association (2011-2015)

Search Committee Chair – Chief Information Officer (2013 and 2016), Dean of Honors College (2018)

Search Committee Member – Vice President for External Affairs and Advancement, Chief Budget Officer,  
and Associate Provost

### **COMMUNITY SERVICE**

Board of Directors, Ward Museum of Wildfowl Art

Community Advisory Board (University Representative), *The Daily Times*

Salisbury Zoo Commission, City of Salisbury, MD

### **PAST UNIVERSITY COMMITTEES AND SERVICE ACTIVITIES (TAMUQ)**

Research Strategic Planning Committee

Texas A&M University System Export Control (EC) Task Force

Operations Council

Graduate Committee

Research Council - Laboratory Operations Committee

Publications Editorial Advisory Board

Qatar Research and Graduate Studies Coordination Committee

### **PAST UNIVERSITY COMMITTEES, LEADERSHIP, AND SERVICE ACTIVITIES (TAMU)**

Director of Admissions Search Committee (National Search), Chair, 2006

Distance Education Review Committee, Co-Chair, 2006

Assistant Dean of Graduate Studies Search Committee, Chair, 2005

Gradportal Project, National Minority Recruiting Database Project, University Representative, 2003

Texas A&M University System Symposium, Campus Coordinator, 2002

Division Representative, State Employee Charitable Campaign, 2001

State of Texas Research Road Show, Student Research Poster Presentations to State Legislature, University  
Representative, Logistics Chairman, 1999, 2001, and 2003 Sessions

Graduate Council, Member and Vice-Chair, 2000-2008

Graduate Operations Committee, Member, 2000-2008

Vice President for Research Program Staff, Member, 1998-2008

Institutional Review Board, Executive Committee, Member, 2005-2008

Student Health Insurance Committee, Member, 2003-2008

Tradition of Excellence Award Selection Committee, Member, 2004-2008

Critical Incident Response Team, Member, 2000-2008

University Scholarship Advisory Committee, 2002-2008

Student Information Management System, Executive Committee, Member, 2005-2008

International Programs Enhancement and Coordination Committee, Member, 2005-2008

Research Misconduct Committee, Member, 2006-2008

Children's Center Scholarship Committee, Member, 2006 – 2008

Minority Recruitment and Retention Leadership Team, 2006-2008

Student Administration and Services Committee, Member, 2001- 2008

Career Center Advisory Board, Member, 2006-2008

Enrollment Management Planning Committee, Member, 2006 - 2008

International Student Services Office, Assistant Director Search Committee, Member, 2007

Academic Planning Committee, Hurricane Katrina Student Placement, 2005

University E-mail Advisory Committee, Member, 2002- 2003

Student Research Week Committee, Member, 1998 - 2003

Vision 2020 Review Committee Member, 2002-2003  
Strategic Planning Committee, "The Aspiring Mind – The Graduate Student," 2001  
Search Committee/Interview Team for four positions, Prospective Student Center, 2000  
Vision 2020, "Skunks Work" Committee, 1998

### **PROFESSIONAL DEVELOPMENT ACTIVITIES**

Institute for Management and Leadership in Education, Harvard University Graduate School of Education, 2016, Chosen as participant in two-week program for administrators with 8-12 years of experience.  
"Leadership Maryland," One of 50 Statewide leaders chosen to participate in nine-month development and outreach program, 2012  
"The 'How To's' of Dual-Use and OFAC Export Licensing: A Hands-on Approach to Commerce and Treasury Export Controls and Embargoes," NCURA Workshop, October 2009  
"Export Licenses and Other Government Approvals (ITAR)," NCURA Workshop, October 2009  
"Complying with U.S. Export Controls," U.S. Department of Commerce certificate program, April 2009  
"Fundamentals of Sponsored Project Administration," NCURA certificate program, May 2008  
Leadership Brazos- Nine-Month outreach program, Bryan/College Station TX Chamber of Commerce, September 2002 – May 2003  
Management Skills Development Program, Texas A&M University, Center for Executive Development, Forty-hour course, March 2001  
Ombudsman 101, The Ombudsman Association, Three-day certificate program, July 2000  
Basic Mediation Training, Forty-hour certification program, May 2000  
Teaching Research Ethics, Indiana University, Poynter Center, Four-day workshop, May 1999

