

CURRICULUM VITAE

PERRY D. MOORE

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UNIVERSITY ADDRESS

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EDUCATION

Ph.D. in Government (Public Administration, Public Law, American Politics)	1975	University of Texas at Austin
M.A. in Government	1970	Midwestern State University
B.A. in Government and History	1969	Midwestern State University

ADMINISTRATIVE APPOINTMENTS

Provost, Wright State University, 1998-present.

The University is a doctoral-level institution that contains approximately 15,000 students, with 2,200 full-time employees and a budget of \$265M. It contains eleven colleges and schools, including a school of medicine.

Responsibilities: Act as chief operating officer by supervising all vice presidents, deans, university librarian, and the athletics director. Also coordinate agendas for the committees of the Board of Trustees.

Dean, College of Liberal Arts, Wright State University, 1982-1998.

The College contained 14 departments with over 200 full-time faculty and staff and an equal number of part-time staff. The College provided approximately 180,000 student credit hours of instruction per year and had over 2,000 undergraduate and graduate majors.

Responsibilities: Developed and administered the college budget, including salary administration, oversight of expenditures and part-time budgets, allocation of funds to the departments, building of budget priorities and requests, and balancing summer revenues and expenditures. Oversaw the college curriculum, including the development of new programs, majors, emphases, and courses. Was responsible for the recruitment of academic, professional, and support personnel in the College.

Associate Dean, College of Liberal Arts, Wright State University, 1981-82.

Chair, Department of Political Science, Wright State University, 1979-81

Director of the Applied Behavioral Sciences Graduate Program, Wright State University, 1978-79.

ACADEMIC RANK

Professor of Political Science and Urban Affairs, Wright State University, 1985-present.

Associate Professor of Political Science, Wright State University, 1979-1985.

Assistant Professor of Political Science, Wright State University, 1974-1979.

ADMINISTRATIVE ACTIVITIES AS PROVOST

Planning

Oversaw the implementation of most of the university's strategic plan

Assured the development of early retirement plans in each division and college that supports the university's strategic plan.

Developed an integrated enrollment marketing plan in consultation with external consultants and an internal planning group.

Chaired the University Technology Committee that developed a university technology plan and a distance education plan. Have assured that technology and distance education plans exist in each college.

Developed a long-term university capital construction plan.

Heavily involved in the planning and implementation of the university campus master plan concerning grounds, parking, and streets.

Worked with the Director of Athletics to develop a multi-year athletic budget, and a long-term plan and budget to assure gender equity in athletics.

Budget Management

Provided financial incentives to colleges to seek new markets.

Worked with the deans to reallocate approximately \$6M annually in pursuit of university and college strategic plans.

Have developed a \$2M annual technology fund for student labs and significantly increased support for non-computing technology.

Worked with the deans and vice presidents to retire a \$12M early retirement debt ahead of schedule.

Facilities

Developed a long-term capital construction plan.

Oversaw implementation of the Campus Master Plan, which includes creation of green space, plazas, parking, new streets, plantings, and signage. Approximately \$10M spent and another \$10M needed to complete plan.

Oversaw development of 640 additional student housing beds.

Oversaw expansion of campus local area network to all buildings, classrooms, and offices.

Oversaw construction and distribution of space in \$14M University Hall, which houses the University College, the College of Nursing and Health, and administrative offices of the president and vice presidents.

Oversaw \$10M renovation of Allyn Hall, the new home of the College of Education and Human Services.

Heavily involved in \$15M renovation of Millett Hall, the future home of the College of Liberal Arts.

Oversaw major improvement in food services (\$3M expended) with additional \$7M renovation in process.

Oversaw development of new \$2.5M baseball facility.

Technology

Oversaw development of the University Technology Plan and the Distance Education Plan.

Supported development of a high bandwidth campus network that supports Internet II, web-based courses, and digitized video.

Increased electronic classrooms from only a few to 32.

Supported the university's entry into Internet II. The university received over \$500K in external grants to support this effort.

Encouraged the transformation of our Center for Teaching and Learning into the central university unit for training faculty to use technology in regular courses and to develop online instruction. Over 150 faculty formally trained in the use of a web-course management software package, and 250 courses taught through web-based, distance learning technologies.

Provided oversight and resources to assure that the university was Y2K compliant.

Encouraged the Board of Trustees to set aside part of tuition increases over multiple years in order to create current \$2M annual fund to purchase computers for student labs.

