

CURRICULUM VITAE OF MEERA KOMARRAJU

EDUCATION

Ph. D.	Applied Social Psychology, University of Cincinnati, Ohio, USA
Ph. D.	Industrial-Organizational Psychology, Osmania University, India
M.Phil.	Industrial-Organizational Psychology, Osmania University, India
M. A.	Psychology, Arts College, Osmania University, India
B. A.	Psychology, Philosophy, English Literature, Nizam College, India

PROFESSIONAL EXPERIENCE

2005 - current

PROVOST & VICE CHANCELLOR FOR ACADEMIC AFFAIRS,

(Interim Provost, April 2018-Dec. 2019; Provost, Dec. 2019 -current)

PROFESSOR, Psychology, Southern Illinois University Carbondale (SIUC)

Responsibilities

- Manage a budget of ~\$127 million
- Manage ~640 staff and ~930 faculty
- Current student enrollment ~11,266 [~8,000 undergraduate and ~3,000 graduate]
- Hiring and overseeing direct reports, including 10 academic deans, and directors of the Honors program, Center for Teaching Excellence, University Core Curriculum, Extended Campus and Academic Advisement; also oversight of Center for International Education, Enrollment Management and Information Technology prior to recent restructuring
- Planning, development and coordination of all academic programs
- Monitoring of academic program quality
- Administration of academic personnel policies working within a faculty collective bargaining framework
- Faculty hiring, promotion and tenure
- Administering the approved budgets of all academic units
- Representing SIUC on behalf of the Chancellor for university and community events

Key Accomplishments/Contributions

- Served as point person for successful implementation of a campus-wide academic administrative reorganization over a four-year span, resulting in two fewer colleges and reducing 55 departments/schools to 33 schools
- Actively engaged in the campus and system level strategic plan that was recently released
- Encouraged and inspired campus buy-in to make student enrollment and retention the university's top priority; successfully turned around enrollment from double-digit

percentage declines (12%) to almost flat enrollment (0.8%) with an expected uptick in fall 2022

- Increased retention rates by 5 percent in five years
- Initiated a semesterly SIU DAY to bring high school students on campus
- Conceptualized, implemented and currently coordinate the Freshmen Orientation Course to promote a sense of belonging and enhance freshmen retention (extra focus on first-generation, at-risk students)
- Streamlined the implementation of centralized advisement
- Successfully achieved HLC reaccreditation as well as other program accreditations including ABET, NASAD, and AACSB
- Championed a new bachelor's in nursing program and gained the support of a local healthcare organization that invested \$1 million toward the launch; an anonymous donor contributed an additional \$3 million to support the nursing program and start two doctoral programs in physical therapy and occupational therapy
- Introduced new interdisciplinary and high demand academic programs/specializations such as Analytics, Cybersecurity, Digital Humanities, Cultural Competency and Biomedical Engineering
- Enhanced online programs to reach non-traditional, employed individuals such as graduate programs in Social Work, Architecture, Aviation Management
- Revived the 3-minute thesis competition for graduate students locally and regionally
- Supported the American Council on Education (ACE) internationalization lab
- Facilitated international MOUs with universities in several countries (2+2; 3+1+1)
- Participated in Collective Bargaining including the recently concluded negotiating of a new three-year faculty contract
- Judiciously hired deans, school directors, and faculty in line with interdisciplinary thrust
- Formalized mentoring and onboarding programs for new faculty, and staff
- Ensured integrity while maintaining appropriate standards in promotion and tenure decisions
- Maintain active, ongoing engagement with the Illinois Board of Higher Education (IBHE), elected officials, provosts at the state's public universities, community college presidents and provosts, high school principals and superintendents
- Served as a representative of public university provosts on Senate Joint Resolution 41 regarding developmental education reform policy
- Attended monthly meetings with city mayor, city manager, chamber of commerce, regional businesses and provide university updates
- Coordinate and edit a monthly newspaper column on campus "points of pride"
- Streamlined key processes to enable smoother, collaborative, and transparent operations/decisions
- Kept campus affairs flowing smoothly despite frequent, unanticipated transitions in the Chancellor position (four different Chancellors in the past four years)
- Contributed to the creation of a climate of stability, hope and purpose on campus

DEAN, COLLEGE OF LIBERAL ARTS, Southern Illinois University Carbondale
PROFESSOR, Psychology (7/1/2015-4/12/2018)

