

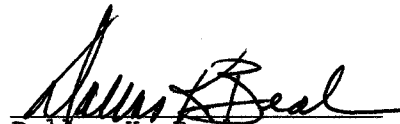
Office of the President

RESOLUTION
concerning
APPOINTMENT OF
RICHARD ALLAN GERBER
as
VICE PRESIDENT FOR ACADEMIC AFFAIRS
at
EASTERN CONNECTICUT STATE UNIVERSITY

June 16, 1989

- WHEREAS, Eastern Connecticut State University has conducted a search to fill the position, Vice President for Academic Affairs; and
- WHEREAS, The President of Eastern Connecticut State University has recommended the appointment of Dr. Richard Allen Gerber; and
- WHEREAS, President Beal concurs in this recommendation; now therefore, be it
- RESOLVED, That effective June 19, 1989, under the terms and conditions of the Trustees' "Personnel Policies for Management and Confidential Professional Personnel," Richard Allen Gerber be and hereby is appointed Vice President for Academic Affairs at Eastern Connecticut State University at a biweekly salary rate of \$3,065.14 (annual salary of \$80,000).

A Certified True Copy:



Dallas K. Beal
President

Richard Allan Gerber
161 Edgewater Drive
Smithville, New Jersey 08201
(609) 652-7319 (Home)
(609) 652-4514 (Office)

Current Position: Associate Vice President
for Academic Affairs
Stockton State College,
Pomona, New Jersey 08240

Education: University of Michigan, Ann Arbor, Michigan
Ph.D. in History 1967
M.A. in History 1960
B.A. in History 1958

Professional Positions:

- * Associate Vice President for Academic Affairs,
Stockton State College, since July 1, 1988
- * Dean of Liberal Arts and Professional Studies,
Stockton State College, 1985 - 1988
- * Chairman, Department of History, Lehman College of
City University of New York, 1978 - 1985
- * Lehman College, City University of New York
and City of New York Graduate Center
Professor of History 1982 - 1985
Associate Professor of History 1974 - 1982
Assistant Professor of History 1967 - 1974
- * Visiting Professor of History,
University of California, Los Angeles,
Summer 1970, 1973, 1981
- * Instructor, Department of History, 1963 - 1967
University of Houston, Houston, Texas
- * Teaching Fellow, Department of History, 1959 - 1962
University of Michigan, Ann Arbor, Michigan
1959 - 1962

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Academic and Professional Honors:

- * Binkley-Stephenson Prize
Awarded by the Organization of American Historians for the best article in the Journal of American History each year. Given for "The Liberal Republicans of 1872 in Historiographical Perspective," Journal of American History, June, 1975.

- * Award for Excellence in Teaching
Lehman College, City University of New York, Academic Year 1976.

- * Elected Trustee, Cresskill, New Jersey, Board of Education, five terms, 1972 to 1985. President of Board of Education, 1977 to 1980.

- * Member, Board of Trustees, Federation of Jewish Agencies of Atlantic County, New Jersey, 1988.

- * Appointment to City University of New York Doctoral Faculty (Graduate Center, CUNY) as specialist in American Constitutional History.

- * Membership, Columbia University Faculty Seminar in American Civilization.

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PROFESSIONAL EXPERIENCE:**As Academic Affairs Leader at Stockton State College,
July 1, 1985 to Present****Curriculum Development**

* Energized the pursuit of excellence in the arts, sciences, and professional studies curricula through sustained leadership of faculty in curricular development. Produced coherent, rigorous and current courses of study. Strengthened both liberal arts and professional programs by infusing each with critical elements of the other. Obtained appropriate resources to support these curricular initiatives:

- Led faculty and local hospital officials in preparing and submitting the College's plan for a B.S. in Physical Therapy. Worked with New Jersey Department of Higher Education and national accreditation officials to gain approval of the new degree in April, 1987. The first class was admitted to the Program in January, 1988.
- Redesigned the business studies concentrations in marketing and management to reflect current professional concepts and to augment liberal arts components of these concentrations.
- Integrated theoretical and applied approaches to fine arts majors, including courses in musical theatre, dance therapy, theatre direction, computer music and arts management. Introduced instrumental music courses in woodwinds and percussion. Installed a new program in computer graphics.
- Reconstructed the concentrations in computer science and information systems to reflect sophistication in mathematics and artificial intelligence.
- Modernized the science curricula by introducing students to contemporary instrumentation and techniques in microbiology, chemistry and cognitive psychology. Rebuilt the marine science major to reflect environmental concerns.

