

KENT H. BLACKLIDGE II PH.D.

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Education

PURDUE UNIVERSITY, WEST LAFAYETTE, INDIANA

Doctor of Philosophy. Research in animal genetics. Dissertation: Quantitation and analysis of genome size in fishes. Studied Acipensers, hybrids, and several other species. Interests in aquatic resources, fish biology, aquaculture development, and evolution. Graduate program included significant coursework in biochemistry, genetics/cytogenetics, physiology and other areas of biology.

Master of Science. Research in aquatic toxicology. Thesis: Heterocyclic nitrogenous compounds: Toxicity to *Daphnia magna*. Compounds studied are common byproducts of the synthetic fuels industry. Graduate program included significant coursework in general and organic chemistry, toxicology, limnology, and fish biology/ecology.

Master of Science in Conservation of Natural Resources. Focus of studies was on natural resource utilization, ecology, conservation and sustainable practices, recreational resource planning, public policies, and economics.

Bachelor of Science in Industrial Management, Krannert School of Management. Engineering option. Focus of studies was on private enterprise management including personnel, marketing, accounting, financial planning, and operation considerations. Included significant electrical and mechanical engineering coursework. Several credit hours of graduate studies were completed following the BS degree.

Phi Kappa Phi Honor Society
Gamma Sigma Delta Honor Society

Other Education

Culver Military Academy School of Horsemanship. Attended Culver for three years as a cadet in the School of Horsemanship ultimately holding one of the three top ranking cadet positions of Captain of Troop A. Returned a fourth year as a member of the faculty of the Academy serving as a counselor and instructor of horsemanship.

Certified Internet Webmaster

Career Experience

ACADEME

Vice Chancellor of External Relations, Indiana University Kokomo, Kokomo, Indiana. Chief campus development officer, legislative affairs, oversight on alumni relations and campus early outreach programs. Initiated a formal annual giving campaign. Increased alumni association participation. Expanded campus outreach programs for pre-college students. Member of the Chancellor's Cabinet. General public relations matters. Indiana University Foundation interactions.

Adjunct Faculty Member, Indiana University Kokomo, Kokomo, Indiana. Teach introductory biology to non-science majors. The range of subject matter includes the diversity of life, genetics, anatomy and physiology of organisms, animal behavior, patterns of reproduction, evolution, and ecology. Also, teach introductory course in environmental science mostly to students in the School of Public and Environmental Affairs.

Adjunct Faculty Member, Vincennes University/ Community College of Indiana, Lafayette, Indiana. Taught introductory biology to undergraduates. The range of subject matter included the diversity of life, genetics, anatomy and physiology of organisms, animal behavior, patterns of reproduction, evolution, and ecology.

Adjunct Faculty Member, Ivy Tech State College, Math and Science Dept., Kokomo, Indiana. Instructor in introductory algebra for traditional and returning students.

Adjunct Faculty Member, Grand Valley State University, Biology Department, Allendale, Michigan. Taught introductory biology to undergraduates. The range of subject matter included the diversity of life, genetics, anatomy and physiology of organisms, animal behavior, patterns of reproduction, evolution, and ecology.

Science Research Assistant, Purdue University, W. Lafayette, Indiana. Designed and implemented design for small fish research laboratory. Contributed to the design of the Fish Research Center at Purdue. Developed protocol for and trained Indiana Dept. of Natural Resources personnel in collection techniques for fish blood. Co-designed CARE (Computerized Aquaculture Regulated Environment), a computer program for environmental chamber control for fish biological basic research. Prepared biological samples for both high pressure liquid chromatography and flow cytometry analysis. Performed analysis using HPLC equipment. Conducted experiments in genetic manipulation in fishes. Carried out routine biological laboratory procedures using accepted scientific protocols.

PRIVATE ENTERPRISE

THE KOKOMO TRIBUNE, KOKOMO, INDIANA

Publisher (CEO). Overall responsibility for daily operations, employee relations, public relations, financial management, marketing, news and editorial policies and performance, and future planning; answerable only to the partner-owners. Newspaper annual revenues were \$6 million. Profits exceeded 20% of gross. The company employed over 150. Was part of the team that directed overall newspaper efforts which resulted in the Tribune being named by the Audit Bureau of Circulation as '*First in the Nation*' in circulation penetration of its market for eight years of a ten year period.

Business Manager (CFO). Directed all accounting functions. Prepared cost analyses and instituted cost control programs on an ongoing basis. Evaluated all proposed methods and equipment changes. Performed all financial functions including market evaluations, product and service price structure and the development of long range financial forecasts. Responsible for personnel relations including development of compensation and benefit programs.

