Anica Lee, Ph.D
Associate Professor of Instruction
Biology Department

THIS CV HIGHLIGHTS MY TEACHING AND SERVICE 2021-2026. MY FULL CV IS AVAILABLE THROUGH THE FACULTY QUALIFICATIONS.

I. Academic/Professional Background

A. Name and Title

Name: Dr. Anica Lee Title: Professor of Instruction

B. **Educational Background**

Degree	Year	University	Major	Thesis/Dissertation
PHD	2014	Baylor University	Biology	
MS	2005	Sam Houston State University	Biology	
BS	2003	Angelo State University	Biology	

C. University Experience

Position	University	Comments	Dates
Professor Of Instruction	Texas State University	2026 – current	
Associate Professor Of Instruction	Texas State University	2024-2026	
Lecturer	Texas State University	2016-2024	
Adjunct Professor	St. Edward's University	2012 - 2016	
Visiting Professor	Southwestern University	2013	
Teacher of Record	Baylor University	2007 - 2011	
Biology Lecturer	Sam Houston State University	2005/2006	

E. OTHER PROFESSIONAL CREDENTIALS (LICENSURE, CERTIFICATION, ETC.)

- ACUE Effective Learning Certification, Texas State University. (May 2026)
- TOTS (Texas State Online Teaching), Texas State University Online and Extended Programs. (August 2025).
- Active Learning Essentials, Macmillan Learning. (July 2025).
- Teaching with Generative AI, Macmillan Learning. (August 2024).

II. TEACHING (2021-2025)

A. Teaching Honors and Awards:

- Award Recipient: Immersive Curricular Development Stipend (2025/26).
- Award / Honor Recipient: Guest Coach for Volleyball team, Volleyball Team. November 2023
- Award / Honor Recipient: Guest Coach for Football team, Athletic Services. October 2023
- Award / Honor Nominee: Alpha Chi Favorite Professors for 2021 nomination, Alpha Chi. April 2021.

B. COURSES TAUGHT IN THE PAST 5 YEARS:

BIO 4416 – GENERAL ECOLOGY
BIO 3308 – GLOBAL ECOLOGY
Bio3307 – GLOBAL BIOGEOGRAPHY
BIO 1320 – MODERN BIOLOGY 1
BIO 1320 – MODERN BIOLOGY 1 HONORS

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BIO 1320 – MODERN BIOLOGY 1 ACCELERATED

C. DIRECTED STUDENT LEARNING (i.e. theses, dissertations, exit committees, etc.):

- Member, Master's Thesis, Status: In Progress. (April 2025 - Present). Biology Department, Texas State University. Student(s): Kaitlyn Patterson, Graduate, Master's.
- Member, Master's Thesis, Status: Proposal. (August 2024 – Spring 2026). Biology Department, Texas State University. Student(s): Enyo (Cerise) Mensah, Graduate, Master's.
- Member, Master's Thesis, Status: Completed. (August 2024 – August 2025). Biology Department, Texas State University. Student(s): Samantha Lamb, Graduate, Master's.
- Supervisor / Chair, Honor's Thesis, Status: Completed. (August 2025 - December 2025). Biology, Texas State University. Student(s): Joedward Herrera Salas, Undergraduate.
- Supervisor / Chair, Honor's Thesis, Status: Completed. (January 2025 - May 2025). Biology, Texas State University. Student(s): Shalimar Braddy, Undergraduate.

D. COURSES PREPARED AND CURRICULUM DEVELOPMENT:

- Bio3307 - Global Biogeography: Patterns, Processes, and Conservation, First Time Course Preparation, Texas State University. Approved: September 2025.
- Bio3308, First Time Course Preparation, Texas State University. Taught: June 2020 - July 2020.
- Bio3307, New Course, Texas State University. Proposed: October 2024 - Present.
- Bio3307 – Biogeography, Spring 2026
- Bio1320A, New Course, Texas State University. Taught: March 2025 - May 2025.
- Bio3308, Revise Existing Course, Texas State University. Taught: May 2024 - Present.
- Bi4416, Revise Existing Course, Texas State University. Taught: August 2023 - Present.
- Bio1320, Revise Existing Course, Texas State University. Taught: August 2022 - December 2022.
- Bio3308, Revise Existing Course, Texas State University. Taught: August 2022 - December 2022.
- Bio3308, Revise Existing Course, Texas State University. Taught: May 2022 - July 2022. Bio4416,
- Bio1320, Revise Existing Course, Texas State University. Taught: July 2021 - August 2021.
- Bio4416, Revise Existing Course, Texas State University. Taught: January 2021 - August 2021.
- Bio3308, Revise Existing Course, Texas State University. Taught: June 2021 - July 2021.
- Bio1320, Revise Existing Course, Texas State University - AOP. Proposed: October 2024 - Present.

