

Reinhold R. Hill

EDUCATION

Completed the Management Development Program, Harvard University Graduate School of Education, 2008

Ph.D. English, University of Missouri, Columbia, Missouri, 2001

M.A. English, University of Louisiana, Lafayette, Louisiana, 1996

B.A. Communication Studies, English Minor, Brigham Young University, Provo, Utah, 1994

ADMINISTRATIVE EXPERIENCE

Dean and Professor of English (with tenure), College of Arts and Sciences, Governors State University, June 2011 – present. (Annual operating budget of \$9.1M, 220 faculty, 44 staff, 1,795 majors [1,344 undergraduate, 451 graduate])

Primary Responsibilities and Accomplishments:

- **Establishing a Lower Division Program:** Lead the development and implementation of lower division and general education coursework in the College of Arts and Sciences; chair the Lower Division Steering Committee and coordinate and prioritize the activities and plans of this cross-divisional, cross-functional committee; promote a positive atmosphere in a period of rapid change; manage growth positively;
- **Increasing Shared Governance:** Initiated the creation of College and Division Bylaws that call for regular meetings and involve faculty more directly in College processes; promote participatory governance in all facets of program, division, and college decision making;
- **Incorporating Auxiliary Enterprises:** Integrated the Center for Performing Arts (CPA) and Digital Learning and Media Design (DLMD) into the academic programs of the College; continue to develop academic programming around these operations; lead community outreach efforts for the CPA and DLMD and the promotion of these areas internally and externally;
- **Budgeting:** Develop and administer the annual budget; monitor divisional budgets and collaborate with division chairs to ensure appropriate utilization of divisional funds; coordinate equipment replacement requests; seek external funding for college activities (successfully secured over \$80,000 to fund activities for the CPA through foundation applications in one year);
- **Enhancing Teaching and Scholarship:** Lead all aspects of faculty development, including recruiting faculty (have led the hiring process of 30 tenure-line faculty; led the \$25.3 million renovation of the science wing; provide funds for scholarly and creative activities; lead tenure and promotion processes; mentor division chairs in

working with tenure-line faculty; encourage excellence in teaching and in scholarship through regular meetings with new faculty and through clear, direct, and substantive evaluation processes; improve adjunct pools through advertising and outreach;

- **Developing Personnel:** Supervise the administrative team of the College, including four division chairs of large, interdisciplinary departments, a director of academic student affairs and interdisciplinary studies, the director of the Center for Performing Arts, director of Digital Learning and Media Design, and dean's office staff; restructured the College into four divisions (Chemistry and Biological Sciences; Communication, Visual and Performing Arts; Computing, Mathematics, and Technology; and Humanities and Social Sciences) in order to increase productivity and to prepare for and respond to growth;
- **Promoting Academic Excellence:** Lead and manage the programs and activities of the College; coordinate development and evaluation of instructional program offerings in line with the Academic Master Plan and the development of the Lower Division;
- **Building and Sustaining Relationships:** Participate in relevant community activities; promote the successes of the College; serve on appropriate national, regional, and local boards and committees; engage the local and regional communities through performances and lectures at the Center for Performing Arts and through local, regional, national, and international conferences held at the University;
- **Increasing Diversity:** Lead diversity initiatives, such as bringing guest faculty to campus (hosted an Ethiopian biologist last year); promote diversity in faculty recruitment and hiring (increased an already diverse faculty by increasing interdisciplinary and area and ethnic studies appointments); promote diversity in student recruitment;
- **Planning:** Lead College planning and implementation processes by working with division chairs, program coordinators, and faculty to articulate and achieve College and University goals; lead strategic planning processes; develop retention and recruiting plans;
- **Managing Enrollment:** Lead enrollment activities for the College (successfully managed 3-5% enrollment growth each year through 2013; we grew 30% in SCH for the Fall 2014 over Fall 2013, and have again grown 32% in SCH and 20% in headcount for Spring 2015 over Spring 2014); target programs for recruiting activities; monitor enrollment trends and make adjustments in schedules, recruiting, and grants as necessary; travelled to India with the Director of Admissions for targeted recruiting in Chemistry and Computer Science.

