

VITA

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EDUCATION

- Ph.D. The University of Michigan (The Center for the Study of Higher Education), 1984. Dissertation Title: Work Orientation of University Mid-Level Administrators: Patterns, Antecedents, and Outcomes of Commitment.
- M.A. The University of Michigan, American Culture, 1982.
- M.S. Syracuse University, Higher/Post-Secondary Education, 1978.
- B.A. Bates College, History (*Magna Cum Laude*, Graduated with Honors in History), 1976.

PROFESSIONAL EMPLOYMENT

- 2016-present **Associate Dean for Research, College of Education**, Michigan State University. Responsible for designing and implementing strategies, resources, and programs to support the research activities and related professional development for all faculty in the College of Education. Responsible for the Institute for Research on Teaching and Learning, an office of six colleagues handling pre-award coordination and some post-award work for the College. Other responsibilities to support the work of the Dean.
- 2016-present **Assistant Provost for Faculty Development—Academic Career Paths**, Michigan State University. Administrative position (25%) working with the Associate Provost and several other colleagues to design, coordinate, and implement activities of the MSU Academic Advancement Network (AAN), which supports and advances faculty work pertaining to teaching, research, and leadership development. Particularly responsible for ensuring the integration of attention to career stage issues into institutional planning to support diverse academics in a range of appointment types.
- 2002-present **Professor, Higher, Adult, and Lifelong Education**, Department of Educational Administration, Michigan State University (**Inaugural Mildred B. Erickson Distinguished Chair in Higher, Adult, and Lifelong Education, 2005-2008, and 2014-2017**). Tenured position with responsibilities for teaching graduate students and conducting research. Courses: Doctoral Proseminar in Higher, Adult, and Lifelong Education; Teaching in Postsecondary Education; Teaching, Learning, and Curriculum; Research Strategies; Higher Education Change and Transformation. Research interests: Faculty Careers, Faculty Professional Development, Teaching and Learning in

Postsecondary Settings; Organizational Change and Transformation, International Issues in Higher Education. I have chaired more than 36 successfully completed dissertations during my career.

- 2015-2016 **Program Director, Division of Undergraduate Education (DUE), National Science Foundation**, Washington, D.C. On leave from Michigan State University from 1/15-9/16 for full-time work supporting efforts nationally to strengthen undergraduate teaching and learning, particularly in sciences, technology, engineering, and mathematics (STEM). Co-lead of the Evaluation and Monitoring Group for the Directorate of Education and Human Resources (EHR), which involved advancing an organizational culture committed to effective STEM evaluation, improving evaluation capacity throughout the Directorate, and refining systems and processes for managing Directorate evaluations. Also responsible for proposal review, processing, and management (particularly pertaining to the Improving Undergraduate STEM Education Program). Involved in NSF agency-wide and federal inter-agency projects.
- 2013-2014 Faculty Excellence Advocate (FEA), College of Education, Michigan State University. Appointed by and reported to the Provost and the College of Education Dean. College FEAs are senior faculty members responsible for serving as “key drivers” of faculty quality, working with the Provost’s Office, Deans, department chairs, and faculty members to ensure quality, inclusiveness, and consistency in faculty search and hiring, retention, and advancement, and in the overall university and college climate.
- 2009-2012 Director, Global Institute for Higher Education, Michigan State University. Directed a staff of six in identifying and developing strategies to support university projects and grant proposals pertaining to improving higher education in countries across the world. Connected faculty members across the university with related interests in higher education issues within the international context.
- 1993-2002 Associate Professor, Higher, Adult, and Lifelong Education (HALE), Department of Educational Administration, Michigan State University.
- 1999-present Core Faculty Member, African Studies Center, Michigan State University.
- Jan.-Dec. 1998 U.S. Fulbright Fellow, University of Port Elizabeth, South Africa. Selected by the J. William Fulbright Scholarship Board for a Teaching/Research Fulbright Fellowship. Worked in the Centre for Organisational and Academic Development, leading seminars and consulting about teaching and learning and organizational change. Also visited and led seminars at one dozen other universities and technikons in South Africa.
- 1994-1997 Program Coordinator, Higher, Adult, and Lifelong Education Program (HALE), Department of Educational Administration, Michigan State University. Responsible for leading the faculty in offering a Ph.D. Program, a Master's degree in Adult and Continuing Education, and a Master's degree in Student Affairs.
- 1991-1993 Assistant Professor of Higher Education, Department of Educational Administration, Michigan State University.
- 1987-1991 Research Assistant Professor, Department of Educational Leadership, Peabody College at Vanderbilt University. I held a non-tenure-track position primarily supported by grant money that I secured. Primary work involved research, with some teaching responsibility. Courses taught: College and University Administration, Educational

Research Methods, College and University Teaching, and College Student Personnel Services.

- 1986-1987 Visiting Scholar, Department of Educational Leadership, Peabody College at Vanderbilt University. Primary work involved research and some teaching as described above.
- 1984-1986 Assistant Professor, Department of Educational Administration and Higher Education, Oklahoma State University. Course responsibilities: Organizational Theory in Education, History of Higher Education, Effective Teaching in Colleges and Universities.
- 1983 Graduate Research Associate, School of Education, The University of Michigan. Participated in a research team that developed a proposal on professional education. Also handled administrative details pertaining to the research.
- 1980-1983 Graduate Assistant to the Dean, School of Education, The University of Michigan. Provided staff assistance to the Dean in many administrative areas. Collected and analyzed data and prepared reports pertaining to the School of Education. Coordinated administration of the Spencer Foundation Seed Grant Program at the University. Conducted a survey and analyzed data from 2500 alumni of the School of Education. Participated in conducting and analyzing a survey of 6000 graduates of The University of Michigan who hold teaching certification.
- 1980 Statistics Laboratory Counselor, Office of Research Services, School of Education, The University of Michigan.
- 1977-1979 Admissions Counselor, St. Lawrence University.
- 1977 Program Director, Syracuse University Pre-College Summer Program, Syracuse University.

HONORS

Higher Education SIG (HESIG) Award for Lifetime Contribution to the Field, Comparative and International Education Society (CIES) Lifetime Career Award. Awarded March, 2017.

Exemplary Research Award, Division J (Higher/Postsecondary Education), American Educational Research Association (AERA). Awarded April, 2014.

Fellow of the American Educational Research Association (AERA), inducted in 2010.

President (elected), Association for the Study of Higher Education, 2000-2001.

Council Member-at-Large (elected), American Educational Research Association, 2012-2013.

Dr. Mildred B. Erickson Distinguished Chair in Higher, Adult, and Lifelong Education. Michigan State University. (Three-year rotating term, inaugural appointment 2005-2008, and 2014-2015 (concluded early so I could take a position at the National Science Foundation effective 01/17).

Michigan State University's AT&T Award for the Best Fully Online Course, 2010. Award shared with co-design team members Brandon Blinkenburg, John Dirkx., and Rhonda Egidio.

Excellence in Teaching Award, College of Education, Michigan State University, 2007.

Named in 1998 as one of the forty “Young Leaders of the Academy” by Change: The Magazine of Higher Education, sponsored by the American Association of Higher Education.

United States J. William Fulbright Fellowship to teach and conduct research at the University of Port Elizabeth, South Africa. January-December, 1998.

Distinguished Service Award, presented by the Association for the Study of Higher Education (ASHE). November, 2003.

Promising Scholar Award (now called Early Career Award), presented by the Association for the Study of Higher Education, 1989. The award, which is given to an individual no more than six years beyond receipt of the doctoral degree, recognizes current scholarly achievement and potential for future research contributions.

Award for Best Dissertation in the Division of Higher and Adult Continuing Education, The University of Michigan, 1984.

Rackham Dissertation Grant, The University of Michigan, 1983.

Clifford Woody Award, The University of Michigan, 1983. Award recognizes outstanding promise in professional education.

Rackham Predoctoral Fellowship, The University of Michigan, 1982-1983.

School of Education Merit Scholarship, The University of Michigan, 1981-1982.

John Brubacher Award for Historical/Philosophical Paper, Center for the Study of Higher Education, The University of Michigan, 1981.

Rackham First Year/Michigan College Fellowship, The University of Michigan, 1979-1980.

Scholarship awarded by the Center for the Continuing Education of Women, The University of Michigan, 1979-1980.

Phi Beta Kappa, elected 1976.

PUBLICATIONS

Books and Monographs

Beach, A. L., Sorcinelli, M. D., Austin, A. E., & Rivard, J. (2016). *Faculty development in the age of evidence: Current practices, future imperatives*. Stylus, VA: Stylus Publishing.

Colbeck, C., O’Meara, K., & Austin, A. E. (Eds.). (2008). *Educating integrated professionals: Theory and Practice on Preparation for the Professoriate*. New Directions for Teaching and Learning No. 113. San Francisco: Jossey-Bass.

Gappa, J. M., Austin, A. E., & Trice, A. G. (2007). *Rethinking faculty work: Higher education’s strategic imperative*. San Francisco: Jossey-Bass.

Sorcinelli, M.D., Austin, A. E., Eddy, P., & Beach, A. (2006). *Creating the future of faculty development: Learning from the past, understanding the present*. Bolton, MA: Anker Press. [Translated into Chinese, 2011].

Wulff, D. H., & Austin, A. E. (Eds.). (2004). *Paths to the professoriate: Strategies for enriching the preparation of future faculty*. San Francisco: Jossey-Bass.

Chapman, D.W., & Austin, A. E. (Eds.). (2002). *Higher education in the developing world: Changing contexts and institutional responses*. Westport, CT: Greenwood Press.

Rice, R. E., Sorcinelli, M. D., & Austin, A. E. (2000). *Heeding new voices: Academic careers for a new generation*. Washington, D.C.: American Association of Higher Education.

Austin, A. E., & Rice, R. E. (1997). *Making tenure viable: Listening to early career faculty*. Invited monograph published by the Center for Higher Education Policy Analysis, University of Southern California, San Diego.

Sorcinelli, M. D., & Austin, A. E., Eds. (1992). *Developing new and junior faculty*. New Directions for Teaching and Learning, No. 50. San Francisco: Jossey-Bass.

Austin, A. E., & Baldwin, R. G. (1991). *Faculty collaboration: Enhancing the quality of scholarship and teaching*. ASHE-ERIC Higher Education Report No. 7. Washington, D.C.: The George Washington University, School of Education and Human Development.

Austin, A. E., Rice, R. E., & Splete, A. P. with Associates. (1991). *A good place to work: Sourcebook for the academic workplace*. Washington, D.C.: The Council of Independent Colleges.

Austin, A. E., Rice, R. E., & Splete, A. P. (1991). *The academic workplace audit*. Washington, D.C.: The Council of Independent Colleges.

Austin, A. E., Rice, R. E., & Splete, A. P. (1988). *Community, commitment, and congruence: A different kind of excellence*. Report of a funded project, "The Future of the Academic Workplace in Liberal Arts Colleges." Sponsored and published by the Council of Independent Colleges, Washington, D.C.

Hawley, W. D., Austin, A. E., & Goldman, E. S. (1988). *Changing the education of teachers*. Atlanta, Georgia: Southern Regional Education Board.

Austin, A. E., and Gamson, Z. F. (1983). *The academic workplace: New demands, greater tensions*. ASHE-ERIC/Higher Education Research Report No. 10. Washington, D.C.: Association for the Study of Higher Education.

Major Handbook Chapters, Synthesis Articles, and Websites

Austin, A. E., & Laursen, S. L. *StrateEGIC Toolkit: Strategies for Effecting Gender Equity and Institutional Change*. (2015). (<http://www.colorado.edu/eer/research/strategic.html>). This site houses the StrateEGIC Toolkit, which includes a Users' Guide, 13 Briefs each describing a strategic intervention, and 15 Institutional Portraits (case studies), each providing an institutional case example. Funding from National Science Foundation.

Austin, A. E., & Hill, L. B. (2014). University faculty roles and responsibilities in the United States. In Meyer, L. (Ed.), *Oxford bibliographies in education*. New York: Oxford University Press.

Austin, A. E. (2010). Reform efforts in STEM doctoral education: Strengthening preparation for scholarly careers. In W. G. Tierney (Ed.), *Higher education: Handbook of theory and research*, Vol. 25 (pp. 91-128). Netherlands: Springer.

Austin, A. E., Sorcinelli, M. D., & McDaniels, M. (2007). Understanding new faculty: Background, aspirations, challenges, and growth. In P. Perry, & J. Smart (Eds.), *The scholarship of teaching and learning in higher education: An evidence-based perspective*, (pp. 39-89). Dordrecht, The Netherlands: Springer.

Austin, A. E., & McDaniels, M. (2006). Preparing the professoriate of the future: Graduate student socialization for faculty roles. In J. C. Smart (Ed.), *Higher education: Handbook of theory and research*, Vol. XXI (pp. 397-456). Netherlands: Springer.

Menges, R., & Austin, A. E. (2001). Teaching in higher education. In V. Richardson (Ed.), *AERA handbook of research on teaching*. Washington, D.C.: AERA.

Commissioned Monographs and Papers

Austin, A. E. (2011). *Promoting Evidence-Based Change in Undergraduate Science Education*. Paper commissioned by the Board on Science Education of the National Academies National Research Council. Washington, D.C.: The National Academies.

Asian Development Bank. (2011). *Improving instructional quality: Focus on faculty development*. Higher Education in Dynamic Asia Monograph Series. Mandaluyong City, Philippines: Asian Development Bank, 2011.

Journal Articles (refereed)

Chapman, D. W., Hutcheson, S., Wan, C.D., Lee, M., Austin, A. E., Nurulazam, A. (Accepted for publication, 2017). The pursuit of excellence in Malaysian higher education. *International Research in Higher Education*.

Wan, S. D., Chapman, D., Hutcheson, S., Lee, M., Austin, A. E., & Nurulazam, A. (February 25, 2016). Changing higher education practice in Malaysia: The conundrum of incentives. *Studies in Higher Education*. <https://doi.org/10.1080/03075079.2015.1134475>

Wan, C. D., Chapman, D. W., Nurulazam, A., Hutcheson, S., Lee, M., & Austin, A. E. (2015). Academic culture in Malaysia: Sources of satisfaction and frustration. *Asia Pacific Review*, 16 (4): 517-526.

Austin, A. E., Chapman, D. W., Farah, S., Wilson, E., & Ridge, N. (March, 2014). Expatriate academic staff in the United Arab Emirates: The nature of their work experiences in higher education institutions. *Higher Education*, 68 (4). DOI 10.1007/s10734-014-9727-2.

Chapman, D. W., Austin, A. E., Farah, S., Wilson, E., & Ridge, N. (2014). Academic staff in the UAE: Unsettled journey. *Higher Education Policy*, 27: 131-151.

Austin, A. E. (February, 2012). Challenges and visions for higher education in a complex world: Commentary on Barnett and Barrie. *Higher Education Research and Development*, 31(1): 57-64.

Seggie, F. N., & Austin, A. E. (September-October, 2010). Impact of the headscarf ban policy on the identity development of part-time unveilers in Turkish higher education. *Journal of College Student Development*, 51(5), 564-583.

Austin, A. E. (September, 2009). Cognitive apprenticeship theory and its implications for doctoral education: A case example from a doctoral program in higher and adult education. *The International Journal of Academic Development*, 14 (3), 173-183.

- Austin, A. E. (2009). Becoming a writer. *Higher Education in Review*, 6, 67-74.
- Barnes, B.J., & Austin, A. E. (March, 2009). The role of doctoral advisors: A look at advising from the advisor's perspective. *Innovative Higher Education*, 33 (5), 297-316. Online DOI 10.1007/s10755-008-9084-x.
- Goforth, A. N., Sportsman, E.L., Palmer, D., Maupin, A.N., Plavnick, J.B., Wolvin, M., Stewart, L.S., Austin, A.E., Oka, E.R., Ferreri, S., & Carlson, J.S. (2009). Exploring our career options: Introducing graduate students to the professoriate through a faculty seminar series. *Trainers' Forum: Periodical of the Trainers of School Psychologists*, 28 (3), 43-55.
- Gappa, J. M., Austin, A. E., & Trice, A. G. (November/December, 2005). Rethinking academic work and workplaces. *Change*, 6, 32-39.
- Austin, A. E. (Winter, 2003). Creating a bridge to the future: Preparing new faculty to face changing expectations in a shifting context. *Review of Higher Education*, 26 (2), 119-144.
- Austin, A. E. (January/February, 2002). Preparing the next generation of faculty: Graduate education as socialization to the academic career. *The Journal of Higher Education*, 73 (2), 94-122.
- O'Brien, J. M., Forrest, L., & Austin A. E. (May, 2002). Death of a partner: Perspectives of heterosexual and gay men. *Journal of Health Psychology*, 7 (3), 317-328.
- Nyquist, J. D., Manning, L., Wulff, D. H., Austin, A. E., Sprague, J., Fraser, P. K., Calcagno, C., & Woodford, B. (May/June, 1999). On the road to becoming a professor: The graduate student experience. *Change*, 18-27.
- Austin, A. E. (1998). Collegial conversation as metaphor and strategy for staff development. *South African Journal of Higher Education*, 12 (3), 12-18.
- Austin, A. E., & Rice, R. E. (February, 1998). Making tenure viable: Listening to early career faculty. *American Behavioral Scientist*, 41 (5), 736-754. (Reprinted from the 1997 monograph listed above.)
- Austin, A. E., Brocato, J. J., & Rohrer, J. D. (1997). Institutional missions, multiple faculty roles: Implications for faculty development. *To Improve the Academy*, 16, 3-20.
- Baldwin, R. G., & Austin, A. E. (Fall, 1995). Toward greater understanding of faculty research collaboration. *The Review of Higher Education*, 19 (1), 45-70.
- Austin, A. E. (Fall, 1992). Supporting the professor as teacher: The Lilly teaching fellows program. *The Review of Higher Education*, 16 (1), 85-106.
- Austin, A. E., & Pilat, M. (January/February, 1990). Tension, stress, and the tapestry of faculty lives. *Academe*, 76 (1), 38-42.
- Rice, R. E., & Austin, A. E. (March/April, 1988). High faculty morale: What exemplary colleges do right. *Change*, 20 (2), 51-58.
- Stark, J. S., Lowther, M. A., & Austin, A. E. (1985). Comparative career accomplishments of two decades of women and men doctoral graduates in education. *Research in Higher Education*, 22 (3), 219-249.

Stark, J. S., Lowther, M. A., & Austin, A. E. (Spring, 1985). Teachers' preferred time allocation: Can it be predicted? *The Journal of Experimental Education*, 53 (3), 170-183.

Chapman, D. W., Blackburn, R. T., Austin, A. E., & Hutcheson, S. M. (Summer, 1983). Expanding analytic possibilities of Rokeach values data. *Educational and Psychological Measurement*, 43 (2), 419-421.

