

# Curriculum Vitae

## Susan Carlson

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### EDUCATION

1980	University of Oregon	English	Ph.D.
1976	University of Oregon	English	M.A.
1975	University of Iowa Phi Beta Kappa Magna Cum Laude with Honors	English	B.A.
1974	University of London		

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### OVERVIEW OF CAREER AT IOWA STATE UNIVERSITY

#### Administrative Positions (1997-present)

June-December 2006	Interim Vice President for Academic Affairs and Provost
2006-present	PI, ISU ADVANCE Program (NSF funded)
2004 –June 2006, January 2007-present	Associate Provost for Faculty Advancement and Diversity
2001-2004	Associate Provost
1997-2001	Assistant Chair Department of English

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#### Faculty Appointments (1980-present)

1990-present	Professor	Department of English
1985-1990	Associate Professor	Department of English
1980-1985	Assistant Professor	Department of English

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## ADMINISTRATIVE EXPERIENCE

### Recent administrative accomplishments

- ***Directed academic review of a new responsibility-centered budget model for Iowa State.*** As Interim Vice President and Provost, led change process by working with deans, academic administrators, Faculty Senate, and Professional and Scientific Council to review and refine a more flexible budget model for university. In response to diminished state allocations and higher tuition, the new budget model creates incentives for sponsored funding, for innovative training of students, and for entrepreneurial programs. Budgeting is data-driven, transparent, and founded on shared governance to align resources with responsibilities and reward high quality work. 2006-2007
- ***Principal Investigator for ISU's ADVANCE Program (NSF funded).*** Five-year, three-college effort to transform the institution for women faculty in STEM fields. \$3.3 million. Lead the ISU ADVANCE Program which involves over 30 faculty, staff, and administrators involved in research, networking, mentoring, and efforts to improve departmental climate. ISU also partnered with the American Council on Education to host an October 2008 national conference, "The New Norm of Faculty Flexibility: Transforming the Culture in Science and Engineering." 2006-2011. See <http://www.advance.iastate.edu/>
- ***Directed combination of Colleges of Education and Family and Consumer Sciences.*** Involved coordinating the work of a steering committee and twelve workgroups in the planning phase and seeing the approval through faculty, provost, faculty senate, president, and Board of Regents. Implementation involved coordinating a second steering committee, a dean's search, and six implementation committees. 2004-2005
- ***Lead University efforts to institute flexible career policies.*** Led efforts to approve a part-time appointments policy for tenured and tenure-eligible faculty (2006) and an Active Service/Modified Duties policy for the arrival of children (2008). Leading campus efforts to develop policies and practices to enable faculty and staff to balance personal and professional responsibilities. Direct Alfred P. Sloan Foundation funded initiative, including development of a Work-Life Database to assess costs and benefits of flexible career policies at ISU. 2005-present
- ***Implemented new promotion and tenure policy.*** Served on the committee that drafted the new, Boyer-oriented P&T guidelines for scholarship; coordinated transition to and refinement of new policy. 2001-2008

### Interim Vice President for Academic Affairs and Provost June-December 2006

Served as Chief Academic Officer at Iowa State University, an AAU Research-Extensive institution with over 1500 faculty and 26,000 students. Provided leadership for academic area, including direct reports from deans of seven colleges and the university library, Vice President for Research and Economic Development, Vice President for Extension and Outreach, Chief Information Officer, Associate Vice President for Budget and

Planning, Dean of the Graduate College, and Associate Provosts for Academic Programs and for Faculty Advancement and Diversity. Led Provost's Academic Cabinet. Served as major advisor to University President, serving on his Knoll Leadership Team and Budget Cabinet. Worked on shared governance with Presidents of Faculty Senate and Professional and Scientific Council, and worked with off-campus constituencies at civic and athletic events. Represented academic area at Iowa State Board of Regents meetings, and served on Council of Provosts and Iowa Coordinating Council for Post-Secondary Education.

- ***Oversight of academic area budget, fundraising, and capital projects planning.*** Responsible for academic area general-fund budget exceeding \$315 million. Led review and refinement of a responsibility-centered budget model for university including both revenue and expense budgets; worked with Provost's Academic Cabinet to define shared governance role in budgeting, to calibrate cost of teaching, to model distribution of space and utility costs. Worked with ISU Foundation and deans to develop priorities for ISU's capital campaign, "With Pride and Purpose." Served on Capital Projects Council with responsibility to represent entire academic area in planning for campus building projects.
- ***Strategic Planning.*** Responsible for development of academic accountability measures for *2005-2010 Strategic Plan* and for the *University Plan for Community, Equity, and Diversity*; coordination of university processes to support flexible faculty careers; development of university-wide bio-renewables initiative.
- ***Program Review.*** Responsible for working with departments on program reviews and accreditation.
- ***Led reorganization of university diversity efforts.*** Involved the designing of a University Executive Steering Committee and an Advisory Committee for Diversity Program Planning and Coordination. Appointed two taskforces to review curricular and research issues. Designed and implemented new annual reporting on diversity in all university units.
- ***Chief Personnel Officer.*** Oversight responsibility for personnel policy and processes for faculty and professional and scientific staff.

**Associate Provost for Faculty Advancement and Diversity  
2004-2006 and 2007-present**

**Associate Provost  
2001-2004**

I am part of the senior leadership team in the Office of the Executive Vice President and Provost (includes the Executive Vice President and Provost, Associate Provost for Faculty Advancement and Diversity, Associate Provost for Academic Programs and Dean of the Graduate College, Associate Vice President for Budget and Planning, and Assistant to the Provost). In seven years, I have

acquired an increasingly complex portfolio of responsibilities. I am responsible for all faculty issues, including promotion and tenure, recruitment and retention, evaluation (annual review, third-year review, post-tenure review), mentoring and orientation, awards, professional development, academic and personnel policy development, grievances, appeals, and misconduct issues, dual career accommodation and work-life programs, leadership development, and crisis response. Additionally, I have developed a comprehensive set of new diversity initiatives and committees in the academic area.

