**CONTRACT SUMMARY OF TERMS**

**VICKIE SHIELDS, PH.D.**

**ACTING PRESIDENT OF NEVADA STATE COLLEGE**

1) **Monthly Stipend:** $10,426 on a prorated basis.

2) **Benefits:** No other compensation, benefits, or allowances typically associated with the position of President are provided.

3) **Contract Period:** The contract will commence upon the retirement of current NSC President Bart Patterson on June 30, 2021, and shall remain in effect for approximately 6 weeks until the start of new NSC President Dr. DeRionne Pollard on August 16, 2021.

4) **On Campus Presence:** During the contract period, Dr. Shields shall not take annual leave and shall maintain an in-person presence on the NSC campus, unless otherwise authorized by the Chancellor.

5) **Return to Position:** Upon expiration of the contract, Dr. Shields shall return to her current position as Provost and Executive Vice President of NSC.
Amendment to Terms of Employment for Vickie Shields

This agreement is an Amendment to the Terms of Employment for administrative faculty Vickie Shields, Ph.D., by and between the Board of Regents of the Nevada System of Higher Education on behalf of Nevada State College (NSC) and Vickie Shields (Employee).

Recitals

A. Dr. Shields currently serves as Provost and Executive Vice President of NSC.

B. NSC President Bart Patterson is expected to retire from his position on or about June 30, 2021.

C. The Board of Regents has hired DeRionne E. Pollard, Ph.D., to serve as the next President of NSC beginning on or about August 16, 2021.

D. Whenever a vacancy is anticipated to occur in the position of president of an institution, the Board of Regents may appoint, pursuant to Title 2, Chapter 1, Section 1.5.4 of the NSHE Code, an individual to temporarily serve as Acting President of the institution.

E. The Board of Regents desires to appoint Dr. Shields to serve as Acting President of NSC for the period beginning on or about June 30, 2021, and ending on or about August 16, 2021, and/or the date the employment of Dr. Pollard as President of NSC commences (Transition Period).

F. Dr. Shields agrees to serve as Acting President of NSC during the Transition Period and agrees to perform the duties of the President of NSC during this time and upon the terms and conditions set forth in this Amendment.

Accordingly, the Board of Regents and Dr. Shields agree to temporarily amend the current terms and conditions of her employment.

Terms and Conditions

1. Dr. Shields shall serve as Acting President of NSC during the Transition Period. While in this position, Dr. Shields agrees to undertake and perform properly, efficiently, to the best of her ability, and consistent with the standards of the Board of Regents, all duties and responsibilities attendant to the position of President of NSC, including the specific duties and responsibilities set forth in Title 1, Article VII, Section 4 of the Board of Regents Bylaws.

2. In consideration for serving as Acting President of NSC, Dr. Shields shall be paid a monthly stipend on a prorated basis of $10,426 during the Transition Period. This stipend will be in addition to the current base salary and benefits Dr. Shields receives as Provost and Executive Vice President of NSC. This stipend shall be subject to standard deductions and withholdings for applicable state, local and federal taxes and withholdings for retirement and other benefits. No other compensation, benefit, or allowance typically associated with the position of President of an institution shall be provided, paid, or included as a term of this Agreement.

3. During the Transition Period, Dr. Shields shall report to Chancellor Melody Rose, Ph.D. Dr. Shields serves as Acting President of NSC at the pleasure of the Board of Regents, and her appointment as Acting President of NSC may be revoked at any time by the Board of Regents in its sole and absolute discretion, with or without cause.
4. Dr. Shields shall not take annual leave and shall be present and in person on the NSC campus during the Transition Period. Any exception to this provision must be expressly approved by Chancellor Rose.

5. Upon expiration and/or termination of this Amendment, Dr. Shields shall return to the position of Provost and Executive Vice President of NSC pursuant to all current terms and conditions of employment, including salary and benefits. Any authorized cost of living adjustment or change in benefits applicable to NSHE employees that occurs during the Transition Period shall be based upon Dr. Shields’ salary and benefits as Provost and Executive Vice President of NSC.

Effective Date and Signatures

This Amendment shall become effective upon the date of approval and ratification by the Board of Regents and the signatories of both parties below.

