



MEMORANDUM

January 23, 2018

TO: Members of the Board of Trustees

FROM: Kristina M. Johnson, Chancellor

SUBJECT: Appointment of Dr. Barbara Jean Morris as President of the State University of New York College at Oneonta

Action Requested

The proposed resolution appoints Dr. Barbara Jean Morris as President of the State University of New York College at Oneonta.

Resolution

I recommend that the Board of Trustees adopt the following resolution:

Resolved that the appointment of Dr. Barbara Jean Morris as President of the State University of New York College at Oneonta, effective on or about July 1, 2018, be, and hereby is, approved. Dr. Morris will receive a salary of \$255,000 per year and use of the presidential residence owned by the campus. Dr. Morris also will have the option of using a campus automobile or receiving an automobile allowance of \$800 per month.

Background

Barbara Jean Morris has served as the Provost and Vice President for Academic Affairs at Fort Lewis College in Durango, Colorado since 2011. Reporting to the President and serving as the chief academic officer of the rural regional public liberal arts college, Dr. Morris has responsibility for all academic matters including oversight of educational policy and programs of instruction, the development and assessment of academic programs, and faculty recruitment and development. She also has broad oversight of internal operations, including strategic planning, data-driven modeling, budgeting, fundraising, and state and legislative policy.

Notably, Fort Lewis College serves as a non-tribal Native American institution with thirty-four percent of its student body coming from over 150 tribes throughout the United States. With another eleven percent of its students

identifying as Hispanic, the college is on its way to being officially designated as a minority serving institution (50 percent of students identifying as minority). Dr. Morris has thrived in this environment, focusing on student-centered strategic planning that creates a rigorous academic environment committed to inquiry-based learning and faculty-student interaction.

Dr. Morris is deeply committed to supporting faculty and student professional development, faculty/student research, innovative teaching and collaborative learning, and community service learning. Additionally, she fosters community partnerships, both local and global, to provide opportunities for students and faculty.

As an administrative leader and political scientist, Dr. Morris believes that good teaching grows out of continued scholarly endeavors. Her most recent research focuses on women and politics, tribal governments, and the presidency. Her co-authored manuscript, "Recreating the Circle", published by The University of New Mexico Press, is a "collective undertaking by Indian people and their allies that focuses on American Indian and Alaska native self-determination." Her co-authored article "Faith and Sex: Presidents under Pressure: Electoral Coalitions and Strategic Presidents" looks at the Executive Office of the President and women's and religious interest groups. Organizational theory, leadership practices, and strategies for cooperation all inform her research.

Dr. Morris believes that colleges and universities need to be learning communities based on shared governance and respect. This includes engaging students in decision-making. She believes the Native American symbol of the circle best illustrates her desire for a process of decision-making that is based on mutual understanding, respect, communication, and a shared commitment.

Dr. Morris serves Colorado Commission of Higher Education (CCHE) as the elected representative from the Academic Council (the body of provosts from all two and four-year colleges and universities in the state). She serves on the Colorado State Remedial Education Task Force, the Supplemental Academic Instruction Sub-committee, the General Education Council, the Prior Learning Assessment Committee, and the P-20 Alignment committee.

Prior to joining Fort Lewis College, Dr. Morris worked for 16 years at the University of Redlands in southern California. During her tenure at the University of Redlands, Dr. Morris served as Chair of the Department of Government from 2001-2005, Associate Dean of the College of Arts and Sciences from 2005-2006, and Dean of the College of Arts and Sciences from 2006-2011.

She received her Ph.D. in Political Science in 1996 from the University of California, Santa Barbara.

A copy of Dr. Morris's curriculum vitae is attached.

Attachment

Barbara Jean Morris, Ph.D.