### **Responsibilities in Faculty Advancement**

- ***Chair the Work-Life Committee and the Academic Personnel Workgroup.*** Founded both new groups in 2007-2008 to advance university efforts in faculty, staff, and student personnel, recruitment, and retention issues.
- ***Coordinate Provost's involvement in faculty recruitment and retention.*** Work with colleges and departments; interview prospective faculty and exiting faculty. Developed new database for tracking faculty retentions.
- ***Direct promotion and tenure review at Provost level.*** Plan informational sessions for college deans and department chairs, serve as contact for policy questions, review university P&T cases (between 70 and 80 per year), and supervise post-tenure review policy. Provide informational workshops for new faculty.
- ***Coordinate Provost's involvement in partner accommodation.*** Expanded university program, including creation of new position to coordinate programs in 2006. Redesigned partner accommodation process in 2007-2008. Work with Greater Des Moines Partnership on developing region-wide efforts in partner accommodation, 2008-present.
- ***Supervise faculty hiring.*** Includes approval of all faculty hires, review of applicant and interview pools for diversity, approval of leaves, part-time appointments and extended probationary periods.
- ***Coordinate review of faculty grievances and appeals to Provost.*** Involves investigating appeals, coordinating faculty conduct cases, advising Provost on individual cases. Also involves informal consultations with faculty, staff, and administrators on difficult personnel situations.
- ***Collaborate with Faculty Senate in shared governance.*** Involves serving ex-officio on multiple Senate committees and Senate Executive Board, and attending full Senate meetings as well as Senate leadership meetings.
- ***Direct mentoring and orientation for new tenure-eligible faculty.*** Includes planning daylong session in August and other events during first year, approval of mentors for first year faculty. Appointed taskforce to review mentoring program, 2005; changes implemented, 2006-2008, including new peer mentoring program.
- ***Direct leadership development in Provost's Office.*** Coordinate orientation and training for new department chairs. Includes initial orientation and other training sessions for all chairs throughout year. Serve on Department Chairs Cabinet.
- ***Direct faculty development efforts in Provost's Office.*** Coordinate university awards process, including Distinguished and University Professor awards, Departmental Leadership Award, Iowa Regents Excellence Awards

and Fellowships, Faculty Professional Development Assignments (similar to sabbatical), and Big XII fellowships.

- ***Serve as Provost's representative on Critical Incidents Response Team.*** Academic representative on university-wide council that deals with planning for and response to emergency situations on campus.

## **Responsibilities in Diversity**

- ***Chair, University Advisory Committee for Diversity Program Planning and Coordination.*** Chair university-wide 16-member committee charged with assessing the effectiveness of diversity efforts on campus and developing new policies and initiatives as needed. Designed and founded committee.
- ***Oversee diversity issues in Provost's Office.*** Coordinate key diversity initiatives out of Provost's Office, including the creation of the Future of Minority Studies Project, the Diversity Grants program, Mini-Grants for Women, the Women's Leadership Consortium, and the Administrative Intern program. Coordinate Martin Luther King Jr. Celebration Planning Committee.
- ***Work with faculty and staff on new policy initiatives.*** Coordinated development of the Arrival of Children policy, the Part-time Appointments for Tenure-eligible and Tenured Faculty policy, women's mini grant program, active-service/modified duties policy, and diversity grants program.
- ***Coordinate Provost area implementation of the University plan for Diversity, Equity, and Community.*** Work with deans and faculty to develop initiatives in support of an inclusive and diverse campus.
- ***Chair, Keeping our Faculty of Color Leadership Team.*** Led team in coordinating efforts to recruit and retain faculty of color, 2004-2007.
- ***Chair, Council of College Diversity Committee Chairs,*** 2004-present
- ***Co-Direct Annual Iowa Women's Leadership Summit,*** 2005-present
- ***Coordinator, Women's Leadership Consortium***
- ***Provost's liaison to University Committee on Women***
- ***Supervisor, ISU Lectures Program***
- ***Co-supervisor, Margaret Sloss Women's Center***

## **Programmatic Development**

- ***ISU Director of partnership with Alfred P. Sloan Foundation.*** "Institutionalizing Flexible Faculty Careers in the Public University," \$25,000 *Innovative Practices* award to support development of a new Work-Life Database for tracking costs and benefits of flexible faculty careers, 2005-2008
- ***Coordinator, STEM Leadership Training Program.*** Program to train educational, business, and community leaders to foster a culture of innovation in science and technology. Collaborative venture with other Iowa universities and agencies. Legislative request for \$340,000 pending, 2008-2009