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- Strengthened a variety of social sciences and humanities programs, including improved concentrations in international studies, constitutional law and civil liberties, and public history. Revised literature major to include new areas ranging from graduate school preparation to electronic (desk top) publishing.
- Initiated interdisciplinary curricular clusters in public health and policy, legal culture, and "values and the professions." Improved resource base for interdisciplinary curricula in gerontology and Afro-American studies.
- Revised a joint degree proposal in Environmental Engineering with New Jersey Institute of Technology. Merged Environmental Studies and Geology programs to improve course coherence and staffing patterns.
- Organized and piloted a consortial relationship with Rutgers University - Camden to offer at Stockton courses in the Rutgers Master of Public Policy Program. Weekend courses are offered each semester as a service to the regional community.
- Organized submission of a proposal for a four year (generic) Nursing degree to supersede the current two year program.

* Monitored the College's annual and cyclical self-studies of degree programs by providing guidance and resources for those undergoing review and evaluation by accreditation agencies and the Department of Higher Education. This activity has resulted in the successful review since 1985 of all of the College's major fields, the reaccreditation of the Nursing Program by the National League of Nursing for the maximum eight year period, and initial accreditation of the Chemistry Program. Utilized recommendations flowing from these reviews to improve academic planning.

* Initiated long-range project for the infusion of science and technology into the humanities and social sciences. The project is designed to break down the isolation of the humanistic and scientific cultures within the curriculum. Activities include innovation of course clusters, such as "Technology and the Humanities" and "Science and Public Policy," and a Teaching and Curriculum Center to support faculty networking and retraining efforts. For FY 90 the New Jersey Department of Higher Education will provide seven new faculty positions and \$550,000 to fund this project.

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Personnel Management

* Facilitated and monitored the activities of the four Divisional Chairpersons, the twenty three Program Coordinators, and one hundred sixty four faculty in arts, humanities, natural sciences, social/behavioral sciences, and professional programs in business studies, information sciences, and a variety of health sciences.

* Recommended all faculty for initial appointment, reappointment, tenure and promotion in the degree programs of the College. Promoted higher standards for classroom teaching and faculty accessibility to students. Raised expectations for faculty scholarship and professional development in making personnel recommendations.

* Reviewed all divisional staffing requests, faculty requests for leaves of absence, released time, and sabbaticals. Provided institutional perspective in review process.

* Developed annual recommendations for disposition of vacant and anticipated vacant faculty lines. Introduced a two year plan for allocation of lines to degree programs based on priorities for staffing and the relationship between allocation of resources and ongoing curricular development.

* Constructed a Protocol for chairpersons' use in justifying allocation of lines, which considers the relative weight of enrollments, curricular development, and institutional considerations.

* Nationalized the faculty recruitment process to enlarge candidate pools and improve credentials. Worked with the Affirmative Action Officer, divisional chairpersons, and program heads to recruit twenty to twenty five full-time faculty for each academic year since 1985. Commitment to affirmative action resulted each year in significant increases in numbers of minority and women faculty appointed.

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Budget Planning and Allocation

* Developed Academic Affairs annual budget recommendations and spending action plans for faculty and staff salary costs, academic support, and equipment. Based recommendations, in both line item and functional form, on assessment of previous year budgets, evaluation of effectiveness of previous spending, and determination of academic priorities.

These budget recommendations resulted in completing budget allocations earlier than in previous years and in increasingly effective utilization of resources. Current (FY 89) budget for Academic Affairs, including Library, is \$11.2 million.

* Identified needs and wrote Academic Affairs proposals for special College budget requests to the Department of Higher Education. For FY 89 received DHE funding for outcomes assessment, computer equipment, and library collection development (\$295,000).

* Developed a plan for separate funding of science instrumentation, along with the Chairperson of the Division of Natural Sciences and Mathematics and the Director of the Science Labs. This plan provided for \$250,000 over a five year period and established a fixed purchasing and replacement cycle for science equipment independent of the annual operating budget.

* Monitored development of library budget and recommended allocations of funds for special library projects. For FY 89 the library budget is \$1.5 million.

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Faculty Development and Grant Funding

* Delivered programs of faculty support as opportunities for intellectual/artistic growth and professional reinvigoration. Raised levels of internal and external funding for scholarly and curricular projects. Offered faculty exchanges, mentoring activities, travel monies, released time and workload adjustments as incentives for faculty development.

* Wrote and submitted a grant proposal for renovation/retrofitting of the College's science laboratories. Received \$2.0 million from the New Jersey Board of Higher Education, the largest single award in the State of New Jersey. Coordinated this project with science faculty, college and state officials, architects and facilities consultants.

