

ACC Academic Leaders Network

2019-20 Directory

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Ellen Bassett
University of Virginia

Department Chair
Urban and Environmental Planning, School of Architecture
Chair, UVA Faculty Senate

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Recent Positions Held:

Professor and Chair, DUEP, UVA, 2019+
Associate Professor and Chair, DUEP, UVA, 2017-2019
Associate Professor, Department of Urban and Environmental Planning, UVA, 2012+
Associate Professor, Urban Studies and Planning, Portland State University, 2007-2012

Primary Responsibilities and Current Initiatives:

Directing a small department of 8 full time, 5 half time and 15 adjuncts.

Leading UVA Faculty Senate. Approximately 85 Senators from all 11 Schools. Part of three year rotation from chair elect to chair to immediate past chair. Leading initiatives related to collaborative governance at the University of Virginia; liaising with administration, and representing faculty interests relative to our specific university but also in relation to the role and value of public higher education.

What I like most about my position:

The energy and passion of my fellow faculty members, in Senate and in department.
The high level of social consciousness and idealism in our student body. Feeling that we make a difference in student lives/perspectives but also broader society at large.

What I like least about my position:

Filling out endless spreadsheets with faculty teaching assignments. Doing reaccreditation self studies that seem to dwell on minutiae. Tussling with my Dean to gain respect for my discipline. Dealing with factions and conflict within the Faculty Senate. Grandstanding.

Areas of Expertise:

Faculty Governance, Promotion & Tenure, Community Engagement, Diversity & Inclusion, Interdisciplinary Research & Teaching, International Programs and Exchanges

Areas of Challenge:

Faculty Assignments & Evaluations, Student Recruitment & Retention, Research Funding

Goals for participating in the ACC Academic Leaders Network:

I have had some leadership training at UVA, which was excellent. My orientation there was fairly internal--my department and school. Now with a larger university role, one goal is to reflect on how that is different from a disciplinary leadership role and how I can lead across disciplines and professions. Dealing with conflict is an interest.

Misha Becker
University North Carolina, Chapel Hill

Department Chair
Department of Linguistics

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Recent Positions Held:

Associate Professor, UNC Chapel Hill, 2008-2016
Professor, UNC Chapel Hill, 2017-pres.

Primary Responsibilities and Current Initiatives:

Run the department (handle personnel issues, including tenure cases, post-tenure review, promotion; handle department budgets and graduate student funding; determine use of department space; work with dept. manager; oversee departmental review; mentor junior and mid-career colleagues; lead faculty meetings and retreats; lobby for department improvements, including hiring and faculty salaries). Initiatives: organizing events on campus to enhance cross-department collaborations; creating new Graduate Certificate in Computational Linguistics; working towards building new interdisciplinary PhD in Language Sciences. I also teach (1+1) and am continuing my research program.

What I like most about my position:

I like being able to enact positive change within my department and across my campus. I have seen the low morale that comes from stagnation, and the enthusiasm and positive energy that has resulted from proactive programming that I have led.

What I like least about my position:

The amount of e-mail and things to keep track of (policies, deadlines--there are just too many).

Areas of Expertise:

Interdisciplinary Research & Teaching

Areas of Challenge:

Faculty Scholarship & Awards, Student Recruitment & Retention, Student Success, Graduate/Postdoctoral Education, Online Teaching/Distance Learning, Fundraising, Research Funding

Goals for participating in the ACC Academic Leaders Network:

I enjoy networking and I hope to learn from colleagues at other universities about their experiences building interdisciplinary programs and sustaining small programs.

Abbas Benmamoun

Duke University

ACC ALN Liaison

Vice Provost for Faculty Advancement

Office of the Provost

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David J. Birnbach
University of Miami
ACC ALN Liaison

Executive Vice Provost
Miller Professor, Department of Anesthesiology

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305-284-2002
dbirnbach@miami.edu

Recent Positions Held:

Academic Positions:

Administrative Appointments:

- * 2018-present Executive Vice Provost (university-wide), University of Miami
- * 2002- present Senior Attending Anesthesiologist, Jackson Memorial Hospital
- * 2011-present Senior Associate Dean for Quality, Safety and Risk Prevention
University of Miami Miller School of Medicine
- * 2006- present Director, UM-JMH Center for Patient Safety, University of Miami
- * 2002-2007 Director of Women's Anesthesia, Jackson Memorial Hospital
- * 2007- 2018 Vice Provost for Faculty Affairs (university-wide), University of Miami
- * 2002-2011 Executive Vice Chair, Department of Anesthesiology University of
Miami Miller School of Medicine

Professorial Appointments:

- * 2013- present Miller (Distinguished) Professor, University of Miami
- * 2011- present Honorary Professor, Department of Surgery, Imperial College
Faculty of Medicine, London, UK
- * 2009- present Adjunct Professor of Patient Safety, Royal College of Surgeons in
Ireland
- * 2007- present Professor of Public Health Sciences, University of Miami
- * 2002- present Professor of Anesthesiology (with tenure), University of Miami
- * 2002-present Professor of Obstetrics and Gynecology, University of Miami

Primary Responsibilities and Current Initiatives:

Tenure/Promotion; New Hires; Sabbatical; Interface with Faculty Senate; Leave of
Absence; Tenure extensions; Provost Awards for Scholarly Activity; Retirement
agreements; Advisor of Deans for Academic Deans Policy Council.

What I like most about my position:

Interacting with Faculty

What I like least about my position:

The difficult cases that deal with aging faculty and retirement.

Areas of Expertise:

Academic Freedom, Faculty Governance, Faculty Recruitment & Retention, Faculty Scholarship & Awards, Faculty Assignments & Evaluations, Promotion & Tenure, Post-tenure Review, Non-tenure track & term Faculty, Academic Leadership Training, Faculty/Staff Misconduct, Graduate/Postdoctoral Education, Threat Management, Diversity & Inclusion, Interdisciplinary Research & Teaching, Fundraising, Research Funding

Areas of Challenge:

Academic Freedom, Faculty Governance, Faculty Recruitment & Retention, Faculty Scholarship & Awards, Faculty Assignments & Evaluations, Promotion & Tenure, Post-tenure Review, Non-tenure track & term Faculty, Academic Leadership Training, Faculty/Staff Misconduct, Graduate/Postdoctoral Education, Threat Management, Learning/Teaching Communities, Curriculum Design & Revisions, Community Engagement, Diversity & Inclusion, Interdisciplinary Research & Teaching, Teaching Innovation and Support, Fundraising, Research Funding

Goals for participating in the ACC Academic Leaders Network:

To help my university develop its own leadership program and to develop the next generation of leaders within my university.

James Brockmole
University of Notre Dame

Associate Dean for the Social Sciences and Research
College of Arts and Letters

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Recent Positions Held:

Professor of Psychology, 2017 - present
Associate Dean for the Social Sciences and Research, 2016 - present
Associate Professor of Psychology, 2009-2017

Primary Responsibilities and Current Initiatives:

In terms of academic programs, I supervise five social science departments and several affiliated centers and institutes. I help these units develop and realize strategic initiatives, review and cultivate graduate programs, prepare reviews of chairpersons, and facilitate external department/center reviews. In terms of faculty affairs, I administer tenure-line and research faculty appointments, negotiate salaries and start-up packages, screen faculty promotion packets, review adjunct teaching requests, and administer faculty leaves. Finally, in terms of research endeavors, I oversee allocation of internal research funding, consider requests for cost-sharing, coordinate research space, and review and approve of all grant submissions within the College of Arts and Letters.

What I like most about my position:

The opportunity to develop meaningful strategic initiatives alongside other units and help put them into practice.

What I like least about my position:

Battling inertia that stems from an "us vs. them" mentality that many faculty members have regarding the administration.

Areas of Expertise:

Faculty Governance, Faculty Recruitment & Retention, Faculty Scholarship & Awards, Faculty Assignments & Evaluations, Promotion & Tenure, Post-tenure Review, Faculty/Staff Misconduct, Student Success, Graduate/Postdoctoral Education, Research Funding, Research and Teaching Space (assignments; construction)

Areas of Challenge:

Student Recruitment & Retention, Curriculum Design & Revisions, Diversity & Inclusion, Interdisciplinary Research & Teaching, Fundraising, Research Funding

Goals for participating in the ACC Academic Leaders Network:

I want to learn strategies and skills to improve my leadership effectiveness, learn more about broad issues and trends in higher education, and discover how others have addressed and solved professional challenges similar to my own.

David Brown
ACC Academic Consortium
Wake Forest University
ACC ALN Liaison

ACCAC Coordinator

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Recent Positions Held:

Coordinator, ACCAC, 2001-present
Interim President, Georgia State College & University 2003
Provost & VP, Wake Forest University 1990-2003
Chancellor, UNC Asheville, 1984-1990
President, Transylvania University, 1982-83
Provost, Miami University (Ohio), 1970-1982
Provost, Drake University, 1967-70

Primary Responsibilities and Current Initiatives:

Part-time. Staff all consortium programs. Meet annually with ACC presidents and provosts. Propose and manage \$1 million budget. Recruit and liaison with campus-based implementors of each consortium programs-- Academic Leaders Network, Meeting of Minds Conference, Student Leaders Conference, Inventure Prize Competition, Debate Championship, 3MT Competition, ACC Smithsonian Festival, Washington Seminar. Coordinate with ACC Athletic Conference.

What I like most about my position:

Advocating/facilitating collaborations + observing the inspiring work of current leaders (administrators, faculty, students).

What I like least about my position:

30 days away from home

Areas of Expertise:

Academic Freedom, Faculty Governance, Faculty Recruitment & Retention, Faculty Scholarship & Awards, Faculty Assignments & Evaluations, Promotion & Tenure, Academic Leadership Training, Learning/Teaching Communities, Curriculum Design & Revisions, Community Engagement, Online Teaching/Distance Learning, Teaching Innovation and Support, Other: Use of technology in teaching

Areas of Challenge:

Diversity & Inclusion, Fundraising

Goals for participating in the ACC Academic Leaders Network:

Nurture systems and habits of collaboration among ACC universities +
establish/strengthen possibilities for collaboration beyond the ACC.

Marla Bruner
Georgia Tech

Director of Graduate Studies
Graduate Education and Faculty Development

Office of Graduate Studies
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Recent Positions Held:

Assistant Director of Graduate Studies, Georgia Tech, 2016 -2017
Director of Graduate Student Services, Georgia Southern University, 2011-2016
Manager of Internal Communications, Georgia Southern University, 2008-2011

Primary Responsibilities and Current Initiatives:

Responsible for the strategic leadership of the Office of Graduate Studies. Duties include policy development and interpretation; advocacy for graduate education across campus; managing institute level graduate admissions and enrollment, orientation & onboarding new grad students, overseeing services including graduate student hiring, self & professional development, and clearance of thesis and dissertations to meet graduation requirements, developing special projects and initiatives that impact graduate students.

What I like most about my position:

I really enjoy working with the different units across my campus to develop and improve the services we offer our graduate population. Advocacy is a big part of my job and being in a role where I can have a greater impact has been very rewarding.

What I like least about my position:

Some of the bureaucratic challenges of working in an organization this large can be frustrating.

Areas of Expertise:

Student Recruitment & Retention, Student Success, College Access,
Graduate/Postdoctoral Education, Diversity & Inclusion, Online Teaching/Distance
Learning, Fundraising, Research Funding, Other: Graduate Student Mental Health &
Well-Being

Areas of Challenge:

Faculty/Staff Misconduct, Managing Student Misconduct, Threat Management, Budget
Models

Goals for participating in the ACC Academic Leaders Network:

In the ACC Academic Leaders Network Program, I hope to hone the skills I have, develop new leadership tactics, and build a network of like-minded colleagues that will challenge and advise me on my leadership journey.

Robert Butera
Georgia Tech

Vice President for Research Operations
Office of the Executive Vice President for Research

Georgia Institute of Technology, Mailstop 0742
Atlanta, GA 30332-0742
404-894-2935
rbutera@gatech.edu

Recent Positions Held:

Vice President for Research Operations, Office of the Executive Vice President for Research, Georgia Tech, July 2019-present
Associate Dean for Research, College of Engineering, Georgia Tech, May 2016-June 2019
Founding Co-Director, Neural Engineering Center, 2014-2016
Founding Co-Director, Grand Challenges Living Learning Community, 2012-2015

Primary Responsibilities and Current Initiatives:

My responsibilities include supporting and developing the research enterprise, operating the internally funded research programs in collaboration with the colleges, overseeing core facilities and research space, and managing policies related to research administration and operations.

What I like most about my position:

I like working across many campus units and solving problems that require a team solution. I particularly like putting in sustainable processes that empower local units to not "re-escalate" the problem in the future!

What I like least about my position:

There are not enough hours in the day, and many on the campus are not yet clear on the boundaries of my responsibilities.

Areas of Expertise:

Faculty Governance, Faculty Recruitment & Retention, Faculty Scholarship & Awards, Promotion & Tenure, Student Recruitment & Retention, Graduate/Postdoctoral Education, Learning/Teaching Communities, Interdisciplinary Research & Teaching, Research Funding, Research and Teaching Space (assignments; construction)

Areas of Challenge:

Interdisciplinary Research & Teaching, Research and Teaching Space (assignments; construction), Budget Models

Goals for participating in the ACC Academic Leaders Network:

To learn how to balance my time between strategic efforts and daily tactical/operational concerns, and to network with peers in similar positions to learn practices at other universities.

Julie Byerly
University of North Carolina, Chapel Hill

Executive Vice Dean for Education
Professor of Pediatrics, School of Medicine

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Recent Positions Held:

2018-present Executive Vice Dean, UNC School of Medicine
2013-2018 Vice Dean for Education and Chief Education Officer, UNC School of Medicine
2011-2018 Vice Chair for Education, Department of Pediatrics
2010-2013 Pediatric Residency Program Director
2004-2010 Director, Medical Student Education in Pediatrics

Primary Responsibilities and Current Initiatives:

I oversee the Education Mission for the medical school (including MD, PhD, residency, and Allied Health programs) and I co-lead the SOM strategic plan. I currently also oversee the diversity mission work but am searching for a vice dean to fill that role.

What I like most about my position:

Overseeing the creation of the health profession workforce is inspiring, and I appreciate the opportunity to help learners grow. I also enjoy advocating for education in the milieu of sometimes competing priorities of research and clinical care.

What I like least about my position:

There is more to do than one can get done. There are more ideas than time.

Areas of Expertise:

Faculty Recruitment & Retention, Academic Leadership Training, Student Recruitment & Retention, Student Success, Diversity & Inclusion, Fundraising

Areas of Challenge:

Faculty Governance, Promotion & Tenure, Online Teaching/Distance Learning, International Programs and Exchanges, Budget Models

Goals for participating in the ACC Academic Leaders Network:

I hope to gain more insight into my strengths and weaknesses as an academic leader and to gain more perspective about higher education outside of academic medicine.

Laura Carlson
University of Notre Dame
ACC ALN Liaison

Vice President,
Associate Provost and Dean of the Graduate School

Psychology
502 Main Building, University of Notre Dame,
Notre Dame, IN 46556
574-631-8052
lcarlson@nd.edu

Recent Positions Held:

VP, Assoc Provost, Dean of Grad School, Notre Dame, 2013-current
Assoc Dean, Grad School, Notre Dame, 2009 - 2013

Primary Responsibilities and Current Initiatives:

Faculty promotion and tenure; faculty development and leadership; new program infrastructure; climate; diversity and inclusion; oversight over the Graduate School; strategic vision and planning

What I like most about my position:

Operating across the university with broad impact; serving as facilitator and champion

What I like least about my position:

Constantly navigating between setting aside time for deep thinking and the ongoing demands and meetings

Areas of Expertise:

Faculty Governance, Faculty Recruitment & Retention, Promotion & Tenure, Academic Leadership Training, Student Recruitment & Retention, Student Success, Graduate/Postdoctoral Education, Diversity & Inclusion, Interdisciplinary Research & Teaching

Areas of Challenge:

Faculty Climate, mental health for graduate students and postdocs, Measuring strength of graduate programs

Goals for participating in the ACC Academic Leaders Network:

Build a cross-institution leadership network

Daniel Castro
Georgia Tech

School Chair
School of Building Construction, College of Design

280 Ferst Drive, Atlanta, GA 30332

404-824-6844

dcastro@gatech.edu

Recent Positions Held:

Chair, School of Building Construction, August 2010-Present

Primary Responsibilities and Current Initiatives:

Oversee all administrative duties for the school, supervise staff, faculty and students, manage facility, curriculum of one undergraduate and four graduate programs.

What I like most about my position:

Ability to define academic agenda of unit, positively influence students, service to community.

What I like least about my position:

Occasional disagreements with faculty and college leadership.

Areas of Expertise:

Academic Freedom, Faculty Governance, Faculty Recruitment & Retention, Faculty Scholarship & Awards, Faculty Assignments & Evaluations, Promotion & Tenure, Faculty/Staff Misconduct, Student Recruitment & Retention, Graduate/Postdoctoral Education, Community Engagement

Areas of Challenge:

Faculty Recruitment & Retention, Faculty Assignments & Evaluations, Promotion & Tenure, Student Recruitment & Retention

Goals for participating in the ACC Academic Leaders Network:

Learn from others about issues of leadership, what is the next step in career after being school chair?

Associate Provost of Academic Initiatives

Office of the Provost
202-905-5264
Chavisk@wfu.edu

Recent Positions Held:

Professor of Law (WFU School of Law)
Associate Dean of Research and Public Engagement (WFU School of Law)
Director of the Criminal Justice Program (WFU School of Law)
Associate Provost for Academic Initiatives (Wake Forest University)

Primary Responsibilities and Current Initiatives:

In my role as Associate Provost, my portfolio includes Title IX, the Teaching and Learning Collaborative, the Humanities Institute, the Pro Humanitatis Institute, the University Press, WFDD (local NPR station), the Office of Online Education, and the Professional Development Center.

What I like most about my position:

Variety, something new every day, the ability to collaborate with other campus leaders.

