

## VITA

WELLS, Richard H.  
University of Wisconsin Oshkosh  
Office of the Chancellor  
800 Algoma Blvd  
Oshkosh, WI 54901

July, 2009  
Office Phone: (920) 424-0200  
Home Phone: (920) 303-9637  
Cell Phone: (920) 420-2005  
FAX Number: (920) 424-0010  
e-mail : [wellsr@uwosh.edu](mailto:wellsr@uwosh.edu)

### I. PERSONAL BIOGRAPHY

Birth: October 9, 1947  
Marital Status: Married to Christie Charbonneau Wells - Artist  
Adult Children: Justine Beatrice Wells and Christopher Charbonneau Wells

### II. PROFESSIONAL HISTORY

October 2000 to Present	Chancellor and Professor of Sociology. Tenured, 2000. <i>University of Wisconsin Oshkosh</i>
July 1993 to September 2000	Provost and Vice President for Academic Affairs and Professor of Sociology. Tenured, 1994. <i>Indiana State University</i>
June 1988 to June 1993	Dean of the College of Arts and Sciences <i>West Chester University</i>
Fall 1983 to May 1988	Chairperson, Department of Sociology and Anthropology and Associate Professor of Sociology. Member of Graduate Faculty. Tenured, 1986. Recommended for promotion to full professor, 1988. <i>University of South Alabama</i>
Fall 1979 to Spring 1983	Assistant Professor of Sociology: Promoted and tenured for the 1983-84 academic year. <i>University of North Carolina at Wilmington</i>
Fall 1972 to Spring 1975	Program Coordinator and Assistant Professor of Sociology/Anthropology. Awarded tenure for the 1975-76 academic year. <i>Coker College</i>

### III. EDUCATION

Ph.D.	Texas A & M University. Major: Sociology with emphasis in social theory and sociology of education. 1975-79.  University of Kentucky. Ph.D. course work in sociology and public administration. 1970-72.
M.A.	University of Arkansas. Major: Sociology. 1969-70.
B.A.	William Penn College. Major: Sociology. Minor: History. 1965-69.

#### **IV. ADMINISTRATIVE EXPERIENCE**

***Chancellor, University of Wisconsin Oshkosh, 2000 to Present.***

The Chancellor serves as the CEO of the University and reports to the President of the University of Wisconsin System governed by a seventeen member Board of Regents appointed by the Governor. The University of Wisconsin System is one of the world's very best and most highly regarded systems of higher education. The University of Wisconsin System is supported by a \$5 billion budget characterized by the nation's lowest administrative overhead. The universities that comprise the UW System work exceptionally well together in serving over 160,000 students while receiving over \$1.6 billion in federal, state, local and private gifts, grants and contracts. The Chancellor provides institutional and system leadership within Wisconsin's tradition of shared governance with faculty, academic staff, classified staff and students. Roughly 10% of a UW Chancellor's time is devoted to working as a member of the system leadership team in the development and promotion of the value of all UW System Universities.

The University of Wisconsin-Oshkosh is the State's third largest university and is the largest of the UW System's comprehensive universities. The Fall 2008 enrollment of 12,700 students includes 1500 graduate students, the largest graduate program among the eleven comprehensive universities in the UW System. The University's 75 associate, baccalaureate, masters and doctoral degree programs are organized within four Colleges – Business, Education and Human Services, Letters and Science, and Nursing. A Provost and three Vice Chancellors provide leadership for the University's four divisions: Academic Affairs, Student Affairs, Administrative Affairs, and Advancement. The academic community includes approximately 1,500 employees and has an annual budget of \$168,000,000. The University serves as the arts and cultural center for 1.2 million citizens of northeast Wisconsin and UWO's NCAA Division III athletic program is among the top twenty nationally. The UWO Foundation, two Chancellor's Advisory Boards, and over 70,000 alumni strongly support UWO programs.

***Provost and Vice President for Academic Affairs, Indiana State University, July 1993 to September 2000.***

A short profile of ISU will provide a broader context for the Provost position. The University enrolls approximately 11,000 students in more than 155 associate, baccalaureate, masters, and doctoral degree programs, and has an annual combined budget of over \$140,000,000. The University serves as the arts and cultural center for west central Indiana and ISU's athletic teams compete in the NCAA's Division I. The University Board of Trustees, ISU Foundation, and over 75,000 alumni strongly support ISU's programs.