G. TEACHING PROFESSIONAL DEVELOPMENT ACTIVITIES ATTENDED

2026

- Grammarly Docs with Agents Bonus track (September 2026)
- Cybersecurity training (September 2026)
- Grammarly Track 2: Authorship For Transparency in the Writing Process (August 2026)
- Coursera Faculty, Skills, and the Future of Higher Education Certificate (August 2026)
- Leveraging AI to Build Engaging Course Content (August 2026)
- ACUE Effective Learning Certification, Texas State University. (May 2026)
- Getting Started with DesignPlus (Spring 2026)
- UDOIT Right! Accessibility Tools in Canvas (March 2026)
- McGraw-Hill Virtual Labs Live Reviews (February 2026)

2025

- Lunch and Learn: Learner Engagement Level 1. Texas State University. (October 2025).
- Lunch and Learn: Learner Engagement Level 2. Texas State University. (October 2025).
- Workshop, "Playlab Intro Workshop (Onboarding)," Playlab. (September 2025 - Present).
- Workshop, ") Fostering Belonging with AI: Practical Strategies," Macmillan Learning. (February 2025).
- Workshop, "Gen AI Mitigation and Incorporation Strategies," Texas State University. (February 2025).
- Workshop, "Taking the AI Integration to the Next Level," Macmillan Learning. (February 2025).
- Workshop, "Six Ways Students Learn," McGraw Hill. (January 2025).
- Self-Study Program, "Effective Teaching Practices by ACUE," ACUE and Texas State University. (October 2025 - May 2026).
- Self-Study Program, "TOTs (Teaching Online at Texas State)," Texas State University, San Marcos. (June 2025 - August 2025).
- Institute, "Active Learning Essentials: Bridging Research and Practice," Macmillan Learning. (May 2025 - June 2025).
- Workshop, "PodCats," Texas State University, San Marcos. (January 2025 - April 2025).

2024

- Tutorial, "Tools for an Ethical Workplace (Ethics and Compliance)," Texas State University. (September 19, 2024).
- Tutorial, "Preventing Harassment and Discrimination (EEO & Title IX)," Texas State University. (March 12, 2024).
- Tutorial, "TXST Cybersecurity," Texas State University. (March 12, 2024).
- Book club, "Bookcats," Texas State University, San Marcos. (2024).
- Seminar, "AI in Academia Dialogue Series," Texas State University, San Marcos. (2024).
- Tutorial, "Course Mapping Webinar by ODEL," Texas State University, San Marcos. (2024).
- Workshop, "Back to School with Achieve," Macmillan Learning. (2024).
- Workshop, "Fostering Student Engagement with Gen AI," Harvard Business Publishing. (2024).
- Workshop, "Leveraging High-Structure Course Design to Enhance Student Engagement and Success in STEM," Macmillan Learning. (2024).
- Workshop, "Mastering The Art of Survey Design! Building Blocks for Effective Research," Texas State University, San Marcos. (2024).
- Workshop, "More than meets the AI: How AI Chatbots Can Enhance Critical Thinking Skills," Macmillan Learning. (2024).
- Workshop, "Navigate TXST training session," Texas State University. (2024 - Present). Workshop, "Open Education," Texas State University, San Marcos. (2024).
- Workshop, "The Power of Play: Using Student-Centered Pedagogy & Play to Enhance Student Engagement, Connection, and Learning," Texas State University, San Marcos. (2024).
- Workshop, "Turn Your Students' Minds into Sponges: How to Help Your A&P Students Study Smarter, Not Harder," Pearson. (2024).
- Workshop, "What's In Your Wallet? Teaching Tips That Pay Off for You and Your Students," Texas State University, San Marcos. (2024).

- Workshop, "AI in Academia Dialogue Series," Texas State University. (February 2024 - November 2024).
- Institute, "Teaching with Generative AI: A Course for Educators," Macmillan Learning. (May 2024 - June 2024).
- Institute, "Teaching Online at Texas State," Texas State University, San Marcos. (May 2024).
- Workshop, "AI in Academia Dialogue Series," Texas State University. (February 2024 - November 2024).
- Institute, "Teaching with Generative AI: A Course for Educators," Macmillan Learning. (May 2024 - June 2024).
- Institute, "Teaching Online at Texas State," Texas State University, San Marcos. (May 2024).