* Reviewed faculty grant applications from an institutional perspective for submission to Department of Environmental Protection, the National Science Foundation, the New Jersey Council on the Arts, and the Department of Higher Education. Major awards and renewals of awards have been received in the arts and sciences, particularly Marine Science, Physics and Chemistry (equipment). Since 1985 the amount of those awards has totalled approximately \$575,000. Another half-million dollars was obtained for computer-related projects.

* Organized a committee of faculty to award \$5,000 grants to faculty for Summer scholarly endeavors. Three awards were made in the first round of this now annual competition. Seven awards were given in the second round. Eight awards were given in the third competition. Represented the academic administration in the annual award review.

* Annually monitored and recommended approval for faculty sabbaticals and for research and curriculum development grants made by the (faculty) Research and Professional Development Committee, an internal award-granting agency. Approximately eight sabbaticals and \$70,000 in research support funds have been awarded each year.

Academic Planning and Procedures

* Provided institution-wide perspective for academic decision-making, improved the academic planning process, and increased capabilities to implement and evaluate college academic policies, procedures and regulations.

* Developed management plans with divisional chairpersons which coordinate curriculum development, staffing needs and budgetary considerations. Planning has resulted in effective utilization of resources for academic objectives.

* Identified needs for systematic processes, role clarifications, and/or reporting procedures, productive of stability and reliability in the Office of Academic Affairs. With various faculty and administrative officers constructed procedures and guidelines for the following:

- systematic mechanism for curricular revision and consultation - implemented in Spring, 1986;
- clarification of the roles and responsibilities of Program Coordinators - now incorporated into the local negotiated agreement;
- mechanism for student academic appeals - the Committee on Grades and Standing. Co-chaired this Committee;
- guidelines for faculty recruitment which outline the institutional expectations for appointment/retention;
- chairperson evaluation process - implemented successfully in Spring, 1987.

* With divisional chairpersons improved course scheduling, projection of staffing needs, and sequencing of courses. Results include fewer incomplete schedules for preregistered students, more effective deployment of faculty, reduced confusion at in-person and drop/add registration, and modest reductions in class sizes.

* Improved supervision of Summer School registrations in degree program courses. Results of three Summers include higher student enrollments and more effective planning of Summer offerings. Increased tuition revenues each Summer.

Special Projects

* Took leadership role in organizing and preparing the (fifth year) Periodic Review Report submitted to the Commission on Higher Education of the Middle States Association of Colleges and Schools in December, 1987. The document resulted in reaffirmation of accreditation for the College.

* At the request of the President, wrote the proposal for a Governor's School in the Environment. The project plan, approved and funded by the Office of the Governor of New Jersey, establishes an annual four week residential summer program for gifted high school students from across New Jersey. The first Governor's School in the United States in this crucial field of study, it has already attracted national attention. Developed the implementation plan for the School, with an initial budget of over \$200,000 and coordinated a successful national search for the Directors of the School. Continuing responsibility for supervision of the School.

* Acted as the College's representative to Jewish community groups in placing a Holocaust Resource Center in the campus library. Along with community leaders, planned a major oral history project, located in the Center, which records the memoirs of Holocaust survivors in Atlantic County, New Jersey. This Center will include facilities for research for scholars from across the U.S.

* Served as the College's liaison to the New York University Faculty Resources Network. Identified and recommended (six) Stockton faculty for participation in the Network as University Associates, resulting in enhanced faculty development.

* Took leadership in developing a series of activities for the College related to the Constitutional Bicentennial during 1987 and 1988 academic years. Worked with faculty in planning events and provided fiscal resources for these activities.

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Recent Professional Activities:

- * Invited Participant, Annual Conference on "Emancipation and Its Aftermath," The City University of New York, May 15, 1987; May 20, 1988.
- * Lectures for the New Jersey Academic Decathlon: "The American Constitution: Historical Perspectives," County College of Morris, January 7, 1987, Bergen Community College, January 8, 1987
- * Participant, Snowmass Institute, Advanced Strategic Planning, June 28 - July 3, 1987.
- * Panelist, Rutgers University Forum (TV presentation): "U.S. Constitution: Origins and Intent of its Framers," aired August 14-22, 1987.
- * Lecture, "The Unwritten American Constitution," the New Jersey Retired Educators Association, Jamesburg, New Jersey, September 22, 1987.
- * Panelist, "Jefferson and the Constitution," Stockton State College Bicentennial Conference, Pomona, New Jersey, October 8, 1987
- * Participant, Governors' Schools National Conference, Lexington, Kentucky, October 21-23, 1987.
- * Lecture, "Privacy and the Constitution: a Brief Historical Overview," Stockton State College Bicentennial Conference, Pomona, New Jersey, March 31, 1988.
- * Book Review, Steven M. Gillon, Politics and Vision: The ADA and American Liberalism, 1947-1985 (New York: 1987) in History: Reviews of New Books, Volume 16 Number 2 Winter 1988, 66.
- * Book Review, James L. Huston, The Panic of 1857 and the Coming of the Civil War, in press for History: Reviews of New Books

