

April Massey
Assistant Dean, College of Arts and Sciences
Associate Professor, Speech-Language Pathology
University of the District of Columbia

Education:

Howard University, Washington, District of Columbia
Department of Communication Sciences and Disorders
Doctor of Philosophy, 1992, Child Language, Sociolinguistics

University of Cincinnati, Cincinnati, Ohio
School of Communications, Speech, and Theatre
Master of Arts, Speech-Language Pathology, 1982

The Ohio State University, Columbus, Ohio
School of Communications
Bachelor of Arts, Speech and Hearing Science, 1980

Professional Certification:

Certificate of Clinical Competence, American Speech-Language-Hearing Association,
Speech-Language Pathology

Administrative Experience:

Assistant Dean 2005 -- Present
College of Arts and Sciences
University of the District of Columbia
Washington, DC

The University of the District of Columbia is a land grant institution serving the needs of residents of the District of Columbia and surrounding jurisdictions via its educational, research, and service arms. The University enrolls approximately 5600 commuter students across its community college, baccalaureate, graduate, and law programs. The greatest percentage of students represent nontraditional backgrounds with many being first generation college attendees. The University's landscape is shifting in concert with new leadership, evolving best practices across higher education, and a broadening student base.

The College of Arts and Sciences is the largest of the institution's academic units and plays a significant role in advancing the mission of the University. The College shoulders the lion's share of the University's academic offerings and is home to more than 1300 majors and 120 full and part-time faculty members. The College offers baccalaureate and graduate programs across the humanities, arts, sciences, mathematics, social sciences, education, and allied health sciences and, until this academic year, was solely responsible for administering the institution's general education, developmental education, and freshman orientation programs. The administrative structure of the College includes the dean, one assistant dean, an assistant to the dean, two administrative support staff, and ten department chairs. The College is undergoing strategic restructuring in concert with a broad program review effort that will expand and strengthen its high priority programs.

Duties:

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-Oversee management of student administrative functions including graduation clearance, change of grade, grievance, credit by exam, transfer evaluation, concurrent enrollment, Consortium enrollment, registration, add/drop, withdrawal, and academic standing/degree progression.

-Oversee management of support mechanisms relevant to student academic progression/success including new student orientation, scheduling, academic advising, course offerings, faculty training.

-Support department chairs and program faculty by developing and delivering on campus trainings that target faculty recruitment and hiring, student recruitment, faculty mentoring, workload assignment, budget, assessment, program review, student data systems, instructional technology, and learner-centered engagement.

-Represent the College on university-wide student, program, and unit committees including Retention, Registration, General Education, Assessment, Syllabus Revision, Scheduling Matrix, and Periodic Review.

-Provide direct oversight to three of the College's academic departments toward improved managerial efficiency; Provide review and comment/direction as appropriate to unit managers in the areas of workload, budget development and spending, faculty development, recruitment and hiring, scheduling, and program review.

-Oversee College-wide travel policy and budget expenditures.

Department Chair 1999 – 2005

Department of Languages and Communication Disorders
University of the District of Columbia
Washington, DC

Managed a five-unit department offering four-degree programs (undergraduate and graduate speech-language pathology, undergraduate French and Spanish) and two service units (Communication Arts and English as a Second Language). Identified and responded to programmatic needs of the department's units (personnel recruitment, development, and retention; curriculum review and update; student recruitment, admission, and retention; technological enhancements to teaching/learning; accreditation – regional, discipline, teacher education; and assessment –faculty, staff, student learning).

Developed and managed the department personnel and non-personnel budgets. Directed daily department operations including response to information requests from the public, advertisement of the department's programs/offerings, development of course schedules and space utilization schemes.

Facilitated faculty/staff in-service training on and off campus. Marshaled resources to support student scholarships and study abroad experiences. Planned and implemented forums for enriching student classroom experiences and showcasing faculty talents and expertise.

Program Director 1999 -- 2005

Speech-Language Pathology Program
Department of Languages and Communication Disorders
University of the District of Columbia

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Washington, DC

Managed program operations for the academic and clinical preparation of undergraduate and graduate speech-language pathology majors. Duties included student recruitment, faculty recruitment/hiring, program assessment, renewal, tracking student academic progress, curricular revision, update/expansion of the clinic training scheme for graduate students, revision of program admission criteria, development of a course assessment scheme to assist annual program review/update. Shepherded the unit through a successful reaccreditation effort in 2005(CAA, ASHA). Created a shared teaching/supervision scheme across faculty and clinic staff to help students transfer course content to clinical application. Developed a mini seminar series to provide expert exposures for program students and faculty.