BOARD OF REGENTS OF THE NEVADA SYSTEM OF HIGHER EDUCATION

Mark Doubrava, M.D.
Chair of the Board of Regents

By: ______________________________
Date: ______________________________

EMLOYEE

Vickie Shields, Ph.D.
Provost and Executive Vice President of NSC

By: ______________________________
Date: ______________________________

Melody Rose, Ph.D.
Chancellor

By: ______________________________
Date: ______________________________
# VICKIE RUTLEDGE SHIELDS

**Nevada State College**  
Provost and Executive Vice President  
1300 Nevada State Drive  
Henderson, NV 89002-9455  

vickie.shields@nsc.edu

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## CAREER

<table>
<thead>
<tr>
<th>Institution</th>
<th>Position</th>
<th>Years</th>
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<tbody>
<tr>
<td>Nevada State College</td>
<td>Provost/Executive Vice President</td>
<td>June 2017-present</td>
</tr>
<tr>
<td></td>
<td>Professor of Communication</td>
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<tr>
<td>Eastern Washington University</td>
<td>Dean, College of Social Sciences</td>
<td>2005-2017</td>
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<td></td>
<td>Professor of Communication Studies</td>
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<tr>
<td>Bowling Green State University</td>
<td>Associate Dean, Arts and Sciences</td>
<td>2002-2005</td>
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<td></td>
<td>Director, Women's Studies Program</td>
<td>1998-2002</td>
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<td></td>
<td>Assistant, Associate Professor of Telecommunications/Women's Studies</td>
<td>1995-2005</td>
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<td>Visiting Assistant Professor, Telecommunications</td>
<td>1994-1995</td>
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<td>Council of Colleges of Arts &amp; Sciences (CCAS)</td>
<td>President (elected)</td>
<td>2010-2011</td>
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<td></td>
<td>Executive Board</td>
<td>2011-2013</td>
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<td></td>
<td>Board of Directors (elected)</td>
<td>2009-2013</td>
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## EDUCATION

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<tr>
<th>Degree</th>
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<th>Year</th>
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<tbody>
<tr>
<td>Ph.D.</td>
<td>The Ohio State University, Communication &amp; Media Studies</td>
<td>1994</td>
</tr>
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<td></td>
<td>The Ohio State University Presidential Fellowship</td>
<td>1993</td>
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<tr>
<td>M.A.</td>
<td>The Ohio State University, Communication &amp; Media Studies</td>
<td>1988</td>
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<tr>
<td>B.A.</td>
<td>Boise State University, Communication (Magna Cum Laude)</td>
<td>1986</td>
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### Non-Degree Credentials

- Certificate, FEMA Emergency Management Institute | 2018
Executive leaders at Nevada State were provided with the option to complete this course in an effort to be as emergency prepared as possible. I completed over 100 hours of independent study plus 10 hours of emergency table-top exercises, completing the following four courses: ICS 100 - Introduction to Incident Command System; ICS 200 - ICS for Single Resources and Initial Action Incidents; ICS 700 - National Incident Management System (NIMS) An Introduction; and ICS 800 - National Response Framework, An Introduction.

Sponsored by the Dean of Arts and Sciences, Bowling Green State University, I was accepted in a competitive process. I was in transition between Associate Dean and becoming a first-time Dean. This leading National program is an intensive, two-week training program prepares mid-level managers early in their administrative experience with the skills to succeed in complex roles and shifting institutional and cultural landscapes. Through real-world case studies, small group discussions, interactive presentations, and other immersive experiences, participants learn to think beyond their own administrative area and lead in ways that support larger institutional objectives.

Select Professional Leadership Programs

Executive Leadership Academy (sponsors: AASCU, AALI and Academic Search) 2020-present
I was nominated and sponsored by President Bart Patterson and accepted through a competitive process into this unique leadership development program for senior cabinet officers who are interested in becoming college and university presidents. This yearlong program provides comprehensive presidential preparation, as well as multiple opportunities to compare and contrast leadership and presidential issues at public and private institutions.

Women’s Leadership Conference, Las Vegas 2018 & 2019
I was sponsored by Nevada State College along with other colleagues to participate in this signature program of the MGM Resorts Foundation, a forum designed to promote women’s personal and professional development and advancement. The purpose is to inspire women to seek their highest level of personal and professional growth by presenting participants with role models, varying perspectives and strategies for development. Each Year, WLC attracts over a thousand conference attendees.

I was nominated and sponsored by the Provost of Eastern Washington University and accepted through a competitive process. This national workshop supports the success and persistence of women in senior leadership positions at colleges and universities, including those on the path to the presidency. Program guides and supports current and future women leaders and those positioned to promote their advancement in the higher education leadership pipeline.

Professional Fundraising for Deans and Academic Leaders Seminar, Advancement Resources, San Diego, CA 2016
Designed for deans and other academic leaders to attend along with their development partner, this highly interactive workshop explored the essential roles that deans and academic leaders play in helping donors and potential donors make significant contributions to their institutions. In addition to gaining valuable tools and strategies, participants had the opportunity to practice articulating their funding priorities as compelling “opportunity stories” to donors and potential donors.

