

JOAN NORTH

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EXPERIENCE

DEAN, COLLEGE OF PROFESSIONAL STUDIES (CPS), UNIVERSITY OF WISCONSIN-STEVENSON POINT, 1985 - PRESENT

Under decentralized budgeting, the Dean's office has responsibilities for over \$5 million and about 80 personnel in the areas of teacher education, communicative disorders, health promotion, clinical laboratory science, interior architecture, family and consumer education, dietetics, military science, physical education and athletics. The College also operates about a dozen instruction-related community services such as a Speech and Hearing Clinic, an early childhood clinic, special-needs aquatic program, reading clinic, and the CPS Professional Development Network (PDN). In recent years, I have taken on major responsibility for college development and fund raising.

Worked with Schools and Divisions within the College to support and encourage creative problem solving at the unit level, opportunity-seeking, internal/external collaboration, and productive use of assessment. Units' accomplishments include:

- School-college collaboration projects, including a beginning teacher program, immersion experiences for education seniors, grants for K-12 technology integration
- Adoption of technology-rich courses, including distance learning and wireless lap tops
- New degree options/programs in health promotion, health protection/safety in work sites, augmentative communication, athletic training, and a community-based master's degree in education.
- Renovation of general purpose classrooms and specialized laboratories in food science, quantity foods, athletic training, speech/hearing science, science education, lighting design and funding for \$7 million health enhancement building

CPS School and Division Heads form the CPS Cabinet that has a primary policy-making role, using a variety of survey and gap-analysis tools to determine faculty and student needs. With Cabinet support, the Dean's office focus over the years has included:

- Focus on Teaching, a college commitment since 1992, introduced the CPS Teaching Partners Program, the CPS Teaching-Learning Library, support for purchasing books on teaching and attending teaching conferences. (See www.uwsp.edu/cps/academics/teaching) The most visible outcome is the five-year, \$1million renovation of all classroom

spaces from state, university and college funding. (See www.uwsp.edu/cps/facilities/classroom)

- A commitment to increasing the visibility of the College within and beyond UWSP, to deepening relationships with alumni and former faculty, and to encouraging additional private financial support led to a variety of new activities: unit newsletters, staffing for capital giving, reunions, awards banquets, annual campaigns.
- A more recent commitment—quality of work environment—is leading toward more attention to physical factors in work, toward addressing interpersonal barriers to job satisfaction, toward more attempts to integrate personal and professional goals (see developmental post-tenure review: www.uwsp.edu/cps/staff/jnorth/aahebulletin-0499).

ACTING ASSOCIATE VICE CHANCELLOR, UNIVERSITY OF WISCONSIN - STEVENS POINT, 1991-92. HALF-TIME TEMPORARY APPOINTMENT

Responsible for personnel, policy development, Faculty Affairs Committee, academic staff evaluation system, liaison with grievance process during a temporary partial reassignment.

VICE PRESIDENT, THE LINKS GROUP, DAVENPORT, IA, 1984-85

The Links Group was a fledgling, family software company specializing in student development for colleges and universities. Responsible for marketing and new product development in its early stages. Eventually, the venture was discontinued.

SENIOR VICE PRESIDENT FOR ADMINISTRATION, MARYCREST COLLEGE, DAVENPORT, IA, 1982-84

Budget responsibility for \$2,317,600. Areas of responsibility included: admissions, student retention, financial aid, physical plant, and development.

- Increased full time, new student enrollment by 13% first year and 61% second year, with average ACT score increase from 19.4 to 21.4
- Created and supervised 50-person student work force during summers in exchange for free residence on campus; students volunteered work for college
- In 1982-83 increased alumni givers by 55% and alumni giving by 48%

DEAN, ADULT COLLEGE, MERCYHURST COLLEGE, ERIE, PA, 1981-82

The Adult College included: Weekend College, Conference Center and a branch campus in Corry, PA.

- Increased adult enrollment in credit courses by 35%
- Developed two new associate degrees in collaboration with local professional associations: Materials Management and Transportation

- Created a weekend college for working adults

ASSOCIATE PROJECT DIRECTOR AND COLLEGE CONSULTANT, SMALL COLLEGE CONSORTIUM, WASHINGTON, D.C., 1977-81

The Small College Consortium was a U S Office of Education Title III project to assist 50 liberal arts colleges improve all aspects of their operations. The project employed six consultants who worked intensively on-site with individual colleges and conducted educational and training sessions for groups of colleges. My specialty areas were: faculty development and evaluation, student retention, and skill development for administrators.