Developed a program for regular faculty computer upgrades. Have spent \$750,000 in last three years and will spend another \$200,000 this year.

Supported purchase of university-wide license for Microsoft software, which is provided free to all students.

Oversaw development of online registration and payment systems, as well as an online degree audit system.

Supported the development of several completely online programs (most at the graduate level).

Oversaw development of an intellectual property policy, which protects the university's ability to develop online courses while also protecting legitimate faculty interests.

Served on the board of the Ohio Learning Network, which is the Ohio Board of Regents' organization for coordinating web-based instruction among Ohio's public universities and community colleges.

Served on the executive board of Ohio Link, which is one of the most comprehensive and successful statewide online library systems in the nation.

Student Affairs and Enrollment Management

Awarded staff member of the year award in 2001 by Student Government.

Developed new enrollment marketing efforts directed at out-of-area students.

Oversaw development of over 600 new beds including a new honors residence hall.

Increased scholarships by \$4M.

Developed new approach to recruiting undergraduates by utilizing the Enrollment Management Action System (EMAS) from Noel Levitz, as well as the Forecast Plus predictive modeling service.

Supported improvements in the university's website and recognized its value in recruitment.

Initiated efforts that significantly increased the number of valedictorians and salutatorians in the university.

Developed a University College to coordinate students' first-year experience.

Developed learning communities for first-year students to create a greater sense of belonging and to improve retention.

Initiated a Math Learning Center to assist students from developmental math courses to calculus.

Developed online registration system as well as a degree audit system.

Supported numerous efforts to improve retention.

Improved food services for students. \$3M project almost complete, and \$7M project in process.

Supported development of Legal Services for students.

Curriculum and Program Development

Encouraged major reform in general education that emphasizes a more flexible outcomes-based approach.

Supported development of several web-based degree programs.

Supported development of a new Ph.D. program in Environmental Sciences (interdisciplinary program among several departments in the College of Science and Mathematics).

Strengthened Ph.D. programs in Computer Science and Computer Engineering.

Supported development of several new masters programs and new centers (Center for Brain Research, Toxicology Center, and Lifespan Health Research Center).

Advancement

Oversaw development of an integrated marketing plan with initial emphasis on enrollment marketing to in-state, but out-of-area undergraduate students.

Worked closely with the president on recruitment of vice president for advancement.

Assisted the president and the vice president for advancement in appeals for gifts. Largest amount raised in university's history in each of last two years. First endowed academic chairs created in three colleges over the last two years.

Worked with the president and the vice president for advancement to develop a new mission and focus for the University Foundation.

External grants to the university have increased from \$30M to \$48M.

Multicultural Affairs

Promoted recruitment and retention of African American students through special scholarships and retention efforts. Number and percentage of African American students at highest level in university's history. Retention of African American students higher than retention of majority students.

Increased the number of women and minorities among the university's faculty and staff.

Promoted promotion and tenuring of African American and women faculty.

Appointed women and African Americans as associate provosts, vice presidents, deans, and assistant vice presidents.

Developed in cooperation with the director of athletics a gender equity plan that increased participation of women in sports, scholarships for women, salaries for coaches of women's teams, travel and communication budgets for women's teams, and facilities for women's sports.

Dramatically strengthened the Center for International Education.

Developed major in African American Studies.

Initiated Visiting Professorship in African and African American Studies.

ADMINISTRATIVE ACTIVITIES AS DEAN

Planning

Chaired the University Information Technology Planning Committee, which drafted comprehensive recommendations for development of administrative, and academic computing technology. (1995-1997)

Chaired Subcommittee of University Strategic Planning Council on Criteria for Evaluation of Academic Programs. (1994 and 1995)

Member of University Strategic Planning Council (1994-1997). One of only two deans on the Council.

Member of University Physical Master Planning Committee (1995-1997). One of only two deans on the Committee.

Member of University Council. This was the highest advisory group to University President. One of only two deans on the council.

Guided completion of 1997 College Plan that emphasized increased retention, development of technology, faculty development, and building on areas of strength.

Guided drafting of 1987 College Plan that emphasized faculty development, general education, and the identification of priority programs for future development.

Guided development of 1982 College Plan that established specific priorities and provided reallocation of resources among departments.

Chaired special University Committee on the Future Financial Resources of the University.