The Provost is the senior vice president of the University and serves as the chief academic officer. The Provost is responsible for developing and coordinating programs and services that involve the five Vice Presidential divisions – Academic Affairs, Student Affairs, University Advancement, Administrative Affairs, and Planning and Budgets - as well as providing leadership for the development and maintenance of academic programs and services of high quality. In the absence of the University President, the Provost and Vice President for Academic Affairs exercises the authority of the President. As chief academic officer, I was responsible for the efficient and effective management of academic resources, including about 1,000 faculty and staff, a \$70,000,000 plus budget, and extensive facilities.

***Dean, College of Arts and Sciences, West Chester University, June 1988 to July 1993.***

Responsible for academic programs, budgets and over 300 faculty members organized within the following 14 departments and 17 programs/centers/institutes. Annual personnel and operating budgets for the College total about \$20,000,000. More than 5500 FTE students enrolled in Arts and Sciences courses each semester and over 2700 Arts and Sciences students out of 12,000 West Chester University students major in one of the 72 undergraduate or 20 masters programs.

***Chairperson, Department of Sociology and Anthropology, University of South Alabama, 1983 to 1988.***

Responsible for the curriculum development, \$500,000 budget, staffing and evaluation of a sixteen person department which offers B.A. degrees in sociology and anthropology, as well as a M.A. degree in sociology.

***Program Coordinator for Sociology and Anthropology, Coker College, 1972-75.***

Major responsibility for the curriculum development and staffing of Coker College's first academic programs in sociology and anthropology.

## V. MAJOR UWO PRIORITIES AND RELATED TEAM ACCOMPLISHMENTS (2000-present)

The accomplishments listed in this section would not have been possible without the outstanding leadership and excellent work of hundreds of internal and external University of Wisconsin Oshkosh stakeholders. Nonetheless, I help provide significant leadership and frequently “work in the trenches” with others as we establish strategic vision, values, directions, action initiatives and resources needed to meet the challenges necessary to improve our university. In sum, it is my good fortune to be working with an exemplary and accomplished team of UWO faculty, students, staff, board members, alumni, and administrators as we serve our students and the broader public.

The selected accomplishments listed below are a few “macro outcomes” achieved during the past nine years. We are especially proud of these accomplishments because they were achieved during one of our nation’s most troubled social, political and economic times. For example, our academic community will have addressed over \$20,000,000 budgetary shortfalls between 2001 and 2011. Given this budgetary challenge, we could have easily become a bitter, complacent and divisive academic community. However, due to the strong character, work ethic and dedication of our community members we became an even better public educational institution. In addition, we developed and implemented strategic and operational plans, processes and actions that have and are serving us well. For example, the Governor’s 2007-09 biennial budget included \$4,000,000 of increased base funding above cost to continue funding as well as \$97 million of facilities funding for UW Oshkosh’s role in the Wisconsin Growth Agenda. We have also developed a significant “rainy day fund” that will be of great value as we address major 2009-11 budget challenges. The detailed Governing Ideas that characterize our Strategic Plan as well as a comprehensive assessment can be found at [www.uwosh.edu/strategicplan/](http://www.uwosh.edu/strategicplan/).

By focusing our resources on identified priorities, we have been able to accomplish many remarkable feats during the past nine years (2000-2008), a few examples of which are listed below.

We have larger enrollments and FTE, and we have increased the number of students of color, degrees conferred and the retention rates for our first-year students:

- Headcount enrollment has increased by 8.4% (985) to 12,669 students,
- FTE enrollment increased by 9.6% (895),
- Enrollment of students of color increased by 466, up 106.4%,
- Degrees conferred increased from 1,712 to 2,073, up 21.1%,
- Retention rates for first-year students improved from 72.2% to 76.8%, and
- Retention rates for first-year students of color increased from 69.1% to 78%, and is now higher than the overall rate for all students.

We have secured more grants and private dollars than ever before:

- Grants increased from \$8.8 to \$13.1 million, up 48.9%,
- Foundation gifts and pledges increased from \$1.7 to \$7.9 million annually,
- Acquired funding for 81 Academic Excellence Scholarships, and
- Foundation total assets more than quadrupled from \$7.4 to \$33.7 million.

We have raised the level of academic preparedness of our first-year students:

- 6.6% more are from the top 25% of their high school class, and
- Academic Excellence and National Merit scholars increased from 44 to 91, up 107%.

We have added tenure-track faculty positions and expanded support programs.

- Received \$3.8 million in 2007-09 Growth Agenda ongoing funding primarily to support 27 new tenure-track positions, and
- New Student Compact provides \$1,000,000 annually through differential tuition to enhance and integrate student academic support services.