EXECUTIVE DIRECTOR, POD NETWORK (PROFESSIONAL AND ORGANIZATIONAL DEVELOPMENT NETWORK IN HIGHER EDUCATION), 1976-77.

Founding Executive Director of the national organization for professionals in faculty development in higher education.

SENIOR CONSULTANT TO THE SECRETARY, DEPARTMENT OF HEALTH, EDUCATION AND WELFARE (HEW), WASHINGTON, D.C., 1976 (part-time)

Responsibilities: Work with the Secretary of HEW (David Mathews, now President of the Kettering Foundation) on increasing the public's role in public policy development, creative interfaces of health, welfare, and education solutions and reducing bureaucratic barriers to HEW services.

ADMINISTRATOR AND TEACHER, UNIVERSITY OF ALABAMA, TUSCALOOSA, AL, 1967-1977

Hired in 1967 as Assistant to the President, served in that role throughout a ten-year period, although specific assignments changed regularly, as various needs developed for new programs or projects.

- Appointed Assistant Director of Development to create an office for the purpose of raising funds from local, regional, or national foundations.
- As liaison with the Board of Trustees, assisted the President with major structural changes that were occurring on the Board and which eventually resulted in the creation of a Chancellor's Office to coordinate and oversee the three University campuses.
- Served as Assistant Dean in the Graduate School for graduate admissions.
- The University's interest in creating an interdisciplinary undergraduate experience provided the opportunity to research and help develop "New College." This innovative small college within the large university setting features individualized academic programs and interdisciplinary seminars.
- Created an Undergraduate Administrative Internship Program in which a small number of students were selected to intern in administrative offices such as the President's Office or the Dean of Arts and Sciences'

Office for a semester. Taught weekly seminar on organizational development and change.

- A \$1 million grant from the Ford Foundation created the University of Alabama Venture Fund, which awarded grants to faculty on a competitive basis to test new approaches for the improvement of their teaching or curriculum. Responsible for funding faculty proposals, helping improve unsuccessful proposals, evaluating results, and Fund reporting.
- The success of the Venture Fund led to a grant from the Danforth Foundation to create an on-campus resource center for teaching improvements. Appointed the first Director of the Teaching-Learning Center. Responsible for needs assessment, programs for faculty, resource library, peer-consultant network, monographs on teaching, training program for teaching assistants.

DIRECTOR, HEAD START, MOBILE, AL, 1964-65

Working out of the Diocesan Superintendent of Schools' Office, wrote the application for the State's first Head Start Center and became its Director. With little in the way of precedent, organizing this new program was challenging. Identified a kindergarten teacher to help hire teachers and aides, playground equipment from the county, an abandoned school from the Diocese, a social worker from the Welfare Office, a hot lunch caterer with a station wagon, toys and classroom equipment from catalogues, and 100 kids whose parents never heard of Head Start.

EDUCATION AND RELATED EXPERIENCES

Ph.D. (Educational Administration), University of Alabama, 1974. A tailored doctoral program, included a major in Administration and Higher Education from the College of Education, a minor in Industrial Relations from the Graduate School of Business, a block of course work in law and higher education and labor law from the Law School. Dissertation: Toward a Theory of Interorganization for Statewide Coordination of Higher Education.

M.A. (English), University of Alabama, 1967.

B.S. (English with Teacher Certification), Spring Hill College, Mobile, AL, 1964. One year at Webster College, St. Louis, MO, with honors scholarship.

Harvard School of Business, Summer Institute for Educational Management, 1971.

American Council on Education Fellow, 1972-73.

AASCU, Academic Leadership Academy, 1991-93.

COLLEGE TEACHING

Professor, Education, UWSP, 1985. Also taught courses in health enhancement series, in stress management.

Associate Professor, Business, Marycrest College, 1982-84. Taught personnel management, using a simulated company for the framework.

Associate Professor, Business, Mercyhurst College, 1981-82. Taught sections of personnel management adapting the courses to weekend format. Advised 100+ students.

Instructor, New College, University of Alabama, 1975-76. Taught Seminar on Organizational Development associated with the Undergraduate Administrative Internship Program.

Instructor, Department of English, University of Alabama, 1966-68.

