

Resume or Curriculum Vitae

Holley Morris Roberts, Ed.D.

Curriculum Vitae

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EDUCATION

Ed.D., Curriculum Studies with an Emphasis in Instructional Support (2009) Georgia Southern University, Statesboro, GA.

Dissertation: *Reading In-Between the Lines: Exploring the Experience of Cultivating Cultural Awareness with White Teacher Candidates in a Liberal Arts University in Georgia*

Non-Degree Certification, Educational Leadership (1998) Georgia College and State University, Milledgeville, GA

M.Ed. in Early Childhood Education (1996), **BS in Early Childhood Education** (1993) Georgia College, Milledgeville, GA

PROFESSIONAL APPOINTMENT

Georgia Professional Standards Commission, appointed by Gov. Kemp, July 2020 -August 2023.

ADMINISTRATIVE LEADERSHIP

Interim Associate Provost for Academic Affairs and Director of The Graduate School, Georgia College and State University, July 1, 2020 - present.

Major Responsibilities:

Oversee The Graduate School, University Learning Center, The International Education Center, Montessori Academy, Sandra Dunagan Deal Center for Early Language and Literacy, Office of Grants and Sponsored Projects, Facility Reservations; Serve as Institutional Official for IACUC and IRB; Co-Chair of the University Strategic Planning Committee, Co-Chair of the Georgia College Women's Leadership Faculty Fellows Program. Provide leadership for a wide range of matters related to Academic Affairs and work cooperatively with the Provost, Associate Provost for Transformative Learning Experiences, deans, associate deans, and chairs. Represent Academic Affairs on university curriculum committees: University Curriculum Committee, Graduate Council, and General Education Committee. Oversee Academic complaints, grievances, and appeals.

Direct Reports: 1 Assistant Vice President, 1 Executive Director, 3 Directors, 1 Assistant Director, 1 Coordinator, 1 Administrative Assistant.

Notable Accomplishments:

- Improved academic affairs processes in documenting promotion and tenure, pre-tenure, and post-tenure.
- Partnered with the College of Arts and Sciences and the J. Whitney Bunting College of Business to complete USG application and addendum for the BS in Data Science. The program was approved by the University System of Georgia in August 2021 and the application will be used as a model for other institutions.

- The Office of Grants and Sponsored Projects reached a new record of grant activity totaling over \$4 million for FY21. In collaboration with the CIO and the Office of Finance and Administration, created and implemented a Management Response to Office of Grants and Sponsored Projects internal audit findings: Conflict of Interest Policy and procedures, Payroll Certification Process, and Grant Close-Out procedures.
- Managed The Graduate School through its highest enrollment to date while collaborating with college administrators to examine capacity and program improvements in order to sustain positive enrollment trends.
- In collaboration with the Vice President for Student Life, served as Co-Chair of the 2020-2021 COVID-19 Response Team to develop a process to determine alternative educational arrangements for students who possessed high risk factors associated with COVID-19.
- Increased enrollment at the Montessori Academy by 63% from fall 2020 to fall 2021. Created the Montessori Academy Reopening plan for fall 2020 and significantly improved operations and fiscal oversight of the center, meeting biweekly with the Director and the Budget office. Negotiated MOU with the superintendent of Baldwin County School District. Onboarded new Director of the Montessori Academy. Connected the Deal Center for Early Language and Literacy with the Montessori Academy which resulted in a \$10,000 grant for the Montessori Academy.
- As Co-Chair of the University Strategic Planning Steering Committee, guided the process to review and assess the current strategic plan. Completed report combining two academic years and presented the significant accomplishments, challenges, and next steps to the Executive Cabinet and University Senate. Implemented a new assessment plan to streamline assessment of strategic goals, initiatives, and action items for FY21 Strategic Plan.
- Completed an analysis of the costs and processes related to the Graduate Assistants program and examined distributions across academic units and non-academic units to determine equity and potential inefficiencies.
- In collaboration with the Associate Provost for Transformative Learning Experiences, developed and led the first Department Chairs Academy.
- Collaborated with General Counsel and IACUC Chair to complete the Office of Laboratory Animal Welfare (OLAW) Assurance Document and clarification response. Created a procedure and process for compliance for the Occupational Health and Safety Program through implementing the individual risk assessment.
- Thought partner with Executive Director for the Deal Center for Early Language and Literacy regarding education preparation program study for the University System of Georgia.
- Worked cooperatively with the Assistant Vice President for International Education to update the International Visiting Scholars Process and to launch and promote the Border Free GC Initiative.
- Implemented a process that significantly enhanced the efficiency and accuracy for the application and review for the designation of Emeritus/Emerita Faculty.
- Work closely with the Vice Chancellor for Academic Affairs and Associate Vice Chancellor of Academic Affairs for the University System of Georgia to communicate curriculum changes, academic forecast, and new program applications.

Interim Associate Dean, John H. Lounsbury College of Education, Georgia College and State University, July 1, 2018 - June 30, 2020

Major Responsibilities:

Lead, manage, and promote continuous improvement through accreditation, certification, and program evaluation; coordinate curriculum development and revisions for the College of Education; lead the Educator Preparation Stakeholders' Council; provide leadership and support to all functions of the COE in support of the Dean, the COE mission and the University mission; edTPA Coordinator. Direct Reports: Limited Term Director of Assessment and Accreditation, Database Manager, Livetext Coordinator/Administrative Assistant, Certification Officer, Graduate Assistant.

