

Glenn McRae

Director, Northeast Transportation Workforce Center
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Policy & Leadership

- 2014 – present Director, Northeast Transportation Workforce Center ([NETWC](#)) at the University of Vermont Transportation Research Center
- 2020-present Member of the Standing Committee on Workforce Development and Organizational Excellence (AJE15), National Academy of Sciences Transportation Research Board. (Previously Committee on Transportation Education and Training (ABG20)2016-2019.
- 2017-present Coordinator, National Transportation Training Directors (NTTDonline.net)
- 2011- 2019 Associate Director & Outreach Manager, UVM Transportation Research Center. National Transportation Career Pathway Initiative; Transportation Education Development Pilot Program; University Transportation Center Core Education and Center Grants, Vermont Agency of Transportation Cooperative Agreement; New England Transportation Consortium, US Dept. of Energy Vermont Clean Cities Coalition
- 2008-2010 Executive Director, The Intervale Center
- 2003-2008 Director of Public Policy, The Snelling Center for Government

Academic

- 2003-present Graduate Faculty Member, University of Vermont
Adjunct Faculty, Master of Public Administration Program, Department of Community Development and Applied Economics
- 2011-2017 Graduate Program Coordinator, University of Vermont
Transportation Research Center; Certificate of Graduate Studies in Sustainable Transportation Systems and Planning
- 2008 Interim Director, Master of Public Administration Program, UVM
- 1996- 2009 Instructor, Nonprofit Certificate Program
Prevel Graduate School, St. Michael's College, Vermont.

Consultancies (*Selected*)

- 2013-2014 U.S.A.I.D, Rwanda Family Health Program, Environmental Management Assessment program development and training
- 2004- 2013 United Nations Development Program, Implementation of a seven-nation model program to reduce emissions of mercury and dioxins from health care institutions. (GEF Funding). <http://www.gefmedwaste.org/>
- 2002-2003 World Health Organization, Consultant for establishment of an international program on health care waste management

Professional Publications *(Selected)*:

Ivey, S. and McRae, G. **Emerging technologies and the changing transportation workforce: Lessons in predicting the future.** *Journal of Interprofessional Workforce Research and Development*. Volume 2: Issue 2, 2019. (Special issue on Technology and the Workforce), Fall 2019 (Rosalind & Franklin University, Chicago, IL). Journal ceased publication January 2020.

Vallett, C., McRae, G., & McCutcheon-Schour, M. (2014). [Bringing Developmental Evaluation Practices and Principles to the Transportation Education Development Pilot Program at the University of Vermont.](#) *Transportation Research Record: Journal of the Transportation Research Board*, No. 2424, *Transportation Research Board of the National Academies, Washington, D.C., 2014, pp.63-68.*

LeBlanc, J. R., Conner, D., McRae, G., & Darby, H. (2014). [Building resilience in nonprofit food hubs.](#) *Journal of Agriculture, Food Systems, and Community Development*. Vol. 4, No. 3, 121-135.

Council of University Transportation Centers (2012) [National Transportation Workforce Summit Summary of Results: Framework for Action.](#) April 24-26, 2012 Summit, Washington DC.

Research Reports *(Selected)*

[Workforce Development Needs of Transportation Sector Climate Adaptation Professionals.](#)

Authors: Dowds, J., & McRae, G. (2021). UC Davis: National Center for Sustainable Transportation.

[Vermont Agency of Transportation Retention and Knowledge Management Study.](#)

Authors: McRae, G., Vallett, C., Jewiss, J. (October 2018). TRC Report #18-002.

[Climate Adaptation and Resiliency Planning: Agency Roles and Workforce Development Needs](#)

Authors: Lisa Aultman-Hall, Jonathan Dowds, Carol Vallett, and Glenn McRae (October 2017).

[National Center for Sustainable Transportation](#) Research Report.

[Alternative Fuels in Transportation: Workforce needs and opportunities in support of reducing reliance on petroleum fuels](#)

Authors: Abby Bleything, Greer Cowan, Glenn McRae, Linnea Myers (2016). [Northeast Transportation Workforce Center](#) Report.

[Northeast Region Transportation Job Needs and Priorities Report, Phase II.](#) Prepared by the Northeast Transportation Workforce Center team lead by Glenn McRae. FHWA funded Center grant. Phase I- August 2016.

[Northeast Region Transportation Job Needs and Priorities Report, Phase I.](#) Prepared by the Northeast Transportation Workforce Center team lead by Glenn McRae. FHWA funded Center grant. Phase I- December 2015.

[Assessing the Travel Data Needs for Vermont Transportation Performance Metrics](#)

Author(s): Aultman-Hall, Lisa; McRae, Glenn. TRC Report # 14-017. (2014).

[Transportation Education Demonstration Pilot Program, 2008-2013 Summary Report.](#) Prepared by Glenn McRae. TEDPP Final Report to FHWA (Grant No. DTFH61-08-G-00007). July 2013.

