My career in academia includes adjunct teaching in a community college and a state university, followed by 20 years at a Research 1 institution. I have also been very involved in professional organizations that are deeply committed to faculty and graduate students in a variety of institutions, including providing them with tools to succeed and helping them to build supportive networks. Many of my former advisees are in teaching institutions, so I hear about their local institutional challenges. These engagements keep me grounded in an understanding of different types of academic institutions, as well as their challenges.

I bring these understandings of institutions, experiences of reviewing programs, as well as reviewing the performance of upper administrators in universities, as part of my toolkit for conducting department reviews. I also bring a documented track record of building and strengthening diversity within institutions, and my own experiences as head of a department leading and managing changes, to the task of reviewing departments and programs. My personal record of excellence in teaching, mentoring, and research, for which I have received many awards, including ASA’s Jessie Bernard Award, as well as my commitment to service to the department, profession and other public serving institutions, keeps me attuned to professors’ outstanding—often quiet—contributions to students, departments, universities and disciplines.

I see the role of reviewers as helping to identify strengths, including department strengths and achievements that are sometimes taken for granted within the institution. Reviews are also opportunities to identify areas that require more development with sufficient and effective support. An understanding of the objectives of departments and administrations is useful for assessing opportunities and possibilities for the future. External review can effectively facilitate the conversations between departments and upper administration about future goals and objectives. In addition, external reviews can provide inputs into the department’s objectives—for instance, to build diversity in ways that make sense locally—with ideas that have emerged from other institutions.

I view department reviews as an opportunity to engage in collective brainstorming with experienced reviewers who can guide conversations, ensure different voices are heard, and help to clarify directions of departments as part of ever-changing universities.