

PAO LOR, PH.D.

Associate Professor
Professional Program in Education
University of Wisconsin-Green Bay
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Wood Hall 440M

EDUCATION

2001 Ph.D., Educational Administration, University of Wisconsin-Madison
1996 Master of Science, Educational Leadership, University of Wisconsin-Oshkosh
1994 Bachelor of Science in Education, Secondary English and Coaching Athletics, University of Wisconsin-Oshkosh

PROFESSIONAL LICENSURES

540 Prek-12 Coaching Athletics
300 Grades 6-12 English
51 Prek-12 Principal

PROFESSIONAL EXPERIENCE

2010-Present **Associate Professor**, Professional Program in Education, University of Wisconsin-Green Bay, Green Bay, WI
2011-Present **Soccer Head Coach**, University of Wisconsin-Fox Valley, Menasha, WI
2005-2010 **Assistant Professor**, Professional Program in Education, University of Wisconsin-Green Bay, Green Bay, WI
1999-2005 **Associate Lecturer**, University of Wisconsin-Fox Valley, Menasha, WI
2003-2005 **Assistant Principal**, Neenah High School, Neenah, WI
2002-2003 **Associate Principal and Athletic Director**, Green Bay Area Public Schools, Green Bay East High and Green Bay Edison Middle School, Green Bay, WI
1998-2002 **Communication Arts Teacher**, Appleton Area School District, Appleton
1996-1998 **Academic Advisor**, Student Support Services, University of Wisconsin-Oshkosh, Oshkosh, WI
1994-1996 **Graduate Fellow**, College of Education and Human Services, University of Wisconsin-Oshkosh, Oshkosh, WI
1994 **Leadership Fellow**, Washington Study Center, Washington, DC
1994-1995 **Assistant**, Anchorage Youth Program, Winnebago Mental Health Institute, Work Study Program, Winnebago, WI

1990-1991
1990

Head Coach, Varsity Soccer, West De Pere High School, De Pere, WI
Office Assistant, Legal Services of Northeast Wisconsin, Green Bay, WI

SCHOLARLY AND CREATIVE ACTIVITIES

Book

Lor, P. (2010). *Blueprint for college success: key life experiences contributing to Hmong students' graduation from college*. LAP Lambert Academic Publishing: Germany.

Book Chapter

Lor, P. (2012). *In Press*. Hmong professional identities: overview of generational changes since the 1970s. In V.K. Her and M. L. Buley-Meisser (Editors), *Hmong and American: From Refugees to Citizens*, Minnesota Historical Press, Minneapolis, MN.

Peer Reviewed Articles

- Lor, P. (2012). *In press*. A Hmong woman's perception on the changes of Hmong women. *Journal of Cultural Diversity*.
- _____. (2010). Hmong teachers: Life experiences and perspectives on teaching. *Multicultural Education Journal*, 17(3), p. 36-40.
- _____. (2009). The Hmong experience at Wat Thamkrabok Thailand. *Hmong Studies Journal*, December 2009.
- _____. (2008). Key life experiences contributing to Hmong students' matriculation. *Multicultural Education Journal*, Fall 2008. 16(1), p. 39-47.

Non-peer Reviewed Articles

- Lor, P. (2009). The minority administrator: essential leadership qualities always supersede a person's ethnicity. *American Journal of School Board*. 196 (8), 24-26.
- _____. (2009). Hmong teachers: life experiences and perspectives on teaching. *Kaleidoscope II*, Institute on Race and Ethnicity, University of Wisconsin-System, December 2009.
- _____. Kiehn, M. & Kimball, S. (2007). Utilizing research articles to enhance pre service teacher understanding of the recorder instrument. *Knowledge Media Lab of the Carnegie Foundation for the Advancement of Teaching*, UW-La Crosse Lesson Study Grant.
- _____. (2007). Empowering pre service teachers. *Instructional Development Council Newsletter*, University of Wisconsin-Green Bay, Green Bay, WI.
- _____. (2007). *Hmong translation human resource pamphlet*. UWGB Human Resource. University of Wisconsin-Green Bay, Green Bay, WI.
- _____. (2007). On your way to college. *Hello Hmong Magazine*. Appleton, WI.
- _____. (2006). Does reciprocal teaching help empower pre service teaching responsibilities and professionalism? University of Wisconsin-Green Bay, Scholars on Teaching Learning Website. <http://www.uwgb.edu/uwgbsofl/scholars/index.html>.
- _____. (2006). Lessons from Laos, part II. *Institute for Learning Partnership Newsletter*, University of Wisconsin-Green Bay, Green Bay, WI.

