3.2.8

Governance and Administration: Qualified administrative/academic officers

The institution has qualified administrative and academic officers with the experience and competence to lead the institution.

Judgment

- Compliant
- Non-Compliant
- Not Applicable

Narrative

Note: Text for all linked documents below can be increased/decreased for ease of reading by pressing your keyboard's Ctrl key while rotating the mouse wheel.

All administrative and academic officers at Angelo State University are highly qualified by training and experience to serve in the particular capacity to which they are appointed. Administration of on-campus and distance education programs is performed by the same officers.

REPORTING RELATIONSHIPS, HIRING, AND EVALUATION OF ASU ADMINISTRATORS AND ACADEMIC OFFICERS

The reporting relationship of ASU’s senior administrative and academic officers is illustrated on the ASU Organization Chart. As indicated, the ASU president reports to the chancellor, who in turn reports to the Board of Regents of the Texas Tech University System. Administrators reporting directly to the ASU president include the provost and vice president of academic affairs; vice president for finance and administration; vice president for development; and vice president for student affairs and enrollment management. Within academic affairs, the vice provost, four college deans, and the dean of Graduate Studies provide oversight and report directly to the provost.

To ensure selection of the best candidates for available positions, the institution has established policies and procedures governing the recruitment, selection, and appointment of employees, as described in Comprehensive Standard 3.2.1, CEO evaluation/selection and Comprehensive Standard 3.2.9, Appointment and employment of faculty and staff. In summary, search committees charged with hiring administrators must submit a current position description, required qualifications, and list of search committee members to either the president or the appropriate vice president or supervisor for approval. The committee chair maintains documentation of the search, and the Human Resources staff ensures that the applicant pool is sufficiently diverse and deep before the search moves into the final phases. Every potential administrative and academic officer must submit a curriculum vitae (CV) and transcripts. The search committee reviews the transcripts and CVs to ensure that the educational qualifications and professional experience of the applicants are appropriate for the defined job responsibilities.

Administrative officers serve without fixed terms and at the pleasure of the president. Deans serve without fixed terms and at the pleasure of the provost. Deans, the vice president for academic affairs, and the president also hold tenured positions that are separate from their administrative roles.
To encourage and ensure quality service, ASU annually evaluates the effectiveness of all administrators, including the president, as described in Comprehensive Standard 3.2.1, CEO evaluation/selection and 3.2.10, Administrative staff evaluations.

**OVERVIEW OF KEY ADMINISTRATORS’ QUALIFICATIONS**

The ASU Administrators document provides an overview of educational qualifications and professional experience for all ASU administrators at the director level and above, and links to CVs for these administrators are provided below; transcripts are available onsite.

**President and Vice Presidents**

Joseph Rallo, PhD in Political Science—President. Dr. Rallo previously served four years as Provost and Vice President for Academic Affairs at Western Illinois University, four years as dean of the College and Graduate School of Business Administration at the University of Colorado at Colorado Springs, and four years as dean of business at Ferris State University. He has taught at Rutgers, the University of Southern Colorado, the Air Force Academy and at Michigan Technological University. He has his BA (1971) from Lafayette College, his JD (1976) from Western New England College, and his MA and PhD (1978 and 1980) from Syracuse University. His academic focus areas include the politics of international trade and technology policy in the European Union.

Brian May, PhD in Animal Science—Provost and Vice President for Academic Affairs, Dean of Graduate Studies. Dr. May has served as dean of the College of Graduate Studies for two years, Director of External Relations for ASU for five years, and is a tenured professor with seventeen years’ experience in the department of Agriculture at ASU. He holds the BS and MS in Animal Science from Angelo State University, and the PhD in Ruminant Nutrition from Texas A&M University.

Michael Reid, MBA in Business Administration—Vice President for Finance and Administration. Mr. Reid previously served as VP for Finance and Administration at Mansfield University of Pennsylvania for seven years; VP for Administration and Finance at Pueblo Community College for three years; Director of Procurement and Capital Facilities Planning at Southern Utah University for five years; and Director of Purchasing, Risk Management, and Telecommunications at Dixie State College for two years. He has a BS in Finance and MBA from Utah State University.