By invitation only as CCAS President, the purpose of the seminar was to gather a diverse group of Higher Education leaders/scholars to engage in intellectually rigorous roundtable discussions, to explore great texts stretching from ancient to contemporary times, not merely for artistry of language but for the power of ideas on fundamental issues in our society, and to translate ideas into action suitable to the challenges of our age.
LEADERSHIP EXPERIENCE

Provost and Executive Vice President, Nevada State College, Henderson, NV
June 2017–present

Major areas of Responsibility:

As Chief Academic Officer, I am responsible for establishing the academic vision of the institution and ensuring the quality of academic programs through strategic planning and strategic enrollment management; fostering collaboration between faculty and staff; supporting diversity initiatives, student-centered learning, and creative use of learning technology; collaborating with human resources on hiring, retention of faculty and staff, with emphasis on hiring and retaining diverse and highly qualified faculty; overseeing budget and resource allocation; and working across the College to implement processes that support regional accreditation though the Northwest Commission on Colleges and Universities (NWCCU).

I also oversee student affairs, ensuring that the College has the infrastructure and systems to empower staff to be effective in areas such as student on-boarding and acclimation to competitive college life, retention, and timely graduation based on a student’s personal objectives and circumstances. I guide and supervise the quality of these programs, thereby creating a vibrant intellectual community for students while championing and celebrating their successes.

Major Accomplishments:

• Instrumental in the College’s initial and on-going response to the COVID-19 pandemic as a member of the Executive Leadership Team, including producing informational town halls and stewarding the CARES ACT funds. Led all responses affecting Academic Affairs and Student Services in particular, including, frequent communications to faculty, staff, and students about the numerous changes in classroom modalities; enhanced faculty development in online teaching by hiring ACUE and utilizing our own CTLE; online proctoring; health accommodations for staff and students; evaluation, promotion, and tenure considerations; policies for re-opening plans for each term.

• Led an 18-month effort to produce the comprehensive 2020-25 NSC Strategic Plan titled, Delivering on the Promise. This is our first comprehensive strategic plan since the college’s inception. I presented the plan to the Board of Regents for approval. I continue to oversee all strategic planning efforts for Nevada State as the Chair of the Strategic Planning Council. Strategic planning is now directly tied to budgeting and resource allocation in all categories.

• During my tenure, Nevada State has experienced unprecedented growth in enrollment and in faculty hiring. Between 2017 and 2020 headcount enrollment grew from 4,200 to 7,200. Diversity of the student body has grown from 64% to 79%. Retention rates improved from 70% to 79%, and graduation rates are improving steadily. Between 2017 and 2020, I oversaw the hiring of 51 full time Academic Faculty, 82 Administrative Faculty and 30 Classified Staff at Nevada State, including the hire of two permanent Deans and an Interim Dean from the Registry.

• Led the Provost Office’s writing of the 7-year regional accreditation self-study for NWCCU and oversaw all aspects of the accreditation visit in October 2019. The College has been successfully reaccredited with the accreditation team offering the campus many compliments and commendations and a limited number of recommendations for improvement.

• Instrumental in developing a shared governance model that is working effectively and includes posting many academic and administrative policies passed in the last three years. Improving the College’s governing structure and policies is guided by the best practice of promoting equity for faculty, staff and for students.
• Gained Board of Regents approval for Nevada State’s first Master’s (MEd) program in Speech Language Pathology in 2018. In collaboration with the School of Education Dean and the Vice Provost for Student Success, proposed and developed the degree. The process involved writing curriculum, consulting with UNR and UNLV, proposing the program to the Board of Regents, receiving ASHA accreditation, hiring a Director and additional graduate faculty, and admitting our first full class of 52 in the fall of 2019.

• Developed fair and equitable pay increases across sectors of faculty and staff who had not had an increase for many years. I led adoption of a career ladder for administrative faculty to gain promotion and pay increases; increased pay floors for part-time instructors; increased summer pay for academic full-time faculty; developed with a task force a policy and process for Lecturers to seek promotion and pay increases at two levels: Senior Lecturer and Distinguished Lecturer.

• Re-organized the Provost Office to best align positions with scope of work in both Academic Affairs and Student Services, by far the largest and most eclectic Division at the College. As a part of the reorganization, I elevated the Marydean Martin Library, Office of Arts and Culture, and Registrar’s Office as direct reporting lines to the Provost.

• Implemented with the dean, a reorganization of the School of Liberal Arts of Sciences from three departments to six. In 2018 I made Business a department and hired an external Chair to develop a general business program better serving student and workforce needs.

• Gained Board of Regents approval of these new degrees: (MEd) in Speech Language Pathology, Human Health Sciences, Interdisciplinary Data Science, Early Childhood Education.

• Developed and executed a Provost’s Lecture Series inviting nationally or internationally known scholars and public intellectuals to visit each semester and enlighten the Nevada State community on timely topics of national or global concern and engage us as a community in critical dialogue.