Chaired University Planning Task Force subcommittee on academic strengths and weaknesses in the University. (1986)

Chaired, University Strategic Communications Advisory Council. (1992)

Technology Development

Chaired the University Information Technology Planning Committee, which drafted comprehensive recommendations for development of administrative, and academic computing technology (1995- 1997). Most recommendations were implemented.

Developed new computer labs for Social Sciences and Music.

Initiated a new Language Resource Center for Modern Languages and for TESOL and ESL programs.

Developed several computer labs for instructing writing with intensive use of computing

Provided computers for all faculty and staff and had them networked

Developed assistant dean for computing position and new technology support manager position.

Developed new Computing Policy for the college that outlined allocation of computing resources computing support, and proper use of college computers and software.

Developed a five-year Computing Plan for the college.

Curriculum Development

Guided the development and the adoption of a new general education program.

Initiated new graduate program in Urban Administration.

Supported development of International Studies Program.

Initiated Writing-Across-the-Curriculum Programs in the college.

Initiated use of intensive computing for teaching of first year composition.

Facilities

Planned and implemented an \$11M expansion and renovation of the fine and performing arts building.

Prepared plans and obtained approval in University Capital Plan for \$15M renovation of Millett Hall which houses the social sciences and humanities.

Multicultural Affairs

Supported development of minor in African and African-American Studies.

Supported development of Women's Studies Program in the college.

Assisted in initiation of Center for Women's Studies.

Promoted the employment and tenure of women and minorities in the college.

Appointed women and African-Americans to leadership positions in the college (i.e., chairs, directors, assistant dean and associate dean).

Assisted and encouraged the development of the college's and university's Gospel Choir, which is also a credit activity in the college.

Student Affairs

Insisted on systematic use of student evaluations in P&T and merit processes long before university policy required it.

Invited student representatives as regular members of the college senate and the meetings of the college department chairs.

Had periodic lunches with majors from each department without chairs or faculty in attendance to receive student views of department personnel and programs.

Always maintained open-door policy for students.

Faculty Development

Initiated mentoring program for new faculty.

Significantly increased opportunities for faculty leaves in the college.

Developed faculty development fund.

Maintained travel funds for faculty in times of fiscal austerity.

COMMITTEE SERVICE

State-wide Committees

Ohio's Inter-university Council of Provosts (The IUC has full-time staff and lobbies for public universities in the legislative and executive branches and with the Ohio Board of Regents.)

OhioLINK Executive Board (Ohio's digital library system)

Ohio Learning Network Governing Board (Ohio's collaborative mechanism for distance education and web-based courses)

Ohio Board of Regents Advisory Committee for Distributive Learning

University Committees

University Cabinet, Chair, 1998-present
University Promotion and Tenure Committee, Chair, 1998-present
University Technology Committee, Chair, 1998-present
University Budget Review Committee, 1998-present
University Faculty Senate, Ex-officio Member, 1998-present
University Inaugural Committee, Co-chair, 1998
University Council, 1997
Information Technology Planning Committee, Chair, 1996
Search Committee for Dean of Science and Mathematics, Chair, 1995
Search Committee for University Auditor, 1995
Search Committee for Director of Public Relations, 1995
Master Plan Committee, 1995-96
Advisory Committee to the President on Selection of Interim V-P for Academic Affairs,
Chair, 1992
Strategic Communications Advisory Council, Chair, (1992)
Academic Council, 1989-1992, 1994-1997
Graduate Council, 1982-Present
Committee on Classrooms of the Future, Chair, 1990
Assessment Committee, 1990
Research Challenge Committee, Chair, 1987
Subcommittee on Academic Programs of Planning Task Force, Chair, 1986
Presidential Search Committee, 1985
Committee on Promotion and Tenure Procedures, 1985
Committee for Review of Eminent Scholars Proposals, 1985
Search Committee for Dean of Science and Math, 1985
Committee for Development of Policy on Campus Disruptions, 1985
Scholarship Committee, 1985
Selective Excellence Advisory Committee, 1985
Academic Progress Committee, 1985
Task Force on Financial Resources, Chair, 1984
Promotion and Tenure Committee, 1983-present
Committee of Deans for Review of Faculty Compensation Policy, 1983-85
University Evaluation Committee for: Applied Behavioral Science, Economics, Undergraduate
Business, Geography, Political Science, Theatre, Art, Music, Religion, Modern Languages
Applied Behavioral Science Graduate Program Steering Committee, 1978
Curriculum Committee, 1978
Agenda Committee, 1977
Research Council, 1977
Pre-Medical Advisory Committee, 1977