2023

- Workshop, "Active Learning in Non-Majors Biology," McGraw-Hill. (November 2023).
- Workshop, "AIdeas for Faculty: Implementing Artificial Intelligence Activities in the Classroom," Texas State University, San Marcos. (October 2023).
- Workshop, "Bite-Sized Ways to Motivate Your Students," Texas State University. (October 2023).
- Workshop, "How to Talk to Your Students About All Things AI," Texas State University, San Marcos. (October 2023).
- Workshop, "Reinventing Non-Majors Biology Instruction," McGraw-Hill. (October 2023).
- Workshop, "When AI Is a Liar and a Cheat: Re-Imagining Authentic Assessment in the Age of Open AI," Macmillan. (October 2023).
- Workshop, "Canvas Toolkit: New Quizzes," Texas State University, San Marcos. (August 2023).
- Workshop, "•Exploring the Mystery of Terrestrial Biomes with HHMI BioInteractive Biome Viewer and Mini cases," HHMI. (August 2023).
- Seminar, "Inclusive strategies for humanizing diverse scientists in the classroom webinar," Pearson. (July 2023).
- Workshop, "LGBTQiA Allies Training," Texas State University, San Marcos. (July 2023).
- Workshop, "2023 NABT Inclusive Teaching Symposium," NABT. (March 2023).
- Workshop, "Scholarship Committee Review Training BOSS," Texas State University, San Marcos. (March 2023).
- Seminar, ""10th Annual Award for Excellence in Online Teaching: Virtual Showcase"," Texas State University. (February 2023).
- Workshop, "Epilepsy Seizure First Aid Recertification," Epilepsy Foundation. (February 2023).
- Workshop, "Open Education and OpenStax Workshop," Texas State University, San Marcos. (February 2023).
- Workshop, "AIMing for the Future: New Processes for Testing and Accommodations," Texas State University, San Marcos, TX. (January 2023).
- Workshop, "The Strength Within: Activating Community Cultural Wealth to Increase Success for Students of Color in STEM Disciplines," Texas State University. (January 2023).
- Workshop, "Wait! Shouldn’t Students Know That Already? Why Students Don’t Know What You Think They Should Know and What You Can Do About It," Texas State University, San Marcos. (January 2023).

2022

- Tutorial, "Cyber Training," Texas State University. (2022). Tutorial, "Title IX training," Texas State University. (2022).
- Tutorial, "Tools for an Ethical Workplace (Ethics and Compliance)," Texas State University. (2022).
- Workshop, "-Let's Do Lunch: A community of learning (Using "Hypothesis" external Canvas tool)," Texas State University. (2022).
- Workshop, "AIMing for the Future: New Processes for Testing and Accommodations for Spring 2022," ODS. (2022).
- Workshop, "Back to the Future: Re-engaging Students in the Post-Pandemic Classroom," Texas State University. (2022).
- Workshop, "ESCALA: Culturally Responsive Teaching for Faculty at HSIs," Texas State University. (2022).
- Workshop, "ESCALA: Increasing Latinx Student Success," Texas State University. (2022).
- Workshop, "Intro to YuJa hosted by Vendor," Texas State University - ITAC. (2022). Workshop, "Introduction to YuJa," YuJa vendor. (2022).
- Workshop, "Making PDF documents accessible to Individuals with Disabilities," Texas State University - ODS. (2022).

2021

- Tutorial, "Cybersecurity Training," Texas State University, San Marcos, TX. (2021).
- Tutorial, "Ethics and Compliance Online course," Texas State University, San Marcos, TX. (2021).
- Workshop, "Allies for individuals with disabilities," Texas State University, San Marcos, TX. (2021).
- Workshop, "Bias Training for Biology department," Texas State University, San Marcos, TX. (2021).
- Workshop, "Canvas Toolkit: New Quizzes," Texas State University, San Marcos, TX. (2021).
- Workshop, "Civilian Response to Active Shooter Events," Texas State University, San Marcos, TX. (2021).
- Workshop, "Data Explorer to Examine Impacts of Poaching on Elephant Populations," HHMI. (2021).
- Workshop, "Diversity 101," Texas State University, San Marcos, TX. (2021).
- Workshop, "Diversity 102," Texas State University, San Marcos, TX. (2021).
- Workshop, "Electronic Resources and Information Accessibility," Texas State University, San Marcos, TX. (2021).
- Workshop, "Final Grading Workshop," Texas State University, San Marcos, TX. (2021).
- Workshop, "From Foster Care to College Student," Texas State University, San Marcos, TX. (2021).
- Workshop, "Helping First Generation College Students Survive and Thrive in Your Class," Texas State University, San Marcos, TX. (2021).
- Workshop, "Mental Health First Aid Training," Texas State University, San Marcos, TX. (2021).
- Workshop, "Setting Your Intentions: Inclusive Syllabus Design," Texas State University, San Marcos, TX. (2021).
- Workshop, "Student Emergency Services: Helping A Student Learn Resilience From Crisis To Commencement," Texas State University, San Marcos, TX. (2021).
- Workshop, "Supporting Transgender/Non-binary," Texas State University, San Marcos, TX. (2021).
- Workshop, "The Value of Cross-Cultural Exchanges during a Global Pandemic," NABT. (2021).
- Workshop, "Tips and Resources to Address Engagement and Minimize Stress in the Virtual Classroom," NABT (National Association of Biology Teachers). (2021).