Professional Articles

Laursen, S. L., Austin, A. E., Soto, M., & Martinez, D. (2015). ADVANCing the agenda for gender equity. *Change: The Magazine of Higher Education*, 47 (4), 16-24. DOI: [10.1080/00091383.2015.1053767](https://doi.org/10.1080/00091383.2015.1053767)

Pfund, C., Mathieu, R., Austin, A., Connolly, M., Manske, B., & Moore, K. (December, 2012). Advancing STEM undergraduate learning: Preparing the nation's future faculty. *Change: The Magazine of Higher Learning*, 44 (6), 64-72.

Gappa, J.M., & Austin, A.E. (January, 2010). Rethinking academic traditions for twenty-first-century faculty. *AAUP Journal of Academic Freedom*, 1. (online journal).

Sorcinelli, M. D. & Austin, A. E. (November, 2006). Developing faculty for new roles and changing expectations. *Effective Practices for Academic Leaders*, 1 (11), 1-3.

Austin, A. E. (Fall, 2004). Looking back and moving forward: Changes in the ASHE conference through the year. *Association for the Study of Higher Education (ASHE) Newsletter*.

Austin, A. (Fall, 2003). Three perspectives on graduate education within the field of higher education. *Association for the Study of Higher Education (ASHE) Newsletter*.

Austin, A. E. (Spring, 2002). Ten tips for graduate students preparing to be faculty members. *Association for the Study of Higher Education (ASHE) Newsletter*.

Trower, C.A., Austin, A. E., & Sorcinelli, M.D. (May, 2001). Paradise lost: How the academy converts enthusiastic recruits into early career doubters. *American Association of Higher Education (AAHE) Bulletin*, 53 (9), 3-6.

Sorcinelli, M.D., Austin, A. E., & Trower, C.A. (Summer, 2001). Paradise lost. *The Department Chair*, 12 (1), 1-3, 6-7.

Austin, A. E. (Fall, 1984). The work experience of university and college mid-level administrators. *Administrators' Update*, 6 (1), 1-6.

Book Chapters

Austin, A. E. (In press). Commitment to a scholarly life of contribution, meaning, satisfaction: Creating connections between research, policy, and practice. In L. Perna (Ed.), *Advancing Equity, Inclusiveness, and Social Change in Higher Education: How Academics Connect Research, Advocacy, and Policy*. Baltimore, MD: Johns Hopkins University Press.

Austin, A. E., & Trice, A. (2016). Core principles for faculty models and the importance of community. In Kezar, A. & Maxey, D. (Eds.), *The faculty for the twenty-first century: Moving to a mission-oriented and learner-centered faculty model* (pp. 58-86). New Brunswick, NJ: Rutgers University Press.

Austin, A. E., & McDaniels, M. (2016). *Scholarship Reconsidered's* impact on doctoral and professional education. In Boyer, E. *Scholarship reconsidered: Priorities of the professoriate*. Updated and expanded by D. Moser, T. C. Ream, J. M. Braxton, & Associates (pp. 31-40). San Francisco: Jossey-Bass.

Laursen, S. L., Austin, A. E., Soto, M., & Martinez, D. (2015). Strategic institutional change to support advancement of women scientists in the academy: Initial lessons from a study of ADVANCE IT Projects. In Holmes, M. A., O'Connell, S., & Dutt, K. (Eds.), *Women in the geosciences: Practical, positive practices toward parity*. Washington, DC: American Geophysical Union.

Austin, A. E. (2015). Foreword. In G. Marbach-Ad, L. C. Egan, and K. V. Thompson (Eds.), *A disciplined-based teaching and learning center: A model for professional development*. London: Springer.

Austin, A. E. (2014). Philanthropy as motivator and meaning: Reflections on academic work. In G. G. Shaker (Ed.), *Faculty and the public good: Philanthropy, engagement, and academic professionalism*. New York: Teachers College Press.

Austin, A.E., & Sorcinelli, M.D. (April, 2013). The future of faculty development: Where are we going? In McKee, C. B., Johnson, M., Ritchie, W. F., & Tew, W. M. (Eds.), *The breadth of current faculty development: Practitioners' perspectives—Teaching and learning*. New Directions for Teaching and Learning No. 133. San Francisco: Jossey-Bass.

Austin, A. E. (2011). Preparing doctoral students for promising careers in a changing context: Implications for supervision, institutional planning, and cross-institutional opportunities. In V. Kumar & A. Lee (Eds.), *Doctoral education in international context: Connecting local, regional and global perspectives* (pp. 1-18). Serdang, Malaysia: Penerbit Universiti Putra Malaysia Press.

Austin, A. E. (2011). The socialization of future faculty in a changing context: Traditions, challenges, and possibilities. In J. C. Hermanowicz (Ed.), *The American profession: Transformation in contemporary higher education* (pp. 145-167). Baltimore: The Johns Hopkins University Press.

Austin, A. E., & Foxcroft, C. (2011). Fostering organizational change and individual learning through “ground-up” inter-institutional cross-border collaboration. In R. Sakamoto, & D. W. Chapman (Eds.), *Cross-border partnerships in higher education: Strategies and issues* (p. 115-132). New York: Routledge.

Austin, A. E. (2011). Section I: Faculty. In S.R. Harper & J. F. L. Jackson (Eds.), *Introduction to American higher education* (pp. 1-4). New York: Routledge.

Austin, A. E., & Beck, J. P. (2010). Integrating outreach and engagement into faculty work. In H. E. Fitzgerald, D. C. Zimmerman, C. Burack, & S. Seifer (Eds.), *Handbook of engaged scholarship: Contemporary landscapes, future directions. Volume I: Institutional change*. (pp. 235-249). East Lansing, MI: Michigan State University Press.

Austin, A. E., (2010). Introduction: Section I, The Emerging Movement. In H. E. Fitzgerald, D. C. Zimmerman, C. Burack, S. Seifer (Eds.), *Handbook of engaged scholarship: Contemporary landscapes, future directions. Volume I: Institutional change*. (pp. 3-7). East Lansing, MI: Michigan State University Press.

Austin, A. E. (2010). Expectations and experiences of aspiring and early career academics. In L.

McAlpine, & G. S. Akerlind (Eds.), *Becoming an academic: International perspectives* (pp. 18-44). New York: Palgrave Macmillan.

Sorcinelli, M.D., & Austin, A. E. (Summer, 2010). Educational developers: The multiple structures and influences that support our work. In J. McDonald & D. Stockley (Eds.), *Pathways to the profession of educational development*, (pp. 25-36). New Directions in Teaching and Learning, No. 122. San Francisco: Jossey-Bass.

Austin, A. E. (2010). Supporting faculty members across their careers. In K. Gillespie, D.L. Robertson, and Associates (Eds.), *A guide to faculty development*, Second Edition, (pp. 363-378). San Francisco: Jossey-Bass.

Austin, A. E. (2010). Foreword. In S. K. Gardner & P. Medoza (Eds.), *On becoming a scholar: Socialization and development in doctoral education*. Herndon, VA: Stylus.

Austin, A. E., Connolly, M., Pfund, C., Gillian-Daniel, D. L., & Mathieu, R. (2009). Preparing STEM Doctoral Students for future faculty careers. In R. G. Baldwin (Ed.), *Improving the climate for undergraduate teaching and learning in STEM fields*. San Francisco: Jossey-Bass.

Austin, A.E., Connolly, M., & Colbeck, C.L. (2008). Strategies for preparing integrated faculty: The Center for the Integration of Research, Teaching, and Learning. In C.L. Colbeck, K.A. O'Meara, & A. E. (Eds.), *Educating integrated professionals: Theory and practice on preparation for the professoriate*. New Directions for Teaching and Learning, No. 113 (pp. 69-81). San Francisco: Jossey-Bass.

Austin, A. E. (2007). A faculty member's journey in using technology to enhance learning. In P. Mishra, M. J. Koehler, & Y. Zhao, Y. (Eds.), *Faculty development by design: Integrating technology in higher education*. Greenwich, CT: Information Age Publishing.

Austin, A. E., & McDaniels, M. (2006). Using doctoral education to prepare faculty to work within Boyer's four domains of scholarship. In J. M. Braxton, (Ed.), *Analyzing faculty work and rewards: Using Boyer's four domains of scholarship*. New Directions for Institutional Research No. 129 (pp. 51-65). San Francisco: Jossey-Bass.

Austin, A. E. (2006). Commentary: Early career faculty members' expectations and experiences. In G. M. Bataille and B. E. Brown (Eds.), *Faculty career paths: Multiple routes to success and satisfaction*. Greenwood Publishing.

Austin, A. E. (2006). Foreword. In S. J. Bracken, Allen, J. K., & D. R. Dean (Eds.), *The balancing act: Gendered perspectives in faculty roles and work lives* (pp. ix-xiv). Series Title: Women in Academe. Stylus Publishing.

Austin, A. E. (2006). Conclusion. In S. J. Bracken, Allen, J. K., & D. R. Dean (Eds.), *The balancing act: Gendered perspectives in faculty roles and work lives* (pp. 147-157). Series Title: Women in Academe. Stylus Publishing.

Austin, A. E., & Barnes, B. J. (2005). Preparing doctoral students for faculty careers that contribute to the public good. In A. C. Chambers, A. J. Kezar, & J. C. Burkhardt (Eds.), *Higher education for the public good: Emerging voices from a national movement*. San Francisco: Jossey-Bass.

Austin, A. E., & Mina, L. (2002). Part-time faculty. In J. J. F. Forest & K. Kinser (Eds.), *Higher education in the United States: An encyclopedia*. Santa Barbara, CA: ABC-CLIO Publishers.

Austin, A. E. (2001). Transformation through negotiation: The University of Port Elizabeth's experiences, challenges, and progress. In R. O. Mabokela & K. L. King (Eds.), *Apartheid no more: Case studies of Southern African universities in the process of transformation* (pp. 1-36). Greenwood Press.

Austin, A. E. (2001). Reviewing the literature on scholarly collaboration: How we can understand collaboration among academic couples. In E. G. Creamer (Ed.), *Working equal: Academic couples as collaborators* (pp. 130-145). New York: Routledge Press.

Austin, A. E. (1996). Institutional and departmental cultures and the relationship between teaching and research. In J. Braxton. (Ed.), *Faculty teaching and research: Is there a conflict?* (pp. 57-66). New Directions for Institutional Research. San Francisco: Jossey-Bass.

Austin, A. E., & Baldwin, R. G. (1995). Faculty motivation for teaching. In P. Seldin (Ed.), *Improving college teaching* (pp. 37-47). Boston, MA.: Anker Publishing Co.

Baldwin, R. G., & Austin, A. E. (1995). Faculty collaboration in teaching. In P. Seldin (Ed.), *Improving college teaching* (pp. 205-217). Boston, MA: Anker Publishing Co.

Austin, A. E. (1994). Understanding and assessing faculty cultures and climates. In M. K. Kinnick (Ed.), *Providing useful information for deans and department chairs* (pp. 47-63). New Directions for Institutional Research. San Francisco, CA: Jossey-Bass.

Austin, A. E. (1993). Emerging lessons on how faculty develop as teachers. In M. Weimer (Ed.), *Faculty as teachers: Taking stock of what we know*. State College, Pa.: The Pennsylvania State University, National Center on Postsecondary Teaching, Learning, and Assessment.

Austin, A. E. (1992). Supporting junior faculty through a teaching fellows program. In M. D. Sorcinelli & A. E. Austin (Eds.), *Developing new and junior faculty* (pp. 73-86). New Directions for Teaching and Learning No. 50. San Francisco: Jossey-Bass.

Austin, A. E. (1992). Faculty cultures. In B. R. Clark & G. Neave (Eds.), *The encyclopedia of higher education*, Vol. 4 (pgs. 1623-1634). Volume Ed., A. I. Morey. New York: Pergamon Press.

Marshall, C., Lincoln, Y. S., & Austin A. E. (1991). Integrating a qualitative and quantitative assessment of the quality of academic life: Political and logistical issues. In D. M. Fetterman (Ed.), *Using qualitative methods in institutional research*. New Directions for Institutional Research, No. 72. San Francisco: Jossey-Bass.

Austin, A. E. (1991). Faculty values, faculty cultures. In W. Tierney (Ed.), *Assessing academic climates and cultures* (pp. 61-74). New Directions for Institutional Research Series, No. 68. San Francisco: Jossey-Bass.

Rice, R. E., & Austin, A. E. (1990). Organizational impacts on faculty morale and motivation to teach. In P. Seldin (Ed.), *How administrators can improve teaching: Moving from talk to action in higher education* (pp. 23-42). San Francisco: Jossey-Bass.

Austin, A. E. (1990). Discussion on accommodation. In E. G. Guba (Ed.), *The paradigm dialog*. Newbury Park, California: Sage.

Austin, A. E. (1986). Issues in faculty worklife. In A. Bagley (Ed.), *The school of education as a workplace*. Society of Professors of Education Monograph Series. Minneapolis, Minnesota: Society of Professors of Education.

Austin, A. E., and Gamson, Z. F. (1984). Colleges and universities as workplaces. In M. Waggoner, R. L. Alfred, & M. W. Peterson (Eds.), *Academic renewal: Advancing higher education toward the nineties*. Ann Arbor, Michigan: The University of Michigan.

Stark, J. S., & Austin, A. E. (1983). Students and accreditation. In K. E. Young, C. M. Chambers, H. R. Kells (Eds.), *Understanding accreditation: Contemporary perspectives on issues and practices in evaluating quality*. San Francisco: Jossey-Bass.

Book Reviews

Austin, A. E. (2013). Review of J. M. Braxton, E Proper, and A. E. Bayer's Professors behaving badly: Misconduct in graduate rducation. *Journal of College Student Development*.

Austin, A. E. (Winter, 2010). Review of L. I. Rendon's Sentipendante (pensing/thinking) pedgagogy: Education for wholeness, social justice, and liberation. *Review of Higher Education*, 33 (2), 285-286.

Austin, A. E., & Seggie, F. N. (Summer, 2007). Review of P. Seldon's Evaluating faculty performance: A practical guide to assessing teaching, research, and service. *The Department Chair*, 18:1, 30-31.

Austin, Ann E. (2006) Review of R. Chait, Ed., The questions of tenure. *Teachers College Record*, 108: 1, 44-47.

Austin, A. E. (Spring, 2005). Review of G. Kramer, Ed., Faculty advising examined: Enhancing the potential of college faculty as advisors. *The Review of Higher Education*, 28: 3, 421-422.

Austin, A. E. (Summer, 2003). Review of J.M. Braxton, W. Luckey, & P. Helland, Institutionalizing a broader view of dcholarship through Boyer's four domains. *Review of Higher Education*, 26 (4).

Austin, A. E. (Fall, 2001). Review of S. A. Hlatshwayo's Education and Independence: Education in South Africa, 1658-1988. *Comparative Education Review*, 45 (1), 166-168.

Austin, A. E. (Fall, 1999). Review of Menges and Weimer, Teaching on Solid Ground. *Journal of Professional, Staff, and Organization Development*, 16 (2), 113-115.

Austin, A. E. (1999). Review of P. Seldin, Changing Practices in Evaluating Teaching. *The Department Chair's Newsletter*.

Project Reports

Austin, A. E. (July, 2014). *External Evaluation of ADVANCE-Nebraska*. External program review and evaluation for the University of Nebraska-Lincoln's ADVANCE Program, sponsored by the National Science Foundation to enhance the participation of owmen in the STEM fields.

Austin, A. E., Abel, S., Langley, D. (November, 2013). *Progam Review of the Office of Faculty and Organizational Development, Michigan State University*. Program review and evaluation commissioned by the Associate Provost for Academic Human Resources, Michigan State University.

Austin, A. E. (February, 2009). *Final Evaluation of the University of Colorado LEAP Program*. External evaluation of the UC-Boulder National Science Foundation-sponsored program to enhance the participation of women faculty and graduate students in science and engineering.

Austin, A. E. (November, 2005). *Interim Evaluation Report of the University of Colorado LEAP Program*.

Austin, A. E. (Mary, 2004). *Evaluation Study of the New Mexico State University ADVANCE Program—Second Year*. External evaluation report of the second year of NMSU's National Science Foundation-sponsored program to enhance the participation of women faculty and graduate students in science and engineering.

Austin, A. E. (December, 2003). *Evaluation Study of the New Mexico State University ADVANCE Program*. External evaluation report of the first year of NMSU's National Science Foundation-sponsored program to enhance the participation of women faculty and graduate students in science and engineering.

Nyquist, J. D., Austin, A. E., Sprague, J., & Wulff, D. H. (February, 2001). *The Development of Graduate Students as Teaching Scholars: A Four-Year Longitudinal Study, Final Report*. A report of a four-year research project funded by the Spencer Foundation and the Pew Charitable Trusts to study how graduate students are prepared as future faculty members.

Austin, A. E., & Moore, K. M. (1997). *Realigning Institutional Missions and Faculty Work: A Project on Strategies and Lessons*. A report of a two-year research project funded by the Pew Charitable Trusts concerning institutional and departmental change efforts to achieve greater excellence across multiple missions at six universities.

Austin, A. E. & Fairweather, J. S. (July, 1997). *Evaluation Study of The Collaboration's Summer Institutes*. A study commissioned by The Collaboration for the Advancement of College Teaching and Learning, a Minnesota-based consortium of higher education institutions, to evaluate a series of multi-institutional faculty development programs pertaining to teaching improvement.

Austin, A. E., & Stark, J. S. (1994). *Evaluation Study of the Pew Charitable Trusts' Consortium-Based Faculty Development Strategy*. An evaluation report commissioned by the Pew Charitable Trusts, Philadelphia, Pennsylvania, January.

Austin, A. E., with M. Pilat. (January, 1991). *Enhancing Teaching in the University Context: Lessons Learned from the Lilly Teaching Fellows Program*. An evaluation study report to the Lilly Endowment, Inc., Indianapolis, Indiana.

FUNDED RESEARCH

2017-2022 Principal Investigator. ***Collaborative Research: Transforming the Evaluation of Teaching: A Study of Institutional Change to Advance STEM Undergraduate Education***. Proposal awarded in collaboration with awards to University of Massachusetts Amherst (P.I. Gabriela Weaver), University of Colorado Boulder (P.I. Noah Finkelstein), and University of Kansas (P.I. Andrea Greenhout). Total Budget for MSU: \$690,034. (Substitute named as Designated Representative to represent me with NSF until October 1, 2017 pursuant to NSF guidelines for those recently having worked at NSF.)