PROFESSIONAL EXPERIENCE**As Chairman of the Lehman College History Department, 1978-1985**

- * Amid severe resource constraints during and after the New York City fiscal crisis, took responsibility for leadership decisions which rebuilt a department recognized as outstanding among historians. Guidance of faculty resulted in creative curriculum reform, improved student enrollments, increased scholarly productivity and high morale.
- * Managed forced retrenchment decisions regarding faculty and staff to insure retention of the ablest professional historians. Maintained curricular integrity and stabilized student enrollments, despite reductions in faculty from twenty eight to seventeen full-time members of the department.
- * Restructured the history major. Created a three year cycle of courses to offer history majors rigorous intellectual training. Increased the number of history majors each year.
- * Redesigned the M.A. program with special attention to the interests of adult and evening students. Received from external evaluators a highly enthusiastic evaluation of the program and faculty.
- * Expanded and enriched scope of historical specializations available to student majors and implemented a comprehensive system of student advisement.
- * Developed innovations in departmental scheduling of courses and assignment of faculty to them which maximized opportunity for teaching in fields of faculty scholarship while meeting institutional curriculum requirements and student preferences.
- * Developed variable topics courses in history which increased enrollments at the introductory level by forty percent over five years.
- * Evaluated faculty performance as Chairperson of Department. Chaired committee which makes personnel recommendations to the College. Explained and applied departmental standards to candidates for tenure and promotion, and cooperated with them to generate research and teaching credentials which achieved consistent positive decisions.

As Elected Trustee of Cresskill, N.J. School Board, 1972-1985

- * As President of the Board of Education during years of rapid decline in student population, initiated and led district-wide planning efforts to manage shrinkage of the entire school program. Development of strong bridges to faculty and staff, PTA's and numerous community groups resulted in preservation of curricular integrity, excellent labor relations, improved placement of graduates in prestigious colleges and passage of school budgets in annual public referenda.
- * Served as labor relations/contract administration specialist for the Board of Education for ten years. Served as school district contract negotiator in three collective bargaining agreements with the local teacher association. Negotiated first and second contracts with the district's administrative staff. Advised the New Jersey School Boards Association on scope of negotiations issues and grievance procedure in public sector collective bargaining.
- * Served as consultant to New Jersey School Boards Association on parliamentary procedure and group dynamics. Co-authored a film strip published by the New Jersey School Boards Association, introducing school district personnel to parliamentary procedure techniques.
- * Prepared a model Academic Master Plan to guide school districts through enrollment shifts. Published the Plan in New Jersey School Leader. Served as consultant to school boards in implementing local Master Plans.
- * Introduced management reporting systems for the school district. These included procedures for curriculum improvement; determination of budget priorities; evaluation of personnel; resolution of grievances, and revision of policy.
- * Assisted in preparation of \$5,500,000 budgets for Cresskill schools. Experienced in program budgeting and line-item techniques.
- * Chaired large search committee to select Cresskill Superintendent of Schools. Developed criteria for the position and drew professionals, students, and the public into the selection process.

As Member of College and University Faculty, 1967-1985

- * Served as Chairperson of CUNY-wide faculty committee on research and grant related issues. Took leadership in securing University implementation of policies on restricted research; federal government relations; acquisition of data bases for social science research; grant offices services; and usage of overhead funds for non-political ends. This Committee annually solicits, screens, and nominates faculty experts to award University grants for faculty research.
- * Designed a curriculum project integrating reading and writing skills with introductory level historical content. Developed curriculum materials and taught jointly with faculty in Department of Academic Skills. Project resulted in dramatic improvement in basic skills level of under prepared students and improved performance in history courses. Project served as model for Lehman College.
- * Served as primary planner of the governance system currently in effect at Lehman College. Chaired college-wide committee on Governance for Middle States accreditation self-study. Chaired faculty committee which wrote faculty By-Laws.
- * Created an interdisciplinary American Studies Program for Lehman College. Served as administrative chairperson of the Program.
- * Served as elected representative of the Division of Humanities to the Committee on College Requirements, with direct responsibility for monitoring the implementation of the Lehman College undergraduate curriculum.
- * Elected to college-wide committees on tenure and promotion. Improved academic quality of college faculty by requiring research and publication as well as creative teaching.
- * As faculty consultant to Student Affairs Division played leadership role in involving Lehman College faculty in student recruitment, new student orientation, and scholarship fund raising.
- * Chaired Lehman College Committee on Academic Freedom. Heard charges of racism and arbitrary treatment of students. Proposed solutions which resolved those charges.

