

# Aimee D. Shouse, Ph.D.

## Curriculum Vita



### Education

Ph.D. in Political Science, Vanderbilt University, August 1996

*Dissertation: Interest group politics and the legislative process: the impact of conflict on the language of legislation*

Committee Chair: Dr. George J. Graham

B.S. in Political Science, University of Central Arkansas, May 1989

Minor in economics

### Career Highlights

- Over thirty-two years of progressive faculty and administrative experience at three four-year public universities, including two regional public universities and one R2 high research institution
- Eight years of successful administrative experience at level of college dean or associate provost, including during periods of institutional transitions
- Record of collegial and transparent leadership
- Completed AASCU's *Becoming a Provost Academy* leadership training, 2023-2024
- **Budgeting:** During 2023-2024 AY, oversaw a budget of \$15.5 million as Acting Dean of Tarleton State's College of Liberal and Fine Arts, during university's transition to a modified RCM budget model.
- **Institutional Policies and Procedures:** Reviewed, drafted, and edited institutional policies and procedures related to faculty affairs, including tenure and promotion review, establishing tenure and promotion criteria, promotions for fixed-term faculty ranks, faculty development leave (sabbatical), emeritus faculty designation, and faculty post-tenure review.
- **Faculty Affairs:** streamlined faculty credentialing process; clarified awards criteria, improved faculty grievance and appeals processes; led faculty and student task force for reviewing and revising student evaluation questions and process.
- **Professional Development:** Implementation of university-wide professional development programs for faculty and department chairs at two institutions, both in-house and with a vendor (ACUE)

- **Curriculum:** Direct experience in curriculum development at the doctoral, graduate, and undergraduate levels, including online programs; oversee internal curriculum processes
- **Partnerships:** Creation of institutional partnerships and transfer pathways programs between two-year and four-year institutions in the Minnesota State College and University System, including degree completion program
- **Concurrent Enrollment:** Supervised Southwest Minnesota State University's College Now concurrent enrollment program
- **Multi-campus leadership:** Oversight of academic programs, faculty and a direct report at a branch campus and off-campus instructional sites at three universities
- **Strategic Planning:** Played a lead role in strategic planning at two institutions (SMSU and Tarleton State)
- **Institutional Accreditation:** Experience with HLC and SACSCOC; leadership roles in preparing for successful Higher Learning Commission accreditation visits at two institutions and for SACSCOC Fifth Year Interim Report; served on HLC Assessment Academy team for two institutions. Peer reviewer training through SACSCOC.

## **Current Position**

**Associate Provost & Associate Vice President for Curriculum and Faculty Affairs, Dean of Faculty; Tenured Professor - Tarleton State University, 2021-present**

### **Responsibilities for Faculty Affairs**

- Faculty credentialing and reporting for SACSCOC compliance
- Review and revise institutional rules and procedures related to Faculty Affairs
- Maintain compliance with Texas A&M University System policies related to Faculty Affairs
- Oversee Center for Educational Excellence, Tarleton State's teaching and learning center
- Foster faculty support for community-engaged learning to maintain Carnegie Elective Classification for Community Engagement
- Implement new technologies with product vendors to support faculty, including Association of College and University Educators (ACUE), Academic Analytics, Faculty Insight Faculty Activity Reporting and Reviews and Workflows, Quali Build, Gap SmartEvals, and Simple Syllabus
- Serve as liaison with Human Resources on personnel matters
- Support college deans by generating CUPA HR data for faculty hiring
- Oversee promotion and tenure processes
- Implement appeal and grievance procedures for faculty
- Supervise direct reports: Assistant Provost for Curriculum and Assessment; Associate Dean for Faculty Affairs and Development; Director of Extension and Off-Campus Education; Faculty Affairs Coordinator (staff)
- Support department heads with professional development and on personnel matters
- Manage memberships and charges of all university committees and councils that fall under Academic Affairs
- Implement university faculty awards process