- 2013-2017 Co-Principal Investigator 2013-2015, 2017)/Co-Leader (2016-2017). ***The CIRTLL Network: 25 Research Universities Preparing a National Faculty to Advance Undergraduate Learning.*** Funded by the National Science Foundation (DUE #1231286). Funding level for full project: \$5,000,000. Funding for MSU: \$592,778. Supplement to the project awarded through September, 2015: \$49,999. [While I continued functioning in the Co-PI leadership role, I needed to remove my title as Co-PI and appoint a Designated Representative to represent me while I served as a Program Officer at NSF between January, 2015 and September, 2016).
- 2010-2015 Principal Investigator. ***How Do Organizational Change Strategies Support the Success of Women Scholars in STEM Fields? An Analysis of NSF ADVANCE Programs.*** Funded by the National Science Foundation's Partnerships for Adaptation, Implementation and Dissemination (PAID), 2010-2014: \$775,291. Supplement to the project awarded through September, 2015: \$49,999. [While I continued functioning in the PI leadership role, I needed to remove my title as PI and appoint a Designated Representative to represent me while I served as a Program Officer at NSF between January, 2015 and September, 2016.]
- 2008-2012 Co-Principal Investigator. ***The CIRTLL Network: Shaping, Connecting, and Supporting the Future National STEM Faculty.*** Funded by the National Science Foundation. I lead the evaluation and research team. Funding level for full project involving six institutions: \$5,085,696. Subcontract to MSU: \$678,909.
- 2008-2014 Co-Principal Investigator. ***Impact of Professional Development Programs on Future STEM Faculty: A Mixed Methods Longitudinal Study.*** Funded by the National Science Foundation. CCLI 0817537; Total Grant \$405,830 (P.I. Mark Connolly, UW Madison); Sept., 2008-August, 2013. Subcontract to MSU: \$144,738.
- 2003-2008 Co-Principal Investigator for Research and Evaluation for a National Center entitled: ***Center for the Integration of Research, Teaching, and Learning (CIRTLL).*** Funded by the National Science Foundation as one of two National Centers on Postsecondary Learning and Teaching in Science, Technology, Engineering, and Mathematics (STEM fields), CIRTLL is a collaboration of STEM and higher education researchers at the University of Wisconsin-Madison, Michigan State University, and Pennsylvania State University. Responsible with Dr. James Fairweather for the research and evaluation components of the national project. Funding Level for MSU's work in the Center for five years: \$1,558,480.
- 2005-06 Researcher, ***Evaluation Study of the Ford Higher Education Initiative.*** I worked with James Fairweather (who wrote the proposal) on a one-year grant in response to an invitation from the Ford Foundation to study the impact of their funding in the higher education field.
- 2000-2001 Principal Investigator for a project entitled: ***Reconceptualizing Faculty Development: Reviewing the Past, Monitoring the Present, Envisioning the Future.*** Funded by a College of Education In-House Competitive Grant, this project involves surveys, interviews, and literature review to assess the current state of faculty development in higher education and to develop new theoretical perspectives appropriate for changing faculty roles and organizational environments and directions. Funding level: \$4,430.
- 1995-2000 Co-Principal Investigator for a project entitled: ***The Development of Graduate Students as Teaching Scholars: A Longitudinal Research Project.*** Funded by the Spencer Foundation and the Pew Charitable Trusts, this qualitative four-year project (1995-1999) focused on the preparation of graduate students for teaching roles, and included

examination of graduate students' teaching-related experiences, their beliefs about teaching and learning, the messages they receive about teaching as a component of the faculty role, and their relationships with their disciplines. Funding level: approximately \$450,000.

- 1996-1997 Co-Director for a project entitled: ***Realigning Institutional Missions and Faculty Work: Project on Lessons and Strategies***. Funded by the Pew Charitable Trusts, this project (March, 1996-December, 1997) examined and supported institutional and departmental change efforts to achieve greater excellence in faculty work across multiple institutional missions at five large universities. Funding level: \$150,000.
- 1997 Co-Principal Investigator for a project entitled: ***Evaluation Study of The Collaboration's Summer Faculty Institutes***. This project was commissioned by the Minnesota-based consortium called The Collaboration for the Advancement of College Teaching and Learning and concerned multi-institutional summer programs to nurture teaching improvement.
- 1993-1994 Principal Investigator for a project commissioned by the Pew Charitable Trusts entitled: ***Evaluation Study of the Pew Charitable Trusts' Consortium-Based Faculty Development Strategy***. This project involved study of four different consortium arrangements linking major universities and liberal arts colleges for purposes of faculty development.
- 1991-1992 Member of a team (with Drs. K. Moore, R. Nienhuis, & J. Votruba) who wrote a proposal for a one-year grant (Summer, 1991-Summer 1992) entitled: ***Multi-Dimensional Excellence in Support of Multiple University Missions: Phase I***. Funded by the Kellogg Foundation, the project brought together universities in the Council for Institutional Cooperation (CIC) to develop strategies that enhance faculty capabilities and nurture institutional environments that address the full range of university missions. Funding level: \$99,000.
- 1988-1990 Principal Investigator for a three-year project (January, 1988 - December, 1990) entitled: ***Evaluation of the Lilly Endowment Teaching Fellows Program***. This project was funded by the Lilly Endowment, Inc. and concerned faculty development for junior faculty in major universities. Funding level: \$79,000.
- 1989-1990 Principal Investigator for a two-year project (January, 1989 - December, 1990) to continue data analysis on faculty data collected as part of the ***Project on the Academic Workplace at Small, Private Liberal Arts Colleges***. The project was sponsored by the Council of Independent Colleges (CIC) in Washington, D.C. CIC secured funding from the Lilly Endowment, Inc., with additional support from TIAA. Funding level: \$40,000.
- 1985-1988 Co-Principal Investigator for a three-year project (1985-1988) entitled: ***The Future of the Academic Workplace in Liberal Arts Colleges***. This project was sponsored by the Council of Independent Colleges (CIC) in Washington, D.C. CIC secured funding from the MacArthur Foundation, CBS, and the Ford Foundation, with support from TIAA. Funding level: \$40,000.
- 1987-1988 Member of a three-person research team (with Dr. W. Hawley and Dr. E. Goldman) that conducted a study for the Southern Regional Education Board during 1987 and 1988. The project concerned changes in teacher education programs and the role of institutional leaders in the change process.

CONSULTANCIES

Consultant, American Association for the Advancement of Science. Consulting on a strategy for evaluating the impact of the reform document entitled *Vision and Change* on undergraduate education in Biology departments nationwide, 2017.

External Evaluator, University of Nebraska, National Science Foundation ADVANCE Program, 2009- 2014.

Team Leader and Evaluator, Program Review of the Office of Faculty and Organizational Development, Michigan State University, September-November, 2013.

Consultant, Asian Development Bank. Member of an international team to conduct a two-year study entitled “Higher Education in Dynamic Asia,” 2009-2011.

External Evaluator, University of Colorado-Boulder, National Science Foundation LEAP/ADVANCE Project (Leadership Education for Advancement and Promotion), 2002--2009.

Chair, External Review Team for Texas A & M University. I chaired a four-person team to carry out the three-day university/state-mandated review of the Department of Educational Administration and Human Resource Development Department. May, 2006. The visit resulted in an extensive evaluation report.

International Consultant to the Ministry of Education, Oman. Reviewed and responded to the national plans for education reform, March, 2005.

External Evaluation, New Mexico State University, National Science Foundation ADVANCE Program (to enhance the involvement of women faculty and graduate students in science and engineering fields), 2002--2004.

Consultant for Antioch University’s new innovative Ph.D. in Leadership and Organizational Change. 2000--2002.

Consultant for the National Academy for Academic Leadership, a new academy sponsored by Syracuse University. I worked with a group of colleagues to design the initial seminar offerings of the Academy, and to teach the inaugural one-week seminar in Florida in January, 2000.

Consultant/Advisory Board Member for the Council of Independent Colleges’ (CIC) Pew Grant on Faculty Roles and Rewards. Served as an on-going advisor to the CIC staff as they worked with approximately 30 colleges and served as part of a four-person team to plan and lead a three-day conference for teams from participating institutions. 1995-1997.

Consultant to Olivet College. Worked with task forces, administrative and faculty leaders on institutional change issues. 1997.

Consultancies to conduct evaluation studies for the Lilly Endowment, the Pew Charitable Trusts, and the Bush Foundation are reported under Project Reports above.

SELECTED PROFESSIONAL PRESENTATIONS AND PAPERS AT REFEREED CONFERENCES

Austin, A. E. Overview of Discipline-Based Education Research and Its Place in the Higher

Education Landscape. Presentation in a symposium on Discipline-Based Education Research (DBER) at the annual meeting of the American Educational Research Association, Austin, Texas, April 29, 2017.

Schein, J., Jill, L. & Austin, A. E. Preparing Doctoral Students as Effective Teachers: The Impact of a High-Engagement Teaching Development Experience. Paper presented at the annual meetings of the American Educational Research Association, Austin, Texas, April 29, 2017.

Sorcinelli, M. D., Austin, A. E., & Beach, A. Using Evidence-Based Faculty Development to Promote Evidence-Based Teaching. Presentation at the annual meeting of the Professional and Organizational Network (POD), Louisville, KY, November 12, 2016. (Presentation by Sorcinelli & Beach, due to a conflicting commitment.)

Austin, A. E., Middendorf, B. J., Natalizio, B. Khadiagala, L., & Allen, W. "Organizational Learning and Evaluation Capacity Building." Paper presented at the annual meeting of the American Evaluation Association. Atlanta, GA, October 26, 2016.

Hill, L. B., & Austin, A. E. "The impact of multi-institutional STEM reform networks: The Center for the Integration of Research, Teaching, and Learning as a Case Example." Paper presented at the annual meeting of the American Educational Research Association, Washington, DC, April 9, 2016.

Austin, A. E. "Faculty Well-Being: What is it, Can It Survive, and Why Does It Matter?" paper presented at the annual meeting of the Association of American Colleges & Universities. Washington, DC, January 22, 2016.

Sorcinelli, M. D., Austin, A. E., & Huber, M. "Promoting Evidence-Based Teaching through Evidence-Based Faculty Development." Paper presented at the Annual meeting of the Association of American Colleges & Universities. Washington, DC, January 21, 2016.

Austin, A. E. "Innovation, Reform, and Disruption in Doctoral Education: CIRTL as a Case Example of a Multi-Institutional Innovation Initiative." Paper presented at a symposium entitled *University Disrupted? Transnational Perspectives on Innovation in Higher Education* at the Association for the Study of Higher Education (ASHE), Denver, November 2015.

Austin, A. E. "The influence of "Scholarship Reconsidered" on Doctoral and Professional Education." Paper presented in a symposium entitled "Twenty-Five Years of Scholarship Reconsidered: How Far Have We Come?" Association for the Study of Higher Education (ASHE). Denver, November, 2015.

Austin, A. E. "Strategies for Effecting Gender Equity and Institutional Change: Lessons from ADVANCE Institutions." Presentation at the Annual Meeting of Association of American Colleges and Universities (AAC&U), Washington, January 22, 2015.

Austin, A. E., Sorcinelli, M. D., Beach, A. L., & Rivard, J. "Fostering 21st Century Faculty Learning through Dynamic Centers for Faculty Professional Development." Symposium at the Annual Meeting of the Association of American Colleges and Universities (AAC&U), Washington, January 22, 2015.

Austin, A. E., & Laursen, S. "Planning for Institutional Change to Enhance Gender Equity: The StratEGIC Toolkit." Poster presentation at the NSF ADVANCE/GSE Program Workshop, Baltimore, June 1, 2015.

Austin, A. E., & Laursen, S. "The Role of Context in Organizational Change: Findings from a

Study of Nineteen ‘ADVANCE’ Universities Engaged in Change Initiatives to Support a More Diverse Faculty.” Paper presented at the Annual Meeting of the Association for the Study of Higher Education (ASHE). Washington, D.C., November, 2014.

Hill, L. & Austin, A. E. “Conceptualizing Multi-Institutional Learning Communities in Higher Education (MILCS): A Case Study of CIRTL and Key Process Tasks.” Paper presented at the Annual Meeting of the Association for the Study of Higher Education (ASHE). Washington, D.C., November, 2014.

Amey, M., Austin, A.E., Farrell-Cole, P., Kezar, A., Paulson, K., & Fitzgerald, S. “Research Challenges and Issues for Studying Multi-Institutional Organizational Change Initiatives.” Symposium at the Annual Meeting of the Association for the Study of Higher Education (ASHE). Washington, D.C., November, 2014.

Austin, A. E., & Laursen, S., “The StratEGIC Toolkit: Strategic for Effecting Gender Equity and Institutional Change.” Presentation at the WEPAN Change Leader Forum (Women in Engineering Proactive Network). Minneapolis. MN, June, 2014.

Austin, A., Barkanic, S. A., Bryk, A., Fairweather, J., Finelli, C., Mathieu, R., Penuel, W., & Singer, S. “Linking Theory and Action to Improve STEM Undergraduate Education.” Presentation at the American Educational Research Association (AERA). Philadelphia, PA, April, 2014.

Austin, A. E., Discussant for Vereijken, M.W.C., Griffioen, D., & others. Invited Symposium entitled “Barriers and facilitators of integrating research in higher education.” American Educational Research Association, Philadelphia, April, 2014.

Laursen, S. L., & Austin, A. E. “The Strategic Toolkit: Strategies for Effecting Gender Equity and Institutional Change.” National Science Foundation ADVANCE PI meeting. Alexandria, VA, March 3, 2014.

Austin, A. E., & Sorcinelli, M. D. Session entitled “How Can Faculty Learn about and Invest in Evidence-Based Teaching?” Presentation at the Annual Meeting of the Association of American Colleges and Universities (AAC&U). Washington, D.C., January, 2014.

Austin, A. E. “Early Career Researchers Navigating the Future: ‘Taking Stock’ of Twenty Years of Research. Symposium at the Association for the Study of Higher Education (ASHE), November, 2013.

Austin, A. E. Chair and Presenter, Session entitled “AERA Task Force on Standards for part-Time, Adjunct, and Contingent Faculty: A Report.” American Educational Research Association (AERA), San Francisco, CA, April 29, 2013.

Austin, A. E. “AERA Task Force on Standards for part-Time, Adjunct, and Contingent Faculty: A Report.” Session Chair and Presenter at American Educational Research Association (AERA). San Francisco, CA, April 29, 2013.

Austin, A. E., Shulman, L., Singer, S. R., Stordieck, M., & Weiman, C. “NRC Report: Discipline-Based Education Research: Understanding and Improving Learning in Undergraduate Science and Engineering.” Symposium presentation at the American Educational Research Association (AERA). San Francisco, CA, April 28, 2013.

Austin, A. E., M.R. Connolly, C. Pfund, & L.J. Shelton. “Preparing to Teach: The Impact of CIRTL’s Professional Development Programs on Future Faculty.” Paper presented at American

Educational Research Association (AERA). San Francisco, CA, April 28, 2013.

Austin, A. E. "Evaluation and Research: Dual Purpose Data Collection." Presentation at the National Science Foundation ADVANCE P.I. Meeting. Alexandria, Virginia, March 5, 2013.

Austin, A. E., & Beck, J. "The Other Learner: Leading Graduate Student Study Abroad and the Impact on Faculty Work." Paper presented at the Comparative and International Education Society (CIES). New Orleans, March 11, 2013.

Austin, A. E., Handelsman, J., Labov, J., Singer, S. R., Storsdieck, M., Weiman, C. E. "Undergraduate Science Education at a Crossroad: Responding to Research Findings. Promoting Evidence-Based Change in Undergraduate Science Education." Symposium at the American Association for the Advancement of Science (AAAS). Boston, MA, February 16, 2013.

Austin, A. E. (discussant), Gonzales, L. D., O'Meara, K., Salle, M., Rhoades, G. "Advancing Faculty Agency: The Role of Individuals, Organizational Environments, and Fields." Presidential symposium at the annual meeting of the Association for the Study of Higher Education (ASHE). Los Vegas, NV, November 16, 2012.

Austin, A., (discussant), Baldwin, R., Teroskey, A. L., & Zeig, M.J. "The 'Second Half' of Academic Life: Exploring the Meaning and Mission of the Late Academic Career." Symposium at the annual meeting of the Association for the Study of Higher Education (ASHE). Los Vegas, NV, November 16, 2012.

Wilson, E., Chapman, D. W., Austin, A. E., Farah, S., & Ridge, N. "Can Universities Become World-Class when Research and Community Engagement are Missing?" Presentation at the annual meeting of the Comparative and International Education Society (CIES). San Juan, Puerto Rico, April 26, 2012.

Austin, A. E. "Improving Instructional Quality in Higher Education in Asia: Challenges and Strategies." Presentation at the annual meeting of the Comparative and International Education Society (CIES). San Juan, Puerto Rico, April 26, 2012.

Chapman, D., Austin, A. E., Farah, S., Wilson, E., Ridge, N. "University Instructional Staff in UAE: Institutional Implications of a Transient Faculty." Paper presented at the annual meeting of the Association for the Study of Higher Education (ASHE). Charlotte, NC, November 16, 2011.

Austin, A. E., Chapman, D., Farah, S., Wilson, E., Ridge, N. "Academic Staff in the United Arab Emirates: Individual, Institutional, and National Factors affecting Academic Work." Presentation at the annual meeting of the Association for the Study of Higher Education (ASHE). Charlotte, NC, November 19, 2011.

Austin, A. E., & Laursen, S. "Strategies for Fostering Organizational Change for STEM Women: Lessons from a Study of ADVANCE IT Institutions." Invited presentation at the National Science Foundation's ADVANCE Annual PI Meeting. Alexandria, VA, November 15, 2011.

Akulli, A., Austin, A. E., Roy, P., & Glass, C. "Preparing Graduate Students as Engaged Scholars: Collaborative Professional Experience in South Africa." National Outreach and Engagement Conference. East Lansing, MI. October 3, 2011.

Austin, A. E., Laursen, S., Hunter, A.-B., Soto, M., & Martinez, D. Organizational Change Strategies to Support the Success of Women Scholars in STEM Fields: Categories, Variations, and Issues. Paper presented at the Annual Meeting of the American Educational Research Association. New Orleans, LA, April, 2011.

Micomonaco, J., & Austin, A. "Examining Inter-institutional Learning Communities: The Center for the Integration of Research, Teaching, and Learning (CIRTL) as a Collaboration for Institutional Learning." Paper presented at the annual meeting of the Association for the Study of Higher Education. Indianapolis, IN, November 19, 2010.

Austin, A. E., Trice, A., Baldwin, R., Kezar, A., & Jaegar, A. Symposium entitled "Part-Time Faculty Teaching: The Impact on Student Success." Association for the Study of Higher Education, November 20, 2010.

Lee, V. S.; DeZure, D.; Austin, A.E.; Baldwin, R.; Debowski, S.; Fink, D.; Ho, A.; Hofgarrrd Lycke, K.; Sorcinelli, M.D.; & Sorenson, L. "International Engagement: A Summary of Observations and Recommendations from a Conference in Beijing on Theory, Practice, and Implications concerning Professional and Organizational Development for Chinese Higher Education in the Global Context." Presentation at the International Consortium on Educational Development, Barcelona, Spain, June 28-30, 2010, [Because of conflicts, I was unable to present although I participated in planning the session.]

