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Education

Ph.D. Sociology

University of Massachusetts-Amherst
May 1984

Dissertation Title - *The Causes and Consequences of Trade Dependence in the World Economy:
A Cross-National Study*

M.A. Political Science

Washington University-St. Louis
August 1980

B.A. Political Science (*Phi Beta Kappa*)

University of Florida
December 1977

Academic Positions

Fall 2006 – present

Assistant Vice President for Undergraduate Studies

Academic Affairs

Professor of Sociology

University of North Florida

Fall 2005-Summer 2006

Acting Dean

College of Arts and Sciences

Professor of Sociology

University of North Florida

Fall 2004-Summer 2005

Associate Dean

College of Arts and Sciences

Professor of Sociology

University of North Florida

Summer 2002-Spring 2004

Associate Dean

College of Arts and Sciences

Associate Professor of Sociology

University of North Florida

Spring 2000-Spring 2002

Founding Director, Office of Faculty Enhancement/Center for Instructional and Research Technology

Associate Professor of Sociology
University of North Florida

Fall 1997-Fall 1999

Associate Professor of Sociology.

Project Director, SUNY Learning Network at New Paltz.
State University of New York at New Paltz.

Fall 1991-Spring 1997

Department Chair. Associate Professor. Department of Sociology. State University of New York, New Paltz

Fall 1985-Spring 1991

Assistant Professor. Department of Sociology. State University of New York, New Paltz

Fall 1984-Spring 1985

Post-Doctoral Research Fellow. Family Research Lab/State and Regional Indicators Archive.
University of New Hampshire, Durham, NH

Fall 1983-Spring 1984

Full-Time Instructor. Department of Sociology. State University of New York, Plattsburgh

Administrative Positions, Experience and Activities

Acting Dean. College of Arts and Sciences. University of North Florida. September 2005-present.

- Chair, General Education Council
- Chair, General Education Assessment Task Force
- Continued development and implementation of outcomes assessment plan and Academic Learning Compacts for all academic departments in the college
- Formed College of Arts and Sciences Student Advisory Committee
- Initiated development of evaluation instruments for academic administrators (chairs, graduate coordinators, program directors) in the college
- Reviewed tenure and/or promotion dossiers and drafted written recommendations for tenure and/or promotion for fifteen faculty members in the college
- Worked with college development officer on fundraising strategies, gift proposals, and meetings with potential donors
- Initiated procedures for the assessment of administrative procedures in the college in the areas of faculty searches, course scheduling, and departmental budget allocations in preparation for SACS accreditation.
- Chair and organize committee to develop application to establish chapter of Phi Beta Kappa at University of North Florida

Associate Dean. College of Arts and Sciences. University of North Florida. July 2002-August 2005.

- Chair, General Education Council -- direct curriculum and outcomes assessment plan for liberal arts General Education program at UNF
- developed *Common Boundary* program that links upper division courses from different departments/programs around interdisciplinary theme
- developed *Faculty Contacts* program to increase level of student-faculty interaction in the College of Arts and Sciences
- Coordinator, Freshman Interest Group (FIG) freshmen learning community program -- coordinate, assess, and serve as faculty instructor

- monitor faculty searches in the College of Arts and Sciences
- monitor and verify Southern Association of Colleges and Schools (SACS) accreditation board qualification requirements for teaching faculty
- supervise College of Arts and Sciences academic advising office
- represent College of Arts and Sciences at Freshman Orientation sessions
- conduct focus group sessions with freshman parents at Freshman Orientation sessions
- participate in faculty advising program for freshmen orientation
- co-chair of Academic Affairs Strategic Enrollment Management Committee – charged with developing a comprehensive university-wide plan to realize goals of increasing retention and graduation rates. Specific component of the program include:
 - o faculty participation in Open House sessions to enhance student recruitment
 - o faculty participation in Freshman Orientation sessions to establish faculty-student linkages
 - o directly participate as faculty advisor in Freshmen Orientation sessions
 - o assist in the development and design First-Year Seminar for summer Academic Potential Program (at-risk freshmen) students
 - o develop plan for first year declaration of major and professional and faculty/departmental advising support
- coordinate outcomes assessment plan for academic departments and programs in the College of Arts and Sciences
- member, Academic Advising Task Force
- Chair, General Education Assessment Task Force – Task Force created to develop outcomes assessment plan for the UNF General Education program and prepare for Southern Association of Colleges and Schools (SACS) accreditation

Founding Director. Office of Faculty Enhancement and Center for Instruction and Research Technology. University of North Florida. January 2000-June 2002.

The Office of Faculty Enhancement is a faculty development office that was opened in 2000 to provide faculty with support and resources needed for the improvement and enhancement of the teaching, learning, and scholarship.