### **Notable Accomplishments**

- Revised tenure and promotion review procedures to create more transparency and accountability
- Principle Investigator for Texas Higher Education Coordinating Board Student Success Acceleration Program Grants to increase use of OER and low-cost course materials:
  - Planning Grant: \$36,943
  - Implementation Grant: \$172,136
- Increased opportunities for shared governance, including trainings for peer review committees and department heads regarding faculty evaluation
- Increased voluntary faculty participation in Effective Teaching Certification through the Association of College and University Educators (ACUE) to 52% of all full-time faculty
- Implemented a new year-long model for faculty orientation and onboarding to the university
- Implemented faculty hiring and course scheduling at Fort Worth campus to admit first and second year students
- Streamlined faculty credentialing process with greater ability to generate the SACSCOC faculty roster.
- Facilitated move of record-keeping for faculty career lifecycle events (tenure, promotion, post-tenure review) from academic colleges to the Provost's Office.
- Reviewed and revised student course evaluation questions and evaluation process in collaboration with a task force of thirty-two faculty and students.

### **Previous Administrative Experience**

#### **Acting Dean, College of Liberal and Fine Arts – Tarleton State University, 2023-2024**

- Oversaw college budget of \$15.5 million
- College Faculty Headcount - 203; College FTE – 137
- Responsible for eight academic departments; a National Public Radio-affiliated radio station, WK Gordon Center Museum, the Texas Folklore Society partnership, and Texas Center for Community Journalism
- Managed transition to the university's decentralized budget model
- Reallocated college resources to address faculty salary compression for instructors, assistant professors, and most recently promoted associate professors
- Reorganized staffing to provide support assistance to all departments and department heads
- Collaborated with Institutional Advancement on donor relations
- Developed a Ph.D. program in Public and Applied Humanities, approved internally, being submitted to Texas A&M University System Board of Regents for 2025 consideration
- Assisted with onboarding new COLFA Dean after his arrival

## **Dean, College of Arts, Letters, and Sciences - Southwest Minnesota State University, 2017-2021**

### Responsibilities:

- Represented the College on the President's Cabinet
- Supervised 80 full-time faculty and approximately 40 adjunct faculty, in twenty disciplines across five academic departments (English, Philosophy, Spanish, and the Humanities; Fine Arts and Communication; Mathematics and Computer Science; Sciences; and Social Sciences)
- Participated in shared governance with Inter Faculty Organization local faculty union association; met regularly with IFO presidents
- Oversaw McFarland Library and Southwest Minnesota History Center
- Supervised university's NACEP-accredited concurrent enrollment program and staff, with almost 120 high school partners across Minnesota
- Maintained accrediting standards for Social Work (CSWE), Music (NASM), and support accreditation efforts of Exercise Science (CAAHEP)
- Represented President's Cabinet, Academic Affairs, or the College on numerous committees and workgroups, including the Committee on Institutional Assessment, Institutional Review Board; Calendar Committee; Academic Appeals; and the Higher Learning Commission/Strategic Planning Committee
- Responsible for College personnel and operating budgets (approximately \$10,700,000)

### Accomplishments:

- Coordinated SMSU's Transfer Pathways, an initiative of the Minnesota State System for seamless transfer between community and technical colleges and the university
- Coordinated SMSU's implementation of multiple measures for course placement in English and Mathematics, as part of the Minnesota State Colleges and Universities System's *Developmental Education Strategic Roadmap*
- Contributed to the creation of the university's first supplemental instruction program
- Facilitated creation of three fully online programs from the College of Arts, Letters, and Sciences (Community Psychology and Health Promotion, History, and Sociology)
- Oversaw scheduling of online liberal education courses to fulfill the needs of twelve fully online majors from across the university
- Developed partnership with 2-year colleges for programs in Arts, Letters, and Sciences;
- Led effort by Mathematics program to develop a co-requisite model of developmental education for College Algebra
- Fostered the development of an English for Multilingual Speakers program for international students and domestic students for whom English is not their primary language
- Led the development and approval of a Cybersecurity graduate certificate program and Data Science undergraduate program
- Helped secure funds for purchase of an NMR for Chemistry
- Coordinated between Biology and Environmental Science programs and the Southwest