Sorcinelli, M.D., Austin, A. E., & Debowski, S. "Beyond current frameworks: A new paradigm for educational development." Presentation at the International Consortium on Educational Development, Barcelona, Spain, June 28-30, 2010, [Because of conflicts, I was unable to present although I participated in planning the session.]

Austin, A. E. & Sorcinelli, M. D. Innovative Approaches for Mentoring Prospective and New Faculty for High-Impact Practices." Presentation at the Conference of the American Association of Colleges and Universities (AAC&U) on Faculty Roles in High-Impact Practices. Philadelphia, PA, March 25-27, 2010.

Glass, C. R., Sanford, G., Medendorp, J., Austin, A. E. "New Directions in Cross-Border Partnerships: An Action-Oriented Discussion about a "Knowledge Hub" Approach to Higher Education Capacity Development." Presentation at the Comparative and International Education Society (CIES), Chicago, IL, March 4, 2010.

Glass, C. R., Roy, P., Akulli, A. N., Austin, A. E. "Reimagining Doctoral Education: Applying Cognitive Apprenticeship Theory to Develop International Scholarly Identity. Presentation at the Comparative and International Education Society (CIES), Chicago, IL, March 3, 2010.

Austin, A.E., Kiley, M., & Pearson, M. "Critical Issues in Doctoral Education: Comparison of Challenges and Responses in Australia and the United States." Paper presented at the annual meeting of the Association for the Study of Higher Education, Vancouver, Canada, November, 2009.

Gappa, J.M., & Austin, A. E. "Rethinking Academic Freedom, Shared Governance and Faculty Employment." American Association of University Professors' Conference on Globalization, Shared Governance, and Academic Freedom: An International Conference. Washington, DC, June 11-13, 2009.

Austin, A. E. "Innovative Approaches to Preparing Future STEM Faculty: The Center for the Integration of Research, Teaching, and Learning (CIRTL)." Conference of the Association of American Colleges and Universities (AAC&U) on Shaping Faculty Roles in a Time of Change: Leadership for Student Learning, San Diego, CA. April 2-4, 2009.

Austin, A.E., & Gappa, J.M. "Fostering Supportive Academic Workplaces for Diverse Faculty." Presentation at the Conference of the Association of American Colleges and Universities

(AAC&U) on Shaping Faculty Roles in a Time of Change: Leadership for Student Learning, San Diego, CA. April 2-4, 2009.

Austin, A. E. & Foxcroft, C. "Fostering Organizational Change and Individual Learning through Mutually Beneficial Inter-Institutional Collaboration." Presentation at the Annual Meeting of the Comparative and International Education Society. Charleston, South Carolina, March 22-26, 2009.

Austin, A. E. "Expectations and Experiences of Aspiring and Early Career Academics in the U.S.: Implications for Strengthening Career Preparation." Paper presented at the Annual Meeting of the Society for Research into Higher Education. Liverpool, England. Dec 9-11, 2008.

Austin, A. E. "Mentoring: What We Learned (and What We Wished We had Known from the Start)—Reflections from the LEAP Project." Speaker at the National Science Foundation's ADVANCE 7th National Principal Investigators Meeting .Alexandria, VA, May 12-13, 2008.

"Doctoral Education in the U.S.: Key Characteristics and Emerging Issues." Paper presented in a symposium entitled "Challenging Doctoral Pedagogies; Engendering International Conversations to Move the Agenda Forward." American Educational Research Association. San Diego, CA, April 13-17, 2008.

Austin, A. E. "Supporting Faculty as They Support Student Learning." Annual Meeting of the Association of American Colleges and Universities. Washington, DC, Jan 23-26, 2008.

Austin, A. E., "Doctoral Education in the United States: Key Characteristics and Emerging Issues." Paper presented at the American Educational Research Association Annual Meeting, New York, March 27, 2008.

Austin, A. E., Barnes, B., Lincoln, Y., Votruba, J., & Wolf-Wendel, L. "Rethinking Faculty Work: Views from Diverse Perspectives." Symposium presentation at the Association for the Study of Higher Education Annual Meeting, Louisville, KY, November 8, 2007.

Austin, A. E., Baldwin, R., Chang, D., Ozaki, C., Hernandez, J. "Inter-Institutional Cooperative Relationships in Postsecondary Education: Lessons from the Literature and the Field." Symposium presentation at the Association for the Study of Higher Education Annual Meeting, Louisville, KY, November, 2007.

Austin, A. E., Connolly, M., & Millar, S. "Qualitative Longitudinal Findings on Effects of Teaching-Related Professional Development on STEM Doctoral Students and Postdocs." Symposium at the American Educational Research Association Annual Meeting, Chicago, IL, April, 2007.

Austin, A. E. "Strategies for Nurturing Supportive Academic Workplaces for a Changing Faculty." Session presentation at the Professional and Organizational Development (POD) Annual Meeting, Philadelphia, PA, October, 2007.

Austin, A. E., Baker, V., Colbeck, C., Golde, C. M., & McDaniels, M., "Theoretical Frameworks for Understanding Doctoral Student Learning and Development: Implications for Research and Practice." Symposium presented at the Association for the Study of Higher Education, Anaheim, CA, November, 2006.

Austin, A. E., Finkelstein, M., Gappa, J.M., Schuster J., & Trice, A. "Rethinking Faculty Work and Workplaces: The Faculty Appointments Revolution and Implications for Institutional Policies and Practices." Symposium presented at the Association for the Study of Higher Education,

Anaheim, CA, November, 2006.

Austin, A.E., Bland, C., Risbey, K., Lawrence, J., Kucas, C., & Olsen, D. "United We Stand, Divided We Fall: The Need for Academic Mentoring in Higher Education." Symposium presented at the Association for the Study of Higher Education, Anaheim, CA, November, 2006.

Austin, A. E., & Trice, A. "Creating Attractive Workplaces for Full-Time Faculty Working Off the Tenure Track." Association of American Colleges and Universities (AACU), Chicago, November, 2006.

McDaniels, M. & Austin, A. E. (McDaniels presented.) "Preparing the Professoriate of the Future for the New Academy." Symposium presentation at the Professional and Organizational Development Conference (POD), October, 2006.

Austin, A.E., Gappa, J., & Trice, A. "Rethinking Academic Work and Workplaces." Symposium presentation at the Annual Conference of the Association of American Colleges and Universities, January, 2006.

Austin, A. E., & McDaniels, M. "Using Doctoral Education to Prepare Faculty to Work within Boyer's Four Domains of Scholarship." Symposium presented at the Association for the Study of Higher Education (ASHE), Philadelphia, PA, November, 2005.

Austin, A. E., Trower, C., Gappa, J., Trice, A., & Lindholm, J. "Changes in Faculty Work and Academic Workplaces: Calls for Reform and Implications for Policy and Practice." Symposium presented at the Association for the Study of Higher Education (ASHE), Philadelphia, PA, November, 2005.

Austin, A. E., & Sorcinelli, M. D. "Faculty Development: Exploring Possibilities, Engaging Ideas, and Creating the Future." Symposium presentation at the Professional and Organizational Development (POD) Annual Conference, Milwaukee, WI, October 29, 2005.

Austin, A. E., Baldwin, R., Clifford, M., & Weaver, L. "Preparing Doctoral Students in Science, Technology, Engineering, and Math Careers as Effective Teachers: Emerging Lessons from NSF's Center for the Integration of Research, Teaching, and Learning (CIRTL). Paper at the American Educational Research Association, Montreal, April, 2005.

Dirkx, J. M. and Austin, Ann E. "Making sense of continuing professional development: Toward an integrated vision of lifelong learning in the professions." Paper presented (by J. Dirkx) at the Continuing Professional Education Preconference, 2005 Academy of Human Resource Development International Research Conference, Feb 22-23, 2005, Estes Park, CO.

Austin, A. E., & Gappa, J. "Enhancing Meaningfulness in Faculty Work." Symposium at the annual meeting of the American Association of Higher Education, Atlanta, GA, March, 2005.

Austin, A.E., Gappa, J., & Trice, A. "Institutional Strategies for Enhancing Meaningfulness and Excellence in Faculty Work." Symposium presented at the Association for the Study of Higher Education (ASHE), Kansas City, MO, November, 2004.

Austin, A.E., with A. E., Colbeck, C., Fairweather, J., Barnes, B., Connolly, M., Bueschel, A.C. "'Third Generation' Research on Doctoral Students and Doctoral Education: Questions, Approaches, and Challenges." Symposium presented at the Association for the Study of Higher Education (ASHE), Kansas City, MO, November, 2004.

Austin, A. E., Baldwin, R., Fairweather, J. F., Hernandez, J. and colleagues. "Improving

Teaching and Learning through Cross-Disciplinary, Cross-Institutional Collaboration: Center for the Integration of Research, Teaching, and Learning (CIRTL)." Symposium presented at the Association for the Study of Higher Education (ASHE), Portland, Oregon, November, 2003.

Austin, A. E., M.D. Sorcinelli, and D. Wulff. "Envisioning Effective Approaches to Evaluating Faculty Development Programs." Presentation at the Annual Meeting of the Professional and Organizational Development Network (POD), Denver, Colorado, Oct, 2003.

Austin, A. E. and colleagues from University of Wisconsin. "Graduate and Faculty Programs: Companion-Planting or Separate Flowerbeds?" Symposium presented at the annual meeting of the Professional and Organizational Development Network (POD), Denver, Colorado, Oct, 2003.

Austin, A. E., A. Beach, P. Eddy, M.D. Sorcinelli. "Envisioning Responsive Faculty Development: Perceptions of Faculty Developers about the Present and Future of Faculty Development." Paper presented at the American Educational Research Association Annual Conference, Chicago, IL, April, 2003.

Austin, A.E. "Aspiring and Early Career Faculty: What Do We Know? What Do We Need to Know?" Paper presented in a symposium entitled "Three Decades of Research on Faculty Careers: What Do We Know? What Do We Need to Know?" Paper presented at the Annual Meeting of the Association for the Study of Higher Education, Sacramento, California, November, 2002.

Austin, A.E. "Assessing Doctoral Students' Progress along Developmental Vectors." Paper presented in a symposium on "Assessing Graduate Student Development." Paper presented at the Annual Meeting of the Association for the Study of Higher Education, Sacramento, California, November, 2002.

Austin, A.E. "A Systems Perspective on Faculty Development: Supporting Academic Staff in New Roles." Presentation in a symposium entitled "Strengthening Higher Education in Countries in Transition: An Analysis of the Issues." Presentation at the Annual Meeting of the Association for the Study of Higher Education, Sacramento, California, November, 2002.

Austin, A.E. & Sorcinelli, M.D. "Understanding Our Present and Future: A Study of POD Professionals." Presentation at the Annual Meeting of the Professional and Organizational Development Network (POD), Atlanta, Georgia, October, 2002.

Austin, A.E., & Wulff, D.H. "A Synthesis of Research on Graduate Education for Future Faculty." Presentation at the Annual Meeting of the Professional and Organizational Development Network (POD), Atlanta, Georgia, October, 2002.

Austin, A.E. "Graduate Students' Views of Academic Life: Are Personal and Professional Balance and Commitment Possible?" Paper presented at the Annual Meeting of the American Educational Research Association in a symposium entitled "Lives in the (un)Balance: Negotiating the Stages of Faculty Life," New Orleans, Louisiana, April, 2002.

Prentice, M., & Austin, A.E. "Department Chairs as Change Agents: Their Actions, Attitudes, and Context." Paper presented at the Annual Meeting of the American Educational Research Association." New Orleans, Louisiana, March, 2002.

Austin, A.E., Farrell, P., & Fear, F. "Creating Space for Reflection: Supporting Teachers and Students Interested in the Integration of 'Head, Heart, and Soul'." Presentation at the Annual Meeting of the American Association of Higher Education, Chicago, Illinois, March, 2002.

Austin, A.E., Beach, A.L., Eddy, P.L., & Sorcinelli, M.D. "Faculty Development to Support Faculty Work: Monitoring the Present and Conceptualizing the Future." Presentation at the Forum on Faculty Roles and Rewards, American Association of Higher Education, Arizona, February, 2002.

Austin, A.E., & Nyquist, J., Wulff, D.H. "Preparing the Engaged Faculty of the Future." Presentation at the Forum on Faculty Roles and Rewards, American Association of Higher Education, Phoenix, Arizona, February, 2002.

Austin, A.E., Bass de Martinez, B., & King, J. "Connecting Research on Higher Education and Public Practice." Presentation at the Forum on Faculty Roles and Rewards, American Association of Higher Education, Phoenix, Arizona, February, 2002.

Austin, A. E. "Graduate Students' Views of Academic Life: Are Personal and Professional Balance and Commitment Possible?" Paper presented at the annual meeting of the American Educational Research Association, New Orleans, Louisiana, April, 2002.

Prentice, M. & Austin, A. E. "Department Chairs as Change Agents: Their Actions, Attitudes, and Context." Paper presented at the annual meeting of the American Educational Research Association, New Orleans, Louisiana, April, 2002.

Austin, A. e., Farrell, P. & Fear, F. Creating Space for Reflection: Supporting Teachers and Students Interested in the Integration of "Head, Heart, and Soul." Presentation at the annual meeting of the American Association of Higher Education, Chicago, Illinois, March, 2002.

Austin, A. E., Beach, A. L., Eddy, P. L., & Sorcinelli, M. D. "Faculty Development to Support Faculty Work: Monitoring the Present and Conceptualizing the Future." Presentation at the Forum on Faculty Roles and Rewards, American Association of Higher Education, Phoenix, Arizona, February, 2002.

Wulff, D. H., Austin, A. E., & Nyquist, J. "Preparing the Engaged Faculty of the Future." Presentation at the Forum on Faculty Roles and Rewards, American Association of Higher Education, Phoenix, Arizona, February, 2002.

Austin, A. E. "Graduate Students' Journeys: Making Meaning of the Place of Research in a Scholarly Career." Symposium presentation in a session entitled "Graduate Education and the Preparation of the Next Generation of Educational Researchers" at the annual meeting of the American Educational Research Association, Seattle, Washington, April, 2001.

Austin, A. E. "Transformation through Negotiation: The University of Port Elizabeth's Experiences, Challenges, and Progress." Symposium presentation in a session entitled "Case Studies of Transformation in South African Higher Education," at the International Forum of the Association for the Study of Higher Education, Sacramento, California, November 2000.

Austin, A. E. "Toward a Conceptual Framework for Understanding, Researching, and Improving the Graduate Experience of Aspiring Faculty." Paper presented at the annual meeting of the American Educational Research Association, New Orleans, April, 2000.

Austin, A. E. "The Changing Face of Higher Education in the Developing World: Challenges Affecting South African Faculty in Times of Transformation." Paper presented at the annual meeting of the Comparative International Education Society, San Antonio, March, 2000.

Austin, A. E., Sprague, J., & Wulff, D. "The Role of the Graduate School in Preparing the Academy's Future Teaching Scholars." Symposium presentation at the annual meeting of the Council of Graduate Schools, Washington, D.C., December, 1999.

Austin, A. E., Sprague, J., & Wulff, D. "The Development of Graduate Students as Prospective Teaching Scholars: Voices from the Graduate Students." Symposium presentation at the National Communication Association (NCA), Chicago, Illinois, November, 1999.

Fraser, P. K., & Austin, A. E. "The Development of Graduate Students as Teaching Scholars: Disciplinary Differences in Aspiring Faculty Members' Views of Academic Life and Faculty Work." Paper presented at the annual meeting of the Association for the Study of Higher Education (ASHE), San Antonio, Texas, November, 1999.

Austin, A. E., & Fraser, P. A. K. "Graduate School as Socialization for Academic Careers: Experiences and Recommendations of Aspiring Professors." Paper presented at the annual meeting of the American Educational Research Association, Montreal, Canada, April, 1999.

Austin, A. E., Bensimon, E., Gumport, P., Tierney, W., & Weiland, S. "The State of the Art in Higher Education: Past, Present, and Future Considerations." Symposium presentation at the annual meeting of the American Educational Research Association, Montreal, Canada, April, 1999.

Austin, A. E., Cole, A., Goodman, J., Finley, S., Lawrence, J., & Tierney, W. "Border Crossings: A Discussion of Issues at the Intersection of Higher Education and Teacher Education." Symposium at the annual meeting of the American Educational Research Association, Montreal, Canada, April, 1999.

Austin, A. E. "Academic Staff in Tertiary Education in South Africa: Challenges and Professional Development Needs in a Time of Transformation." Paper presented at the annual meeting of the Comparative and International Education Society, Toronto, Canada, April, 1999.

Austin, A. E., & Moore, K. M. "A Systems Approach to Institutional Transformation." Presentation at the annual meeting of the American Association for Higher Education, Washington, D.C., March, 1999.

Austin, A. E., Nyquist, J., Sprague, J., & Wulff, D. "Journeys through Graduate School: Graduate Students' Reflections on Their Experiences." Symposium presentation at the American Association of Higher Education's Forum on Faculty Roles and Rewards, San Diego, California, January, 1999.

Austin, A. E. "The Role of Senior Leaders, Deans and Department Heads, and Academic Staff in Institutional Transformation." Paper presented at the annual meeting of the South African Association for Research and Development in Higher Education (SAARDHE), Bloemfontein, South Africa, September, 1998.

Austin, A. E. "Collegial Conversation as Metaphor and Strategy for Academic Staff Development." Paper presented at the annual meeting of the South African Association for Academic Development (SAAAD), Bloemfontein, South Africa, September, 1998.

Austin, A. E. "A Systems Approach to Institutional Change and Transformation: Strategies and Lessons from American and South African Universities." Paper presented at the World Congress of Comparative Education Societies, Cape Town, South Africa, July, 1998.

Austin, A. E., & Sorcinelli, M. D. "Early Career Faculty as a Key Resource." Presentation in a Focused Dialogue Session at the annual meeting of the Association for the Study of Higher Education, Albuquerque, New Mexico, November, 1997.

Austin, A. E., & Moore, K. M. "Realigning Institutional Missions and Faculty Work." Symposium presentation at the annual meeting of the Association for the Study of Higher Education, Albuquerque, New Mexico, November, 1997.

Austin, A. E., & Fraser, P. "The Development of Graduate Students as Teaching Scholars: Experiences and Perceptions During the First Two Years of Graduate Study." Paper presented at the Association for the Study of Higher Education Annual Meeting, Albuquerque, New Mexico, November, 1997.

Austin, A. E. "Heeding New Voices: The Tenure System as Perceived by Early Career and Aspiring Faculty." Paper presented at the annual meeting of the American Educational Research Association, Chicago, Illinois, April, 1997.

Austin, A. E., Calcagno, C., Fraser, P., Nyquist, J., Sprague, J., Woodford, B., & Wulff, D. "Voices from Graduate Students Aspiring to Join the Professoriate: Themes Emerging from a National Study on the Development of Graduate Students as Teaching Scholars." Symposium presentation at the Annual Meeting of the American Association of Higher Education, Washington, D.C., March, 1997.