Notable Accomplishments:

- In collaboration with the Interim Associate Dean of Arts and Sciences, created a proposal to establish the GC Women's Leadership Faculty Fellows program through the Office of the Provost. The initiative was approved and funding provided. The program launched in fall 2019.
- Served as a member of the task force to create and implement Georgia College's eTenure and Promotion System.
- Analyzed and justified the College of Education budget requests collaboratively with the Dean of Education and presented the College of Education Budget one-time and continuous funding requests to the Provost's Office and the University Community.
- Facilitated all College of Education curriculum changes and program additions, including the Ed.D. in Curriculum and Instruction, and provided feedback on the new online curriculum management system through the Office of the Provost.
- Facilitated and led the iPad One-to-One Initiative in collaboration with CIO, Apple Account Executive, and college faculty. In collaboration with the COE Advancement Officer, cultivated gifts for the College of Education's iPad Initiative pilot raising over \$20,000 to kickstart the program.
- Reestablished all assessment processes of the College and led all accreditation and continuous improvement efforts related to the Council for the Accreditation of Educator Preparation (CAEP) Accreditation and the Georgia Professional Standards Commission (GaPSC), including the creation of the Educator Preparation Stakeholders Council to gather stakeholder input on COE assessments, programs, and outcomes.
- Provided support to Chairs and Dean's office for the hiring processes of limited-term, part-time, and permanent faculty.
- Provided mentoring and support to two new department chairs.
- Collaborated with University Communications to promote the accomplishments of the students and the faculty within the COE.
- Collaborated closely with the College of Arts & Sciences to address content needs for initial teaching programs and potential collaborations to promote 4+1 programs, including the Physics pathway for teachers.
- Hired and onboarded the Interim Director of Assessment & Accreditation.
- Completed the Comprehensive Program Review (CPR) report for BS in Early Childhood Education.

Interim Department Chair, Department of Teacher Education, John H. Lounsbury College of Education, Georgia College, August 1, 2016- June 30, 2018.

Major Responsibilities:

Lead, support, mentor and evaluate 32 Direct Reports (23 faculty, 3 staff, 6 part time) faculty; onboard full-time and part-time faculty; support, promote, and report on 11 programs within the department; lead Program Coordinators; manage departmental budget of \$1,620,010.00: personnel - \$1554,507.00, Travel - \$1403.00, Operating - \$64,100.00; lead monthly departmental meetings; facilitate admissions and denials for cohort programs; engage in recruitment activities for graduate programs; champion the vision, mission, and goals of the department; adjudicate student complaints, grievances, and grade appeals.

Notable Accomplishments:

- Organized, led, and supported the newly created Department of Teacher Education including the reorganization of office space to create and promote collaboration within the new departments - Teacher Education and Professional Learning and Innovation. Led efforts to collaboratively create the vision, mission, and goals for the newly created Department of Teacher Education.
- Recipient of Georgia College & State University Teaching Excellence for Department/Program Award, 2018, in second year of serving as chair.
- Implemented the addition of an online option for the Master of Arts in Teaching - Secondary Education Program including program of study, admission requirements, recruitment, curriculum process for approval within Georgia College and through the Professional Standards Commission.
- Created MOU for program coordinators and examined compensation for coordinators by analyzing student enrollment, number of programs supervised, and reporting responsibilities.
- In collaboration with the Dean of Education, examined the cost-per-credit hour of the College of Education and implemented strategies to reduce the costs.
- Reviewed and supported faculty in submitting six Specialized Professional Associations (SPA) reports in the following areas: BS and M.Ed. in Early Childhood Education, BS in Middle Grades Education, and BS, M.Ed. and MAT in Special Education.
- Increased publicity of accomplishments within the Department of Teacher Education in order to enhance the image of the COE through collaborating with University Communications including articles highlighting Teacher.org rankings, faculty achievements, graduates who received Teacher of the Year Awards, and highlighting the Mentor-Led Field-Based Cohort Model.
- Worked closely with the Georgia College Registrar and departmental administrative assistant to increase accuracy of the departmental course scheduling.
- Supported graduate recruiting efforts for all graduate programs within the COE. Met with administrators in Dublin City School District and Jasper, Chatham, and Putnam County School Districts.
- Annually completed ten Progress and Planning reports that analyzed data related to the productivity, viability, and quality of the programs and submitted the reports through Compliance Assist.
- Organized and presented College of Education events (FallFest, SpringFest, and Georgia College Orientation) to recruit potential and support current GC students.

- Led monthly meetings of the edTPA Professional Learning Community and supported hundreds of students in submitting portfolios to edTPA.com. Led a successful implementation of the edTPA with an overall 99% pass rate and provided guidance for others within the state and out of state for edTPA implementation.
- Through the Team MiSTER program, served as a mentor and confidant for a MiSTER in the Call Me MiSTER program who successfully completed the undergraduate cohort program.
- Reviewed, mentored, and supported three successful tenure-track faculty for tenure and/or promotion. Participated in post tenure and pre-tenure conferences with applicable faculty.

Director of Assessment & Accreditation/edTPA Coordinator, John H. Lounsbury College of Education, Georgia College, August 1, 2013- July 31, 2016.

Major Responsibilities: Lead, manage, and promote continuous improvement through accreditation, certification, and program evaluation; oversee transition from NCATE to CAEP Accreditation, implement updated PSC Certification requirements, standards, and compliance; oversee LiveText implementation; lead and facilitate the edTPA implementation for students and faculty. Direct Reports: Database Manager, Administrative Assistant, Certification Officer, Two Graduate Assistants

Notable Accomplishments:

- Created and implemented the infrastructure to meet all accreditation and compliance requirements.
- Oversight of LiveText implementation and assessment including faculty and student support.
- In collaboration with the Ina Dillard Russell Library, University Comptroller, created and implemented an iPad circulation system for student use for edTPA video.
- Hired and Onboarded Database Manager.
- Completed Council for the Accreditation of Educator Preparation (CAEP) Annual Report, PAAR Report, SPA Reports, AACTE - PEDS reports, oversee COE SMART reporting for SACSCOC.
- Updated and expanded the College of Education Assessment Handbook.
- Created an edTPA Resource page for students and faculty on the COE intranet.
- Planned and facilitated monthly COE Program Coordinator/Assessment Committee meetings to utilize the College of Education's governance structure to vet and consider all assessment tools and processes.
- Planned and implemented COE Annual Assessment Day to analyze continuous improvement efforts and to report student outcome measures through the quality assurance system.
- Analyzed assessment trends and patterns to develop plans for continuous improvement.
- Liaison to Professional Standards Commission in requesting and notifying the commission of curriculum changes and/or compliance through the substantive change process or to seek approval through the new program application process.

edTPA Coordinator/Interim Assessment Coordinator, John H. Lounsbury College of Education, Georgia College, January 1, 2013 - July 31, 2013.