- Minnesota Beekeepers Association to place beehives on campus for educational purposes
- Oversaw over \$400,000 in grants for concurrent enrollment program; facilitated all other external and internal grant opportunities pursued in the College
- Implemented regular meetings with Foundation and Development Office staff to discuss the College's funding priorities and needs
- Identified space in the library for the Center for Online Learning and Teaching (COLT)
- Oversaw the development of written tenure and promotion expectations by College programs and departments
- Planned and implemented an expanded new faculty orientation and onboarding program;
- Initiated the creation of the SMSU alma mater and served on selection committee for lyrics and melody

**Director and Professor, Liberal Arts and Sciences, Western Illinois University (WIU), August 2015-June 2017**

- Successfully managed the reorganization of faculty from three eliminated departments (Women's Studies, African-American Studies, Religious Studies) into one new department, during a time of budget cuts, program elimination, faculty layoffs, and office moves
- Coordinated integration of an interdisciplinary major, three minors, and one graduate program, and the respective faculty, into one new academic unit
- Wrote and successfully presented the proposal for new department status to the Illinois Board of Higher Education
- Managed appropriated department budget and three foundation accounts
- Oversaw programmatic and general education assessment activities for all programs in the department
- Advised graduate students
- Managed course offerings, faculty assignments, and student advising at both the Macomb campus and Quad Cities branch campus
- Coordinated with Women's Center (Student Affairs) to offer student activities related to the Women's Studies (Academic Affairs)
- Served on the Chairs' Council of the Dean, College of Arts and Sciences

**Chair and Professor, Department of Women's Studies, WIU, Jan. 1, 2009 – 2016**

**Interim Chair, Department of Women's Studies, WIU, Aug. 1 2008 - Dec. 31, 2008**

**Leadership Intern in Planning and Budget: College of Arts and Sciences, WIU, Spring 2008**

**Acting Director, Women's Studies Program, WIU, Fall Semester, 2003**

**Acting Chair, Department of Political Science, WIU, January 1, 2002 – June 30, 2002**

**Coordinator for General Education, College of Arts and Sciences, WIU, 2000-01**

**Department Internship Coordinator and Academic Advisor, Department of Political Science, WIU, 1994-97**

**Administrative Professional Development**

- Becoming a Peer Evaluator Training, SACSCOC, 2023
- Becoming a Provost Academy, AACSCU and AALI, 2023-2024
- Inclusive Teaching for Equitable Learning, Microcredential, ACUE, 2023
- Higher Learning Commission Effective Administrators Seminars, Summer, 2020
- Higher Learning Commission Assessment Academy, 2019 (SMSU); 2006-2007 (WIU)
- Higher Learning Commission Annual Conference, 2019, 2015, 2012, 2009, 2008
- Minnesota State System Academic and Student Affairs Leadership Conferences, 2017-2019
- Council of Colleges of Arts and Sciences Annual Conference, 2018
- Minnesota State System “Decision-Maker Training for 1B.1 (Sexual Harassment) and Respectful Workplace Claims,” 2018
- Minnesota State System “Art of Supervision” and “Science of Supervision,” 2018
- Academic Chairperson Conference, 2017
- ACE Leadership Academy for Department Chairs, 2009

**FACULTY AND SERVICE EXPERIENCE**

**Faculty Rank and Tenure**

- **Professor, with Tenure**, Tarleton State University: Political Science 2021-Present
- **Professor**, Western Illinois University: Women’s Studies 2009-2017
- **Associate Professor**, WIU Department of Political Science: 2003-2009
- **Tenured**, WIU Department of Political Science: 1999 (Tenure and Promotion were separate decisions at that time)
- **Assistant Professor**, WIU Department of Political Science: 1993-2003
- **Adjunct Instructor**, Vanderbilt University Department of Political Science, Summer 1992

**Teaching**

**Courses Taught (sample)**

Introduction to Women’s Studies	The Congress
Women and Politics	Parties, PACs, and Pressure Groups
Politics of Reproduction	The Legislative Process (grad)
Introduction to Liberal Arts and Sciences	Seminar in American Politics (grad)
American Government and Politics	Tradition and Change: Focus on the Social

