

ANGELA T. HADDAD

Curriculum Vitae
Hunter College
695 Park Ave
New York, NY 10065

Education	Ph.D. in Sociology, 1998	University of Michigan, Ann Arbor, MI
	Dissertation: "Impact of Technology on Workers and Their Jobs: A Study of Technology and Worker Alienation Using the 1972 Quality of Employment Survey."	
	M.A. in Sociology, 1981	University of Michigan, Ann Arbor, MI
	B.A., 1979 (Sociology)	Rutgers University, New Brunswick, NJ

Academic Employment History

9/2012-Present	<p>Senior Associate Dean—School of Arts and Sciences, Hunter College, New York, NY.</p> <p>Appointed as Associate Dean for Academic Program in September 2012. Promoted to Senior Associate Dean in March 2014. Responsibilities include advising faculty and senior administrators on the development and implementation of new academic programs; conceptualizing new academic initiatives to promote academic excellence and strengthen student success and retention; developing and implementing initiatives that support faculty development and academic innovation; overseeing graduate program recruitment, admission, and advising; overseeing curricular planning for and implementation of the first year student learning communities; directing and implementing the academic program review process; monitoring enrollments, admissions, and course scheduling for graduate and undergraduate programs; assuring compliance with all degree requirements; and adjudicating undergraduate and graduate student complaints about academic standards, requirements, and instruction.</p> <ul style="list-style-type: none">• Managed and executed the passage of a Senate resolution to revise graduate program entrance requirements to better align criteria with student learning outcomes and program goals.• Developed and implemented the annual graduate student orientation and welcome reception, graduate advisor training workshops, and graduate student travel and thesis support grants.• Created and implemented an undergraduate advising caseload model and online advising tool to promote a proactive appreciative model of advising.• Led the academic division's efforts on "Take 15," a college-wide initiative to raise fulltime students' annual credit accumulation, which resulted in a 25 percent increase in the number of first year students enrolled in 15 credits or more.• Redesigned the block of courses in the learning communities for first year students to coordinate with college-wide student success initiatives including "Take 15," the college's new general education requirements, and new student orientation programs.• Directed and managed the school's successful efforts to increase course seats in high demand undergraduate lab-science courses; these efforts resulted in the creation of new science teaching labs and satiating student demand for seats in Biology, Organic Chemistry and Physics lab science courses.
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- Initiated strategic discussions with faculty members from STEM programs on students' pass and completion rates in gateway courses; this initiative resulted in a new pre-calculus course designed for Biology and Economics majors and the adoption of just-in-time enhanced instructional modules to remediate student deficiencies in introductory math and computer science courses.
- Authored grant proposals that resulted in \$140,000 award from CUNY for graduate student recruitment and retention scholarships, and a \$49,000 award to implement a proposal to advance undergraduate students' credit momentum.
- Secured funding for and led administrative team responsible for conceptualizing and launching an online case management tool for academic and staff advisers that includes early semester advising alerts for students at risk of failing a gateway course.
- Conceptualized the Curricular Innovation Grant, a summer grant program to encourage and provide support for faculty development of interdisciplinary courses of study.
- Revised and streamlined the college's academic program review process to better focus the departments' use of quantitative and qualitative measures in assessing programs, resources, and activities.
- Chaired the faculty committee charged with identifying the best practices for the promotion of interdisciplinary programs in the School.
- Authored several successful CUNY funding proposals including the student credit momentum and the Quantitative Reasoning Fellows RFP.
- Member of the Middle States Steering Committee on the 2019 Self-Study and Co-Chair of the Working Group on Standard III, Design and Delivery of the Student Experience.

7/2009-8/2012

Associate Provost—Barnard College, New York, NY.

Appointed as Assistant Provost in July 2009 and promoted to Associate Provost in July 2010. Responsibilities included supervising internal institutional faculty awards and grants; initiating projects to support faculty development and curricular innovation; developing and implementing policies and practices on research integrity, faculty conduct, and faculty housing; conceptualizing and managing qualitative and quantitative data on the curriculum and student enrollments, faculty workload and productivity, academic budgets, and inputs and outputs of academic departments and programs; administering and authorizing the budget for the Provost's Office and academic departments; adjudicating and resolving complaints of faculty misconduct or violations of professional ethics or responsibilities; overseeing Provost's Office publications including the College Catalog, the Faculty Handbook, and Provost's website; and leading the College's efforts in developing, coordinating, and implementing academic and institutional assessment plans and practices.