Production Manager. Directed the conversion of the production systems from hot metal and letter press to photocomposition and offset. Established equipment and methods evaluation teams. Directed training on new methods and wrote training materials. Helped to develop one of the first typesetting computer systems. Maintained the Tribune position in the industry as a leader in new technology. Carried on continuous cost studies, raw materials management, and personnel relations with union and non-union personnel.

Dispatch Manager. Coordinated the flow of advertising art and copy between the Tribune Display Advertising department and the Composing operation. Supervised proofreaders. Supervised Dispatch Department employees who maintained advertising art services and who interacted with advertising customers concerning accuracy and layout of advertisements.

Advertising Salesman. Solicited sales of advertising space in the Kokomo Tribune. Created advertising copy and layouts. Coordinated and scheduled advertising campaigns on behalf of clients. Established, maintained, and enhanced on-going relationships between Tribune advertising customers and the newspaper.

Assistant Pressman. Assisted press journeymen with duties relating to the printing of a daily newspaper. Cast press plates. Handled newsprint rolls. General press clean up.

Circulation Assistant. Promoted the sale of subscriptions to the Tribune. Called upon potential customers. Mapped motor routes. Maintained newspaper vending machines. Performed various duties in the Tribune newspaper mail room including bundling, assisting with truck delivery, stuffing inserts, and delivering routes, as needed.

OTHER PRIVATE ENTERPRISE

Vision Engineers, Kokomo, Indiana. Co-owner. Consulting for business and industry. Promotes the use of technology and the Internet in addition to accepted good business practices and employee development. Promotes the wise use of all resources utilizing principles of sustainability and renewability.

Kokomo Opalescent Glass Company, Inc.. Board of Directors and former Board Chairman of the oldest producer of cathedral and opalescent sheet glass in the United States of America. Family has been involved with the production of art glass for four generations since the founding of the Kokomo Opalescent Glass Co. in 1888. KOG sheet glass is and has been used in the lighting industry by such companies as the Tiffany Co. and in church window production through out the world. William E. Blacklidge, Kent II's great grandfather, was one of the founders of the company. Later Kent H. Blacklidge, Kent II's grandfather, served as company CEO and Richard H. Blacklidge, Kent II's father, served for decades as a Director.

Blacklidge Appraisals LLC, Kokomo, Indiana. Indiana Certified Residential Appraiser and Indiana Licensed Real Estate Broker and REALTOR. Residential real estate appraisal and sales with Mark R. Blacklidge, son and partner in Blacklidge Appraisals LLC.

KT Partnership, Kokomo, Indiana. Financial and Legal Affairs Advisor. Advised approximately 20 members of the former Kokomo Tribune partnership concerning financial investments and legal matters. Interacted with attorneys, accountants, and financial institutions on behalf of these individuals. Maintained financial and legal records.

Indiana Glassman, Kokomo, Indiana. Owner. Artisan production of glassware, ornaments and medallions using fine art glass; 22k gold, palladium, and other colors for images. Developed heat forming and printing techniques. Coordinates projects between Kokomo Opalescent Glass Company and Indiana Glassman. Created all marketing materials including an Internet site.

NatCity Investments Inc., Kokomo, Indiana. Financial consultant. Developed financial plans for clients. Implemented investment programs for individuals and businesses. Initiated the purchase of stocks, bonds, mutual fund shares and other financial market instruments. Series 7 licensed.

Scientific Publications

Blacklidge, Kent H. 1997. Genome Quantitation and Analysis in Fishes. Ph.D. Dissertation, Purdue University, West Lafayette, IN.

Blacklidge, K.H. and C.A. Bidwell. 1993. Three ploidy levels indicated by genome quantification in Acipenseriformes of North America. *Journal of Heredity* 84:427-430

Blacklidge, K.H. and C.A. Bidwell. 1993. Laboratory fish egg incubator. *Progressive Fish Culturist* 55:204-206

Blacklidge, Kent H. and Christopher A. Bidwell. 1993. Protocol for DNA measurement in fishes by flow cytometry. In: *Handbook of Flow Cytometry Methods*, 2nd ed., Robinson, P.J. et al., eds. pp 225-228. Wiley-Liss, NY

Co-author: C. Larry Chrisman, Kent H. Blacklidge, Penny K. Riggs. 1990. Chromosomes of Fish. In: *Domestic Animal Cytogenetics*. Richard A. McFeely, ed. Volume 34 of *Advances in Veterinary Science and Comparative Medicine*. Academic Press, Inc.