## Research/Scholarship

### Publications

- Gentry, J. E., Stoker, S., Leach, L., & Shouse, A. (2025). Supporting academic career pathways for graduate student instructors through targeted educational development. *InSight: A Journal of Scholarly Teaching*, 20, Article 6. <https://doi.org/10.46504/20202506ge>
- Shouse, A. (2013). *Women's rights decoded*. ABC-CLIO.
- Shouse, A. (2011, January 19). Equal Rights Amendment: Challenging the status quo. In *American history*. ABC-CLIO.
- Shouse, A. (2009). Government structure and abortion politics: How federalism and separation of powers shapes the conflict. In S. M. Fernandez, L. Baker-Sperry, & H. McIlvaine-Newsad (Eds.), *Interdisciplinary views on abortion: Essays from philosophical, sociological, anthropological, political, health, and other perspectives*. McFarland.
- Shouse, A., & Hardy, R. J. (2008). A university-wide responsibility: Civic engagement and the presidential election. *Journal of College and Character*, 10(1).
- Hardy, R. J., Deitz, J., Lee, J., & Shouse, A. (Eds.). (2007). *The presidential contest 2008: Essential readings and voter information*. Kendall Hunt Publishing.
- Shouse, A. (2003). *Presidents from Nixon through Carter, 1968–1981: Debating the issues in pro and con primary documents*. Greenwood Press.
- Shouse, A. (1999). Civic education and democratic values: The necessity of a political education for teacher education students. *Illinois Political Science Review*, 8.

### Conference Proceedings

- “Too Many Cooks in the Kitchen: Assessment of General Education,” with Judi Dallinger, Lori Baker-Sperry, and James Schmidt. Recorded Proceedings from *Hot Topics in Chilly Times*, the 2009 Annual Meeting of the Higher Learning Commission, Chicago, IL April 2009.

### Professional Presentations

- Session Co-Presenter: “Navigating Succession: Utilizing Associate Deans to Ensure Smooth Leadership Transition” with Ben Sword and Emran El Badawi, at the 2024 Council of Colleges of Arts and Sciences Annual Meeting, Austin, TX, November 6-9, 2024.
- Session Co-Presenter: “Promoting Teaching Excellence in an Aspiring R1 Institution” with Diane Stearns and Lesley Leach, at the 2024 National Higher Education Teaching Conference, Minneapolis, MN, June 13 & 14, 2024.
- Session Co-Leader: “What’s Next? Reflect & Discuss with other 4-Year Institutions to Create a Movement Action Plan” with Amy Chasteen, at the 2023 National Higher Education Teaching Conference, New York, NY, June 23, 2023.
- Session Co-Presenter: “Developing a New Department Culture: When Programs Merge” with William “Buzz” Hoon, at the 2017 Academic Chairperson Conference, New Orleans, LA, Feb 8-10, 2017.
- Session Co-Presenter: “What Next? Linking Persistence and Completion with Assessment” with Nancy Parsons and Lori Baker-Sperry, at the 2015 Annual Meeting of the Higher Learning Commission, Chicago, IL April 2015.
- Session Co-Presenter: “Implementing a New University-Wide General Education Assessment Plan: There is No Such Thing as ‘It’s Done!’” with Nancy Parsons and Lori Baker-Sperry, at the 2012 Annual Meeting of the Higher Learning Commission, Chicago, IL, April 2012.
- Session Co-Presenter: “Too Many Cooks in the Kitchen: Assessment of General Education,” with Judi Dallinger, Lori Baker-Sperry, and James Schmidt, at the 2009 Annual Meeting of the Higher Learning Commission, Chicago, IL April 2009.
- Roundtable Leader: “Assessment of General Education at Western Illinois University,” at the 2008 annual meeting of the Higher Learning Commission, Chicago, IL April 2008.

### **Refereed Conference Presentations**

- Paper: “The Political Activity of Sex Segregated Occupational Organizations.” Presented at the 2006 Annual Meeting of the Midwest Political Science Association, Chicago, IL. April 2006.
- Paper: “Women and War: A View from Political Science.” Presented at the 2004 Annual Meeting of the National Women’s Studies Association, Milwaukee, WI. June 2004.
- Paper: “The Politics of Abortion: Interest Groups and Policy Decisions.” Presented at the 2004 Annual Meeting of the National Women’s Studies Association, New Orleans, LA. June 2003