Major Responsibilities: Lead, manage, and promote continuous improvement through accreditation, certification, and program evaluation; oversee transition from NCATE to CAEP Accreditation, implement updated PSC Certification requirements, standards, and compliance; oversee LiveText implementation; lead and facilitate the edTPA implementation for students and faculty.

Notable Accomplishments:

- Led transition from NCATE standards to CAEP Standards following the 2012 NCATE accreditation visit.
- Created the infrastructure (resources, faculty support, student support, processes) for building capacity to implement the edTPA, a performance-based, subject specific assessment to measure the skills and knowledge teachers need on the first day of teaching. Led the 2015 pilot and subsequent consequential implementation of the edTPA.
- Liaison to Professional Standards Commission in requesting and notifying the commission of curriculum changes and/or compliance through the substantive change process or to seek approval through the new program application process.
- Oversight of LiveText implementation and assessment data review.
- Served on the University Assessment Team and provided reviews to departmental Progress and Planning Reports.

ACADEMIC APPOINTMENTS

John H. Lounsbury College of Education, Georgia College and State University

Professor of Early Childhood Education, Department of Teacher Education, August 2021- present.

Associate Professor of Early Childhood Education (with Tenure), Department of Teacher Education, 2015 - 2021.

Assistant Professor of Early Childhood Education, Department of Early Childhood and Middle Grades Education, 2010 - 2015.

Practitioner in Residence/Mentor Leader, Department of Early Childhood and Middle Grades Education, 2006 - 2010.

Limited Term Instructor of Early Childhood Education, Department of Early Childhood and Middle Grades Education, 2005 - 2006

LEADERSHIP DEVELOPMENT

Co-Founder, Georgia College Women's Leadership Faculty Fellows Program, August 2019- present

American Conference of Academic Deans (ACAD) Dean's Institute, Washington, DC. (January 22, 2020)

2018 Women in Leadership Conference, Harvard, Cambridge, MA (October 2-3, 2018)

HERS Executive Leadership Institute, Denver, Colorado (June 19-30, 2017)

The American Council on Education (ACE) Leadership Academy for Department Chairs, Washington, DC (October 24-26, 2016)

UNIVERSITY SERVICE (last five years)

Committee Member, Presidential Transition Team (August 2021-Present)
Committee Member, J. Whitney Bunting College of Business Strategic Planning Task Force (May 2021-Present)
Co-Chair, Georgia College Strategic Planning Steering Committee (Fall 2020-Present)
Chair, Graduate Coordinators (Fall 2020-Present)
Committee Member, General Education Committee (Fall 2020 – Present)
Committee Member, Graduate Council (August 2020 - Present)
Committee Member, University Curriculum Committee (August 2020-Present)
Committee Member, Montessori Academy Advisory Board (Fall 2019- Present)
Judge, President’s Scholars Competition, (2019, 2020)
Committee Member, President’s Council on Diversity (Fall 2018- Present)
Committee Member, Commission on the Future of Faculty in Liberal Arts Colleges and Universities (invited by President Dorman, March 2020)
Committee Member, Executive Director of Admissions Search Committee (Spring 2019)
Facilitator, GC Reads Session, Fall 2018, Fall 2019, Fall 2020, Fall 2021
Committee Member, Academic Affairs Diversity Leadership Team (Fall 2017-Present)
Committee Member, Search Committee, Department Chair, Marketing, Management & Logistics (Spring 2018)
Committee Member, QEP Director Search Committee, (Fall 2016)

COLLEGE SERVICE (last five years)

Mentor, Call Me MiSTER, Team MiSTER Program (Fall 2018-Fall 2020)
Committee Chair, Search for Director of Assessment & Accreditation (Spring 2019)
Committee Member, Ed.D. in Curriculum and Instruction Selection Committee (Spring 2019- Fall 2020)
Committee Chair, Educator Preparation Stakeholders Council, (Fall 2018-Fall 2020)
Committee Member, College of Education Advisory Committee, (2016-2017)
Co-facilitator, Project WET/WILD, Early Childhood Program, (Fall 2013, 2014, 2015, 2016, 2018)
Committee Chair, Assessment Committee, (January 2013-July 1, 2020)

PROFESSIONAL SERVICE (last five years)

Council for the Accreditation for Educator Preparation (CAEP) Off Site and On-Site Review Team, Alabama, Spring 2021-Fall 2021.
CAEP Off Site and On-Site Review Team, Georgia, Spring 2020-Fall 2020.
CAEP Off Site and On-Site Review Team, Michigan, Fall 2019-Spring 2020.
Georgia Professional Standards Commission Site Visitor (trained October 2019)
Georgia Professional Standards Commission Program Admission Assessment Input Meeting (April 17, 2019)
Georgia Assessment Directors Association, President, 2019-2020, President-Elect, 2018-2019
CAEP Off Site and On-Site Review Team, Arkansas, Fall 2017 – Spring 2018
CAEP Off Site and On-Site Review Team, Louisiana, Spring-Fall 2017