• Implemented Nevada State’s first Common Read in 2018 with the text, The Immortal Life of Henrietta Lacks. Sharing a common read is a high-impact practice for bringing a sense of community to a campus of teachers and learners. It also promotes interdisciplinary thinking by exposing students to various lenses by which to examine the same text across their coursework.

• Improved policies and procedures in these key areas: promotion and tenure; Standards of Academe for the schools; developed a course scheduling grid to improve predictability for students; improved degree pathways; and classroom utilization; overhaul of the Core curriculum.

• As time allows, I have given many interviews to Nevada media, ranging from newspaper articles to radio interviews and television segments. To keep the campus more informed, I’ve written more than sixty Provost newsletter columns.

**College Leadership Roles**

• Executive Team
• Leadership Council
• Co-Chair, College Executive Budget Committee with Senior Vice President for Business and Finance (oversees strategic management of $47M budget).
• Provost Office Council
• Dean’s Council
• Chair, Strategic Planning Council
• Member of the Attracting and Retaining Diverse Faculty Subcommittee
Boards:

- Henderson Chamber of Commerce (HCC), Board of Directors, elected July 2019
- Jobs for Nevada’s Graduates (J4NG) Board of Directors and Human Resources subcommittee, appointed January 2020

Dean of the College of Social Sciences and Social Work, Eastern Washington University, Cheney and Spokane, WA
August 2005-June 2017

Major areas of Responsibility:

Represented and led the largest college at the university. At the graduate level the Master of Social Work program boasted an enrollment of over 400 students with off-campus programs in numerous locations in the state of Washington. The CSS also offered premier master’s degree programs in History, Psychology, Counseling, Communication Studies and Interdisciplinary Studies and an Ed.S. in School Psychology. Other academic units housed in CSS included Archeological and Historical Services, the School Psychology Master’s Certificate and School Psychology online re-specialization program.

College of Social Sciences by the Numbers:

- $21 million annual budget. $12 million and approximately $9 million in external funding annually (61% of grants and contracts for the university).
- 8 departments, 7 graduate programs, 10 interdisciplinary programs and 3 BA completion programs at Bellevue College in the Seattle area. Four centers: Aging, NW Politics, ID Child Welfare Research and Training, Women’s Studies
- 220 full and part-time faculty and 3,400 FTES.
- 26 reports (2 Associate Deans, 21 Chairs and Directors, College Business Officer, 2 office staff).

Major Accomplishments:

- Cultivated a culture of development in the college that did not exist prior to 2005, increasing private giving by 80% (including two endowed professorships, two endowed graduate fellowships and numerous endowed scholarships). Private giving made it possible to present three Global Lecture Series presentations per year, open to the entire university and community.

- The college brought in over $350,000 annually. I cultivated a lead gift of $100,000 from the Daniel and Margaret Carper Foundation. With my stewardship their annual gift has quadrupled since 2005 and they are now the benefactors for an endowed scholarship, graduate student fellowship a named professorship, eight full tuition scholarships, one full-ride scholarship and a national lecture series, for a total of over $2million.

- Through my high level of involvement with EWU’s ROTC alums residing in the Washington DC area, I helped secure gifts to build a new rifle range in Cadet Hall ,and provide scholarships and educational equipment.

- Grants and contracts: My college brought in over 60% of EWU’s grants and contracts annually primarily through multi-million-dollar grants by the School of Social Work, the College Assistant Migrant Program (CAMP) grant through the Department of Education, and over a $1million annually in contracts through Archeological and Historical Services.
• **Self-support degree-completion programs at Bellevue College:** I oversaw degree completion programs at Bellevue College in Interdisciplinary Studies, Children's Studies and Psychology. The profits from these programs netted approximately $2 million annually for the college.

• **Running Start in the High Schools:** Social Sciences led EWU in faculty mentoring overseeing college credit classes taught by qualified high school teachers. We had affiliations with over 40 Washington high schools in History, Government, Chicano Education and Africana Studies. Revenue from these programs averaged approximately $150,000 annually.

• **Online learning and Continuing Education:** We led EWU in teaching online courses for the university. The Children's Studies Program was the first entirely online program at the university. Profits from online, self-support classes were split among the individual faculty members, departments and the college. The School of Social Work ran an extensive summer program and weekend and summer workshops. The revenue from this endeavor totaled $250,000 to $300,000 per year and allowed the school and the college to subsidize MSW programs in Everett, Vancouver, Spokane and a hybrid/online program.

• Developed and convened Dean’s Faculty Advisory Council (DFAC). Its purpose was to engage top faculty in long-term strategic planning, helping set an intellectual foundation for the college externally and internally. DFAC was composed of innovative individuals with strong institutional memory and/or unique institutional perspective and those who have engaged the larger university community in the past. The DFAC acted on behalf of all Social Sciences faculty in collaboration with the Dean to bring matters of collective interest and concern to the fore.