We have added new academic majors and significantly increased baccalaureate degree completion programs:

- New undergraduate majors in Theatre Arts and Environmental Studies,
- New accelerated Math and Science Teacher Education Program in collaboration with five UW Colleges,
- New Bachelor of Fire, Emergency and Response Management Degree,
- New collaborative Master’s Degree in Social Work with UW Green Bay,

- Eleven new Graduate Certificate Programs,
- Implemented an accelerated Bachelor's Degree Program for non-nursing graduates as well as a MBA foundations online program,
- New Global MBA program,
- Added the state's only "2 plus 2" Aeronautics Bachelor's Degree Program
- State's first Bachelor of Applied Studies Degree for technical college graduates, and
- Obtained approval for University's first doctoral program, a DNP degree.

We have enhanced our facilities by completing \$100 million worth of projects with another \$100 million of projects on the near horizon characterized by:

- Completion of \$1.8 million of classroom and lab upgrades,
- Purchase and renovation of a 30,000 sq. ft. building for Academic Support Services and a new Women's Center,
- Campus beautification project—landscaping, lighting and signage,
- New \$21 million Student Health and Wellness center opened in fall 2007,
- Purchase and renovation of the Newman Center and Credit Union buildings by UWO Foundation,
- New 400 car parking ramp opened in fall of 2007,
- Completed a \$10 million transformation of the Oshkosh Sports Complex as well as \$1.0 million improvement of Kolf Sports Center,
- \$13 million renovation of Taylor Hall, and
- \$97 million of facilities construction funds for new academic building, residence hall, student academic service center and facilities maintenance center have been authorized as part of the state's 2007-09 budget.

We have won national recognition for our comprehensive sustainability action plan and commitment to "Green" principles by using EPA LEED building design standards, by decreasing negative environmental impacts, by conserving water and energy, by reducing pollution, and by recycling:

- Reduced water consumption by 24,484,000 gallons/year, a savings of \$130,986,
- Reduced energy consumption by 563,017 kilowatt hours, a savings of \$27,600/year,
- Reduced emissions of coal/natural gas boilers by constructing a \$2.8 million heat plant stack,
- Reused light poles resulting in more energy efficiency and less light pollution, a \$300,000 savings,
- Recipient of 2003 EPA Leadership Award—one of the first 11 ever presented to a university,
- Recipient of 2004 National Wildlife Federation Award, the 2005 Energy Star Award, and the 2006 Wisconsin Clean Air Award,
- Became the nation's first Fair Trade University (2008),
- Completed comprehensive Campus Carbon Footprint Study (2008), and
- Guided by a comprehensive Sustainability Action Plan. (See [www.uwosh.edu/sustainability](http://www.uwosh.edu/sustainability) for details.)

We have been recognized as a national model for developing and highlighting exemplary campus-wide Liberal Education programs:

- Featured by the American Council on Education's *Solutions for Our Future*,
- Lauded by the Association of American Colleges and Universities for linking their initiative entitled *Liberal Education and America's Promise* (LEAP) to the ACE's *Solutions for Our Future* campaign,
- Devoted three issues (*Spring 2006*, *Fall 2006*, and *Spring 2007*) of the UW Oshkosh Magazine to a three part series on the value and importance of a liberal education by featuring the outstanding accomplishments of the students, faculty, and staff that comprise our four colleges, and
- Developed a Liberal Education Reform Team and Action Plan. (See [www.uwosh.edu/projects/lert/lert.php](http://www.uwosh.edu/projects/lert/lert.php) for details.)

We have been praised for how we manage and partner with all types of individuals and organizations to better serve our communities, state, and nation

- UW Oshkosh founded NEW ERA (*Northwest Wisconsin Educational Resource Alliance*), a consortium of executive leaders of Northwest Wisconsin's 13 public universities serving 1.2 million Wisconsin residents. (See [www.neweraonline.org](http://www.neweraonline.org) for details.)
- NEW ERA is a founding member of the *New North*, a consortium of collaborative organizations of Chambers of Commerce, workforce development boards, economic development professionals, educational leaders and CEO's of major corporations. (See [www.neweraonline.org](http://www.neweraonline.org) for details.)

- UW Oshkosh has been in the forefront of collaborative national initiatives such as ACE’s *Solutions for Our Future*” campaign, AASCU/NASULGC’s *College Portrait*, several national sustainability initiatives, and AAC&U’s *Liberal Education and America’s Promise* projects.