- Led the college's development and implementation of academic and institutional assessment plans and practices, which resulted in a commendation from the accreditation visiting team; co-authored sections of Barnard College's Middle States Self Study Report on institutional assessment, student learning, and general education.
- Served as the Provost's representative and liaison to Columbia University for joint projects and initiatives including revisions of the new Ad Hoc tenure review process.
- Served as Provost's representative on the faculty governance committee; advised faculty and senior administrators on shared governance practices and rules of

order for meetings; led successful efforts to revise the *Faculty Guide* clarifying the rules of order and procedures for college faculty meetings and establishing the role of parliamentarian.

- Improved the collection, organization, and sharing of data and information to better coordinate and manage the College's academic budgets and practices; codified academic affairs' policies, procedures, and practices and revamped the Provost's website to post guidelines and forms to assure clarity and transparency.
- Served as chair of the College curriculum committee; successfully passed curricular reforms to streamline the approval of courses and programs and to allow for faculty innovation; led effort to create and secure passage of the Ethnic Studies major and minor, the College's first interdisciplinary program not housed within an academic department.
- Supervised expenditures from foundation grants and institutional awards and collaborated with faculty and staff on funding proposals and reports; served as Co-PI for a Mellon grant integrating student learning with the New York City's museums; served as Provost's representative on team that successfully secured a \$250,000 award from the Arthur Vining Davis Foundation for the renovation of introductory Biology laboratories.

8/2008-7/2009

Department Chair, Department of Sociology, Anthropology, and Social Work—Central Michigan University, Mt. Pleasant, Michigan.

Elected by faculty colleagues in 2008 to a three-year term as chair of multidisciplinary department with an M.A. program and seven undergraduate programs. Duties included supervising and hiring faculty and staff, reviewing and preparing faculty promotion, tenure, and reappointment materials; developing and preparing program/department assessment and annual reports; developing and preparing curricular proposals, managing the department budget, scheduling courses, responding to the needs of faculty and students, approving IRB exempt research, and representing the department to the Dean and other administrators.

- Developed and made available to students a three-year course rotation plan to facilitate program planning and completion.
- Created and established a plan to stabilize the administration and instruction of the Social and Criminal Justice internship program.
- Brought to completion the faculty review of bylaw revisions that had lingered for two years.
- Reduced department meetings to once per month by systematizing committee business.

9/2003-7/2010

Associate Professor, Department of Sociology, Anthropology, and Social Work—Central Michigan University, Mt. Pleasant, Michigan.

Responsible for research, service, and instruction of courses on social inequality, statistics, research methods, and introductory and honors courses (Tenured in 2003).

- Chaired committee that wrote successful self-study of the undergraduate Sociology program, which became a model for other departments.
- Secured "Memorandum of Agreement" between CMU and La Universidad de Santa Clara, Cuba, which culminated in an undergraduate study abroad program.

1/1998-8/2003

Assistant Professor, Department of Sociology, Anthropology, and Social Work—Central Michigan University, Mt. Pleasant, Michigan.

- Served as faculty mentor for new students in the Minority Student Services Mentorship program from 1998-2003.
- 1/1997-1/1998 Special Assistant to the Provost, Office of the Provost—Central Michigan University, Mt Pleasant, Michigan (assignment after paid LOA to complete Ph.D.). Responsibilities included developing, organizing, publicizing university forums and programs, drafting criteria and assessment measures for academic program review, and other duties as defined.
- Authored handbook for academic program review and developed qualitative and quantitative self-assessment measures.
 - Developed, organized, and publicized faculty professional development activities.
- 9/1989-7/1996 Affirmative Action Officer—Central Michigan University, Mt Pleasant, Michigan. Served as Director from 1990-1996 (Interim Director from 1990-1991; Assistant Director from 1989-1990). Responsibilities included developing, coordinating, implementing, and communicating the university's affirmative action, equal opportunity, and diversity programs and policies. Reported directly to the President and served on the President's Council; developed and implemented AA/EEO policies, handbooks, and reports related to federal and state laws and best practices to foster institutional diversity; reviewed and authorized advertisements, recruitment plans, interviewing pool, and final hires for all faculty and senior administration vacancies; served as the institutional liaison to federal and state agencies and community organizations.
- Authored the university's first policy on consensual relationships.
 - Expanded the faculty pipeline and minority leadership program, a diversity hiring initiative.
 - Institutionalized support for "Men Against Violence," an organization for faculty anti-rape advocates.
 - Established and implemented the first university-wide harassment prevention and antidiscrimination training program.
 - Created and implemented the first LGBT Safe-Zone campaign.
- 6/1983-8/1985 Research Assistant, National Study of Black College Students—University of Michigan, Ann Arbor, Michigan.
- 9/1983-5/1984 Teaching Assistant, Inter-Consortium for Political Science Research, Summer Institute, University of Michigan, Ann Arbor, Michigan.
- 9/1980-5/1982 Teaching Assistant (graduate statistics), Department of Sociology, University of Michigan, Ann Arbor, Michigan.