- ***Co-coordinator, FIRES (Faculty Initiatives to Recruit and Retain Excellence in STEM).*** Faculty council collaborating on externally funded initiatives to increase the number of under-represented minorities and women across the university, but especially in science and technology, 2008
- ***Chair, Taskforce to review Active Service, Modified Duty policy for faculty.*** Joint taskforce with Faculty Senate, 2007-2008
- ***Chair, Taskforce to Implement Strategic Plan, Priority Five,*** “University Life.” Taskforce designed a university satisfaction survey to measure effectiveness of efforts to make the university “a great place to learn and work,” 2005-2006. Survey administered beginning in 2007, including reporting to university community
- ***Co-author of Strategic Plan for Academic Area,*** “Forward Thinking: An Academic Roadmap, 2005-2010,” 2005
- ***Ombuds Office.*** Chair, Taskforce to implement ISU Ombuds Office. Member, screening committee, 2005-2006, 2008
- ***Coordinator of ISU’s participation in COACHE survey*** (Harvard University) on tenure-eligible faculty satisfaction, 2005-present
- ***Provost’s liaison and coordinator in searches*** for Dean of Design (2008-2009), Dean of Human Sciences (2008-2009), Dean of Agriculture (2005), Dean of Human Sciences (2005), Dean of Liberal Arts and Sciences (2003-2004)
- ***Member, Faculty Senate Taskforce to review the Promotion and Tenure policy,*** 2004-2008
- ***Direct Provost’s Office effort to strengthen ISU’s commitment to Scholarship of Teaching and Learning (SOTL),*** with Corly Brooke, 2002-2008
- ***Facilitator, faculty-staff-administrator committee drafting an “Arrival of Children Policy”*** for faculty and staff. Implementation awaits Regents approval
- ***Implemented new policy on non-tenure-eligible faculty,*** 2002-2004
- ***Drafted new policy on endowed faculty positions,*** 2001-2002
- ***Served on the “Value of Teaching Taskforce,”*** 2002-2003
- ***Directed “Serving and Securing Iowa,”*** special information session for Iowa Legislature, 2002
- ***Led effort to create the Women’s Leadership Consortium,*** a group of faculty and staff directing various women’s units and projects on campus, 2002
- ***Coordinated external consultancy on university’s ethnic and women’s studies programs,*** 2002
- ***Implemented new award for Department Leadership,*** 2003
- ***Member, Women in Leadership Committee.*** May 2003 report to Provost on improving women’s leadership on campus. Coordinated implementation of report, 2003-2004
- ***Member, Taskforce on Recruiting and Retaining Women and Minority Faculty.*** May 2003 report. Coordinated implementation of report, 2003-2004

- *Served as Provost's representative on Taskforce to Review University Centers and Institutes*, 2004
- *Worked with Faculty Senate and Government of the Student Body on development of a Classroom Disruption Policy*, 2002-2003

**Service Responsibilities as Associate Provost** (*chair or serve on the following groups*)

- Advisory Committee for Diversity Program Planning and Coordination (chair)
- ADVANCE Council (chair), ADVANCE Steering Committee (co-chair), and ADVANCE Co-PI team (chair)
- Work-Life Advisory Committee (chair)
- Academic Personnel Workgroup (chair)
- Provost's Academic Cabinet and Senior Leadership Team (member)
- Women's Leadership Consortium (coordinator)
- College Diversity Committee Chairs Council (chair)
- Martin Luther King, Jr. Celebration Planning Committee (member)
- University Committee on Women (Provost's liaison)
- Search Committees: Ombudspersons, Associate Vice-Provost for Research, Associate Provost, Minority Student Affairs Director
- "Be a Magnet for Faculty and Staff" Task Force. ISU Strategic Planning, 2010-2015. (member)
- Department Chairs Cabinet (ex officio member)
- Keeping our Faculties of Color Leadership Team (chair)
- Faculty Senate Annual Faculty Conference Planning Committee (member)
- Faculty Senate Handbook Committee (ex officio member)
- Faculty Senate Governance Council (ex officio member)
- Faculty Senate Governance and Documents Committee (ex officio member)
- Faculty Senate Faculty Development and Administrative Relations Committee (ex officio member)
- Faculty Senate Resource Policies and Allocations Council (ex officio member)
- Critical Incidents Response Team (member) and sub-committee on faculty and staff safety (member)
- University Cemetery Committee (member)

**Assistant Department Chair, Department of English, 1997-2001**

Developed new programs in research and professional development in a department with over 60 tenure-line faculty, dozens of non-tenure-eligible faculty, and over 350 graduate and undergraduate students. Partnered with department chair on all faculty performance reviews and served as major advisor to the chair. Maintained teaching and research responsibilities while serving in this role.

- Chair, Faculty Development Committee
- Chair, Publicity and Communications Committee
- Chair, Research Release Committee
- Member, Administrative Committee
- Developed first orientation handbook for new faculty
- Created department committee on diversity issues
- Coordinated all faculty development activities for department, supervised mentoring and orientation for new faculty, advised faculty about professional development opportunities
- Conducted annual review of 60+ tenure-line faculty, with Department Chair
- Coordinated on-campus visits for job candidates
- Coordinated department lecture series (both annual Goldtrap speaker series and other external speakers), coordinated forums on intellectual and policy issues of concern to department members

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## PROFESSIONAL ACTIVITIES RELATED TO ADMINISTRATIVE POSITIONS

### LEADERSHIP

- Board of Directors, Office of Women in Higher Education, American Council on Education. Member (2007-2010)
- Advisory Board, North Dakota State University ADVANCE Forward Program (NSF), 2008-2013.
- Advisory Board, University of New Hampshire, ADVANCE PAID. Pending.
- Iowa Network for Women in Higher Education. Past-President (2007-2008), President (2006-2007), co-director (2004-2006)
- Co-Chair. “The New Norm of Faculty Flexibility: Transforming the Culture in Science and Engineering.” National conference sponsored by American Council on Education, National Science Foundation, and Iowa State University. October 10-11, 2008

### EXTERNAL FUNDING

- “Advance at Iowa State University: Comprehensive Institutional Intervention Strategy.” NSF ADVANCE program for Institutional Transformation for Women in STEM (science, technology, engineering, mathematics) \$3.3 million, PI (Sharon Bird, Bonnie Bowen, Jill Bystydzienski, Diane Debinski, Carla Fehr, Carolyn Heising, Frankie Laanan, Judy Vance, co-PIs) 2006-2011 (funded)
- “STEM Leadership Training.” Program to Train educational, business, and community leaders to foster a culture of innovation in science and technology. With University of Iowa, University of Northern Iowa, Iowa Department of Education. \$340,000 (pending)
- “Institutionalizing Flexible Faculty Careers in the Public University.” Alfred P. Sloan Foundation Award for Innovative Practices, \$25,000, PI (Claire Andreasen, Ben Allen, Marika Jones, co-PIs) 2006 (funded)

- “Keeping our Faculties of Color Leadership Team.” University of Minnesota \$2000, PI, 2005-2006 (funded)
- “Network for New Scholars at Iowa State University.” Elsevier Foundation. \$150,000. (Bonnie Bowen, Donna Kienzler, Nancy Knight, Lisa Nolan, David Oliver, Jan Thompson, Karen Zunkel, co-PIs) 2008-2010 (not funded)