Austin, A. E., & Rice, R. E. "Heeding New Voices: Themes from the AAHE New Pathways Project on Early Career and Aspiring Faculty." Symposium presentation at the annual meeting of the American Association of Higher Education, Washington, D.C., March, 1997.

Austin, A. E., & Gilliard, M. D. "The Transformation of Faculty Work in the Liberal Arts." Symposium presentation at the Annual Forum on Faculty Roles and Rewards of the American Association of Higher Education, San Diego, January, 1997.

Austin, A. E., Twombly, S., & McDonough, P. "Higher Education Curriculum and Pedagogy at the Millennium." Symposium presentation at the annual meeting of the Association for the Study of Higher Education, Memphis, Tennessee, November, 1996.

Austin, A. E. "Relationship, Epistemology, and Community: Autobiographical Reflections on Collaboration." Paper presented at the annual meeting of the Association for the Study of Higher Education, Memphis, Tennessee, November, 1996.

Austin, A. E. "Faculty Roles at Private Colleges." Symposium presentation at the American Association of Higher Education Forum on Faculty Roles and Rewards, Atlanta, Georgia, January, 1996.

Austin, A. E., Lattuca, L., & Zaruba, K. "Linking Universities and Small Colleges: Analyzing a Consortium Approach to Faculty Development." Paper presented in a symposium at the American Educational Research Association Annual Meeting, San Francisco, California, April, 1995.

Austin, A. E., Moore, K. M., & Votruba, J. "Levers for Realignment: How to Embed Outreach into the University." Symposium presentation at the American Association of Higher Education Conference on Faculty Roles and Rewards, Phoenix, Arizona, January, 1995.

Austin, A. E., Hutcheson, P., Neururer, J., & Tierney, W. "Making Meaning: The Search for Academic Community." Symposium presentation at the annual meeting of the Association for the Study of Higher Education, Tucson, Arizona, November, 1994.

Austin, A. E., Olsen, D., Sorcinelli, M. D., & Svinicki, M. "Developing a Research Agenda concerning Prospective Faculty and Their Preparation for the Professoriate." Symposium

/Consultation session at the American Educational Research Association Annual Meeting, New Orleans, Louisiana, April, 1994.

Austin, A. E. "Faculty Careers: Transition and Renewal in the Environment of Liberal Arts Colleges." Presentation in a symposium session at the American Association of Higher Education's Forum on Faculty Roles and Rewards, New Orleans, Louisiana, January, 1994.

Austin, A. E., Brocato, J., & LaFleur, M. "Learning to Teach: The Socialization of University Teachers." Research paper presented at the annual meeting of the American Educational Research Association, Atlanta, Georgia, April, 1993.

Austin, A. "Toward a Practitioners' Theory of Collaboration." Symposium presentation at the American Association of Higher Education's National Conference, Washington, D.C., March, 1993.

Austin, A. E. "What Do We Know about Faculty Motivation?" Symposium presentation at the American Association of Higher Education's Conference on Faculty Roles and Rewards, San Antonio, Texas, January, 1993.

Baldwin, R. G., & Austin, A. E. "Toward Greater Understanding of Faculty Collaboration: Metaphors, Emerging Theory, and Collaborators' Advice." Paper presented at the Association for the Study of Higher Education Annual Meeting, Minneapolis, Minnesota, November, 1992.

Lincoln, Y. S., Marshall, C., & Austin, A. E. "Institutionally Based Quality of Worklife Assessment: Political, Logistical, Fiscal, and Data Base Issues." Paper presented at the American Educational Research Association, San Francisco, California, April, 1992.

Austin, A. E., Baldwin, R. G., Beck, J. P., & Heckscher, C. "Collaboration in Different Worlds: Practices, Problems, and Shared Questions to Explore." Symposium presentation at the Association for the Study of Higher Education Annual Meeting, Boston, Massachusetts, November, 1991.

Austin, A. E., Centra, J., Cheldelin, S., Finkelstein, M. J., & Menges, R. "Issues in Evaluating Multi-Institutional Faculty Development Programs: Lessons from New Jersey." Symposium presentation at the American Educational Research Association, Chicago, Illinois, April, 1991.

Austin, A. E. "Supporting the Professor as Teacher: An Evaluation Study of the Lilly Teaching Fellows Program." Paper presented at the Association for the Study of Higher Education Annual Meeting, Portland, Oregon, November, 1990.

Austin, A. E., Beck, J. P., Deal, T. E., Fluri, R. L., & Gamson, Z. F. "The Workplace of the Future: What Can We Learn? What Can We Teach?" Symposium presentation at the Association for the Study of Higher Education Annual Meeting, Atlanta, Georgia, November, 1989.

Baldwin, R. G., Austin, A. E., & Blackburn, R. T. "Faculty Collaboration: Enhancing Professional Performance through Cooperation." Symposium presentation at the Association for the Study of Higher Education Annual Meeting, Atlanta, Georgia, November, 1989.

Austin, A. E. "Work-Related Values of Faculty in Liberal Arts Colleges: Patterns Related to Career Stage and Gender." Paper presented at the American Educational Research Association, San Francisco, California, March, 1989.

Austin, A. E., Rice, R. E., & Neal, J. E. "The Academic Workplace in Liberal Arts Colleges: Factors Related to High Faculty Morale." Paper presented at the Association for Institutional Research Annual Forum, Phoenix, Arizona, May, 1988.

Austin, A. E., & Neal, J. E. "Distinctions among Liberal Arts College Faculty Related to Time Use Priorities." Paper presented at the American Educational Research Association, New Orleans, Louisiana, April, 1988.

Austin, A. E. "Career Concept Types and Their Implications Among Liberal Arts College Faculty." Paper presented at the Association for the Study of Higher Education, Baltimore, Maryland, November, 1987.

Austin, A. E. "The Future of the Academic Workplace in Liberal Arts Colleges - Executive Summary." Paper presented as part of a symposium entitled "Professors at Small Colleges - Research on Their Worklife." Presentation at the American Educational Research Association, San Francisco, California, April, 1986.

Austin, A. E. "University Mid-Level Administrators: Comparisons Between Men and Women on Work Experience, Commitment, and Job Satisfaction." Paper presented at the American Educational Research Association Annual Meeting, Chicago, Illinois, April, 1985.

Austin, A. E. "Factors Contributing to Job Satisfaction of University Mid-Level Administrators." Paper presented at the Association for the Study of Higher Education Annual Meeting, Chicago, Illinois, March, 1985. (Paper included in ERIC System, ED 259 626).

Austin, A. E. "Commitment Patterns of University Mid-Level Administrators." Paper presented at the Association for Institutional Research Annual Forum, Fort Worth, Texas, May, 1984.

Austin, A. E. "Work Orientation of University Mid-Level Administrators: Commitment to Work Role, Institution, and Career." Paper presented at the Association for the Study of Higher Education Annual Meeting, Chicago, Illinois, March, 1984. (Paper included in ERIC System, ED 245 629).

Austin, A. E., Dill, D. D., Gamson, Z. F., Peterson, M. W., & Stark, J. S. "The World We Work In: Changing Culture and Work Environment." Panel presented at the American Association of Higher Education National Conference, Chicago, Illinois, March, 1984.

Austin, A. E. "Colleges and Universities as Workplaces: Analysis and Review of the Literature." Paper presented at the Association for the Study of Higher Education Annual Meeting, Washington, D.C., March, 1983.

INVITED SCHOLARLY ADDRESSES AND PRESENTATIONS

"Fostering Communication, Collaboration, and Community Building in Science: The Value of Taking a Systems Approach." Keynote talk hosted by the American Association for the Advancement of Science (AAAS) at the meeting of the AAAS Community Engagement Fellow Conference," Washington, DC., June 5, 2017.

"Advancing Collective Impact for the NSF INCLUDES Program through a Systems Perspective: Fostering Community, Communication, and Collaboration at the National Level through the Technical and Human Infrastructure." Keynote talk at a national meeting hosted by the American Association for the Advancement of Science (AAAS), Washington, DC, April 12, 2017.

“Enacting Change for Equity, Equality, and Quality: Lessons from ADVANCE Institutions.” Invited talk at George Mason University. Fairfax, VA, February 9, 2017.

“Fostering Change in Higher Education: Lessons and Observations from Theory, Research, and Practice.” Keynote Talk at the Annual Meeting of the Bay View Alliance, Austin, Texas. December 13, 2016.

“Fostering Reform in Undergraduate STEM Education: Thinking and Working Systematically.” Keynote talk at the PULSE Biology Fellows Pacific Northwest Conference, Seattle, WA, October 14, 2016.

“Aligning Institutional Priorities with Individual Outcomes: Liberal Arts Colleges in the Higher Education Landscape.” Invited Talk at the Academic Leadership Institute for Mid-Career Faculty in the Great Lakes Colleges Consortium, Ann Arbor, MI. October 6, 2016.

“Taking a Systemic Approach to Strengthening Undergraduate STEM Education: Making an Impact and Learning from Implementation and Assessment.” Invited talk at the Independent Colleges Organization Annual Meeting, Washington, DC. September 27, 2016.

“Strategies for Advancing Gender Equity and Institutional Change: Lessons from ADVANCE Institutions.” Leadership seminar for administrative and faculty leaders from MSU and nearby universities. Michigan State University, December 1, 2015.

“The New Faculty.” Invited talk at the SUNY Conference on Critical Issues in Higher Education: Building a New Business Model for the Academy: Partnerships, Affiliations, Mergers, and Acquisitions. New York, NY, October, 29-30, 2015.

“Fostering Reform in Undergraduate STEM Education: Thinking and Working Systemically.” Invited keynote speaker at the Midwest and Great Plains Regional Network Conference of the Partnership for Undergraduate Life Sciences Education (PULSE) entitled Preparing the Next Generation of Faculty as Effective Teachers. Sponsored by the National Science Foundation. Washington University, St. Louis, June 5, 2015.

Invited speaker at the conference on Preparing Mathematics Graduate Students for Successful Careers as Teachers. Sponsored and hosted by the National Science Foundation, Oct 26-28, 2014.

“Professional Development, Organizational Change, and Transformation in Universities and Colleges.” Invited Keynote panel speaker at the Conference on Transforming Institutions: 21st Century Undergraduate STEM Education. Purdue University, Indianapolis, IN, October 24, 2014.

“Research on Faculty.” Invited Participant and Speaker at the Institute of Higher Education 50th Anniversary Roundtable. University of Georgia, September 11-12, 2014.

“How Faculty Change: Overcoming Resistance and Speeding Reform in STEM Undergraduate Education.” Invited talk and workshop with M. D. Sorcinelli at the Association for American Universities (AAU) STEM Initiative Conference on Achieving Systemic Improvement to Undergraduate STEM Teaching and Learning. Washington, DC, July 25, 2014.

“Why Won’t Academics Change the Way They Teach?” Invited speaker and participant for the University of Hong Kong Summer Institute on Higher Education for Tomorrow. Hong Kong, June 25, 2014.

“Fostering Change in Higher Education: Lessons from Theory, Research, and Practice.” Invited speaker for a seminar at the National Science Foundation, June 13, 2014.

“Preparing the Next Generation of Faculty as Effective Teachers.” National Research Council Meeting on Barriers and Opportunities in Completing 2- and 4-Year Degrees. Washington, DC, November 23, 2013.

“Issues Confronting American Universities: Looking Back, Looking Forward.” Session Coordinator and speaker at an invited session at the Academic Leadership Program (ALP), sponsored by the Committee on Institutional Cooperation (CIC). East Lansing, MI, October 3, 2013.

“Preparing for the Future: Challenges, Changes, and Opportunities in Scholarly Work and the Implications for Doctoral Student Preparation.” Invited Talk at the 2013-2014 Kick-Off Event for the Future Professoriate Program. Syracuse University, September 20, 2013.

“Situating Individual Efforts for Reform within Organizational Systems.” Invited Keynote and the American Society of Biochemistry and Molecular Biology (ASBMB) Special Symposium on Student-Centered Education in the Molecular and Life Sciences. Seattle, Washington, August 7, 2013.

Invited Resource Paper Author and Participant at a Workshop organized by The Coalition for Reform of Undergraduate Education, entitled “Supporting Systemic Change in STEM Education.” Supported by the American Association for the Advancement of Science, The Alfred P. Sloan Foundation, and The Research Corporation for Science Advancement. Washington, D.C., June 17-19, 2013.

“Fostering Reform in Undergraduate STEM Education: Levers for Systemic Change.” Invited Keynote Address at the Physics Department Chairs’ Meeting, The American Center for Physics. College Park, Maryland, May 30, 2013.

“Beginning at the End: Writing Effective Learning Outcomes and Objectives.” Invited Address at the Preparing Future Faculty for the Assessment of Student learning (PFF-ASL) Spring Institute Program, Michigan State University, May 6, 2013.

“Reform in Doctoral Education: Preparing Future Faculty as Excellent teachers as well as Strong Researchers.” Invited Address at Aalto University, Helsinki, Finland, April 15, 2013.

“Looking to the Future: Changes, Challenges, and Opportunities for the Professoriate.” Keynote Address at the Niagara University International Conference on Teaching and Learning. Niagara, New York, January 7, 2013.

“Promoting Research-Based Instructional Practices in Undergraduate Science and Engineering.” Invited Panel Presentation at the National Academies, National Research Council, Board on Science Education’s Report Release Event on Discipline-Based Research: Understanding and Improving Learning in Undergraduate Science and Engineering. Washington, DC. November 8, 2012.

“Encouraging Active Learning: Research-Based Principles for Encouraging Active Learning.” Invited talk and workshop at Azim Premji University, Bangalore, India, May 22, 2013.

“Higher Education in the Asian Context: Challenges and Opportunities in a Changing World.” Invited Keynote Speaker for the Ewingleben Global View Event, Department of Educational Administration and Higher, Adult, and Lifelong Program, Michigan State University. East Lansing, MI. May 9, 2012.

“Using Professional Development to Support Organizational Change: Strategies for Institutional Leaders and Faculty.” Invited Talk at Simon Fraser University, Vancouver, British Columbia, Canada. April 16, 2012.

“Fostering Supportive and Productive Academic Workplaces for a Diverse Faculty: Strategies for Change and Success.” Invited Talk at the University of Nebraska Lincoln. March 6, 2012.

“Higher Education Issues across International Contexts: Challenges and Opportunities.” Invited Talk at Azim Premji University, Bangalore, India. February 7, 2012.

“Higher Education in Times of Change: Challenges and Opportunities for Oakton Community College.” Invited Keynote at the Faculty Retreat of Oakton Community College, Chicago, IL, January 12, 2012.

“Convocation on the Professoriate: Context, Roles, and the Future.” Invited Keynote at Saint Xavier University. Chicago, Illinois. August 17, 2011.

“The Landscape of Future Faculty Development.” Invited Keynote Address at the National Forum of the Center for the Integration of Research, Teaching, and Learning. Madison, Wisconsin, October 10, 2011.

“Higher Education Quality: What to Look For and Knowing When You Find It.” Invited talk at the Asian Development Bank’s Invited International Conference on The Changing Face of Higher Education in Asia. Manila, Philippines, July 26, 2011.

“Improving Instructional Quality in Higher Education: Doable but Urgent.” Invited talk at the Asian Development Bank’s International Invited Conference on The Changing Face of Higher Education in Asia. Manila, Philippines, July 26, 2011.

“Innovations in Doctoral Education: The Center for the Integration of Research, Teaching, and Learning.” Invited talk at The Australian National University, Canberra, Australia, July 12, 2011.

“Doctoral Education in a Changing Context: Traditions, Challenges, and Possibilities.” Invited Talk at Australian National University. Canberra, Australia. July 11, 2011.

“Innovations in Preparing STEM Doctoral Students for Promising Careers.” Invited talk at the University of Technology of Sydney. Sydney, Australia. July 8, 2011.

“The Changing Professoriate: On the Edge of Peril or Possibility?” Invited Keynote Address at the annual meeting of the Higher Education Research and Development Society of Australasia. Gold Coast, Australia. July 5, 2011.

“Rethinking Academic Work: The Roles of Academic Staff in Changing Times.” Invited talk at Southern Cross University, Australia, July 1, 2011.

“Leading and Supporting Change in Teaching, Learning, and Research.” Invited talk at Southern Cross University, Australia, July 1, 2011.

“Active Engagement in Learning.” Presented with Bonnell, J., Martinez, D., Sinclair, J., Thornton, L., & Yao, C. Invited Conference Talk at Nelson Mandela Metropolitan University, Port Elizabeth, South Africa, May 16, 2011.

Strategies for Course Design. Invited Seminar Talk at Nelson Mandela Metropolitan University, Port Elizabeth, South Africa, May 12, 2011.

“Promoting Evidence-Based Change in Undergraduate Science Education: A Systems Approach to Encouraging Change in Teaching Practice.” Invited talk to the Board on Science Education, National Research Council of The National Academies at the Forum on Status, Contributions, and Future Directions of Discipline Based Education Research. Talk based on commissioned paper with the same title. March 15, 2011.

“Center for the Integration of Research, Teaching, and Learning.” Presentation at the Board on Science Education of the National Academies National Research Council. Washington, D.C. March 15, 2011.

“Current Research on Student Learning and Outcomes Assessment.” Invited speaker on a panel at a Conference on Preparing Future Faculty to Assess Student Learning meeting convened by the Council of Graduate Schools and supported by the Teagle Foundation. Washington, DC, November 22, 2010.

“Evaluation Issues in NSF ADVANCE Organizational Change Projects.” Invited speaker and moderator for an interactive symposium at the National Science Foundation ADVANCE P.I. Meeting. Other speakers: J. Billson & S. Laursen. Alexandria, VA, November 8, 2010.

“Challenges and Changes in Faculty Work and Workplaces: Implications for Faculty Developers.” Invited speaker and facilitator for a day-long conference sponsored by the University of Wisconsin System for institutional faculty development leaders. Madison, WI, September 23, 2010.

“What’s Happening at the Ol’ Alma Mater: Challenges and Changes in Higher Education Today.” Invited talk to about 60 community members at Bay View/Petoskey, Michigan. July 16, 2010.

“Preparing to be a Faculty Member: What Do I Need to Know about Faculty Work?” Invited PodCast sponsored by the Center for the Integration of Research, Teaching, and Learning (CIRTL) for STEM doctoral students and faculty. April 7, 2010.

“Leading Change in Higher Education: Lessons from the Research.” Invited keynote address for a conference of the Association of Public and Land-Grant Universities (APLU) for approximately 30 APLU university provosts. Conference entitled The Leadership Collaborative Retreat. Coral Gables, FL. Jan 6-8, 2010.

“Prospects for Changing the Culture for Faculty Rewards.” Invited symposium panel presentation at a conference of the Association of Public and Land-Grant Universities (APLU) entitled The Leadership Collaborative Retreat. Coral Gables, FL. Jan 6-8, 2010.