We are especially proud of the accomplishments of our faculty and students:

- UW Oshkosh has won more Regents’ Teaching Excellence Awards than any other UW institution. Five individual faculty members and three departments have received this very prestigious award.
- UW Oshkosh has had the most successful Model United Nations Program in the nation for two decades running.
- Since 1999, the College of Nursing graduate students’ pass rate on the American Nurses Credentialing Center–Family Nurse Practitioner Exam has been 99 percent.
- Senior business majors at UW Oshkosh taking the ETS business knowledge assessment test ranked in the top 5 percent nationwide, while MBA graduates also ranked in the top 5 percent of the national MBA student assessment exam.
- UW Oshkosh students who took the CPA exam placed the university in the top 10 schools nationally.
- The Advance-Titan has won the top national award for student newspapers five times.
- Since 1990, 64 UW Oshkosh graduates have gone on to be awarded the Herb Kohl Teacher of the Year Award.
- The best graduate programs in the nation covet the College of Letters and Science graduates.
- UW Oshkosh has won 40 national championships, including 24 NCAA Division III competitions.
- The 2007-2008 graduating class with 2,073 graduates, was the third consecutive record breaking graduating class in the history of UW Oshkosh, up from 1,712 graduates in 2000.

## **VI. MAJOR ISU PRIORITIES AND RELATED TEAM ACCOMPLISHMENTS (1993-2000)**

It is very important to note that none of the team accomplishments listed below would have been possible without the outstanding leadership of President John Moore and the excellent work of many people. Nonetheless, I provide significant leadership and frequently work “in the trenches” with others as we establish goals, objectives, policies, procedures, programs, and funding to meet the challenges facing Indiana State University. In sum, it was my good fortune to work with an outstanding President and team of ISU colleagues as we set priorities and enjoyed many accomplishments such as those listed below.

### **A. PERSONNEL ADMINISTRATION AND PERSONNEL DEVELOPMENT**

- Completed 158 successful tenure-track faculty searches, 130 academic affairs professional staff searches and 16 major administrative searches. Women filled 46.7% of these 304 positions and members of ethnic/racial minorities filled 16.8% of these position openings. With respect to the faculty positions, women comprised 45.6% of the 158 positions and members of ethnic/racial minority groups filled 19.6% of the faculty appointments. As for the 16 major academic affairs administrative searches, 31.3% and 18.8% of the individuals appointed are women and/or members of ethnic/racial minority groups respectively.
- Developed and implemented a very systematic salary equity review process that resulted in over \$1,000,000 of base-salary adjustments ranging from \$500 to \$9,000 awarded to about 60% of the faculty to address all documented cases of race, ethnic minority, gender and/or compaction salary inequities.
- Developed and implemented a very systematic analysis of the administrative and professional staff salary structure that resulted in a position classification and position title system as well as awarded \$500,000 of based salary adjustments ranging from \$500 to \$9,897 to about 45% of the administrative/professional staff to address all documented cases of race, ethnic minority, gender and/or compaction salary inequities.
- Developed and implemented a “multi-year 360 degree evaluation system” for the performance of President, Provost, vice presidents and deans.

- Worked with President, Deans Council, Faculty Senate, departmental chairpersons and departmental faculty representatives to develop a performance-based evaluation and compensation system for faculty that was implemented during the spring 1996 semester in order to make performance-based 1996-97 salary adjustments.
- Worked with President, vice presidents, deans and other administrative and professional staff representatives to develop a performance-based evaluation and compensation system for administrators and professional staff that was implemented during the spring of 1996 in order to make performance-based 1996-97 salary adjustments.

#### B. MAJOR ACADEMIC AFFAIRS ADMINISTRATIVE REORGANIZATIONS

- Developed ISU's first Office of the Provost and Vice President for Academic Affairs.
- Merged Libraries, Computing, and Telecommunications so as to form an Information Services Unit headed by an Associate Vice President for Information Services and Dean of Library Services.
- Completed the implementation of the new Student Academic Services Center by providing additional resources and helping to obtain Deans Council and Faculty Senate support and input for Center's new policies and procedures.
- Implemented a new Enrollment Services division composed of the Offices of the Registrar, Admissions, and Student Financial Aid headed by an Associate Vice President for Enrollment Services.
- Assisted in the development and implementation of the internal reorganization of the "old" School of Health, Physical Education and Recreation to the new School of Health and Human Performance, as well as help implement significant internal reorganizations of the School of Business, School of Education, School of Nursing, and the Continuing Education and Instructional Services division.
- Used task forces to conduct major reviews of how graduate education and research were structured at ISU and then implemented a reorganization plan characterized by a new Office of Sponsored Programs.
- Used a task force to conduct a major review of how "international affairs" was structured at ISU and then implemented a reorganization plan characterized by a new Center for International Affairs.