Teaching Experience

100 level courses: Introduction to Sociology, Individual and Community in Modern Society (Honors College).

200 level courses: Introduction to Statistics, Social Problems (Honors College).

300 level courses: Social Inequality, Sociology of Sex and Gender, Introduction to Social Research Methods, Politics and Society in Modern Cuba, Study Abroad in Cuba.

400 and 500 level courses: Work and Careers in America, Introductory and Advanced Statistics.

Scholarly Activities

Presentations at Professional Meetings

- “The Impact of Liberal Education on Interdisciplinary Degree Programs,” with Franco Sciannameo and Amy Burkert. Annual Meeting of the Association of American Colleges and Universities, Washington, DC, January 2014.
- “All Students Matter: Moving From Anecdote to Representative Data,” with Lisa Patterson, Mary Senter, Ulana Klymyshyn, Cherie Strachan, and Chris Owens. Annual Meeting of Michigan College Personnel Association, Mt. Pleasant, Michigan, October 2008.
- “Documenting Diversity and Serving Multiple Masters: A Project to Explore Racial and Ethnic Diversity at an Historically White University,” with Mary Senter. Annual Meeting of the Association for Applied and Clinical Sociology, Ypsilanti, Michigan, October 2008.
- “Colliding Domestic Rationalities: A Framework for Understanding Cuba’s New Export Commodity,” with Orlando Perez. International Symposium, “A Changing Cuba in a Changing World,” Bildner Center for Western Hemisphere Studies, CUNY, New York, NY, March 2007.
- “Cuban-Americans: Divisions of Class, Race, and Politics among the Colonized Immigrants,” Special Session on Racism, Nationalism, and Citizenship. Annual Meeting of the American Sociological Association, New York, NY, August 2007.
- “How We Lost New Orleans: Teaching about Race and Class in the Context of Disaster,” with Mary Senter and Robert Newby. Annual Meeting of the North Central Sociological Association, Indianapolis, Indiana, March 2006.
- “Who is Shaping the United States’ Cuba Policy?” Annual Meeting of the North Central Sociological Association, Cincinnati, Ohio, March 2003.
- “Affirmative Action from the Inside Out: What is Missing in the Sociological Understanding of the Effects of Affirmative Action on the Structure of Opportunity?” Annual Meeting of the North Central Sociological Association, Troy, Michigan, April 1999.
- “Revisiting a Comprehensive Technology Measure.” Annual Meeting of the Michigan Sociological Association, Flint, Michigan, October 1998.
- “From the Margin to the Mainstream: Identification, Counseling and Mediation of Sexual Harassment Complaints across the University,” with Norman Rasulis. Annual Meeting of the American Association for Affirmative Action, Portland, Oregon, April 1995.
- “Gender Sensitivity Workshop,” with Cathy Werner. Workshop for administrators at Bowling Green State University, Bowling Green, Ohio, September 1995.
- “Seeking Leadership Development Opportunities,” Women’s Professional Development Conference, Ferris State University, Big Rapids, Michigan, April 1991.

"Educated Blacks: Social Movers or Social Climbers," with Marcia Hall. Annual Meeting of the American Education Research Association, New Orleans, Louisiana, April 1984.

Published Works

2016. "The Relationship of Technology to Workers' Alienation," with Richard Senter, Jr. In Sociological Focus. DOI: 10.1080/00380237.2017.1251755.
2008. "Cuba's New Export Commodity: A Framework," with Orlando Perez. In a Changing Cuba in a Changing World edited by Mauricio A. Font. New York: *Bildner Center for Western Hemisphere Studies*, CUNY. <http://web.gc.cuny.edu/bildnercenter/cuba/publications.html>.
2003. "Critical Reflexivity, Contradictions and Modern Cuban Consciousness." In Acta Sociologica: 46: 51-68.
2002. "From Student Resistance to the Sociological Imagination: Unmasking Privilege, Social Conventions, and Racism," with Leonard Lieberman. In Teaching Sociology 30: 328-341.
1998. Book Review: "Working: Sociological Perspectives, 2nd Edition" by Robert Rothman. In Teaching Sociology 26: 233-34.

