

Richard A. Crofts

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PROFESSIONAL EMPLOYMENT AND EXPERIENCE IN HIGHER EDUCATION:

Commissioner of Higher Education
Mississippi Institutions of Higher Learning
Jackson, Mississippi December 2004-September 2005

Commissioner of Higher Education
Montana University System
Helena, MT (July 1996-February 2003)

Deputy Commissioner of Higher Education
Montana University System
Helena, MT (July 1994-June 1996)

Assistant to the Chancellor
Minnesota State University System
(September 1993-June 1994; one year appointment)

Vice President for Academic Affairs
Mankato State University (MN)
(July 1989-August 1993)

Associate Vice President for Research and Dean of the Graduate School
East Tennessee State University
(September 1984-June 1989)

Associate Dean of the Graduate School and Associate Director of the Office of Research, The University of
Toledo
Toledo, Ohio
(1979-84)

Chairman
Department of History
The University of Toledo
(1971-79)

Professor of History
The University of Toledo
(1968-84)

EDUCATION:

B. A. Georgetown College, 1962
Major: History Minor: English

Ph.D. Duke University, 1969
Major: Reformation History
Dissertation: "Proposals for Ecclesiastical Reform in Germany from 1510 to 1520"

HONORS AND FELLOWSHIPS:

Duke Scholar, 1965-66

Danforth Foundation Fellow, 1966-68

ADMINISTRATIVE LEADERSHIP EXPERIENCE

Commissioner of Higher Education, Mississippi Institutions of Higher Learning

Served on an interim basis for ten months while a national search for a permanent commissioner was being conducted. During the time I was Commissioner, I assisted the Board in its adoption of a new governance structure that strengthened the role of the Commissioner and delegated more authority to the senior leadership of the system. I was also the CEO of the system during the days of Hurricane Katrina and the follow-up to that disaster. I coordinated the efforts to assess the damages and prepare recommendations for reconstruction. We also ensured that students and employees were safe and secure. Our campuses also provided many people with temporary housing. I put together a proposal for Federal assistance to provide millions of dollars in financial aid for students at the state universities, private colleges, and community colleges in Mississippi. I also began the process for creating a state-wide Campus Compact organization for higher education institutions in Mississippi. We also secured funding from the USA Foundation and the funds raised for hurricane relief by Presidents Bush and Clinton. Implemented the final settlement of the *Ayers* case, a decades long court battle over discrimination in the public universities of Mississippi.

Commissioner of Higher Education

Chief Executive Officer for the Montana University System which includes all campuses of public higher education in the state.

President, Montana Higher Education Student Assistance Corporation.

Commissioner of the Western Interstate Commission for Higher Education.

Executive Committee of the Western Interstate Commission for Higher Education.

Executive Committee of the State Higher Education Executive Officers Organization.

Responsible for all legislative relations for the Montana University System.

Board of Trustees of the Western Governors University (initial appointment).

Executive Committee of the Western Cooperative for Educational Telecommunications.

Led successful effort to defeat proposed amendment to the Montana Constitution to eliminate the Board of Regents and the Office of the Commissioner of Higher Education.

Fund-raising efforts on behalf of a successful campaign to renew a state-wide property tax that partially funds the Montana University System.

Executive Council for SummitNet, the statewide data network for Montana.

Chair, Northwest Academic Forum, 1997-98.

Ex-officio member of the Montana Board of Public Education that has constitutional authority over K-12 education.

Deputy Commissioner of Higher Education
Montana University System

Responsible for review and recommendations to the Board of Regents on all new academic program proposals from the eleven units of the Montana University System and the three independent community colleges.

Completed the process of reviewing academic programs with low productivity and made recommendations to the Board of Regents on the elimination and restructuring of academic programs acted upon at March and May 1995 meetings of the Board.

Developed a new cost of education study and allocation methodology.

Represented the Office of the Commissioner of Higher Education to the Academic and Student Affairs Committee of the Board of Regents of the Montana University System (one of two Board committees).

Chair, Montana University System Research Committee.

Chair, Montana University System Information Technology Committee.

Shared duties in legislative relations, liaison with the Office of the Governor, and the Office of Planning and Budgeting.

State Coordinator of Western Brokering Project of Western Interstate Commission for Higher Education (WICHE) - - a project to share academic programs through distance learning and to build intrastate educational telecommunications networks.

Information Technology Advisory Council for the State of Montana.

Director, higher education portion of the Montana Eisenhower program.

Telecommunications coordinator for the Montana University System.

Assistant to the Chancellor
Minnesota State University System

Completed a needs assessment for graduate and professional degree programs in Minneapolis and St. Paul.

Reviewed literature and surveyed other states for models of higher education centers.