“Issues confronting Higher Education Institutions: Looking Back, Looking Forward.” CIC/Academic Leadership Program Seminar. Michigan State University, September 24, 2009.

“The Role of Department Chairs in Encouraging Renewal, Meaning, and Community in Faculty Work.” Invited Keynote Speaker, Faculty Convocation, Wagner College, Long Island, NY, August 27, 2009.

“Meaning, Renewal, and Community in Faculty Work.” Invited Talk for the Focus on Faculty Opening Retreat at Wagner College, New York, August 27, 2009. (I received an honorarium.)

“The Changing Face of Faculty and Organizational Development in the New Century.” Conference entitled Theory, Practice, and Implications: Professional and Organizational

Development for Chinese Higher Education in the Global Context., Beijing, China. July 13, 2009.

“Faculty Work in the Twenty-First Century: Changes, Challenges, and Opportunities. The Teaching Professor Conference sponsored by Magna Publications. Washington, D.C. June 5, 2009.

Austin, A.E., Eatman, T.K., Huber, M., & Lieu, M.W. “Shaping Faculty Roles in a Time of Change.” Plenary Panel at a conference of the Association of American Colleges and Universities (AAC&U) on Shaping Faculty Roles in a Time of Change: Leadership for Student Learning, San Diego, CA. April 2-4, 2009.

“Rethinking Faculty Work.” Invited Plenary Speaker at the Council of Independent Colleges’ Provosts’ Conference. Seattle, WA, November 2, 2008.

“Faculty Development for the New Generation of Faculty Members.” Invited speaker with Gary A. Phillips. Council of Independent Colleges’ Provosts’ Conference. Seattle, WA, November 2, 2008.

“Taking a Strategic Approach to Assessing Cultural Change.” Invited speakers at the Iowa State/National Science Foundation ADVANCE Conference on The New Norm of Faculty Flexibility: Transforming the Culture in Science and Engineering. Iowa State University, Ames, IA, Oct 11, 2008.

“The Changing Professoriate: Trends, Challenges, and Implications for Nurturing a Supportive Academic Workplace.” Invited Keynote Speaker for the Opening Faculty Retreat. Valparaiso University, Valparaiso, IN, August 22, 2008.

“Rethinking Faculty Work.” Invited speaker to the Hiram College Board of Trustees. Hiram, Ohio, May 9, 2008.

“The Socialization of Future Faculty in a Changing Context: Traditions, Challenges, and Possibilities.” Invited participant and speaker at a Conference on the Future of the Academic Profession. University of Georgia, Athens, Georgia, April 25, 2008.

“Preparing to Be a Twenty-First Century Faculty member? What Do I Need to Know?” Invited Talk at the Delta Program for STEM Doctoral Students. University of Wisconsin, Madison, WI, February 13, 2008.

“Rethinking Faculty Work: Issues and Challenges in Independent Colleges and Universities.” Invited Plenary Address at the Council of Independent Colleges’ Presidents’ Institute. Marco Island, FL, January 6, 2008.

“Preparing the Faculty We Want and Need in Liberal Arts Colleges: The Changing Landscape in Doctoral Education and Faculty Work.” Invited Keynote Address at the Teagle Foundation-sponsored Conference on Preparing Faculty for Liberal Arts Colleges, Lawrence University, October 25, 2007.

“Recruitment, Hiring, Support, and Retention of New Faculty.” Invited Address at Eastern Michigan University, Ypsilanti, MI, June 5, 2007.

“Doing and Using Evaluation.” Invited Address at the National Science Foundation ADVANCE Institutional Transformation 6th Annual Principal Investigators’ Meeting. Washington, D.C., June 20, 2007.

“Rethinking Faculty Work: Supporting Faculty in a Changing Context.” Invited Address at Drexel University, Philadelphia. Philadelphia, PA. June 17, 2007.

“Faculty of the Future.” Invited Address at the CIC/ALP Fellows Conference entitled “The Public Research University of the Future: Motivating and Sustaining Change.” Madison, WI, April, 2007.

“Faculty of the Future.” Invited address to the Consortium of Inter-institutional/Academic Leaders Program Conference, Madison, Wisconsin, April, 2007.

“Creating Effective Learning Communities.” Invited Address at Cornerstone University, Grand Rapids, February, 2007.

“Living Lives of Purpose and Meaning: Creating Communities that Connect Faculty and Institutional Goals.” Invited Closing Plenary Address at the Association of American Colleges and Universities’ (AACU) Conference on “Faculty Work and the New Academy: Emerging Challenges and Evolving Roles.” Chicago, November, 2006.

“Faculty Development in the New Academy.” Half-day professional/scholarly workshop at the Association of American Colleges and Universities’ (AACU) Conference on “Faculty Work and the New Academy: Emerging Challenges and Evolving Roles.” Co-Leaders: A. Austin & M. D. Sorcinelli. Chicago, November, 2006.

“Faculty Issues in Higher Education.” Half-day seminar for the Higher Education Management Institute, Vanderbilt University, June, 2006.

“Faculty of the Future: Changes and Challenges.” Plenary Address at the American Association of Colleges and Schools of Business (AACSB) Conference on Learning, St. Petersburg, FL, June, 2006.

“Toward a Common Professional Identity: What the Research Tells Us.” Keynote Address for the Associated New American Colleges Summer Institute, Drury University, Missouri, June 17, 2005.

“The Original Land-Grant University: MSU in Transition.” State History Conference of the Historical Society of Michigan, East Lansing, MI , September 24, 2005.

“Diffusion of Innovation: Continuing the Revolution in Science Education.” Keynote Address for a meeting of about 100 scientists involved in the FIRST II Project National Meetings, May, 2005. Kellogg Biological Station. FIRST is a nationally funded project that focuses on active, inquiry-based science teaching and other reforms in science teaching.

“Helping New Faculty Succeed: Strategies for Department Chairs and Established Faculty to Use in Supporting Early Career Colleagues” and “Paths to the Professoriate: Enriching the Preparation of Future Faculty.” Invited Addresses, University of Nebraska, February, 2005.

“Perspectives on Changing Faculty Careers: Enhancing Meaningfulness and Excellence in Faculty Work.” Faculty Talk for Information Day for Higher, Adult, and Lifelong Education, Michigan State University, October, 2004.

“Using Classroom Assessment Techniques to Improve Teaching and Learning.” Invited half-day workshop at Kettering University. May, 2003.

“Challenges and Experiences of New Faculty and Implications for Department Chairs.” Invited

workshop for Department Chairs at Grand Valley State University, Grand Rapids, Michigan, October, 2002.

“Paradise Almost Lost but Re-envisioned: The Challenge of Preparing and Supporting the Faculty of the Future.” Invited Keynote Address at the Lilly-North National Teaching Conference, Ferris State University, Big Rapids, Michigan, October, 2002.

“Using Classroom Assessment Tools to Improve Teaching and Learning.” Invited Workshop for the Opening Faculty Retreat at the University of Michigan–Flint, Michigan, September, 2002.

“Focusing on Early Career Faculty: Research Findings and Implications for Recruitment, Support, and Retention of New Faculty.” Invited Address to the 26 Provosts of institutions in the North Carolina State System of Higher Education, Greensville, North Carolina, April, 2002.

“Preparing Doctoral students for the Future: Challenges in Graduate Education.” Invited talk to the Chancellor and Deans of Vanderbilt University, Nashville, Tennessee, January, 2002.

“Preparing for the Future: The Development of Graduate Students as Future Faculty and Professionals.” Invited Address at the Annual Conference for Teaching Assistants, Vanderbilt University, Nashville, Tennessee, January, 2002.

“Attracting and Supporting New Faculty,” Invited seminar for Provosts in the North Carolina Higher Education System, Raleigh, North Carolina, April 2002.

“Preparing for the Future: The Development of Graduate Students as Future Faculty and Professionals.” Invited Keynote Address at Graduate Student Conference at Vanderbilt University, January, 2002.

“Early Career Faculty: Experiences, Challenges, and Support Strategies.” Invited address to Faculty of the College of Human Resources and Education, Virginia Tech University, Blacksburg, Virginia, August, 2001.

“Approaches to Program Evaluation of Institutional Faculty Development Efforts.” Training workshop for the Collaboration for the Advancement of College Teaching and Learning, Minneapolis, Minnesota, May, 2001.

“Living the Academic Life: Challenges of Changing Career Stages, Contexts, and Expectations.” Invited keynote address at the University of Akron, Akron, Ohio, April, 2001.

“Paradise Lost: How the Academy Converts Enthusiastic Recruits into Early Career Doubters.” Major invited presentation with M. D. Sorcinelli & C. Trower at the American Association of Higher Education Forum on Faculty Roles and Rewards, Tampa, Florida, February, 2001.

“Overview of Recent National Surveys and Studies on the Graduate Experience.” Invited symposium presentation with J. D. Nyquist & D. H. Wulff at the Re-envisioning the Ph.D. Conference, Seattle, Washington, April, 2000.

“The Development of Graduate Students as Teaching Scholars.” Invited presentation at Peabody College, Vanderbilt University, Nashville, Tennessee, April, 2000.

“Transformation in Higher Education in South Africa: Issues, Challenges, and Changes.” Invited presentation in the African Studies Center Lunch Series, Michigan State University, East Lansing, Michigan, February, 1999.

“International Partnerships for Professional Development: Questions, Considerations, and Approaches.” Invited paper presented at the Conference on Academic Partnerships with South Africans for Mutual Capacity Building, Michigan State University, East Lansing, Michigan, October, 1998.

"Teaching Portfolios: Professional Development for Adult Educators." Presentation to the Educators' Network for Andragogy for Building Learning Excellence (ENABLE), Wayne County Regional Educational Service Agency, November, 1996.

"Faculty Collaboration: Strategies for Interdisciplinary Course Development." Seminar presented at the Philadelphia College of Textiles and Science, Philadelphia, Pennsylvania, January, 1995.

"Improving College Teaching through Faculty Development Strategies." Invited symposium presentation with L. Upcraft & Weimer, M. for the Pennsylvania State System of Higher Education Conference on Advancing Teaching. State College, Pennsylvania, March, 1995.

"Beyond Rhetoric to Action: Realigning Universities to Better Serve Society." Invited colloquium with K. M. Moore at the University of Indiana College of Education. Bloomington, Indiana, February, 1995.

“Teaching for Understanding.” Invited keynote talk at the Opening Faculty Retreat, Charles S. Mott Community College. Flint, Michigan, September, 1994.

Invited speaker at the American Council of Education Annual Meeting. Symposium presentation in a session entitled "Rebuilding Community: Faculty and Administrative Development." Washington, D.C. February, 1994.

“Lessons Regarding Junior Faculty.” Invited plenary speaker at the Lilly Endowment's National Teaching Fellows Conference. Indianapolis, Indiana, November, 1993.

"Collaborative Strategies for Faculty Renewal." Invited leader/presenter for one of the Council of Independent Colleges' (CIC) Annual Faculty Institutes, Omaha, Nebraska, June, 1993.

Invited speaker at a symposium on "The Future of Higher Education in Michigan." This symposium was sponsored by Central Michigan University, Mount Pleasant, Michigan, April, 1993.

"Faculty Collaboration: Enhancing the Quality of Scholarship and Teaching." Invited plenary address at the Twelfth Annual Lilly Conference on College Teaching held at Miami University of Ohio, Oxford, Ohio, November, 1992.

"Toward a New Collegiality: Issues for the Profession." Invited speaker on a panel held at a conference called "Toward a New Collegiality" sponsored by the Lilly Endowment Inc. and the Consortium for the Advancement of Private Higher Education, Indianapolis, Indiana, October, 1992.

Invited speaker and participant at a conference sponsored by The National Faculty Exchange entitled "Faculty Issues in the '90s: Moving into a New Century," San Diego, California, November, 1990.

"Supporting Faculty Vitality: An Organizational Perspective" and "Sustaining Faculty Vitality: A Multi-Level Approach." Formal presentations to the administrative team and to the faculty at The School of Veterinary Medicine, University of Wisconsin, Madison, Wisconsin, November, 1990.

"How Faculty in a Liberal Arts College Effectively Communicate Liberal Arts Goals and Values." Address to the faculty of the College of the Ozarks, Point Lookout, Missouri, August, 1990.

Commencement Address entitled "Using One's Individuality to Build Community," Brescia College, Owensboro, Kentucky, May, 1989.

"Promoting Faculty Vitality: Individual and Institutional Perspectives." Keynote address at the Bush Faculty Development Conference, Minneapolis, Minnesota, February, 1989.

"Preliminary Findings from the Academic Workplace Study." Presentation at the Presidents' Institute held by the Council of Independent Colleges, San Diego, California, January, 1988.

"The Academic Workplace: New Demands, Heightened Tensions." Keynote presentation at the Southern Conference of Deans of Faculties and Academic Vice Presidents, New Orleans, Louisiana, December, 1985.

"Faculty and Their Work: The Intrinsic Reward System." Presentation at three regional Faculty Institutes held by the Council of Independent Colleges, Pittsburgh, Pennsylvania; Atlanta, Georgia; Hartford, Connecticut, June, 1985.

INVITED PARTICIPANT AND RESOURCE PERSON IN SCHOLARLY MEETINGS

Invited Participant for a meeting entitled "Building and Sustaining Networks in STEM Education," supported by the National Science Foundation, New Orleans, LA, June 22, 2017.

Invited Participant for a meeting entitled "XDBER (Cross Disciplines and Discipline-Based Education Research)" hosted by the Howard Hughes Medical Institute (HHMI), Chevy Chase, MD, May 8-10, 2017.

Invited Participant for a meeting entitled "HIBAR Alliance Workshop (Highly Integrative Basic and Applied Responsive Research)," hosted by the Association for Public and Land-Grant Universities (APLU), January 26, 2017.

Invited Facilitator for the American Council on Education's meeting with national government and higher education leaders on Leadership, Diversity, and the Future of Higher Education. Ann Arbor, November 11-12, 2015.

Invited Participant in a symposium entitled Defining the 'New Normal'. Hosted by the Sloan Foundation and held at Harvard University, Cambridge, MA, May 12-13, 2015.

Invited Participant, STEM Faculty Leadership Development Synthesis Meeting. American Institutes of Biological Sciences. Howard Hughes Medical Institute, MD, March 31-April 2, 2014.

Invited Participant, Spencer Foundation's Seminar on Instruction as Participation in the Formation of Knowledge. Chicago, IL, May 5, 2014.

Invited Participant, The Delphi Project on the Changing Faculty and Student Success. Association of American Colleges and Universities (AAC&U), Washington, DC, May 30, 2014.

INTERNATIONAL WORK

Australia:

Invited Keynote Speaker: “The Changing Professoriate: On the Edge of Peril or Possibility?” Annual conference of the Higher Education Research and Development Society of Australasia. Gold Coast, Australia. July 5, 2011.

Invited Speaker: “Innovations in Doctoral Education: The Center for the Integration of Research, Teaching, and Learning.” Australian National University, Canberra, Australia, July 12, 2011.

Invited Speaker: “Doctoral Education in a Changing Context: Traditions, Challenges, and Possibilities.” Australian National University. Canberra, Australia. July 11, 2011.

Invited Speaker: “Innovations in Preparing STEM Doctoral Students for Promising Careers.” University of Technology of Sydney. Sydney, Australia. July 8, 2011.

Invited Speaker: Rethinking Academic Work: The Roles of Academic Staff in Changing Times.” Southern Cross University, Australia, July 1, 2011.

Invited Speaker: “Leading and Supporting Change in Teaching, Learning, and Research.” Southern Cross University, Australia, July 1, 2011.

China:

Invited Keynote Speaker: “The Changing Face of Faculty and Organizational Development in the New Century.” Conference entitled *Theory, Practice, and Implications: Professional and Organizational Development for Chinese Higher Education in the Global Context*. Beijing, China. July 13, 2009. Also presented:

- “Mentoring and New Faculty Development: Preparing Graduate Students to be Faculty Members”
- “Research and Current Trends in Faculty and Organizational Development” (with R.G. Baldwin and M.D. Sorcinelli)

Member of a MSU College of Education delegation led by Dean Carole Ames to visit schools and universities (including Beijing Normal University, Sichuan International Studies University, Southwest University, and Pudong Software Park Corporation) in five cities in China

Invited Keynote Speaker, “The Changing Face of Faculty and Organizational Development in the New Century.” Conference entitled *Theory, Practice, and Implications: Professional and Organizational Development for Chinese Higher Education in the Global Context.*, Beijing, China. July 13, 2009.

Egypt:

Invited Consultant, American University of Cairo (AUC), Egypt: Invited to provide consultation concerning the development of a Graduate Program in Education. The one-week visit included making two presentations: “A Graduate School of Education for the Future,” and “Challenges and Tensions in Planning.” November 30 – December 7, 2007. Second visit to consult about the establishment of a Middle East Higher Education Institute, April, 2009.

England:

Reviewer and Consultant for Epigeum's online professional development course on Research Careers. London, England, 2012.

Finland:

Invited Opponent (External Examiner) for the public doctoral examination of Katja Lahenius, Aalto University, Helsinki, Finland, April 12, 2013.

Hong Kong:

Invited participant and speaker at the Asian Development Bank Higher Education Summit. Hong Kong, July 26-27, 2014.

Invited participant and speaker at the University of Hong Kong Summer Institute on Higher Education for Tomorrow. Hong Kong, July 20-25, 2014.

India:

Consultant and collaborator, Azim Premji University (APU). I have been part of a team from the MSU College of Education that has worked with administrative and faculty colleagues at APU as they build a university committed to contributing to educational reform in India. My work has involved collaborations and consultations as well as talks and workshops around faculty development, faculty evaluation and appraisal, and teaching and learning issues. Our MSU team visited APU several times in 2011, 2012, and 2013, and hosted delegations from APU at MSU.

Japan:

Team member for American Council on Education/USAID Seminar in Japan to discuss higher education cross-national collaborations. Hiroshima, Japan, October 17-21, 2004.

Malaysia:

Invited Keynote Speaker, "Preparing Doctoral Students for Promising Careers: Innovative Practices in Supervision, Collaboration, and Networking." Invited Keynote Address at the Conference of the International Doctoral Education Research Network (IDERN), April 22, 2010, Kuala Lumpur, Malaysia. Also participated in preceding invitational research meeting.

Oman:

Invited Presenter, International Seminar on the Strategy for Development of Education in the Sultanate of Oman, 2006-2020. March 14-16, 2005. (I was one of about 10 international higher education scholars invited to Oman to review their reform plan for education and speak at a conference of 400 educational leaders from Middle Eastern countries.)

Philippines:

Consultant to the Asian Development Bank (ADB). Member of an international team conducting a commissioned study entitled "Higher Education in Dynamic Asia" to inform ADB funding priorities. 2009-2011. Wrote a monograph entitled *Improving Instructional Quality: Focus on Faculty Development* (2011).

