

DR. MARTIN J. FASHBAUGH

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PROFESSIONAL SUMMARY

Accomplished academic leader with more than eight years of senior-level experience overseeing faculty, budgets, strategic planning, and curricular innovation across liberal arts, sciences, and business programs. Known for a collaborative, transparent leadership style grounded in student-centered outcomes and institutional mission. Proven track record of strengthening faculty engagement, advancing cross-campus initiatives, and leading accreditation processes tied to measurable improvements in academic quality. Dedicated to building sustainable academic structures where faculty thrive and student success is demonstrable.

LEADERSHIP ACCOMPLISHMENTS

Institutional Accreditation and Policy Development

- Co-authored Criterion 3: Teaching and Learning: Quality, Resources, and Support in Gillette College's Higher Learning Commission (HLC) Eligibility Document and co-chaired the Criterion 3 Working Group.
- Led development and revision of academic policies related to academic honesty, tenure, transcript standards, and student grievance processes at Upper Iowa University.

Strategic Planning and Program Growth

- Led targeted recruitment strategies aligned with workforce demand, resulting in measurable enrollment growth in high-demand programs.
- Guided development of a Master of Psychology program and a counseling track in Psychology and Human Services at Upper Iowa University.

Curricular Innovation and Academic Quality

- Established institutional policy and instructional resources for responsible use of artificial intelligence through an institutional AI Task Force at Gillette College.
- Collaborated with faculty on creation of a Creative Writing Minor and streamlined student pathways through communication program consolidation at Black Hills State University.

Professional Development and Faculty Support

- Designed structured incentive frameworks that significantly increased faculty participation in professional development at Gillette College.
- Organized training focused on serving neurodiverse students through partnerships with Accessibility Services and Career Development at Upper Iowa University.

Budget Oversight and Resource Management

- Strengthened fiscal oversight and resource prioritization systems aligned with strategic goals across multiple institutions.
- Directed discretionary and programmatic budgets and supervised adjunct/overload allocations within institutional budget frameworks.

Cross-Functional Collaboration

- Built partnerships with Enrollment Management, Marketing, Athletics, and Student Services to align academic delivery with student demand and improve institutional visibility.
- Led interdisciplinary initiatives that expanded student pathways and integrated liberal arts approaches with professional programs.

ADMINISTRATIVE EXPERIENCE

Dean, School of Arts and Sciences — Gillette Community College District

Gillette, Wyoming (Aug 2023–Jul 2025)

Public, open-access institution serving approximately 1,500 students

Served as the inaugural dean of a newly established school spanning humanities, social sciences, education, business, math, and engineering. Oversight included approximately 25 full-time faculty, adjunct faculty across 11 disciplines, an operating budget of approximately \$130,000, and a total school budget of approximately \$1.5 million.

- Co-authored Criterion 3: Teaching and Learning: Quality, Resources, and Support for the HLC Eligibility Document and co-chaired the Criterion 3 Working Group.
- Directed budgets, faculty evaluation cycles, and program assessment across 11 disciplines.
- Coordinated with Enrollment, Marketing, Athletics, and Student Services to align academic offerings with workforce and student demand.
- Led strategic recruitment initiatives resulting in a 25% increase in enrollment in Criminal Justice and Psychology.
- Chaired institutional AI Task Force.
- Increased faculty participation in professional development by 90% within one year through structured incentives.
- Partnered with grant writers to support funding efforts, including contributions to the Elbogen Grant and planning for an instructional design grant.

Dean, School of Arts and Sciences — Upper Iowa University

Fayette, Iowa (Jul 2022–May 2023)

Private, multi-modal institution serving approximately 4,500 students

Led a multi-department school including Criminal Justice, Public Administration, Humanities, Natural Sciences, Math, and Social Sciences, with approximately 35 full-time faculty and extensive adjunct networks across regional centers and online programs.

- Managed faculty affairs including evaluation, promotion, tenure reviews, and adjunct supervision.
- Revised academic policies related to tenure standards, transcript standards, academic honesty, and student grievances.
- Collaborated with Accessibility Services and Career Development to support faculty serving

neurodiverse student populations.

- Guided creation of a Master of Psychology degree and a counseling track in Human Services.
- Aligned course offerings and schedules with recruitment goals and enrollment trends.