EDUCATION

Ph.D. in Political Science

University of California, Santa Barbara, awarded March, 1996

C.Phil in Political Science

University of California, Santa Barbara, awarded November, 1994

M.A. in Political Science

University of California, Santa Barbara, awarded June, 1982

B.A. in Political Science

San Diego State University, awarded May, 1981

Summa Cum Laude, with Distinction in Political Science

CAREER HIGHLIGHTS

- Extensive fundraising
- Financial modeling and data analytics
- Enrollment management
- Student success initiatives
- Strategic planning
- Curricular planning, design, and evaluation
- Participation with Board of Trustees, Foundation Boards, State Elected and Appointed Officials and Staff, and Community Leaders
- Accreditation

ADMINISTRATIVE EXPERIENCE

Fort Lewis College, Durango, CO

Fort Lewis College serves a dual mission of being a regional public institution of higher education in Colorado and serving Native American students as a non-tribal minority serving institution. Fort Lewis College enrolls approximately 4000 undergraduate students in a diverse range of majors, including professionally accredited programs in Music, Business, Education, and Engineering. The College instituted its first Master of Arts program in Education in 2013.

Provost and Vice President for Academic Affairs, 2011-present

Tenured Professor, Political Science

Accomplishments

- Partnered with the Alumni Relations to create a strategic initiative to engage departments

in social media to connect with alums.

- Led successful searches for a new Vice President for Advancement and two major gift officers.
- Successfully led re-accreditation with the Higher Learning Commission.
- Worked with president and development staff to create a capital campaign for funding for a new Geo-Sciences and Engineering Building.
- Worked with president and development staff to create a comprehensive campaign plan for endowed academic programs, scholarships, and faculty/student engagement.
- Funded a new Center for Teaching and Learning for faculty development.
- Increased faculty salaries to 100 percent of CUPA peer averages.
- Increased funding for faculty development and sabbatical planning.
- Oversaw an inclusive campus-wide strategic planning process focused on student success and program development.
- Developed and managed student success initiatives including performance metrics, guided pathways, co-requisite remediation, degree maps, and enhanced advising.
- Instituted the first two Master of Arts programs in Education.
- Led the development of ABET accredited Engineering and Computer Engineering programs.
- Reorganized academic affairs to enable reallocation of funds to faculty lines.
- Partnered with academic departments to re-write faculty expectation statements based on Ernest Boyer's scholarship model.
- Oversaw the increase in both the number and the overall dollar amount of grants across the institution.
- Collaborated with Faculty Senate to re-draft Faculty Handbook to include appropriate titles for non-tenure track faculty and to create an institution-wide faculty personnel committee.
- Supported academic departments through campus-wide program and general education re-design.
- Elected by State of Colorado peers to represent academic council on the Colorado Commission of Higher Education.
- Participated on a state-wide task force to implement statutes on prior learning assessment, remedial education, and supplemental academic instruction for the State of Colorado.
- Served on Colorado State Delegation for Complete College America.

Overall Scope of Responsibility

- Report directly to the President and serve as chief executive officer when the president is away.
- Serve on President's cabinet as chief academic officer.
- Serve as the Board of Trustee's liaison for academic affairs.
- Oversee strategic planning and support the academic vision for the college.
- Provide leadership for all aspects of academic programs, including oversight of educational policy and programs of instruction, the development and assessment of

academic programs, the development and use of technology in curricular delivery, and the overall integrity of the college's curriculum.

- Lead the College's reaccreditation efforts.
- Recruit, evaluate, and retain faculty dedicated to the mission of a public liberal arts university. There are currently 185 full-time faculty in the College.
- Serve as the primary liaison to the Colorado Commission on Higher Education in academic and student support areas.
- Oversee performance contact from the Colorado Commission on Higher Education and identify key policy areas and implementation strategies as required by state mandates.
- Oversee facility planning and space allocations.
- Oversee sponsored research within the college which equates to approximately \$18 million dollars.
- Oversee all contracts, both personnel and non-personnel for the college.
- Work with the Foundation to identify and meet with potential donors.
- Work with internal and external constituents to advance and support the mission of the college.
- Support enrollment management on the recruitment and retention of our student body.
- Oversee all instructional and program budgets within the College which equates to approximately \$50 million dollars or two-thirds of the entire institutional budget.