Responsibilities

- Manage 19 departments/centers [Arts, Humanities, Social Sciences]
- Manage ~188 Tenure track faculty, ~48 NTT/adjunct faculty, ~86 staff
- ~950 Graduate students and ~2,900 Undergraduates
- Strategic planning and budgeting; manage a budget of ~\$33 million
- Enhancing quality of education programs
- Developing a culture of degree completion
- Faculty recruitment and staff development
- Enhancing graduate programming, research and grantsmanship
- Resource enhancement through fundraising

Key Accomplishments/Contributions

- Enhanced college fundraising by ~70% in collaboration with the SIU Foundation, raising \$1.5 million in 2016 and \$1.4 million in 2017 compared to ~\$840,000 in 2015; travelled nationally to meet with alumni; set targets for specific areas
- Enhanced alumni outreach by initiating an eNewsletter, reunions, and advisory boards
- Emphasized recruitment efforts by visiting area high schools
- Increased “yield” by motivating all stakeholders in the student recruitment process
- Initiated a Speakers’ Bureau to facilitate faculty presentations in the local high schools
- Increased student retention rates by streamlining and channeling stakeholders’ efforts
- Introduced new interdisciplinary and online programming to reach “at a distance” students and enable degree completion
- In several departments, created 2+2 programs with various community colleges, accelerated master’s programs [4+1] for current undergraduates, completely online degree completion program
- Supported the creation of online foundation courses in English and Communication Studies facilitating the university’s ability to offer a completely online bachelor’s degree
- Facilitated numerous international MOUs
- Created cohesiveness and a team orientation among the college’s 17 diverse and locationally dispersed units representing the Arts, Humanities and Social Sciences
- Pursued a process-oriented approach, identifying best practices, streamlining operations, collaborating in decision-making, enhancing resources, and developing positive working relationships that helped move the college in the right direction

CHAIR and PROFESSOR, Department of Psychology (7/1/14-6/30/2015)

CHAIR and ASSOCIATE PROFESSOR, Dept. of Psychology (1/1/14-6/30/2014)

Southern Illinois University Carbondale

Responsibilities

- Chief fiscal and academic officer responsible for administering the budget
- Curriculum, programming, and personnel issues
- Prepare course schedules, curricular changes
- Prepare annual review letters
- Coordinate graduate training assignments, graduation requirements
- Process tenure and promotion dossiers

- Strengthen alumni relations
- Handle complaints, problems, crises
- Hire new faculty members, negotiate resources for adjunct faculty
- Hire new office staff, train, provide performance feedback
- PSYC102: Introduction to Psychology: Supervise four graduate student instructors, create course lectures, discussion activities, quizzes, exams, manage website
- PSYC394/594L: Practicum in the Teaching of Psychology: Supervise ~20 PSYC102 TAs
- PSYC202: Careers in Psychology: Instruct & supervise GAs

Key Accomplishments/Contributions

- Emphasized recruitment, retention, and placement of psychology majors
- Initiated and implemented a faculty speaker series
- Initiated alumni outreach: Initiated activities to strengthen alumni relations in coordination with the Alumni Relations and SIU Foundation office; created a departmental alumni eNewsletter (700 graduate and 3,500 undergraduate alumni) followed by a solicitation letter; hosted an alumni reunion at a regional conference.
- Managed ~20 FTE faculty members, ~90 graduate students, and ~450 psychology majors; oversaw an APA accreditation site visit
- Created a cohesive environment through regular communication, recalibrating expectations, transparent and fair processes and proactive interventions

ASSOCIATE DEAN Student & Curricular Affairs (50%) College of Liberal Arts
ASSOCIATE PROFESSOR, Psychology,
Southern Illinois University Carbondale (7/1/12-12/31/13)

Responsibilities

- Coordinate recruitment and retention activities
- Coordinate curriculum-related activities including assessment, program development, program modification, program review and articulation
- Manage student related issues including grievances
- Serve as liaison with units across campus for student and curricular affairs

Key Accomplishments/Contributions

- Developed effective recruitment activities across 17 departments [mailing letters and postcards to prospective students, campus visits]
- Conducted monthly meetings of undergraduate and graduate program directors to share best practices
- Initiated 2+2 partnerships with community colleges and established program articulations
- Coordinated student-success initiatives including living-learning community activities
- Reviewed and determined academic reinstatement, academic misconduct and academic grievances
- Coordinated undergraduate activities with offices across campus (e.g., Enrollment management, University College, Career Services, Housing, Student Services); and facilitated productive alumni relations
- Expanded the college's interdisciplinary offerings, cross-listed courses across programs,

and documented program assessment activities.

- Helped build a sense of community across 17 departments, facilitated open channels of communication, and established a common agenda, by prioritizing regular meetings with the academic advisors and departmental undergraduate program directors. Together, we reviewed academic policies and procedures and initiated mechanisms to enhance student success and eliminate causes of student frustration.