#### C. STRATEGIC PLANNING AND ACADEMIC PROGRAM DEVELOPMENT

- Helped "finalize," write, promote and implement ISU's 1993-94 Strategic Plan for the 21<sup>st</sup> Century. Chaired the Mission and Strategic Issues Committee charged to lead the review and revision of the 1993-94 plan, as well as complete ISU's 10-year North Central Association institutional experimental self-study with a focus on revision of the ISU Strategic Plan. New Strategic Plan issued in January of 2000 and NCA accreditation team visits in February of 2000.
- Member of the NCAA Athletics Certification Self-Study Steering Committee charged to complete a self-study of ISU's Division I athletic program. NCAA Peer Review Team visited in spring of 1999 and gave ISU an excellent rating.
- An Academic Affairs Student Outcomes Assessment Plan has been filed with the NCA and has been implemented and noted by NCA as a model plan. An Enrollment Management Plan, Information Services Plan, and Academic Advisement Plan have been developed and implemented. An updated Academic Master Plan (Educational Services Plan) has been completed and filed with the Indiana Commission for Higher Education.

- New Academic Programs: Ph.D. in Technology Management (first in Nation), Ph.D. specializations in Higher Education and School Leadership, M.S. for Family Nurse Practitioners, M.A./M.S. in Recreation and Sport Management, B.A./B.S. in Managerial Communication, B.S. in Quality and Decision Systems, B.S. in Instrumental and Control Technology, and B.S. in Biomedical Electronics Technology.
- New Degree Program Articulations and Partnerships: B.A./M.D. Program with Indiana University School of Medicine, new Ph.D. in Technology Management is offered by a consortium of nine universities with ISU as the “hub” institution, eight baccalaureate degree completion programs (business administration, electronics technology, general industrial technology, general industrial supervision, community health, industrial automotive technology, mechanical technology, and vocational trade-industrial-technical education) have been approved for statewide delivery via mediated instruction to 22 Ivy Tech State College and four Vincennes University campuses, dozens of ISU baccalaureate programs are now or are being fully articulated with the state’s two-year institutions, criminology courses and academic programs are offered on site and via mediated instructional techniques to Indiana Department of Corrections personnel, and ISU serves as broker and the fiscal agent for all public Indiana higher educational institutions offering courses/program at the Southeast and South Central Indiana Learning Centers.

#### D. ENHANCEMENT OF UNDERGRADUATE AND GRADUATE EDUCATION

- Appointed a committee in spring of 1994 to study the first-year student experience. Many of the First Year Student Experience committee’s recommendations, including priority scheduling for first-year students and peer supplemental instruction, have been implemented. The New Student Advisement and Registration Program and Orientation Programs have been revised so as to include a better integration of academic and social programs. Due to the awarding of a \$2,000,000 Lilly Foundation Grant, other programs such as Residential Hall Learning Communities, Peer Leaders, General Education in Action, First-Year Interest Groups, and the first-Year Course have been significantly enhanced.
- Established a small grant program to support undergraduate research and/or creative projects. A \$10,000 annual internal grant fund to support graduate students research has been established.
- The Center for Teaching and Learning opened in spring of 1995. A Faculty Computing Resource Center has been formed and a Course Transformation Academy has been established.

#### E. ENHANCEMENT OF INTERDISCIPLINARY, MULTICULTURAL, AND INTERNATIONAL PROGRAMS

- Commissioned, helped design and funded major campus climate study for African American and international members of the ISU community.
- Provided significant internal funding for the diversity and democracy pedagogy and curriculum infusion projects.
- Improved support for faculty exchange programs with international universities and established several Provost scholarship stipends for ISU students' study abroad.
- Supported close to sixty visiting scholars for a new Provost and Deans Minority Scholars Speakers Program established four years ago.
- Funded numerous initiatives to recruit minority graduate students and enhance their satisfaction with ISU. Consequently, the School of Graduate Studies has increased the number of minority graduate students.

- Reorganized the Mentoring Assistance for Prospective Scholars Program wherein about 100 minority students are assigned mentors, as well as paid for time spent with mentors for participation in the program.

#### F. ENROLLMENT PLANNING AND MANAGEMENT

- Appointed a University-wide Enrollment Planning Team in February of 1994 and charged the team to develop a university enrollment planning and management process. The EPT has filed a Strategic Enrollment Plan including a listing of key enrollment performance indicators.
- Played a major role in the development of the funding, design and implementation of ISU's first full-cost Presidential Scholars program wherein currently 60 outstanding students have full academic scholarships. The overall scholarship program has been significantly revised and provided with a much-enhanced budget, so as to more fully integrate the program with ISU's new recruitment program.
- Created articulation agreements for more courses and programs in order to facilitate the transfer of IVTC and other junior college students to the ISU campus.
- Established the Partnership for Academic Survival and Success (PASS) Program, which is designed to provide academic counseling, support, referrals, and monitoring for enrolled college students on probation or otherwise considered to be at-risk.