Professional Service:

- Honors and Awards Committee, District of Columbia Speech and Hearing Association, January 2011 to Present
- Council for Academic Accreditation in Audiology and Speech-Language Pathology Nominating Committee, January 1, 2011 – December 31, 2011
- Committee on Asst/Assoc Deans, Council of Colleges of Arts and Sciences, 2008 to Present
- Campus Representative, Association of American Colleges and Universities, 2009 to Present

Professional Development/Related Trainings:

- American Council on Education, Office of Women in Higher Education, 76th National Leadership Forum, Washington, DC, December 2010
- Tools for Deans: Bully proofing Academic Units, CCAS Post-Conference Workshop, November 2010
- Survival Skills and Ethics, University of Pittsburgh, June 2008
- New Deans' Seminar, Council of Colleges of Arts and Sciences, July 2007
- Institute on General Education, Association of American Colleges & Universities, June 2006
- Management Development Program, Harvard University Institutes of Higher Education, June – July 2005
- 22nd Annual Academic Chairpersons Conference, Kansas State University, February 2005
- Administrators Academy, Office of the Provost and Vice President for Academic Affairs, University of the District of Columbia, Winter and Summer 2004

Teaching Experience:

Assistant Professor 1993 -- 2000

Associate Professor 2000 to Present

Application for Full Professor – Under Review

Speech-Language Pathology, Department of Languages and Communication Disorders
University of the District of Columbia
Washington, DC

Courses taught:

Discipline: Language Development, Language Disorders, Voice Disorders, Speech and Hearing Disorders and Related Disciplines, Diagnostics, Clinical Practicum, Functional Disorders

University-wide: Public Speaking, Freshman Orientation

Selected Institution Service – 2000 to Present:

Committee Appointments	Skills/Experience Areas
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<p><u>Academic Affairs</u></p> <p>Accreditation, Curriculum, Outcomes, Syllabus, Self-Study, Graduate Studies, Retention, Registration, Scheduling Matrix</p>	<p>Alignment of institutional practices; academic oversight; new program development/implementation; performance based budgeting; outcomes assessment; curriculum reform; academic standards, degree progression, pedagogy; learner-centered engagement; resource allocation; data based management, leadership; group process; scheduling; space optimization; team building/consensus building</p>
<p><u>Student Affairs</u></p> <p>Recruitment, Admissions, Grievance</p>	<p>Access; standards – academic, nonacademic; resource management; records management; conflict resolution; admissions – marketing, recruitment, calendar, criteria/standards, prognostics; event planning</p>
<p><u>Faculty Affairs</u></p> <p>Promotion and Evaluation, Management Review Faculty Contract, Faculty Search, Faculty Development</p>	<p>Governance; management negotiation; mentoring; performance evaluation and feedback; engagement; scholarship; satisfaction measurement; recruitment; networking; search structure/process; succession planning; orientation to university culture/expectations; support; growth; professional development; portfolio development/assessment; corrective advising; retention</p>

Service Exemplars – Appointments, Accomplishments:

Member, General Education Committee, 2005 – 2009; Chair, 2009 to Present

General Education Chair responsibilities and accomplishments to date –

- Developed and submitted draft reform plan to Provost for approval; Assembled cross-institution committee; Coordinated and directed weekly committee meetings; Directed development of task plan and timeline; Directed research of historical patterns and evolving trends in general education; Directed development of draft framework for new program in concert with research and institution need and uniqueness including curriculum design (thematic), developmental hierarchy, course and credit requirements, assessment schemes, and reporting mechanisms; Directed creation of student learning objectives and corresponding rubrics for course development and assessment of student learning; Directed creation and review of pilot courses for curriculum; Directed compilation of executive summary of committee work and outcomes toward revised curriculum; Led discussions with faculty and Academic Senate regarding adoption of new GE program; Directed finalization of new curriculum for review, revision, and pilot launch FA10
- Overseeing implementation of the new curriculum
- Assisting hire of permanent director (leadership scheme, position description) and transition of program leadership and oversight