ASSOCIATE PROFESSOR (50%), Department of Psychology (8/12-12/13)

ASSOCIATE PROFESSOR, Department of Psychology (8/09-8/12)

Southern Illinois University Carbondale

VISITING SCHOLAR on Sabbatical Leave (1/12-5/12)

Department of Psychology, Northwestern University, Evanston, Chicago

Collaborated with Prof. Alice Eagly on a research study, Workplace Diversity: Race, Ethnicity and Gender in Perceptions of Leadership

DIRECTOR, UNDERGRADUATE PROGRAM, Department of Psychology

Southern Illinois University Carbondale (1/03-8/12)

Responsibilities

- Manage and enhance the undergraduate program including about 450 majors (approval of majors, minors, course substitutions, advising current & transfer students, increase student enrollment and retention, increase engagement in the classroom as well as in the major)
- Supervise graduate student UG Advisors
- Chair weekly UG committee department level meetings, and
- Implement recruitment, retention, and enrichment related initiatives

Key Accomplishments/Contributions (via teamwork)

- Introduced “Careers in Psychology” course
- Increased and maintained ~450 psychology majors even as campus enrollment declined steadily
- Enhanced a training week for TAs that was pivotal in improving delivery and continuously improving the quality of the large introductory psychology course
- Created a Departmental DVD and posted it on the department website
- Provided outreach programs on residence floor
- Initiating a mentoring program for psychology majors
- Supervised student clubs
- Created and maintained an Alumni Bulletin Board
- Initiating the Top 5% event to recognize Student Excellence
- Set up externship and internship opportunities for Majors
- Showcased our program at open houses, initiated faculty presentations at area high schools; sent program information to the top 100 high school guidance counselors in Illinois to attract high achieving students

- Every year, met with ~45 potential psychology majors and their families during on-campus visits to convince them to join our outstanding undergraduate program
- Successfully increased faculty engagement via productive weekly meetings of the undergraduate committee
- Worked extremely hard to make our program top-notch so it matched our highly reputed graduate programs and engaged faculty in these efforts

ASSISTANT PROFESSOR, Department of Psychology
Southern Illinois University Carbondale (8/05-8/09)

ADJUNCT INSTRUCTOR, Departments of Psychology and Management
Southern Illinois University Carbondale (8/91-8/05)

OFFICES HELD AND HONORS AWARDED IN PROFESSIONAL ASSOCIATIONS

1. 2012-current: **Member, Editorial Board, *Learning and Individual Differences***
2. 2017- 2019: **Member, Selection Committee, G. Stanley Hall and Harry Kirke Wolfe lecture Division 2, American Psychological Association**
3. 2016-2021: **Vice President for Membership, Division 2, American Psychological Association**
4. 2015-2020: **APA Fellows Selection Committee Member, Division 2, American Psychological Association**
5. 2014-2017: **Council Member, Midwestern Psychological Association**
6. 2010-2021: **Coordinator, Midwestern Psychological Association Conference**
7. 2008-2012: **Advisory Board: Annual Editions, Psychology**

HONORS AND AWARDS

2022 *Director's Award* recognizing exemplary service in 2020-2021, by the Department of Public Safety, Southern Illinois University Carbondale

2020-current *Trustee*, Southern Illinois Medical Services (SIMS) Board of Trustees

2021 *Invited Speaker, Supporting Students' Learning Renewal and Academic Success: Rethinking Developmental Education*, IBHE Trustee Leadership Conference (virtual).

2021 *Invited Panelist: Black Staff and Faculty Council professional development series, The Pathway Forward: Leaders in Higher Education*, Southern Illinois University Carbondale