• Contributed substantially as part of the EWU Labor/Management team putting together a landmark collective bargaining agreement better tying faculty raises to national averages. By September 2013, every faculty member was paid at a minimum 90% of the national average by rank and discipline. In 2014 they were all raised to a minimum of 95% of the national average, and in the third year 100%. Each year of the agreement also included cost-of-living raises.

• Maintained high-quality instruction despite nearly $700,000 in budget cuts over the AYs 2009-10 and 2010-11. Full-time faculty levels in the college were maintained.

• Gained legislative authority for EWU to offer an Ed.S in School Psychology.

• Fully integrated the three diversity programs of American Indian Studies, Africana Studies and Chicano Education into the mission of the college. Worked with them to launch a new BA in Race and Culture Studies.

• Re-envisioned the media and marketing of the college and individual departments to increase visibility in the community, region, state and nation. I sent out a quarterly e-blast newsletter to thousands of recipients and the college maintained an active Facebook page.

• Developed and implemented a five-year strategic plan for the college that aligned the university, college and departmental missions and goals.

• Increased research funding and created an improved hiring cycle and procedures that yielded successful, high level faculty hires and improved the retention rate of those hires.

**University Leadership Roles**

- **Co-Chair --** President’s task force on the development of an Office of Diversity and Inclusion
- **Liaison and Advocate --** General Education Reform (Critical Foundations), reporting to the President. Facilitated Critical Foundations Council’s presentations to Faculty Senate and President’s Executive Council.
Developed working budget for the President and Provost to utilize when making decisions about resources supporting General Education reform

- Designed and Advocated for a First Year Experience that was effective and sustainable
- Head of Research and Student Outreach, Advisory Board member -- The Lucy Covington Center at EWU, in affiliation with American Indian Studies
- President’s Forum for Critical Thought: Carper International Lecture Series – Oversaw and coordinated a major lecture series for the Spokane community and for EWU students in Cheney. Speakers have included Bart Ehrman, Steven Pinker, Robert Sapalsky, Jared Diamond and Marlene Zuk.

Select Service

- EWU Presidential Search Committee
- Representative at 2+1+2 graduation ceremonies, sponsored by AACSU, Guangzhou, China
- Academic Affairs Council
- President’s Cabinet
- University Budget Committee
- Collective Bargaining Team, Labor/Management Committee
- University College Consolidation Task Force
- Strategic Planning Committee
- Program Audit Committee of Graduate Programs
- Freshman block Scheduling Sub-committee
- Presiding over CSBSW Chairs and Directors Council
- President’s investiture Committee
- Chair, Merit Criteria Committee and Merit Awards Committee
- University Policy and Procedures Subcommittee
- Campaign Committee for Foundation Board
- Chaired national searches for a Dean of Science, Health and Engineering; Summer School Director; Vice Provost for Diversity

Associate Dean of the College of Arts and Sciences, Bowling Green State University, Bowling Green, OH – July 2002-2005

Major Accomplishments:

- Led a successful reform of General Education including connecting and strengthening existing initiatives relating to General Education such as BG experience, Honors Program, linked courses, Small Classes Initiative and student living learning communities.

- Coordinated all promotion and tenure and faculty evaluation concerns for A&S; oversight for third-year review of A&S faculty and coordinated the development of departmental Retention Plans for new faculty; served as liaison to College Promotion and Tenure Review Committee; coordinated triennial review of Interdisciplinary Programs and annual review of Interdisciplinary Program Directors.

- Supervised and evaluated Director of Student Academic Services, college advisors and classified staff assigned to student affairs; coordinated and supervised department/school/program student advising practices and activities; supervised Associate Director in charge of all freshman and transfer student orientation & registration activities.
Led and coordinated five separate curriculum committees for the college of Arts and Sciences; coordinated grade appeal committees and A&S Student Advisory Board; oversaw suspension/dismissal process in A&S; coordinated all action related to academic dishonesty cases involving A&S students; responded on the Dean's behalf to reported student problems.

Coordinated all curriculum development, processes and policies for BGSU’s initial online course and program development.

Select Service

- American Culture Studies PhD program Reorganization Committee
- American Culture Studies Policy Committee
- University Strategic Planning Committee
- Representative to the Arts & Sciences Council
- University Council of Chairs and Directors Steering Committee
- Women’s Center Advisory Board Member
- Interdisciplinary Council Chair
- Ad-hoc Committee on Policy and Regulations Concerning Graduate Certificate Programs
- Graduate College Representative to Ph.D. Candidates in College of Education, and Theatre Department Planning Committee--national conference, ”Feminist Generations”
- Department of Telecommunications Personnel Committee
- Department Chair succession committee
- Faculty Search Committees member: Media Management position, Multimedia position, Women’s Studies Lecturer, African Studies position and Radio Production position
- University Preview Days,
- Women’s Studies Program Steering Committee
- Graduate Coordinator for Graduate Certificate in Women’s Studies
- Women’s Studies Advisory Committee
- Women’s Studies Assessment Committee Chair

HONORS AND AWARDS

2020  The Scorpion Outstanding Unit Trophy. Nevada State’s pinnacle honor to the unit or team of employees who best demonstrates their commitment to the College’s core values in their work. The Office of the Provost was recognized for our outstanding accomplishments with the NWCCU 7-year self-study and accreditation team visit; and our leadership of the college-wide strategic planning efforts.