What I like least about my position:

Nothing noted

Areas of Expertise:

Faculty Governance, Faculty Scholarship & Awards, Academic Leadership Training, Community Engagement, Online Teaching/Distance Learning, Teaching Innovation and Support

Areas of Challenge:

Community Engagement, Online Teaching/Distance Learning

Goals for participating in the ACC Academic Leaders Network:

To network and develop relationships with others

Melissa Chessher
Syracuse University

Chair and Graduate Program Director
Magazine, News & Digital Journalism
Director, Newhouse Graduate Newspaper Fellowship for Minorities

S.I. Newhouse School of Public Communications
215 University Place, Syracuse, N.Y. 13244
315-481-9435
Mchesshe@syr.edu

Recent Positions Held:

Chair, MND Department, Newhouse School, May 2006 to present
Director, MND Graduate Program, Newhouse School, May 2006 to present
Director, Newhouse Graduate Newspaper Fellowship for Minorities, Newhouse School,
July 2014 to present

Primary Responsibilities and Current Initiatives:

Oversee the administration of the Magazine, News & Digital Journalism Department, which includes about 250 undergraduates, and the Graduate Program in Magazine, News, and Digital Journalism, which includes about 30 students; oversee the Newhouse Graduate Fellowship for Minorities; teach a 2-1 load; serve as the Newhouse representative for the university's Honor's Program's core faculty; co-direct the Fashion & Beauty Communications Milestone; and oversee five campus publications. My recent focus has been overseeing the merger of two historically separate departments and the creation of a number of professional partnerships that seek to provide internships for students of color.

What I like most about my position:

My strengths as a person and administrator are ideas and empathy, and in my position I am able to act on innovative ideas and serve the needs of students and members of my department.

What I like least about my position:

I would frame this more as a "frustration," but I am challenged by how my lack of a Ph.D. undermines my upward mobility as an administrator and by my inability to leverage my innovation and experience for a higher-level position in administration.

Areas of Expertise:

Faculty Assignments & Evaluations, Promotion & Tenure, Non-tenure track & term
Faculty, Diversity & Inclusion, Teaching Innovation and Support, Fundraising

Areas of Challenge:

Managing Student Misconduct, Threat Management, International Programs and Exchanges, Research Funding, Budget Models

Goals for participating in the ACC Academic Leaders Network:

I am interested in acquiring skills that will make me a more effective servant of the students and professors I support and a more effective and skilled leader.

Kenneth Christensen
University of Notre Dame

Department Chair
Aerospace and Mechanical Engineering Department

365A Fitzpatrick Hall, University of Notre Dame
Notre Dame, IN 46556
574-631-2510
christensen.33@nd.edu

Recent Positions Held:

Department Chair, Aerospace and Mechanical Engineering Dept., July 2017-present
Viola D. Hank Professor, Aerospace and Mechanical Engineering Dept., University of Notre Dame, July 2014-present
Professor, Associate Head for Undergraduate and Mechanics Programs and Kritzer Faculty Scholar, Mechanical Science and Engineering Dept., University of Illinois at Urbana-Champaign, Aug. 2012-June 2014
Associate Professor, Mechanical Science and Engineering Dept., University of Illinois at Urbana-Champaign, Aug. 2007-July 2012

Primary Responsibilities and Current Initiatives:

As chair, I lead the strategic vision and day-to-day operations of a department of 47 faculty and over 700 students. Current priorities include faculty mentoring and development (we have a large cohort of tenure-track faculty), external engagement with alumni and industry, and reimagining department operations to meet its growing instructional and research needs. I am also leading a college-level initiative meant to bridge our engineering curricula closer to that which students encounter in industry. The Engineering Innovation Hub will expose students to a range of industry-relevant technologies, promote multidisciplinary capstone experiences and pursue industry partnerships to accomplish these goals.

What I like most about my position:

I enjoy facilitating opportunities and successes for the various constituencies in our department. I particularly enjoy mentoring junior and mid-career faculty, realizing that their success represents the next leap forward for our department in visibility, recognition and impact.

What I like least about my position:

The most challenging aspect of my position is ensuring continued excellence in all aspects of our department's mission with little to no change in resources available to do so, particularly as all aspects of our operation have grown tremendously in the last decade (student enrollment, research funding, faculty size, etc.).

Areas of Expertise:

Faculty Recruitment & Retention, Faculty Scholarship & Awards, Promotion & Tenure, Research Funding

Areas of Challenge:

Faculty/Staff Misconduct, Threat Management, Diversity & Inclusion, Fundraising

Goals for participating in the ACC Academic Leaders Network:

I am eager to continue maturing as a leader, with a specific interest in broadening my understanding of university-level governance and leadership.

Patricia Clark
University of Notre Dame

Director, Biophysics Graduate Program;
Director, Biophysics Instrumentation Core (BIC) Facility
Department of Chemistry & Biochemistry

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Recent Positions Held:

No response provided

Primary Responsibilities and Current Initiatives:

In addition to leading my research group, I am actively leading the expansion of biophysics research and education at Notre Dame. I am the director of a new biophysics PhD program at Notre Dame; we recently welcomed our second cohort of students. I am also the director of a new core facility designed to improve access of Notre Dame scientists and engineers to specialized biophysical instrumentation for methods that include analytical ultracentrifugation and calorimetry. Responsibilities of these roles include shepherding graduate student development, stewardship of program and facility financial resources, developing proposals for student stipend support and new equipment, building consensus amongst faculty and negotiating disputes.

What I like most about my position:

I enjoy building things to fill a recognized void, to improve my organization.

What I like least about my position:

No response provided

Areas of Expertise:

Promotion & Tenure, Graduate/Postdoctoral Education, Curriculum Design & Revisions, Community Engagement, Diversity & Inclusion, Interdisciplinary Research & Teaching, Research Funding

Areas of Challenge:

Faculty Recruitment & Retention, Faculty Scholarship & Awards, Academic Leadership Training, Budget Models

Goals for participating in the ACC Academic Leaders Network:

I look forward to sharing experiences with other campus leaders to learn best practices and innovative solutions to common challenges.

Valire Copeland
University of Pittsburgh

Associate Dean of Academic Affairs
School of Social Work

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Recent Positions Held:

No response provided

Primary Responsibilities and Current Initiatives:

No response provided

What I like most about my position:

No response provided

What I like least about my position:

No response provided

Areas of Expertise:

Academic Freedom, Faculty Governance, Faculty Recruitment & Retention, Faculty Scholarship & Awards, Faculty Assignments & Evaluations, Promotion & Tenure, Academic Leadership Training, Graduate/Postdoctoral Education, Curriculum Design & Revisions, Community Engagement, Diversity & Inclusion, Interdisciplinary Research & Teaching, Teaching Innovation and Support

Areas of Challenge:

Post-tenure Review, Faculty/Staff Misconduct, Graduate/Postdoctoral Education, Managing Student Misconduct, Learning/Teaching Communities, Teaching Innovation and Support, International Programs and Exchanges

Goals for participating in the ACC Academic Leaders Network:

Become more assertive and decrease perceptions of aggressiveness. Learn to communicate as a fair, equitable, and a socially just manager. As someone who is comfortable with disagreement, I want to communicate fairness when others disagree with my decisions.

Shannon de l'Etoile
University of Miami

Associate Dean of Graduate Studies
Frost School of Music

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786-210-0616
sdel@miami.edu

Recent Positions Held:

Associate Dean of Graduate Studies, 2013-present
Interim Associate Dean of Graduate Studies, 2012-2013
Professor, Music Therapy, 2012-present
Program Director and Associate Professor, Music Therapy, 2007-2012
Program Director and Assistant Professor, Music Therapy, Frost School of Music,
University of Miami, 2001-2007

Primary Responsibilities and Current Initiatives:

Oversee graduate curricula; ensure compliance with regional and national accreditation standards. Manage budget and administer Frost School financial awards for graduate students (assistantships, scholarships, fellowships, etc.). Ensure student fulfillment of requirements for degree conferral. Serve as Frost School liaison with the University of Miami Graduate School. Initiatives: revising Doctor of Musical Arts degree requirements to better align final project requirements with professional opportunities.

What I like most about my position:

The opportunity to connect and collaborate with faculty and students from all Departments in the Frost School as well as with faculty and leadership from across the University; overseeing refinement of procedures and policies in graduate studies to ensure a positive student experience.

What I like least about my position:

Being asked to follow procedures from different areas of the University that have no direct, positive impact on our School, (i.e., tracking student enrollment for the financial aid office); when students and/or faculty do not follow procedures or deviate from policy, thus creating difficulties and extra work for our office.

Areas of Expertise:

Promotion & Tenure, Student Recruitment & Retention, Student Success, Graduate/Postdoctoral Education, Managing Student Misconduct, Curriculum Design & Revisions, Budget Models, Other: Student Scholarships and Awards, Other: Accreditation standards

Areas of Challenge:

Budget Models, Other: Effective communication with faculty and other leaders in the School, Other: Informing and motivating faculty to follow policies and procedures

Goals for participating in the ACC Academic Leaders Network:

To meet academic leaders from other institutions and share experiences in the interest of learning; gain greater awareness of myself as a leader; learn how to best utilize my skills as a leader; work positively with an executive leadership team that may have challenging personalities or differing agendas

Gail DePuy
University of Louisville

Associate Dean of Academic and Student Affairs
J.B. Speed School of Engineering

J.B. Speed Building room 221, 132 Eastern Parkway
Louisville, KY 40292
502-852-0115
depuy@louisville.edu

Recent Positions Held:

Associate Dean of Academic and Student Affairs, 2018-present
Interim Dean, 2017-2018
Associate Dean of Academic and Student Affairs, 2015-2017
Professor, Department of Industrial Engineering, J.B. Speed School of Engineering, 2007-present

Primary Responsibilities and Current Initiatives:

The J. B. Speed School of Engineering Associate Dean for Academic and Student Affairs is a key leadership position reporting to the Dean of the J.B. Speed School of Engineering, and is part of the Dean's executive team. The associate dean has primary, school-wide responsibility for administering and advancing all ABET accredited BS and MEng degrees and undergraduate certificate programs at the Speed School. This position provides leadership for engineering admissions, advising, student success, co-op education, career development, as well as academic policies, procedures, and programs.

What I like most about my position:

My work directly impacts the opportunities and experiences of more than 2000 students.

What I like least about my position:

Frustrating when funds are not available to support my team's initiatives.

Areas of Expertise:

Student Recruitment & Retention, Student Success, Graduate/Postdoctoral Education, Managing Student Misconduct, Curriculum Design & Revisions, Diversity & Inclusion, Online Teaching/Distance Learning

Areas of Challenge:

Faculty/Staff Misconduct, Threat Management

Goals for participating in the ACC Academic Leaders Network:

By networking with the leaders from other ACC universities, many of whom have very highly ranked engineering programs, I hope to learn from their successes and identify

tools and programs by which I can advance my role at SSoE to further benefit our students, faculty, staff, alumni, and industry partners.

Julia DeVoy
Boston College

Associate Dean for Undergraduate Students
Lynch School of Education and Human Development

140 Commonwealth Avenue, Campion Hall Room 104
Boston College, Chestnut Hill, MA 02467
617-489-8950
whitcavi@bc.edu

Recent Positions Held:

2017 - Present, Associate Dean of Undergraduate Students, LSEHD
1998 - 2017, Instructor, Supervisor & Researcher

Primary Responsibilities and Current Initiatives:

No response provided

What I like most about my position:

No response provided

What I like least about my position:

faculty that are obstructionist for no reason other than to thwart necessary changes...

Areas of Expertise:

Academic Freedom, Academic Leadership Training, Student Recruitment & Retention, Student Success, College Access, Graduate/Postdoctoral Education, Managing Student Misconduct, Threat Management, Curriculum Design & Revisions, Community Engagement, Diversity & Inclusion, Interdisciplinary Research & Teaching, Teaching Innovation and Support, Fundraising

Areas of Challenge:

Faculty Assignments & Evaluations, Non-tenure track & term Faculty, Faculty/Staff Misconduct, Collective Bargaining, Managing Student Misconduct, Research Funding, Budget Models

Goals for participating in the ACC Academic Leaders Network:

I would like to obtain more information and tools that can help me to be successful in my undergraduate dean role, as well as an opportunity to meet other individuals in similar roles. I would also like to receive support as I aspire to additional leadership roles in higher ed.

Associate Dean of Diversity, Equity, and Inclusion
The College of Arts & Sciences

212 Tolley Building, Syracuse University
Syracuse, New York 13244
315-882-7653
kanimash@syr.edu

Recent Positions Held:

Fall 2018 - Associate Dean of Diversity, Equity, & Inclusion, College of Arts & Sciences, Syracuse University
Spring 2018 - Director, Center for Social Justice & Civil Liberties, Riverside City College
Fall 2013 - present - Associate Professor of African American Studies, Syracuse University
July 2013 - July 2016 - Department Chair, Department of African American Studies, Syracuse University
Spring 2011 - Fulbright Fellow, Institute for Gender & Development Studies, The University of the West Indies- St. Augustine (Trinidad & Tobago)
Fall 2005 - Spring 2013 - Assistant Professor of African American Studies, Syracuse University

Primary Responsibilities and Current Initiatives:

My first year as Associate Dean of Diversity, Equity, and Inclusion primarily focused on coordinating several professional development workshops on inclusive teaching and accessible course materials (for faculty), campus diversity (for staff), and best practices inclusive hiring (for faculty search committees). I am also responsible for reviewing all search committee compositions and job ads for the College, in keeping with our commitment to diversity, equity and inclusion. I'm also conducting research to launch a pilot to measure course materials accessibility and drafted a College Diversity Plan, along with student and faculty engagement on issues of diversity and inclusion.

What I like most about my position:

I'm most proud to "have a seat at the table" and assist in making decisions that help the campus at a predominantly white institution more inclusive for students, faculty, and staff from underrepresented groups in the Academy. Progress is slow, but it is moving in a positive direction.

What I like least about my position:

I'm frustrated that some (not all) of my colleagues don't value inclusive excellence; and that most faculty ranks are still predominantly white and male - and that the push to diversify is still treated with the sense that inviting underrepresented students and faculty will mean weaker or less intellectual spaces.

Areas of Expertise:

Faculty Recruitment & Retention, Community Engagement, Diversity & Inclusion

Areas of Challenge:

Faculty/Staff Misconduct, Student Recruitment & Retention, Managing Student Misconduct, Fundraising, Budget Models

Goals for participating in the ACC Academic Leaders Network:

My goal is to learn best practices across ACC campuses. I'd love to hear the horror stories (to see what can be learned from them) and the success stories (to see how things can be replicated - or not). I'm excited about the networking opportunities in what can seem like lonely silos.

Vice Provost for Faculty Affairs

Office of the Provost
Grawemeyer Hall, Room 209, 2301 S 3rd St, Louisville, KY 40208
502-852-6720
eells@louisville.edu

Recent Positions Held:

Vice Provost for Faculty Affairs, University of Louisville (2011 to present)
Associate Dean for Faculty Affairs, University of Louisville School of Medicine (2004-2011)

Primary Responsibilities and Current Initiatives:

No response provided

What I like most about my position:

No response provided

What I like least about my position:

No response provided

Areas of Expertise:

No response provided

Areas of Challenge:

No response provided

Goals for participating in the ACC Academic Leaders Network:

No response provided

Juan Espinoza
Virginia Tech

Associate Vice Provost for Enrollment Management
Director of Undergraduate Admissions

925 Prices Fork Rd, Blacksburg, VA 24060
540-231-3195
juespino@vt.edu

Recent Positions Held:

Assistant Vice Provost, Enrollment Management, 2017
Director of Diversity and Access, Enrollment Management, 2014-2017
Associate Director, Undergraduate Admissions, 2013-2017

Primary Responsibilities and Current Initiatives:

I work to develop strategies to attract, recruit, enroll and retain a highly qualified, talented, and diverse student body in a manner that supports the university's well-being, contributes to the university's academic and fiscal resources, and enhances its public image in ways that underscore its unique strengths.

What I like most about my position:

Disrupting the traditional admissions process and making it more accessible, fair, and transparent.

What I like least about my position:

Being part of a process that leads to high anxiety for young people and their families.

Areas of Expertise:

Student Recruitment & Retention, Student Success, College Access, Threat Management, Community Engagement, Diversity & Inclusion, International Programs and Exchanges

Areas of Challenge:

Faculty Governance, Fundraising, Budget Models

Goals for participating in the ACC Academic Leaders Network:

I hope to broaden my network and hear about new innovative approaches.

Mark Evans
Wake Forest University

Associate Dean for Accountancy Programs
Wake Forest University School of Business

1834 Wake Forest Road, Farrell 262
Winston Salem, NC 27109
336-758-2938
evansme@wfu.edu

Recent Positions Held:

Dale K. Cline Associate Dean for Accountancy, 2019-present
Associate Dean for Undergraduate Programs, 2018-19
Associate Professor of Accountancy, 2017-present
Assistant Professor of Accountancy, Wake Forest University, 2014-17
Assistant Professor of Accounting, Indiana University, 2008-2014

Primary Responsibilities and Current Initiatives:

Leadership of MSA program (about 120 students) as well as undergraduate Accounting majors. Current initiatives and key challenges include: visa sponsorship issues for international students in accounting firms and incorporating a robust slate of analytics in the MSA curriculum.

What I like most about my position:

Having input into future direction of the school & interacting with students.

What I like least about my position:

Dealing with bureaucratic administrative issues & 'death by a thousand cuts'.

Areas of Expertise:

Faculty Recruitment & Retention, Promotion & Tenure, Student Recruitment & Retention, Student Success, Graduate/Postdoctoral Education, Curriculum Design & Revisions

Areas of Challenge:

Post-tenure Review, Curriculum Design & Revisions, Diversity & Inclusion, Online Teaching/Distance Learning, Teaching Innovation and Support

Goals for participating in the ACC Academic Leaders Network:

Making a network of leadership contacts; learning best practices from other schools; developing personal leadership skills; sharing with others what I've learned; getting to know folks from my own school better.

Bonnie Ferri
Georgia Tech
ACC ALN Liaison

Vice Provost for Graduate Education and
Faculty Development

Office of the Provost
A. French Building, 237 Uncle Heinie Way
Atlanta, GA 30332
404-894-3145
bonnie.ferri@gatech.edu

Jennifer Ferris-Hill
University of Miami

Senior Associate Dean for Academic Affairs
College of Arts & Sciences, University of Miami

1252 Memorial Drive, Ashe 227
Coral Gables, FL 33146
305-284-4036
j.ferrisshill@Miami.edu

Recent Positions Held:

Senior Associate Dean for Academic Affairs, College of Arts & Sciences, 2018-present.
Associate Professor of Classics, 2015-present.
Assistant Professor of Classics, University of Miami, 2009-2015.
Visiting Assistant Professor, Hofstra University, 2008-2009.