## CONFERENCE PRESENTATIONS/ NATIONAL

- “Faculty Success and Retention: Benchmarks, Best Practice, and Lessons Learned.” Western Academic Leadership Forum. Anchorage, Alaska. April 2009.
- “Re-fashioning Careers for STEM Faculty.” With Cathy Trower, Diana Bilimoria, and Pat Hyer. AAC&U Conference: “Shaping Faculty Roles in a Time of Change: Leadership for Student Learning.” San Diego. April 2009.
- “Does my state need 501(c)3 status?” 2009 ACE Network State Coordinators’ Leadership Conference. American Council on Education. Washington DC. February 2009.
- “Addressing Work-Life Issues for Faculty: A National Priority.” With Pat Hyer and Gloria Thomas. 2009 ACE Network State Coordinators’ Leadership Conference. American Council on Education. Washington DC. February 2009.
- “Breaking the Norms: Measuring the Impact of new Policies.” With Sandy Gahn. The New Norm of Faculty Flexibility: Transforming the Culture in Science and Engineering conference. Ames, Iowa. October 11, 2008.
- “O brave new world: Partnerships and Policies for Institutional Transformation.” Keynote address. Gender Equity Workshop: Organized by the University Materials Council for Chairs of Materials Science and Engineering. College Park, MD. May 18, 2008. Reported in "Gender Equity in Materials Science and Engineering: A report on the Workshop on Gender Equity in Materials Science and Engineering, May 18-20, 2008, College Park, Maryland." n.d
- “Working in the Dining Room.” 2008 ACE Network State Coordinators’ Leadership Conference. American Council on Education. San Diego. February 2008.
- “Collaborating for a Great Workplace.” With Cathy Trower, Mary Lee Hummert, and Jason Pontius. Keeping our Faculties of Color IV Symposium. Minneapolis, Minnesota. April 2007.
- “Making Progress on a Science and Technology Campus: Recruiting, Retaining, and Advancing a Diverse Faculty.” With Claire Andreasen, Carla Espinoza, Ruth MacDonald, and Melanie Smith. Keeping our Faculties of Color IV Symposium. Minneapolis, Minnesota. April 2007.
- “Building a State Network.” 2007 ACE Network State Coordinators’ Leadership Conference. American Council on Education. Washington D.C. February 2007.
- “Supporting Flexible Faculty Roles: An Integrated Model for Administrative-Faculty Partnerships.” With Claire Andreasen, Corly

- Brooke, and Thomas Brumm. Faculty Work and the New Academy Conference. AAC&U. Chicago. November 2006.
- “The Role of the Provost’s Office in Integrating SoTL into the Work of a Research University.” With Ben Allen, Corly Brooke, and Steve Freeman. International Society for the Scholarship of Teaching and Learning Conference. Vancouver, BC. October 2005.
- “Thinking Forward: Strategizing a More Flexible Academic Environment at Iowa State University.” With Ben Allen. “Advancing an Agenda for Excellence: Creating Flexibility in Tenure-Track Faculty Careers.” American Council on Education invitational conference. Bloomington, IL. September 2005.
- “Changing Policies, Changing Practices.” International Society for the Scholarship of Teaching and Learning. University of Indiana, Bloomington. October 2004.
- “Redefining Scholarship at a Land Grant Institution.” Roundtable Presentation. “Learning to Change Conference.” American Association of Higher Education, Washington, D. C. March 2003.
- “Partner Accommodation at Iowa State University.” Partner Accommodation Conference, Iowa City, Iowa. April 2003.

#### **PRESENTATIONS/ LOCAL/ISU**

- “Best Practices: Policies for Promoting Women’s Leadership.” Way-Up Conference Panel. Iowa City, Iowa. November 6, 2008.
- “Sitting Pretty.” Luncheon Address, Center for Excellence in Teaching and Learning awards ceremony. ISU, November 3, 2008.
- “I wish someone had told me that.” Panel on work-life issues. ISU Department of Economics. May 2008.
- “The Collaborative on Academic Careers in Higher Education (COACHE) Survey—Faculty Satisfaction and Experiences Related to Diversity.” With Claire Andreasen, Deland Myers, Mike Whiteford, and Dan Zhu (Keeping our Faculties of Color Leadership Team). ISCORE. March 2007.
- “Walk the Talk.” Introductory comments, ISU Women’s Studies Conference. April 2006.
- “Recruiting and Retaining a Diverse and Excellent Faculty at ISU.” With ISU Keeping our Faculties of Color Leadership Team. ISCORE. March 2006.
- “The Role of College Diversity Committees at ISU.” With College Diversity Chairs. ISCORE. March 2006.
- “Flexibility at Iowa State University, Now and in the Future.” Faculty Senate Conference. April 2005.
- “Creating Futures for Women at ISU: Expanding the Role of Women in Science, Technology, Engineering, and Math.” Women and Philanthropy. ISU Foundation. May 2005.
- “Women in Higher Education: The example of ISU.” Lecture to Political Science 385, “Women and Politics.” 2004.

#### **POSTERS AND PROFESSIONAL CONTRIBUTIONS/ NATIONAL**

“An Architecture for Institutional Transformation: People and Policy, Data and Dissemination.” Invited presentation to North Dakota State University. Fargo. March 2009.

“Building and Maintaining an ADVANCE Team.” With Bonnie Bowen and Diane Debinski. NSF ADVANCE Annual Investigators meeting roundtable session. Arlington, VA. May 2008.

“ISU ADVANCE Program’s Collaborative Transformation: Advancing Women Faculty in STEM Fields.” With Sharon Bird, Bonnie Bowen, Diane Debinski, Carla Fehr, Flo Hamrick. NSF ADVANCE Annual Investigators meeting poster session. Arlington, VA. May 2008.