2019  ICONIC Woman of Distinction Award (WODA) for Education. Presented by the National Association of Women Business Owners (NAWBO), Southern Nevada Chapter.

2018  Voted a “Woman to Watch” by Las Vegas Inc. and Greenspun Media Group.


2010  Elected President of the Council of Colleges of Arts and Sciences (CCAS) by the membership on November 12, 2010, CCAS annual meeting, New Orleans, LA.
2008 Elected to Board of Directors for Council of Colleges of Arts and Sciences (CCAS).

2005 Outstanding Alumna Award, College of Social Sciences and Public Affairs, Boise State University, candidacy sponsored by Department of Communication.


Top Merit for Chairs and Directors in Arts and Sciences. I was chosen as one of five Chairs and Directors by the Dean of the College of Arts and Sciences to receive merit exceeding all others throughout college for outstanding leadership and accomplishments in 2000-01.


2000 Friends of the Libraries and Learning Resources Recognition Award. Awarded for scholarly quality of two journal articles published in 1999 that also received top paper honors at the National Communication Association Convention in 1998. The articles were published in *European Journal of Cultural Studies,* and *Text and Performance Quarterly,* respectively.


1999 Department of Telecommunications' Annual Outstanding Teaching Award. Awarded by the Chair of the Department of Telecommunications for outstanding teaching in 1998-99 academic year.


1993 The Ohio State University Presidential Fellowship. One of 30 full fellowships awarded annually by The Graduate School, The Ohio State University in a university-wide competition. The Presidential Fellowship is the most prestigious award given by the Graduate School to recognize the outstanding scholarly accomplishments and potential of graduate students entering the final phase of their dissertation research or terminal degree project.

The Presidential Fellowship provides financial support so that each Presidential fellow may devote one year of full-time study to the completion of his or her dissertation or degree project unimpeded by other duties. Recipients of this award embody the highest standards of scholarship in the full range of Ohio State's graduate programs.
1991  **The Walter B. Emery Memorial Scholarship.** Award of excellence in scholarly performance by a Graduate Student. Awarded annually by the faculty of the Department of Communication, The Ohio State University. $1,000 scholarship.

**Department of Communication Ph.D. Student Award for Professional Research.** Award of excellence in published research by a Graduate Student. Awarded annually by The Graduate Studies Committee of The Department of Communication, The Ohio State University. $1,000 cash prize.


1988  **Yale National Statesman Summer School Speech Instructor.** Selected to teach speech communication and debate to Honors High School studying political science and speech in preparation for careers in public service and leadership. Yale University, New Haven, CT.

**NATIONAL ENGAGEMENT**

As President of the Council of Colleges of Arts and Sciences (CCAS) in 2010-2011, I represented the nation’s Arts and Sciences deans and engaged in forums including *Inside Higher Ed*, AAC&U and the Lumina Foundation. I led the successful implementation of a four-year strategic plan that improved member services and utilized technology to develop “The Dean’s Knowledge Base” and “Standards of Practice for Colleges of Arts and Sciences” as tools that can be found on the CCAS web site. In November of 2011 I presided over the annual meeting in Montreal where I delivered the Presidential address to 450 colleagues. The address focused on the centrality of communication in all we do as higher education administrators and the importance of embracing the social media our students are immersed in to improve our messaging and our pedagogy.

Administrative tasks included presiding over the annual conference, the business meeting, and quarterly Board of Directors meetings; evaluating and choosing the case studies to be use at the annual meeting; appointing chairs of CCAS standing committees and task forces; evaluating the Executive Director; representing CCAS to the higher education community, federal agencies and policy makers.

**CONFERENCE PANELS/PAPERS**


Shields, V.R. (May 2013). STEM is a Thorny Terrain for Female Faculty Members: A Sense-Making Analysis of Work/Life Balance. With Sanaea Karbhari and Kari Mentzer. Hawaii International Conference on Social Sciences, Waikiki, HI.


Shields, V. R. (November, 2010). Feeling the Crunch of College Consolidation, or Reconfiguration in a Time of Shrinking Budgets, CCAS Annual Meeting, New Orleans, LA.