### **PROFESSIONAL AFFILIATIONS, MEMBERSHIPS, AND POSITIONS**

National Council for University Research Administrators (NCURA), 2008-present, Member  
Society of Research Administration (SRA), 2015-present  
Council of Graduate Schools, 2000-present  
International Ombudsman Association, 2000-2008, Associate Member  
*Sigma Xi*, National Research Honor Society, TAMU, 2000-2008, Chapter Treasurer  
Prairie Grouse Technical Council, 1994-2000, Member  
The Wildlife Society (National) 1994-2004, Member  
The Wildlife Society (Texas Chapter) 1994-2004, Member  
The Wildlife Society, Symposium and Conferences Committee, 1999-2000, Chair  
*Beta Beta Beta*, Biological Honor Society, Beta Delta Chapter, President/member, 1993-94  
*Earth News*, Independent student environmental newspaper, Delta State University, 1991-94, Founder/Editor  
National Wild Turkey Federation, Lonestar Longbeards Chapter, 1996-2001, Charter Member  
*Gamma Sigma Delta*, Agriculture Honor Society, 1998 - 2002, Member  
The Wildlife Society, Registration and Planning Committee for National Conference, 1999, Member

### **GRANTS**

*Evaluation of ADR/Mediation in the Maryland Judiciary*, \$747,165, State of Maryland Judiciary and U.S. Department of Justice. 2011, Clifton P. Griffin, Salisbury University.

*Population Dynamics of White-tailed Deer on the Johnson Space Center*, \$20,000, Research Enhancement – Office of the Vice President for Research, Texas A&M University, 2000, Clifton P. Griffin and Nova J. Silvy, Department of Wildlife and Fisheries Sciences, Texas A&M University

*Mosquitoes as Vectors for Reticuloendothelial Virus in Prairie Chickens*, \$10,000, Schubot Center, College of Veterinary Medicine, Texas A&M University, 1999, Clifton P. Griffin and Nova J. Silvy,

Department of Wildlife and Fisheries Sciences, Texas A&M University

*Propagation and Reintroduction of Attwater's Prairie Chickens Reared in Captivity*, \$175,000, U. S. Fish and Wildlife Service, 1995, Nova J. Silvy, Clifton P. Griffin, and Mitchell A. Lockwood, Department of Wildlife and Fisheries Sciences, Texas A&M University

*Use of Greater Prairie Chickens as Surrogates for Attwater's Prairie Chicken Disease Research*, \$60,000, Texas Parks and Wildlife Department, 1995, Nova J. Silvy and Clifton P. Griffin, Department of Wildlife and Fisheries Sciences, Texas A&M University

*Propagation of Attwater's Prairie Chickens in Captivity*, \$45,832, Texas Parks and Wildlife Department, 1994, Nova J. Silvy and Clifton P. Griffin, Department of Wildlife and Fisheries Sciences, Texas A&M University

## **PUBLICATIONS**

Griffin, C. P. and Holste, J. C. (2009) What Gets Lost in Translation? Starting a University Research Services Office in a Country Where One has Never Existed. NCURA Magazine. Vol.XLI, No.4

Griffin, C.P. (1998) Factors affecting captive prairie chicken production. Ph. D. Dissertation, Texas A&M University, College Station, Texas.

Griffin, C.P., Morrow, M.E. and N.J. Silvy (1997) Insects as a possible limiting factor for Attwater's prairie chicken, *Tympanuchus cupido attwateri*. Wildlife Biology. 3:288.

Griffin, C.P. (1994) Temporal and spatial variation of Mourning Dove (*Zenaida Macroura*) nest-site selection in Mississippi Delta pecan orchards. M. S. Thesis, Delta State University, Cleveland MS.

Drew, M.L., W.L. Wigle, D.L. Graham, C.P. Griffin, N.J. Silvy, A.M. Fadly, and R.L. Witter (1998) Reticuloendotheliosis in captive greater and Attwater's prairie chickens. Journal of Wildlife Disease 34(4): 783-791.

Hess, A.F. N.J. Silvy, C.P. Griffin, R.R. Lopez, D.S. Davis. (2005) Differences in Flight Characteristics of Pen-reared and Wild Prairie Chickens. Journal of Wildlife Management.

Lockwood, M.A., C.P. Griffin, M.E. Morrow, C.J. Randel, N.J. Silvy. (2005) Survival, Movements, and Reproduction of Released Captive-Reared Attwater's Prairie Chickens. Journal of Wildlife Management.