“ISU ADVANCE Program.” With Sharon Bird, Bonnie Bowen, Kristen Constant, Diane Debinski, Carla Fehr, Sandy Gahn, Chuck Glatz, Flo Hamrick, Carolyn Heising, Fred Jansen, Frankie Laanan, Lisa Larsen, JoAnne Powell-Coffman, Jan Thompson. NSF ADVANCE Annual Investigators meeting poster session. Washington, DC. June 2007.

Team Leader. Diversity Leadership Team. “Keeping Our Faculties of Color Conference III.” University of Minnesota. November 2004.

RUCASTL Cluster. Colloquium on the Scholarship of Teaching and Learning. AAHE. San Diego. March 2004.

Synthesizer for AAHE session. “Learning to Change Conference.” Washington, D. C. March 2003.

“AAHE Research Forum.” Invited participant. AAHE, “Learning to Change Conference.” Washington, D. C. March 2003.

Women’s Leadership Caucus. AAHE, “Learning to Change Conference.” Washington D. C. March 2003.

## **ADMINISTRATIVE TRAINING**

“Developing Leaders in Higher Education.” National Consortium for Continuous Improvement Roundtable. Washington D. C. October 2004.

“63<sup>rd</sup> National Leadership Forum: Advancing Women’s Leadership: Styles, Strategies, and Tools.” American Council on Education. Washington D.C. December 2003.

## **ON-CAMPUS LEADERSHIP CONTRIBUTIONS**

Faculty, Emerging Leaders Academy. Presentation and workshop on work-life issues for the emerging leader (January 2009)

Supervisor of Administrative Interns, Claire Andreasen (2005-06), Frankie Laanan (2007), Bonita Glatz (2008), Mary Harris (2008-2009)

Mentor in ISU “Shared Leadership for Institutional Change” program: mentor to Professor Jackie Litt (2001), Professor Tanya Zanish Belcher (2002), Professor Kristi Miles (2003)

“Handbook on Faculty Hiring: Incorporating Diversity.” Supervision of graduate student project by Hannah Clayborne, 2003

Member, Advisory Board. Center for Technology in Learning and Teaching, 2006-present.

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## TEACHING EXPERIENCE

Courses in drama, literature, literary theory, women's studies, and writing. Classes taught at ISU since 1980 include the following:

<b>ENGLISH</b>	572: Shakespeare and Critical Theory	379: Contemporary British Lit
	561: Political Theatre	367: Modern Drama
	542: Women Playwrights	366: Shakespearean Comedy
	531: Comedy	340: Survey of Women's Lit
	463: London, Literature, and Theatre: Study Abroad in London	339: Literary Theory and Crit
	450: Shakespeare, Interpretation, and Performance	260: Introduction to Literary Study
	450: Comedy and Culture	104, 105, 105H: First-year Writing
		302: Business Communication
<b>INTER- DISCIPLINARY TEACHING</b>	201: Introduction to Women's Studies	
	201: "Ways of Knowing" Learning Community. General education learning community linking English, Political Science, and Women's Studies	

### MA COMMITTEES

Ruth Ellen Cunnally, chair (2005)  
Doug Bennett, member (2001)  
Amanda Fields, member (2001)  
Megan Campbell, chair (2000)  
Monica Kamps, member (2000)  
Chris Sutch, member (1999)  
Laura Taggett, chair (1999) ISU nominee for Midwest Association of  
Graduate Schools Best Thesis Award  
Kel Munger, chair (1998)  
Linda Sabo, member (1998)  
Joe Carney, member (1997)  
Melissa Frederick, member (1997)  
Milton McGriff, member (1997)  
Renee De Long, member (1997)  
Melanie Brown, member (1996)  
Femi Emiola, member (1996)  
Charlotte Cubbage, chair (1995) ISU Research Excellence Award  
Buck Johnson, member (1995)  
Andrew Cognard Black, member (1995)  
Kim Miller, Chair (1993)  
Deb Marquart, member (1993)  
Wini Moranville, member (1993)  
Tim Myers, chair (1992)  
Connie Baron, member (1991)  
Richard Peraud, chair (1991)

Angela Gulick, member (1991)  
Melissa Biedermann, member (1991)  
Mack Staton, member (1989)  
Amy Anderson, member (1989)  
Lois Smidt, member (1987)

#### PHD COMMITTEES

Hannah Clayborne, member (2006)  
Kristin Cronn-Mills, co-chair (1997)  
Kathy Hurley, member (1996)  
Jane Perkins, member (1995)

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## RESEARCH PUBLICATIONS

### BOOKS

*Women in Comedy: Rewriting the British Theatrical Tradition.* Ann Arbor: University of Michigan Press, 1991.  
*Women of Grace: James's Plays and the Comedy of Manners.* Ann Arbor: UMI Research Press, 1985.

### REFEREED JOURNAL ARTICLES

- "Politicizing Harley Granville Barker: Suffragists and Shakespeare." *New Theatre Quarterly* XXII:2 (May 2006): 122-140.
- "Portable Politics: Creating New Space for Suffrage-ing Women." *New Theatre Quarterly* XVII:4 (November 2001): 334-346.
- "Aphra Behn's *The Emperor of the Moon*: Staging Seventeenth-Century Farce for Twentieth-Century Tastes." *Essays in Theatre* 14 (May 1996): 117-130.
- "Leaking Bodies and Fractured Texts: Representing the Female Body at the Omaha Magic Theatre." *New Theatre Quarterly* 12 (February 1996): 21-29.
- "Cannibalizing and Carnivalizing: Reviving Aphra Behn's *The Rover*." *Theatre Journal* 47 (1995): 517-539.
- "Women, Theatre, and Territory: The Omaha Magic Theatre and the Boundaries of Theatrical Performance." *Contemporary Theatre Review* 2:3 (1995): 63-76. *Women and Theatre* special issue. Ed. Julia Pascal.
- "Identity, Nationality, and Performance: The Reception of Timberlake Wertenbaker's *The Love of the Nightingale* and *Our Country's Good*." *New Theatre Quarterly* 35 (Summer 1993): 267-289.
- "Collaboration, Identity, and Cultural Difference: Karim Alrawi's Theatre of Engagement." *Theatre Journal* 45 (May 1993): 155-173.