- _____. (2005). Lessons from Laos, part I. *Institute for Learning Partnership Newsletter*, University of Wisconsin-Green Bay, Green Bay, WI.
- _____. (2005). Editor & Contributing Writer. *Wisconsin Hmong business directory*. Appleton, WI.
- _____. (2004). Editor & Contributing Writer. *Wisconsin Hmong business directory*. Appleton, WI.

Digital Collection

- Lor, P. (2012). The Hmong at Wat Thamkrabok Thailand. *University of Wisconsin-Madison Library SEAIT (January)*.

Other Publication Credits

- Lor, P. (2011, November 14). Cyclones take championship. *The Fox Journal*.
- _____. (2011, November 6). Teachers, schools devoted to developing gifts. *Appleton Post-Crescent*.
- _____. (2011, October 17). Coach's corner. *The Fox Journal*.
- _____. (2011, September 2). People can change but from within. *Appleton Post-Crescent*.
- _____. (2011, July 25). What does summer in Wisconsin mean to you. *Appleton Post-Crescent*.
- _____. (2011, June 24). Surprise compliment can make a day. *Appleton Post-Crescent*.
- _____. (2011, May 7). What do you think about Walker's budget? *Appleton Post-Crescent*.
- _____. (2011, April 15). In ways, our nation is not unlike old life. *Appleton Post-Crescent*.
- _____. (2011, February 4). A man of the people. *Appleton Post-Crescent*.
- _____. (2010, October 30). There's much to learn at cross country meet. *Appleton Post-Crescent*.
- _____. (2010, September 13). Do campaign ads help whom you vote for. *Appleton Post-Crescent*.
- _____. (2010, August 26). Trip to California brings important meeting. *Appleton Post-Crescent*.
- _____. (2010, June 22). Soccer not yet part of nation's psyche. *Appleton Post-Crescent*.
- _____. (2010, May 17). Is Kagan good choice for supreme court. *Appleton Post-Crescent*.
- _____. (2010, April 19). Should school teach comprehensive sex ed. *Appleton Post-Crescent*.
- _____. (2010, April 18). Trip to England offers insights, appreciation. *Appleton Post-Crescent*.
- _____. (2010, February 13). At last, I'm content with winter. *Appleton Post-Crescent*.
- _____. (2010, January 25). Do charter schools benefit community? *Appleton Post-Crescent*.
- _____. (2009, December 28). What do you hope 2010 will bring. *Appleton Post-Crescent*.
- _____. (2009, November 30). Do you see Palin on the 2010 ballot. *Appleton Post-Crescent*.
- _____. (2009, November 29). Thanksgiving came gradually, and with some twists. *Appleton Post-Crescent*.
- _____. (2009, October 5). What are our area economic strengths. *Appleton Post-Crescent*.
- _____. (2009, September 17). Seeing parts of history creates Packer fans. *Appleton Post-Crescent*.
- _____. (2009, September 7). What advice would you give to college freshmen. *Appleton Post-Crescent*.
- _____. (2009, June 15). If you have 10 million, who would you donate to. *Appleton Post-Crescent*.
- _____. (2009, April 28). Spring brings life lessons. *Appleton Post-Crescent*.
- _____. (2009, January 26). Improved economy. *Appleton Post-Crescent*.
- _____. (2009, January 28). See refugees brings back memories. *Appleton Post-Crescent*.
- _____. (2007). *Certificate for interpretation and translation*. University of Wisconsin-Fox Valley Technical College. Appleton, WI.