University of Redlands, Redlands, CA

The University of Redlands mission is dedicated to transforming students' lives through the purposeful blend of liberal education, professional studies, and civic engagement. The College of Arts and Sciences enrolls 2700 students in a residential liberal arts program, including a conservatory style School of Music, the Johnston School for Integrative Studies, and graduate programs in Music, Communicative Disorders, and Geographic Information Systems. Additionally, 2000 working adults pursue graduate and completion degrees in the School of Business and School of Education.

Dean, College of Arts and Sciences, 2007- 2011

Interim Dean, College of Arts & Sciences, 2006

Associate Dean, College of Arts and Sciences 2005

Accomplishments

- Zero-based the entire College of Arts and Sciences budget and provided over 20 percent savings.
- Instituted a curriculum development model to ensure sustainable academic programs.
- Developed a departmental chair's manual.
- Created a one-stop student success center.
- Participated significantly in a capital campaign for the Center for the Arts, which raised over 20 million dollars.
- Participated in a centennial campaign which raised over 100 million dollars.

- Directly involved in securing multiple endowed chairs for the college, including the largest single endowment for a Chair of Native American Studies.

Scope of Responsibility

General

- Serve on President's Cabinet.
- Serve as liaison to the Board of Trustees.
- Recruit, evaluate, and retain faculty dedicated to the mission of a comprehensive liberal arts university. There are currently 192 full-time faculty in the College of Arts and Sciences.
- Oversee all contracting and salary of faculty and staff in the College of Arts and Sciences
- Mentor and guide 40 departments and programs, including the School of Music, and graduate programs in Music, Communicative Disorders, and Geographic Information Systems.
- Support and oversee academic enrichment programs including First-Year Seminars, Undergraduate Research Opportunities, May Term, Study Abroad Opportunities, including Redlands' program and facility in Salzburg, Austria.
- Oversee all instructional and program budgets within the College which equates to approximately \$50 million dollars.

Curriculum

- Work with department chairs as they develop curriculum proposals.
- Review course and curriculum proposals.
- Attend meetings of Arts and Sciences Curriculum Committee.
- Work with Curriculum Committee on assessment projects.
- Work with departments as they craft Self-Studies.
- Oversee the development and scheduling of May Term travel courses.
- Review and up-date catalog and website information related to the college.
- Oversee interdisciplinary programs and/courses.

Personnel/Faculty Development

- Review requests and manage budget for adjunct faculty members.
- Review and recommend 60-70 faculty annually to VPAA through University review process for tenure and/or promotion.
- Facilitate and resolve faculty disputes.
- Identify and distribute information on faculty development opportunities.
- Work with the Office of Development to identify and meet with potential donors.
- Work with the Grants Officer to support faculty seeking and maintaining external grants.

Student Services

- Review and decide student petitions.
- Serve as facilitator for students who are going before Academic Review Board.
- Respond to student and parent concerns and complaints.
- Design and implement academic opportunities, including undergraduate scholarship programs, research symposiums, and conference participation.

Transition to College, Retention, Student Engagement

- Assist with the interpretation and dissemination of institutional survey data related to student profile and engagement (e.g., CIRP, NSSE).
- Serve as Dean Representative to the Admissions program.
- Serve on the Web Advisory Committee.

Scheduling

- Work with Registrar's Office in the building of schedules.
- Review schedule proposals from departments and programs.
- Assist in resolving any conflicts in schedule.
- Determine needs for additional sections.
- Work with the Athletic Department on any scheduling conflicts.

Classroom and Office Management

- Maintain data on classrooms.
- Assist in determining faculty office space.
- Work with IT and Technology Committee.

Interim Director, Liberal Studies (2005-2006)

- Supervise unique evening program for students seeking degree completion in education.
- Responsible for scheduling, staffing courses and for overall departmental budget.