HONORS

Phi Delta Kappa
Phi Kappa Phi
Phi Eta Sigma, honorary member

WORKSHOPS/CONSULTING

Over 50 workshops/consulting at a variety of colleges and universities. Topics included:

Analyzing Management Styles; Conflict Management; Stress Management; Faculty/Staff Wellness Programs; Faculty Development and Evaluation; Women in Management; Group Process Facilitation; Improving Group Decisions and Meetings; Managing Time and Priorities; Planning and Implementing Employee Development; Management Development for Managers; Personnel Evaluation; Faculty Vitality in Trying Times; How Colleges Can Focus on Teaching; Developmental Post-Tenure Review; Department Chair Skills

PUBLICATIONS

"Using Meetings to Create Cohesion: 'We've Got to Stop Meeting Like This!'" chapter in Deryl Leaming, ed. Managing People: A Guide for Department Chairs and Deans. Bolton, MA: Anker, 2003.

"Put Your Money Where Your Mouth Is: A Case Study." Chapter in The Importance of Physical space in Creating Supportive Learning Environments. New Directions for Teaching and Learning, no 92, San Francisco: Jossey-Bass, 2002.

"Joan North's Administrative Portfolio" in P. Seldin and M.L. Higgerson, The Administrative Portfolio. Bolton, MA, Anker, 2001.

"Stress Reduction: A Worthy Institutional Goal" The Department Chair, Vol. 12, No. 1 (Summer 2001), p.22-3.

"Administrative Courage to Evaluate the Complexities of Teaching," chapter in Peter Seldin, ed., Changing Practices in Evaluating Teaching. Bolton, MA: Anker, 1999.

" Post-Tenure Review: Rehabilitation or Enrichment," AAHE Bulletin, Vol. 51, No. 8 (Spring, 1999).

" 'Read My Lips' The Academic Administrator's Role in the Campus Focus on Teaching," AAHE Bulletin, Vol. 48, No. 2 (October 1995).

"New Faculty and Occupational Stress," The Department Chair, Vol. 4, No.1, Summer 1993.

Encouraging Excellent in Teaching: True Confessions of a Former Faculty Development Zealot, Teaching Forum, Vol. 14, No.1, January 1993.

"Strangers in a Strange Land: Women in Higher Education Administration," Initiatives, Vol. 54, No. 2, Summer 1991.

"Faculty Vitality: 1990 and Beyond," To Improve the Academy, Vol. 10, 1991.

"Reducing Stress in the Workplace," The Third National Conference on Professional and Personal Renewal for Faculty Proceedings. Athens, GA: The University of Georgia Office of Instructional Development, 1991.

"Wellness: The Health Connection," chapter in Schuster, J.H. and Wheeler, D.W. eds. Enhancing Faculty Careers: Strategies for Renewal. San Francisco: Jossey-Bass, 1990.

"Faculty Wellness Programs: A New Trend," in Academic Chairpersons: In Search of Academic Quality. Manhattan, KS, Kansas State University, 1988.

"Mirror, Mirror on the Wall, Who's the Healthiest of Them All?" AAHE Bulletin, Vol. 39, Nos. 9 and 10, May and June 1987.

"Making Meetings Work -- With Structure," chapter in Academic Chairpersons: Organizational Structure, Change and Development, Manhattan, KS: National Issues in Higher Education, 1987.

"Guidelines and Strategies for Conducting Meetings," POD Quarterly, Vol. 2, No. 2, Summer 1980.

"Reviewing an Evaluation System," Faculty Development and Evaluation in Higher Education Newspaper, Vol. 6, No. 4, Winter 1980 (with Steven Scholl).

"A Model for Planning Programs in Faculty Development," ERIC ED 165 635 (with John Anderson), 1979.

"Administrative Development in a Consortium of Small Independent Colleges," in John Shtogren, ed., Administrative Development in Higher Education. Richmond, VA: Helms, 1978.

Revising Faculty Evaluation: A Workbook for Decision Makers. Delaware, OH: Ohio Wesleyan University, 1978 (with Steven Scholl).

"The Institutional Governing Board Under a State-Wide Regulatory Coordinating Board: A Study of Identity Crisis," Washington, D.C: American Council on Education AAIP paper, 1974.

"Faculty Collective Bargaining: An Industrial Relations Approach," in College Teaching and Teachers: Legal Implications of Academic Affairs. University, Alabama: Institute of Higher Education Research and Service, 1973.