Georgia Educators' Task Force Professional Behaviors and Dispositions Assessment (PBDA) – Spring-Summer 2017
Reviewer, Journal of Teacher Education, January 2017
CAEP Accreditation Review and Site Visitor, trained Summer 2016, Kansas City, MO; July 17-19, 2016

LOCAL AND GLOBAL COMMUNITY SERVICE

Judge, Jones County School System Teacher of the Year, (October 2008, 2010, 2013, 2015, 2017, 2018, 2019)
Volunteer, Kidsville, Northridge Christian Church, (August 2014 – August 2017)
Chairperson, John Milledge Academy Board of Trustees, (May 2014- May 2017)
Chairperson, John Milledge Academy Board of Trustees, Education and Faculty Committee, Milledgeville, Georgia, (August 2008 – May 2013)
Board Member, John Milledge Academy Board of Trustees, Milledgeville, GA, (August 2007- May 2017)
Workshop Co-Organizer, Faculty Development for Belizean Teachers, San Ignacio, Belize, (May 2012)
Co-Organizer, Belize Collection for School Supplies (January 2012 - May 2012)
Workshop Co-Organizer, Faculty Development for Belizean Teachers, San Ignacio, Belize, (May 2011)
Co-Organizer, Belize Collection for School Supplies, (January 2011 - May 2011)

PUBLICATIONS

Roberts, H. (2020). Embodying and Enacting the Grand Narrative to Disrupt Power, Privilege, and (Monocultural) Perspectives. *Curriculum and Teaching Dialogue*, The American Association for Teaching and Curriculum, Vol. 22. Charlotte, North Carolina: Information Age Publishing.

Roberts, H. (2018). Mandates Revisited: Utilizing Professional Learning Communities to Address Teacher Education Reform through Collegiality and Inquiry. In J. Many & R. Bhatnagar (Eds.), *Implementing and Analyzing Performance Assessments in Teacher Education* (pp. 85-103). Charlotte, North Carolina: Information Age Publishing.

Muschell, L. & Roberts, H. (2011). Bridging the Cultural Gap: One Teacher Education Program's Response to Preparing Culturally Responsive Teachers. *Childhood Education: Journal of the Association of Childhood Education International. Annual Theme Issue 2011*, 87(5), 337-344.

Roberts, H. (2009). *Reading In-Between the Lines: Exploring the Experience of Cultivating Cultural Awareness with White Teacher Candidates in a Liberal Arts University in Georgia*. Dissertation, Georgia Southern University.

UNPUBLISHED RESEARCH

Alby, C., Mizelle, N., Muschell, L., Previts, J., Roberts, H., & Schwartz, S. (research in progress). *A Case Study of the Mentor-led, Field-based, Cohort Model: Teacher Preparation at Georgia College*.

DOCTORAL DISSERTATIONS

Dissertation Committees

Scroggs, E., *Teaching with Passion and Compassion in an Era of Fear, Injustice, and Political Uncertainty*, Georgia Southern University, Ed.D. in Curriculum Studies, August 1, 2018 – present.

Warren, Amy. (2016). *A Treatment Manual using Mindfulness Training to Improve Attention and Self-Regulation in Children with Attention-Deficit Hyperactivity Disorder*, California Lutheran University. PhysD in Clinical Psychology.

INTERNATIONAL, NATIONAL, AND REGIONAL PEER REVIEWED PRESENTATIONS

Roberts, H., Miller, S., & Hagood, S. (October 21, 2019). *Evidence is Key: Organizing and Providing Evidence for CAEP/PSC Standards*. Georgia Assessment Directors' Association Fall Meeting, Macon, GA.

Roberts, H., Muschell, L., & Previts, J. (April 5, 2019). *Determining Impact: A Case Study of the Mentor-led, Field-based, Cohort Model*. American Educational Research Association (AERA), Toronto, Canada.

Roberts, H. (January 4, 2018). *Utilizing Professional Learning Communities to Address Teacher Education Reform Through Collegiality and Inquiry*. 16th Annual Hawaii International Conference on Education, Hawaii International Conference on Education, Honolulu, HI.

Muschell, L., Roberts, H., Burcham, J., Wetherington, P. (November 17, 2017). *Using edTPA as a Leveraging Tool for Teacher Development, Induction, and Retention*. National Association for the Education of Young Children Annual Conference, Atlanta, GA.

Roberts, H. (April 27, 2017). *Examinations of Faculty Motivation and Engagement Within Current Socio-Political Contexts for Teacher Education Reform*. American Educational Research Association, San Antonio, TX.

Roberts, H. & Greer, C. (March 22, 2016). *edTPA Videoing Made Easy: Standardizing the Process with iPads*. 27th International Conference for the Society for Information Technology and Teacher Education, Savannah, GA.

Roberts, H. (March 31, 2015). *Building from the Ground Up: An Infrastructure for Successful Implementation of the edTPA*. 2015 Southeast Regional Summit, Savannah, GA.