College Committees

College Planning and Continuous Quality Improvement Committee, Chair, 1997
Multicultural Affairs Advisory Council, Chair, 1992-1998
Promotion and Tenure Committee, Chair, 1983-1998
Faculty Senate, Chair, 1983-1998
General Education Committee, Chair, 1982-86
Committee on Student Recruitment and Retention, 1984
Planning Committee, Chair, 1982
Curriculum Committee, 1980-81
Petitions Committee, 1978
Graduate Studies Committee, 1977

Department Committees

Promotion and Tenure Committee, 1979-81
Salary Committee, Chair, 1979-81
Scheduling Committee, Chair, 1979-81
Recruitment Committee, 1976

TEACHING

Major teaching fields in American government, public administration, and public personnel management. Student evaluations in both graduate and undergraduate courses were consistently above the college average.

SCHOLARSHIP

Books and Book Chapter

Evaluating Health Maintenance Organizations, New York: Quorum Books, 1991, 200 pp.

Public Personnel Management, Lexington, MA: D.C. Heath, 1985, 330 pp.

"City Budgeting and Budget Problems," State and Local Government and Administration, ed. by J. Rabin and D.B. Dodd, Marcel Dekker 1984, pp. 86-102.

Technical Report

Investing in Ohio's Future: The Social and Economic Impact of Ohio's Public Universities, Inter-University Council of Ohio, March 1989. Co-author: Mary Ellen Mazey.

Articles in Refereed Journals

"Comparison of State and Local Employee Benefits and Private Employee Benefits," Public Personnel Management, Winter, 1991, pp. 429-439.

"Health Care Cost Containment in Large American Cities," Public Personnel Management, Spring 1989, pp. 87-100.

"Minorities and Women in State and Local Government: 1973-80," Journal of Urban Affairs, Summer 1986, pp. 1-13. Co-author: Mary Ellen Mazey.

"Retrenchment in Public Organizations: Problems and Prospects," Personnel Administrator, January, 1985, pp. 91-96.

"Management by Objectives in American Cities," Public Personnel Management, Summer, 1981, pp. 223-232. Co-author: Ted Staton.

"Zero-Base Budgeting in American Cities," Public Administration Review, May-June, 1980, pp. 253-259.

"Types of Budgeting and Budgeting Problems in American Cities," International Journal of Public Administration, May 1980, pp. 510-514.

"Lessons from the Dayton Firefighters' Strike," Public Personnel Management, January-February, 1979, pp. 33-40.

"Rewards and Public Employees' Attitudes About Client Service," Public Personnel Management, March-April, 1977, pp. 98-105.

"Rules and Public Employees' Attitudes About Client Service," State and Local Government Review, September, 1977, pp. 74-80.

Reprints and Book Reviews

"Zero-Base Budgeting in American Cities," Municipal Government, Politics and Policy, ed. by Gunnar Wikstron, University Press of America, 1982. (Reprint)

"Lessons from the Dayton Firefighters' Strike," Labor Relations in the Public Sector, ed. by Marvin J. Levine, Grid Publishing, Inc., 1984. (Reprint)

Book Review of City and Regime in the American Republic by Stephen L. Elkin in Sociological Inquiry, Winter 1990, pp. 108-111.

Papers Published in Official Proceedings

"Recruitment of Physicians by HMOs," Advances in Health Care Research, 1993, pp. 21-26.

"Health Care Cost Containment in the Public Sector," Advances in Health Care Research, 1988, pp. 83-86.

"Retrenching and Innovating in a Liberal Arts College: The Roles of Chairperson and Dean," Issues in Higher Education, 1986, pp. 357-366. Co-author: Mary Ellen Mazey.

"A Comparison of Male vs. Female Chairpersons," Issues in Higher Education, 1986, pp. 337-346. Co-author: Mary Ellen Mazey.

Unpublished Papers

Health Care Cost Containment in Large American Cities, National Conference of the American Society for Public Administration, April, 1987.

Rules, Rewards and Employee-Client Relations Within Several Local Public Employment Offices, Midwest Political Science Association, 1976.

Relationship of Rules and Rewards to Employee-Client Relations Within Several Local Public Employment Offices, Southwestern Social Science Association, 1976.

Zero-Base Budgeting in American Cities, National Conference of the American Society for Public Administration, April, 1979.