Primary Responsibilities and Current Initiatives:

I oversee the undergraduate curriculum and educational experience of the College of Arts & Sciences at the University of Miami. In addition to working continually to improve our undergraduate education generally, I am involved in initiatives to: update our admissions marketing and events; increase undergraduate research opportunities, especially in the Humanities; increase undergraduate study abroad opportunities, especially in the sciences; improve faculty retention and productivity through enhanced mentoring.

What I like most about my position:

I most like the freedom to be creative about improving the student experience and to implement changes, whether large or small. I also enjoy working with my close colleagues a great deal.

What I like least about my position:

I least like having to attend to small daily emergencies that take my attention away from my larger projects.

Areas of Expertise:

Promotion & Tenure, Student Recruitment & Retention, Student Success, Curriculum Design & Revisions, Interdisciplinary Research & Teaching, Teaching Innovation and Support

Areas of Challenge:

Online Teaching/Distance Learning, International Programs and Exchanges, Research and Teaching Space (assignments; construction), Budget Models

Goals for participating in the ACC Academic Leaders Network:

I hope to learn about interdisciplinary and innovative teaching at other institutions, and become more familiar with administrative structures and procedures elsewhere.

Department Head
Department of Human Development and Family Science

366 Wallace Hall
295 West Campus Dr, Virginia Tech
Blacksburg, VA 24061
540-231-4794
alfew@vt.edu

Recent Positions Held:

Department Head, Department of Human Development and Family Science, July 2019
Professor, 2018
Interim Department Head, June 2018
Associate Professor, 2005
Assistant Professor, Department of Human Development, 2000

Primary Responsibilities and Current Initiatives:

My responsibilities have included: setting departmental budget; fiscal decision-making; managing staff; hiring tenure track faculty and staff; evaluating faculty and staff performance; managing departmental resources; developing and translating strategic goals; adhering to and complying to university policies and quality assurance; conflict resolution; advocating for the department. Special initiatives: Growing a minor into a major and possibly a Program; rebuilding a master program.

What I like most about my position:

The possibility for generativity and stabilization; rallying positive morale; elevating and facilitating faculty progress and initiatives; building different relationships with faculty and administrators

What I like least about my position:

Dealing with toxic individuals

Areas of Expertise:

Promotion & Tenure, Curriculum Design & Revisions, Diversity & Inclusion

Areas of Challenge:

Faculty/Staff Misconduct, Managing Student Misconduct, Threat Management, Fundraising, Research and Teaching Space (assignments; construction), Budget Models

Goals for participating in the ACC Academic Leaders Network:

Learning more about strategic planning, fiscal management, fundraising, and generative activities like building a program.

Marie Garland
Syracuse University
ACC ALN Liaison

Assistant Provost for Faculty Affairs
Office of Academic Affairs

Crouse-Hinds Hall, Suite 503
900 South Crouse Avenue, Syracuse, NY 13244
315-443-0362
mgarland@syr.edu

Recent Positions Held:

Assistant Provost for Faculty Affairs, Syracuse University, March 2019 - present
Executive Director, Center for Faculty Leadership and Professional Development,
Syracuse University, July 2017-February 2019
Executive Director, SU-ADVANCE Institutional Transformation Initiative, Syracuse
University, March 2011 - June 2017
Director of Faculty and Staff Diversity, Cornell University October 2009-February 2011

Primary Responsibilities and Current Initiatives:

I primarily coordinate across all functional areas of faculty affairs. This includes faculty personnel changes, including hiring, leaves, retirement, review, promotion, and tenure. I advise the Associate Provost where necessary in the application of relevant policies. I am a first point of contact (intake) for faculty relations concerns ranging from inappropriate conduct and potential violations of university policy to mediation of conflict among members of the academic community. I review and make recommendations for policy changes and procedural modifications, especially toward greater institutional equity. I manage internal faculty awards and recognition programs, and oversee nominations for emeriti status and honorary degrees. I coordinate with the directors of the Center for Teaching and Learning Excellence and the Center for Faculty Leadership and Professional Development.

What I like most about my position:

There are a lot of opportunities to improve the working lives of members of the faculty and to solve problems on their behalf. I like opportunities to use creativity to creatively find new solutions to intractable challenges.

What I like least about my position:

Trying to balance the best interest of the University as a whole and the needs and rights of individuals.

Areas of Expertise:

Faculty Governance, Faculty Recruitment & Retention, Non-tenure track & term Faculty, Academic Leadership Training, Faculty/Staff Misconduct, Threat Management, Diversity & Inclusion

Areas of Challenge:

Faculty Governance, Post-tenure Review, Faculty/Staff Misconduct, Threat Management, Community Engagement

Goals for participating in the ACC Academic Leaders Network:

I am particularly interested in building my professional network. I would like to meet others who may help me navigate leadership opportunities higher education having relinquished my faculty position.

Steve Girardot
Georgia Tech

Associate Vice Provost for Undergraduate Education
Office of the Provost/Office of Undergraduate Education

A. French Building, Suite 103
237 Uncle Heinie Way, Atlanta, GA 30332-0740
404-894-5054 (Main Office)
steven.girardot@gatech.edu

Recent Positions Held:

Associate Vice Provost for Undergraduate Education, 2013-pres
Assistant Vice Provost for Undergraduate Education, 2012-2013
Director, Center for Academic Success, 2007-2012

Primary Responsibilities and Current Initiatives:

As Associate Vice Provost for Undergraduate Education (AVPUE), I have three major areas of responsibility: I oversee the operational and administrative functions of the Office of Undergraduate Education (OUE), serving as the deputy and informal "chief of staff" to our Vice Provost for Undergraduate Education, Dr. Potts. These include budget management, HR, IT, assessment, accreditation (SACSCOC), special events, and communication; I provide leadership and oversight of the reporting units comprising our co-curricular programs and services. These include our Center for Academic Success (CAS), Center for Academic Enrichment (CAE), Center for Career Discovery and Development (C2D2), and Summer Session Initiatives (SSI). A complete organizational chart and details on these units may be found at <http://oue.gatech.edu/structure>; and finally, I lead strategic initiatives that impact undergraduate education across the Institute. These include Complete College Georgia, Summer Session, Academic Scheduling, and others.

What I like most about my position:

First, I care passionately about student success. Everything I do is through the lens of how to help students succeed and thrive. With that context, in my current role, I enjoy providing leadership and strategic direction to programs and services that have a direct impact on the student experience.

What I like least about my position:

The least favorite part of my position is probably coaching and managing staff who are not meeting expectations. These are often time consuming and difficult, and unfortunately, GT's OHR system is in a state of transition right now.

Areas of Expertise:

Student Recruitment & Retention, Student Success

Areas of Challenge:

Faculty/Staff Misconduct, Managing Student Misconduct, International Programs and Exchanges, Fundraising

Goals for participating in the ACC Academic Leaders Network:

- Networking with other ACC leaders and colleagues
- Gaining new ideas/perspectives on common challenges we all face in higher education
- Identify possible opportunities for collaborations across institutions

Craig Grapperhaus
University of Louisville

Chair
Department of Chemistry

2320 S. Brook St., Department of Chemistry
University of Louisville, Louisville, KY 40292
502-852-8148
grapperhaus@louisville.edu

Recent Positions Held:

Chair of Chemistry, 2017 - present
Professor of Chemistry, 2011 - present
Vice Chair of Chemistry, 2015 - 2017, 2009 - 2012
Associate Professor of Chemistry, 2005 - 2011
Chemistry Director of Graduate Studies, 2005 - 2010

Primary Responsibilities and Current Initiatives:

As Chair of the Department of Chemistry, I oversee a department of 24 full-time faculty members, nine staff, and 55 graduate students (41 GTAs) with an annual budget exceeding four million dollars. Current initiatives include increasing relationships between the Department and local industry, forming an advisory panel consisting of alumni and local industry representatives, and revising the graduate curriculum including exploration of non-degree certificate programs.

What I like most about my position:

Planning new initiatives.

What I like least about my position:

Difficulty getting up to date budget numbers makes planning difficult and roadblocks from HR.

Areas of Expertise:

Faculty Assignments & Evaluations, Promotion & Tenure, Non-tenure track & term Faculty, Graduate/Postdoctoral Education, Curriculum Design & Revisions, Research Funding, Research and Teaching Space (assignments; construction)

Areas of Challenge:

Faculty Recruitment & Retention, Academic Leadership Training, Graduate/Postdoctoral Education, Curriculum Design & Revisions, Community Engagement, Diversity & Inclusion, Research Funding, Research and Teaching Space (assignments; construction), Budget Models

Goals for participating in the ACC Academic Leaders Network:

Increase the breadth of my leadership skills by interacting with colleagues from different institutions in various roles in preparation for higher leadership positions that will require a perspective beyond the departmental level.

John Griffin
Clemson University
ACC ALN Liaison

Associate Provost and
Dean of Undergraduate Studies
Provost's Office

101F Vickery Hall, 221 Epsilon Zeta Drive
Clemson, SC 29634
757-870-0979 (Cell)
docg@clemson.edu

Recent Positions Held:

Associate Provost & Dean of Undergraduate Studies, Clemson University (2015-Present)
Professor of Biology, College of Science, Clemson University (2015-Present)
Dean of Undergraduate Studies, William & Mary (2012-2015)
Director - Program in Neuroscience, William & Mary (2002-2011)
Professor of Biology & Neuroscience, William & Mary (1999-2015)

Primary Responsibilities and Current Initiatives:

I am responsible for managing all policies and procedures related to the undergraduate program at Clemson University, as well as coordinating and managing all related academic support services.

What I like most about my position:

I enjoy getting to work with faculty and staff from across the entire campus on initiatives related to providing excellent academic programs and support services.

What I like least about my position:

I don't like dealing with internal politics, especially when it gets in the way of providing our students with the best possible academic experience.

Areas of Expertise:

Faculty Governance, Student Recruitment & Retention, Student Success, Curriculum Design & Revisions, Budget Models

Areas of Challenge:

Faculty/Staff Misconduct, Managing Student Misconduct, Threat Management

Goals for participating in the ACC Academic Leaders Network:

No response provided

Eric (Ashley) Hairston
Wake Forest University

Associate Dean for Academic Advising
Office of the Dean of the College

P.O. Box 7225 Winston-Salem, N.C. 27109
336-758-3320
hairstea@wfu.edu

Recent Positions Held:

Associate Dean for Academic Advising, University Associate Professor, Interdisciplinary Humanities Wake Forest University
2019 - Present

Associate Professor of English and of Law and Humanities, Director, Center for Law and Humanities, Elon University
2005 - 2019

Primary Responsibilities and Current Initiatives:

The Associate Dean for Academic Advising reports to the Dean of the College and leads a staff of nine in the Office of Academic Advising in its duties, including organizing and managing lower division advising, supervising student orientation and first-year experience, representing the Office of Academic Advising to other university offices and administrators, and providing training and support to faculty advisers. The Associate Dean also represents the Office of the Dean of the College (ODOC) on a number of University and College committees and works with fellow Associate Deans under the direction of the Dean of the College to support faculty, students, and staff in undergraduate academic life.

What I like most about my position:

Ability to support and advise undergraduate students, while advancing key university projects and initiatives supporting undergraduate students.

What I like least about my position:

Any number of the challenges to student academic success

Areas of Expertise:

Student Success, College Access, Graduate/Postdoctoral Education, Threat Management, Diversity & Inclusion, Interdisciplinary Research & Teaching

Areas of Challenge:

Non-tenure track & term Faculty, Academic Leadership Training, Student Recruitment & Retention, Student Success, College Access, Graduate/Postdoctoral Education, Threat

Management, Learning/Teaching Communities, Diversity & Inclusion, Online Teaching/Distance Learning, International Programs and Exchanges

Goals for participating in the ACC Academic Leaders Network:

Sharpen skills and expand vision by engaging with others taking on both common and uniquely complex or distinct issues in higher education.

Marion Hambrick
University of Louisville

Interim Associate Dean of Investment and Strategy
College of Education and Human Development

Porter Education Building, Room 126B
Louisville, KY 40292
502-767-7154
marion.hambrick@louisville.edu

Recent Positions Held:

Interim Associate Dean of Investment and Strategy, August 2019-Present
Associate Professor, August 2017-Present
Assistant Professor, August 2011-July 2017

Primary Responsibilities and Current Initiatives:

Budget and planning, business operations, and faculty affairs for the College of Education and Human Development at the University of Louisville

What I like most about my position:

The ability to interact with students, staff, and faculty across the College and University

What I like least about my position:

No response provided

Areas of Expertise:

Faculty Assignments & Evaluations, Promotion & Tenure, Research and Teaching Space (assignments; construction), Budget Models

Areas of Challenge:

Faculty Assignments & Evaluations, Promotion & Tenure, Fundraising, Research Funding, Budget Models

Goals for participating in the ACC Academic Leaders Network:

To learn more about the best practices of other ACC institutions, particularly those related to finance and faculty affairs, and bring these practices and knowledge back to UofL

Haider Ala Hamoudi
University of Pittsburgh

Vice Dean
School of Law

Barco Law Building, 3900 Forbes Ave.
Pittsburgh, PA 15260
412-624-1055
hamoudi@pitt.edu

Recent Positions Held:

Assistant Professor of Law, University of Pittsburgh School of Law, July 2007-June 2012
Associate Professor of Law, July 2012-June 2016
Professor of Law, July 2016-present
Associate Dean of Research and Faculty Development, July 2013-June 2017
Associate Dean of Academic Affairs, July 2017-June 2018
Vice Dean, July 2018-present

Primary Responsibilities and Current Initiatives:

Management and long term planning of law school curriculum, including an effort to reorient our curriculum away from particular subject matter that students need to learn and in favor of competencies they need to develop.
Management of academic affairs of the Law School, including implementation of all policies and rules relating to academic operations.
Supervisor of diversity initiatives, and manager of diversity team responsible for developing and implementing diversity and inclusive excellence programming.
Supervision and oversight of adjunct faculty.
Support the Dean in all other affairs of the laws school, including admissions, alumni relations and development, and student professional development.

What I like most about my position:

Leading initiatives in areas such as curricular planning and diversity and inclusion that help advance the mission and values of the school and bring us forward as an educational institution in a manner that serves our students in today's world.

What I like least about my position:

Applying rules imposed on us by others, such as accrediting bodies, in a manner that can at times make me feel more like a functionary than a thought leader and manager of initiatives.

Areas of Expertise:

Faculty Governance, Faculty Scholarship & Awards, Faculty Assignments & Evaluations, Promotion & Tenure, Non-tenure track & term Faculty, Student Success, Graduate/Postdoctoral Education, Managing Student Misconduct, Learning/Teaching

Communities, Curriculum Design & Revisions, Diversity & Inclusion, Online Teaching/Distance Learning, Teaching Innovation and Support, International Programs and Exchanges

Areas of Challenge:

Academic Freedom, Post-tenure Review, Academic Leadership Training, Faculty/Staff Misconduct, Student Recruitment & Retention, Fundraising, Budget Models

Goals for participating in the ACC Academic Leaders Network:

I would like to improve my leadership skills. I'd like to learn from other academic middle managers what types of techniques and methods work, and where they find trouble. I really look forward to an open, inclusive and welcoming space where we can share all of our achievements as well as challenges and vulnerabilities as we work to improve.

Margaret Harden
University of Virginia

Associate Vice Provost for Academic Administration
Office of the Executive Vice President & Provost

P.O. Box 400308, Charlottesville, VA 22904
434-282-8846
mph4d@virginia.edu

Recent Positions Held:

Associate Vice Provost for Academic Administration, 2014-current
Director, Institute for Faculty Advancement & Assistant to the Vice Provost, 2008-2014

Primary Responsibilities and Current Initiatives:

In this position, I am responsible for a broad array of work under the umbrella of academic administration across the EVPP portfolio. This includes oversight of faculty compensation, providing guidance to individuals and academic leadership on academic policies, approving academic policy exceptions, serving as a data steward, as well as reviewing and advising on Virginia State Law for possible academic impacts. In addition, I support the office's work with the Board of Visitors and provides oversight to the faculty personnel actions process. I also manage the administrative staff and provides other high level administrative and operational support to the office and our units as needed.

What I like most about my position:

I think the thing that I find the most energizing about my position is the breadth, both in terms of the scope of responsibilities as well as institutional vantage point. This means that I get to do a lot of different things (from writing policy, to approving policy exceptions, to strategizing about major event planning); and I also have the opportunity to see (and work with people from) almost every part of the institution (from the board office to parking and transportation).

What I like least about my position:

No response provided

Areas of Expertise:

Faculty Governance, Faculty Recruitment & Retention, Faculty Assignments & Evaluations, Promotion & Tenure, Non-tenure track & term Faculty, Academic Leadership Training, Faculty/Staff Misconduct, Diversity & Inclusion, Other: University Governance, Other: Faculty Compensation

Areas of Challenge:

Faculty Assignments & Evaluations, College Access, Threat Management, Diversity & Inclusion, Interdisciplinary Research & Teaching

Goals for participating in the ACC Academic Leaders Network:

I have two primary goals. First, I am hoping to building on and expanding my current leadership and academic administration competencies and expertise. Second, I am very much looking forward to meeting other academic leaders and learning with and from them.

Dan Harding
Clemson University

Director, Graduate Programs in Architecture
Director, Community Research and Design Center

864-508-6645
hardin4@clemson.edu

Recent Positions Held:

No response provided

Primary Responsibilities and Current Initiatives:

No response provided

What I like most about my position:

No response provided

What I like least about my position:

No response provided

Areas of Expertise:

Community Engagement, Interdisciplinary Research & Teaching, International Programs and Exchanges

Areas of Challenge:

Faculty Governance, Academic Leadership Training, Research Funding, Research and Teaching Space (assignments; construction)

Goals for participating in the ACC Academic Leaders Network:

Enthusiastic about collaborating with individuals dedicated to the art of leadership in higher education, the ALN will offer access to others committed to maximizing the potential of research, teaching, and service. It is a goal to obtain an advanced perspective of other ACC institutions to more thoroughly understand Clemson as a land grant.