- Greer, C. & Roberts, H. (March 3, 2015). *Standardizing the edTPA Assessment with iPads*. 26th International Conference of the Society for Information Technology and Teacher Education, Las Vegas, NV
- Vice, B., Roberts, H., Alby, C., & Wills, S. (February 27, 2015). *edTPA: Have It Your Way*. AACTE 67th Annual Meeting, Atlanta, GA.
- Roberts, H., Muschell, L., & Arnold, C. (November 9, 2013). *Standing Tall in the In-Between: Moving Teacher Candidates to Question Issues of Social Justice*. 23rd Annual National Association of Multicultural Education Conference, Oakland, CA.
- Muschell, L., Roberts, H. (August 9, 2013). *Wanted: Confident and Knowledgeable Teachers of Science: Using Project WET to Support Pre-Service Teachers*. National Water Education Conference, Denver, CO.
- Meade, C., Roberts, H., & Wills, S. (July 24, 2013). *Preparing for Re-Accreditation: You Too Can Survive and Thrive*. LiveText Assessment & Collaboration Conference, Chicago, IL.
- Muschell, L., Roberts, H., Mutiti, C. (March 8, 2013). *Providing Early Childhood Pre-Service Teachers with Increased Science Content Knowledge and Effective Teaching Strategies: A Two-Year Project*. Georgia Scholarship of STEM Teaching and Learning Conference, Georgia Southern University, Statesboro, GA.
- Roberts, H., Muschell, L., & Arnold, C. (March 7, 2013). *Autobiographical Explorations: Opening the Window to Critical Conversations*. 4th Annual Middle Georgia Student Diversity Conference: Moving Forward - 4Diversity: Dialogue, Demographics, & Dimensions, Fort Valley, GA.
- Muschell, L., Roberts, H. (November 9, 2012). *Where, Oh, Where Has Science Gone? Supporting Pre-Service Teachers in Gaining Confidence and Competence in the Teaching of Science*. National Association for the Education of Young Children Annual Conference, Atlanta, GA.
- Roberts, H. Muschell, L. (June 23, 2012). *Autobiographical Explorations: Opening the Window to Critical Conversations*. Curriculum Studies Summer Collaborative Conference, Savannah, GA.
- Roberts, H. (Panelist), (June 22, 2012). *Works in Progress: Southern Signature Session*. Curriculum Studies Summer Collaborative Conference, Savannah, GA.
- Roberts, H. (Panelist) (June 21, 2012). *Diving Into Life and Writing into Contradictions: Turning Dissertations into Books*. Curriculum Studies Summer Collaborative Conference, Savannah, GA.

- Roberts, H. (April 14, 2012). *Reading In-Between the Lines: Exploring the Experience of Cultivating Cultural Awareness with White Teacher Candidates*. American Educational Research Association Annual Meeting, Vancouver, BC, Canada.
- Muschell, L., Roberts, H. (November 3, 2011) "*How Dare You Not Be Like Me?*" *Preparing Culturally Responsive Teachers*. 21st Annual National Association for Multicultural Education Conference, Chicago, IL.
- Roberts, H., Herring, S., Richland, K., Smith, M., Cameron, R. (November 4, 2011). *Cultivating Critical Conversations: Utilizing Children's Literature to Engage Students in Promoting Social Justice*. 21st Annual National Association for Multicultural Education Conference, Chicago, IL.
- He, M. F. (Discussant), Roberts, H. (Panelist) (June 16, 2011). *Turning Dissertations into Books*. Curriculum Studies Summer Collaborative, Savannah, GA.
- Roberts, H., Muschell, L. (April 15, 2011). *Preparing Culturally Responsive Teachers in a Predominately White Teacher Education Program*. ACEI Annual International Conference, Association for Childhood Education International, New Orleans, LA.
- Muschell, L., Roberts, H. (November 2010). *Bridging the Cultural Gap: One Teacher Education Program's Response to Preparing Culturally Responsive Teachers*. National Association for the Education of Young Children Annual Conference and Expo, Anaheim, CA.
- Muschell, L. Roberts, H. (August 2010, accepted for presentation). *Preparing for Culturally Responsive Teaching in the 21st Century*, National Social Science Association Summer Seminar, Waikiki, Hawaii.
- Roberts, H. (Panelist) (October 10, 2009). *Poetics of Narrative in Researching Curriculum, Pedagogy, and Life in the South*, Panel Presentation, 10th Annual Curriculum and Pedagogy Conference, Decatur, Georgia.
- Bradley, L., Roberts, H., Muschell, L. (April, 2009). *Masks, Memories, and Mirrors: Implementing Critical Literacy in Teacher Education*. American Educational Research Association, Annual Meeting, San Diego, CA.
- Muschell, L., Roberts, H. & Bradley, L. (April 2009). *Accepting the Challenge: First Steps in Preparing Culturally Responsive Teachers*. American Educational Research Association, Annual Meeting, San Diego, CA.
- Roberts, H. (Panelist) (November 2, 2008). *Personal~Passionate~Participatory Inquiry: Researching the Life in Schools, Neighborhoods, and Communities in the US South*. American Educational Studies Association, Savannah, GA.

Roberts, H. (Panelist) (October 24, 2008). *Liberating Dissertation Writing: Life in Schools, Neighborhoods, and Communities in the US South*. 33rd Annual meeting of the Georgia Educational Research Association, Savannah, Georgia.

Roberts, H. (October 24, 2008). *Curriculum and the South: The Importance of Place in Curriculum Studies*, Georgia Educational Research Association Annual Meeting, Savannah, GA.

Roberts, H. (Panelist) (March 2008). *Activist Practitioner Curriculum Inquiry: Researching the Life in Schools, Neighborhoods, and Communities in the U. S. South*. American Association for the Advancement of Curriculum Studies Annual Conference, Teacher's College, New York.

Roberts, H. & Golson, L. (March 2008). *Sound Bites: Acquiring Language in a Cut and Paste World* American Educational Research Association, Annual Conference, New York.

Roberts, H. & Muschell, L. (October 2006). *Making the Social Studies Come Alive: Using Children's Literature to Enhance the Understanding of our World*. Georgia Association on Young Children Conference, Atlanta, GA.

Roberts, H., Meade, C., & Golson, L. (September 2006) *Transitioning into Teacher Education: Ways to Support New Faculty*, Georgia Association of Colleges of Teacher Education, Pine Mountain, GA.

Non- Refereed State and Local Presentations

Roberts, H. (February 5, 2016). *Using Technology to Support Host Teacher Development*, edTPA Website (GaNTEP award). Middle Georgia P-20 Collaborative. Macon, GA.

Meade, C., Roberts, H. (March 3, 2013). *JHL COE Institutional Overview*. Professional Standards Commission Evaluator Training, Georgia Professional Standards Commission, Savannah, GA.