- Workshop, "Understanding First-Generation LatinX Student Experiences," Texas State University, San Marcos, TX. (2021).
- Workshop, "Understanding Students on the Autism Spectrum," Texas State University, San Marcos, TX. (2021).
- Workshop, "Using Case Studies in STEM Teaching," Texas State University, San Marcos, TX. (2021).
- Workshop, "We are One: Epilepsy seizure recognition and first air certification training," Texas State University, San Marcos, TX. (2021).
- Workshop, "Introduction to Open Educational Resources and the OER Community of Learning," Texas State University, San Marcos, TX. (February 2021).
- Workshop, "Assessment Strategies That Support First Generation Student Success," Texas State University, San Marcos, TX. (January 13, 2021).
- Workshop, "Designing Open Book/Open Note Multiple Choice Exams," Texas State University, San Marcos, TX. (January 12, 2021).

IV. SERVICE (2021-2025)

A. Institutional

1. UNIVERSITY:

- Presenter at the Texas State University AI Symposium (March 2026)
- Participant, Texas State University: DSS Move-In Weekend. (August 2026).
- Participant, Texas State University: DSS Move-In Weekend. (August 2025).
- Presenter at the Texas State University AI Symposium (March 2025)
- Participant, Engaged Study. (2024).
- Participant, Get Fit Texas. (2023 - Present).
- Participant, GECC Results Reporting. (January 2021 - Present).
- Participant, SACS Results Reporting. (January 2021 - Present).
- Letter of Recommendation writer, Texas State University. (2025 - present).

2. COLLEGE:

- Co-advisor, Pre-nursing students. (November 2021 - 2025).

3. DEPARTMENT/SCHOOL:

- Helper, Texas State University: Faculty Search for Bio1320/1330 (August 2026)
- Co-Organizer: CoSE Open House – Biology Department. (August 2026)
- Judge, 2024 TXST STEM Conference. (2026)
- Committee Member, Outstanding IA award (2026 – present)
- Member, NLF PC (2026 – present)
- Participant (volunteer, not a Committee Member), Biology Department, Wildlife Management faculty search. (March 2025 - Present).
- Chair, Ernest Joe and Jo Ann Parks-Harber Endowed Scholarship Committee. (2025 - Present).

- Co-Chair, Biology Department Graduate Student Colloquium. (2025 - Present).
- Judge, 2024 TXST STEM Conference. (2025)
- Judge, Biology Department Graduate Student Colloquium. (2025 - Present).
- Member, Charles Spurgeon Smith Scholarship in Biology. (2024 - Present).
- Member, Chuck Nash Aquatic Studies Endowed Scholarship Committee. (2024 - Present).
- Member, Fred and Yetta Richan Aquatic Biology Award Committee. (2024 - Present).
- Member, Marty Heaney Memorial Endowed Scholarship Committee. (2021 - Present).
- Member, W.K.Davis Award Committee member. (2019 - Present).
- Chair, Ernest Joe and Jo Ann Parks-Harber Endowed Scholarship Committee. (2024 - Present).
- Coordinator, GECC for 1320. (January 2020 - 2025).
- Judge, 2024 TXST STEM Conference. (2024).
- Judge, Biology Department Graduate Student Colloquium. (2020 - Present).
- Judge, Photo competition for the Graduate Student Association's Calendar. (2024- Present).
- Writing Letter of Recommendation for Nursing School (2016-present)

B. PROFESSIONAL:

2026

- Reviewer / Referee, National Association of Biology Teachers (NABT). (2026). Judged posters.
- Reviewer / Referee, Texas Society of Mammalogists (TSM). (2026). Judged posters.
- Reviewer / Referee, Doral Academy Science Fair, Buda, TX. (2026). Judged Science Fair

2025

- Member, Cengage Advisory Board. (2025 - Present). Reviewed 2 chapters for their upcoming intro-bio book in 2025.
- Member, Texas Society of Mammalogists ad-hoc Committee. (2025 - Present).
- Member, Texas Society of Mammalogists ad-hoc Human Diversity Committee. (2024 - Present).
- Reviewer / Referee, Alamo Regional Science and Engineering Fair, San Antonio. (2025). Judged posters.
- Reviewer / Referee, Doral Academy Science Fair, Buda, TX. (2025). Judged Science Fair
- Reviewer / Referee, National Association of Biology Teachers (NABT). (2025). Judged posters.
- Reviewer / Referee, Texas Society of Mammalogists (TSM). (2026). Judged posters.

2024

- Reviewer / Referee, Animals Open Access Journal. (2024). Judged manuscript.
- Reviewer / Referee, Animals Open Access Journal. (2024). Judged manuscript.
- Reviewer / Referee, Animals Open Access Journal. (2024). Judged manuscript.
- Reviewer / Referee, National Association of Biology Teachers (NABT). (2024). Judged posters.
- Reviewer / Referee, Texas Society of Mammalogists. (2024). Judged student presentations (talks).
- Reviewer / Referee, Cengage Advisory Board. (November 2024). Reviewed chapters for a new textbook.

2023

- Reviewer / Referee, NABT. (2023). Judged Posters.
- Reviewer / Referee, Texas Society of Mammalogists. (2023). Judged Student talks and posters.

- Reviewer / Referee, W. W. Norton. (2023). Reviewed book chapter.

2022

- Reviewer / Referee, NSTA. (2022). Reviewed talk proposals.
- Reviewer / Referee, Texas Society of Mammalogists. (2022). Judged online presentations.
- Reviewer / Referee, Texas State Biology Department Colloquium. (2022). Judged Graduate student presentations.

2021

- Reviewer / Referee, Open Source Journal Animals. (2021). Reviewed Papers.
- Reviewer / Referee, Texas Society of Mammalogists. (2021). Judged Student talks.

C. Community:

- Co-Organizer, Doral Academy of Texas (January 2026) – recruited Texas State University's Biology Faculty to judge the Science Fair.
- Participant, Doral Academy of Texas (August 2026 – present) – member of Spirit Squad (helping school organizing events, helping teachers, etc)
- Organizer, Doral Academy Of Texas. (March 2025). Facilitated Women in STEM talk at the Doral Academy of Texas
- Member, STEAM Committee at Doral Academy of Texas. (2025). Participating in COMP3 workshops in collaboration with TRANSCEND to map the school's future trajectory and curriculum development.
- Organizer, Doral Academy Of Texas (Spring 2025 - Present) – Science Explore. I created the Afterschool Club, and I am helping teachers run it.
- Volunteer, Doral Academy of Texas (2024/2025). I helped with the LEGO club for the whole school year.
- Organizer, Doral Academy Of Texas. (March 2024). Hosted 6th-grade students from Doral Academy Texas at the Biology Department.
- Member, Doral Academy PTSA. (2024 - Present).
- Organizer, Doral Academy Of Texas. (March 2023. Facilitated Women in STEM talk at the Doral Academy of Texas (hosted women from HOSA, Women in Medicine, and Pre-Dental Student Organization.
- Participant, STEAM Committee at the Doral Academy of Texas. (2024 – 2025).
- Speaker, Doral Academy of Texas. (2023). Career Day.
- Board Member, Anti-bullying Committee at the Doral Academy of Texas. (2023).
- Member, Doral Academy PTSA. (2023).
- Speaker, Doral Academy of Texas. (2023). I was a speaker representing Women in STEM Speaker, Doral Academy of Texas. (2023).
- Speaker, Doral Academy of Texas. (2023). The guest presented at the STEM showcase at the Doral Academy of Texas
- Speaker, Goddard School, Austin. (2023). Volunteered to present at the Goddard School (I brought in dissections and specimens to show preschoolers)
- Speaker, Naturalist Master Class. (2023). I was a speaker talking about Ecology at the Naturalist Master class event.

- Board Member, Doral Academy PTSA. (2022). President of PTSA in Spring, Chair of Programs in Fall 2021.

D. Organization Memberships:

- Texas Society of Mammalogists. (2003 - Present).
- National Association of Biology Teachers (NABT). (2019 - Present).
- National Science Teaching Association (NSTA). (March 2022 - Present)