Shields, V. R. & Heinecken, D. (November, 2001). Radicalizing the Roots of Advertising’s Address to Women: While Special K. Gives a Wink, Mode and NARAL Dare to Enter the Sign of Feminism. Feminist and Women’s Studies Division. *National Communication Association Conference*, Atlanta, GA.


Shields, V. R. (May, 1997). If the Male Gaze is No Longer My Master, Whose Gaze is Disciplining my Body?. Feminist Scholarship Division. *International Communication Association Conference*, Montreal, Quebec, Canada.


**GRANTS AND PROPOSALS**


- **Government appropriations**: $190,000 from Senator Patty Murray’s Office and $295,000 from Senator Maria Cantwell’s Office. Project: *Developing Economies in Underserved Communities*. Project Manager: Patrick Jones, Director of the Institute for Public Policy and Economic Analysis. Impetus: As Dean, I took a team including Patrick Jones to Washington DC to promote the project and meet with Government officials over a 2-day period in October 2007.


RESEARCH

Book


Winner: 2004 Award for Outstanding Research in Visual Communication by the Visual Communication Division of the National Communication Association.


Publicity following publication of book:

- Call-in Talk Show featured guest, May 20, 2002. WCTN Cleveland (NPR), Kim Fox, host.
- Interview with Scholastic, November, 2001. “Girls Images on TV.”

Articles/Chapters/Reviews


**SELECT SPEECHES**

- **Leaning In or Falling Off?: Why Women are Choosing not to Climb to the very Top.** Feminist Research Forum, Women’s Center, Eastern Washington University, May 6, 2014.
- **The Dean’s Speech: Finding our Voice through Intentional Communication.** Council of Colleges of Arts and Sciences (CCAS) Presidential address. November 4, 2011, Montreal, Quebec, CA.
  
  Speech text: [http://www.ccas.net](http://www.ccas.net)
- **Motherhood In/And the Academy.** Women’s Professional Development Series at Bowling Green State University Women’s Center. March 25, 2005.
- **Women, Sex and the Media.** Television Panelist with Gloria Steinem. filmed February 6, 2003 at WTIU, Indiana University in celebration of the 50th anniversary of the Kinsey Report. Part of a television discussion panel of experts on feminism and Media Studies including Steinem, Angharad Valdivia, Radika Parmewasan and Kathi Krendle.
  
  Speech text: [http://www.ccas.net](http://www.ccas.net)
- **New Directions in General Education.** Arts and Sciences Advocates meeting Bowling Green State University, May 20, 2003.
- **How Media Images Affect Body Image.** Keynote Speaker. Student Health Service Staff at Bowling Green State University. Presentation to RNs, NPs, MAs and support staff. March 27, 2003.
- **The Perils of Publishing: Dissertation to Book.** Women’s Professional Development Series at the Bowling Green State University Women’s Center with Dr. Liette Gidlow and Dr. Katherine Roberts. March 21, 2003.

• Gender, Media and Culture. Guest Speaker. Maumee High School, Maumee, OH. Julie Johnson, 11th grade teacher, May 9, 2002.

• Women’s Studies as an Academic Field: Locally, Regionally and Nationally. Presented in Women and Higher Education graduate seminar, Dr. Ellen Broido, instructor, March 5, 2002.


• Finding Feminism in Rodeo Queen Culture, Brown Bag Luncheon Speaker. Bowling Green State University Women’s Center, February 17, 1999.


TEACHING

Communication/Women’s Studies Courses:

Feminist Media Studies 780
Gendered Images and Audiences in the Media 680
Interpersonal Communication 315
Introduction to Communication in Culture and Society 260
Introduction to Speech Communication 105
Mass Media Effects 366
Organizational Communication 615
Persuasive Communication 225
Public Speaking 201
Writing for the Electronic Media 260

Interdisciplinary Courses:

Qualitative Research Methods 606
Perspectives on Inquiry 200
University Success 100

Ph.D. Dissertation Chair:

• Rodney Helligmann, Communication Studies Program

• Dawn Heinecken, American Culture Studies
  Winner of Distinguished Dissertation Award 2000, Bowling Green State University.

• Ann Savage, Mass Communication Program
  Dissertation title: They’re Playing Our Song: A Reception Analysis of Female Artists’ Music.
• Patrick Stearns, Mass Communication Program

Served on over 25 doctoral committees and chaired and served on over 35 M.A. committees.