Muschell, L., Roberts, H. (March 14, 2012) *Providing Early Childhood Pre-service Teachers with Increased Science Content Knowledge and Effective Teaching Strategies*. STEM Symposium, Milledgeville, GA.

Roberts, H. (October 20, 2011). *Reflective Teaching: Confronting the Complexities*. Georgia College Faculty Research and Teaching Colloquium, Milledgeville, GA.

Roberts, H. (April 8, 2011). *Cultivating Critical Conversations: Utilizing Children's Literature to Engage Students in Promoting Social Justice*, Second Annual Diversity Conference, Fort Valley, GA.

Muschell, L. & Roberts, H. (April 9, 2010). *Bridging the Cultural Gap: One Teacher Education Program's Response to Preparing Culturally Responsive Teachers*. Middle Georgia Student Diversity Conference, Milledgeville, GA.

GRANTS AND SPONSORED PROJECTS

Roberts, H. (July 2021). *USG STEM Education Improvement Plan IV Grant – Year 3*, \$75,000.00.

Roberts, H. (July 2020). *USG STEM Education Improvement Plan IV Grant – Year 2*, \$75,863.00.

Roberts, H., Muschell, L., VanRie, G., Previts, J., Smith, C. (June 2014). *Georgia Network for Transforming Educator Preparation Award*. Sponsored by the Georgia Professional Standards Commission, \$10,000.

Roberts, H., Muschell, L., Arnold, C. (November 2013). *Undergraduate Student Scholarship Travel Grant*, Sponsored by the GC Office of Undergraduate Research and Creative Endeavors, \$1,000.

Roberts, H. (Co-Principal), Muschell, L. (Principal), Mutiti, C. (Co-Principal) (September 2012 - April 2013). *Providing Early Childhood Pre-service Teachers with Increased Science Content Knowledge and Effective Teaching Strategies- Year 2*. Sponsored by STEM Initiative, Georgia College & State University, \$7,000.00

Roberts, H. *Georgia Power New Teacher Grants*, Sponsored by Georgia Power, Katie O'Shea -\$1,000.00. (May 2012).

Muschell, L. (Principal), Roberts, H. (Co-Principal), Mutiti, C. (Co-Principal) (August 2011 - May 2012). *Providing Early Childhood Pre-service Teachers with Increased Science Content Knowledge and Effective Teaching Strategies*. Sponsored by STEM Initiative, State, \$7,000.00.

Roberts, H. & Muschell, L. (November 2011). *Virginia Daniel Weir Scholarship Fund Award for International Visits, Exchanges, and Programs for Faculty and Staff*. Sponsored by International Education Office, Georgia College & State University, \$1,078.00.

Roberts, H. *Georgia Power New Teacher Grants*, Sponsored by Georgia Power, Susan Wells -\$1,000.00. (June 2010).

Roberts, H. & Muschell, L. (March 2010). *Virginia Daniel Weir Faculty Grant Funding, Belize Study Abroad Initial Visit*. Sponsored by Virginia Daniel Weir Faculty Grant, The Office of International Education, \$1,148.00.

HONORS AND AWARDS

Georgia Assessment Directors Association, Leadership Award, 2019-2020
Georgia College & State University Teaching Excellence for Department/Program Award, 2018 (Department Chair)
Kappa Delta Pi, International Honor Society in Education, Upsilon Beta Chapter, 2017
John H. Lounsbury College of Education GEM (Going the Extra Mile) Award, 2017
Phi Kappa Phi Honor Society, 2017
Powell Whipple Award, JHL College of Education, STEM Grant Collaboration, April 2013
Powell Whipple Award, JHL College of Education, International Education Collaboration, April 2012
Georgia College & State University Excellence in Teaching Award, April 2011
2010 American Association for Teaching and Curriculum (AATC) Doctoral Dissertation Nominee, April 1, 2010
Honor Professor, Phi Kappa Phi, 2007

UNDERGRADUATE COURSES TAUGHT

EDUC 2120 – Exploring Sociocultural Perspectives – Belize Study Abroad
EDEC 3001- Field Experience and Seminar 1
EDEC 3002 – Field Experiences and Seminar 2
EDEC 3214 – Integrating the Early Childhood Curriculum
EDRD 3215 – Teaching Reading through Children’s Literature
EDRD 3221 – Literacy Instruction I
EDEC 3222 – Management in the Early Childhood Classroom
EDEC 4001 – Field Placement and Seminar 3
EDEC 4212 – Assessing Early Learners
EDEC 4218 – Logical Thought for Young Children
EDEC 4222- Teachers as Leaders
EDEC 4243 – Capstone Experience
EDEC 4960 – Early Childhood Internship
EDIS 3223 – Creative Expressions
EDIS 3414 – Integrating Language & Culture
EDIS 3415 – Investigating the Natural World

GRADUATE COURSES TAUGHT

EDFS 6225 – Socio Cultural Issues
EDEC 6233 – Capstone (partially online)
EDEC 6020 - Understanding Early Childhood Curriculum: History and Application (partially online)

RESEARCH INTERESTS

Curriculum, Teacher Education, Higher Education Accreditation, Cultural Awareness, Critical Literacy, Culturally Relevant Pedagogy

PROFESSIONAL CERTIFICATIONS

Educational Leadership L-7 (July 1, 1996 - June 30, 2023)

Early Childhood PreK-5 (June 1994 - June 30, 2023)

PROFESSIONAL MEMBERSHIPS

American Educational Research Association (AERA)

Georgia Assessment Directors Association (GADA), President-Elect 2018-2019,
President 2019-2020

American Association of University Women (AAUW) – Georgia College Representative

American Association of Colleges of Teacher Education (AACTE)

National Association for the Education of Young Children (NAEYC)