Chair, School of Arts and Humanities — Black Hills State University

Spearfish, South Dakota (May 2017–Jul 2022)

Public, regional institution serving approximately 4,000 students

Directed Art, Music, Theatre, Mass Communication, and Humanities, overseeing approximately 30 full-time faculty, budgets, hiring, evaluation, and program development.

- Consolidated communication programs to strengthen student pathways.
- Collaborated with English faculty to develop a Creative Writing Minor.
- Supervised hiring, evaluation, and faculty development across multiple departments.
- Coordinated assessment and accreditation efforts within Arts and Humanities programs.
- Partnered with colleagues to create an interdisciplinary business-oriented acting course.
- Managed budget allocation aligned with academic priorities and fiscal responsibility.

TEACHING APPOINTMENTS

Disciplinary Areas: British Literature; Composition and Rhetoric; Humanities/Interdisciplinary Studies

Instructor of English — Black Hills State University

Spearfish, South Dakota (Aug 2025–Present)

- Teach composition and first-year experience courses.
- Participate in special projects, including development of an academic mentorship program.

Associate Professor of English (Promoted to Full Professor in 2022) — Black Hills State University

Spearfish, South Dakota (Aug 2017–Jul 2022)

- Taught undergraduate literature, composition, and interdisciplinary studies.
- Participated in curriculum development, faculty governance, and student advising.
- Successfully promoted to Full Professor before administrative transition.

Assistant Professor of English — Black Hills State University

Spearfish, South Dakota (Aug 2011–Aug 2017)

- Designed and taught courses in British literature, composition, and theory.
- Contributed to departmental service, undergraduate research, and assessment.

Assistant Professor of English — Morris College

Sumter, South Carolina (Aug 2010–May 2011)

- Instructed general education writing and literature courses.
- Supported student success and general education review efforts.

Instructor of English — Auburn University

Auburn, Alabama (Aug 2008–Jul 2010)

- Taught composition and literature to undergraduate students.
- Supported writing program development and first-year student engagement.

Instructor of English — Northwestern State University

Natchitoches, Louisiana (Aug 2001–May 2002)

- Taught first-year composition.

Teaching Assistantships and Graduate Appointments

- Graduate Assistant, English — Northwestern State University (1999–2001)
- Teaching Assistant, English — Purdue University (2003–2007)
- Dissertation Fellow — Purdue University (2007–2008)

Additional Teaching and Student Support Experience

TRIO English Tutor — Gogebic Community College (Fall 2002)

EDUCATION

Ph.D., British Literature — Purdue University, 2010

M.A., English Literature — Northwestern State University, 2001

B.S., History and English — Iowa State University, 1995

PUBLICATIONS

“Gabriel’s Epiphany and the End of Resentment: Religious Feeling in James Joyce’s *The Dead*.” *Anthropoetics* 27.2 (2022).

“Jealous Dynamics: Jealousy and Narrative-Lyrical Interplay in the Victorian Verse Novel.” *Poetica* 96 (2021).

“Language, Culture, Banality, and Resentment: The Turn Toward and Return from the Linguistic in Robert Louis Stevenson’s *The Strange Case of Dr. Jekyll and Mr. Hyde*.” *Anthropoetics* 25.2 (2020).

“The Most ‘Novelistic’ and Lyrical of Emotions: Jealousy and Narrative-Poetic Interplay.” *Poetica* 87 (2017).

Contributor to Katy Beem, “Poldark: Tin, Mettle, and Romance in Magnificent Cornwall.” *South Dakota Public Broadcasting Magazine*, Aug 17, 2016.

“Narrative Freewriting Exercise,” “Description and Observation Exercise,” “Thesis Statement Homework Assignment,” and “Ethos, Pathos, and Logos Group Activity.” McFarland Books, 2014.

“Creating ‘An Infinite World All Its Own’: The Poetics of Resentment in Percy Bysshe Shelley’s *Epipsychidion*.” *Anthropoetics* 19.1 (2013).

“The Ideology of Generic Desire in Dickens’s *Great Expectations* and George Meredith’s *The Ordeal of Richard Feverel*.” *Anthropoetics* 17.1 (2011).