[Transportation Education Demonstration Pilot Program.](#) Final UTC Report prepared by Glenn McRae. June 2012. UVM TRC Report #12-013.

Presentations at Professional Meetings (Selected):

Tracking Outcomes in the National Summer Transportation Institute Program: An Interview-Based Inquiry. Poster presentation at the Transportation Research Board Annual Meeting, Washington, DC, January 2020

Nextgen Transportation System Workers: Building the Education, Training, and Career Path Infrastructure. Address to the U.S. Conference of Mayors Workforce Development Board. Washington, D.C., January 24, 2019.

Building Resilience: Career Pathways for the next generation of resilience workers. Poster presentation, National Council for Science and the Environment Annual Conference: Sustainable Infrastructure & Resilience, Crystal City, VA. January 2018.

Climate Change: Challenges for the Transportation Maintenance and Operations Workforce. Transportation Research Board Annual Meeting. Washington DC, January 2016.

Development of a Regional Workforce Needs Profile: Results and Guidance from the Northeast and Southwest Regional Transportation Workforce Centers. Transportation Research Board Annual Meeting. Washington DC, January 2016.

Stakeholder Input for New Regional Surface Transportation Workforce Centers. Transportation Research Board Annual Meeting. Washington DC, January 2015.

Advancing the National Transportation Workforce Summit Framework for Action. Transportation Research Board Annual Meeting. Washington, DC, January 2013.

Results of the National Transportation Workforce Summit: A Framework for Action on the state level. The National Transportation Training Directors annual meeting. Seattle, October 2012.

Public Engagement Processes Organized (Selected)

Green Economy (2008) – Developed a comprehensive, consensus-based approach to advance state strategies growing environmental enterprises and green business practices as a significant contributor to the Vermont economy.

Vermont as an E-State (2008) – Facilitate a public community dialogue on how communities may best take advantage of increasing connectivity provided by ubiquitous broadband and cell coverage.

Burlington Livable Communities Project (2006-2008) – In partnership with AARP-VT, developed engagement strategy for the age 50+ population of Burlington Vermont to identify and advocate for community changes to advance community design and infrastructure for an age-friendly city.

Commission on the Future of Economic Development in Vermont (2007-2008) – Design and implement public dialogue for stakeholders and the public on the economic future of the Vermont on behalf of the State Legislature.

Health Care Reform (2005) – Developed and implemented a statewide public engagement process for the Vermont state legislature on key principles to guide health care reform initiatives.

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Curriculum Vitae

Courses Designed and Taught

- Public Administration MPA Capstone Course (UVM-graduate)
- Introduction to Public Policy, Public Policy Analysis, Public Policy Implementation, Nonprofit Administration (UVM – MPA)
- Introduction to Anthropology (UVM)
- Cultural Anthropology & Native Peoples of North America (CCV)
- Trashed: The Anthropology of Waste (UVM)
- Social & Environmental Justice (St. Michael's College)
- James Bay Field Course: Cree Culture in Transition (UVM)
- The Nonprofit Organization & Nonprofit Management (St. Michael's College)

Ph.D. Committees and Examinations

- 2013 Committee Member. Kim McRae, Ph.D. Candidate, Rubenstein School for Environment and Natural Resources, UVM.
Dissertation Topic: Effects of Persistent Organic Pollutants on the Environment in the Mohawk Nation of Akwesasne
- 2010 Evaluator. Junaid Haibib-Ullah, Ph.D.
National College of Business Administration and Economics
Title of Dissertation: *Managing the Health Care Solid Waste in Punjab, Pakistan*
- 2007 Examiner. Trevor Thorton, Doctor of Technology.
Deakin University, Victoria, Australia.
Title of Thesis: *Clinical Waste Management in Victorian Hospitals*

Master's Committees and Examinations

- 2012 Committee Member. Jackie Leblanc, M.S., CDAE, UVM
Thesis: *Alternative Food Network Infrastructure: Food Hubs as a strategy to facilitate local food consumption in Vermont*
- 2007 Committee Member. Russell Mills, M.P.A., UVM
Thesis: *New Governance of Airports in the United States: How the Selection of Policy Tools Affects Accountability Structures*
- 2006 Committee Member. Daniel Bromberg, M.P.A., UVM
Thesis: *Government actions to promote, influence, and or regulate Corporate Social Responsibility*

Advising and Field Faculty Positions

- 2011-2017 Graduate Program Coordinator, UVM Transportation Research Center.
- 2007-2008 Official graduate advisor to MPA students at the University of Vermont.
- 1998-2006 Independent study supervisor, Nonprofit Management, St. Michael's College
- 2004-2006 Graduate Field Faculty, The Union Institute and University, Montpelier, Vermont

Education

- Ph.D. Anthropology – 2001 The Union Institute & University, Cincinnati, Ohio
- M.A. Social Ecology – 1980 Goddard College, Plainfield, Vermont
- B.A. Anthropology - 1977 Potsdam College (SUNY), Potsdam, New York