- as founding Director of the Office of Faculty Enhancement, I established its presence as a recognized faculty development facility at UNF
- as Director of the Office of Faculty Enhancement I supervised the Center for Instruction and Research Technology – a lab providing faculty with technology training and resources for teaching and research
- in my role as Director I proposed and supervised the implementation of the *Blackboard* course management system in 2000
- developed first Blackboard training program for faculty
- presided over the expansion of faculty Blackboard course management system use from 31 faculty in 38 courses in 1999 to 159 faculty in 339 courses in Spring 2002
- initiated Faculty Fellows program that awarded fellowships to faculty working with the Office of Faculty Enhancement on faculty development projects
- instituted summer Course Redesign for Effective Learning (CREL) institute for faculty that was awarded a *2001 Bright Ideas Award* by the Professional and Organizational Development (POD) Network (the leading organization for faculty development professionals)
- organized and conducted range of workshops on all aspects of faculty roles including teaching with technology, course redesign, the assessment of teaching and learning, and research technologies
- chaired Distance Learning Action Team (2000-2002)
- organized production of the *UNF Distance Learning Handbook* by the Distance Learning Action Team
- co-coordinator and instructor in Freshman Interest Group (FIG) learning communities -
- conducted faculty FIG training sessions, constructed FIG Faculty Handbook

Director. SUNY Learning Network at State University of New York at New Paltz. 1996-1999.

The SUNY Learning Network (SLN) was established in 1995 with the financial support of the Alfred Sloan Foundation. The SLN served as the administrative unit developing online distance learning technology and curricula for all colleges and universities in the SUNY system.

- participated directly as online faculty instructor teaching course in Social and Economic Development
- recruited and facilitated training and course development for participating faculty
- developed instruments for student assessment of online course
- served as SUNY-New Paltz liaison with central SUNY Learning Network operation
- expanded range of online course offerings at SUNY-New Paltz
- conducted faculty development workshops on online course design, delivery, and pedagogical strategy
- managed grant budget

Department Chair. Department of Sociology. State University of New York (SUNY) at New Paltz. 1991-1997.

- redesigned required core curricula
- instituted first outcomes assessment plan
- developed concentration in "Direct Care" social services
- developed interdisciplinary major with political science, economics, philosophy, and geography in Political Economy
- managed departmental budget
- involved in all areas of academic advising – freshman, transfers students, department majors
- evaluation of faculty for promotion and tenure

Publications

"Conflict At Work Throughout the History of Organizations". In Carsten K. W. DeDreu and Michele J Gelfand (eds.). *The Psychology of Conflict and Conflict Management in Organizations*. Lawrence Erlbaum. Forthcoming.

"Virtual Transformation: Web-Based Technology and Pedagogical Change". *Teaching Sociology* 31 (2), April 2003.

Organization Theory: Tension and Change. McGraw-Hill Publishers, 2001.

Levels of Socio-Economic Development Theory. Second Edition. Praeger Publishers, 1998.

"Institutionalized Resistance to Asynchronous Learning Networks". *Journal of Asynchronous Learning Networks* 2 (2), September 1998.

"Pedagogical Principles and Practices for Asynchronous On-Line Sociology Courses" *American Sociological Association, Teaching Resources Guide for Teaching on the Internet*, 1998.

"Asynchronous Learning: Technology and Pedagogy in a Distance Learning Course." *Teaching Sociology*, (25): 262-277. October 1997.

"The Recalcitrant Human Factor: Social Control in Organization Theory and Management Practice." *Berkeley Journal of Sociology*, Vol. 39, 1994-1995.

"The Unique Nature of Labor: A Theme for Organization Courses." *Teaching Sociology*, (21): 60-67. January 1993.

Levels of Socio-Economic Development Theory. Praeger Publishers, 1990.

"Gender Inequality in Workplace Autonomy and Authority." *Social Science Quarterly*, June 1989.

"The Political-Economic Environment and the Geographic Restructuring of Manufacturing: Theoretical Perspectives and a State-Level Analysis." In Joyce Rothschild and Michael Wallace (eds.), *Research in Politics and Society*, Vol. IV, JAI Press, 1988.

"Legitimate Violence, Violent Attitudes, and Rape: A State-Level Analysis" (with Larry Baron and Murray A. Straus). *Annals of the New York Academy of Sciences*, Vol. 528, 1988.

"Sexual Climate and Reported Rape: A State-Level Analysis" (with Murray A. Straus). *Archives of Sexual Behavior* 16, #2, 1987.

"Foreign Investment and Trade Dependence" (with Randall Stokes). *Sociological Quarterly* 27, #4, Winter 1986.

"The Political Economy of Job Loss in the United States, 1970-1980." *Social Problems* 33, #4, April 1986.

"Export Dependence and Economic Growth: A Reformulation and Respecification." *Social Forces*, September 1985.