Served as administrative staff for system-wide faculty committee developing collaborative efforts for delivering graduate and professional education in Minneapolis and St. Paul.

Prepared recommendations for the Chancellor on securing a strong role for graduate education in the merging higher education systems (state universities, community colleges, and technical colleges).

Wrote position paper on graduate and professional education in the Twin Cities (history, issues, needs, future development).

Vice President for Academic Affairs Mankato State University

Mankato State University enrolled over 16,000 students including over 2,500 graduate students. Degrees were offered from the associate through the specialist level. The university employed over 700 full-time faculty and a total of nearly 1400 employees

Responsible for \$47 million budget

Oversight of ten academic deans and colleges, the Associate Vice President for Computer Services, the Associate Vice President for Research, two Assistant Vice Presidents for Academic Affairs, and the Director of Athletics

Supervision of additional offices and programs:

- Institutional Research
- Registrar
- Affirmative Action

Led in development and approval of a cultural diversity requirement for all students

Changed summer session allocation procedures resulting in income exceeding expenditures

Provided microcomputers to all faculty

Retained funding for faculty development despite budget cuts

Implemented a university-wide Development Day

Developed and conducted promotion and tenure workshops for faculty

Provided workshops for faculty on the sources of funding and the preparation of grant applications

Supported faculty activities which increased the number of grant proposals submitted to external agencies and the number of grants and dollars awarded

Established an Academic Affairs Research Fund out of indirect cost generated by sponsored programs

Provided enhanced computer networking within Academic Affairs

Established a General Education Commission to review the university's general education program

Completed a semester system feasibility study

Implemented more decentralized budget control within Academic Affairs

Established a fund for innovative instructional technology

Implemented a grade appeals policy

Implemented telephone registration

Assisted in the development of international programs in Taiwan, Mexico, and Russia

Associate Vice President for Research and Dean of the Graduate School; East Tennessee State University

Responsible for supervision and administration of all graduate and research programs, including those of the Quillen College of Medicine

Budgetary responsibility for allocation and administration of all graduate assistantships

Implemented a process for periodic review of members of the graduate faculty

Initiated the periodic review of all graduate programs

Graduate enrollment increased by 15%

Graduate assistantship stipends doubled

Sponsored program funding more than doubled

Three new master's programs implemented

Responsible for internal support of research and external funding for sponsored programs

Chaired the Research Development Committee

Chaired the Graduate Council

Administrative liaison to the Institutional Review Board (the human subjects research committee)

Computer Advisory Committee

Affirmative Action Steering Committee

Advised the Vice President on promotion and tenure decisions

Associate Dean of the Graduate School and Associate Director of the Office of Research, The University of Toledo

Responsible for recruitment, admissions, and program development

Designed and implemented a new series of recruiting materials for graduate programs

Developed a proposal for a Master of Liberal Studies program approved by the Ohio Board of Regents

Assisted in publication of monthly Research Bulletin

Chair, Department of History
The University of Toledo

Responsible for monitoring and evaluating the performance of academic personnel

Developed and monitored the department's budget

Responsible for recommendations on personnel decisions (promotion, tenure, salary, renewal, sabbaticals)

Scheduling and space allocation

General review and supervision of academic programs of the department at all levels (through the Ph.D.)

Managed staff

Won continuation in the position through two unanimous votes of confidence

COURSES TAUGHT:

Undergraduate: Western Civilization, Introduction to Historical Thinking, Humanities Seminar in Adult Liberal Studies Program, History of the Renaissance and Reformation, European Intellectual History, History Honors Seminar, History of Science and Technology, and interdisciplinary seminary in Baroque culture

Graduate: Early Modern Europe, European Historiography, and European Intellectual History

Theses and orals committees: chair of three theses, second reader of seven master's students theses, sat on doctoral examination committee for three Ph.D. students

FACULTY GOVERNANCE:

While serving as a full-time faculty member, I was elected by my colleagues at The University of Toledo to numerous representative bodies within its system of academic governance. The most important of those positions are listed below. The Arts and Sciences Council was the representative body that acted for the faculty of the College of Arts and Sciences. As an officer of the Faculty Senate I represented faculty concerns by sitting with the Board of Trustees of the University and its committees. The Faculty Conference Committee was the personnel grievance committee for the faculty. It also made recommendations to the President on compensation, fringe benefits, and related matters.