James Limbaugh, PhD in Educational Policy and Leadership—Vice President for Planning, Strategy, and Policy. Dr. Limbaugh has over thirty years' experience in three major university divisions. He has served as an associate dean of students; as a director of auxiliary services; and in several academic affairs positions responsible for curriculum development, student learning assessment, strategic planning, and development of integrated strategic planning processes. He holds the BA in General Business and English from Texas A&M University–Commerce, the BS in History from Frostburg State University, the MS in Student Personnel and Guidance from Texas A&M University–Commerce, and the PhD in Education Policy and Leadership from the University of Maryland. (Dr. Limbaugh left ASU in December 2011 to become chancellor of another institution and will not be replaced.)
Jason Penry, PhD in Educational Administration—Vice President for Development and Alumni Relations. Dr. Penry previously served as director of development for two years at Angelo State University and has another two years’ experience in directing athletics fundraising at Oklahoma State University. He holds the BA in Secondary Education and the MS in Sports Management from Louisiana State University, and the PhD in Higher Education Administration from Texas A&M University.

Vance Valerio, PhD in College Student Personnel Administration—Vice President for Student Affairs and Enrollment Management. Dr. Valerio has 40 years’ experience in various areas of student affairs, student development, and student support, such as enrollment management at nine colleges or universities. Prior to coming to ASU, Dr. Valerio served as VP for Student Development at Midland Luther College, Assistant Vice Chancellor of Student Development Services at the University of Nebraska-Omaha, VP for Student Affairs at Eastern New Mexico University, Dean of Students at Midwestern University, in addition to several other positions in higher education. He holds the BA in History from Augustana College, the MS in Guidance and Counseling from the University of Nebraska-Omaha, and the PhD in College Student Personnel Administration from the University of Northern Colorado. (Dr. Valerio retired in May 2012.)

Javier Flores, EDD in Higher Education Administration—Vice President for Student Affairs and Enrollment Management. Dr. Flores has more than two decades of higher education experience, including serving as provost and vice president for student services at Howard College’s Big Spring campus for two years and Vice President for Student Services at Howard College’s Big Spring campus for eight years. (Dr. Flores succeeds Dr. Valerio effective July 1, 2012). He holds the BA in Political Science from Texas Tech University, the MA in Educational Management and Development from New Mexico State University, and the EdD in Higher Education Administration from Texas Tech University.

Council of Deans

Corbett Gaulden, PhD in Marketing—College of Business. Dr. Gaulden has eleven years experience serving in leadership capacities in colleges of business, including implementing a small business development center and securing its funding. He also has thirty-six years of teaching experience in higher education. He holds the BS in Chemistry from Southeastern Louisiana University, the MBA from Northeast Louisiana University, and the PhD in Marketing from Louisiana State University.

Brian May, PhD in Animal Science—College of Graduate Studies. See Dr. May’s biographical sketch above.

Leslie Mayrand, PhD in Nursing—College of Health and Human Services. Dr. Mayrand has been a Registered Nurse for thirty-four years, the head (note: heads were renamed chairs in late spring 2012) of the department of nursing for eleven years, and directed graduate studies in nursing for five years. Dr. Mayrand holds the BSN from Incarnate Word University, the MSN from the University of Texas Health Science Center at San Antonio, and the PhD in Nursing from the University of Texas at Austin.

John Miazga, EdD in Personnel and Guidance—College of Education. Dr. Miazga has six years experience as education department head and dean of school before becoming dean of the college, five years of service on the Texas Education Advisory Committee, five years of service on the Texas Education Stakeholders Committee, and twenty years of teaching experience. Dr. Miazga holds the AB in Zoology
from The Colorado College, the MS in Curriculum and Instruction from Emporia State University, and the EdD in Personnel and Guidance from Texas A&M University-Commerce.