"Another Look at the Export of Raw Materials and Economic Growth" (with Randall Stokes). *American Sociological Review*, June 1982.

"Capitalists vs. The Unions: An Analysis of Political Mobilization Among Business Leaders" (with Richard E. Ratcliff), in Louis Kriesberg (ed.), *Research in Social Movements, Conflict and Change*, Vol. IV, JAI Press, 1981.

Reviews and Other Publications

"Learning Communities Can Be Cohesive – and Divisive" *The Chronicle Review*. The Chronicle of Higher Education, July 9, 2004.

"Comment on 'The Millennium Survey: How Economists View the U.S. Economy in the 21st Century.'" *American Journal of Economics and Sociology*. Volume 59. Number 1. January 2000.

Capitalist Development and Democracy. Dietrich Rueschemeyer, Evelyn Huber Stephens and John D. Stephens. *Sociological Inquiry*, Fall 1993.

Political Behavior: Patterns in Everyday Life. Steven Peterson. *Contemporary Sociology*, January 1991.

Capitalist Development and Class Capacities: Marxist Theory and Union Organization. Jerry Lembcke. *Contemporary Sociology*, July 1989.

Works Under Review and in Progress

"Peer Cohorts and the Unanticipated Consequences of Freshman Learning Communities". Under review, International Journal of Teaching and Learning in Higher Education.

"Intended and Unintended Consequences of Freshman Learning Communities"

Research project involving a sociological analysis and empirical investigation of the social dynamics and outcomes of Freshman Learning Communities. First manuscript to be submitted for publication in Fall 2006.

Book project applying organizational tensions identified in *Organization Theory: Tension and Change* to analyze current issues and trends in institutions of higher education.

Presentations at Professional Meetings

"The Intended and Unintended Consequences of Freshman Learning Communities". (with Rick Phillips and Lucy Paltoo). Poster presentation at the 25th Annual Conference of The First Year Experience, Atlanta, Georgia, February 2006.

"Virtual Transformation: The Web-Based Course as Alternative 'Pedagogical Ecology'." Presented at the meetings of the Thirteenth International Conference on College Teaching and Learning, Jacksonville, FL, April 2001.

"Instructional Technology as a Harbinger of Organizational Change." Presented at the meetings of the Eleventh International Conference on College Teaching and Learning, Jacksonville, FL, April 2000.

"Institutionalized Obstacles to Organizational Change: The Case of Instructional Technology and Asynchronous Learning Networks." Presented at the meetings of the American Association of Higher Education Conference on Faculty Roles and Rewards in a Learning Organization. Orlando, FL, January 1998.

"Computer-Mediated Distance Learning in Sociology: Some Pedagogical Considerations." Presented at the annual meetings of the American Sociological Association, Toronto, August 1997.

"Asynchronous Learning: Technology and Pedagogical Strategy in a Computer-Mediated Distance Learning Sociology Course." Presented at the annual meetings of the Eastern Sociological Society, Boston, March 1996.

"The Human Factor of Production: A Framework for the Analysis of Organization Theory and Management Practice." Presented at the annual meetings of the Eastern Sociological Society, Baltimore, MD, March 1994.

"The Unique Nature of Labor: Implications for Organization Theory and Management Strategy." Presented at the Firth annual International Conference of the Society for the Advancement of Socio-Economics, NY, March 1993.

"The Unique Nature of Labor and the Sociological Study of Organizations." Presented at the annual meetings of the American Sociological Association, Washington, DC, August 1990.

"Workplace Stratification and Political Orientation: The Effects of Job Power on Leftist Beliefs and Class Identification." Presented at the annual meetings of the American Sociological Association, Atlanta, GA, August 1988.

"Liberalism, Economism, and Neo-Marxist Crisis Theory." Presented at the annual meetings of the American Sociological Association, Chicago, IL, August 1987.

"Structural Determinants of Poverty in the States, 1970-1980." Presented at the annual meetings of the Eastern Sociological Society, Boston, MA, May 1987.

"Working Class Power and the Relocation of Employment in Manufacturing: A State-Level Analysis." Presented at the annual meetings of the Society for the Study of Social Problems, NY, August 1986.

"Determinants of Growth in Manufacturing in the American States, 1970-1980." Presented at the annual meetings of the Eastern Sociological Society, NY, April 1986.

"Comparative Business Climate and Job Loss in the American States, 1970-1980." Presented at the annual meetings of the Society for the Study of Social Problems, Washington, DC, August 1985.

"Export Dependence and Economic Growth: A Reformulation and Respecification." Presented at the annual meetings of the American Sociological Association, San Antonio, TX, August 1984.

"Class, Crisis and the Structure of Nonvoting in the 1980 Election." Presented at the annual meetings of the Society for the Study of Social Problems, San Antonio, TX, August 1984.

