

**Betty J. Overton Ph.D.**

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**Office Address**

Center for the Study of Higher  
and Postsecondary Education  
School of Education  
University of Michigan  
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**Education**

- Ph.D., George Peabody College of Vanderbilt University - Higher Education Leadership 1980
- M.A., Tennessee State University - English 1973
- B.S., Tennessee State University - English 1970
- Institute for Educational Management, Harvard University 1990

**Professional Work Experience**

2012- Present      Clinical Professor, Higher and Postsecondary Education  
Center for the Study of Higher and Postsecondary Education  
and Associate Director, National Forum of Higher Education for  
the Public Good  
School of Education  
University of Michigan

Serve as a faculty member teaching master's and doctoral level courses in the higher education program within the School of Education; conduct research in areas of interest; advise graduate students; assist in planning and implementation of program concentrations in Philanthropy, Advancement and Development and Social Justice; assist in providing administrative and program implementation for the National Forum through oversight of student research and interface with local and national organizations; conduct research in areas of interest.

2001-2012      Provost and Chief Academic Officer  
Spring Arbor University, Spring Arbor, MI

Responsible for all aspects of the academic program (graduate and undergraduate), including faculty/staff hires, academic budget, library, cross cultural studies program, promotion and tenure recommendations, new program development, strategic planning, institutional research, and recruitment for off-campus programs. Directly supervise all deans (School of Education, School of Business, School of Arts and Sciences, School of Adult Studies, External Programs, Academic Services, Online) and an associate vice president for academic affairs and

graduate programs. Managed institutional approval process for four new graduate programs (Master's in Family Life Studies, Master's in Communication, Master's in Communication-online, Master's in Special Education) and Higher Learning Commission approval for graduate status for institution (no further reviews necessary for individual graduate programs). Helped implement more than five new undergraduate programs, including the B.S. Nursing, B.A. Visual Arts, B.A. Worship Arts, B.A. in Business, B.A. in Christian Ministry Leadership. Initiated review of the core and general education program, faculty merit plan, and faculty evaluation process. Put in place post-tenure review process. Worked closely with the Office of Development in writing proposals and securing funding from national and local foundations. Served as a member of the Executive Team, the Diversity Committee, the Campus Media Board, and a number of Board committees. Worked with the Vice President for University Communication in developing publications and publicity for various programs. Reorganized the School of Adult Studies into the School of Graduate and Professional Studies. Participated in student recruitment efforts and community outreach, including membership in various local organizations such as Rotary and the local Chamber of Commerce. Served as staff liaison to the Academic Affairs Committee of the Board of Trustees and to the Strategic Planning Oversight Committee of the Board.

1994-2001                      Director, Higher Education and Program Director, W.K. Kellogg Foundation, Battle Creek, MI

Senior level position responsible for planning and recommending higher education funding initiatives to the Board of Trustees. Recommended and monitored higher education programming budget. Chaired higher education team. Directed major program initiatives focused on institutional and community change, minority serving institutions, community colleges, and technology. Worked with program directors across the Foundation on higher education issues and programs. Served as member of the Foundation's Administrative Council. Represented the Foundation to a variety of publics. Served on the Information Systems and Technology Team, the Diversity Advisory Council, and Retirement Plan Committee.

1991-1993                      Program Director, W.K. Kellogg Foundation; Assistant Director, Kellogg National Fellowship Program, Battle Creek, MI

Responsible for learning and mentoring activities for leadership program. Assisted in the identification, selection, and development of emerging leaders from across the United States. Reviewed and approved professional learning plans, conducted site visits, and monitored budget activities. Planned and implemented domestic and international seminars and worked with national team of program advisors. Helped create innovative learning environments based on adult learning principles.

1985-1991                      Dean, Graduate School University of Arkansas at Little Rock, Little Rock, AR

Responsible for oversight of over 30 graduate programs and the Office of Research and Sponsored Programs. Served on the Deans' Council and Chancellor's Cabinet. Chaired the Graduate Council. Chaired the University's North Central Association accreditation Self-Study Committee. Taught one course in the English Department (College of Arts and Sciences) or Department of Curriculum and Instruction (College of Education) each semester. Served on Chancellors Blue Ribbon Committee on the Undergraduate Curriculum. Chaired both the Black faculty/staff organization and the Women's Commission. Served as project director for several grant programs. Saw the University's external grants funding grow from approximately \$1 million to over \$3 million. