

Andrew B. Carter, Ed.D., CSCS
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EDUCATION

2015–2019 **University of North Carolina at Greensboro**
Doctor of Education (Ed.D.), Kinesiology

Dissertation: Expectations of Strength & Conditioning Professionals: Perspectives of Athletic Directors and Strength & Conditioning Professionals

2003–2005 **University of Delaware, Newark, DE**
Master of Science (M.S.), Exercise Physiology

Thesis: The Effects of High-Volume Upper Extremity Plyometric Training on Throwing Velocity and Isokinetic Eccentric-to-Concentric Strength Ratios of the Shoulder Rotators in Collegiate Baseball Players

1998–2002 **Salisbury University, Salisbury, MD**
Bachelor of Science (B.S.), Physical Education: Exercise Science; Minor: Biology

PROFESSIONAL EXPERIENCE

2025 – Present **North Carolina Wesleyan University, Rocky Mount, NC**
Assistant Professor of Exercise Science

- Serve as professor in the Master of Science in Human Performance and Sports Science and undergraduate Exercise Science Program within the School of Health Sciences
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2022 – 2024 **Campbell University, Buies Creek, NC**
Associate Athletics Director for Student-Athlete High Performance and Development;
Athletics Healthcare Administrator (2024)

- Provide administrative oversight and leadership for the Sports Medicine, Sports Performance, Mental Health and Sport Psychology and Nutrition departments
- Serve as department designated Athletics Healthcare Administrator
- Serve as primary sport administrator for: Football (FCS), Wrestling, Women's Lacrosse
- Continue responsibilities outlined below as Assistant Athletics Director for Student-Athlete Well-Being and Development

2017–2022 **Campbell University, Buies Creek, NC**
Assistant Athletics Director for Student-Athlete Well-Being and Development (Title Change: 2021)
Assistant Athletics Director for Student-Athlete Health, Nutrition and Development (2017–2021)

- Oversee all aspects of student-athlete mental health and wellness, nutrition and supplementation, leadership, career, and student-athlete development
- Serve as primary sport administrator for Men's Soccer, Men's & Women's Tennis, Softball, Men's and Women's Golf, and Women's Swimming (2021–2022)
 - Oversaw upgrade of Nisbet Tennis Center (2021)
- Serve as member of the athletic departments Senior Administrative Leadership Team
- Manage \$400,000+ Student-Athlete Opportunities/Assistance Fund
- Establish and coordinate “Community of Wellness” collaboration between available mental health and sport psychology resources
 - Hired and provide oversight for contracted behavioral health counselors to work directly with student-athletes
 - Create Mental Health and Performance Psychology workshops for Student-Athletes
 - Organize and facilitate contracted Sport Psychology Services for all CU athletics
 - Create and implement CU student-athlete mental health policies and procedures manual
- Create and facilitate the *Camels Leadership Development And Education (LEAD)* initiative

- Leadership development program designed to develop student-athlete leaders and promote a culture of winning and growth within their respective teams
 - Recruit and coordinate external guest speakers for monthly engagements
- Serve as advisor for Campbell Athletics Student-Athlete Advisory Committee (SAAC)
 - Work alongside student-athletes to ensure that issues specific to student-athletes are being addressed
 - Modify organizational structure to better suit the needs of our student-athletes
 - Oversee and facilitate all SAAC programming and student-athlete events
- Oversee, develop, implement, and enhance career development services for all CU student-athletes
 - Created the *Campbell MADE* brand for novel career development initiatives
 - Facilitate career development workshops
 - Recruit industry experts and alumni to speak to student-athletes at various events
- Coordinate efforts for implementation of sports science and recovery services
 - GPS Tracking (Catapult/VX)– External training load monitoring and analysis
 - Biomechanical analysis in conjunction with the CU Physical Therapy school
 - Facilitated Yoga Instructor, Massage Therapy Services, Active Release Therapist
- Support student-athletes in Diversity, Equity, and Inclusion Initiatives
 - Created and hosted Student-Athlete Town Hall meetings to offer a safe space to discuss issues surrounding racial inequities and police violence
 - Created and led the Campbell VOTES initiative; 100% of all CU SA's were registered to vote leading up to the 2020 election.
 - Facilitated in the production of DEI PSA's and social media campaigns
- Serve as lead coordinator for CU Athletics Summer Bridge program
 - Created and implemented summer transition course for incoming freshmen student-athletes
 - Collaborate with the student-athlete success team to deliver course
- Establish healthy dining options for student-athletes
 - Athletics Department liaison to Aramark and campus dining services
 - Expand quick service Fuel Zones to serve all student-athletes
 - Coordinate Registered Dietitian's (RD) to work with CU athletic programs
 - Facilitate bi-annual RD visit to campus to provide education to teams and individuals
- Coordinate Title IX and gender violence prevention speakers to provide educational workshops for student-athletes
- Create Speaker Series for Campbell Athletics Student-Athlete Development events
- Served as site supervisor for 2019 NCAA Men's College Cup (Cary, NC)
- Prepared and submitted NCAA CHOICES Grant proposal for student-athlete alcohol education

2015-2017

Campbell University, Buies Creek, NC

Assistant Athletics Director for Sports Performance/ Director of Strength and Conditioning

- Oversaw all areas related to the overall athletic performance of CU student-athletes including:
 - Speed, strength, and energy system development
 - Sport psychology
 - Nutrition and supplementation
 - Recovery and return to play protocols
- Responsible for all strength and conditioning efforts of the department (See Director of Strength and Conditioning responsibilities below)
- Responsible for designing and facilitating the build out of the Burt Sports Performance Center, which opened in January of 2015
 - Complete facility design - Including: weight room flooring, indoor turf, reinforced walls, graphics and branding, fuel station, lighting, security, and storage

2008-2017

Campbell University, Buies Creek, NC

Director of Strength and Conditioning

- Responsible for developing and implementing strength, speed, conditioning, and nutrition protocol for NCAA Division 1 FCS football team and 2 Division I intercollegiate sports, while overseeing specific strength and conditioning programs for all 21 sport programs
 - Directly responsible for the following sport programs:
 - Football (2008-2017), Baseball (2010-2017), Women's Lacrosse (2012-2017)
 - Men's Basketball (2008-2013), Women's Basketball (2008-2011), Women's Soccer (2008-2013), Softball (2008-2011), Wrestling (2008-2010), M/W Cross Country (2008-2010), M/W Tennis (2008-2010), W Swimming (2008-2010)
- Responsible for day-to-day operations of the 6,000 sq. ft. Burt Sports Performance center and 3,500 sq. ft. Burns Strength and Conditioning Center
 - Fiscal management – Final Operating Budget in excess of \$50,000
 - Facility scheduling
 - Maintenance and upkeep
- Responsible for evaluation, management, and oversight of:
 - Associate Director of Strength and Conditioning
 - Assistant Director of Strength and Conditioning (2)
 - Graduate Assistant (1)
- Developed and implemented a comprehensive education-based internship program
 - Placed numerous interns in GA or full-time positions after completion

2005-2008

St. Stephen's & St. Agnes School, Alexandria, VA

Head Strength and Conditioning Coach, Physical Education Teacher, Assistant Varsity Boy's Lacrosse Coach, Physical Education Department Coordinator

- Developed and implemented strength and conditioning protocol for all 19 Upper School varsity and junior varsity athletic programs.
- Physical Education department coordinator and teacher for grades 9-12.
- Served as Assistant Boys' Varsity Lacrosse Coach; Won 2006 Virginia State Independent School Championship

2006-2008

United States Women's National Lacrosse Team, Baltimore, MD

Head Strength and Conditioning Coach

- Developed strength and conditioning protocol for 3 National Competing Teams (U-19, Developmental, Elite)
- Facilitated individual virtual strength and conditioning training programs
 - Catered training programs to individual athlete based on specific needs and availability of facility and equipment
- Implemented conditioning assessments and drills
- Participated in on-site monthly practices

2003-2005

University of Delaware, Newark, DE

Assistant Strength and Conditioning Coach

- Developed and implemented strength and conditioning protocol for 9 NCAA Division I Intercollegiate sport programs:
 - Baseball, Men's Lacrosse, Men's Soccer, Softball, Women's Rowing, Men's and Women's Track & Field, Men's and Women's Tennis, Men's and Women's Swimming and Diving
- Practicum instructor for undergraduate strength and conditioning students
- Responsible for the day-to-day operations of the Chuck Hall Memorial weight room

- 2004** **University of Notre Dame, South Bend, IN**
Intern Strength and Conditioning Coach
- Implemented strength and conditioning programs primarily for the ND Football team as well as men's basketball, men's ice hockey, baseball, men's soccer, volleyball, softball, and track throwers.
- 2004-2005** **Cecil Community College, Northeast, MD**
Head Strength and Conditioning Coach- Men's Basketball
- Developed and implemented strength and conditioning protocol for the #3 ranked NJCAA Division II basketball team
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ADDITIONAL EXPERIENCE