- “Self and Sexuality: Contemporary British Women Playwrights and the Problem of Sexual Identity.” *Journal of Dramatic Theory and Criticism* 3 (Spring 1989): 157-178.
- “Fond Fathers and Sweet Sisters: Alternative Sexualities in *Measure for Measure*.” *Essays in Literature* 16 (Spring 1989): 13-31.
- “Process and Product: Contemporary British Theatre and its Communities of Women.” *Theatre Research International* 13(3): Fall 1988): 249-263. Also translated into German; “Prozes und Produkt: Zeitgenossishes britisches Frauentheater.” *TheaterZeitSchrift* 27(Spring 1989): 105-117.
- “Comic Collisions: Convention, Rage, and Order.” *New Theatre Quarterly* 12 (November 1987): 303-316.
- “Doris Lessing, Women Playwrights, and the Politics of Dramatic Form.” *Doris Lessing Newsletter* 11 (Fall 1987): 5-7.
- “Women in *As You Like It*: Community, Change, and Choice.” *Essays in Literature* 14 (Fall 1987): 151-170.
- “Two Genres and Their Women: The Problem Play and the Comedy of Manners in the Edwardian Theatre.” *The Midwest Quarterly* 26 (Summer 1985): 413-424.
- “Comic Textures and Female Communities 1937 and 1977: Clare Boothe and Wendy Wasserstein.” *Modern Drama* (December 1984): 564-73. Reprinted in *Modern American Drama: The Female Canon*. Ed. June Schlueter. Farleigh Dickinson University Press, 1990.
- “Readers Reading Green Reading Readers: Discovering Henry Green Through Reader Response Criticism.” *Language and Style* 17 (Spring 1984): 175-89.
- “British Comedy of Manners Distilled: Henry James’s Edwardian Plays.” *The Henry James Review* 4 (Fall 1982): 61-74.
- “A Stormy Apprenticeship: Lawrence’s Three Comedies.” *The D. H. Lawrence Review* 14 (Summer 1981): 191-211.
- “Higher Innocence: David Bleich, the Geneva School, and Reader Response Criticism.” *College English* 40 (March 1979): 788-801.

## REFEREED BOOK CHAPTERS

- “Suffrage Theatre: Community Activism and Political Commitment.” *A Companion to Modern British and Irish Drama, 1880-2005*. Ed. Mary Luckhurst. Oxford: Blackwell, 2006. 99-109.
- “Re-imagining the Theatre: Women Playwrights of the Victorian and Edwardian Period.” With Kerry Powell. *Cambridge Companion to Edwardian and Victorian Theatre*. Ed. Kerry Powell. Cambridge: Cambridge University Press, 2004. 237-256.
- “Comic Militancy: The Politics of Suffrage Drama.” *Women, Theatre, and Performance: New Historiographies*. Ed. Maggie B. Gale and Viv Gardner. Manchester: U of Manchester Press, 2001.
- “Introduction.” With James McGlew. *Performing the Politics of European Comic Drama: Special Issue. European Studies Journal*. 17:2 and 18:1 (Fall 2000, Spring 2001): 1-8.

- “Language and Identity in Timberlake Wertenbaker’s Plays.” In *The Cambridge Companion to Modern British Women Playwrights*. Ed. Elaine Aston and Janelle Reinelt. Cambridge: Cambridge UP, 2000. 134-149.
- “The Suffrage Shrew: The Shakespeare Festival, ‘A Man’s Play,’ and New Women.” *Shakespeare and the Twentieth Century*. Ed. Jonathan Bate, Jill Levenson, and Dieter Mehl. Newark: U of Delaware P, 1998. 85-102.
- “Conflicted Politics and Circumspect Comedy: Women’s Comic Playwriting in the 1890s.” *Nineteenth Century British Women Playwrights*. Ed. Tracy Davis and Ellie Donkin. Cambridge: Cambridge UP, 1999. 256-276.
- “James the Dramatist.” In *Companion to James Studies*. Ed. Daniel Fogel. Westport, Conn: Greenwood Press, 1993. 407-426.
- “Revisionary Endings: Pam Gems’s *Aunt Mary* and *Camille*.” In *Making a Spectacle: Feminist Essays on Contemporary Women’s Theatre*. Ed. Lynda Hart. Ann Arbor: University of Michigan Press, 1988. 103-117.
- “Sue Townsend.” In *Contemporary Dramatists*. London: St. James Press, 1987.
- “Women in Comedy.” In *Themes in Drama*. Vol VII. Ed. James Redmond. Cambridge: Cambridge University Press, 1985. 159-171.
- “Henry James.” In *Critical Survey of Drama*. Ed. Frank N. Magill. Pasadena, CA: Salem Press, 1985. 989-998.
- “Aphra Behn.” In *Research Guide to Biography and Criticism*. Ed. Walton Beacham. Washington, D. C.: Research Publishing, 1985. 57-60.

## REPRINTS

- “Doris Lessing, Women Playwrights, and the Politics of Dramatic Form.” *Doris Lessing Newsletter*, 11 (Fall 1987): 5-7. Reprint in *Drama for Students, volume 19*. Thomson Gale, 2005.

## EDITING

- Performing the Politics of European Comic Drama: Special Issue. European Studies Journal*. With James McGlew. 17:2 and 18:1 (Fall 2000, Spring 2001).
- Poet and Critic*. Associate Editor, 1981-1986. Acting Editor, Fall 1983. Special editor for Winter, 1983 issue of *Contemporary Women Poets*.

## REVIEWS

- Review of Maggie B. Gale and John Stokes, eds, *The Cambridge Companion to the Actress. Theatre Survey*. Forthcoming 2009.
- Review of Adrian Poole, *Shakespeare and the Victorians. Shakespeare Quarterly* 55:4 (Winter 2004): 483-486.