Collective Bargaining in Higher Education. University, Alabama: Manpower and Industrial Relations Institute, 1972.

PROFESSIONAL PRESENTATIONS

"Silver Memories—Stories Both Old and New" keynote address at the 25th Annual Conference of the Professional and Organizational Development Network in Higher Education (POD), Vancouver, November 10, 2000.

"Getting Comfortable in Leadership Positions: Women of Today," 4th Annual Women in Administration Conference, Wisconsin Association of School District Administrators, Wisconsin Rapids, WI, September 29, 2000 "Deaning For the New Decade: Women in the Role," panel presentation at 2000 American Association for Higher Education Conference, Anaheim, CA, March 29-April 2, 2000. (Due to family emergency, another panel member read my portion)

"Renovating and Designing Classrooms For New Learning Paradigms: Lessons From the Field," panel presentation at the 24th Annual Conference of the Professional and Organizational Development Network in Higher Education (POD), Split Rock, PA, October 13-17, 1999.

"Post-Tenure Review in Review: Lingering Issues and Questions," major session panel presentation at the Seventh AAHE Conference on Faculty Roles and Rewards, San Diego, January 21-4, 1999.

"Enhancing the Credibility of Departmental Promotion and Tenure Recommendations," panel presentation at Sixth AAHE Conference on Faculty Roles and Rewards, Orlando, FL, January 29- February 1, 1998.

"A Developmental Approach to Post-Tenure Review," presentation at 22nd Annual Conference of the Professional and Organizational Development Network in Higher Education (POD), Haines City, FL, October 16-19, 1997.

"Perspectives on Post-Tenure Review," with Bill Laidlaw (American Association of Colleges and Schools of Business), invited presentation at Syracuse University's 1997 Summer Workshop on Institutional Priorities, Baltimore, June 11-13, 1997.

"Honoring Complexity: Important Tools for Expanding Faculty Roles," invited presentation for the Consortium for the Advancement of Private Higher Education (CAPHE) 1997 Conference on Faculty Roles, Faculty Rewards, and Institutional Priorities, Baltimore, June 11-13, 1997.

"Post-Tenure Review: A Developmental Approach," presentation at Conference on The New American Scholar: Bringing the Wisconsin Idea into the 21st Century, sponsored by UW System Undergraduate Teaching Improvement Council, April 11-12, 1997.

"Encouraging the Campus Focus on Learning and Teaching," keynote address at Grand Valley State University Second Annual Conference on Teaching and Learning, Allendale, MI, August 21, 1996.

"Connecting Roles and Rewards to Student Learning," CIC Conference on Faculty Rewards and Institutional Priorities, Kansas City, June 21, 1996.

Served as one of three panelists on National Video Conference, "Enhancing and Evaluating College Teaching: The Key Role of Administrators, Faculty and Faculty Developers," aired from Old Dominion University to 125 campuses, March 22, 1996.

"A New View of Supporting Teaching: From Assumption to Action," presentation at Regional Workshop on Faculty Reconsidered: New Examples of Faculty Work, Madison, Sponsored by AAHE and UW System, November 4, 1995. (with Janet Malone)

"Academic Administrators: How Can They Help Make Teaching More Visible?" presentation at the 15th Annual POD National Conference, North Falmouth, MA, October 25-29, 1995.

"Good-bye to the Big Bad Wolf: Administrative/Faculty Collaboration," AAHE Conference on Faculty Roles and Rewards, Atlanta, January 18-21, 1996. (Proposal accepted but due to illness, was presented solely by co-presenter, Janet Malone.)

"Academic Administrators: The Missing Link in the Focus on Teaching," presentation at the 14th annual POD National Conference, October 20-23, 1994, Portland, Oregon.

"'Read My Lips: The Academic Administrator's Role in the Campus Focus on Teaching," presentation at AAHE National Conference, March 19-22, 1994, Washington, D.C.

"Women and Men in the Workplace: A New Chapter," presentation at Reconciling Gender Issues: A Conference for Men and Women, University of Vermont and National Association of Women in Education, October 5, 1992.

"Dynamics of Gender and Success in Higher Education Administration," presentation at 26th Annual Northeast Region, National Association of Academic Affairs Administrators, Boston, November 6, 1992.

"Faculty Vitality and Workplace Stress," presentation at Faculty College of University of Wisconsin System, Marinette, June 6, 1991.