Paul Swets, PhD in Mathematics—College of Arts and Sciences. Dr. Swets has eight years experience as department head in mathematics at Angelo State University and nineteen years of teaching experience in higher education at three institutions. He holds the BS and PhD in Mathematics from the University of Texas at Austin.

Andrew Wallace, PhD in Physics—Dean of the Freshman College as of April 1, 2012. Dr. Wallace has fourteen years experience as department head in physics at ASU and twenty-three years of teaching experience at ASU. He holds the BS in Electrical-Electronic Engineering from Texas Tech University, and the MS and PhD in Physics from the University of North Texas.

**Vice Provost and Associate/Assistant Vice Presidents**

(Click on a name to see the administrator’s CV or resume.)

Nancy Allen, PhD—Vice Provost

Doug Fox—Associate Vice President for Information Technology and CIO

Cindy Skaruppa, PhD—Associate Vice President for Enrollment Management (Dr. Skaruppa resigned in June 2012 to take a position at another university. The Associate VP position is currently under review by the new VP for Student Affairs and Enrollment Management.)

Angie Wright—Associate Vice President for Finance and Administration

Sarah Logan, PhD—Assistant Vice President for Institutional Research and Accountability

Maggie Pepper—Assistant Vice President for Finance and Administration

Joe Munoz—Sr. Executive Assistant to the President/ Assistant to President for Multicultural Initiatives

**Executive and Other Directors/Managers**
(Click on a name to see the administrator’s CV or resume.)

James Adams—Chief of University Police and Director of Public Safety

Michelle Bennett—Director of Financial Aid

Skip Bolding—Director of Health, Safety, and Risk Management (Bolding resigned in November 2011 and was replaced by Michael Murphy.)

Brian Braden—Executive Director of Information Technology

Crystal Braden—Director of Institutional Planning, Policy, and Effectiveness

Jason Brake—Information Technology Security Officer

Kathleen Brasfield—Director of Athletics (Brasfield retired as of May 2012; Sean Johnson was appointed as the new Director of Athletics effective July 2012.)

Candice Brewer—Director of Operations for the Carr Scholarship Foundation

Denise Brodnax—Controller

Kathe Conner—Coordinator of University Health Clinic (Conner temporarily replaced Yvonne Ramer, who retired in May 2012.)

Janet Coleman—Director of Accounting

Robert Ehlers—Director of the Center for Security Studies

Stephen Emmons—Coordinator of Academic Assessment (Emmons replaced Karen Shumway in July 2012.)

Shirley Eoff, PhD—Director of the Honors Program
Maurice Fortin, PhD—Executive Director of Library Services

Connie Frazier—Director of Housing and Residential Programs

Jay Halbert—Director of Facilities Management

Sean Johnson—Director of Athletics (As of July 2012, Johnson replaced Kathleen Brasfield, who retired in May 2012.)

Jennifer Lennon—Executive Director of Materials Management

Preston Lewis—Director of Communications and Marketing

Michael Loehring—Director of Recruitment Services and Admissions

Nolen Mears—Executive Director of Student Life

Mike Murphy—Director of Risk and Emergency Management (Murphy replaced Skip Bolding, who resigned in November 2011.)

Kurtis Neal—Director of Human Resources

Gregorio Pecina—Executive Director of Business Services

Michael Perez—Director of Extended Studies (Dr. Perez left the institution on March 15, 2012; the Extended Studies program is under review and may not be continued in its current form.)

Katie Plum—Director of Sponsored Projects
Cleave Pool—Director of Counseling Services

Yvonne Ramer, MD—Coordinator of University Health Clinic (Ramer retired in May 2012 and Kathe Conner assumed many of her duties. A search for Dr. Ramer's replacement is underway.)

John Russell—Director of Facilities Planning and Construction (Russell took a job at the TTU System in late July 2012 and the Director position is under review.)

Karen Shumway, PhD—Director of Academic Assessment (Stephen Emmons replaced Shumway effective July 2012)

Cynthia Weeaks—Registrar

Sara Weertz—Executive Director of First-Year Experience