_____ (2007). Editor. *Wisconsin Hmong business directory*. Appleton, WI.

Presentations: Invited Speaker

- Lor, P. (2011). A day of celebration and moving forward. Kenoter. Xiong Graduation, Milwaukee, Wisconsin, June 11, 2011
- _____ (2011). My journey from Laos to America. Third Graders, Altmayer Elementary School, De Pere, Wisconsin, May 10, 2011.
- _____ (2011). Hmong literature. Bay Port High School, February 2011.
- _____ (2010). Panelist. Oxford Roundtable, Manchester College, Oxford University, Oxford, England.
- _____ (2009). Twenty-first century skills. Keynoter, *Xiong Graduation*. June, 2009, Wausau, WI.
- _____ (2009). Building partnerships for success. Guest. *Hmong Wisconsin Radio*, March 2009, Appleton, WI.
- _____ (2009). Importance of service learning. Keynoter. *Asian Pacific Islander American Conference*, University of Wisconsin-Green Bay, Green Bay, WI.
- _____ (2009). Journey through time: jungle of Laos to heartland of America. *Neenah Tuesday Club*. Neenah, WI.
- _____ (2009). Professional of color. *Fifth Student Diversity Leadership Conference*. Northeast Wisconsin Technical College, Green Bay, WI.
- _____ (2009). The scenic mind of a minority educator: in the context of the Hmong American experience. Keynoter. Keynoter. *ACT 31 Conference*, University of Wisconsin-Parkside Kenosha, WI.
- _____ (2009). Interactive session: roles and responsibilities of minority teachers in advancing ACT 31. *ACT 31 Conference*, University of Wisconsin-Parkside, Kenosha, WI.
- _____ (2008). Status of Hmong education. *First Annual Hmong 2008 Graduates Festival*, De Pere, WI.
- _____ (2008). Hmong culture: what do you want to know?" *Tenth Annual Fall Conference*, Institute for Learning Partnership, University of Wisconsin-Green Bay, Green Bay, WI.
- _____ (2008). Amazing Thailand: experience a unique cultural phenomenon. *Thai Luncheon*. University of Wisconsin-Green Bay, Green Bay, WI.
- _____ (2008). Hmong education. *Hmong Leadership Group, Obama Campaign for Change*. Oshkosh, WI.
- _____ (2008). Journey to America: personal and professional experiences. *Hmong Cultural and Rituals* course. University of Wisconsin-Green Bay, Green Bay, WI.
- _____ (2008). Professional of colors. *Fourth Annual High School Diversity Leadership Conference*, St. Norbert College, De Pere, WI.
- _____ (2007). Hmong issues. Two appearances on WHBY 1150. *The Bill Sebastian Show*.
- _____ (2007). Life experiences: Vietnam War. *Horace Mann Middle School Guest Speaker Series*, Neenah Public Library, Neenah, WI.
- _____ (2007). Hmong in transition (past, present and future). *Understanding Hmong in the Workplace Conference*, Fox Valley Technical College, Appleton, WI.
- _____ (2007). Current landscape of Hmong in the US. Keynoter and workshop provider. *Lo-Pha Society of Pennsylvania*, Lancaster, PA.
- _____ (2006). Elements of Hmong leadership. *Annual Wisconsin Association of Mutual Assistance Coalition Conference*, Sheboygan, WI.

- _____ (2006). Hmong roots. Keynote. *13th Annual Hmong Student Association Conference*, University of Wisconsin-Oshkosh, Oshkosh, WI.
- _____ (2006). Hmong surviving and succeeding in Schools: climate and culture. *Fox Valley Technical College*, Appleton, WI.
- _____ (2006). US higher education. NEWCAP Job Center. Green Bay, WI.
- _____ (2006). On your way to college. *Northeast Wisconsin Technical College Conference*, Green Bay, WI.
- _____ (2005). Overview of American educational system. Keynote. *Hmong-American Partnerships Annual Education Conference*, Appleton, WI.
- _____ (2005). Hmong education in 30 years. *Hmong Wisconsin Mutual Assistance Coalition Association Annual Conference*, Wisconsin Rapids, WI.
- _____ (2005). Hmong Population, aging & diversity impacting housing, healthcare & transportation. *East Central Wisconsin Regional Planning Commission*, Oshkosh, WI.
- _____ (2004 & 2005). Development of Hmong literature. *Multicultural Education Class*, University of Wisconsin-Oshkosh, Oshkosh, WI.