ACADEMIC EXPERIENCE

Research and PublicationsArticles and Chapters

- * "Point of Order" - an hour long filmstrip which introduces the major problems of parliamentary law and connects them to the basic concepts of group dynamics. Published by the New Jersey School Boards Association, 1984.
- * "The Reinterpretation of the Due Process Clause of the Fourteenth Amendment in the Age of Industrialism," in Joseph R. Freese and Jacob Judd, eds., American Industrialization, Economic Expansion, and the Law (Tarrytown, N.Y.: 1982), 143-209. Described by one reviewer as "the best work in print on the subject."
- * "Long Range Planning for Enrollment Decline," New Jersey School Leader, Volume 11, No. 2, September/October, 1981, 17-23, 26-27.
- * "Playing Tricks on the Dead": Jones v. Alfred H. Mayer Company, An Historical Inquiry," Pace Law Review, Volume 1, No. 1, October, 1980, 59-119. Solicited as one of two major articles for the first issue of this law review, it is used in Constitutional Law classes at Rutgers Law School and has been praised by a judge of the New Jersey Superior Court.
- * "The Liberal Republicans of 1872 in Historiographical Perspective," Journal of American History, June, 1975, 40-73. Winner of Binkley-Stephenson Prize for 1976 by the Organization of American Historians.
- * "Theodore Roosevelt and the San Francisco School Controversy of 1906-1907," New Jersey School Leader, Volume III, No. 3, November/December, 1973, 8-10, 32.
- * "Liberal Republicanism, Reconstruction, and Social Order: Samuel Bowles as a Test Case," New England Quarterly, September, 1972, 393-407.
- * "Edwin L. Godkin Discovers America," Rocky Mountain Social Science Journal, October, 1968, 13-22.
- * "Patterns of Liberalism: Henry Adams and E. L. Godkin Alter Their Thought During Civil War and Reconstruction," University of Houston Forum, Spring, 1967, 3-14.

Edited Books (Related to Teaching)

- * Richard A. Gerber and Davis R. B. Ross, eds., Historian's Process, (Washington, D.C.: 1977).
- * Richard A. Gerber, ed., The Emergence of Modern America (Millburn, New Jersey: 1975).
- * Richard A. Gerber, ed., Introduction to the Study of American History (Millburn, New Jersey: 1975).

Scholarly Book Reviews

- * Thirty seven reviews of historical books in such Journals as: American Historical Review, Journal of American History, Pacific Historical Review, American Quarterly, History: Reviews of New Books.

Historical Papers and Presentations

- * Twenty three presentations before such groups as New York Teachers of Social Studies, New Jersey Retired Educators Association, Historical Conference of Hudson Valley Colleges and Universities, New Jersey Division on Civil Rights, Conference on American Economic Enterprise, International Reading Association, New Jersey School Boards Association, Pennsylvania League of Municipalities, American Studies Association.

Principal Teaching Fields

- * U.S. Constitutional History
- * Civil War - Reconstruction
- * Historiography and Methods
- * U.S. Intellectual History
- * Emergence of Modern U.S.
- * Literature and History

Scholarly Work in Progress

* Retreat From Radicalism: The Liberal Republicans of 1872.

This revisionist book investigates the ideological and political reasons why Radical Republicans on the questions of Reconstruction reversed position in 1872 and opposed reelection of Ulysses S. Grant. Research is based on some sixty six manuscript collections in the U.S., and upon printed primary materials. The volume addresses an outstanding issue in Reconstruction historiography. Approximately 250 manuscript pages completed.

* The American Constitution: An Historical Perspective.

This volume will serve students with interest in the historical development of the Constitution, but with deficiencies in language skills to appreciate the current texts in American constitutional history. Without sacrificing substantive material the book dismantles the technical apparatus associated with its understanding. Themes include the shifting content of justice, organization of government, evolution of legal structures, the growth of rights and remedies, and the out-of-court impact of legal and legislative decisions and policies. This interpretive work should overcome a serious obstacle to teaching constitutional history to undergraduates. Approximately 800 manuscript pages completed.