#### G. RESOURCE MANAGEMENT AND DEVELOPMENT

- Clearly communicated to ALL Academic Affairs administrators that the past practice of "taking care of year-end deficits" has been discontinued and all budgets must be analyzed, developed, planned and implemented so that the University, Academic Affairs and unit strategic priorities are accomplished and unit functions achieved without Academic Affairs ever "going in the red."
- Graduate stipends and graduate fee remit budgets were running up to \$700,000 in the red. Policies and procedures related to the allocations and awards processes were carefully assessed and changed and new accounting and budget controls were designed and implemented. Consequently, through the above and better budget planning and reallocation, this budget is now under control.
- In order to help support the work of faculty applying for external grants, we allocated \$125,000 of one-time funding to the deans. An additional \$150,000 has been awarded to provide summer stipends, funding for graduate students, and funding for reassigned time for preparation and submission of grants. Another \$100,000 has been budgeted to continue this program. An additional \$24,000 has been allocated to the Graduate Dean and the Office of Research to support faculty travel needed to strengthen faculty grant proposal success. Added personnel, state-of-the-art equipment, better space and increased supplies and travel budget for the Office of Sponsored Programs.

### VII. OTHER PROFESSIONAL EXPERIENCE AND COMMUNITY SERVICE ACTIVITIES

UW System President's Chancellors Council, Board of Regents "Charting a New Course Committee," UW System Integrated Planning Committee, UW System Inclusivity Steering Committee (Co-Chair), WIAAC Chancellors' Council.

Member of: Northeast Wisconsin Educational Resource Alliance (Founding Chair and member of 13 Higher Educational Institution CEO Council), Northeast Wisconsin Coalition on the Regional Economy (NEW CORE), *New North*, American Association of State Colleges and Universities (AASCU) Committee on the Undergraduate Experience (Chair), National VSA Student Engagement Task Force (Chair), NCAA National President's Council, United Way Board, CHAMCO Industrial Development Board, Oshkosh Chamber of Commerce Board, Visitors and

Convention Bureau Board, City of Oshkosh Ten Year Comprehensive Planning Steering Committee, Oshkosh Downtown Partnership Committee, Wisconsin Higher Education Bureau Roundtable, and Affinity Health System Board.

Member of Indiana State University's President's Executive Staff, Board of Trustees (ex-officio), President's Planning and Resources Committee (co-chair), NCA Institutional Self-Study Steering Committee, Mission and Strategic Issues Committee (chair), NCAA Athletic Certification Self-Study Steering Committee, Vice Presidents' Group (co-chair), Faculty Senate Executive Committee and all other standing Senate Committees (ex-officio), Deans Council (chair), Power Plant Planning Committee (chair), Advancement Coordinating Committee, and Indiana University School of Medicine's Terre Haute Center for Medical Education Advisory Committee.

Member of West Chester University's President's Council, Deans Council, University Strategic Planning Committee, Affirmative Action Planning Committee, Commission on the Status of Women, Middle States Program Review Steering Committee, Science Center Building Expansion and Renovation Committee (chair), Fine and Performing Arts Building Planning Committee, Task Force on Graduate Education, Athletic Coaches Standing Search Committee, Athletic Advisory Council, President's Task Force to Decentralize Control/Responsibility of the Personnel Budget, and several ad hoc committees, President's designee for evaluation of West Chester University's Japan campus, and member of Governor William Casey's Educational Delegation to the People Republic of China.

Member of Middle States Association of Colleges' and Schools' Evaluation Team for a comprehensive northeastern university (spring 1991). Degree Program Consultant for New Jersey Department of Higher Education (1991 to 1993). Attended Commission on Higher Education Evaluation Workshop, September 26, 1990. Attended three days of workshops presented by Council of College and Arts and Sciences, November 1988, 89, 90 and 91.

Member (1990-91) of Weston Institute's Academic and Research Board of Directors. The Institute is a consortium of major universities, corporations, and governmental organizations working on collaborative graduate degree programs and research projects in environmental studies.

WCU Coordinator (1989 to 1993), Legislative Office of Research Liaison. LORL provides information and analysis to the Pennsylvania General Assembly on a wide variety of issues spanning the life, physical and social sciences.

Chair (1984-85) and member (1983-85) of the USA Arts and Sciences Research Committee. Responsible for the evaluation of 66 Arts and Sciences research proposals to help determine the funding priority for a \$1,000,000 intramural research program. Also member (1983-87) of University-wide Research Committee.