Technical Reports

2009. "Faculty and Staff of Color Speak about their Experiences at CMU and in the Community: Report of Findings," with Jason Blind and Mary Senter. Central Michigan University, Mt. Pleasant, MI.
2008. "Students' Views of the Climate for Diversity at CMU: A Project Supported by Vision 2010," with Mary Senter and Chris Owens. Central Michigan University, Mt. Pleasant, MI.
1985. "Black Students in U.S. Higher Education: Black Student Academic Performance, Racial Attitudes and Satisfaction on Black and White Campuses Nationally," with Walter Allen. Report submitted to the Southern Education Foundation.
1984. "The Impact of Technology on Industrial Work and Workers," with James House and Mark Jackman. Unpublished manuscript, Institute for Social Research, University of Michigan, Ann Arbor.
1982. "Preliminary Report: Graduate and Professional Survey," with Walter Allen and Mary Kirkland. National Study of Black College Students, University of Michigan, Ann Arbor.

Grants

- "Project to Explore the Climate for Racial and Ethnic Diversity at Central Michigan University," with Lisa Patterson, Mary Senter, Cherie Strachan, and Chris Owens. 2010 Vision Fund, Central Michigan University. Award of \$171,184. July 2007.
- "A Comparative Analysis of Student Leadership in a Panamanian, Cuban, and U.S. Public University," with Orlando Perez and Carmen White. Faculty Insight Team, Central Michigan University. Award of \$9,000. January 2006.

“Invigorating Latin American Studies through the Enhanced Use of an Interdisciplinary Approach,” with Orlando Perez. Alternative Assignment Program, College of Humanities and Social & Behavioral Sciences, Central Michigan University. Award of one-course release. September 2003.

“Cuba Study Abroad,” with Orlando Perez. Faculty International Development Grant, Office of International Relations, Central Michigan University. Award of \$2,352.00. May 2003.

“Faculty Development for Cuba.” Faculty Teaching and Program Development Grant, Central Michigan University. Award of \$2,500. April 2003.

“Constructions of the Modern Cuban Identity.” Faculty Research and Creative Endeavors Grant, Central Michigan University. Award of \$3,328. May 2000.

“Integrated Web and Chat Site for Cross-Institutional Learning of Social Inequality.” Educational Technology Grant, Central Michigan University. Award of \$9,578. May 1998.

Selected University, Community, and Professional Service

Co-Chair, Working Group to address the standard on “Design and Delivery of the Student Learning Experience” for the Hunter College Self-Study in preparation for the accreditation visit by Middle States Commission on Higher Education. 2017-2018

Co-Chair, Working Group on Academic Department Advising, Hunter College, 2016-2017.

Institutional Representative, Office of Women for Higher Education, New York State Regional Network, NYC/LI Chapter Executive Board. 2009-2011.

Editorial Review Board, Teaching Sociology, American Sociological Association. 2005-2009.

Chair (Chair-Elect in 2003, and Past-Chair in 2006), Academic Senate, Central Michigan University. 2004-2005.

Member, Steering Committee for University's Strategic Plan, Central Michigan University. 2004-2005.

Co-Chair and Organizer, Sociology Section. Annual Meeting of the Michigan Academy of Science, Arts & Letters at Central Michigan University. March 2002.

Member, Grievance Committee, Central Michigan University Faculty Association. 2001-2009.

Chair and Organizer, Work and the Workplace. Regular session of the Annual Meeting of the American Sociological Association, Washington, D.C. August 2000.

Founding member (Treasurer from 1998 to 2001), Association of Faculty and Staff of Color, Central Michigan University. 2001-2009.

First-Vice President (Secretary, Board of Directors from 1994-1996), American Association for Affirmative Action. 1996-1998.

Founding Member. Advocates for Latino Student Advancement in Michigan Education (ALSAME). 1993-1996.

Secretary, Hispanic Caucus (Chair, Public Relations Subcommittee, Region V, Conference Planning Committee). American Association for Affirmative Action. 1993-1994.

Chair, Women's Institute on Higher Education Administration, Central Michigan University. 1990-1991.

Honors & Awards

Distinguished Service Award. Awarded by the Division of Student Affairs, Central Michigan University.

Outstanding and Dedicated Service Award. Awarded by the Central Michigan University Faculty Association, the Task Force on Racism, Sexism & Homophobia, and the Affirmative Action Council.

Commission Tribute Award. Awarded by the Michigan Commission on Spanish Speaking Affairs.

Cornerhouse Dissertation Award and the Sidney Spivak Dissertation Award, Awarded by the University of Michigan.

Sociology Minority Fellowship. Awarded by the American Sociological Association.