- Review of Richard Foulkes, *Performing Shakespeare in the Age of Empire*. *Shakespeare Quarterly* 54:3 (Fall 2003): 342-44.
- Review of Maggie B. Gale, *West End Women: Women and the London Stage, 1918-1962*. *Theatre Survey* 38:2 (November 1997): 202-204.
- Review of Ruby Cohn, *Retreats from Realism in Recent English Drama*, and Keith Peacock, *Radical Stages: Alternative History in Modern British Drama*. *Theatre Journal* 42 (March 1993): 128-130.
- Review of *The Joke's On Us*. *Theatre Journal* 40 (December 1988): 574-5.
- Review of *Henry James and the Mass Market*. *Philological Quarterly* 64 (Winter 1985): 150-53.
- Review of *The Swedes in Wisconsin. Explorations in Sights and Sounds* 5 (Summer 1985): 35-7.
- Letter/essay on Henry James and Feminist Criticism. *Henry James Review* 6 (Fall 1984): 71-74.
- Review of *Measure for Measure*, University of Iowa Production. *Theatre Journal* 36 (March 1984): 115-6.

## INTERVIEW

- "From Play to Novel to Film: *King Lear* and *A Thousand Acres*." Interview with Jane Smiley. Conducted with Faye Whitaker. *Flyway* 5.1/5.2 (Fall 1999/Winter 2000): 143-168.

## IN PROGRESS

- Shakespeare and the Suffragettes*, a study of British suffrage theatre in the context of turn-of-the-twentieth-century productions of Shakespeare

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## CONFERENCE PRESENTATIONS

### IN LITERATURE: NATIONAL AND INTERNATIONAL

- "Theatre for the Suffrage Masses." Seminar on "Modernism, Theatre, Mass Culture." Modernist Studies Conference. Birmingham, England. September 2003.
- "Creating a Cultural Memory: Remembering Theatre Women and Shakespeare in the early 20<sup>th</sup> Century." XIV World Congress: International Federation for Theatre Research. Amsterdam, the Netherlands. July 2002.
- "Suffrage Reality and Savoy Practice." American Society for Theatre Research. San Diego. November 2001.
- "Political Performance: The Example of British Suffrage Theatre." Feminism(s) and Rhetoric(s) Conference. Minneapolis. October 1999.

- “Portable Politics: Creating New Space for Suffrage-ing Women.” American Society for Theatre Research Conference. Minneapolis. November 1999.
- “Comic Militancy: Radical Politics and Suffrage Drama.” Civic Discourse in a Global Community: Creating Cross-Cultural Connections Conference. Carrie Chapman Catt Center for Women and Politics. Ames, Iowa. October 1998.
- “Contemporary British Women Playwrights.” Wake Forest Seminar on British Theatre. London, England. November 1997.
- "Conflicted Politics and Circumspect Comedy." Conference on Nineteenth Century British Women Playwrights. Northwestern University. Chicago. August 1997.
- "The Suffrage Shrew." Sixth World Shakespeare Congress. Los Angeles. April 1996.
- "The Suffragettes and Shakespeare: Marriage, Comedy and Gender on the Edwardian Stage." Women in Theatre Conference. Hofstra University. October 1994.
- "Collaboration and Social Change: The Omaha Magic Theatre's *Sound Fields, Are We Hear*." American Theatre in Higher Education Annual Convention. Chicago. July 1994.
- "Aphra Behn's *The Emperor of the Moon*: Staging Seventeenth-Century Farce for Twentieth-Century Tastes." Mid-American Theatre Conference. Minneapolis. March 1994.
- “Anarchy, or how, as the Millennium Approaches, Women Appropriate Comedy.” Women in Theatre Conference. Philadelphia. August 1993.
- “Leaking Bodies and Fractured Texts: Representing the Female Body at the Omaha Magic Theatre.” American Society for Theatre Research Conference. Newport, RI. November 1992.
- “What difference(s) do we make? Women in Theatre.” Women in Theatre Conference. Atlanta, Georgia. August 1992.
- “Collaboration in the Heartland.” Women, Theatre, and Social Action Conference. Calgary, Alberta. November 1991.
- “The Dynamics of Reception: Timberlake Wertenbaker’s *The Love of the Nightingale* and *Our Country’s Good* in London.” American Theatre in Higher Education Conference. Chicago. August 1990.
- “Self and Sexuality: Contemporary British Women Playwrights and the Problem of Sexual Identity.” New Languages for the Stage Conference. Lawrence, Kansas. October 1988.
- “Empowerment on Stage: Sarah Daniels’ Agenda for Social Change.” National Women’s Studies Association National Conference. Minneapolis. June 1988.
- “Process and Product: Contemporary British Theatre and its Communities of Women.” Midwest Modern Language Association. Chicago. November 1986.
- “‘Fond Fathers and Sweet Sisters’: Alternative Sexualities in *Measure for Measure*.” World Shakespeare Congress. West Berlin. April 1986.

- “Reclaiming Comedy for Women.” Women in Theatre Conference. Strathclyde University. Glasgow, Scotland. March 1986.
- “Taking Back the Body: Aphra Behn, Pam Gems, and Louise Page on the British Stage, 1984.” National Women’s Studies Association Conference. Seattle. June 1985.
- “Doris Lessing, Women Playwrights, and the Politics of Dramatic Form.” Twentieth-Century Literature Conference. Louisville. February 1984.
- “Reassessing James’s Edwardian Drama: An Outline for Reassessing his Comedy and his Women.” Midwest Modern Language Association. Minneapolis. November 1983.
- “Comic Collisions: Convention, Rage, and Order.” Twentieth-Century Literature Conference. Louisville. February 1983.
- “Women in Comedy: Gender, Genre, and Change.” Themes in Drama Conference: Drama, Sex, and Politics. Riverside, California. February 1983.
- “Two Genres and Their Women: The Problem Play and the Comedy of Manners in the Edwardian Theatre.” American Theatre Association. New York City. August 1982.
- “Women in Comedy: Problem, Promise, Paradox.” Popular Culture Association National Convention. Louisville. April 1982.