Founding Lead, University of the District of Columbia Women in Academe (WIA), 2009-Present
Accomplishments –

- Developed preliminary charge; Organized initial meetings of the group and set agenda for meetings; Established and directed initial fundraising for WIA Endowed Women’s Scholarship Fund; Developing fundraising agenda for the 2010-11 academic year

Selected Papers and Publications:

- Massey, A., Petty, R., Fleming, J., Petti, M., & Walton, L. (2009). Increasing the numbers: Aligning the strength of the academic core with outcomes for student retention. In *Models for success*. Thurgood Marshal College Fund: NY, NY.
- Massey, A., Petty, R., Fleming, J., Petti, M., & Walton, L. (2007). Determining the strength of the academic core: An examination of the relationship between college and university general education practices and student retention. In *Improving retention at HBCUs: 10th Annual Regional HBCU Summit on Retention 2007 Conference Proceedings*. Ocean City, MD.
- Lyons, D. (Principal Investigator), Wise, S., Clairborne, L., Ricks, S., Harmon Martin, S., Massey, A., & Ahn, M. (2003). The changing face of Poverty in the District of Columbia, 1970 -- 2000. A report prepared by the University of the District of Columbia Center for Research and Urban Policy for the District of Columbia Family Services Administration, Washington, DC.
- Ellis, D., Massey, A., & Robinson, T. (1997). ASHA's Building Bridges Multicultural Preschool Project: An in-service education program. In *Summary of Conference Proceedings: Making a Difference for Children, Families, and Communities: Partnerships among Researchers, Practitioners, and Policymakers, Head Start's Third National Research Conference*. DHS-ACYF. Columbia University School of Public Health and the Society for Research and Development.
- Massey, A. (1996). Cultural influences on language assessment and intervention: Implications for assessing African-American children. In A. Kamhi, K. Pollack, and J. Harris (Eds.), *Communication development and disorders in African-American children*. Baltimore, MD: Brookes Publishing Co.
- Deal, V., & Massey, A (1995). Underserved populations: An annotated bibliography. In L. Cole (Ed.), *The 1985 national colloquium on underserved populations*. Rockville, MD: American Speech-Language-Hearing Association.

Summary of Selected Presentations:

Program Review:

Massey, A., Walker, M., Bradford-Wainwright, A., Ottey, N., & Bourgeois, M. (2010, Nov). Annual Convention of the American Speech-Language-Hearing Association, Philadelphia, PA.

Massey, A., Bradford-Wainwright, A., Ottey, N., Walker, M., & Bourgeois, M. (2010, Mar). 2010 University of the District of Columbia, Research Mini-Symposium, Washington, DC.

Massey, A., Bradford, A., Nelson, R., Randolph, P. (2005, Feb). Winter Workshop of the District of Columbia Speech and Hearing Association, Washington, DC.

Teaching/Learning/Scholarship:

Massey, A., Shroyer, G., Krauthamer, H., Walker, M.C., Walton, L. (2010, Aug).

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Faculty Development Series, College of Arts and Sciences, University of the District of Columbia.

Massey, A. (2009, Aug). College of Arts and Sciences Professional Development Series, University of the District of Columbia, Washington, DC.

General Education:

Shroyer, G., & Massey, A. (2011, Mar). Annual General Education Meeting of the Association of American Colleges and Universities, Chicago, IL.

Pagano, N., Massey, A., Long, K., & Winder, D. (2010, Nov). Annual Meeting of the Council of Colleges of Arts and Sciences, New Orleans, Louisiana.

Massey, A. (2009, Oct). University of the District of Columbia Strategic Planning Committee, Washington, DC.

Massey, A., Petty, R., Fleming, J., Petti, M., & Walton, L. (2007, Mar). 10th Annual Regional HBCU Summit on Retention, Ocean City, MD.

Administrative/Managerial:

Beard, J., Boye-Beamon, J., Fleming-Randle, M., Joseph, J., Massey, A., & O'Quin, K. (2009, Nov). Annual Conference of the Council of Colleges of Arts and Sciences, Baltimore, MD.

Professional Memberships:

American Speech-Language Hearing Association
District of Columbia Speech and Hearing Association

Institution Member/Representative:

Association of American Colleges and Universities
Council of Colleges of Arts and Sciences

References:

Provided upon request