American Conference of Academic Deans (ACAD)

OTHER PROFESSIONAL DEVELOPMENT ACTIVITIES (last five years)

Georgia College Women's Leadership Faculty Fellows Retreat, Amicalola Falls, GA
(August 2-3, 2021)

Georgia Association of Colleges of Teacher Education, Amicalola Falls, GA (November
20-22, 2019)

Georgia Professional Standards Commission Site Visitor Training, Atlanta, GA (October
7-9, 2019)

Middle Grades Summit, Georgia College, Milledgeville, GA (October 4, 2019)

CAEPCon -CAEP Fall Conference, Washington, DC (September 25-29, 2019)

Georgia Professional Standards Commission CAEP Professional Learning Community,
Fall 2019

University System of Georgia Dean's and Chairs Momentum Summit, Atlanta, GA
(February 28, 2019)

Gloria Ladson-Billings, Strategies for Teaching ALL Students, Workshop, Georgia
College, Milledgeville, GA (February 27, 2019)

Georgia Professional Standards Commission, edTPA EPP & P-12 Equity Summit,
Macon, GA (February 6, 2019)

SMART US Education Trade Mission to Finland, Tampere and Jyvaskyla, Finland
(October 13-20, 2018)

Summer Institute on Liberal Learning- Preparing the Next Generation of Educators,
Asheville, NC. (June 7-9, 2018)

CAEP Site Visitor training Summer 2016, Kansas City, MO (July 17-19, 2016)

Quality Matters Rubric Workshop, Georgia College, (April 29, 2016)

Georgia Professional Standards Commission Technical Assistance Workshop, Macon,
GA, (April 19, 2016)

Building Bridges to Highly Accomplished Teaching: From Pre-Service to Teacher
Leader: 2016 National edTPA Implementation Conference, Savannah, GA, (March 31-
April 2, 2016)

CAEPCON 2016: 2016 Spring CAEP Conference, (March 23-25, 2016)

AACTE Annual Conference, Las Vegas, NV, (February 22-25, 2016)

Cover Letters

Holley Morris Roberts, Ed.D.

Interim Associate Provost for Academic Affairs and Director of The Graduate School
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478.451.9057

September 21, 2021

Dear Search Committee:

Please accept this letter and the attached credentials for consideration in the search for the Associate Provost and Director of The Graduate School at Georgia College & State University. I bring many years of academic administration experience that have uniquely positioned me for this critical position within the university. Through my previous roles and experiences, I have gained the knowledge, skills, and professional dispositions needed to fulfill the responsibilities of the role. I truly believe in and have embraced the mission and values of the institution and have a deep commitment to serving our students, faculty, and community. Throughout my career, I have always focused on academic quality, considered ways to advance the institution, and grounded my work in the university's quest for national preeminence.

The duties and responsibilities associated with the position of Associate Provost and Director of The Graduate School closely align with my qualifications and desire to make a significant impact on the Georgia College community and beyond. I would welcome the opportunity to advance the priorities and initiatives of Academic Affairs in all of the areas in which this position oversees as well as with accreditation, curriculum, graduate education, and strategic planning while promoting equity and inclusive excellence.

Academic Officer: As an educator who values and advocates for inquiry and lifelong learning, I am committed to graduate education and its impact on the quality of one's life and ongoing professional development. As Interim Associate Provost and Director of The Graduate School, I have led graduate studies through a very disruptive time and have worked closely with deans, coordinators, and graduate admissions staff to explore ways to recruit and market the high quality programs we offer, while working collaboratively to explore potential program changes necessary to meet the needs of today's professionals. I have also delved into the Graduate Assistants program to understand how the program can support graduate students while exploring potential inefficiencies that could be addressed to enhance programmatic and non-academic needs. As Associate Dean in the College of Education, I was responsible for curriculum approval through the college's governance process and for navigating Georgia College's online curriculum approval system. As Chair, I engaged in recruiting and marketing efforts to increase enrollment in the Teacher Education graduate programs while also addressing related challenges. During my time as chair, graduate programs within the department grew 41%. As Associate Provost and Director of The Graduate School, I desire to use my knowledge and experience to expand capacity and improve graduate offerings to meet the rapidly changing landscape of professional learning and graduate education.

Strategic, visionary thinking and planning are critical to leading in higher education. As a department chair, I led the newly created Teacher Education department through the process of collectively determining its vision and mission to focus the work within the John H. Lounsbury College of Education and university structure. The faculty collaborated to establish shared goals to improve and expand areas of improvement and agreed to continually evaluate their progress. In the second year of my leadership, the Department of Teacher Education was selected as the recipient of the Georgia College Department/Program Excellence Award. While the award publicly recognized the department, the most transformational element was the cross-discipline collegiality that emerged and how it strengthened programs, fostered relationships among faculty, improved communication, and increased collective efficacy.

In serving as the Interim Associate Provost, I was appointed as co-Chair of the University's Strategic Planning Steering Committee. In this critical role, I have collaborated with university leadership to advance the 2016-2021 Georgia College Strategic Plan while also exploring ways to address the next strategic plan in the midst of a pandemic and senior leadership change. During this time, I learned quickly about the structure of the plan and the delegated areas to specific champions. I worked with the faculty co-chair to analyze two years of notable accomplishments and areas for improvement and presented this analysis to the Executive Cabinet and University Senate. I also led the restructuring of the strategic planning assessment process to foster efficiency and clarity in reporting.