"Reducing Stress in the Workplace," presentation at Third National Conference on Personal and Professional Renewal for Faculty, Atlanta, April 18, 1991.

"Strangers in a Strange Land: Women in Higher Education Administration," presentation at 4th International Conference on Women in Higher Education, Hilton Head, January 5-8, 1991.

"Faculty Vitality: 1990 and Beyond," Keynote address, Fifteenth Annual POD Conference, Lake Tahoe, November 4-6, 1990.

"Teaching Stress Management for Beginners: How to Get Started," presentation at National Wellness Conference, July 18, 1990.

"Wellness Programs for Faculty/Staff: National Trends," presentation at Second National Conference on Professional and Personal Renewal for Faculty, Atlanta, April 13-15, 1989.

"Trends in Campus Wellness Programs for Faculty and Staff," presentation at Thirteenth Annual National Wellness Conference, July 1988.

"Creating New Climates: Faculty/Staff Wellness Programs," presentation at American Association for Higher Education National Conference, Washington, D.C., March 1988.

"Faculty Wellness Programs: A New Trend," presentation at Fifth Annual Conference for Academic Chairpersons, Orlando, February 1988.

"Conflict Resolution," presentation at Southern Association of College and University Business Officers Fall Workshop, October 1987.

"Wellness for Faculty and Staff: A Low Budget Approach," presentation at 1987 National Wellness Institute, July 1987.

"Faculty Wellness: The Ultimate Faculty Development," presented at American Association for Higher Education National Conference, Chicago, March 1987.

"Managing Meetings and Committees," workshop presented at Fourth Annual Conference for Academic Chairpersons, Orlando, February 1987.

"Personalities of Successful Executives," paper presented at Colleges of Mid-America Annual Presidents' Meeting, 1981.

"Systematic Approach to Faculty Evaluation," workshop at American Association on Higher Education, 1980.

"Planning for Faculty Development," presentation at POD Annual Meeting, 1979.

"Low Cost Approaches to Faculty-Staff Development," National Council for Staff, Program and Organizational Development Conference, November 1978.

"Integrating Academic Advising and Life Planning," Pittsburgh Council on Higher Education, 1978.

"Training Faculty to Conduct Life Planning Workshops for Advisees," Second Annual Conference on Academic Advising, October 1978.

"Faculty Development," presented at Syracuse University's Sagamore Conference for Instructional Development, 1977.

"Internships: Creativity and Quality Control," presented at the CAEL Assembly, May 1976.

SERVICE

UWSP

Athletics Committee, 1985 -
Facilities Planning Committee, 1985 -
Facilitated UWSP Technology Summits, 1995 and 1997
Teacher Education Committee, 1985 -
UWSP-Wisconsin Indian Committee, Chair, 1990-3
Learning Through Educational Technologies (LETS) Steering Committee, 1997-
Coalition for High School Technology Project Co-Director, 1998-2000
Numerous Search Committees

UW System

Faculty Roles and Rewards Conferences Planning Committees, 1994 -1997
UW System Education Deans, 1985-
UW System Leadership Institute Planning Committee 1998-9
Workshop on Faculty Evaluation and Development for UW System Workshop for
New Department Chairs, November, 1998
Panel on Leadership for UW System Leadership Conference for New Chairs,
October, 1999

Community

Consultant and Facilitator to McDill School's Workshops on Developing Common
Expectations with Community, 1997
Communiversity, Town-Gown Committee 1994 -1998
Stevens Point School District Village Partnership Team, 1993-5

Kiwanis, 1986 – 1997
Central Wisconsin Symphony Board, 1989-1991

State

Wisconsin Association of Colleges of Teacher Education, 1985-
Wisconsin Department of Public Instruction (DPI) Working Groups on License
and Career Stages, culminating in DPI publication, Restructuring Teacher
Education and Licensing in Wisconsin, May 1977
Executive Board for Wisconsin Women in Higher Education Leadership
(WWHEL), 1995 –
State Co-coordinator, WWHEL, 1999-

National

Summer Design Workshop to develop the National Academy for Academic
Leadership, Syracuse, July, 1998.
Invited by AAHE to contribute to future directions of the New Pathways II
Project on "Academic Career for a New Century", October, 1998
Professional and Organizational Development Network in Higher Education
(POD) Core Committee, 1994 - 97
National Wellness Institute Board of Directors, 1991 – 94

Hobbies

Tennis, golf, art, writing, beading