Steve Harmon
Georgia Tech

Associate Dean of Research
Georgia Tech Professional Education

84 5th Street NW, Atlanta, GA 30308-1031
404-894-4116
swharmon@gatech.edu

Recent Positions Held:

Associate Dean of Research, Georgia Tech Professional Education, 2016-Present
Associate Director, Center for 21st Century Universities, Georgia Tech, 2018-Present
Director of Research and Innovation, Center for 21st Century Universities, Georgia Tech, 2016-Present
Professor, College of Design, Georgia Tech, 2016-Present
Chair, Learning Technologies Department, College of Education, Georgia State University. 2013-2016
Professor of Learning Technologies, College of Education, Georgia State University. 2013-2016
Director of Learning Technologies, College of Education, Georgia State University. 2008-2013

Primary Responsibilities and Current Initiatives:

I lead the invention, prototyping, and validation efforts associated with educational innovation and with the systemic transformation of higher education to better serve the needs of learners of all ages, as well as society at large.

What I like most about my position:

The ability to creatively engage with students, faculty, administrators, staff and a wide variety of public and private organizations across all disciplines to create and implement innovative solutions to learning and development in a rapidly changing society.

What I like least about my position:

The slow pace of academic change.

Areas of Expertise:

Learning/Teaching Communities, Curriculum Design & Revisions, Online Teaching/Distance Learning, Teaching Innovation and Support, Other: Lifetime Education

Areas of Challenge:

Faculty Recruitment & Retention, Faculty Assignments & Evaluations, Faculty/Staff Misconduct, Threat Management, Fundraising, Budget Models

Goals for participating in the ACC Academic Leaders Network:

I hope to build a broad and open network of colleagues in positions similar to mine, and to gain insight in alternative approaches to the challenges of academia today.

Michael Hildreth
University of Notre Dame

Associate Dean for Research and Graduate Studies
College of Science

Physics Department, 225 Nieuwland Science Hall
University of Notre Dame, Notre Dame, IN 46556
574-631-6458
hildreth.2@nd.edu

Recent Positions Held:

Associate Dean, College of Science, 2016-present
Professor of Physics, 2012-present
Associate Professor of Physics, 2006-2012

Primary Responsibilities and Current Initiatives:

I facilitate research in the College of Science through providing support for research initiatives, faculty development, research space, and graduate education. I am also involved in strategic planning for the College, interdisciplinary programs and hiring, media outreach highlighting research, internal reviews of research programs, and international programs. I oversee the College's graduate programs, including policies, stipend allocations, and new program development.

What I like most about my position:

I enjoy having a broader perspective on the work the College is doing and the opportunity to have a direct impact on current and future research through strategic planning and resource allocation.

What I like least about my position:

Too many projects that could be done if there was more time. That overload puts a lot of pressure on one individual.

Areas of Expertise:

Faculty Governance, Faculty Scholarship & Awards, Faculty Assignments & Evaluations, Academic Leadership Training, Graduate/Postdoctoral Education, Learning/Teaching Communities, Curriculum Design & Revisions, Interdisciplinary Research & Teaching, Online Teaching/Distance Learning, Teaching Innovation and Support, International Programs and Exchanges, Research Funding, Research and Teaching Space (assignments; construction), Budget Models

Areas of Challenge:

Faculty Recruitment & Retention, Threat Management, Community Engagement, Diversity & Inclusion

Goals for participating in the ACC Academic Leaders Network:

I am very interested in learning more about conflict resolution and strategies for managing change in our academic environment. I would like to move to becoming less conflict-averse and would like some strategies to effect that change.

Amy Hogan
Virginia Tech
ACC ALN Liaison

Assistant Provost for Leadership Initiatives
Provost's Office

800 Drillfield Dr., Suite 330, Blacksburg, VA 24061
540-231-3273
amyhogan@vt.edu

Recent Positions Held:

Assistant Provost for Leadership Initiatives, Office of the Executive Vice President and Provost, May 2012 – Present
Assistant Director for Organizational Development, University Organizational and Professional Development (Virginia Tech), October 2007 - May 2012
20 years progressive prior experience in leadership and organizational development in various industries

Primary Responsibilities and Current Initiatives:

Shepherd and continue to evolve leadership development programming for faculty. Provide informal coaching and additional resources to academic leaders as requested to deal with emergent needs and challenges. Coordinate and support senior academic leader searches, periodic review processes, and distinguished professorship appointment processes, and consult on special faculty hiring initiatives. Liaison with other representatives from ACC universities in support of the continued development, assessment, and offering of the ACC Academic Leaders' Network.

What I like most about my position:

I love working with people in ways that help them grow their leadership competency. Working with faculty and leaders from all over the university also gives me great insight into the amazing work our people are doing, as well as the various organizational challenges that exist in different subcultures. I love that no two days are the same, and that I get to engage in supporting leadership through executive recruitment, coaching, performance feedback, and ongoing leadership development and coaching initiatives.

What I like least about my position:

There's a LOT going on! Sometimes it's tough to feel up-to-speed with everything, and make sure that nothing is falling through the cracks. However, we have a great team that eases these challenges greatly.

Areas of Expertise:

Faculty Governance, Faculty Recruitment & Retention, Academic Leadership Training, Diversity & Inclusion, Fostering Communities of Practice, Collaboration, Emotional & Social Intelligence, Group Effectiveness

Areas of Challenge:

No response provided; opportunities to grow in all areas!

Goals for participating in the ACC Academic Leaders Network:

Continuing to strengthen my own leadership network, and gaining a growing understanding of what all of our leaders can gain from this program, in order to continue to improve the program in future years.

Matthew “Matt” Holt
Virginia Tech

Department Head
Agricultural and Applied Economics

208 Hutcheson Hall, Virginia Tech
250 Drillfield Drive, Blacksburg, VA 24061
540-231-2609
mattholt@vt.edu

Recent Positions Held:

Professor and Head, Department of Agricultural Economics, Virginia Tech, August 2017 to present.

Professor and Dwight Harrigan Endowed Faculty Fellow in Natural Resource Economics, Department of Economics, Finance, and Legal Studies, University of Alabama, August 2010 to August 2017.

Head, Department of Economics, Finance, and Legal Studies, University of Alabama, June 2013 to May 2016.

Adjunct Professor, Department of Agricultural Economics, Mississippi State University, January 2014 to December 2016.

Visiting Professor, Center for Research in Econometric Analysis of Time Series, School of Economics and Management, Aarhus University, May to June 2011.

Professor and Wickersham Chair of Excellence in Agricultural Research, Department of Agricultural Economics, Purdue University, January 2006 to August 2010.

Primary Responsibilities and Current Initiatives:

I am responsible for providing leadership to my department, including hiring and staffing strategies, budget oversight, P&T oversight, faculty mentoring and faculty/staff evaluations, and so forth. In short, I am responsible for the day-to-day management of my department plus helping my colleagues think about and frame a longer-term vision for future growth, development, and positioning. I am currently working to help my department better position itself in several professional Master's programs, including online programs and collaborations with our college of business to create a hybrid degree program with a focus on analytics and agribusiness management. I am also working with others in my department and college on a three-state, Extension-oriented project called Data Science for the Public Good.

What I like most about my position:

What I like most about my current position are the fantastic people I get to work with on a daily basis. This includes colleagues in my department, deans, and many others across campus at Virginia Tech. It is a blessing to work with so many committed and dedicated academics.

What I like least about my position:

What I find most tedious are conducting the annual faculty evaluations. I understand that they are necessary and important, and I certainly take process seriously. Even so, this is a time-consuming endeavor that is seemingly not much appreciated by most anyone else.

Areas of Expertise:

Faculty Recruitment & Retention, Faculty Scholarship & Awards, Faculty Assignments & Evaluations, Promotion & Tenure, Non-tenure track & term Faculty, Academic Leadership Training, Student Recruitment & Retention, Graduate/Postdoctoral Education, Diversity & Inclusion, Interdisciplinary Research & Teaching, Teaching Innovation and Support, Fundraising, Research Funding, Other: Campus networking and engagement

Areas of Challenge:

Post-tenure Review, Student Success, College Access, Managing Student Misconduct, Learning/Teaching Communities, Online Teaching/Distance Learning, Research and Teaching Space (assignments; construction), Budget Models

Goals for participating in the ACC Academic Leaders Network:

Simply put, my goal is to learn how to be more effective in my current role. How can I help my department grow and expand in a managed and reasonable way? How can I be a more effective leader and motivator? How can I be more helpful to my superiors?

Keisha John
University of Virginia

Associate Dean for Diversity and Inclusion
Arts and Sciences

PO Box 400772, Charlottesville, VA 22904-0882
434-243-5482
keishajohn@virginia.edu

Recent Positions Held:

Associate Dean for Diversity and Inclusion- Arts and Sciences, University of Virginia
2018-Present
Director of Diversity Programs - Office of Graduate and Postdoctoral Affairs, Provost
Office, University of Virginia 2015-2018
Assistant Dean- The Graduate School, Florida State University 2012- 2015
Associate Director- Recruitment and Undergraduate Research, Watson School of
Biological Sciences (WSBS), Cold Spring Harbor Laboratory 2010- 2012

Primary Responsibilities and Current Initiatives:

Embedding diversity, inclusion and equity in Arts and Sciences. The main initiative is
strengthening the role of the Directors of Diversity and Inclusion.

What I like most about my position:

The people I get to interact with every day- students, faculty and staff.

What I like least about my position:

Emailing...

Areas of Expertise:

Student Recruitment & Retention, Graduate/Postdoctoral Education, Community
Engagement, Diversity & Inclusion

Areas of Challenge:

Non-tenure track & term Faculty, Academic Leadership Training, Fundraising

Goals for participating in the ACC Academic Leaders Network:

Expanding my network and community of practice in higher education.

Jeff Joines
NC State University

Department Head
Textile Engineering, Chemistry and Science

TECS Dept, NC State University
Campus Box 8301, Raleigh, NC 27695
919-368-0961
jeffjoines@ncsu.edu

Recent Positions Held:

08/17-present Professor, Department of Textile Engineering, Chemistry, and Science
01/17-present Department Head, Department of Textile Engineering, Chemistry
05/06-06/17 Associate Professor, Department of Textile Engineering, Chemistry, and Science
12/08-01/17 Associate Department Head for Undergraduate Programs, Department of Textile Engineering, Chemistry, and Science
05/06-06/17 Associate Professor, Department of Textile Engineering, Chemistry, and Science
01/06-04/09 Director of Textile Engineering Program, Raleigh, NC.
08/00-05/06 Assistant Professor, Department of Textile Engineering, Chemistry, and Science, NC State University

Primary Responsibilities and Current Initiatives:

Managing the department's resources to assist the students, staff, and faculty while representing the department in the college, university as well as outside constituents. I have led the dept through a workload balancing initiative, changing the climate in our dept. and crafting our new strategic goals where we want to go.

What I like most about my position:

I love being able to support our students, staff, and faculty to be the best the possible can be. I love that I am making an impact on people's lives inside and outside our department.

What I like least about my position:

Administrative paperwork that we are required to do. Dealing with limited resources to be able to respond to opportunities is tough

Areas of Expertise:

Faculty Governance, Faculty Scholarship & Awards, Faculty Assignments & Evaluations, Academic Leadership Training, Student Recruitment & Retention, Student Success, Learning/Teaching Communities, Curriculum Design & Revisions, Community Engagement, Teaching Innovation and Support, Research and Teaching Space (assignments; construction)

Areas of Challenge:

Faculty Governance, Faculty Recruitment & Retention, Faculty/Staff Misconduct, Student Recruitment & Retention, Threat Management, International Programs and Exchanges

Goals for participating in the ACC Academic Leaders Network:

I hope to see how other university approach processes, tasks, issues to be able to change/improve what we do at NC State. To be able to have a network of people outside of NC State who could be used to bounce ideas off of as well as act as peer mentors.

Senior Associate Vice President for Diversity and Equity, Interim

2301 South 3rd Street
University of Louisville, Louisville, KY 40292
502-852-5719
vfjone01@louisville.edu

Recent Positions Held:

Senior Associate Vice President for Diversity and Equity, Interim,
University of Louisville, August 1, 2019 – Present
Associate Vice President for Health Affairs/Diversity Initiatives, University of Louisville
Health Science Center, August, 2016-Present
Assistant Vice Present for Health Affairs/Diversity Initiatives, University of Louisville
Health Science Center, August, 2013-July, 2016
Associate Dean for Academic Affairs, University of Louisville School of Medicine, March
2009-July, 2013

Primary Responsibilities and Current Initiatives:

- Collaborate with key stakeholders to develop and advance the university's mission to pursue excellence and inclusiveness to educate and serve its community, and to deliver on the shared vision to be a great place to learn, work and invest because it celebrates diversity, fosters equity and strives to achieve inclusion;
- Develop and implement DEI strategic plan for the university; work with academic and administrative unit partners to develop and implement unit-level strategic plans;
- Advocate for diverse student, staff and faculty to increase retention; and
- Regularly report to the President's Cabinet and campus community on progress toward DEI initiatives and goals.

What I like most about my position:

I enjoy fostering relationships and building collaborations to advance our D&I initiatives. This allows us to reimagine how we can implement the university's strategic plan and determine impact.

What I like least about my position:

What I like least in this position is the inadequate resources to do the work. This university is not unique in this struggle, but it does limit the possibilities of what can be done. On a positive note, limited resources force us to be data-driven and prioritize based on impact.

Areas of Expertise:

Faculty Recruitment & Retention, Student Recruitment & Retention, Community Engagement, Diversity & Inclusion

Areas of Challenge:

Collective Bargaining, Graduate/Postdoctoral Education, Managing Student Misconduct, Threat Management, Online Teaching/Distance Learning, Teaching Innovation and Support, International Programs and Exchanges, Fundraising, Budget Models

Goals for participating in the ACC Academic Leaders Network:

My goals are to:

- Develop a network of individuals to potentially do collaborative projects
- Learn from and share best practices that can be brought back to our institution for potential implementation
- Develop my leadership skills in order to impact the university
- Broaden my perspective of the higher education landscape

Andrew Jorgenson
Boston College

Department Chairperson
Department of Sociology

McGuinn Hall 426, Boston College
140 Commonwealth Avenue, Chestnut Hill, MA 02467-3807
617-552-1293
jorgenan@bc.edu

Recent Positions Held:

2017- Chairperson, Department of Sociology
2016-2017 Director of Graduate Studies, Department of Sociology
2015- Professor of Sociology and Professor of Environmental Studies, Boston College
2013-2015 Professor of Sociology, University of Utah
2012-2015 Director of Graduate Studies, Department of Sociology, University of Utah
2011-2013 Associate Professor of Sociology (Tenured in 2011), University of Utah
2009-2011 Assistant Professor of Sociology, University of Utah

Primary Responsibilities and Current Initiatives:

I chair an academic department at a private research university. My department has 16 full time regular faculty and a PhD program with approximately 30 PhD students.

What I like most about my position:

Promoting the research and other accomplishments of my brilliant faculty and students to the university and discipline as a whole. Doing what I can to make their jobs better and more rewarding. Hiring new faculty.

What I like least about my position:

Course scheduling.

Areas of Expertise:

Faculty Recruitment & Retention, Promotion & Tenure, Student Recruitment & Retention, Graduate/Postdoctoral Education, Interdisciplinary Research & Teaching, Research Funding

Areas of Challenge:

No response provided

Goals for participating in the ACC Academic Leaders Network:

I look forward to learning from colleagues that have more leadership experience than I do. I'm sure I have lots of room for improvement and growth in every aspect of my job as a department chairperson.

Janet Kistner
Florida State University
ACC ALN Liaison

Vice President for Faculty Development
and Advancement
Provost's Office

850-644-6876
jkistner@admin.fsu.edu

Julius Kitutu
University of Pittsburgh

Associate Dean
School of Nursing

3500 Victoria Street, 240 Victoria Building
Pittsburgh, PA- 15261
412-624-2408
jmm@pitt.edu

Recent Positions Held:

Associate Dean for Student Affairs and Alumni Relations, University of Pittsburgh School of Nursing, 1/2016 to date.

Assistant Dean for Student Services, University of Pittsburgh School of Nursing, 1/2010 - 6/2015

Director of Student Services, University of Pittsburgh School of Nursing, 5/2005 - 4/2010

Primary Responsibilities and Current Initiatives:

My administrative tasks include overseeing all the prospective student recruitment, admission, enrollment, advisement, graduation, and student data management for all active students in the School of Nursing. Also, I am responsible for the School of Nursing scholarship recipient selection, and I manage the Undergraduate Research Mentorship Program (URMP).

What I like most about my position:

Over time, I have seen many students complete nursing program and join the labor market, either as nurses and/or leaders and proud that they are contributing to the world's economy and changing lives of many people. I am also happy that I contribute to decision making process in the school of nursing.

What I like least about my position:

Communicating bad news to staff I work with and/or students.

Areas of Expertise:

Academic Freedom, Faculty Governance, Faculty Scholarship & Awards, Student Recruitment & Retention, Student Success, College Access, Managing Student Misconduct, Learning/Teaching Communities, Diversity & Inclusion, International Programs and Exchanges, Research and Teaching Space (assignments; construction)

Areas of Challenge:

Faculty/Staff Misconduct, Collective Bargaining, Managing Student Misconduct, Threat Management

Goals for participating in the ACC Academic Leaders Network:

I am looking forward to collaborating with other ACC leadership team. In addition, I will be interested in being exposed to other management skills, aimed at improving the work I do. Networking with people of my level is an added advantage of being in the program. In the end, I will be happy to pass on the learned experience to my school leadership.

Assistant Vice Provost for Faculty Development

Provost Office
178 Baylor Lane, Charlottesville, VA 22902
404-808-0424
jsk3t@virginia.edu

Recent Positions Held:

Assistant Vice Provost for Faculty Development, 2017-present
Director of Engaged Teaching, Guilford College, 2013-2017
Assistant Professor in the Practices of Religious Education and Community Ministries
and Director of Religious Education, Emory University, 2005-2011

Primary Responsibilities and Current Initiatives:

Oversee and lead intensive, weekly semester-long leadership development seminar for thirty faculty per semester, with particular attention to diversity, equity, and inclusion. Develop curriculum of faculty professional development opportunities to support faculty at all stages of their careers. Organize and lead intensive, place-based faculty development seminar about the history of race.

What I like most about my position:

The opportunity to see the big picture, work with brilliant, kind people, and influence positive institutional change around diversity, equity, and inclusion.

What I like least about my position:

I would enjoy more time actually teaching and leading events and less time writing emails.