Morrow, M.E., Griffin, C.P., Peterson, M.J. & Silvy, N.J. (1997) Attwater's prairie-chicken *Tympanuchus cupido attwateri* - status, limiting factors and future. - Wildl. Biol. 3: 275.

Silvy, N.J., Griffin, C.P., Lockwood, M.A., Morrow, M.E. and M.J. Peterson (1999) The Attwater's Prairie Chicken – A Lesson in Conservation Biology Research. in *The Greater Prairie Chicken – A National Look*. W. D. Svedarsky, R. H. Hier, and N.J. Silvy eds. University of Minnesota. Pgs. 153-162.

## **PROFESSIONAL PRESENTATIONS**

“Lost in Translation and Time Zones: Transforming Research Administration Basics,” Society of Research

[Griffin CV, 9]

- Administration International Annual Meeting, October 2017
- “International Leadership,” Transformational Community Leadership Program, Salisbury University and the Greater Salisbury Committee, April 2017
- “Being a Professional in the Digital Age,” PROMISE Alliance, University of Maryland –Baltimore County August 2016
- Invited Panelist, “Improving Research Administration Effectiveness.” National Council for University Research Administrators Annual meeting, November 2011
- Griffin, C. P., Smock, Mark, and Edwards, Ron, “Administering Research from Afar: The Challenges of Supporting and Internationally Remote Campus.” National Council for University Research Administrators Annual meeting, October 2009
- Griffin, C. P., Ombudsperson for Graduate Education. New Graduate Student Orientation, 2000 – 2008
- Griffin, C. P., “Graduate Ombudsperson Overview,” Association of Texas Graduate Schools, Annual Meeting, 2006
- Griffin, C. P., Panelist for Diversity in Higher Education Summit, Texas A&M University, 2005
- Griffin, C.P., “Doc-at-a-Distance Program,” Association of Texas Graduate Schools Annual Meeting, 2005
- Griffin, C. P., “Graduate School Admissions Process,” Dwight Look College of Engineering, Summer REU Program, 2004 and 2005
- Griffin, C. P., “Office of Graduate Studies Overview,” Graduate Information Forum, 2002 - 2007
- Griffin, C.P. “Graduate Student Empowerment,” Center for Teaching Excellence Program, 2001
- Griffin, C. P., “Traditions of Texas A&M University,” New Graduate Student Orientation, 1998 – 2000
- Griffin, C.P., ‘From Statesman to Aggie: Perspectives on Academics and Research.’ Distinguished Alumnus Presentation, Elliot-Nowell-White Science Symposium, Delta State University, 1998
- Griffin, C.P., M.A. Lockwood, and N.J. Silvy. “Conservation management strategies for endangered Attwater’s prairie chickens,” Society for Conservation Biology Annual Meeting, 1998
- Griffin, C.P., “Perspectives on Racism,” Martin Luther King Day Ceremony, Texas A&M University, 1998
- Griffin, C.P., M.L. Drew, M.A. Lockwood, and N.J. Silvy, ‘Effects of reticuloendotheliosis virus on Attwater’s prairie chicken recovery efforts,’ 22nd Prairie Grouse Technical Council, 1998
- Griffin, C.P., M. Morrow, M. A. Lockwood, T. Rosignol, and N.J. Silvy. “Restoration ecology of endangered Attwater’s prairie chickens.” Ecological Society of America Annual Meeting, 1997
- Griffin, C.P., M.L. Drew, M.A. Lockwood, N.J. Silvy, A. Fadly, and R. Witter. Implications of

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reticuloendotheliosis virus in captive Attwater's and greater prairie chickens. Texas Chapter of The Wildlife Society Annual Meeting, 1997; 3rd Annual Conference of The Wildlife Society, 1996

Griffin, C.P., M. Morrow, and N. J. Silvy, "Insects as a possible limiting factor for Attwater's prairie chickens." 7th International Grouse Symposium, 1996

Griffin, C.P. and N. J. Silvy, "Insects as a possible limiting factor for Attwater's prairie chickens." Texas Chapter of The Wildlife Society Annual Meeting, 1996

Griffin, C.P. and N. J. Silvy, "Insects may be key to Attwater's prairie chicken abundance." 21st Prairie Grouse Technical Council, 1995

Griffin, C. P. and William H. Hays., "Amphipods and Isopods in a Loess Bluff Spring in Mississippi." Mississippi Academy of Sciences, 1992