Program Management: My extensive experience with program management and accreditation includes successfully transitioning the John H. Lounsbury College of Education's accreditation standards to the national accreditation body, Council for the Accreditation of Educator Preparation (CAEP), and the Georgia Professional Standards Commission (GaPSC). This multi-year work required restructuring the quality assurance system and assessment practices across undergraduate and graduate programs. In collaboration with the faculty and through utilizing the governance structure within the college, I led all facets of the accreditation and assessment processes. Recently, these efforts were affirmed as the college earned continuing approval from the GaPSC with the rare designation of "no noted areas for improvement" and is poised to successfully complete CAEP accreditation this fall. My noteworthy work in accreditation and assessment led to an appointment by Governor Brian Kemp to the Georgia Professional Standards Commission, the state agency that sets and applies guidelines for preparation, certification, and continued licensing of public educators.

In my roles as Department Chair of Teacher Education and Associate Dean of the College of Education, I led curricular changes for undergraduate and graduate programs. I facilitated changes with graduate programs that transitioned to fully online modalities and coordinated all documentation and program approvals to a variety of external agencies. Recently, as Interim Associate Provost, I partnered with the deans of the College of Business and the College of Arts and Sciences to complete the USG application and addendum for the BS in Data Science. This interdisciplinary degree program highlighted an integrated curriculum that included skills learned through a liberal arts education. I served as the liaison with the University System of Georgia's Office of Academic Affairs and spent time learning more about the recently launched application process and facilitated the curriculum approval process on campus. As a result of the team's work, the Board of Regents approved the program in August 2021 and requested that the

completed application be used as a model for other institutions. I am currently collaborating with the Dean and Associate Dean of the J. Whitney Bunting College of Business and the Department Chair of Economics and Finance to submit a degree proposal for a BS in Finance. This will make the second degree proposal in less than a year, when previously Georgia College had not requested a new undergraduate degree in over five years.

In collaboration with the Associate Provost for Transformative Learning Experiences, I have provided leadership to new department chairs through creating and implementing the Department Chair's Academy. This inaugural three-day orientation was successful in providing critical information on academic policies, budgeting, strategic planning, and more for incoming chairs to effectively lead their departments. The curriculum, informed by the Council of Chairs, included critical contacts and information needed to orient new chairs to Georgia College and to introduce them to each other as colleagues. Additionally, I have also served as co-chair of the Council of Chairs, which meets monthly to explore topics of interest related to leading departments within the institution. Within the group, I function as the liaison to Academic Affairs and provide guidance and resources in how to address these topics.

One crucial aspect of the role of Associate Provost is the oversight of the promotion and tenure process at the university. As Associate Dean, I contributed to the complex development of the new procedures to move the Tenure and Promotion process to an electronic format. As a faculty member, I participated in the new method in my promotion to full professor. As Interim Associate Provost, I led a workshop on the eTenure and Promotion process for eligible faculty. These experiences provide a unique perspective to lead this initiative and to guide and assist faculty in navigating the overall university process. Also, as Interim Associate Provost, I have reinstated and enhanced the notification and oversight process of pre-tenure and post-tenure in the Office of the Provost. Sustaining this practice ensures that faculty will be informed about the timeline and expectations of each and will receive formative feedback as they progress in developing and maintaining their faculty identity.

Management and Supervision: In my varied university roles, building relationships with people, both internal and external, is at the heart of my leadership. As I manage, supervise, and oversee a number of units, my orientation to service leadership and my quest to continually improve and advance the institution lies in how I interact and engage with those working with me. Recently, I engaged with multiple partners around the university to restructure the Office of Grants and Sponsored Projects and to address internal audit findings within the area. These findings needed to be addressed expeditiously and required multiple areas within the university to resolve the issues. I have found that listening and investing in others enables me to build the necessary relationships that cultivate collaboration and communication which are necessary to successfully address complex issues and to promote and advance initiatives.

Due to the varied aspects that arise in administrative leadership roles, I have found that my integrity, emotional intelligence, interpersonal skills, and problem-solving abilities are those I leverage the most in the day-to-day facets of the position as well as the forward-looking priorities. I seek to be very deliberate about decisions that I make by considering multiple perspectives and taking the time to investigate, ask questions, consider data, and seek advice from others. In that way, I am able to contemplate and make decisions while also anticipating

their impact. In the last year, since the pandemic began, leading within a crisis has taught me that communication is key and demonstrating and enacting value and respect for all is paramount.

Diversity and Inclusive Excellence: Through my experiences, education, and research, I am very passionate about building an inclusive environment that promotes equity and respect for all. As a teacher educator, I sought to build cultural awareness and cultural competence within teacher candidates. As a leader in the College of Education, I engaged in promoting diversity programming through the College of Education's Social Justice Dialogue Series by providing departmental funding and mentoring underrepresented students through the Call Me MiSTER program. At the university level, I serve on the President's Commission on Diversity and as co-Founder and co-Chair of the Georgia College Women's Leadership Faculty Fellows Program (WLFFP). The WLFFP aspires to provide leadership development to current Georgia College faculty in order to address the disparity among men and women in higher education administration roles. Since the inception of the program, 42% of participants have accepted interim or permanent leadership roles. This program, now a Provost Faculty Initiative, enables me to combine my passion and research interests in cultivating equity and inclusive excellence while also modeling and inspiring leadership qualities in others.

As the state's designated public liberal arts university, Georgia College is a special place and holds a niche within the state to offer students highly engaged learning experiences with exceptional faculty who are committed to the liberal arts mission. I have been fortunate to experience Georgia College as an administrator, faculty member, graduate and undergraduate student, and as a parent of two dual enrollment students. Each of these roles has provided a unique lens into the Georgia College experience and are ones that I draw upon as I engage as a leader striving to promote the vision and values that guide the university.

In closing, I would like to emphasize my commitment to Georgia College and its critical mission within the state. I have enjoyed every aspect of my career and seek to serve as Associate Provost and Director of The Graduate School so that I can play a university-wide role in advancing the institution as a national leader in student engagement and success. Thank you for considering my qualifications and the potential contributions I can make to Georgia College in this critical role.

Sincerely,



Holley M. Roberts, Ed.D.