Member of Juvenile Delinquency Task Force, Mobile, Alabama.

President (1986) of the Mobile County Urban League Board of Directors; a 75 year old national human service organization with 113 local affiliates committed to the achievement of parity for blacks, other minorities and the economically disadvantaged and member of the Citizen's Advisory Council of the State of Alabama's Department of Prisons and Security.

Chair (1992-93) of the Search Committee for WCU Director of Athletics, Chair (1986-87) of the Search Committee for a Chair of the USA Chemistry Department and Chair (1985-86) of the USA Search Committee for an Associate Dean of Arts and Sciences. Member (1990-91) of Search Committee for WCU Dean of Graduate Studies and Sponsored Research. Served as recruitment committee member and/or chair for over twenty additional searches.

National Program Chair, Association for Humanist Sociology 1984-85: Responsible for the development of a program that included 200 academic presentations from professors throughout the United States.

Chairperson, Academic Policies/Curriculum Committee, Coker College, 1973-74.

Member of University Teacher Education Council (1980-82), University of North Carolina, Wilmington. Contributed over 500 hours of consultant time to the Cape Fear Area United Way. This donation of time, along with several other major contributions resulted in the funding of much needed studies of human service needs in the Wilmington, NC area (1980-82).

## VIII. CONTRIBUTIONS TO TEACHING

### A. Undergraduate Courses Taught

Applied Sociology	People and Organizations (Multi-Media Course)
Introduction to Sociology	Sociology of Sport (Team Taught)
Social Theory	Socio-Political Aspects of Power (Team Taught)
Ethnic Groups	Contemporary Black History (Team Taught)
Sociology of Education	Complex Organizations
Social Research	Collective Behavior
Deviant Behavior	Sex Roles
Social Stratification	Social Change
Social Problems	The Sociology of Hunger
Human Ecology	

v

### B. University-wide advisor, UNCW (1980-1983)

### C. Graduate Courses Taught

Seminars in Contemporary Sociological Theory  
Seminars in Applied Sociology

### D. Chair and/or member of numerous M.A. Thesis and Comprehensive Exam Committees

## IX. PUBLICATIONS AND REPORTS

### A. BOOK(S), EDITED VOLUME(S), AND BOOK CHAPTER(S)

Wells, Richard H. and J. Steven Picou

1987 "Interscholastic Athletics and Socialization for Educational Achievement." Reprinted in *Sport Sociology: Contemporary Themes*, 3rd edition edited by Andrew Yiannakis, et. al. and published by Kendall/Hunt, pages 137-142.

Wells, Richard H. and Earl R. Babbie (editors)

1983 "Hunger: Sociological Perspectives." A special issue of *Humanity and Society* 7(4): 338-429.

Wells, Richard H. and J. Steven Picou

1981 **American Sociology: Theoretical and Methodological Structure.** Washington, DC: University Press of America. Eight-chapter book (192 pages) with a Foreword by Professor Jerry Gaston. Reviews of this book can be found in such journals as *Choice*, *Rural Sociology* (Vol. 48, no. 1:177-178), *Social Forces* (Vol. 62, No. 1:293-294), and the *British Journal Of Sociology* (Vol. 34, 4:608-618).

### B. OTHER REFEREED PUBLICATIONS

Picou, J. Steven, Evans Curry and Richard H. Wells

1990 "Partial Paradigm Shifts in the Social Sciences: Twenty Years of Research in Rural Sociology." *Rural Sociology*, 55(1): 101-111.

Willis, Cecil L. and Richard H. Wells

1988 "The Police and Child Abuse: An Analysis of Police Decisions to Report Illegal Behavior." *Criminology* 28(4): 695-716.