Presentations: Competitive Conferences

- Lor, P. (2011). What's next for 21st century Hmong leadership? *15th Hmong National Development Conference*, Minneapolis, MN. April 2011
- _____ & Xiong, T. (2010). Student versus teacher, cultural conflicts, perceptions and values. Achievement Gap National Conference, Chicago, IL. March 2010.
- _____ (2009). Student voices. *Office of Professional Instructional Development Conference*. Milwaukee, WI.
- _____ (2009). Hmong teachers' life experiences and teaching practices. *Institute on Race and Ethnicity Symposium*. University of Wisconsin-Milwaukee, Milwaukee, WI.
- _____ (2009). The importance of international partnerships: expanding leadership beyond the boundaries. *14th Annual Hmong National Development Conference*, Appleton, WI.
- _____ & Vidas, P. (2009). Empowering and Educating youth volunteers. *14th Annual Hmong National Development Conference*, Appleton, WI.
- _____ (2009). Leadership lessons: a Hmong administrator's perspective. *Diversity: What Is Your Comfort Level Conference*, Appleton, WI.
- _____ (2009). When war breeds hatred, schools can heal. *Diversity: What is Your Comfort Level Conference*, Appleton, WI.
- _____ (2009). Key life experiences contributing to Hmong students' matriculations. *15th Annual Joint National Conference on Alternatives to Expulsion, Suspension, and Dropping Out of School*, San Antonio, TX.
- _____ (2007). Pathway to being an educator. *12th Annual Hmong National Development Conference*, Detroit, MI.
- _____ (2007). Hmong transitional Leadership. *12th Annual Hmong National Development Conference*, Detroit, MI.
- _____ (2006). Compass to successful prek-12 leadership. *11th Annual Hmong National Development Conference*, Minneapolis, MN.
- _____ (2006). The Wat Thamkrabok experience: the almost forgotten Americans. *Hmong National Development Pre-Conference on Education*. Concordia University, St. Paul, MN.
- _____ (2004). New faces in Wisconsin schools. *2004 WEAC Conference*, Madison, WI.

GRANTS & AWARDS

- Lor, P. (2011). *Grants in aid of research*. University of Wisconsin-Green Bay. Awarded 300.00.
- _____ (2011). *Grants in aid of research*. University of Wisconsin-Green Bay. Awarded 300.00.
- _____ (2010). *Grants in aid of research*. University of Wisconsin-Green Bay. Awarded: \$300.00.
- _____ (2008). *Office of International Education Study Abroad Grant*. Awarded \$700.00.
- _____ (2008). *Grants in aid of research funding*. University of Wisconsin-Green Bay. Awarded: \$300.00
- _____ (2008). *Institute for Race and Ethnicity Faculty Diversity Research Award*, 2008-2009. Awarded \$10,000 for the Department, \$2,000 for research & \$500.00 for mentor.
- _____ (2007). *Institute for Race and Ethnicity Grant*, 2007-2008. Awarded \$1,000.00.
- _____ (2007). *Office of International Education Study Abroad Grant*. Awarded \$700.00.
- _____ (2006). *Grants in Aid of Research Funding*, UW-Green Bay Research Council. Awarded: 288.00
- _____, Kimball, S. & Kiehn, M. (2006). *Study Lessons Grant*, University of Wisconsin-La Crosse. 2006-2007. Awarded \$1500.00
- _____ (2005). *Grants in Aid of Research Funding*, UW-Green Bay Research. 2005-2006. Awarded 300.00.
- _____ (2005). *University of Wisconsin-Green Bay Scholars Program*, 2005-2006. Awarded \$1,000.00.

TEACHING/COURSE TAUGHT

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|--------------|--|
| EDUC 206 | Cultural Images: Literature and Materials for Adolescent and Children |
| EDUC 206 | Internet/Online Course-- Cultural Images: Literature and Materials for Adolescent and Children |
| EDUC 498 | Independent Studies |
| EDUC 310 | Teaching Communication Arts in Middle and High Schools |
| EDUC 340 | Supporting Learning and Behavior (Field experience at Nicolet Elementary) |
| EDUC 361 | Introduction to the Art and Science of Teacher |
| EDUC 452/652 | Principles of Middle Level Education (evening) |
| EDUC 319/519 | Adolescent Literature/Secondary School Reading (evening) |
| ED& HUD 740 | Supervision of Instruction (evening) |
| EDU&HUD 780 | Foundations for Curriculum Planning |
| EDUC 795 | Politics in the Context of Schools (evening) |
| Spring 2009 | Faculty Diversity Award Project, "Life Experiences of Hmong Teachers" |
| ED/HUD 795 | Exploring Hmong in Transitions, UWGB Outreach |
| EDUC 495 | Building Partnerships for Success (Internet Base/Online Course) |
| EDUC 495 | Amazing Thailand Travel Course (3 weeks to Thailand) |