Areas of Expertise:

Faculty Recruitment & Retention, Academic Leadership Training, Student Success, Learning/Teaching Communities, Curriculum Design & Revisions, Community Engagement, Diversity & Inclusion, Interdisciplinary Research & Teaching

Areas of Challenge:

Faculty/Staff Misconduct, Graduate/Postdoctoral Education, Threat Management, Research and Teaching Space (assignments; construction), Budget Models

Goals for participating in the ACC Academic Leaders Network:

My primary goal is to network and build relationships with people working in positions and on issues similar to mine and to learn about what is being done well at other institutions.

Stephanie Leone
Boston College

Chair
Art, Art History, and Film Department

Boston College, 140 Commonwealth Avenue
Devlin 434, Chestnut Hill MA 02467
617-552-6459
leonest@bc.edu

Recent Positions Held:

Professor of Art History, Art, Art History, and Film Department, 2019-present
Chair, Art, Art History, and Film Department, 2018-present
Associate Professor of Art History, Art, Art History, and Film Department, 2007-19

Primary Responsibilities and Current Initiatives:

Oversight of departmental administrative work; manage budget; supervise faculty as needed; oversee new faculty hires (full- and part-time) and tenure and promotion cases; principal departmental liaison to university administration; strategic planning and development of academic programs

What I like most about my position:

The opportunity to become better acquainted with my colleagues; the opportunity to think strategically about academic objectives and initiatives and potentially to effect improvements

What I like least about my position:

Having to make decisions; learning to say no; fiscal responsibility

Areas of Expertise:

Faculty Recruitment & Retention, Faculty Scholarship & Awards, Promotion & Tenure, Post-tenure Review, Non-tenure track & term Faculty, Diversity & Inclusion, Interdisciplinary Research & Teaching, Teaching Innovation and Support, International Programs and Exchanges, Research Funding

Areas of Challenge:

Academic Leadership Training, Faculty/Staff Misconduct, Managing Student Misconduct, Threat Management, Budget Models

Goals for participating in the ACC Academic Leaders Network:

To improve my ability to lead my department and to make effective decisions that balance individual faculty needs with program needs. To gain greater confidence in decision making. To learn how to manage disparate, strong opinions while promoting a collaborative, inclusive approach to departmental governance and decision making.

Tsai Lu Liu
NC State University

Department Head
Department of Graphic Design and Industrial Design

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919-515-8340
tsailu_liu@ncsu.edu

Recent Positions Held:

Professor and Head, NC State University, 2012 to today
Interim Associate Dean, Auburn University, 2011-2012
Assistant/Associate Professor, Auburn University, 2004 to 2012

Primary Responsibilities and Current Initiatives:

As a department head, I am responsible for the academic and administrative success of four degree programs, 18 faculty members, and 250 students.

What I like most about my position:

Facilitate student and faculty success.

What I like least about my position:

Paper works and bureaucratic procedures/culture.

Areas of Expertise:

Interdisciplinary Research & Teaching, Online Teaching/Distance Learning

Areas of Challenge:

Research Funding, Research and Teaching Space (assignments; construction)

Goals for participating in the ACC Academic Leaders Network:

Exchange experiences and thoughts with other academic leaders. Learn the best practice from the sessions and networking.

Tim Logan
Florida State University

Associate Dean
College of Arts and Sciences

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Tallahassee, FL 32306-1280
850-644-0806
tlogan@fsu.edu

Recent Positions Held:

Associate Dean, College of Arts and Sciences, FSU, 01/19 - present
Chair, Department of Chemistry & Biochemistry, FSU, 09/11-08/17
Director, Institute of Molecular Biophysics, FSU, 09/05-08/11

Primary Responsibilities and Current Initiatives:

I am relatively new in my position but am training on Academic Affairs, including student advising, new curriculum, SACSCOC compliance issues, and space management. I expect to add graduate enrollment management this fall and other duties as needed.

What I like most about my position:

I like the variety of working with many departments and the challenge of keeping up with many challenging issues. I enjoy working on curriculum and compliance issues more than I thought I would.

What I like least about my position:

I miss my life as a faculty member. While I am excited about my new role, changing my self-identity is more challenging than I thought it would be, and more challenging that when I was Chair.

Areas of Expertise:

Faculty Recruitment & Retention, Faculty Assignments & Evaluations, Promotion & Tenure, Post-tenure Review, Non-tenure track & term Faculty, Student Recruitment & Retention, Student Success, Graduate/Postdoctoral Education, Managing Student Misconduct, Curriculum Design & Revisions, Interdisciplinary Research & Teaching, Teaching Innovation and Support, Research and Teaching Space (assignments; construction)

Areas of Challenge:

Academic Freedom, Faculty/Staff Misconduct, Collective Bargaining, Managing Student Misconduct, Threat Management, Learning/Teaching Communities, Community Engagement, Diversity & Inclusion, Online Teaching/Distance Learning, Fundraising, Budget Models

Goals for participating in the ACC Academic Leaders Network:

I hope to build a network of like-minded colleagues and to learn about best (and worst?) practices in a variety of areas, especially at the College rather than Department level, while sharing the insights I have developed through my experiences here at FSU.

Brian Lonsway
Syracuse University

Chair of the Graduate Program
School of Architecture

201 Slocum Hall, Syracuse University, Syracuse, NY 13066
315-391-8718
blonsway@syr.edu

Recent Positions Held:

Chair of the Graduate Program, Syracuse University School of Architecture, 2016-present;
Associate Professor, Syracuse University School of Architecture, 2007-present

Primary Responsibilities and Current Initiatives:

Perform or oversee all administrative duties related to the implementation and coordination of the graduate curriculum; monitor the development, effectiveness and instructional quality of the graduate program; advocate on behalf of the graduate Faculty's curricular and teaching concerns; make assignments of graduate teaching assistants; act as Dean of Students for the graduate program; perform all administrative duties related to the student's activity in the graduate program during their course of study; to conduct necessary recruiting and promotion of the graduate program.

What I like most about my position:

The development and maintenance of a rigorous, ethical, professionally-focused, and intellectually-centered organization dedicated to the future citizens in the field.

What I like least about my position:

The predominant model of higher education remains rooted in millennia-old customs which are highly incompatible with contemporary social realities, producing more administrative overhead, economic drain, and personal stress than meaningful, socially-constructive knowledge.

Areas of Expertise:

Promotion & Tenure, Faculty/Staff Misconduct, Student Recruitment & Retention, Graduate/Postdoctoral Education, Curriculum Design & Revisions, Teaching Innovation and Support, Other: Learning Environment Design

Areas of Challenge:

Promotion & Tenure, Non-tenure track & term Faculty, Learning/Teaching Communities, Diversity & Inclusion, Interdisciplinary Research & Teaching

Goals for participating in the ACC Academic Leaders Network:

Learn from other academic leaders; observing and benchmarking questions, concerns, and strengths; engage professional network of peers.

Rafael Luna
Boston College

Associate Dean, Morrissey College of Arts and Sciences,
Director of the Pre-Health Program,
Director of the Gateway Program for Scholars in STEM

Boston College, Stokes Hall, S-140
140 Commonwealth Avenue, Chestnut Hill, MA 02467
617-552-2800
lunar@bc.edu

Recent Positions Held:

January 2018 to present: Associate Dean, Morrissey College of Arts and Sciences
Director, Boston College Pre-Health Program
Director, Gateway Scholars Program for STEM
November 2016 to December 2017: Executive Director, National Research Mentoring
Network, Boston College
Principal Investigator, Administrative Core of the National Research Mentoring
Network, Boston College
September 2015 to December 2016: Program Director, Office for Faculty Affairs,
Harvard Medical School
Instructor, Department of Biological Chemistry and Molecular Pharmacology,
Harvard Medical School
2014 to December 2016: Instructor, Department of Biological Chemistry and Molecular
Pharmacology, Harvard Medical School
June 2005 to 2014: Postdoctoral Research Fellow, Department of Biological Chemistry
and Molecular Pharmacology, Harvard Medical School

Primary Responsibilities and Current Initiatives:

Rafael E. Luna, Ph.D., serves three leadership roles at Boston College: 1.) Associate Dean, Morrissey College of Arts & Sciences, 2.) Director, Pre-Health Program, and 3.) Director, Gateway Scholars Program for STEM. The Pre-Health Program is the largest program at Boston College with approximately 2,000 current students and alumni. The Gateway Scholars Program for STEM supports first generation and students of color at Boston College through the foundational courses in biology and chemistry that are required for success in the sciences.

What I like most about my position:

I absolutely enjoy being able to assist students identify their academic strengths and gifts. I particularly enjoy helping underrepresented minorities successfully navigate their way en route to a STEM degree. As the Director of the Gateway Program for Scholars in STEM, I have the opportunity to be helpful in this arena to improve the diversity in STEM.

What I like least about my position:

I thoroughly enjoy my job. I wish that I had more time to be able to help more students. So, I wish that it would be possible to reach more URM, first-generation, and low-income students pursue their passion for a career in STEM.

Areas of Expertise:

Academic Freedom, Promotion & Tenure, Academic Leadership Training, Student Recruitment & Retention, Student Success, College Access, Threat Management, Community Engagement, Diversity & Inclusion, Interdisciplinary Research & Teaching, International Programs and Exchanges, Research Funding, Other: Assisting Students Excel in STEM Curriculums

Areas of Challenge:

Academic Leadership Training, Threat Management, Fundraising, Research Funding

Goals for participating in the ACC Academic Leaders Network:

My goal is to learn best practices for senior academic administrators, particularly in STEM fields. I would like an opportunity to have executive leadership training to prepare me for executive academic/administrative positions. I want to learn of growth opportunities at Boston College or other institutions in the Atlantic Coast Conference (ACC).

Anthony (Tony) Marsh
Wake Forest University

Senior Associate Dean of Faculty

Office of the Dean of the College
104 Reynolda Hall, PO Box 7225
Winston-Salem NC 27109
336-758-4687
marshap@wfu.edu

Recent Positions Held:

Senior Associate Dean of Faculty, 2019-present
Associate Dean of Research, Scholarship, and Creativity, 2016-2018
Professor, Health and Exercise Science, 2012-present
Associate Professor, Health and Exercise Science, 2001-2012
Assistant Professor, Health and Exercise Science, 1996-2001

Primary Responsibilities and Current Initiatives:

Oversee T&P for TT faculty, promotion for NTT faculty, reappointments for all faculty, faculty development (funding), faculty governance/committees, leaves (scholarly, medical, parental, unpaid), retirement, mentoring initiatives (mid-career program), new faculty orientation programs, research and service tracking, and faculty HR issues for the College (29 academic departments, 584 TT and NTT faculty)

What I like most about my position:

Helping faculty maximize their potential. It's never boring. The constant problem solving.

What I like least about my position:

The tragic HR related situations that are intractable.

Areas of Expertise:

Faculty Governance, Faculty Recruitment & Retention, Faculty Scholarship & Awards, Faculty Assignments & Evaluations, Promotion & Tenure, Non-tenure track & term Faculty, Faculty/Staff Misconduct, Threat Management, Interdisciplinary Research & Teaching, Research Funding

Areas of Challenge:

Academic Freedom, Post-tenure Review, Other: Conflict management

Goals for participating in the ACC Academic Leaders Network:

Growth, adding more tools to the toolkit to help problem solve and find solutions, find out how other participants are dealing with similar issues.

Patricia McAnany
University of North Carolina, Chapel Hill

Kenan Eminent Professor and Chair
Department of Anthropology

301 Alumni Bldg., Campus Box 3115
Chapel Hill, NC 27599-3115
919-843-8978
mcanany@email.unc.edu

Recent Positions Held:

Chair, Department of Anthropology, UNC-CH, 2017-present
Kenan Eminent Professor, Department of Anthropology, UNC-CH, 2008-present

Primary Responsibilities and Current Initiatives:

Leading the Department in all matters that are financial (budgeting for curriculum speakers, graduate student support, faculty salary increases, etc), overseeing academic curriculum offerings and programs, running searches for new faculty, and acting as a liaison to the College of Arts and Sciences.

What I like most about my position:

I like coming to know about the research of my departmental colleagues.

What I like least about my position:

The position is very time-consuming and cuts into my time for grant-writing, publishing, and conducting research.

Areas of Expertise:

Faculty Recruitment & Retention, Faculty Assignments & Evaluations, Promotion & Tenure, Post-tenure Review, Faculty/Staff Misconduct, Student Success, Curriculum Design & Revisions, Community Engagement, Diversity & Inclusion, Interdisciplinary Research & Teaching, Fundraising

Areas of Challenge:

Non-tenure track & term Faculty, Academic Leadership Training, Faculty/Staff Misconduct, Threat Management, Curriculum Design & Revisions, Teaching Innovation and Support, Fundraising, Budget Models

Goals for participating in the ACC Academic Leaders Network:

My goals for participating in the ALN include 1) gaining skills and techniques that decrease the anxiety surrounding the work and decisions of a Department Chair, and 2) coming to an understanding (internally) of whether or not I want to apply for academic leadership positions beyond Department Chair.

Mary McClurg
University of North Carolina, Chapel Hill

Executive Vice Dean-Chief Academic Officer
UNC Eshelman School of Pharmacy

14004 Reynolds Court, Chapel Hill, NC 27517
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mroth@unc.edu

Recent Positions Held:

Executive Vice Dean-Chief Academic Officer, 7/18 – present; UNC Eshelman School of Pharmacy
Professor, 2/18 – present; Practice Advancement and Clinical Education
Associate Director, 2/16-11/18; Eshelman Institute for Innovation
Executive Director, The Academy, 2/13 - 9/14
Director, Office of Strategic Planning and Assessment 1/11 - 7/14
Interim Director, Office of Assessment 9/10 - 12/10
Associate Professor 7/15 – present; Division of Practice Advancement and Clinical Education, UNC Eshelman School of Pharmacy
Director, School of Communication, 2002-2013

Primary Responsibilities and Current Initiatives:

The Executive Vice Dean-Chief Academic Officer assists the Dean in ensuring that the academic programs of the School are being offered at the highest level, and in alignment with the mission of the School. Major areas of responsibility include (i) providing support and guidance to faculty, and serving to promote and foster faculty engagement, development, and well-being; (ii) in collaboration with the EVD-COO, providing assistance to the division chairs with recruitment as it relates to salaries, start-ups, onboarding, and retention of faculty; (iii) overseeing the Office of Strategic Planning and Assessment and the Office of Organizational Diversity and Inclusion (OODI); (iv) ensuring strategic alignment among all academic programs; including strategic alignment between and among educational innovation and research, the advancement of pharmacy practice, and continuing education and alumni engagement; (v) in collaboration with the EVD-COO and the Associate Dean for Innovation, Entrepreneurship, and Risk Management, negotiating, implementing and managing all contracts, MOUs, and MOAs for the School, with the primary responsibility of ensuring that all arrangements align with the School's mission and strategic goals; and (vi) serving on the leadership team of the Eshelman Institute for Innovation to ensure alignment between the Institute and the mission of the School.

What I like most about my position:

- The mission-driven philosophy and approach to the work. I love serving the School.
- The people.

- The close interaction with Division Chairs and faculty.
- The pursuit of excellence, innovation, and continuous quality improvement that defines who we are as a School.

What I like least about my position:

The conflict that seems to persist in isolated pockets, and the general lack of respect and kindness displayed by a few faculty (the number is very small, yet it is present) toward others.

Areas of Expertise:

Faculty Governance, Faculty Recruitment & Retention, Faculty Scholarship & Awards, Faculty Assignments & Evaluations, Promotion & Tenure, Post-tenure Review, Non-tenure track & term Faculty, Academic Leadership Training, Faculty/Staff Misconduct, Curriculum Design & Revisions, Community Engagement, Diversity & Inclusion, Online Teaching/Distance Learning, Teaching Innovation and Support, Fundraising

Areas of Challenge:

Faculty/Staff Misconduct, Community Engagement, Diversity & Inclusion, Other: Enhancing statements of desired behaviors and aligning to performance evaluations

Goals for participating in the ACC Academic Leaders Network:

I am interested in developing my skills as a leader in many areas, including more effective listening, collaboration, and influence, as well as addressing and resolving conflict.

I am really looking forward to networking, meeting new people, and learning from others in the program.

Alex Mechaber
University of Miami

Senior Associate Dean for Undergraduate Medical Education
Leonard M. Miller School of Medicine
Department of Medicine/Medical Education

P.O. Box 016960 (R-160), Miami, FL 33101
305-243-0496

mechaber@miami.edu

Recent Positions Held:

Dr. Bernard J. Fogel Endowed Chair in Medical Education, University of Miami Miller School of Medicine (UMMSM), 2016 – present
Professor of Medicine, UMMSM, 2015- present
Senior Associate Dean for Undergraduate Medical Education, UMMSM, 2010- present
Associate Dean for Undergraduate Medical Education, UMMSM, 2008-2010

Primary Responsibilities and Current Initiatives:

- Provide vision and oversight for all policies, procedures, curriculum development, implementation and assessment for the MD program
- Manage and oversee innovative 4 year MD/MPH educational track, the largest 4 year MD/MPH track in US
- Provide oversight and ensure curricular and policy alignment of MD program at Regional Medical Campus in Palm Beach and Broward Counties
- Maintain accreditation of the MD program and foster relationships with accrediting bodies, medical associations, other academic institutions and stakeholders in medical education. Assure UMMSM compliance with the Liaison Committee on Medical Education (LCME) standards regarding the educational program
- Manage entire undergraduate medical education budget (\$10M) for all programs
- Administrative oversight of the Generalist Education in Medicine programs based in the Department of Medical Education including the Generalist Primary Care Clerkship, the Doctoring Program and the Problem-Based Learning Program
- Administrative oversight of the Learner Outcomes and Competency Assessment Program
- Oversight of the Office of Medical Curriculum, management of curricular governance process, creation of curriculum schedules, and scheduling of educational resources and facilities
- Oversight of the Office of Program Evaluation in cooperation with its Director
- Oversight of the Office of Student Affairs, Student Services, Admissions, and Financial Assistance in collaboration with respective associate and assistant deans to advance the educational mission

- Mentor and advise medical students about future career choices and requirements and write a Medical Student Performance Evaluation Letter for assigned students in the senior class

What I like most about my position:

I greatly enjoy teaching and working with students, developing the transformative physician leaders of the future. I enjoy working on educational innovation.