Interim Dean, College of Arts and Sciences, Ferris State University, July 2010 – June 2011.
(Annual operating budget of \$18.5M, 209 faculty, 33 staff, 1,763 majors/minors, 1450+ general education sections annually)

Primary Responsibilities and Accomplishments:

- **Budgeting:** Developed the annual budget; monitored departmental budgets and collaborated with department heads to ensure appropriate utilization of departmental funds; coordinated equipment replacement requests; sought external funding for large-

scale projects (successfully secured over \$300,000 in one-time funds [from \$1.2 million available among six colleges] from the Provost's Office);

- **Developing Faculty:** Led all aspects of faculty development, including raising funds for scholarly and creative activities (in the current year, increased College funding on a per faculty basis by \$50 per faculty member in spite of a central budget cut of 30% in travel funding; encouraged service to the institution (led a Bylaw revision that called for regular College meetings and involved faculty more directly in College processes; created a Dean's Advisory Team);
- **Evaluating Personnel:** Supervised the administrative team of the College, including an associate dean, faculty associates in the dean's office, six department heads of large, interdisciplinary departments, and dean's office staff (created a new structure for the College that involves faculty in administrative decision making with two faculty associates with course releases working in the dean's office); led and coordinated evaluation processes, including making independent recommendations on all College appointment, retention, tenure, promotion, and sabbatical applications;
- **Developing and Evaluating Academic Offerings:** Provided leadership and managed the programs and activities of the College; coordinated development and evaluation of instructional program offerings (successfully led four programs through the program review process);
- **Increasing Fundraising Activities:** Led fundraising, grant, and contract activities for the College (coordinated a successful \$250,000 proposal for a lead gift to create a museum space); encouraged proposal-writing activities (increased funds available for reassigned time for writing proposals and grant startup funds);
- **Engaging the Community:** Participated in relevant community activities; promoted the successes of the College; served on appropriate national, regional, and local boards and committees;
- **Increasing Diversity:** Led diversity initiatives, such as bringing diversity speakers to campus (collaborated with the Scholar Rescue Fund to bring a threatened scholar to campus for the 2011-2012 academic year); promoted diversity in faculty recruitment and hiring; promoted diversity in student recruitment;
- **Planning:** Led College planning and implementation processes by working with department heads, program coordinators, and faculty to articulate and achieve College and University goals; led strategic planning process; develop retention and recruiting plans.

Associate Dean, College of Arts and Sciences, Ferris State University, Aug. 2006 – June 2010.
(Annual operating budget of \$18.5M, 209 faculty, 33 staff, 1,763 majors/minors, 1450+ general education sections annually)

Primary Responsibilities and Accomplishments:

- **Programmatic Responsibilities:** Coordinated all aspects of academic program management, including: curricular development and revision (such as expanding the Bachelor of Integrative Studies Program); accreditation activities (such as representing the College of Arts and Sciences on the Higher Learning Commission reaccreditation

activities and during specialized accreditation visits, such as the accreditation of our animal care facility); program assessment (such as creating the ad hoc College Assessment Committee, collaborating on the mission and vision statements for the committee, and facilitating the implementation of TracDat in the college); actively participated in program review process; compliance with all internal and external policies and regulations;

- **Recruiting and Marketing:** Managed programmatic marketing processes for the College of Arts and Sciences; supervised development of College and Department websites; collaborated with University Admissions Office to develop recruiting plans;
- **Budgeting:** Developed and administered the annual budget in collaboration with the dean; monitored departmental budgets and collaborated with department heads to ensure appropriate utilization of departmental funds; coordinate equipment replacement requests; sought external funding for large-scale projects;
- **Liaison with the College of Professional and Technical Studies:** Promoted the creation and expansion of on-line program and course offerings for the College of Arts and Sciences; collaborated with CPTS to create articulation agreements with community college partners and regional centers (agreement for the BIS was reached with Alpena Community College; agreement for the Technical and Professional Writing Program was reached with Southwest Michigan College;
- **Grant Development:** Managed grants and funded projects in the College of Arts and Sciences (such as the \$1.2 million STEM grant that provides funding for under-represented students in Science, Technology, Engineering, and Mathematics); encouraged faculty in grant writing (expanded the Dean's Initiative Grant program and the Student Research Grant program);
- **Personnel:** Participated in the hiring, development and evaluation of both tenure-line and adjunct faculty for the college (met with all candidates for positions; worked with department heads to formulate appropriate offers and start-up costs);
- **Diversity:** Developed ad hoc College Diversity Committee; collaborated with faculty in developing the College Diversity Plan; facilitated diversity initiatives, such as bringing diversity speakers to campus;
- **Fundraising:** Built external relationships to encourage giving; collaborated with the Development Officer and University Advancement and Marketing to apply for a \$500,000 grant from DTE to fund renovation of the Jim Crow Museum space (\$250,000 awarded);
- **Planning:** Collaborated with department heads, program coordinators, and faculty to achieve College and University goals; coordinated strategic planning process; developed retention and recruiting plans;
- **Student Affairs:** Supervised Academic Counselor for the College of Arts and Sciences and took the lead in developing programs and projects in collaboration with Academic Counselor for student advising support;
- **Compliance:** Facilitated the preparation and submission of documentation related to articulation with community colleges, accreditation to the Higher Learning Commission and other regulatory bodies as appropriate; led multi-disciplinary teams

and work collaboratively with other members of the university to achieve these outcomes.