Arts and Sciences Council, 1969-81
Vice Chair, 1970-71, 1973-74
Chair, 1974-75, 1975-76

Faculty Senate, 1970-73, 1974-80
Vice Chair, 1972-73, 1976-77
Chair, 1977-78

Faculty Conference Committee, 1974-76
Chair, 1975-76

COMMUNITY INVOLVEMENT:

Montana/Alberta Border Advisory Committee
Montana Ambassadors (volunteer organization to assist in economic and business development)
Rotary International
International Host family program jointly sponsored by Mankato
State University and the City of Mankato
Board Member, First Banks Mankato
University representative to Valley Industrial Development
Corporation (Mankato)
United Way Board of Directors
United Way, Chair of Allocations Panel on Family Services
Mankato International Festival
Mankato Chamber of Commerce, Education Committee
Johnson City Chamber of Commerce Education Committee
Lambda Chi Alpha fraternity faculty advisor
Frequent speeches at service clubs and organizations on higher
education issues
Adult education presentations at churches and religious
organizations on issues related to the Reformation

PROFESSIONAL ORGANIZATIONS

- Phi Kappa Phi
- Sixteenth Century Studies Conference
- Renaissance Society of America
- American Historical Association
- American Society for Church History

PUBLICATIONS

"The Defense of the Elizabethan Church: Jewel, Hooker, and James I," *Anglican Theological Review*, 54 (1972), 20-31.

"Three Renaissance Expressions of Societal Responsibility: Thomas More, Desiderius Erasmus, and Thomas Müntzer," *Sixteenth Century Journal*, 3 (1972), 11-24.

"The Common Good in the Political Theory of Thomas Aquinas," *The Thomist*, 38 (1973), 155-173.

"Books, Reform, and the Reformation," *Archiv für Reformationsgeschichte*, 71 (1980), 21-36.

"Printing, Reform, and the Catholic Reformation in Germany (1521-1545)," *Sixteenth Century Journal*, 16 (1985), 369-381.

"Scientific Research and Graduate Education at Comprehensive Universities," *Explorations: The Research Magazine of East Tennessee State University* (1988)

Contributor, "Components of Quality in Master's Programs," publication series of The Tennessee Conference of Graduate Schools (1988)

"University Regional Research and Computerized Geographic Information Systems," *Proceedings of the Conference on Scientific Research in the Comprehensive University*, sponsored by the American Association of State Colleges and Universities and the California State University System (1988)

"Negotiating Faculty Productivity: The Montana Case," State Higher Education Executive Officers (1995)

"History of Two-year Postsecondary Education in Montana," *Community College Journal of Research and Practice* 21 (1997), 203-227.

SELECTED PRESENTATIONS:

"Defenders of the Elizabethan Church," Ohio Academy of History (1970)

"The Renaissance Conception of Social Responsibility," Duquesne History Forum (1971)

"Sixteenth Century Radical Reformers and the Theology of Christian Marriage," American Historical Association (1972)

"German Printing on the Eve of the Reformation: A Statistical Analysis," Conference on Medieval Studies sponsored by the Medieval Institute of Western Michigan University (1974)

"Eschatology and Church Reform in pre-Reformation Catholic Thought" Conference on Medieval Studies sponsored by the Medieval Institute of Western Michigan University (1976)

"A German Bishop Responds to the Reformation: The German Theology of Berthold Pirstinger," Sixteenth Century Studies Conference (1978)

"Printing, Reform, and the Catholic Reformation in Germany," Sixteenth Century Studies Conference (1981)

"Technology Transfer in the Life Sciences and Physical Sciences at East Tennessee State University," 41st University/Industry Technology Transfer Conference (1988)

"Graduate Education for Local Government Officials," Eighth Conference on the Small City and Regional Community Sponsored by The Institute for the Small City at the University of Wisconsin Stevens Point (1988)

"University Roles in Regional Economic Development," Washington County Economic Development Board (1988)

Organized a regional workshop; entitled "Securing Capital: Venture Capital Funding for Progressive Business and Industry," jointly sponsored with the University of Tennessee Venture Capital Center.

Presentation at panel on printing and the Reformation, Sixteenth Century Studies Conference (1989)

"Quality characteristics of master's programs." Minnesota State Universities Conference on Graduate Education, (1989)

Commentator for session on the evaluation of distance education programs at the annual meeting of the Western Cooperative for Educational Telecommunications (1995)

Moderated session on campus networking at the annual meeting of Educom (1995)

“The Teacher and Active Learning: The Role of Research in the New Model of Teacher Education,” Conference sponsored in Bangkok by UNESCO on Partnerships in Teacher Development for a New Asia (1995)

“Institutional Registrars, Public Policy, and Legislative Relations,” American Association of Collegiate Registrars and Admissions Officers (1996)

“Who Advocates for the Student?” Western Interstate Commission for Higher Education conference on Fostering Postsecondary Student Success (1997)

“Politics and the New SHEEO,” State Higher Education Executive Officers (1997)

“State of Education Address,” Montana Legislature (1999)

Regular presentations at the annual meeting of the Western Cooperative for Educational Telecommunications