- 2019-20 *Invited Member*, served as Provost of a Public University on the Joint Advisory Council led by the IBHE, Illinois Community College Board, and state legislators; charged via Senate Joint Resolution 41 on developmental education reform with expanding effective academic support for Illinois college students
- 2018 *Invited Reviewer*, NSF's Federal Cyber Service: Scholarship for Service (SFS)
- 2018 *Invited Speaker*, School of Law - Women in Leadership: Overcoming Implicit Bias and Other Career Barriers, Southern Illinois University Carbondale
- 2017 *Invited Speaker, Importance of Work Life Balance*. Illinois Farm Bureau Farm Management Association, Marion, IL
- 2017 *Invited Speaker*, School of Law - Women in Leadership: Overcoming Implicit Bias and Other Career Barriers, Southern Illinois University Carbondale
- 2016 *Invited Speaker*, Charles D. Tenney Distinguished Lecture Series, Southern Illinois University Carbondale Honors Program: *Leadership and the Pursuit of Excellence: What life has taught me*.
- 2015 *Invited Speaker*, "Managing the Budget Crisis – Dean's Perspective" Administrative Professional (AP) Staff Council, Fall luncheon, Southern Illinois University Carbondale
- 2015 *Invited Speaker*, "Leadership: Pursuing Excellence." For the American Association of University Women (AAUW – Carbondale Chapter)
- 2014 *Nominee*, US Professor of the Year Award, *The Carnegie Foundation for the Advancement of Teaching and Council for Advancement and Support of Education*
- 2014 *Invited Speaker*, Midwestern Psychological Association, Non-Cognitive Factors that Predict and Increase Student Motivation and Performance
- 2013 Awarded *APA Fellow Status*, Division 2 (Society for the Teaching of Psychology) based on evidence of outstanding contributions in the field of psychology
- 2013 Awarded *MPA Fellow Status*, by the Midwestern Psychological Association. Fellow status is the highest honor MPA can award a member. Selection requires evidence of significant contributions to the discipline of psychology and/or service to MPA in terms of scholarship, productivity, leadership, and visibility
- 2013 Awarded *10 Year Service Award as Faculty Associate* by University Housing, SIUC, for participation in the Living Learning Community Program. 11th floor, Schneider Hall

- 2013 *Invited Keynote Speaker*, Learning and Teaching Seminar series 2012-2013, Institute of Psychiatry at The Maudsley, King's College, University of London, March 13, *Student-faculty interactions and their association with student motivation and achievement*
- 2013 Speaker, University of Portsmouth, United Kingdom
Increasing Student Success: What Can Instructors Do? Faculty of Science
- 2012 Awarded *University-wide Outstanding Teacher of the Year*, Faculty Excellence Award, SIUC, May
- 2012 First Annual Pi Kappa Alpha *Teacher of the Year Award*, SIUC
- 2012 *Invited Member*, Editorial Board, *Learning and Individual Differences* journal
- 2012 *Invited Reviewer*, NSF's Federal Cyber Service: Scholarship for Service (SFS)
- 2012 *President*, Faculty Senate consisting of 36 Senators, SIUC
- 2012 *Invited Opening Plenary Speaker*, STP-APS Preconference Teaching Institute, Chicago, May. *Increasing Student Success: What Can Instructors Do?*
- 2012 *Invited Speaker*, Midwest Institute for Students and Teachers of Psychology (MISTOP), College of DuPage, Glen Ellyn, IL, February
What can Instructors do to Increase Student Engagement, Motivation, and Performance?
- 2009 *Nominee*, US Professor of the Year Award, *The Carnegie Foundation for the Advancement of Teaching and Council for Advancement and Support of Education*
- 2008 *Selected Participant* in APA's *National Conference on Undergraduate Education in Psychology: Blueprint for the Discipline's Future*. University of Puget Sound in Tacoma, Washington, June 22-June 27; the proceedings of this conference yielded authorship in an APA Handbook chapter.
- 2007 Awarded the *Outstanding Faculty Member Teaching in the Core Curriculum*, SIUC Excellence through Commitment Award
- 2004 Awarded the *Outstanding Term Teacher of the Year Award*, College of Liberal Arts, SIUC
- 2002 Awarded the *Outstanding Term Teacher of the Year Award*, College of Liberal Arts, SIUC
- 2002 *Nominee* for the SIUC *Outstanding Core Curriculum Teacher of the Year Award*

RESEARCH AND CREATIVE ACTIVITY

Grants Received: 11 [total ~\$1.15 million)

Articles in Refereed Professional Journals: 34

Chapters in Professional Books/Online Encyclopedia: 9

Book Review (Invited): 1

Papers and Posters at Professional Meetings: 123

Other Creative Contributions/Online Edited Books: 6

87 Completed Ph.D. Dissertations: 14 as Chair/Co-Chair and 73 as a Committee Member

50 Completed Master's Theses: 17 as Chair/Co-Chair, 33 as a Committee Member

Undergraduate Honors Theses: 5 as Chair including 3 McNair Theses

CONSULTING/PROFESSIONAL SERVICE EXPERIENCE:

APA Accreditation site visitor (Generalist on the team): 8

External Program Reviewer, Psychology undergraduate and graduate program: 2

Internal Program Reviewer, SIUC: 2

Grant Reviewer: 3

Ad Hoc Journal Reviewer: 80+ manuscripts between 2002-current