Department Head, Department of Languages and Literature, FSU, Jan. 2005 -- July 2007
(Annual operating budget of \$3.8M, 62 faculty, 4 staff, 160 majors/minors, 400+ general education sections annually, 1,220 students tutored in the writing center)

Primary Responsibilities and Accomplishments:

- **Programmatic Responsibilities:** Coordinated all aspects of academic program management, including the English, Journalism, Technical Writing Program, and language programs in Spanish, French and German, such as collaborating with the Technical and Professional Writing program to create the Journalism and Technical Writing track; reinstated the Composition Coordinator position;
- **Budget:** Developed and administered the department's annual budget; collaborated with faculty to increase off-campus and on-line offerings to increase departmental funds through incentives;
- **Personnel:** Coordinated the hiring process for and development efforts with both tenure-line and adjunct faculty for all areas of the Department, including English, Professional Writing, and Languages; evaluated all faculty;
- **Assessment:** Managed departmental assessment and diversity initiatives
- **University Relations:** Collaborated with other academic and operational units of the University to ensure mutual success, such as the College of Professional and Technical Studies to implement strategies for growth;
- **College Relations:** Collaborated with program coordinators, and full-time faculty to ensure full participation in the achievement of Department and College initiatives.

Administrative Officer, 7227th Medical Support Unit, US Army Reserve, Columbia, Missouri, 2000-2003 (Medical Laboratory Technician, 1992-2000)

Primary Responsibilities and Accomplishments:

- **Unit Leadership:** Led the Medical Support Unit in the absence of the commander; coordinated all training programs; instituted an award recognition program;
- **Personnel:** Coordinated utilization of personnel and resources in the Medical Support Unit; evaluated staff personnel;
- **Training:** Conducted unit mobilization drills and exercises; coordinated physical fitness activities; developed leadership and training programs;
- **Readiness:** Established the family readiness group; coordinated family preparedness and readiness activities between the commander and family readiness group.

Research Coordinator, Department of English, University of Missouri (MU), 1999-2000

Composition Supervisor, Department of English, MU, 1998-1999

Continuous Quality Improvement Coordinator, Department of English, MU, 1997-1998

RELEVANT PROFESSIONAL EXPERIENCE

Associate Professor, Ferris State University, 2004 – June 2011 (Assistant Professor 2001-2004)

Courses Designed and Taught:

Introduction to American Folklore (Second-year Course)

Courses Taught:

World Folk Literature (Third-year and Graduate Level, Online and Traditional Format)

Proposal Writing (Third-year Technical Writing, Online and Traditional Format)

Advanced Composition (Third-year Writing, Online and Traditional Format)

Composition Theory (Fourth-year and Graduate Level)

Rhetoric and Argumentation (Second-year Composition)

Introduction to Literary Study (Second-year Literature)

Themes in Literature (First-year Literature)

Introduction to College Writing (First-year Composition)

Fulbright Senior Lecturer, North American Studies Department, University of Debrecen, Hungary, September 2004 - January 2005.

Courses Designed and Taught:

American Religious Traditions (Mixed Graduate and Advanced Undergraduate Seminar)

Introduction to American Folklore (Mixed Graduate and Undergraduate Seminar)

Composition Theory (Mixed Graduate and Undergraduate Seminar)

Associate Editor, Journal of American Folklore, 2000-2001

PUBLICATIONS

(With Roxanne Cullen) "Curriculum Designed for an Equitable Pedagogy." *Education Sciences*. 3.1 (2013): 17-29.

(With Roxanne Cullen and Michael Harris) *The Learner-Centered Curriculum: Design and Implementation*. San Francisco: Jossey-Bass, 2012.

"Gaming Education: Some Examples of the Centrality of Computer Technology in the Teaching of Composition." In *The SEM Imperative: Taking Enrollment Management Online*. Eds. Craig Westman and Penny Bouman. 2007.

Guest Editor, Special Issue of *Tennessee Folklore Society Bulletin* 62.1 (2006) "Folklore and Literature."

"Gede's Horse: Ishmael Reed, Misogyny, and the *Last Days of Louisiana Red*." *Tennessee Folklore Society Bulletin* 62.1 (2006): 29-37.