- 2008-2014,** **Campbell University, Buies Creek, NC**
2016-2023 ***Adjunct Professor***
- Serve as an adjunct professor within the Department of Exercise Science
Courses Include:
 - ***EXER 450***-Design of Strength & Conditioning Programs
 - ***EXER 405***- Special Topics: Sport Science
 - ***PE 185***-Health & Wellness
 - ***PE 111***- Weight Training
- 2007** **Marymount University, Arlington, VA**
Adjunct Professor
- Served as an adjunct professor within the Department of Health and Human Performance
 - Course Taught: HPR 500- Exercise Physiology
- 2003-2005** **University of Delaware, Newark, DE**
Research Assistant- Athletic Training Education Laboratory
- Conducted clinical research in the fields of exercise physiology and athletic training.
- 2002-2003** **The Miami Project to Cure Paralysis, Human Performance Laboratory, University of Miami School of Medicine, Miami, FL**
Research Associate
- Conducted exercise physiology and human performance research in individuals with spinal cord injuries
 - Developed and implemented resistance and cardiovascular training programs in the spinal cord injured population

CERTIFICATIONS

- 2024** Shift Group Technology Sales Training Program
- 2019-Present** Certified QPR (Question/Persuade/Refer) Suicide Prevention Gatekeeper
- 2018-2024** Certified CPR/First Aid/AED **Instructor**, American Red Cross
- 2018-Present** Certified in Mental Health First Aid
- 2017-2022** Registered Strength and Conditioning Coach with Distinction (RSCC*D)
- 2002-Present** Certified Strength and Conditioning Specialist (CSCS), National Strength and Conditioning Association; Certification Number: 200217882
- 1998-Present** Certified in CPR and Community First Aid and Safety, American Red Cross
- 2004 - 2017** Certified Club Coach, United States Weightlifting

PUBLICATIONS

1. **Carter, A.B.**, Douex, A.T., Kaminski, T.W. (2007) Effects of High-Volume Upper Extremity Plyometric Training on Throwing Velocity and “Functional” Ratios of the Shoulder Rotators in Collegiate Baseball Players. *Journal of Strength and Conditioning Research*. 21(1), 208-215.
 2. **Carter, A.B.**, Douex, A.T., Kaminski, T.W. (2006) Effects of High-Volume Upper Extremity Plyometric Training on Throwing Velocity and “Functional” Ratios of the Shoulder Rotators in Collegiate Baseball Players (Abstract). *Journal of Strength and Conditioning Research*, 20(4):e4.
 3. **Carter, A.B.**, Douex, A.T., Kaminski, T.W. (2005) Examining Functional Isokinetic Strength Ratios in a Group of NCAA Division I Intercollegiate Baseball Players. *Journal of Athletic Training*. 40(2):S-22.
 4. Jacobs P.L., Johnson B.M., Somarriba G.A., **Carter A.B.** (2005) Reliability of upper extremity anaerobic power assessment in persons with tetraplegia. *Journal of Spinal Cord Medicine*, 28(2):109-13.
 5. Jacobs, P.L., Johnson, B.M., **Carter, A.B.**, Mahoney, E.T., Somarriba, G.A. (2004) Effect of Variable Loading in Determination of Upper Limb Anaerobic Power in Persons with Tetraplegia. *Journal of Rehabilitation Research & Development*, 41(1):9-14.
 6. **Carter, A.B.**, Jacobs, P.L., Johnson, B.M. Mahoney, E.T., Somarriba, G.A. (2003) Physiological Response to Press/Pull Ergometry in Persons with Spinal Cord Injury. *Journal of Strength and Conditioning Research*, 17(4):3.
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PRESENTATIONS / SEMINARS