Chair, Department of Government (2001-2005)

- Supervise department with 9 full-time faculty, 3-4 adjunct professors, 120 majors and minors.
- Responsible for scheduling and staffing courses, developing and implementing curriculum, programming co-curricular activities, and representing the department at admission and other college-wide events.
- Write proposals for new tenure track departmental positions and facilitate linkages with other departments for interdisciplinary and creative faculty hires.
- Responsible for recruiting, mentoring, and evaluating tenure-track and adjunct faculty.
- Responsible for recruiting and advising students.
- Budget and allocate department funds (\$850,000.00+ annually), including overseeing endowment and scholarship funds.
- Plan and conduct assessment and present department review to Curriculum Committee.
- Collaborate with the Offices of Alumni Outreach and Development to foster departmental programs, create Endowed Chairs within the department, and secure funds for student travel and internships.
- Coordinate and support on-campus speakers and on-site departmental conferences and programs.
- Dispute resolution of student and faculty concerns and grievances
- Supervision of department administrative assistant.
- Monitor and oversee all technology and facility requests by departmental faculty.

Faculty Review Committee, 2003-2005

- Elected member of seven-member committee that reviews and makes recommendations

for tenure, promotion, senior reviews, sabbatical requests, and allocates university research funds.

- Elected caucus representative (University caucuses include the Women's Caucus, Queers and Friends Caucus, and the Faculty of Color Caucus).
- Review 75-80 cases annually.
- Draft and revise review letters.
- Make recommendations for revision of process and practices.

Personnel Policies Committee, 2000-2002

- Drafted and completed major portions of faculty handbook, including sections on hiring, mentoring, and evaluation of faculty.
- Elected caucus representative.
- Drafted and proposed to Academic Assembly a parental leave policy.
- Researched, drafted, and presented report on Faculty Salary Plan to Academic Assembly.

WASC Taskforce

- Collected information and surveyed student population regarding Civic Education and assessment.

Convener, Women's Caucus, 1998-2000

- Convened monthly caucus meetings.
- Researched and wrote detailed report regarding gender inequities in faculty salaries.
- Researched and wrote detailed report regarding sexual assault policies on campus.
- Discussed Chilly Climate at Academic assembly and presented caucus solutions for effective change.

Student Life Committee, 1997-1999

- Drafted changes to Greek pledging process.
- Instituted changes to campus sexual assault adjudication policies.
- Drafted report on need for additional lighting and alarms on campus.
- Instituted changes on parties, alcohol use and abuse on campus.

Recording Secretary and Elected Council Member Western Political Science Association, 1999-2007

- Draft and circulate minutes of annual minutes.
- Identify Association program goals and objectives for strategic plan cycle.
- Assist in implementation of strategic plan, faculty development programs, and design of annual meetings.
- Organize panels of WPSA presentations at national conference.

TEACHING EXPERIENCE

Professor in Government, University of Redlands (2007 to 2011)

Associate Professor in Government, University of Redlands (2001 to 2007)

Assistant Professor in Government, University of Redlands (1996 to 2001)

Instructor for Lower Division Courses in American Politics, First Year Seminar; Upper Division Courses in State and Local Government, California Politics, Presidency, and Parties and Interest

Groups; American Foreign Policy, Sex, Power, and Politics, and Public Policy; Advanced Seminar course in International Political Economy, Johnston Course in Political Activism, Advanced Seminar in American Politics; Advanced Seminar in Campaigns and Elections
Lecturer in Political Science, University of San Diego (Fall 1991 to Spring 1996)
 Instructor for Lower Division Courses in American Politics and International Politics; Upper Division Courses including, The Presidency, Women and Politics, International Political Economy, and American Foreign Policy

RESEARCH EXPERIENCE

Research Analyst

University of California, Santa Barbara (1982-1986)

Data Management and statistical analysis for faculty research projects in the political science department.

Political Intern

City of San Diego, Economic Development Division (1980-1981)

Duties included: summarizing the California Development Law, designing a survey to evaluate the relationship between the City government and local small businesses, and determining federal grant eligibility for City districts.

SELECT PUBLICATIONS

Refereed Journals

“Faith and Sex, Presidents Under Pressure: Electoral Coalitions and Strategic Presidents,” co-author Dr. Noelle Norton, *Congress and the Presidency* Volume 35, Number 1, Spring 2008.