- Paper: “Sexual Abuse of Women Prisoners: A Survey of Laws Designed to Protect Inmates from Custodial Abuse,” with Polly Radosh. Presented at the 2001 Annual Meeting of the American Society of Criminology. November 2001.
- Paper: “The Necessity of Political Education for Students.” Presented at the 1998 Annual Meeting of the Illinois Political Science Association, Springfield, Illinois. Fall 1998.
- Paper: “A Political Apprenticeship: The Political Activity of Illinois Direct Entry Midwives.” Presented at the 1998 Wilma E. Grote Symposium for the Advancement of Women, Morehead, Kentucky. Spring 1998.
- Paper: “Midwives and the States: A Case Study of Group Organization and Policy Outcomes.” Presented at the 1997 Annual Meeting of the Midwest Political Science Association, Chicago, Illinois. Spring 1997.
- Paper: “An Environment of Change: Interest Groups and National Forest Legislation.” Presented at the 1994 Annual Meeting of the Southern Political Science Association, Atlanta, Georgia. Fall 1994

## **Professional and Community Committee/Service Activities**

### **Texas Higher Education Coordinating Board**

- Academic Course Guide Manual Advisory Group (2023-Present)

### **Texas A&M University System**

- Member, Faculty Innovation Advisory Group (2024-Present)
- Member, Council on Academic Technology and Innovative Education (CATIE) (2022-Present)
  - CATIE Affordable Learning/OER Task Force (2022-Present)
  - CATIE Faculty Task Force (2023-2025)
- New Department Head Workshop Presentation on Faculty Evaluation (July 14, 2022)

### **Tarleton State University and Stephenville, TX**

- Member, President’s Advisory Council
- Member, Dean’s Council
- Lead, Academic Council
- Project Lead, Faculty Hiring Process with Tarleton’s Transformation Realization Office, in consultation with Huron
- Member, Texas Council of Chief Academic Officers
- Chair, Search Committees: Associate Provost and Associate Vice President for Student Academic Success and Achievement; Faculty Ombuds
- Member, Search Committees: Associate Provost and Associate Vice President for Academic Administration, Operations, and Accreditation; Dean of the Mayfield

College of Engineering; Dean of the School of Kinesiology, Title IX/Clery Act Compliance Coordinator

- Member, Stephenville Main Street Advisory Council, Stephenville, TX
- Invited participant, Stephenville Citizens Academy

### **Southwest Minnesota State University and Marshall, MN**

- Member, Search Committee, University President (2018-19)
- Member, HLC Assessment Academy Team
- Co-Chair, Liberal Education Committee
- Member, Committee on Institutional Assessment
- Member, HLC/Strategic Planning Committee
- Organizer, Mustang Ovarions Recognition Event
- Member, Board of Directors, Marshall-Lyon County Public Library (2019-2021)
- Volunteer, Marshall Farmers' Market (Summer 2018, 2019)

### **Western Illinois University**

- Member, Provost's Advisory Council (2015-2017)
- Member, Provost's Academy on Persistence and Completion (2014-2017)
- Member, University Diversity Council (2011-2017)
- Member, President's Roundtable advisory group (2012-13)
- Asst. Director: University-wide "Road to the White House Starts at WIU" Presidential Mock Election Simulation (2007, 2011, 2015)
- Co-Chair/Co-Author: Criterion 4 Self-study, in preparation for Higher Learning Commission (Fall 2008-Spring 2011)
- Member, HLC Assessment Academy Team (2006-2007)
- Member, Faculty Senate (2004-2007)
  - Chair: General Education Review Committee (2006-07)
  - Chair: Ad hoc committee on developing procedures for the assessment of student learning in General Education (2005)
- Assistant Provost's Advisory Group: Student Learning Assessment Comm. (2005-2017)
- Council on General Education/General Education Review Committee
  - Chair (1999-2000)
  - Member (1997-2000, 2003-04)
- Social Science Curricular Assessment Team (1995-98)
- Council on Assessment of Student Learning (1993-94)
- Numerous search committees, for the following positions: Provost, Associate Provost; Dean, Associate Dean, Department Chairs for two departments; Faculty in three departments

### **Awards and Recognitions**

- Award for Outstanding Service, College of Arts and Sciences, April 2007
- Member, Phi Kappa Phi, Spring 2011