PRESENTATIONS, WORKSHOPS, AND CONFERENCES

Directed Workshops and Webinars

Session on Artificial Intelligence — Gillette College, Aug 21, 2024
Accessibility Services and Career Development — Upper Iowa University, Apr 19, 2023
Careers for English Majors — Black Hills State University, Mar 25, 2021
Preparing for Graduate Study in English — Black Hills State University, Sep 2020

Selected Workshops and Conferences

Higher Learning Commission Annual Conference — Chicago, Apr 2025
American Conference of Academic Deans (ACAD) Annual Meeting — Phoenix, Feb 2024
National Alliance of Concurrent Enrollment Partnerships (NACEP) National Conference — Orlando, Oct 2024
First-Year Experience Conference — Seattle, Feb 2024
Gray Associates Webinar: “Higher Education Demand Trends” — Mar 2023
Council of Colleges of Arts and Sciences (CCAS) Leadership Development Workshop — Nashville, Jul 2017

SERVICE

Selected Chaired Committee Work

Criterion 3 Co-Chair for HLC Accreditation — Gillette College, Fall 2024–Jul 2025
Hiring Manager, Education Instructor Search — Gillette College, Fall 2024–Apr 2025
Chair, AI Task Force — Gillette College, Summer 2024–Jul 2025
Hiring Manager, Chemistry Instructor Search — Gillette College, Summer 2024
Hiring Manager, Business Instructor Search — Gillette College, Spring 2024
Co-Chair, Question 6 of Eligibility Narrative for HLC — Gillette College, 2024
Chair, Five-Year Review Committee for Chair of Math and Social Sciences — Black Hills State University, 2021–2022
Chair, Assistant Professor of Spanish Search Committee — Black Hills State University, Spring 2019
Chair, Assistant Professor of Spanish Search Committee — Black Hills State University, Spring 2016
Chair, English Instructor Search Committee — Black Hills State University, Spring 2014

Selected Institutional Service

Strategic Enrollment Management Institute — Gillette College, Fall 2024–Jul 2025
Data Governance Committee — Gillette College, Fall 2024–Jul 2025
Honors Program Development Committee — Gillette College, Fall 2024–Jul 2025
Deans and Directors Team — Gillette College, 2023–Jul 2025
Academic and Student Affairs Leadership Team — Gillette College, 2023–Jul 2025
Academic Coordinator Search Committee — Gillette College, Spring 2024
Human Resources Coordinator Search Committee — Gillette College, Fall 2023
Academic Affairs Leadership Team — Upper Iowa University, 2022–2023
Humanities Research Council — South Dakota Board of Regents, 2015–2019
University Multicultural Committee — Black Hills State University, 2011–2018
Faculty Awards Committee — Black Hills State University, 2016–2017
Committee for Undergraduate Research and Creative Scholarship — Black Hills State University, 2015–2017
English Instructor Search Committee — Black Hills State University, 2014
General Education Requirements Committee — Black Hills State University, 2011–2017

COMMUNITY SERVICE

Usher and Lector — Saint Matthew's Catholic Church, Gillette, WY (2023–Present)
Assistant Coach — Little League Baseball, Gillette, WY (2024–2025)
Volunteer, Concession Stand — Little League Baseball, Gillette, WY (2024–2025)
Volunteer — Thanksgiving Food Drive, Saint Matthew's Catholic Church, Gillette, WY (Fall 2024)
Coach — T-Ball, Oelwein, IA (2023)
Lector — Saint Paul's Catholic Church, Belle Fourche, SD (2021–2022)

HONORS AND AWARDS

Most Inspirational Employee — Gillette College (2025)
Instructor of the Year — Auburn University (2010)
Promotion to Full Professor — Black Hills State University (2022)
Dissertation Fellowship — Purdue University (2007–2008)

PROFESSIONAL MEMBERSHIPS

Modern Language Association (MLA), 2003–Present
American Conference of Academic Deans (ACAD), 2024–Present
National Alliance of Concurrent Enrollment Partnerships (NACEP), 2024–Present
Generative Anthropology (GA), 2009–Present

CERTIFICATIONS

Federal Emergency Management Agency (FEMA) Certification in National Response and Basic Incident Command — Gillette College (2024)