"The St. Louis Temple Open House: Toward A Rooted Ethnography." *Tennessee Folklore*

Society Bulletin 61.1 (2005): 11-21.

"Mormon Literature and the Irreducible Other: Writing the Unspeakable in Holocaust Literature." In *Witnessing the Disaster: Essays on Representation and the Holocaust*. Eds. Michael Bernard-Donals and Richard Glejzer. Madison, Wisconsin: U. of Wisconsin Press, 2004. 183-195.

"God's Chosen People: Mormon Fictional Portrayals of the Jewish Holocaust." *CLIO* 31.2 (Winter 2002): 151-165. Republished in *Dimensions of Faith: A Mormon Studies Reader*. Ed. Stephen Taysom, Signature Books, 2011.

"These stories are not "real," but they are as "true" as I can make them:" Lee Smith's Literary Ethnography." *Southern Folklore* 57 (2000): 106-118.

"Chapels, Baptismal Fonts, and the Curse of Cain: An Examination of the Obstacles to Conversion in Louisiana Mormon Conversion Narratives." *Louisiana Folklore Miscellany* 11 (1996): 53-66.

REVIEWS

The Hyena People: Ethiopian Jews in Christian Ethiopia by Hagar Salamon. *Journal of American Folklore* 115.457/458 (Summer/Fall 2002): 490-491.

Equal Rites: The Book of Mormon, Masonry, Gender, and American Culture by Clyde R. Forsberg. *CLIO* 34.4 (Summer 2005): 491-97.

What Goes Around Comes Around: The Circulation of Proverbs in Contemporary Life. *Western Folklore* 67.1 (Winter 2008): 133-134.

SELECTED CONFERENCE PRESENTATIONS

"Engaging Specific Groups," Part of the Panel Presentation *Collaboration of Academic and Student Affairs to Build a Comprehensive General Education Program*. AAC&U Network for Academic Renewal (February 20, 2015).

"Implementing the Lower Division," Part of the Panel Presentation *A Four-Year Approach to General Education: Is it too much or is it ever enough?* AAC&U Annual Meeting (January 23, 2015).

(With Roxanne Cullen) "Developing a Learner-Centered Syllabus and Course," Grand Rapids Community College Faculty Learning Day (January 2011).

"The Iraq War in Personal Narrative, Folklore, and Literature," American Folklore Society Annual Meeting (October 2007).

"'Is there an American folklore?': Teaching American Folklore and Religious Traditions in Hungary, Northeast Modern Language Association Annual Meeting (March 2007).

"Family Tales: Genres of Folklore in Lee Smith's Fiction" Midwest Modern Language Association Annual Meeting (November 2006).

"Lee Smith and the Authentic Folkloric Voice in Fiction," Modern Language Association Annual Meeting (December 2005).

"Folk Religion, the Folk, and Religion in Lee Smith's Oral History" Modern Language Association Annual Meeting (December 2005).

"Race, Class, and Gender in Lee Smith's Fiction" American Folklore Society Annual Meeting (October 2005).

"The St. Louis Temple Open House: A Rooted Ethnography," Public Lecture, University of Szeged, Hungary (November 2004).

"Rooted Ethnography," Public Lecture, University of Debrecen, Hungary (October 2004).

Organizer and Chair, "New Directions in African American Folklore and Literature," Folklore and Literature Discussion Group, Modern Language Association Annual Meeting (December 2003).

"Beyond Literature and the Arts: Integrating Folklore and Multicultural Literature into the Teaching of Math and Science," American Folklore Society (October 2003).

Organizer and Chair of Panel, "Teaching Folks: Integrating Folklore into the Elementary and Secondary School," (October 2003).

"Multicultural Cinderella," Conference on Children's and Young Adult Literature (April 2003).
"Gendered Difference in Emic Research: Lessons from Research on Mormon Girls' Camp," American Folklore Society (October 2002).

(With Steven Symmes) "Feeding Colleagues: The Meat and Potatoes of Peer-Clinical Response," Rocky Mountain Modern Language Association (October 2002).

"Philology, Folklore, and Composition: A History of the Intersections of Marginalized Disciplines of Language," Conference on College Composition and Communication (March 2002).

Discussant, "Is Seeing Believing? Reading Visual Representations of the Holocaust," Midwest Modern Language Association (November 2001).

"It's not our money; it's the people's money': Sound Bites, Politics and Pseudo-Proverbs," American Folklore Society (October 2001).

"Teaching Trauma and the Holocaust in a Post-Millennial World," MMLA (November 2000).