What I like least about my position:

I don't enjoy all of the politics that come with more senior leadership positions.

Areas of Expertise:

Student Recruitment & Retention, Student Success, Graduate/Postdoctoral Education, Managing Student Misconduct, Curriculum Design & Revisions, Teaching Innovation and Support

Areas of Challenge:

Learning/Teaching Communities, Interdisciplinary Research & Teaching, Online Teaching/Distance Learning, Fundraising

Goals for participating in the ACC Academic Leaders Network:

I am looking forward to advancing my own leadership skills and networking with like minded colleagues.

Suzette Melendez
Syracuse University

Faculty Director of Inclusion Initiatives;
Director, Children's Rights & Family Law Clinic
Syracuse University College of Law

950 Irving Avenue, Syracuse NY 13244
315-443-4582

smmelend@law.syr.edu

Recent Positions Held:

Faculty Director of Inclusion Initiatives
Senator, Syracuse University Senate
Director, Children's Rights & Family Law Clinic
Co-Director, Syracuse Medical Legal Partnership

Primary Responsibilities and Current Initiatives:

I lead a clinic wherein I work together with students in the representation of clients in dire need of legal representation. I supervise them as they engage as student attorneys and the primary casehandlers in these matters. I help them to become ethical legal professionals striving for best practices. In my other role, I lead efforts for the faculty, staff and students in their professional development incorporating best practices with regard to diversity and inclusion issues. As part of this role, I also chair a committee charged with the development of best practice models for our law school community. I also teach family law.

What I like most about my position:

What I like most about my position is the opportunity to work with and on behalf of students who will be the new leaders in the legal profession. I enjoy collaboration with my colleagues to that end. I like the exchange of different ideas and approaches that can be implemented in satisfying those goals.

What I like least about my position:

The lack of financial resources that are available to me for certain initiatives/events that I would like to endorse. I especially dislike the operating presumption of some who seem to believe that if you focus on achieving equity on behalf of one identity/group, it translates into a detriment for another. Another dislike is how status sometimes will dictate how an idea or initiative is received and the lack of ownership by some.

Areas of Expertise:

Non-tenure track & term Faculty, Learning/Teaching Communities, Diversity & Inclusion, Interdisciplinary Research & Teaching, Other: Public Interest Law, Other: Family Law, Other: Domestic Violence Law

Areas of Challenge:

Academic Freedom, Faculty Recruitment & Retention, Faculty Assignments & Evaluations, Academic Leadership Training, Student Recruitment & Retention, Diversity & Inclusion, Teaching Innovation and Support

Goals for participating in the ACC Academic Leaders Network:

I want to become a better leader so that I can perform at optimal levels in all of my roles particularly my role as Faculty Director of Inclusion Initiatives. I want to lead my committee and my professional community better so that we may all provide the best possible services to our students and thrive in our academic environment.

June Merlino
University of North Carolina, Chapel Hill
ACC ALN Liaison

Associate Director for Faculty Development in Leadership
Center for Faculty Excellence

316 Wilson Library, Campus Box 3470
Chapel Hill, NC 27514
919-962-9972 office; 919-812-6777 cell
june.merlino@unc.edu

Recent Positions Held:

Senior Organizational and Leadership Development Consultant, Private Practice
Senior Organizational Development Consultant, NC State University
Director of Leadership and Organizational Development, McKim and Creed

Primary Responsibilities and Current Initiatives:

Lead, design and implement UNC pan-university faculty leadership development initiatives.
Create the vision and strategic goals to develop academic/faculty leaders.

What I like most about my position:

My role includes building a strategic approach to building the vision and strategies to create a 'culture of leadership' at UNC.
I enjoy creating the UNC-Center for Faculty Excellence strategy as well as delivering leadership programs (cohorts/open enrollment) including a cohort leadership peer coaching program.

What I like least about my position:

We will need to add professional staff to the faculty leadership division. This is beginning to take shape.

Areas of Expertise:

Academic Leadership Training

Areas of Challenge:

Other: Faculty Leadership New Ideas

Goals for participating in the ACC Academic Leaders Network:

I am the UNC liaison for our first academic leader cohort with five academic leaders. We are excited to participate this year and I have prepared and scheduled our group to engage in pre/post session planning meetings. Once we begin our journey we can hopefully offer new ideas and any feedback to support this great vision and mission.
Thank you

Tara Meyer
University of Pittsburgh

Assistant Dean for Graduate Studies
Department of Chemistry
Dietrich School of Arts & Sciences

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210 S. Bouquet Street, Pittsburgh, PA 15260
412-849-1990
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Recent Positions Held:

2017-present Professor, Dept. of Chemistry, University of Pittsburgh
2016-present Assistant Dean of Graduate Studies and Academic Integrity Officer for the
Kenneth P. Dietrich School of Arts & Sciences, University of Pittsburgh
2001-2017 Associate Professor, Dept. of Chemistry, University of Pittsburgh

Primary Responsibilities and Current Initiatives:

As Assistant Dean for Graduate Studies, I oversee many of the processes related to tracking the progress of graduate students, including milestones and committees, in the Dietrich School of Arts & Sciences. I also act as the faculty adviser to the graduate student organization, organize student-facing programming, and run internal competitive fellowships award process. As academic integrity officer, I receive and investigate reports of violations by graduate students and handle appeals for undergraduates.

What I like most about my position:

I enjoy working with graduate students and I like to be able to rewrite policies so that they are more streamlined and meet the needs of all involved more effectively.

What I like least about my position:

There is a constant friction involved in enforcing policies because faculty are often unaware that the policies exist and/or do not feel that they should have to follow them. This issue is complicated by the fact that some policies are, in fact, poorly written and/or antiquated.

Areas of Expertise:

Student Success, Graduate/Postdoctoral Education, Managing Student Misconduct, Diversity & Inclusion

Areas of Challenge:

Student Success, Diversity & Inclusion

Goals for participating in the ACC Academic Leaders Network:

I look forward to interacting with colleagues from other institutions with the goal of identifying new approaches to common issues.

Amanda Morris
Virginia Tech

Associate Chair, Department of Chemistry
Faculty Fellow, Office of the Vice President of Research and Innovation

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215-313-8482
ajmorris@vt.edu

Recent Positions Held:

Assistant Professor, Chemistry, Virginia Tech, August 2011-2017
Associate Professor, Chemistry, Virginia Tech, August 2017-present
Associate Chair, Chemistry, Virginia Tech, August 2018-present
Faculty Fellow, Office of Vice President for Research and Innovation March 2019-present

Primary Responsibilities and Current Initiatives:

Shared Facilities Strategic Planning, Curriculum Development, Diversity, Space Allocation, Departmental Strategic Planning, Fundraising

What I like most about my position:

Strategic planning analysis - from benchmarking and white space analysis to idea formation and flesh out, to proposal creation and resource gathering

What I like least about my position:

Number of graduate students recruited to the department

Areas of Expertise:

Faculty Recruitment & Retention, Student Recruitment & Retention, Student Success, College Access, Graduate/Postdoctoral Education, Diversity & Inclusion, Interdisciplinary Research & Teaching, Teaching Innovation and Support, Fundraising, Research Funding, Research and Teaching Space (assignments; construction)

Areas of Challenge:

No response provided

Goals for participating in the ACC Academic Leaders Network:

To grow as a leader in terms of learning best practices (from presenters and cohort) and exploration of new topics

Laura Nelson
NC State University

Associate Dean and Director of Academic Affairs
College of Veterinary Medicine

Campus Box 8401, 1060 William Moore Drive
Raleigh, NC 27607
517-410-6847
lnelson3@ncsu.edu

Recent Positions Held:

Associate Dean and Director of Academic Affairs, NC State University College of Veterinary Medicine, May 2017-present.

Associate Professor-HP, Small Animal Surgery, Department of Small Animal Clinical Sciences, College of Veterinary Medicine, Michigan State University, June 2015-May 2017.

Assistant Professor-HP, Small Animal Surgery, Department of Small Animal Clinical Sciences, College of Veterinary Medicine, Michigan State University, August 2008-June 2015.

Primary Responsibilities and Current Initiatives:

I oversee all aspects of academic affairs and student services, including admissions, student performance, student conduct, and policies and support for students pursuing the DVM degree. Additionally, I oversee the delivery, assessment, and organization of the DVM curriculum through work with faculty committees, educational technology and instructional design services, and directors of teaching laboratories and farms. My two major initiatives are (1) the development of educational expertise in our faculty through faculty development and support and (2) curricular review and redevelopment to create a competency-based, integrated, curriculum that aligns with educational best practices.

What I like most about my position:

I have enjoyed getting to know and collaborate with the CVM community. I am happiest when I feel that I've empowered faculty, staff, and students to develop as educators and future veterinarians, respectively. I like the opportunity to see the "big picture" of how the college and university run.

What I like least about my position:

It has been difficult to balance moving forward large, complex initiatives (curricular change!) in the face of day-to-day crises that can distract and derail the best-laid plans. I miss the hours of concentrated writing and data analysis I was able to carve out when I was a faculty member.

Areas of Expertise:

Faculty Recruitment & Retention, Non-tenure track & term Faculty, Student Recruitment & Retention, Student Success, College Access, Graduate/Postdoctoral Education, Managing Student Misconduct, Learning/Teaching Communities, Curriculum Design & Revisions, Diversity & Inclusion, Interdisciplinary Research & Teaching, Teaching Innovation and Support

Areas of Challenge:

Academic Freedom, Faculty Governance, Faculty Recruitment & Retention, Faculty Assignments & Evaluations, Faculty/Staff Misconduct, Curriculum Design & Revisions, Community Engagement, Other: Building bridges to university support and programs

Goals for participating in the ACC Academic Leaders Network:

I am looking forward to meeting people in similar roles at other colleges and universities, including the NC State delegation (the CVM is not on the same campus as other colleges). I am also interested in gaining a broader sense and fluency about academic governance and administrative strategy.

Associate Provost for Faculty Affairs and
Professor of Law

Office of Academic Affairs and
Syracuse University College of Law
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(315) 443-8197 (office)
lareed@law.syr.edu

Recent Positions Held:

1. Associate Provost for Faculty Affairs, 2015-Present
2. Professor of Law, Syracuse University College of Law, 2011-Present
3. Associate Professor of Law, Syracuse University College of Law, 2008- 2011
4. Assistant Professor of Law, Syracuse University College of Law, 2006-2008

Primary Responsibilities and Current Initiatives:

- Senior leader in academic affairs with a portfolio of responsibilities designed to facilitate and support faculty success in academic life
- Oversee budget of more than \$1M and staff of seven full-time employees and two centers including the Center for Faculty Leadership and Professional Development and the Center for Teaching and Learning Excellence
- Responsible for oversight of a wide range of areas involving over 1,700 full-time and part-time faculty including recruitment, appointments, new faculty orientation, research and administrative leaves, promotion and tenure review, conflict resolution, retirements, as well as faculty recognitions, awards, and honors, and honorary degrees
- Identify opportunities designed to facilitate and support faculty success in academic life including professional and leadership development, coaching, and mentoring as well as support for and advancement of faculty research and teaching
- Advise deans and associate deans across the University on issues related to faculty compensation and budget
- Work closely with the Offices of the Chancellor, University Counsel, Human Resources, Budget and Planning, Public Safety, the University Senate, Equal Opportunity, Inclusion and Resolution Services, study abroad programs, and the University Board of Trustees

What I like most about my position:

I like having the opportunity to positively impact the experience of our faculty as it relates to campus climate, leadership and career development, policymaking, and

support for teaching and learning. In this position, I am acutely aware of my role as a role model for faculty and students alike.

What I like least about my position:

I am most disappointed by the intensity of conflict between certain faculty and dislike the paper-pushing parts of the position.

Areas of Expertise:

Academic Freedom, Faculty Governance, Faculty Recruitment & Retention, Faculty Scholarship & Awards, Faculty Assignments & Evaluations, Promotion & Tenure, Non-tenure track & term Faculty, Academic Leadership Training, Faculty/Staff Misconduct, Collective Bargaining, Community Engagement, Diversity & Inclusion, Teaching Innovation and Support

Areas of Challenge:

Faculty Recruitment & Retention, Faculty Scholarship & Awards, Faculty Assignments & Evaluations, Post-tenure Review, Faculty/Staff Misconduct, Fundraising

Goals for participating in the ACC Academic Leaders Network:

I hope to gain a network of professional contacts with whom I feel comfortable enough to contact and talk through challenges and share ideas and best practices.

Deana Rohlinger
Florida State University

Associate Dean of Faculty Development and Community Engagement
Department of Sociology, College of Social Sciences and Public Policy

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deana.rohlinger@fsu.edu

Recent Positions Held:

Associate Dean for Faculty Development and Community Engagement, 2017-present
Professor of Sociology, 2015-present
Research Associate at the Pepper Institute on Aging and Public Policy, 2006-present
Associate Professor of Sociology, 2010-2015
Assistant Professor of Sociology, Florida State University, 2004-2010

Primary Responsibilities and Current Initiatives:

My responsibilities primarily include faculty development and community engagement. As an Associated Dean I have spearheaded community outreach programs such as the Policy Pub (which brings short lectures to nonacademic audiences), started a College Blog (www.wicked-solutions.blog), provided the county school system with a comprehensive exercise on civil discourse aimed at middle school kids, and launched several affinity groups to support graduate students and faculty in the College. Currently, This year I am helping implement the College's strategic plan and am specifically focusing on improving hiring practices and faculty evaluation guidelines.

What I like most about my position:

I most like that I have the ability to improve the lives of faculty and better educate the public about what social scientists study and do.

What I like least about my position:

I least like the stigma that comes with any administrative duties (e.g., I joined the dark side).

Areas of Expertise:

Promotion & Tenure, Non-tenure track & term Faculty, Community Engagement, Diversity & Inclusion

Areas of Challenge:

Faculty Recruitment & Retention, Faculty Assignments & Evaluations, Diversity & Inclusion

Goals for participating in the ACC Academic Leaders Network:

My primary goal is to learn as much as possible from other participants about their experiences and solutions so that I can bring new ideas and energy back to FSU.

Doris Rubio
University of Pittsburgh
ACC ALN Liaison

Assistant Vice Chancellor for Clinical Research Education and Training
School of Medicine

200 Meyran Ave, Suite 200, Pittsburgh, PA 15213
412-864-3352
dmr18@pitt.edu

Recent Positions Held:

Assistant Vice Chancellor for Clinical Research Education and Training 2019-
Professor of Medicine, Biostatistics, Biomedical Informatics, Nursing, and Clinical and
Translational Science 2010-
Director, Institute for Clinical Research Education 2019-
Associate Vice Provost for Faculty 2017-2019

Primary Responsibilities and Current Initiatives:

Direct the Institute for Clinical Research Education, which has 7 degree programs and ~
12 career development programs with ~300 graduate and medical students, residents,
fellows, postdocs, and junior faculty matriculating through one of our programs.

What I like most about my position:

Helping to build the careers of others

What I like least about my position:

No response provided

Areas of Expertise:

Faculty Recruitment & Retention, Faculty Scholarship & Awards, Faculty Assignments &
Evaluations, Academic Leadership Training, Graduate/Postdoctoral Education, Diversity
& Inclusion, Interdisciplinary Research & Teaching, Teaching Innovation and Support,
Research Funding, Research and Teaching Space (assignments; construction)

Areas of Challenge:

No response provided

Goals for participating in the ACC Academic Leaders Network:

Being able to network with colleagues across ACC

Maura Ryan
University of Notre Dame

Vice President and Associate Provost for Faculty Affairs
Office of the Provost

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574-631-9488
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Recent Positions Held:

Vice President and Associate Provost for Faculty Affairs (2015-
Associate Dean for Humanities and Faculty Affairs, College of Arts and Letters (2008-
2015)

Primary Responsibilities and Current Initiatives:

I oversee new faculty orientation, initiatives related to the evaluation of teaching, and the resolution of faculty misconduct charges and Title IX complaints. I also work with the Dual Career Office and our Director of Diversity and Inclusion. I am point person with the University's regional accrediting body. With a small working group, I am currently developing a mentoring plan for non-tenure track faculty.

What I like most about my position:

We have wonderfully talented faculty with a strong sense of mission. It is exciting to be part of creating and sustaining a culture where everyone can flourish.

What I like least about my position:

It is difficult to engage in long-range, strategic thinking when there are many immediate and pressing problems to address.

Areas of Expertise:

Academic Freedom, Faculty Governance, Faculty Recruitment & Retention, Faculty Scholarship & Awards, Non-tenure track & term Faculty, Faculty/Staff Misconduct, Threat Management, Learning/Teaching Communities, Diversity & Inclusion, Teaching Innovation and Support, Other: Academic Advising

Areas of Challenge:

Faculty Governance, Faculty Recruitment & Retention, Curriculum Design & Revisions, Diversity & Inclusion, Teaching Innovation and Support

Goals for participating in the ACC Academic Leaders Network:

I would like to build relationships and network with other leaders in similar positions, to share challenges and best practices across different types of institutions, and to discover ways to work collaboratively on projects of shared interest.

Amy Seybert
University of Pittsburgh

Chair
Department of Pharmacy and Therapeutics

303 Baum, 8A-1, 5607 Baum Boulevard
Pittsburgh, PA 15206
412-624-3545
seyberta@pitt.edu

Recent Positions Held:

Professor with tenure, University of Pittsburgh School of Pharmacy, Department of Pharmacy and Therapeutics, 2019-present
Director and Founder, International Advanced Clinical Pharmacy Training Programs, University of Pittsburgh School of Pharmacy, 2013-present
Department Chair, University of Pittsburgh School of Pharmacy, Department of Pharmacy and Therapeutics, 2012-present
Interim Department Chair, University of Pittsburgh School of Pharmacy, Department of Pharmacy and Therapeutics, 2010-2011
Administrative Director, Pharmacy Residency Programs, University of Pittsburgh and UPMC, 2010-present

Primary Responsibilities and Current Initiatives:

The Department of Pharmacy and Therapeutics is comprised of 52 faculty, 1 department administrator, 49 residents, 7 fellows, and 12 graduate students. As chair, high priority is given to promoting excellence and innovation in education, research, service, and patient care within the department. I am responsible for supporting faculty needs, annual performance appraisals, recruitment, development, academics, strategy, promotion/tenure, and program advancement. Currently, I am leading 7 active faculty recruitments, curricular transformation of several therapeutic courses, faculty mentoring, residency accreditation, resident recruitment, and patient care services. Additionally, I serve on 2 national accrediting agencies as Accrediting Council for Pharmacy Education Board of Directors and ASHP Residency Commission on Credentialing.