- 2023 **Carter, A.B.** Creating and Implementing a High-Performance Team at Campbell University, University of Massachusetts Sports Performance Symposium, Amherst, MA
- 2023 **Carter, A.B., Keough, A.** Campbell University Athletics: Establishing a High-Performance Model in a Small University Setting. NSCA North Carolina State Clinic, Morrisville, NC
- 2017 **Carter, A.B.** Practical Implementation of Advanced Mobility Drills in a Team Setting. *Carolina Performance Group Spring Meeting*, Campbell University, Buies Creek, NC
- 2015 **Carter, A.B.** Campbell University Strength & Conditioning Program Overview & Football Off-Season Performance Enhancement. *Hammer Strength Clinic*, Dorman High School, Roebuck, SC
- 2012 **Carter, A.B.** Campbell University Basketball Strength & Conditioning: Getting the Most out of Mid-Major Players. *5th Annual Basketball Specific Strength and Conditioning Symposium*, University of North Carolina, Chapel Hill, NC
- 2009 **Carter, A.B.** Campbell University Strength & Conditioning: An Overview. *Southeastern North Carolina Strength & Conditioning Clinic*, UNC-Pembroke, Pembroke, NC
- 2006 **Carter, A.B.**, Douex, A.T., Kaminski, T.W. Effects of High-Volume Upper Extremity Plyometric Training on Throwing Velocity and “Functional” Ratios of the Shoulder Rotators in Collegiate Baseball Players. *Annual Meeting of the National Strength and Conditioning Association*, Washington, DC
- 2005 **Carter, A.B.**, Douex, A.T., Kaminski, T.W. Examining Functional Isokinetic Strength Ratios in A Group of NCAA Division I Intercollegiate Baseball Players. *National Athletic Trainers Association Annual Meeting and Clinical Symposia*, Indianapolis, IN
- 2004 **Carter, A.B.** NSCA’s Essentials of Strength & Conditioning Symposium, Cecil Community College, North East, MD
- 2003 **Carter, A.B.**, Jacobs, P.L., Johnson, B.M. Mahoney, E.T., Somarriba, G.A. Physiological Response to Press/Pull Ergometry in Persons with Spinal Cord Injury. *Annual Meeting of the National Strength and Conditioning Association*, Indianapolis, IN
- 2003 Jacobs, P.L., Somarriba, G.A., Johnson, B.M., **Carter, A.B.** Effects of Interphase Gap Duration in Alternating Symmetrical Stimulation on Strength & Endurance in Individuals with Spinal Cord Injury. *International Functional Electrical Stimulation Society Conference*, Queensland, AU
- 2002 Vanderveen, F.A., **Carter, A.B.** Coaching Techniques for Special Olympics Power Lifting. *Maryland Special Olympics Coaching Meeting*, Landover, MD
- 2002 **Carter, A.B.** The ACL and the Female Athlete: A Research Based Approach to Injury Prevention, *Salisbury University Student Research Conference*, Salisbury, Md. 2002.

COMMITTEE MEMBERSHIP

- **Member-** Campbell University Executive Student Conduct Committee (2022-2024)
- **Member-** Campbell University Title IX Hearing Appeals Committee (2023-2024)
- **Chairperson (National)** - N4A Mental Health Subcommittee (2019-2022)
- **Chairperson** - Campbell Athletics Student-Athlete Experience Strategic Plan Committee (2019-2021)
- **Senior Advisor** - Campbell Athletics COVID-19 Return to Sport Task Force (2020)
- **Lead** - Campbell Athletics COVID-19 Off Campus Student-Athlete Committee
- **Leadership Team (National)** - N4A Student-Athlete Well-Being Committee (2018-2022)
- **Board of Directors** – Campbell Football Alumni Association (2020-Present)
- **Member-** Campbell Athletics NCAA Woman of the Year Selection Committee (2019-2024)
- **Member-** Ad Hoc Committee on Student Wellness; Secured \$450,000 in grant money to support students at Campbell University (2022)
- **Member-** Campbell Athletics COVID-19 Travel Committee (2020-2021)
- **Member-** Campbell University Return to Campus Residence Life and Dining Subcommittee (2020-2021)
- **Member-** Big South Health Summit Planning Committee (2017-2019)
- **Advisory Committee** - Carolina Performance Group – A group that facilitates continuing education opportunities for regional rehab and sports performance professionals (2017-2020)
- **Executive Council Member and Chair Liaison** - NSCA's Person's with Disability Special Interest Group (2002-2004)

ADDITIONAL QUALIFICATIONS/ HONORS AND AWARDS

- Cammy's (Campbell Athletics Banquet) Award Winner – **Support Staff of the Year (2018-19)**
- Campbell University **Staff Award for Excellence Winner (2019)**
- NCAA Leadership Institute's Effective Facilitator Workshop (June 2018)
- Salisbury University Football Student-Athlete
 - Three-Time Letter Winner
 - "Offensive Scout Team Player of the Year" 1998
- Proficiency with MS Office Suite, Google Suite, HubSpot CRM, Teamworks

CONSULTING

- East-West Shrine Bowl, Las Vegas, NV (2022-2024)
- Guyana Football Federation and Guyana Women's National Football Team (2009-2010)
- Rocky River High School (Rocky River, OH) Girls Lacrosse (2010-11)
- Key School (Annapolis, MD) Athletics Department (2017)
- North Carolina Wesleyan Women's Lacrosse (2017)
- South Johnston High School (Four Oaks, NC) Football Team (2019-2020)

PROFESSIONAL MEMBERSHIPS

- National Strength and Conditioning Association (1998-Present)
- National Association of Collegiate Directors of Athletics (2018-2024)
- National Association of Academic and Student-Athlete Development Professionals (N4A) (2018-2024)