Blacklidge, Kent H. 1987. Heterocyclic nitrogenous compounds: Toxicity to *Daphnia magna*. MS Thesis, Purdue University, West Lafayette IN.

In preparation:

Blacklidge, K.H. and C.A. Bidwell. Genome quantitation and analysis in *Stizostedion* and *Morone* hybrids.

Blacklidge, K.H. and C.A. Bidwell. Quantitation and analysis of genome size in fishes.

Other Writing

In addition to the science related materials above, Blacklidge has created written materials covering a wide range of subjects over many years. His interest in writing began as early as elementary school where he was the school reporter for a sponsored trip. In high school, he wrote for a radio show which he hosted. In college, he prepared many lengthy written business case studies in the Industrial Management program. At the Kokomo Tribune, he wrote training manuals, personnel policy manuals, computer protocols, an environmental column, occasional editorials, promotional materials, and a variety of other business communication documents. He has written an environmental series for a major Anglican publication and was the editor of a newsletter for the Indiana Aquaculture Association for a couple of years. He has written and created materials for web sites. He continues to explore ways to be involved in writing that will take advantage of his knowledge of business and science. Blacklidge is a member of the *Society of Environmental Journalists* and the author of occasional newspaper articles and columns about matters related to the environment and a sustainable society.

Service and Activities

Inland Daily Press Assn. Cost and Revenue Committee

Served multiple terms on this committee. The purpose of the committee was to assist member newspapers with methods of cost containment and profit improvement. The committee supervised the collection and analysis of data from hundreds of member newspapers. A comprehensive report concerning operation practices was prepared for member newspapers to use with in house studies.

Inland Daily Press Assn. Tech. Production Committee

Served multiple terms as a member of the Technical Production Committee. This committee was both the focus for production innovation efforts in the newspaper industry as well as a source for information for problem solving. The committee was very active particularly during the time when the industry was introducing computer, photocomposition, and offset press equipment and methods to daily operations.

Institute of Newspaper Controllers and Finance Officers

Member for over a decade. Served on various committees. The organization focused on standard and cost accounting practices in the newspaper industry. One of the primary objectives of INCFO was to increase newspaper operating efficiencies and thereby, profits.

Production Management Committee, ANPA

Served several terms as a member of this committee. The focus of the committee was on new production methods within the newspaper industry. The committee helped to organize seminars and other training opportunities for employees of member newspapers across the country.

Typesetting Computer

Established and led a team consisting of printers from the Kokomo Tribune and engineers from Delco Electronics/General Motors Corporation in the design of one of the first practical, non-hyphenating, low-cost typesetting computers used in the newspaper industry.

Circulation Accounting and Distribution Systems

Designed, wrote, and implemented one of the earliest comprehensive computer programs for a daily newspaper circulation operation. The software automated all carrier billing and provided prepared bundle counts and splits dependent upon the number of pages in the newspaper for a given day and the number of copies for a given carrier.

Director/Board Chairman, Kokomo Opalescent Glass Co.

Member of the Board of Directors of the Kokomo Opalescent Glass Company, Kokomo, Indiana, for over 20 years. This company is the manufacturer of cathedral and opalescent sheet glass typically used in window designs and in the lighting industry, Tiffany light fixtures being one example. The company is the oldest producer of this type of glass in the United States having been established in 1888. One of the founders was William E. Blacklidge, Kent Blacklidge's great grandfather.

Director, Kokomo-Howard Co. Chamber of Commerce

Served as a member of the Board of Directors of this organization which promotes the economic development of the area and serves the collective informational, educational, and political needs of private enterprise.

Director, Howard Co. Community Hospital Foundation

Served multiple terms as a member of the Board of Directors of the Howard Community Hospital Foundation. This Foundation is the focal organization for community gifting to the hospital. The Foundation manages the investment assets and makes decisions concerning the use of investment earnings to benefit patrons of the hospital and promote interest in the medical profession and general health in the community.

Director, Goodfellows Annual Project

Served as the Director of the Goodfellows project for 7 years. This is a not-for-profit program sponsored by the Kokomo Tribune. Its primary mission was to bring community resources together in an annual effort around the Christmas holidays to provide disadvantaged children with food, clothing, and toys. This required coordination with community organizations that raised funds within the community and with such organizations as the Boy Scouts, Civil Defense, National Guard, law enforcement, the retail community, the United Way, and others. Several thousand children were served each year.