## LOCAL

- “Voices from the Prairie.” Moderator for panel including Jane Smiley, novelist, and John Cole, director of the Center for the Book at the Library of Congress. September 2002.
- “Negotiating Race and Class in the British Suffrage Movement.” ISU Women’s History Month seminar series. March 2003.
- “Ways of Knowing Learning Community, 2000.” With Connie Post and Mack Shelley. ISU Learning Community Institute. May 2000.
- “Political Performance.” Women’s Studies Research Seminars. September 1999.
- “Women and Comedy.” Women’s Week. October 1988.
- “Women in Shakespearean Comedy: Possibilities for Community, Change, and Choice.” Iowa State Shakespeare Symposium. April 1984.

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## ACADEMIC GRANTS, HONORS, AND AWARDS, Iowa State University

YWCA Ames-ISU, Professional Woman of the Year, 2007  
 Women Impacting Iowa State Award, 2007  
 Margaret Sloss Gender Equity Award, 2006  
 Teaching Excellence Award, 1989  
 University Faculty Improvement Leave, Spring 1986, Spring 1996  
 Foreign Travel Grant, Spring 1995, Fall 1997, Spring 2000  
 Council on Scholarship in the Humanities Research Travel Grant, 2000

“Ways of Knowing.” ISU Learning Community Grant, with Connie Post and Mack Shelley, 1999-2000, \$13,600.00

“Ways of Knowing.” ISU Learning Community Grant, with Connie Post, Jackie Litt, and Mack Shelley, 2000-2001, \$19, 535.00

Summer Research Grant, Women’s Studies, 1999, \$750

University Research Grant, 1982

## HONOR SOCIETIES

Phi Beta Kappa

Phi Kappa Phi

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## SERVICE

### TO PROFESSION

Conference Programming Coordinator, Iowa Women in Higher Education first annual conference (with Way Up). West Des Moines, Iowa. November 2007.

National Women’s Studies Association, co-chair of entertainment for National Convention, 1994

External reviewer for Alfred P. Sloan Foundation

External reviewer for P&T cases

Reviewer for various journal and presses

### TO IOWA REGENTS SYSTEM

Council of Provosts, 2006

Iowa Coordinating Council for Post-Secondary Education, 2001-2004, 2006

Inter-Institutional Task Force on the Crisis in Scholarly Communications, member, 1999-2001

### TO COLLEGE AND UNIVERSITY

*Service as faculty member listed here (positions held in conjunction with responsibilities in Provost’s Office are listed above)*

University Library Committee, chair, 1999-2001

Council on Scholarship in the Humanities, member, 2000-2001

Provost’s Task Force on Teacher Education, member, 1999-2000

Promotion and Tenure Committee, Women’s Studies, 2000

Phi Beta Kappa, Members-in-Course Committee, 1999

Nominating Committee, 1995

LAS Dean’s Committee to Review LAS P&T document, 1999

Women’s Studies Committee on Review Procedures, 1998-1999

ISU Grinnell Conference, moderator and recorder, March 1997  
 University Committee to Review ISU P&T Criteria and  
 Procedures, 1996-1997  
 LAS Promotion and Tenure Committee, 1992-95, Chair 1993-1995  
 Faculty Friends of Women's Studies. Coordinator of "Works in  
 Progress" lecture series, 1995  
 Freshman Honors Mentor, 1993, 1994  
 University Honors Committee, member, 1990-1993  
 Research sub-committee, 1990-1993  
 Theatre Department Promotion and Tenure Committee, 1992  
 Coordinated visit of Omaha Magic Theatre to campus, including  
 fund raising, externally and internally  
 Women's Studies Program Committee, member, 1988-89  
 Sciences and Humanities Representative Assembly, member,  
 1984-1987  
 Women's Week Planning Committee, 1981  
 Interdisciplinary Studies Review Board, 1980-81

## **TO ENGLISH DEPARTMENT**

Assistant Chair for Faculty Development, 1997-2001  
 Faculty Development Committee, Chair, 1997-2001; member  
 1994-95, co-coordinator of awards, 1995  
 Publicity and Communications Committee, Chair, 1997-2001  
 Research Release Committee, Chair, 1997-2001  
 Department Chair Search Committee, chair, 1999-2000  
 Committee to review issues of diversity, co-chair, 2000-2001  
 Administrative Committee, member, 1987-1990, 1991-1994,  
 1997-2001  
 20C British Literature/Post-colonial Literatures Search  
 Committee, chair, 1999-2000  
 Early Modern British Literature Search Committee, chair, 1998-  
 1999  
 Rhetorical Theory Search Committee, member, 2000-2001  
 Support Specialist Search Committee, 1999, 2001  
 Literature Admissions Committee, member 1999  
 Review Committee (P&T), member 1986-88, 1990-92, 1994-96  
 Mentor to Nina Miller, 1992-93  
 Undergraduate Studies Committee, 1986-1987, 1990-1994.  
 Chair, 1991-1994  
 Shakespeare Symposium Planning Committee, 1980-1987  
 Research Committee, Chair, 1987-1990  
 Supervision of Graduate Teaching Assistants, 1982-85, 1993  
 Graduate Committee, 1982-1984  
 Literature Area Committee, 1980-2001

Miscellaneous ad-hoc committees

**TO THE COMMUNITY**

Ames Community Arts Council Board Member

Reviewer for Iowa Humanities Board

PTA President, Roosevelt Elementary School

Kindergarten teacher's aid

Neighborhood development grant writer

Destination Imagination coach

Roosevelt School Special Budget Committee

Ames Community Schools, Textbook Committee

Ames Public Library, "Let's Talk About it" presentations

3.09