South Africa:

On-going collaborative work focused on faculty development, curriculum development, and

organizational change that began in 1998 with a year-long Fulbright Scholar Award. Since that time, I have hosted teams from South Africa and visited South Africa many times to work with higher education leaders, lead faculty development sessions, conduct research, and facilitate graduate student collaborative professional development experiences. Details are reported below.

Thailand:

Invited Presenter, Seminar on Academic Writing and Publishing at Srinakharinwirot (SWU) University, Bangkok, Thailand, December, 2006. This seminar was part of a four-day visit to discuss possible MSU-SWU collaborations.

United Arab Emirates:

Consultant to Al Qasimi Foundation to provide feedback on developing research agenda, 2012.

Research Study of Academic Staff in the United Arab Emirates (UAE), in collaboration with the Al Qasimi Foundation and the Dubai School of Government, 2010-2011.

Vietnam:

Three-Day Workshop on Needs Assessments and Proposal Writing, Cantho University. Marilyn Amey, David Chapman, and I designed and facilitated a workshop for about 50 university and community college faculty on assessing institutional needs and designing proposals to address those issues. The workshop was carried out completely in translation.

Work with Rwandans studying in the U.S.:

Taught one-week workshop on “Teaching in Postsecondary Education” to Rwandan higher education leaders and teacher participating in the Partnerships for Enhancing Agriculture in Rwanda through Linkages Project (PEARL).

Extensive Work in South Africa:

(Some of the following work has been reported in other sections but is included here for ease of use by readers interested in my extensive work in South Africa.)

Core Faculty Member, MSU African Studies Center, election in 1999-ongoing.

Consulting Faculty Member, MSU Women and International Development Program, election in 1999-ongoing.

Member, MSU South Africa Implementation Committee, appointment in 1999 -- 2002.

Co-Coordinator of MSU/NMMU Collaboration on Professional Development, Nelson Mandela Metropolitan University (NMMU), on-going. I regularly lead teams of MSU faculty and doctoral students to work collaboratively with NMMU colleagues on strengthening student learning and faculty teaching. July-August, 2008; May, 2009; May, 2011; May, 2013.

Visiting Scholar and Faculty Development Consultant, Nelson Mandela Metropolitan University (NMMU), South Africa, on-going. Since 1998, and in numerous on-going visits, I have worked closely with senior institutional leaders and faculty members at NMMU on envisioning, developing, and implementing policies and practices pertaining to teaching and learning, academic staff development, and organizational change strategies that enhance the learning environment in the highly diverse university context. Part of this work has involved

contributing to the development of the institution's "Teaching and Learning Policy." I also have provided seminars on such topics as the following:

- Transformation and Change in Higher Education
- Helping New Academic Staff Succeed: Challenges and Strategies
- Developing a Culture of Excellence in Teaching and Learning
- Academic Staff Development: Issues and Approaches
- Approaches to Curriculum Development
- Developing Research Proposals

1998 Fulbright Fellow, Centre for Organisational and Academic Development, University of Port Elizabeth (now called Nelson Mandela Metropolitan University).

Contributed to the conceptualization and expansion of the academic staff (faculty) development program. Presented seminars and workshops on teaching and learning issues, curricular reform, and organizational change issues for the University Council, Executive Management, New Faculty Induction Course, All-University Seminar Series, and numerous faculties and departments (Arts, Biochemistry, Continuing Education, Computer Science, Extended Curriculum Programme, Health Sciences, Industrial and Organisational. Psychology, Law, Music, Nursing, Pharmacy, Psychology, Social Work, Supplemental Instruction Programme, Academic Development Group, Advancement Programme, Counseling, University Preparation Programme). Collaborated to start an Action Research Project on Teaching and Learning Issues. Started a Peer Partnership Programme. Consulted with individual academic and administrative staff. Presented seminars on the following topics:

- Research-Based Principles for Improving Teaching and Learning
- What's Our Guiding Principle: Teaching or Learning?
- Teaching for Understanding: Strategies for Encouraging Active Learning in Large Classes
- Using Small Groups to Enhance Learning
- On-Going Assessment of Student Learning
- Active Learning Strategies for Large Classes
- Monitoring Student Learning: Classroom Assessment Strategies
- A Conceptual Approach to Curriculum Planning and Development:
- Writing as a Way to Learn
- Change and Transformation in Higher Education in the United States: Trends, Factors, and Challenges
- A Systems Approach to Institutional Change and Transformation in Higher Education
- Academic Writing: Strategies for Effective Practice
- How We Can Evaluate and Improve Our Teaching: Three Approaches to Staff Evaluation
- Programme Leaders and Department Heads: Challenges and Opportunities
- Using Writing to Improve Learning

Visiting Faculty Member, University of Durban-Westville, October, 2000

Co-taught a Master's level module on Teaching in Higher Education. Consulted with doctoral students working on dissertations. Presented seminars to academic staff.

Visits and Work at Other South African Tertiary Institutions

During 1998, in addition to my primary work at the University of Port Elizabeth, I visited other South African Higher Education Institutions to meet leaders and academic staff, to present

seminars, and to conduct research on institutional transformation in higher education. Specific seminars presented were:

Eastern Cape Technikon: Presented seminar on “Change and Transformation in Higher Education: Strategies and Challenges.” November, 1998.

Medunsa University: Presented several seminars throughout a three-day visit: “A Systems Approach to Organizational Change and Transformation,” “Helping Students Become More Effective Learners,” “Teaching for Understanding: Encouraging Active Learning,” “Using Small Groups in Teaching,” “Approaches to Staff Development.” October, 1998.

Port Elizabeth Technikon: Presented several seminars and workshops: “Encouraging Active Learning,” “Helping Students Become More Effective Learners,” “Strategies for Evaluating Teachers,” “Teaching Portfolios and Other Methods,” “Action Research: Rationale and Strategies,” “Using Small Groups in Teaching,” “Approaches to Staff Development.” August-December, 1998.

ML Sultan Technikon: Presented a seminar on “Collegial Conversation to Foster Staff Development.” November, 1998.

Stellenbosch University: Met with academic development staff to discuss approaches and strategies for staff development. December, 1998.

Technikon Pretoria: Invited to participate in a one-day meeting concerning approaches to staff development.

University of Cape Town: Presented a seminar to the Academic Development Staff on “Approaches to Faculty Development Used in the United States.” April and July, 1998.

University of Durban-Westville: Presented a seminar entitled “Teaching for Understanding: Strategies for Encouraging Active Learning.” February, 1998.

University of the Orange Free State: During an invited one-week visit, presented several seminars: “Change and Transformation in Higher Education in the United States: Issues, Challenges, and Trends,” “A Systems Approach to Institutional Change and Transformation: Effective Strategies Identified in American Universities,” “Encouraging Active Learning in Large Classes.” August, 1998.

University of the Western Cape: Presented an invited seminar at the Gender Studies Unit entitled “Perspectives on Teaching Informed by Feminist Pedagogy.” April, 1998.

Other Presentations in South Africa

Ed-U College, Port Elizabeth. Invited presentation to the parents of a Saturday School for disadvantaged young people. “How to Help Students to Be Effective Leaders.” May, 1998.

Pearson High School, Port Elizabeth. Invited presentation to the teachers on the topic “Encouraging Students to be More Active Learners.” July, 1998.

Conferences Attended

During 1998, I attended and participated in several conferences held in South Africa:

Conference concerning Women-in-Research, sponsored by the Centre for Science Development. Held at Vista University, Port Elizabeth, February, 1998.

Conference on Campus Diversity and Unity, sponsored by the Ford Foundation and the South African Centre for Higher Education Transformation (CHET). Held at Fort Hare University, March, 1998.

Conference of the World Congress of Comparative Education Societies. Presented a paper entitled “A Systems Approach to Institutional Change and Transformation: Strategies and Lessons from American and South African Universities.” Cape Town, July, 1998.

Annual Conference of the South African Association for Academic Development (SAAAD). Presented a paper entitled “Collegial Conversation as Metaphor and Strategy for Academic Staff Development.” Bloemfontein, September, 1998.

Annual Conference of the South African Association for Research and Development in Higher Education (SAARDHE). Presented a paper entitled “The Role of Senior Leaders, Deans and Department Heads, and Academic Staff in Institutional Transformation.” Bloemfontein, September, 1998.

Conference on Regional Collaboration among Higher Education Institutions in South Africa, sponsored by the South African Centre for Higher Education Transformation (CHET) and the Ford Foundation. Invited to participate in the discussions. Durban, November, 1998.

Other Publications and Presentations pertaining to South Africa

Austin, A. E., & Foxcroft, C. (2011). Organizational change and individual learning through ground-up” inter-institutional cross-national collaboration. In R. Sakamoto, & D. W. Chapman (Eds.), *Cross-national collaborations in higher education*. New York: Routledge.

Chapman, D.W., & Austin, A. E., (Eds.). (2002). *Higher education in the developing world: Changing contexts and institutional responses*. Westport, CT: Greenwood Press.

Austin, A. E. (2001). Transformation through negotiation: The University of Port Elizabeth’s experiences, challenges, and processes.” In Mabokela, R. O. and King, K. L. (Eds.), *Apartheid no more: Cases Studies of Southern African universities in the process of transformation* (pp. 1-36). Greenwood Press.

Austin, A. E. (1998). Collegial conversation as metaphor and strategy for staff development. *South African Journal of Higher Education*, 12 (3), 12-18.

Austin, A. E. (February, 1999). “Transformation in Higher Education in South Africa: Issues, Challenges, and Changes.” Presentation for the African Studies Center Lunch Series, Michigan State University, February, 1999.

Austin, A. E. (October, 1998). “International Partnerships for Professional Development: Questions, Considerations, and Approaches.” Paper presented at the Conference on Academic Partnerships with South Africans for Mutual Capacity Building, East Lansing, Michigan.

Editorial Work for South African Journals

Member, Board of Advisors, South African Journal of Higher Education, 1998-2002.

PROFESSIONAL SERVICE

Association for the Study of Higher Education (ASHE)

- Immediate Past President, 2001-2002.
- **President (elected November, 1999 for term as President November, 2000 – November, 2001).**
- ASHE Board of Directors (Elected), 1985-1987, 2000-2002.
- Chair, Task Force on Position-Taking Policy, 2012-2014.
- Chair, Nominating Committee, 2001-2002.
- Member, ASHE Ad Hoc Committee on Advancement and Fundraising
- Program Chair, Annual Meeting, 1992.
- Member, Task Force on Location of ASHE Office, 2011.
- Roundtable Leader, Graduate Student Session on Research, 2010, 2014.
- Member, Ad Hoc Committee on Elections, 2003. (Appointed by the President.)
- Chair, Nominating Committee, 2002.
- Member, Publications Committee, 2002.
- Member, Dissertation-of-the-Year Committee, 1996.
- Chair, Dissertation of the Year Committee, 1991.
- Program Co-chair for Symposia, ASHE Annual Meeting, 1990.
- Publications Committee, 1986-1989.
- Curriculum Committee, 1984-1986.
- Program Proposal Reviewer for ASHE Annual Meeting/Pre-Conferences, 1985, 1986, 1988, 1991, 1996, 1997, 1999, 2000-2016.
- Program Proposal Reviewer for ASHE/AERA Joint Conference, 1984.

American Educational Research Association

- **Member, Ethics Committee, 2014-2017.**
- **Council Member-at-Large (elected), 2012-2013.**
- **AERA Fellow, inducted 2010.**
- Program Chair, Division J, 2001.
- Chair (2012) /Co-Chair (2011), Emerging Scholars Division J Pre-Conference.
- Chair (2013- 014), Member (2012-2014) AERA Committee on Distinguished Award for Outstanding Research.
- Chairperson, Division J Awards Committee, 1996-97, 2006, 2007.
- Council Liaison to Task Force on Non-Tenure-Track Faculty. 2012-2013.
- Member, Ethics Committee, 2013-2016.
- Member, Advisory/Planning Committee, Division J Graduate Student Seminar, 1997.
- Presenter, Division J Graduate Student Pre-Seminar, 1996.
- Member, Executive Board of Division J, 1993-95.
- Program Co-Chair for Division J Annual Meeting, 1991.
- Program Proposal Reviewer for Division J for the AERA Annual Meeting, 1987-1989, 1992-1994, 1995, 1997, 1999, 2001-2016.
- Program Proposal Reviewer for SIG on Doctoral Education, 2009, 2010.
- Program Proposal Reviewer for SIG on Faculty, Teaching, Evaluation, and Development, 2009, 2010, 2012-2014.

American Association of Colleges and Universities (AAC&U)

- Invited Participant, The Delphi Project on the Changing Faculty and Student Success. Association of American Colleges and Universities (AAC&U), Washington, DC, May 30, 2014.
- Proposal Reviewer, Conference on Faculty Roles, 2010.

ASHE/Lumina Foundation

Served as a 2007-08 mentor to Tiffany Simon, a Lumina Doctoral Fellow from NYU. Attended an initial seminar Nov 7-7 in association with the ASHE meeting and provide mentor regularly over the phone.

American Council on Education

- Invited Member, Advisory Committee for ACE-Sloan Project on “Creating Options: Models for Flexible Faculty Career Pathways.” 2003-2005.

American Association for Higher Education (AAHE)

- Invited Participant, Planning for Project on “Diverse, Democratic, and Digital: From Academic Workplaces to Networks of Learning for the 21st Century,” December, 2003.

American Institutes of Biological Sciences (AIBS)

Invited Participant, STEM Faculty Leadership Development Synthesis Meeting. American Institutes of Biological Sciences. Howard Hughes Medical Institute, Maryland, March 31-April 2, 2014.

Association of American Universities (AAU)

Advisory Board Member for the AAU STEM Education Initiative entitled “Scaling Undergraduate STEM Education Reforms at AAU Institutions,” 2015-.

National Academies’ Board on Science Education

- Member, Advisory Board for the *Discipline-Based Education Research (DBER) Practice Book*. 2013- 2014.

Professional and Organizational Development Network (POD)

- Member, Research Committee, 2002, 2003, 2004.
- Member, Nominating Committee, 2002, 2003.

Alfred P. Sloan Foundation

Invited Leadership of a scholarly meeting entitled “Enhancing Student Learning in STEM: The Challenge of Change,” involving about 30 people, New York City, July 15-16, 2014. Conceptualized, organized, and led the two-day seminar convening leaders of four national initiatives to reform undergraduate education toward more use of evidence-based teaching strategies.

Spencer Foundation

Invited Participant, Spencer Foundation’s Seminar on Instruction as Participation in the Formation of Knowledge. Chicago, IL, May 5, 2014.

Editorial Board Membership

Editorial Board Member, *Higher Education Research and Development*, 2012-
Editorial Board Member, *Innovative Higher Education*, 2005-2019.
International Editorial Board, *International Journal for Researcher Development*, 2011-
Editorial Board, *Review of Higher Education*, 1994-1996, 1998-2001.
Editorial Review Board, *Journal of Excellence in College Teaching*, 1991-1993.
Editorial Advisory Board, *Vanderbilt University Press Issues in Higher Education Series*. 1996--1999.
Board of Advisors, *South African Journal of Higher Education*. 1998 -- 2000.
Editorial Review Board, *Journal of General Education*, 1990-1997.
Editorial Board, *Educational Administration Quarterly*, 1985-1986.
National Review Panel, *ASHE-ERIC Higher Education Report Series*, 1990-1991.

Editor, *ASHE Reader Series*, 1986-1989. Responsible for policy direction of Series, selection and supervision of volume editors, and coordination with publisher.

Invited Reviewer

Educational Policy

Educational Researcher

Journal of Higher Education

Higher Education

Higher Education Research and Development

International Journal for Academic Development

International Journal of Management Education

Management Communication Quarterly

Review of Higher Education

Research in Higher Education

Studies in Continuing Education (U.K.)

Studies in Higher Education

Studies in Graduate and Professional Student Development

The Journal of Graduate and Professional Student Development

The Canadian Journal of Higher Education.

Invited Grants Proposal Reviewer

Alfred P. Sloan Foundation, 2002, 2006, 2012

National Science Foundation, 2011 (Panel Reviewer, TUES Program), 2010 (Division of Social, Behavioral, and Economic Sciences).

Education and Social Research Council (ESRC), England, 2011

Social Sciences and Humanities Council of Canada, 2010

The Spencer Foundation, 2013.

Occasional Dissertation Proposal Reader

Antioch University, 2010, 2011.

Ontario Institute of Education, University of Toronto, 2012.

Aalto University, Finland, Invited External Opponent, 2013.

External Advisory Board, NSF ADVANCE Project at Rochester Institute of Technology (RIT), Rochester, NY, 2013-2014.

Advisory Board for the National Academy Board on Science Education's practice volume on Discipline-Based Education Research.

Consultant, Epigeum Group's (United Kingdom) online resources on higher education professional development for faculty, researchers, and doctoral students.

Advisory Board, University of Michigan Center for the Education of Women, Research on Career Flexibility and Dual Careers. I participated in several phone conferences to provide advice to the project, 2006.

Advisory Board, National Study of Faculty Engagement, Indiana University. I am occasionally asked to review materials related to the project. 2006-2009.

Reviewer for the Research Plan and Strategic Goals of the Al Qasimi Foundation, United Arab Emirates. 2013-

External Mentor for Dr. Beth Niehaus, University of Nebraska. 2013 – ongoing.

Invited Participant: STEM Faculty Leadership Development Synthesis Meeting. Conference sponsored by the American Institute of Biological Sciences (AIBS) at the Howard Hughes Medical Institute. March 31-April 2, 2014.

Speaker and Facilitator: Two-day Institute on Faculty Work and Leadership, Antioch University. Los Angeles, CA, November 11-12, 2011.

Invited Participant: “Mobilizing STEM Education for a Sustainable Future.” Conferences sponsored by the National Science Foundation. Atlanta, Georgia, January and June, 2009.

Invited Conference Participant: “Issues of Access in Higher Education,” Invited seminar meeting sponsored by the Ford Foundation and hosted by the Institute for Higher Education Policy (IHEP), Washington, D.C., October, 2006.

Invited Participant: “Professional Development in and for a Changing Academy.” Invited two-day seminar sponsored by the Carnegie Foundation for the Advancement of Teaching. Palo Alto, CA, March, 2006.

Member, Board of Directors, Academic Resources Network (formerly, National Faculty Exchange), 1990 -- 1995.

Invited Member, Working Advisory Board of the American Council on Education/ Office of Women in Higher Education Sloan Project on *Creating Options: Models for Flexible Faculty Career Pathways*. 2005-06.

Invited Discussant and Participant, Research Forum on Governance, directed by W.G. Tierney and funded by The Atlantic Philanthropies Foundation, Santa Fe, 2002, 2003, 2004.

Invited Member, Conference Planning Committee, Kellogg Forum for Higher Education and the Public Good. Ann Arbor, Michigan, 2004.

Invited Participant, National Science Foundation Workshop on the Future of Graduate Education. Washington, D.C., March, 2003.