"Grounded Ethnography: Writing Culture from the Inside Out," American Folklore Society (October 2000).

(With Dana Kinnison) "Neither This Nor That: New Contributors to Writing Program Administration," Writing Program Administrators Annual Conference (July 2000).

"These stories are not "Real," but they are as "true" as I can make them:' Lee Smith's Descriptions of People and Place," MLA (December 1999).

"Mormon Literature and the Irreducible Other: Writing the Unspeakable in Holocaust Literature," MMLA (November 1999).

"A Case for Literary Ethnography: Lee Smith's *Oral History*," American Folklore Society (October 1999).

SELECTED PROFESSIONAL AND UNIVERSITY SERVICE

Professional Organizations

Peer Reviewer, Higher Learning Commission, 2008-present

Team Leader Training, 2014

Site Reviewer, 2013-present

AQIP Action Update Reviewer, 2008-present

AQIP Systems Portfolio Reviewer, 2008-present

Committee on Comprehensive Institutions, *CCAS* (Council of Colleges of Arts and Sciences, 2010-2012)

Executive Committee, AFS@MLA, 2001-2005

Executive Committee, MLA Folklore and Literature Discussion Group, 2000-2004; (Chair 2004)

University Committees and Task Forces

Chair, Lower Division Steering Committee, Governors State University, 2012-present

Chair, Placement and Early Start Committee, GSU, 2012-present

Chair, Electronic Portfolio and Assessment System Committee, GSU, 2013-2015

General Education Task Force, GSU, 2011-present

Institutional Effectiveness Committee, GSU, 2011-2014

HLC Self-Study Subcommittee Criterion 1d, Ferris State University, 2008-2010

HLC Accreditation Visit Communication Committee, FSU, 2009-2010

Threat Assessment Team, FSU, 2008-2011
Behavior Review Team, FSU, 2008-2011
Chair, Chairs' Council, FSU, 2007-2010
Students of Concern Committee, FSU, 2007
Advising Task Force, FSU, 2005-2007
Transfer Student Task Force, FSU, 2005
Chair, International Student Task Force, FSU, 2005

Search Committees

Chair, Director of Institutional Research, 2013 (Successful)
Chair, Associate Provost and Associate Vice President for Academic Affairs, 2011 (Successful)
Chair, School of Criminal Justice Director Search Committee, 2008 (Successful)
Chair, Languages and Literature Department Head Search Committee, 2008 (Successful)
Member, Dean of Enrollment Services Search Committee, 2007 (Successful)
Chair, Biology Department Head Search Committee, 2007 (Successful)
Chair, School of Education Director Search Committee, 2006-2007 (Successful)
Chair, Humanities Department Head Search Committee, 2005-2006 (Successful)

College Committees

College of Arts and Sciences (CAS) Planning Committee (ex-officio), 2005-2011
CAS Diversity Committee (ex-officio), 2008-2011
CAS Academic Standards and Policies Committee (ex-officio), 2007-2011
CAS Online Teaching Working Group, 2005 – 2007
CAS Curriculum Committee, 2003-2004
CAS Sabbatical Leave Committee, 2002-2004

Department Committees

English BA Program Review Panel, 2005
Chair, Curriculum Committee, Department of Languages and Literature, 2003-2004
Literature Committee, Department of Languages and Literature, 2003-2004
Composition Committee, Department of Languages and Literature, 2003-2004
Library Committee, Department of Languages and Literature, 2003-2004
Reader, Honors Writing Assessment, 2003
Judge, Spaghetti Bridge Essay Contest, 2002

Ferris Faculty Association Committees

Secretary, Ferris Faculty Association, 2004
Chair, Graduated Dues Committee, Ferris Faculty Association, 2003-2004
At-large Representative, Executive Board, Ferris Faculty Association, 2002-2004
Public Relations Committee, Ferris Faculty Association, 2002-2004

ADMINISTRATIVE WORKSHOPS

New Deans Seminar, Council of Colleges of Arts and Sciences (July 2010)
Development for Deans, Council for Advancement and Support of Education (February 2010)
Association for Departments of English/Departments of Foreign Languages Seminar (June 2007)
IDEA Train the Trainer Workshop (February 2007)
Association for Departments of English New Chairs Workshop (July 2006)
National Academic Advising Association Annual Meeting (October 2005)
Summer Institute on First-year Assessment, Asheville, North Carolina (July 2005)
National Institute for New Faculty Developers, IUPUI (June 2005)
Chairing the Academic Department, American Council on Education Workshop (June 2005)
Michigan Association of Departments of English Annual Meeting (April 2005, October 2005)