SERVICE

Institutional Level-University of Wisconsin-Green Bay

- **Board Member (2002-present)**, Elected. Institute for Learning Partnerships, University of Wisconsin-Green Bay, Green Bay, WI
- **Board Member, Hmong Study Center (2006-present)**, Appointed. University of Wisconsin-Green Bay, Green Bay, WI
- **Admission Committee Member, (2007-present)**, Appointed. Professional Program in Education, University of Wisconsin-Green Bay, Green Bay, WI
- **General Education Task Force (2008-2011)**, Appointed. University of Wisconsin-Green Bay
- **Search and Screen Committee Member**, 2009, Associate Provost for Division of Outreach and Adult Access
- **Search and Screen Committee Member**, 2008, Mathematics Educator Position, University of Wisconsin-Green Bay, Green Bay, WI
- **Advisory Committee Member (2006-2009)**, Elected. Chancellor's Council for Diversity, University of Wisconsin-Green Bay, Green Bay, WI
- **Host Faculty Member (2008). Phuture Phoenix.** University of Wisconsin-Green Bay, Green Bay, WI
- **FOCUS Registration and Resources Team Member**, 2007 & 2008, University of Wisconsin-Green Bay, Green Bay, WI
- **Legislative Committee Member, (2007)**, University of Wisconsin-Green Bay, Green Bay, WI
- **Faculty Senator (2006-2008)**, University of Wisconsin-Green Bay, Green Bay, WI

Local Level

- **Fox Cities Community New Year 2007 Celebration Committee Member.** Appleton, WI
- **Board Member (2003-2011)**, Family Services, Green Bay, WI
- **Hmong Action Group Committee Member (2008).** Appleton, Wisconsin.
- **Advisory Committee Member (2004-2005)**, Life Study on Fox Cities, Appleton, WI
- **Committee Member (2005-present)**, Daivliab Soccer Club, Manitowoc, WI
- **Advisory Member (2004-2006)**, Fox Valley Health Community Clinic, United Way, Appleton, WI
- **Planning Committee Member (2006)** Lo Children Fundraising Event. Oshkosh, WI.
- **Coach (2001-2007)**, FC Magic Soccer Team, Appleton, WI
- **Joint Tech Prep Council Member (2003-2005)**, Neenah High School, Neenah, WI
- **Participant, April 2007.** 100 People Project.

State Level

- **Gifted Education Planning Committee Member, (2005-present).** Department of Public Instruction.
- **Member (2007-present),** Alliance for Excellence in Education. Department of Public Instruction
- **Member (2007-present).** Friends of International Education, Department of Public Instruction.
- **Committee Member (2003-2005),** High School Task Force, Department of Public Instruction, Madison, WI
- **Attendee (2007).** Alliance for Excellence Conference on Writing and Reading. Madison, WI
- **Host Thai Students,** April 2006. Department of Public Instruction.

National Level

- **Member (2010-Present).** Phi Kappa Phi.
- **Member (2007-2009).** Planning Committee & Workshop and Presentation Committee, 14th Annual Hmong Development Conference, Building Successful Partnerships: Embracing New Opportunities, Radisson Hotel, Appleton, WI, April 2-5, 2009

International Level

- **Collaborative Project with Ministry of Education Thailand,** April & May 2008; Office of the Basic Education Commission, Study Abroad Course to Thailand, University of Wisconsin-Green Bay, Green Bay, WI
- **Collaborative Project with the Light House,** 2006-Present, Orphanage program in Chiangmai, Thailand

RECOGNITION AND AWARDS

- 2011 University of Wisconsin System Regent's Excellence Teaching Award for an Academic Department, Professional Program in Education, University of Wisconsin-Green Bay
- 2011 Wisconsin Collegiate Conference Champions, University of Wisconsin-Fox Valley Soccer (record: overall, 14-1-2, conference, 7-0)
- 2011 Wisconsin Collegiate Conference State Tournament Champions, University of Wisconsin-Fox Valley (record: overall, 14-1-2, conference, 7-0)
- 2009 Recognition for Academic Achievement, Wisconsin United Mutual Agencies Association
- 2008 Faculty Diversity Award, Institute on Race and Ethnicity, University of Wisconsin-System
- 2004, Fulbright-Hays Study Abroad, Wisconsin Department of Education and Thailand Ministry of Education
- 2003 Outstanding Young Alumni, University of Wisconsin-Oshkosh
- 1997-2001, Advanced Opportunity Fellowship Award Recipient, UW-Madison
- 2001, Vilas Fellowship, UW-Madison

- 2004, Golden Apple Nominee, Green Bay Public Schools
- 2000 & 2001, Who's Who Among American Teachers
- 1995-1996, Chancellor's Diversity Award Recipient, UW-Oshkosh
- 1994 Washington Study Center Leadership Fellow, Washington, DC
- 1994 Lanore-Netzer Eye Award, Outstanding Education Undergraduate Student, University of Wisconsin-Oshkosh