Invited Participant and Presenter, Roundtable on Faculty Work/Family Issues. Sponsored by the American Association of University Professors (AAUP) and the Alfred P. Sloan Foundation. Washington, D.C., July, 2003.

Consultant, 2005 Faculty Survey sponsored by the Higher Education Research Institute, University of California at Los Angeles.

Member, Michigan Professional and Organizational Development Network (MIPOD), 2002—on-going.

Invited Participant, National Summit and Meetings hosted by the Kellogg Forum on Higher Education and the Public Good. May, July, October, 2002.

Invited Participant, Intergenerational Research Symposium, sponsored by the Kellogg Forum on Higher Education and the Public Good, University of California-Los Angeles, November, 2002.

Invited Participant, AAHE’s National Roundtable, “Defining Compacts for New Faculty with the Institution, Colleagues, Students, and the Community”. October, 2001.

Member, Advisory Committee for a FIPSE – funded grant entitled: “Setting Expectations and Resolving Conflicts between Graduate Students and Faculty: An Interest Based Approach,” (Directors: K. Klomparens and J. Beck), 1999-2001.

Monitor (evaluator) for the New Jersey Institute for College Teaching and Learning, (NJICTL), 1990-1991.

Member, Research Advisory Board for a Pew-funded project entitled: “Faculty Roles and Rewards in the 21st Century” (Directors: W. Tierney and E. Bensimon), 1996-1997.

Member, Advisory Committee for a Lilly Endowment - funded grant entitled "Socialization and Faculty Peer Review," (Directors: W. Tierney and E. Bensimon), 1992-1994.

Vice Chair of Oklahoma State University's North Central Association (NCA) Self-Study, 1984-1986.

Frequently invited reviewer for tenure and promotion as well as award considerations for many universities within the U. S. and in other countries.

INSTITUTIONAL SERVICE AT MICHIGAN STATE UNIVERSITY

University Service (in addition to service as Assistant Provost for Faculty Development—Academic Career Paths (October, 2016--)

Team Leader and Evaluator. Ten-Year Program Review of the Faculty and Organizational Development Program (F&OD), Michigan State University. Facilitated a team of two external evaluators and myself to conduct a major evaluation study of MSU’s faculty and organizational development approach. Site visit from September 22-24, 2013.

University-Community Senior Fellow in University Outreach and Engagement (UOE). Initial appointment in May, 2013 and continuing.

Outreach and Engagement Senior Fellow, Michigan State University. Invited by the Associate Provost for University Outreach and Engagement to serve as a Senior Fellow. And provide advice to Outreach and Engagement. 2007-2014.

Planned and facilitated the inaugural Global View Symposium entitled “Promoting Global Learning in Undergraduate Education,” November 3, 2010. This annual symposium is dedicated to collegial exchange concerning, issues, research, and good practice pertaining to the challenges and opportunities confronting higher education in today’s complex, global environment, and is open to colleagues from MSU and institutions throughout the region.

Contributor to preparing a proposal submitted to the National Science Foundation to support the recruitment and retention of women faculty in STEM fields. I helped a team led by Dr. Estelle McGroarty, Associate Dean of the College of Natural Science, conceptualize, design, confer with university leaders, and write a grant proposal to the National Science Foundation.

Faculty Mentor to a Lilly Fellow, Kendra Cheruvelil, Assistant Professor, Lyman Briggs. We met every 3-4 weeks beginning in August, 2009 and ending in May, 2010 for about 2 hours per meeting to discuss her Lilly project, entitled “Assessing the impact of diverse base groups on student learning and attitudes in Introductory Organismal Biology,” which involved developing innovative strategies for teaching first-year science students (with low science achievement backgrounds).

Co-Chair, Advisory Committee for the MSU's Program for Faculty and Organizational Development, 2004 - 2009.

Chair, Evaluation Study of MSU's Faculty and Organizational Development Program and Teaching Assistant Program. Facilitated a team of 3 external evaluators. 2003.

Co-Facilitator, Survive and Thrive, MSU's program on the tenure process for new and early career faculty, 1993-1997, 2000-2007.

Seminar Leader for Lilly Faculty Seminar Series on Teaching and Learning sponsored by the Provost's Office. Seminars offered:

- "The Challenges of Faculty Life: Changing Contexts, Experiences, and Expectations," 2001.
- "Teaching and Learning as Inquiry," 2000.
- "Classroom Assessment Strategies: Why Do They Work and Where Do We Go From Here?," 1999.
- "What Really Works Well: Learning From Each Other about Teaching and Learning," 1997.
- "Enhancing Learning through Classroom Assessment Techniques: Principles and Strategies," 1997.
- "Collegial Cooperation: Strategies to Improve Teaching," 3 seminars, 1995-1996.
- "Strategies for Classroom Assessment," 3 seminars, 1994-1996.
- "Teaching for Understanding: Strategies for Enhancing Students' Learning," 3 seminars, 1994-1995.

Appointed as a member to the MSU **South Africa Implementation Committee**, 1999-2001.

Elected to **Core Faculty of the MSU African Studies Center**, 1999 -- on-going.

Elected to **Consulting Faculty of the MSU Women and International Development Program**, 1999 -- on-going.

Proposal Reviewer, MSU Intramural Research Grants (IRG) Program, 2000, 2001, 2002, 2003.

Invited to author one of the letters to undergraduate students published in *Invitations to Learning: Letters to Students from the Faculty of Michigan State University, 1999*. Letter is entitled "Joining a Community of Learners."

Member of **MSU's Leadership Team** for the American Council on Education/Kellogg Foundation Project on "Leadership and Institutional Transformation," 1996-1997.

Co-Chair, University Task Force on Faculty Development, which was one part of MSU's involvement in the American Council on Education/Kellogg Foundation Project on "Leadership and Institutional Transformation." 1996-97. The report from this Task Force led to the creation of MSU's Forum on Teaching and Learning Excellence.

Invited Participant, **Michigan State University Pew Roundtable**. Invited by University President and Provost to be one of 30 participants to envision ways to enhance the academic environment at the university, 1995-1996.

Co-Developer of a Teaching Assistant (TA) Certification Program for MSU. Worked with Drs. K. Klomprens and C. Book to develop and propose a Certificate Program in University/College Teaching for MSU doctoral students.

Member:

- **Advisory Board, Center for Advanced Study of International Development (CASID)**, 2009-2011. Advise Director on a range of matters pertaining to CASID.
- **Office of Study Abroad Research Council.** Advise Director on issues pertaining to organizing, supporting, and using research pertaining to international study and experiences. 2011- 2014.
- **Office of Study Abroad, Selection Committee for Doctoral Study Abroad Fellowships**, 2012.
- **Academy for Global Engagement Planning Committee.** Invited/appointed by the Deans of the College of Agriculture and Natural Resources and the College of Engineering.
- **Advisory Board, ADAPP.** MSU National Science Foundation-funded **ADVANCE** program to increase the representation and success of women in Science, Technology, and Engineering, and Mathematics. 2009-2011.
- **Advisory Board, Michigan State University's Graduate Dean/Undergraduate Dean Initiative on Preparing Future Faculty for the Assessment of Student Learning.** Project with the Council of Graduate Schools and the Teagle Foundation. 2012-
- **Invited Participant, Provost's Learning Alliance Roundtable** on the nature of the student experience at MSU. I was one of about 30 administrators and faculty invited to participate in a day and a half working retreat, 2008.
- **Reviewer, FACT (Families and Communities Together Coalition) Annual Grant Competition.** This responsibilities involved about 6 hours of reviewing grant applications and then a half-day meeting with other reviewers.
- **MSU Representative to a workshop on Inclusive Excellence**, sponsored by the MSU Women's Resource Center and the University of Michigan Center for Education Women. The time commitment involved two full days, Jan. 26-27, 2007 in Ann Arbor.
- **Member, Mildred B. Erickson Scholarship Board.** This group provides scholarships for returning undergraduate students. I attend occasional meetings.
- **Member, ADVANCE Grant-Writing Group.** Participated in the group of administrators and faculty who conceptualized and prepared a grant proposal to the National Science Foundation ADVANCE Program (a program concerning the advancement of women faculty and doctoral students in STEM fields). Proposal submitted January, 2008.
- **Member of Interview Process for New Professional Staff Members in the Office of Faculty and Organizational Development**, Provost's Office. Involved one or two meetings.
- **Ad Hoc Committee on More Flexible Faculty Work Life Policies and Practices.** Appointed by Associate Provost for Academic Human Resources to serve on this committee which was established to review the University's work life policies, investigate related policies at other universities, and make recommendations for

appropriate changes to the Provost. (2006-07).

- **Search Committee for the Director of the MSU Press.** (October, 2006 - February, 2007.)
- **Boldness by Design Task Force Member.** Appointed by the Provost, Spring, 2006.
- **Search Committee for the Provost** of Michigan State University, Fall, 2004-Spring, 2005.
- **Women’s Advisory Committee to the Provost (WACP).** Monthly meetings with the Provost concerning issues of interest and concern to women at MSU. (2005-2008).
- **University Task Force on Research Mentoring of Graduate Students,** 2003-2004.
- **Search Committee** for MSU’s Director of Faculty and Organizational Development and Senior Advisor to the Provost, 2003.
- **Invited Participant, MSU’s Wharton Seminar** for Academic Leaders, January, 2002.
- Invited Participant, **University seminar series on “Women, Race, and Privilege,”** 2000-2002.
- **Advisory Board, MSU’s FIPSE Project** entitled “Setting Expectations and resolving Conflicts in Graduate Education,” directed By K. Klomparens and J. Beck. 2000--2002.
- Member, Board of Directors, Faculty/Professional Women’s Association (FPWA), 1995-1997.
- Member, ex officio, **University Committee for Improving, Evaluating, and Rewarding Teaching (CIERT),** Fall, 1992-94.

Speaking Commitments at Michigan State University:

- “Promoting Evidence-Based Change in Undergraduate Science Education: Levers for Systemic Change.” Invited talk for the MSU STEM Education Alliance Meeting, December 11, 2014.
- “The Early Career Faculty Experience.” Invited talk to the MSU FAST Fellows (doctoral student fellows) Program. April 17, 2014.
- “Looking to the Future: Changes and Challenges and the Implications for Academic Work.” Invited Talk at the Fall Retreat of the faculty of James Madison College, Michigan State University, August 20, 2013.
- “Beginning at the End: Writing Effective Learning Outcomes.” Talk at the Graduate School Spring Institute on “Preparing Future Faculty for the Assessment of Student Learning (PFF/ASL).” May, 2013.
- “Strategies for Increasing Recruitment and Retention of Women Faculty in STEM Fields: Lessons from the National Science Foundation’s ADVANCE Program.” Speakers also included D. Martinez & M. Soto. Seminar in the Colloquia Series on New Research on Women and Gender: Global and Local Perspectives offered by the MSU Center for

Gender in the Global Context. January 14, 2011.

- “Research and Practice on Faculty Professional Development: What Do We Know about Early Career Faculty?” Invited talk for the MSU Graduate School’s Professional Development Day for graduate students entitled “From Graduate Student to Professor: How to Be Effective in the Academy.” January 29, 2011.
- “The Early Career Faculty Experience.” Talk to the FAST Fellows Program (doctoral students in STEM fields), MSU Graduate School. January 26, 2011.
- Moderator/Presenter. MSU Workshop for Faculty Leaders. “Pathways to Success: Leadership in Professional Associations.” Panelists included M. Baba, JR Haywood, P. Whitten, and J. Teidje. Nov 30, 2010.
- Panelist, “Mentoring Early Career Faculty in Times of Change.” Workshop sponsored by MSU’s ADVANCE ADAPP Program at the 16th Annual Spring Institute on College Teaching and Learning, May 20, 2010.
- Speaker, Austin, A. E., Blinkenberg, B., Dirx, J., & Egidio, R. “Landscapes of Learning: Creating Effective Online Environments.” Seminar presentation in the MSU Technology Seminar Series, September 15, 2010.
- Workshop Speaker, “The Early Career Faculty Experience.” Talk to MSU CIRTLL FAST Fellows, 2010, 2011, 2012.
- Keynote Speaker: “Survive, Thrive, and Grow: Make the Most of Your Graduate Experience.” Teaching Assistant Orientation at Michigan State University. August 24, 2009.
- Invited Speaker, “Challenges and Stresses of Work-Life Balance and Academic Life: Issues and Strategies.” School of Social Work, February 11, 2008.
- Invited Speaker, “Promoting Faculty Productivity and Retention.” College of Human Medicine’s Collaboration and Leadership meeting. December, 20, 2007.
- Invited Speaker, “Planned Change and Liberal Learning: Levers for Change,” Retreat of the University Committee on Liberal Learning, June, 2007.
- Invited Speaker, “Building a Model of Curricular/Co-Curricular Responsibility for Liberal Learning at MSU.” Retreat of the University Committee on Liberal Learning, June, 2007.
- Invited Speaker, “The Early Career Faculty Experience.” Talk to the FAST Fellows, STEM doctoral students participating in MSU’s CIRTLL program, March 21, 2007.
- Invited Speaker, “The Doctoral Experience from the Perspective of Doctoral Students: Key Themes from Research.” College of Communication Arts and Sciences, February 23, 2007.
- Panel Presenter, MSU New Faculty Orientation, 1999—on-going.
- Invited Seminar Leader for Graduate Students: “Professionalism and Professional Development in the Academy.” Sponsored by Graduate School in Career Selection and

Professional Skill Development Workshop Series. About 200 graduate students attended. October 7, 2006.

- Invited Seminar Leader for Graduate Students: “Transitioning from Graduate Student to New Faculty Member: Strategies for Success in a New Faculty Role.” Seminar for graduate students sponsored by the Women and International Development (WID) Program. About 20 graduate students and faculty attended. MSU. March, 2006.
- Invited seminar leader for Michigan State University’s MULTI Program for Department Chairpersons. Seminars offered:
 - “Supporting Early Career Faculty,” October, 1998.
 - “Getting New Faculty Started: Challenges and Concerns Experienced by Early Career Faculty,” October, 1998.
- Presenter, “Preparing the Faculty of the Future: Challenges and Issues in Doctoral Education.” Presentation for the Teaching Assistant Program, April, 2004.
- Invited Speaker to delegation of Russian educators concerning “Higher Education in the United States,” September, 2002.
- Invited presentation to Deans entitled: “Issues and Challenges Confronting Early Career Faculty and the Role of Deans and Department Chairs,” March 2001.
- Invited Speaker to the MSU Board of Trustees concerning “The Serious Student Concept,” 1997.
- Major speaker for MSU’s **Lilly Teaching Fellows Program Opening Retreat**, September, 1991, 1992, 1993, 1994.
- Orientation for Academic Specialists, December, 1994.
- Invited speaker, seminar leader, and/or consultant for programs on faculty, organizational, or teaching issues in the College of Human Medicine, College of Osteopathic Medicine, James Madison College, the Agricultural Economics Department, the Developmental Psychology Program, the College of Nursing, the Department of Accounting, the Department of Finance, the Faculty in Natural Sciences, the Department of Economics, the Department of Philosophy, the MSU Writing Center, the Teaching Assistant Program, the Department in Child and Family Ecology, the School of Social Work, 1991-present.

College of Education Service (in addition to service as Associate Dean for Research (Oct, 2016--))

Faculty Excellence Advocate, College of Education. Report to the Provost and the College of Education Dean. Responsible for serving as a “key driver” of faculty quality, working with the Provost’s Office, deans, department chairs, and faculty members to ensure quality, inclusiveness, and consistency in faculty search and hiring, retention, and advancement, and in the overall university and college climate. Fall, 2013- December, 2014.

Facilitator/Teacher for Leadership Training Fellows, Counseling and Education Psychology Program. Provided a year-long seminar meeting once a month entitled “Seminar on Faculty Work and the Academic Workplace” for the doctoral student Fellows in School Psychology and Special Education (part of a grant led by Dr. John Carolson). 2007-08.

Formal appointed mentor for a faculty member in the Department of Counseling, Educational Psychology, and Special Education. 2012-present.

Committee Chair:

- Search Committee for a Faculty Member in International Education (East Africa), Fall, 2013-Spring, 2014.
- Faculty Advisory Committee to the Dean (FAC), 2011-2012, and 2001-2002. Member: 2010-1012, 2000-2002, and 2010-2012.
- College Reappointment, Promotion, and Tenure Committee, 2004-2006, 2017 (elected). Member, 2003-2004.

Committee/ Task Force Member:

- Search Committee for College of Education Dean, 2010-2011.
- College of Education Seed Grant Committee. This involves reviewing applications and meeting twice a year. 2007-2010.
- College of Education Committee for Endowed Scholarships, 2000-2006.
- College of Education Curriculum Committee, 1993-95. (elected)
- Advisory Board, Center for the Scholarship of Teaching, 2001-2003.
- Task Force on On-Line and Distance Learning, College of Education, 2000 (appointed).
- Spencer Research Training Grant Application Review Team, 1997, 1999. (appointed)
- Spencer Research Training Grant Program Advisory Group, 1997. (appointed)
- College of Education International Theme Group, 1997, 1999.

Departmental Service

Program Coordinator, Higher, Adult, and Lifelong Education Program, Department of Educational Administration, 1994-June, 1997. Responsible for providing leadership concerning curriculum development and planning, admissions, advising, and academic quality for three graduate programs--Ph.D. in Higher, Adult, and Lifelong Education; Master's in Student Affairs; Master's in Adult and Continuing Education.

Chair/Member:

- Department of Educational Administration's Advisory Committee to the Chair, (DAC), 1991-1997, 2000-2007 (elected).
- HALE Faculty Search Committee, 2010-2011.
- Department Liaison for Scholarships, 2000--2007.
- Member and Chairperson, Department Committee of Faculty Affairs (DCFA), 2006-08.

- Search Committee for Department Chair, 2006.
- Member and Chairperson, Department Committee on Academic Programs, 1991-1993, 1998-2001. Chair, 1991-1993, 2000-2002, Fall 2009. (elected)
- Member and Chair, Department Committee on Faculty Affairs, Michigan State University, 1995-97, 2013-2014 (member); 2006-8, Fall 2014 (Chair).
- Member and/or Chairperson, HALE/Department Program Faculty Search Committees, 1992, 1995, 1996, 1997, 2000, 2003.
- Member, Board of Directors, Featherstone Society, on-going.
- Facilitated visits by international scholars: Dr. Kathryn Sutherland, Victoria University of Wellington, New Zealand, September, 2011; Dr. Cheryl Foxcroft, Nelson Mandela Metropolitan University, March, 2011.

PROFESSIONAL ORGANIZATIONS

Association for the Study of Higher Education (ASHE)

Association of American Colleges and Universities (AAC&U)

American Evaluation Association (AEA)

American Educational Research Association (AERA-Division J; Doctoral Education SIG; Faculty Development and Evaluation SIG)

Comparative and International Education Society (CIES)

Professional and Organizational Development Network (POD)

REFERENCES

Available upon request.

7/2017