- Willis, Cecil L., Richard H. Wells and J. Steven Picou  
1986 "‘Gatekeepers’" Response: A Rejoinder." *Sociological Spectrum*, 6(2): 221-223.
- Willis, Cecil L., Richard H. Wells and J. Steven Picou  
1985 "The Pricking of a Sacred Cow." *Sociological Spectrum*, 5(4): 381-395.
- Wells, Richard H.  
1984 "Starvation: A Sociological Analysis." pp. 217-225 in *Peace and World Order Studies* (4th Edition) edited by Barbara J. Wien. One hundred course syllabi (and related course materials) were selected for publication from over 12,000 syllabus submissions.
- Lemke, James, David Shevach and Richard H. Wells  
1984 "The Positivism - Humanism Debate: A Comment." *Sociological Inquiry* 54 (1): 91-97.
- Wells, Richard H., Robert Miller and Kemp DeVille  
1983 "Hunger as a Global Social Phenomenon: A Case of Sociological Neglect." *Humanity and Society* 7 (4): 338-372.
- Wells, Richard H. and J. Steven Picou  
1982 "The Becoming Place: A Study of Educational Change in a Small College." *Research in Higher Education* 17(1): pp. 15-31.
- Wells, Richard H. and J. Steven Picou  
1980 "Interscholastic Athletics and Socialization for Educational Achievement." *Journal of Sports Behavior* 3(3): pp. 119-128.
- Picou, J. Steven, Richard H. Wells and Alfred Miranne  
1980 "Marijuana Use, Occupational Success Values and Materialistic Orientations of University Students: A Research Note." *Adolescence*, 24 (Fall): pp. 529-534.
- Picou, J. Steven, Richard H. Wells and Kenneth Nyberg  
1978 "Paradigms, Theories and Methods in Rural Sociology." *Rural Sociology* 43(4): pp. 559-583.
- Picou, J. Steven, Richard H. Wells and Kenneth Nyberg  
1978 "Reply to Bealer: the Skeptic as Ritualist." *Rural Sociology*, 43(4): pp. 596-609.
- Picou, J. Steven, Arthur Cosby, Evans Curry and Richard H. Wells  
1977 "Race and the Formation of Academic Self-Concept: A Causal Analysis." *Southern Journal of Education Research*, Vol. II, No. 2, pp. 57-70.
- C. PUBLISHED ESSAYS
- Picou, J. Steven and Richard H. Wells  
1987 "Rewrite the Book on College Sports." Invited essay for the *Houston Chronicle* (March 22, Section 6:5). Reprinted in NCAA News and several other newspapers.
- Willis, Cecil L., Richard H. Wells and J. Steven Picou  
1985 "The Pricking of a Sacred Cow." *Footnotes*, 13 (8): 7.
- Wells, Richard H.  
1982 "Recession and Welfare Cutbacks Causing Crisis for Local People." Invited essay for the *Wilmington Star-News* (Section D:3).
- Wells, Richard H.  
1981 "Sociology for Every Person." *The Humanist Sociologist*, 6(2), pp. 9-17.

Wells, Richard H.

1980 "Reverse Discrimination: Real or Imagined?" *The Humanist Sociologist*, 5(12) pp. 11-12. Reprinted in the *Wilmington Star-News* (February 17, Section D:3).

Wells, Richard H.

1979 "How Green is the Ivory Tower?" invited essay for the *Wilmington Star-News* (November 30, Section B:12).

#### D. PROCEEDINGS PUBLICATION(S)

Picou, J. Steven and Richard H. Wells

1976 "Social Theory and Youth Aspiration Research: Some Critical Comments." V.P. Steelman (ed.) (Proceedings, *Rural Sociology Section, SAAS Meetings*).

#### E. FINAL REPORTS

Willis, Cecil and Richard H. Wells

1984 *Labeling Theory and Child Abuse Reporting Among Five Professional Groups: The Interface of Theory and Practice*. Filed with the North Carolina Department of Social Services: 44 pages.

Wells, Richard H. and Cecil L. Willis

1983 *Factors Related to the United Way Cash Contribution Decisions of Cape Fear Area Residents*. Published by the Cape Fear Area United Way: 36 pages.

Wells, Richard H. and Cecil L. Willis

1982 *Perception of Community Human Service Needs*. Published by the Cape Fear Area United Way: 156 pages.

#### X. CONFERENCE PAPERS/PRESENTATIONS

Provided a total of twenty-two presentations during the national or regional meetings of the *American Sociological Association, Society for the Study of Social Problems, Association for Humanist Sociology, Rural Sociological Society, Southern Sociological Society, Pacific Sociological Association, Southwestern Social Science Association, Mid-south Sociological Association, and the North Central Sociological Association*. (Detailed listing provided upon request.)

#### XI. EDITORSHIPS AND REVIEWER ROLES

Served as editor, co-editor, associate editor, review board member, and manuscript reviewer for professional journals, as well as grant reviewer for professional organizations. (Detailed listing provided upon request.)

#### XII. PROFESSIONAL ACTIVITY: LECTURESHIPS, SERVICE TO PROFESSIONAL SOCIETIES, AND CONSULTING

Served as organizer, chair, and/or discussant for more than twenty conference sessions of major international, national, and regional associations of sociologists. Also served in the following roles: national program chair, member of national association's Board of Directors, and member of five national program committees. (Detailed listing upon request.)

#### XIII. RESEARCH GRANTS AND CONTRACTS

Detailed listing of research grants and contracts provided upon request.

#### XIV. REFERENCES

Provided upon request.