“Feminist Organizational Structure in the White House: The Office of Women’s Initiatives and Outreach,” *Political Research Quarterly*, Volume 56, Number 4, December 2003. Co-author Dr. Noelle Norton.

“Anticipating Madam President,” Review article, *Presidential Studies Quarterly*, Volume 33, Number 4, December 2003.

BOOK MANUSCRIPTS

Recreating the Circle: The Renewal of American Indian Self-Determination, coauthors LaDonna Harris and Dr. Stephen Sachs, *University of New Mexico Press*, November 2011.

Co-authored chapters include:

“The Circle Under Siege: The Impact of Colonialism on American Indian Communities”

“Honoring Indian Nations’ Sovereignty: Building Government-to-Government Relations Between Tribal Governments and Federal, State, and Local Governments”

“Rebuilding the Circle: Reestablishing Appropriate Means for Overcoming the Economic, Educational, Psychological, and Social Problems of Physical and Cultural Genocide”

“Working in the Circle: Appropriate Leadership, Collaboration, and Consulting to Apply Traditional Values Appropriately for the Twenty-First Century”

WORKS IN PROGRESS

“Fry-Bread Federalism: American Indian Intergovernmental Relations and Environmental Policy,” coauthor Dr. John Bretting

SELECT CONFERENCE PARTICIPATION AND SPEAKING ENGAGEMENTS

- Speaker, Guided Pathways to Success State-Wide Convening, 2015
- *Breaking Bad (Habits): Using Quantitative Models to Prompt Dialogue Between Faculty and Administrators*, WACUBO 2014.
- Keynote Speaker, Honoring of American Indian Graduates and Scholarship Recipients, University of Wyoming, 2013.
- Provost Roundtable, HERS conference, July 2012, 2013, 2014, 2015
- Pre-Conference Speaker, Higher Learning Commission Annual Meeting, 2013.
- Undergraduate Best Practice Session, The Council of Public Liberal Arts Colleges Annual Meeting, 2012.
- Local Arrangements Co-Chair, Western Political Science Association Annual Meeting, 2008.
- Elected Recording Secretary, Western Political Science Association, 2004-2007.
- Program Section Chair, Race, Ethnicity, and Politics, American Political Science Association Meeting 2004.
- Program Section Chair, Parties, Organizations, and Interest Groups, Western Political Science Association Annual Meeting 2003.
- Nominating Committee, Western Political Science Association, 2003-2005.
- Elected Member of the Executive Council, Western Political Science Association, 1999-2004.
- Chair, Charles Redd Award for Best Paper on the Politics in the West, Western Political Science Association.
- Chair, Best Dissertation Award, Race, Ethnicity, and Politics, American Political Science Association, 1999-2000.
- Member, Best Dissertation Award, Race, Ethnicity, and Politics, American Political Science Association, 1998-1999.
- Co-President of the Race and Ethnicity, and Politics Section of the American Political Science Association, 1998-1999.
- Referee, American Politics Quarterly, 1997-present
- Representative on the Executive Council of the Race and Ethnicity Section of The American Political Science Association, 1996-2000
- Representative on the Executive Council of the California Center For Education in Public Affairs, Inc., 1996-2007

AWARDS

Certificate of Completion, Millennium Leadership Initiative, Class of 2015

Cynthia Stengel Award, Fort Lewis College, 2014

University of Redlands Development Staff Appreciation Award, 2010

Mortar Board Teacher of the Year Nomination, 2001, 2002
American Political Science Association Paper Award Nomination, 1996-1997
Center for Public Economics Award, 1980
Phi Kappa Phi, 1980
City of San Diego Internship Award, 1980

TEACHING CREDENTIALS

California Multiple Subject Credential, 1984-present
California Single Subject Credential, 1984-present
California Community College Credential, 1982-present

PROFESSIONAL MEMBERSHIPS

American Political Science Association
Western Political Science Association
American Conference of Academic Deans
Association of American Colleges and Universities
Council of Public Liberal Arts College
American Association of State Colleges and Universities