"The Effects of Foreign Investment on Extraverted Trade Structure in the World Economy: A Cross-National Study of an Unexamined Link." Presented at the annual meetings of the Society for the Study of Social Problems, San Francisco, CA, August 1982.

"Export Dependence and Third World Inequality" (with Randall Stokes). Presented at the annual meetings of the Society for the Study of Social Problems, Toronto, Canada, August 1981.

Presentations/Workshops on Instructional Technology

"Teaching On The Internet." Conference workshop conducted for American Sociological Association, Chicago, August 2002.

"Online Teaching and the Raising of Pedagogical Consciousness". Presentation at the Third North American Conference on The Learning Paradigm, San Diego, CA, January 1999.

"Observations From the Trenches: Real Experiences From the SUNY Learning Network" (with Eric Fredericksen and Karen Swan). Presentation at the 1999 World Conference on Virtual Learning Environments, San Diego, CA, January 1999.

"Technology and Pedagogy in Asynchronous Learning Networks." Presentation at conference on "Distance Learning: Access to Opportunities", Hudson Valley Community College. Troy, NY. April 1997

"Information Technology and Education." Panel presenter at Telcom Conference sponsored by Mid-Hudson Patterns for Progress. Marist College, Poughkeepsie, NY. January 1997.

"Technology and Pedagogy in a Computer-Mediated Distance Learning Course". Paper presented at the Sixth Annual Conference of the Institute for the Study of Postsecondary Pedagogy, Mohonk Mountain House, New Paltz, NY. November 1996.

"Teaching in Asynchronous Learning Networks." Panel presenter at Instructional Technology Workshops, SUNY-New Paltz. September 1996.

"A SUNY Learning Network: Cooperating to Develop Online Baccalaureate Degree Programs Using Lotus Notes." Panel presenter at the CIT96 annual conference on "Leveraging Learning: Using and Affording Technology", SUNY-Oswego, May 1996.

Professional Service

Manuscript Reviewer: *American Sociological Review. Social Problems. Social Science Research. Sociological Quarterly. Studies in Comparative International Development. Teaching Sociology. Gender and Society. Journal of Asynchronous Learning Networks. International Sociology. Sociological Perspectives.*

Organizer. Roundtables Sessions for American Sociological Association Section on Teaching and Learning. Annual meetings of the American Sociological Association, Montreal, August 2006.

Discussant: Panel on "Transformation of Work and Industry". Annual meetings of the Eastern Sociological Society, Baltimore, MD, March 1994.

Newsletter Editor, International Conflict and Cooperation Division of the Society for the Study of Social Problems, 1988-1990.

Discussant: Panel on "Cross-National Studies and Development". Annual meetings of the Eastern Sociological Society, Philadelphia, PA, March 1988.

Discussant & Organizer: Panel on "Elites and Society". Annual meetings of the Eastern Sociological Society, Philadelphia, PA, March 1988.

Discussant: Panel on "Capital and Labor Mobility". Annual meetings of the Eastern Sociological Society, Boston, MA, March 1984.

Service -- Committees

UNIVERSITY OF NORTH FLORIDA

University Technology Committee, 1999-2003

Strategic Enrollment Management Committee, Fall 2003-Spring 2005.

Distance Learning Action Team, Chair: 2000-2002; Member: 2000-present.

General Education Council, Chair: 2002-present.

Student Fees Committee, Fall 2003.

Provost Search Committee, Fall 2003-Spring 2004

Phi Beta Kappa Scholarship Committee, Spring 2004

Academic Center for Excellence Assistant Director Search Committee, Spring 2004

Academic Advising Council, 2002-present

International Studies Committee, Fall 2002-Fall 2003

Undergraduate Studies Council, Fall 2000-present

Advisory Board for Academic Center for Excellence, Chair, Fall 2002-present

Academic Advising Task Force Fall 2004-Summer 2005

Chair, Search Committee for Associate Provost for Undergraduate Education and Assessment, Spring 2005

Institutional Effectiveness Team for SACS Accreditation Reaffirmation, Fall 2005-present.

Courses Taught

Introduction to Sociology. Organization Theory. Social Change and International Development. Social Statistics. Contemporary Social Theory. Work and Organizations. Social Stratification. Comparative Social Structure. Race and Ethnic Relations. Organizational Behavior. Introduction to Political Economy. Organizational Behavior. Research Methods.

Research Interests

Organization Theory and Management Strategy. Educational Technology and Organizational Change. Political Economy. Comparative International Development. Class and Politics. Regional Growth and Economic Development Policy.

Professional Affiliations

Member: American Sociological Association; Southern Sociological Society; Association of American Colleges and Universities; Council of Colleges of Arts and Sciences