What I like most about my position:

One of the many highlights of my time as an administrator is the opportunity to see faculty, students, and colleagues grow when given the support needed to foster achievement. I measure my success as a chair by the accomplishments of my department that advance our school and university.

What I like least about my position:

As an individual, managing the professional needs of a large number of individuals is challenging at times. So, I focus on communication tools so that I can stay connected with each individual to ensure that they feel valued and heard in a very timely fashion.

Areas of Expertise:

Faculty Recruitment & Retention, Faculty Assignments & Evaluations, Promotion & Tenure, Non-tenure track & term Faculty, Student Recruitment & Retention, Student Success, Learning/Teaching Communities, Curriculum Design & Revisions, Teaching Innovation and Support, Other: Scholarship of Teaching and Learning, Other: National Accreditation Standards in Education

Areas of Challenge:

Post-tenure Review, Collective Bargaining, College Access, Threat Management, Community Engagement, Diversity & Inclusion, Online Teaching/Distance Learning, Fundraising, Research Funding, Research and Teaching Space (assignments; construction), Budget Models

Goals for participating in the ACC Academic Leaders Network:

As an enthusiast and supporter of innovation, I know that the experience will enhance my ability to be an even bigger player in leading transformation. I strive to enhance my leadership abilities and understanding of the broader world of education beyond health sciences and create a lasting network of colleagues.

Jennifer Siemens
Clemson University

Associate Professor
Department of Marketing

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Clemson, SC 29634-1325
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Recent Positions Held:

Assistant Professor, University of Dayton, 2003-2009
Associate Professor, University of Dayton, 2009-2011
Assistant Professor, Clemson University, 2011-2016
Associate Professor, Clemson University, 2016-present

Primary Responsibilities and Current Initiatives:

I am Chairing several strategic committees for my department and coordinating a large, funded student project with industry. I serve as ambassador for our University's women in leadership program, and recently completed our President's Leadership Institute (year long leadership development program).

What I like most about my position:

My position has a lot of autonomy and flexibility. I also get to give input on the strategic planning for our department and college.

What I like least about my position:

While I have input into strategy, I am not the decision maker. Coordinating my colleagues around a vision can be challenging. There are a lot of personalities to manage.

Areas of Expertise:

Academic Freedom, Faculty Recruitment & Retention, Promotion & Tenure, Academic Leadership Training, Graduate/Postdoctoral Education, Interdisciplinary Research & Teaching, International Programs and Exchanges, Research and Teaching Space (assignments; construction)

Areas of Challenge:

Faculty Governance, Faculty/Staff Misconduct, Managing Student Misconduct

Goals for participating in the ACC Academic Leaders Network:

I would like to further develop my preparedness to take on a department chair position. I have learned a lot about my leadership skills and deficiencies and now would like to see how people at other universities lead and learn from a different perspective.

M. Colleen Simonelli
Boston College

Associate Dean Undergraduate Program
William F Connell School of Nursing

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Recent Positions Held:

Associate Dean Undergraduate Program CSON Boston College Jan 2019-present
Assistant Department Chair CSON Boston College July 2009-June 2019

Primary Responsibilities and Current Initiatives:

Provide administrative leadership in areas of curriculum review and revision for undergraduate nursing BS program. Provide academic advising and oversight of all academic policies and procedures related to the undergraduate program. Initiatives include improvement of diversity and inclusion and expansion of global and study abroad opportunities.

What I like most about my position:

Working with students and witnessing their growth and development as they gain the skills and insights necessary for entering today's complex healthcare system

What I like least about my position:

The increase in mental health issues and frustration with our inability to meet these needs with our current resources

Areas of Expertise:

Academic Freedom, Faculty Governance, Faculty Recruitment & Retention, Faculty Assignments & Evaluations, Promotion & Tenure, Non-tenure track & term Faculty, Faculty/Staff Misconduct, Student Recruitment & Retention, Student Success, College Access, Managing Student Misconduct, Learning/Teaching Communities, Teaching Innovation and Support, International Programs and Exchanges

Areas of Challenge:

Faculty/Staff Misconduct, Curriculum Design & Revisions, Diversity & Inclusion

Goals for participating in the ACC Academic Leaders Network:

To expand my professional network and share ideas, successes and challenges with other institutional leaders

Jamila Simpson
NC State University

Assistant Dean for Academic Programs, Student Diversity and Engagement
College of Sciences

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Recent Positions Held:

Assistant Dean for Academic Programs, Student Diversity and Engagement, NC State College of Sciences, 2017- Present
Interim Associate Dean for Academic Affairs, NC State College of Sciences, June 2018 - July 2019
Assistant Dean for Diversity and Student Services, NC State College of Sciences, 2012-2017
Director for Multicultural Affairs and Student Services, NC State College of Sciences, 2008-2012

Primary Responsibilities and Current Initiatives:

I create programming and handle administrative academic processes that supports the success and development of all students in the College of Sciences and enhances diversity in the sciences.

Examples of initiatives includes addressing student schedule change requests, semester withdrawals, and grade changes. Managing leadership programs like the college Ambassador program and the Sciences Council (the umbrella student organization of the college).

I also create programming that aims to recruit, retain and graduate students from populations that are underrepresented in the sciences, such as African American, Hispanic/Latinx, Native American and Pacific Islander students. Initiatives include Wolfpack Weekend (a weekend program for prospective students from diverse backgrounds), a freshman seminar diversity in the sciences course and events that helps to create community for diverse students.

What I like most about my position:

I like working with students the most and helping them see and reach their potential. I love assisting students in making connections with resources on campus, with one another and seeing them grow personally and professionally.

What I like least about my position:

Paperwork. I understand the necessity of it, but I believe it takes up valuable time and wish there was a more efficient system of handling it.

Areas of Expertise:

Student Recruitment & Retention, Student Success, Diversity & Inclusion

Areas of Challenge:

Faculty Recruitment & Retention

Goals for participating in the ACC Academic Leaders Network:

I'd love to learn best practices/strategies from similar institutions and seek out ways to collaborate with others if possible.

Bret Smith
NC State University
ACC ALN Liaison

Interim Dean
University College,
Division of Academic and Student Affairs

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Raleigh, NC 27695-7301
919-515-6605
bhsmith6@ncsu.edu

Recent Positions Held:

Interim Dean, NC State 8/16/19 to present
Sr. Associate Dean, NC State 10/1/17 to 8/16/19
Associate Director, University College, and Director of Interdisciplinary Studies, Auburn University 6/30/16 to 9/30/17
Interim Associate Dean, College of Architecture, Design and Construction, Auburn University 5/1/13 to 6/30/16
Program Chair, Industrial Design, Auburn University 6/1/08 to 5/1/13

Primary Responsibilities and Current Initiatives:

Oversee the university college, undergraduate courses and curricula, advising technology, university advising, honors program, scholars program, fellowship advising, first year inquiry, undergraduate research, academic enrichment, absence verification, the Department of Music, the Department of Health and Exercise Studies, 12 interdisciplinary minors, 2 certificate programs, and Arts NC State.

What I like most about my position:

The ability to work with others within the college and across the university, to create an ecosystem that solves problems and supports students faculty and staff.

What I like least about my position:

non-stop schedule.

Areas of Expertise:

Promotion & Tenure, Academic Leadership Training, Student Success, Curriculum Design & Revisions, Interdisciplinary Research & Teaching, Teaching Innovation and Support, Budget Models, Other: advising and advising evaluation

Areas of Challenge:

Non-tenure track & term Faculty, College Access, Fundraising

Goals for participating in the ACC Academic Leaders Network:

Support colleagues, develop networks and broaden best practices.

Joel Snodgrass
Virginia Tech

Department Head
Department of Fish and Wildlife Conservation

310 West Campus Drive, Blacksburg, VA 24061
410-241-7668
joels@vt.edu

Recent Positions Held:

Department Head and Professor, Virginia Tech, Aug 2014 - present
Chairperson and Professor, Towson University, Aug 2011 - Aug 2014
Professor, Towson University, Aug 2008 - Aug 2014

Primary Responsibilities and Current Initiatives:

Program administration and leadership including supervision of scientists with diverse areas of expertise and curriculum stewardship, development, and reform. Stewardship of stakeholder groups and private supporters of the department. Management of federal scientists and public-university relationships with state and federal agencies employing federal scientists. Administration of Cooperative Extension and Experiment Station obligations associated with fish and wildlife conservation. Long-range planning, faculty succession planning, and physical facility planning, maintenance, and development. Management and streamlining of departmental business practices.

What I like most about my position:

The ability to help students and faculty solve problems and move their projects and efforts forward. I find a relatively quick reward when helping people communicate and solve problems that I did not anticipate when I starting leading academic departments. I also find building consensus very fulfilling, although it requires much persistence.

What I like least about my position:

Responding to endless calls to action with little consequence or follow-up action from the requester.

Areas of Expertise:

Faculty Governance, Faculty Recruitment & Retention, Faculty Scholarship & Awards, Faculty Assignments & Evaluations, Promotion & Tenure, Non-tenure track & term Faculty, Student Recruitment & Retention, Graduate/Postdoctoral Education, Research and Teaching Space (assignments; construction)

Areas of Challenge:

Curriculum Design & Revisions, Diversity & Inclusion, Interdisciplinary Research & Teaching, International Programs and Exchanges

Goals for participating in the ACC Academic Leaders Network:

Development of a broader understanding of university operations (beyond the traditional everyday activities of a traditional academic department), including planning for and managing multiple departments and their success the working with central administration of the university.

Vice Provost for Faculties

Provost Office
270 Hammond Street, Chestnut Hill, MA 02467
617-552-3263
billy.soo@bc.edu

Recent Positions Held:

Vice Provost for Faculties, Boston College, June 1, 2016 to Present
Department Chair, Accounting Department, Boston College, June 1, 2006-2016

Primary Responsibilities and Current Initiatives:

I deal with all facets of the faculty life-cycle on campus, starting from faculty hiring, orientation, development, promotion, and into retirement. I work with the provost and deans in formulating and implementing programs and policies that will attract, retain and develop a diverse faculty that would flourish at Boston College.

What I like most about my position:

Getting to know most of the faculty on campus and seeing their accomplishments and development is the most satisfying part of this job.

What I like least about my position:

While infrequent, having to deal with misbehavior is the worst part of this job.

Areas of Expertise:

Faculty Governance, Faculty Recruitment & Retention, Faculty Scholarship & Awards, Faculty Assignments & Evaluations, Promotion & Tenure, Non-tenure track & term Faculty, Faculty/Staff Misconduct

Areas of Challenge:

Post-tenure Review, Graduate/Postdoctoral Education, Managing Student Misconduct, Diversity & Inclusion

Goals for participating in the ACC Academic Leaders Network:

To share and better understand how institutions deal with the many issues I am confronted with in my role.

Maria Stampino
University of Miami

Senior Associate Dean for Faculty Affairs and College Diversity
College of Arts and Sciences

PO Box 248004 Coral Gables, FL 33124-4620

305-284-4036

mgstampino@miami.edu

Recent Positions Held:

Sr. Associate Dean for Faculty Affairs and College Diversity, College of Arts and Sciences,
2019-current

Vice President and Dean, American University of Rome, 2018-2019

Sr. Associate Dean for Academic Affairs, College of Arts and Sciences, University of
Miami, 2013-2018

Primary Responsibilities and Current Initiatives:

Facilitate all aspects of a faculty member's life span within the College--from search to retirement. Engage faculty. Proactively increase diversity among College faculty.

What I like most about my position:

I care about the College, and I like that I can be an ambassador of the College to other faculty.

What I like least about my position:

Getting involved in faculty-faculty and faculty-student issues.

Areas of Expertise:

Faculty Governance, Faculty Recruitment & Retention, Faculty Scholarship & Awards, Faculty Assignments & Evaluations, Promotion & Tenure, Non-tenure track & term Faculty, Faculty/Staff Misconduct, Student Recruitment & Retention, Student Success, Managing Student Misconduct, Curriculum Design & Revisions, Diversity & Inclusion, Interdisciplinary Research & Teaching, International Programs and Exchanges, Fundraising

Areas of Challenge:

Post-tenure Review, Collective Bargaining, Graduate/Postdoctoral Education, Threat Management, Research Funding, Research and Teaching Space (assignments; construction)

Goals for participating in the ACC Academic Leaders Network:

I want to see other institutions work, having spent essentially all my career at the U of Miami. I don't believe in reinventing the wheel!

Craig Stanley
Florida State University

Associate Dean for Academic Affairs
College of Social Work

FSU College of Social Work, 296 Champions Way
University Center, Building C - Suite 2500
Tallahassee, FL 32306-2570
850-228-4635
cstanley@fsu.edu

Recent Positions Held:

Associate Dean of Academic Affairs, FSU College of Social Work, 1/2015 to Present
Director of the MSW Program, FSU College of Social Work, 8/2009 to 8/2015

Primary Responsibilities and Current Initiatives:

I oversee academic program planning, development, and evaluation, accreditation compliance, academic/student services, and faculty development. I provide strategic administrative leadership for academic matters and supervision and support to the BSW, MSW, and Ph.D. program directors as well as the directors of Field. I manage faculty workloads, course schedules, and I assist the dean in evaluating faculty. I hire, orient, mentor, and evaluate adjunct faculty. I also serve as a key member of the dean's support team to provide budget planning and oversight.

Currently, I am wrapping up our College's reaffirmation of accreditation through the Council of Social Work Education. I am also involved in piloting a Salesforce CRM solution for graduate advisors.

What I like most about my position:

I enjoy working with my colleagues to create curricula and an academic environment that challenges students to learn and grow on different levels. While it is gratifying to assist students in mastering the course material, it is equally satisfying to watch students grow personally and professionally. This opportunity for growth is what excites me about being an educator and administrator.

What I like least about my position:

While I have learned a great deal about my College through our accreditation reaffirmation process, it has not been a process that I have enjoyed. The process has been time-consuming and inefficient.

Areas of Expertise:

Faculty Governance, Faculty Recruitment & Retention, Faculty Assignments & Evaluations, Non-tenure track & term Faculty, Student Recruitment & Retention, Student Success, Managing Student Misconduct, Curriculum Design & Revisions,

Community Engagement, Diversity & Inclusion, Online Teaching/Distance Learning,
Budget Models

Areas of Challenge:

Academic Freedom, Faculty Assignments & Evaluations, Threat Management,
Interdisciplinary Research & Teaching, Teaching Innovation and Support, Other:
Developing Alternate Forms of Funding

Goals for participating in the ACC Academic Leaders Network:

Through my interactions with leaders from other institutions, I hope to gain knowledge that I will use to be a more effective leader in my institution. I also hope to develop some ideas about areas of leadership which may be of interest to me as I continue in my career. Finally, I look forward to sharing my knowledge and experience with others.

Erica Still
Wake Forest University

Associate Dean for Faculty Recruitment, Diversity, and Inclusion
Office of the Dean of the College

P.O. Box 7225, Winston Salem, NC 27109
336-758-3753
stillel@wfu.edu

Recent Positions Held:

Assistant Professor, Wake Forest University, 2007-2014
Associate Professor, Wake Forest University, 2014-present
Associate Dean for Faculty Recruitment, Diversity, and Inclusion, 2019-

Primary Responsibilities and Current Initiatives:

Oversee the recruiting and hiring process for the 29 departments within Wake Forest College; collaborate on design and implementation of departmental diversity action plans; chair the Honor and Ethics Council, which adjudicates cases of student academic misconduct

What I like most about my position:

I especially enjoy working with various faculty and administrators across campus to practice vision-building and to design and implement initiatives that promote inclusion.

What I like least about my position:

I do not enjoy the "administrative" tasks of my role, such as tracking hiring data and trends. I am less interested in the work of gathering and managing data and more interested in thinking about how to use it.

Areas of Expertise:

Faculty Recruitment & Retention, Student Success, Managing Student Misconduct, Learning/Teaching Communities, Curriculum Design & Revisions, Diversity & Inclusion, Teaching Innovation and Support

Areas of Challenge:

Academic Freedom, Faculty Assignments & Evaluations, Fundraising, Budget Models

Goals for participating in the ACC Academic Leaders Network:

I am looking to develop my leadership skills, especially as related to building teams and facilitating collaborative initiatives. I am also eager to build a professional network and gain a clearer sense of the academic landscape.

Jeannette Taylor
Florida State University

Associate Dean
College of Arts and Sciences

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Tallahassee, FL 32306-1280
850-644-6510
jtaylor@fsu.edu

Recent Positions Held:

Associate Dean, College of Arts and Science, FSU 08/08/19-present
Professor and Chair, Department of Psychology, FSU 08/13 - 08/19
Director of Clinical Training, Department of Psychology, FSU 08/10-08/13

Primary Responsibilities and Current Initiatives:

I am very new to my current role as an Associate Dean. I have been learning about academic affairs, initiation of new degree programs, faculty hiring, and assisting departments with various issues that arise. One initiative that I am taking the lead on is a possible relocation of an archival collection from its current department home to one of the libraries.

What I like most about my position:

In the few weeks that I have been in the position, I like the variety of issues I am learning about.

What I like least about my position:

Honestly, it is too soon to tell.

Areas of Expertise:

Faculty Recruitment & Retention, Faculty Assignments & Evaluations, Promotion & Tenure, Non-tenure track & term Faculty, Academic Leadership Training, Faculty/Staff Misconduct, Graduate/Postdoctoral Education, Interdisciplinary Research & Teaching, Teaching Innovation and Support, International Programs and Exchanges, Research Funding

Areas of Challenge:

Managing Student Misconduct, Curriculum Design & Revisions, Diversity & Inclusion, Online Teaching/Distance Learning

Goals for participating in the ACC Academic Leaders Network:

I would like to connect to others in similar positions to mine and also learn about other types of leadership positions.