Director, Common Ground Clinic of Howard County

Served multiple terms as a member of the Board of Directors of this United Way agency. The focus of Common Ground Clinic was on individuals and families having problems with substance abuse. As a volunteer, was active in the Crisis Hotline program of Common Ground Clinic as well.

Trustee, Kokomo-Howard Co. YWCA

Served as a Trustee and as the President of the Board of Trustees of the YWCA. This Board is responsible for the management of the physical facilities of the YWCA.

Director, IN Chapter Association of Internet Professionals

Served as a member of the Board of Directors of this organization. The focus of the AIP is on the promotion of professionalism among those whose careers involve the Internet.

Seminars: School of Philanthropy, IUPUI, Indianapolis

Participated in several School of Philanthropy seminars. These seminars were designed to increase the skill level of those involved with the raising of funds for all types of not-for-profit endeavors. The training included the range from annual fund campaigns to major capital campaigns.

Rotary International

This organization promotes high ethics in business. It also encourages community involvement and net working among businesses and business people to improve the lives of all citizens locally and around the world.

Associate Fisheries Scientist, American Fisheries Society

Received the designation as an Associate Fisheries Scientist from the American Fisheries Society when involved directly with fish research at Purdue University.

Best Scientific Paper, IN Chapter, American Fisheries Society

Recipient of the Best Scientific Paper Award for research involving DNA and fish hybrids.

Public Policy Committee, American Fisheries Society

Served as a member of the Public Policy Committee which consisted of representatives of the general membership of the American Fisheries Society. The role of the committee was to serve in an advisory capacity concerning public policies proposed for adoption by the organization as a whole.

Editor, Indiana Aquaculture Association Newsletter

Served as the second Editor-in-Chief of the IAA Newsletter. The Indiana Aquaculture Association was established in the 1980s to promote aquaculture as an extension of agriculture. The IAA Newsletter was initiated to provide a communications link with the organization core and its members. Content involved news of member activities, meeting information, and technical articles about one aspect of aquaculture or another.

Environmental Column and Series

Wrote an environmentally oriented column, *The Earth's Corner*, for the Kokomo Tribune. The objective of the column was to educate readers about environmental issues. This same objective was carried into a series of articles written for the Indianapolis Diocese of the Episcopal Church newspaper.

Izaak Walton League Conservation Media Award

Initiated and conducted a water quality survey along a portion of the Wildcat Creek in central Indiana that led to significant industrial and municipal water treatment improvements. This was conducted under the sponsorship of the Kokomo Tribune which newspaper received the Izaak Walton League Conservation Media Award as a result.

Indiana Container Deposit Bill

Collaborated with Indiana State Senator Merton Stanley in preparing legislation which he introduced in the Indiana State Senate to require a deposit on certain refreshment containers. The Bill was defeated. Similar legislation was later adopted in Michigan and other states.

Wildcat Creek Annual Clean-up Campaign

Initiated and coordinated an annual community-wide program for clean-up of the Wildcat Creek in Howard County, Indiana. Obtained participation and sponsorship by many community organizations. Provided leadership within the Kokomo Tribune for news and editorial coverage of this annual event.

Wildcat Creek Watershed Alliance

Served as a governing Board member and as the Chairman of the Land Use sub-committee. Organization is concerned with the water quality in the Wildcat Creek watershed in North Central Indiana.

Tippecanoe Bicentennial Trail

Was the project leader for the development of the Bicentennial Trail Plan for Tippecanoe County which was later adopted by and executed by the community.

Fish Egg Incubator

Designed a small scale fish egg incubator in response to a need in fish research to isolate and incubate single or groups of fish eggs that have received specific experimental treatments. The incubator provides temperature control, aeration, and treatment for fungi prevention.

Computerized Aquaculture Regulated Environment (CARE)

Led the team established to create computer controlled environments for fish research at Purdue University. The computer software (CARE) developed provided for control of light regimes, dawn and dusk characteristics, and seasonal changes for environmental chambers used in research studying reproduction manipulation in fish.

Episcopal Church

Served as a Vestry member and Junior Warden at the Church of the Good Shepherd, the Episcopal Center at Purdue University. Served for two years as a member of the Communications Committee of the Episcopal Diocese of Indianapolis. This committee had the oversight responsibility for the Diocesan newspaper, 'Tidings'. Served as a Lay Eucharistic Minister at Saint Andrew Episcopal Church in Grand Rapids, Michigan. Served as a Vestry member and is serving as webmaster and Lay Eucharistic Minister for Saint Andrew Episcopal Church in Kokomo, Indiana.