**ADMINISTRATIVE CONFERENCES/PROFESSIONAL DEVELOPMENT**

• Salzburg Academy on Media and Global Change. Salzburg, Austria. July 2019.
• Women’s Leadership Conference, Las Vegas. August 2018.
• National Women’s Leadership Conference. Washington DC. June 2016
• Association of American Colleges and Universities (AAC&U) Diversity, Learning and Student Success. San Diego, CA, March 2015.
• Council of Colleges of Arts and Sciences (CCAS) Annual Meeting, San Antonio, TX, November 2014.
• “Deans and Development,” Seminar sponsored by Council of Colleges of Arts and Sciences (CCAS), March 2014, Phoenix, AZ.
• Council of Colleges of Arts and Sciences (CCAS) Annual Meeting, Jacksonville, FL, November 2013.
• Co-Director. “MOOCS are the Least of Your Worries: What Deans Should Consider About Distributed Education,” Seminar sponsored by Council of Colleges of Arts and Sciences (CCAS), March 2013, Long Beach, CA.
• Association of American Colleges and Universities (AAC&U) Annual Meeting, Atlanta, GA, January 2013.
• Council of Colleges of Arts and Sciences (CCAS) Annual Meeting, Atlanta, GA, November 2012.
• Council of Colleges of Arts and Sciences (CCAS) Annual Meeting, Montreal, Quebec, CA, November 2011.
• “Educating for Personal and Social Responsibility.” Meeting of the American Association of Colleges and Universities (AAC&U), Long Beach, CA, October 2011.
• Association of American Colleges and Universities (AAC&U), San Francisco, CA, January 2011. Participant, the *Aspen Institute roundtable* for executives in Higher Education.
• Council of Colleges of Arts and Sciences (CCAS) Annual Meeting, New Orleans, LA, November 2010.
• “The Washington Seminar.” Sponsored by Council of Colleges of Arts and Sciences (CCAS), March 2010, Washington, DC.
• Council of Colleges of Arts and Sciences (CCAS) Annual Meeting, Baltimore, MD, November 2009.
• “Educating for Personal and Social Responsibility.” Meeting of the American Association of Colleges and Universities (AAC&U), Minneapolis, MN, October 2009.
• “Dean’s Seminar on Development.” Sponsored by Council of Colleges of Arts and Sciences (CCAS), March 2009, Tampa, FL.
• Council of Colleges of Arts and Sciences (CCAS) Annual Meeting, Portland, OR, November 2008.
• Council of Colleges of Arts and Sciences (CCAS) Annual Meeting, Chicago, IL, November 2007.
• “Media and Marketing for Deans of Academic Colleges.” Seminar sponsored by Council of Colleges of Arts and Sciences (CCAS), March 2007, Williamsburg, VA.
• Council of Colleges of Arts and Sciences (CCAS) Annual Meeting, Boston, MA, November 2006.
• International Communication Association Annual Conference, June 16-23, 2006, Dresden, Germany.
• “Fiscal Issues in College Budgeting for Deans.” Seminar sponsored by Council of Colleges of Arts and Sciences (CCAS), March 16-18, 2006, Williamsburg, VA.
• Council of Colleges of Arts and Sciences (CCAS) Annual Meeting, Vancouver, BC, November 2005.
• BGSU Professional Development Safari for Chairs and Directors, Toledo Zoo, August 4-5, 2004.
• Provost Leadership workshop for Chairs, Directors and Deans, BGSU, September 24, 2003.
• Association for General and Liberal Studies (AGLS) participant, Louisville, KY, October 17-19, 2002.
• National Women's Studies Association Conference, Pre-Conference for Chairs and Directors, Las Vegas, NV, June 2002.
• Ohio Women's Center/Women's Center Network Third Annual Meeting participant, University of Toledo, Toledo, OH, November 12-13, 1999. Ohio Women's Center/Women's Center Network Second Annual Meeting participant, Wright State University, Dayton, OH, November 13-14, 1998.
• Faculty Teaching/Learning Conference participant. Sponsored by The Center for Teaching, Learning and Technology, Bowling Green State University, Nazareth Hall, Grand Rapids, OH, Nov. 7, 1998.

SELECT SERVICE

Profession

• **Reviewer** for Mass Communication & Society, Special Issue on Advertising Criticism and for Encyclopedia manuscript, “Telecommunications and Popular Culture” for ABC-CLIO Reference publications.

Council for Colleges of Arts and Sciences

• Executive Board member, elected
• President 2010-11, elected
• Past President and member of Executive committee, 2011-13
• Seminar Director, “MOOCS are the Least of Your Worries: What Deans Should Consider About Distributed Education,” March 2013, Long Beach, CA.
• Panel chair and presenter
• Moderator

PROFESSIONAL AFFILIATIONS

• American Association of Colleges and Universities (AAC&U)
• American Association of State Colleges and Universities (AASCU)
• American Council on Education (ACE)
• International Communication Association (ICA)
• National Communication Association (NCA)
• NAWBO Nevada Association of Women Business Owners
• Henderson Chamber of Commerce (HCC)
• Latin Chamber of Commerce, Las Vegas
• J4NG (Jobs for Nevada’s Graduates); JAG (Jobs for American Graduates)
• Complete College America (CCA)