Jarrett Terry
Florida State University

Assistant Vice President for Academic Affairs
Assistant Provost

212 Copeland Street, Suite 212, Tallahassee, FL 32306
850-466-1711
jterry@fsu.edu

Recent Positions Held:

Assistant Provost/Assistant Vice President - Academic Affairs, 2018-Present
Assistant Vice President for Extended Programs - Academic Affairs, Clayton State University, 2015-2018
Assistant Dean of the College of Information and Mathematical Sciences, Clayton State University, 2012-2015
Engineering Instructor and Outreach Coordinator, Georgia Perimeter College, 2006-2012

Primary Responsibilities and Current Initiatives:

In my capacity as an Assistant Provost and Assistant Vice President, I am responsible for direct oversight of the following academic areas and initiatives: (a) Institutes and Centers, (b) Academic Performance Solutions platform implementation (EAB-APS), (c) Academic Facilities Management, (d) Economic and Community Engagement Strategies, (e) Institutional Effectiveness. To do so, I increase faculty, staff and student awareness of current academic and research efforts, opportunities and partnerships; while working to develop stronger, more collaborative environments by building connections, revisiting current policies and procedures and advocating for appropriate support.

What I like most about my position:

The position allows for problem solving as it occurs. The outcomes of the work usually relate to the support needed for faculty to do what they enjoy doing most (research and/or teaching) without worrying about securing the necessary resources or managing bureaucracies.

What I like least about my position:

The position isn't easily defined. Describing it, in our structure, minimizes the "responsibility" because the role is dynamic and focuses on agility in problem solving on behalf of the office. This dynamic nature however is what makes the position a great fit for me.

Areas of Expertise:

Student Recruitment & Retention, Student Success, College Access, Curriculum Design & Revisions, Community Engagement, International Programs and Exchanges, Research and Teaching Space (assignments; construction), Other: Policy regarding institutes and centers, Other: Data use for resource allocation

Areas of Challenge:

Faculty Recruitment & Retention, Faculty Assignments & Evaluations, Non-tenure track & term Faculty, Academic Leadership Training, Collective Bargaining, Threat Management, Interdisciplinary Research & Teaching, International Programs and Exchanges, Fundraising, Research Funding, Budget Models, Other: Institutional Effectiveness

Goals for participating in the ACC Academic Leaders Network:

To gain more understanding of resource and research related issues for faculty and the strategies/best practices used to solve those issues. Also, to become current in understanding faculty retention issues.

Joey Thames
Clemson University

Instructor and Advisor
Department of Genetics and Biochemistry

130 McGinty Ct, 159 Poole Ag Ctr
Clemson, SC 29634
864-940-5748
jthames@clemson.edu

Recent Positions Held:

Instructor and Advisor, Dept of Genetics and Biochemistry, Nov 2016 – Present
Advising Coordinator, College of Agriculture, Forestry, and Life Sciences, Oct 2013 - Nov 2016
Advisor, Dept of Biological Sciences, Clemson University, April 2012 - Oct 2013
Headmaster/Principal, New Covenant School, June 2006 - April 2012

Primary Responsibilities and Current Initiatives:

My primary role is to academically and relationally advise 260+ students in our department, which uses a full professional advising model.
I teach our introductory careers course to all new incoming students.
I developed, implemented, and currently teach a 3-credit professional development course to our department's upperclassmen, which includes self-assessment, vocational development, soft skills, and branding.
I support the faculty in their roles with information about students.
Currently, I am developing a recovery program for our department that will specifically serve students with less than a 2.60 GPA.

What I like most about my position:

I work with, around, and for students, every day. Though I loved administration and head leadership, I love the direct-impact work I provide and see the fruits of my labor daily. "Make a difference" is felt and experienced in my work.

What I like least about my position:

Any top-down initiative that, on paper, looks productive and effective, but in reality adds work and less face-to-face with students. As John Ruskin said, "The entire object of true education is to make people not merely to do the right things, but to enjoy them."

Areas of Expertise:

Academic Freedom, Academic Leadership Training, Student Recruitment & Retention, Student Success, College Access, Curriculum Design & Revisions, Community Engagement, International Programs and Exchanges, Other: Student Professional Development, Other: Student Career Readiness

Areas of Challenge:

Academic Freedom, Faculty Assignments & Evaluations, Non-tenure track & term Faculty, Student Recruitment & Retention, College Access, Learning/Teaching Communities, Curriculum Design & Revisions, Diversity & Inclusion, Fundraising, Research and Teaching Space (assignments; construction)

Goals for participating in the ACC Academic Leaders Network:

Networking and discovering how others do. I am interested specifically in professional advising, teaching career and professional development in our students, and then implementation in the classroom.

Phil Trella
University of Virginia

Associate Vice Provost and Director
Office of Graduate and Postdoctoral Affairs

PO Box 400882, Charlottesville, VA 22904
434-243-2018
trella@virginia.edu

Recent Positions Held:

Associate Vice Provost 2017- current
Assistant Vice President 2010-2017

Primary Responsibilities and Current Initiatives:

I direct the University's Office of Graduate and Postdoctoral Affairs, which is responsible for coordinating and overseeing efforts in graduate education and postdoctoral training. Our office provides support and resources in areas of policy, institutional reporting, diversity programs, career and professional development, and interdisciplinary research.

What I like most about my position:

I love working with my team to bring initiatives from the idea phase to implementation where we can experience the positive impacts for our students and postdocs.

What I like least about my position:

The more bureaucratic aspects.

Areas of Expertise:

Student Recruitment & Retention, Student Success, Graduate/Postdoctoral Education, Diversity & Inclusion, Interdisciplinary Research & Teaching, International Programs and Exchanges, Research Funding

Areas of Challenge:

Graduate/Postdoctoral Education, Community Engagement, Diversity & Inclusion, Interdisciplinary Research & Teaching, Fundraising, Budget Models

Goals for participating in the ACC Academic Leaders Network:

I hope to broaden my professional network and learn about the diversity of roles that relate to my current position to better inform my current work. I would also be interested in learning more about different, successful modes of organization in graduate education and postdoctoral training.

José Villalba
Wake Forest University

Vice President for Diversity and Inclusion
Chief Diversity Officer

1834 Wake Forest Drive, Winston-Salem, NC 27109
336-202-3070
villalba@wfu.edu

Recent Positions Held:

VP for Diversity and Inclusion
Chief Diversity Officer
Interim Chief Diversity Officer
Senior Associate Dean for the Faculty
Professor
Associate Dean for Faculty Recruitment, Diversity, and Inclusion
Associate Professor
Assistant Professor

Primary Responsibilities and Current Initiatives:

As VP for Diversity and Inclusion and Chief Diversity Officer I organize my roles as follows: provide strategic direction to the organization - and counsel to the President and Board - on matters related to inclusion, diversity, and equity; and design systems of accountability and evaluation for the programs we offer, the policies we adhere to, and the practices we perform for creating a more valuing campus community. The scope of my department is carried out through the Intercultural Center, the LGBTQ+ Center, the Women's Center, and Diversity Education. In addition, we provide consultation on inclusive practices to campus partners.

What I like most about my position:

Working with colleagues, staff, faculty, students, and stakeholders that see the value in this work. Having a more immediate impact is also appealing.

What I like least about my position:

The stress of an ever-changing campus climate, impacted by a society that provides less space and grace to feel out these complex topics, makes for a difficult set of events and outcomes.

Areas of Expertise:

Faculty Recruitment & Retention, Student Success, College Access, Diversity & Inclusion

Areas of Challenge:

Academic Freedom, Faculty Governance, Faculty Recruitment & Retention, Threat Management, Community Engagement, Diversity & Inclusion, Fundraising

Goals for participating in the ACC Academic Leaders Network:

- To connect with colleagues
- To learn from each other
- To explore new ideas
- To gain a network of peers willing to share their experiences with each other around the area of equity, inclusion, and diversity.

Sherri Wallace
University of Louisville

Professor and Director of the Internship Program
Department of Political Science

Ford Hall, Room 205, University of Louisville
2301 S. 3rd Street, Louisville, KY 40292
502-852-4432
sherri.wallace@louisville.edu

Recent Positions Held:

Professor, University of Louisville, 2001-current

Primary Responsibilities and Current Initiatives:

No response provided

What I like most about my position:

No response provided

What I like least about my position:

No response provided

Areas of Expertise:

Promotion & Tenure, Curriculum Design & Revisions, Community Engagement, Online Teaching/Distance Learning, Teaching Innovation and Support

Areas of Challenge:

No response provided

Goals for participating in the ACC Academic Leaders Network:

My goal is to learn all I can about moving into leadership positions in higher education.

John Whitcomb
Clemson University

Director-Undergraduate Nursing Programs
School of Nursing
Vice President/President Elect-Faculty Senate

528-A Edwards Hall, Clemson SC 29634
864-353-7586

jwhitco@clemson.edu

Recent Positions Held:

(all at Clemson University)
Director-Undergraduate Nursing Programs 2017-present
Coordinator Undergraduate Traditional program 2015-2017
Coordinator of the Accelerated Second Degree Program 2011-2013
Coordinator of the RN/BS Program 2013-2015
Lead Teacher 2010-2016

Primary Responsibilities and Current Initiatives:

Directly responsible and accountable for ensuring the fulfillment of educational goals and objectives, and ensuring program compliance with the SC Commission of Higher Education standards as well as maintaining full accreditation through CCNE and the South Carolina State Board of Nursing (BON). These responsibilities require leadership in both academic and workforce areas and include meeting student retention goals; directing and participating in educational planning; program organization; staffing, training and supervision of both full-time and part-time faculty; evaluating program faculty and student performance; motivating and advising students; developing and maintaining the program budget and generating program reports as needed.

What I like most about my position:

Requires organizational skills, consensus building, relationship building, autonomy, being part of an expansion from the beginning and seeing the development over time.

What I like least about my position:

Working with outside entities that have different timelines and aligning those to meet the demands of the different programs.

Areas of Expertise:

Faculty Governance, Faculty Recruitment & Retention, Faculty Assignments & Evaluations, Promotion & Tenure, Non-tenure track & term Faculty, Faculty/Staff Misconduct, Student Success, Managing Student Misconduct, Interdisciplinary Research & Teaching, International Programs and Exchanges, Research Funding

Areas of Challenge:

Threat Management, Diversity & Inclusion, Fundraising, Research and Teaching Space (assignments; construction), Budget Models

Goals for participating in the ACC Academic Leaders Network:

Having interaction with colleagues from other universities and staff to obtain possible different strategies that I could possibly use in the future. Understand some of the processes that could be useful in my work environment. Share some of our success stories at Clemson in the Nursing Undergraduate Programs.

Elizabeth Wilson
NC State University

Assistant Director, Academic Programs
Director, Agriculture Institute
College of Ag. and Life Sciences

Campus Box 7642, NCSU, Raleigh, N.C. 27695-7642
919-740-7492
bwilson@ncsu.edu

Recent Positions Held:

Assistant Director, Academic Programs, College of Ag. and Life Sciences, May 2013-present
Director, Agriculture Institute, College of Ag. and Life Sciences, May 2013-present
Professor, Agricultural and Extension Ed., N.C. August 2012-present
Undergraduate Coordinator, NCSU, Agricultural and Extension Ed., N.C..2007-2013

Primary Responsibilities and Current Initiatives:

As the Director of the Agricultural Institute I lead 6 full time general education faculty and approximately 40 content specific faculty who teach in this 2 yr program. We have 342 students enrolled in the program which is the only 2 yr program at NCSU. Since it is so unique we have a separate application process, curriculum, retention programs, recruitment and fund raising. As the Director I am responsible for all these entities. As the Assistant Director of Academic Programs I am responsible for ETF funds, Teaching and Advising Awards/Committees.

What I like most about my position:

I like the people I work with the most. I have a great staff and wonderful instructors. We care about students and we care about their success. The AGI alumni are dedicated, successful and proud to be graduates of the program.

What I like least about my position:

I can't tell you because it would not be politically incorrect. Pun intended.

Areas of Expertise:

Academic Freedom, Faculty Recruitment & Retention, Faculty Assignments & Evaluations, Promotion & Tenure, Student Recruitment & Retention, Student Success, College Access, Managing Student Misconduct, Curriculum Design & Revisions, Community Engagement, Diversity & Inclusion, Online Teaching/Distance Learning, Teaching Innovation and Support, Fundraising, Other: Study Abroad Programs

Areas of Challenge:

Faculty Governance, Faculty Scholarship & Awards, Academic Leadership Training, Faculty/Staff Misconduct, Collective Bargaining, Threat Management, Research and Teaching Space (assignments; construction), Budget Models

Goals for participating in the ACC Academic Leaders Network:

I would like to reflect on my achievements and failures by learning from other leaders. I would also like to establish new goals for myself as a leader.

Sarah Winslow
Clemson University

Director, National Scholars Program
Senior Associate Director, Calhoun Honors College

180 Cribb Hall, 511D Fort Hill Street
Clemson, SC 29634
864-553-6443
swinslo@clemson.edu

Recent Positions Held:

Senior Associate Director, Calhoun Honors College, 2018 - present
Research Co-Director, TIGERS ADVANCE, 2016 - present
Director, National Scholars Program, 2015 - present
Associate Professor, Department of Sociology, Anthropology, and Criminal Justice, 2012 - present
Faculty Fellow, National Scholars Program, 2014 - 2015
Undergraduate Coordinator, Department of Sociology and Anthropology, 2012 – 2014
Assistant Professor, Department of Sociology and Anthropology, Clemson University, 2006 - 2012

Primary Responsibilities and Current Initiatives:

In my Honors College role, I have significant responsibility for curriculum development and innovation, student engagement and experiential learning, faculty affairs and cross-college relations, admissions processes and decisions, and long-term strategic planning. As Director of the National Scholars Program, Clemson's premier merit scholarship program, I am charged with recruiting and mentoring academically exceptional scholar-leaders, maintaining strong relationships with university partners, raising scholarship and programmatic funds, engaging in donor stewardship and alumni and parent relations, coordinating and co-leading annual study abroad experiences for three cohorts of scholars, and managing all budgeting, daily operations, and strategic planning for the program.

What I like most about my position:

I enjoy the breadth in my positions. An Honors College serves the entire university and thus I have the opportunity to work with students and faculty in all disciplines. I also enjoy that my work ranges from high-level strategic planning and operations to daily, intense connections with students.

What I like least about my position:

Being in an administrative position while still an Associate Professor has resulted in a workload that is often unmanageable.

Areas of Expertise:

Student Recruitment & Retention, Student Success, Diversity & Inclusion, Interdisciplinary Research & Teaching, International Programs and Exchanges, Other: High-achieving students, Honors College, and scholarship programs

Areas of Challenge:

Curriculum Design & Revisions, Teaching Innovation and Support, Fundraising

Goals for participating in the ACC Academic Leaders Network:

I am interested in learning about innovative curriculum models, particularly for interdisciplinary and engaged learning, and programs for high-achieving students (Honors Colleges, scholarship programs), particularly regarding diversity initiatives and systematic support for curriculum delivery. I'm excited to share Clemson's work in these areas.

Carrie Zena
NC State University

Associate Vice Chancellor
Division of Academic and Student Affairs

Box 7105, Raleigh, NC 27695
919-513-7153
czelna@ncsu.edu

Recent Positions Held:

Associate Vice Chancellor/Provost, NC State, 2014-present
Director of Assessment, NC State, 2004-2019

Primary Responsibilities and Current Initiatives:

At NC State, I work with 12 pathway and collegiate success programs in DASA. Through Educational Talent Search, Upward Bound, Juntos, and the College Advising Corps, thousands of middle and high school students have opportunities for supplemental education and guidance in order to better prepare them for the process of applying for and transitioning to college. The collegiate success programs areas offer assistance in building the foundation needed to be successful in the first year and beyond. Through first-year transition support from the New Student Orientation and Summer Start programs, and on-going first year support from New Student Programs, Student Support Services, Student Support Services-STEM, University Tutorial Center, Rural Works! and the Disability Resource Office, students are afforded access and opportunities to thrive academically as well as personally as they pursue their degree.

What I like most about my position:

I enjoy the opportunity to work with a variety of units with intersecting missions. I love learning from them and assisting them in working through barriers to their success.

What I like least about my position:

The most challenging part of the role is having the time to devote to each unit and each problem.

Areas of Expertise:

Academic Leadership Training, Student Recruitment & Retention, Student Success, College Access

Areas of Challenge:

Academic Leadership Training

Goals for participating in the ACC Academic Leaders Network:

I look forward to developing a network of colleagues that I can learn from and support as we work through the issues of the day.

Lisa Zerden
University of North Carolina, Chapel Hill

Senior Associate Dean for MSW Education
Director of Interprofessional Education and Practice
School of Social Work

325 Pittsboro Street, CB#3550
Chapel Hill, NC 27599-3550
919-962-6430
lzerden@email.unc.edu

Recent Positions Held:

Senior Associate Dean for MSW Education, Aug 2016- Present
Associate Dean for Academic Affairs, July 2015-July 2016
Associate Professor- present
Clinical Assistant Professor- July 2012-2018

Primary Responsibilities and Current Initiatives:

I am responsible for the delivery and oversight of a Masters in Social Work (MSW) program at the University of North Carolina at Chapel Hill School of Social Work. I oversee the recruitment, admissions, teaching, and field education components of our MSW program to meet the Council on Social Work Education accreditation and University standards. I oversee several administrators within our School, hire and support adjunct faculty, and all clinical teaching faculty. In addition, I represent the School of Social Work in several campus-wide interprofessional initiatives to help promote the role of social work in health settings and better utilize the skills and expertise of the social work profession.

What I like most about my position:

I like being responsible for the development of new professionals into a field that ameliorates social problems. I enjoy being responsible for the delivery and oversight of a curriculum needs to be constantly updated and evolves with new evidence, intervention, and practice contexts. I enjoy being involved in decision making but also problem solving the various situations that arise.

What I like least about my position:

What do I like least about my position? At times administration can be thankless. I don't like having not enough time for my own research and writing given the full-time demands of this administrative position.

Areas of Expertise:

Faculty Assignments & Evaluations, Non-tenure track & term Faculty, Student Success, Graduate/Postdoctoral Education, Curriculum Design & Revisions, Community

Engagement, Interdisciplinary Research & Teaching, Other: Field Education/community partnerships for learning

Areas of Challenge:

Managing Student Misconduct, Threat Management, Diversity & Inclusion, Online Teaching/Distance Learning, Budget Models

Goals for participating in the ACC Academic Leaders Network:

- Learn about and establish relationships with the peers from my own institutions
- Discuss how other Schools address similar challenges and concerns at their institutions
- Learn more about leadership roles and styles (with those from my University) but also within other institutions.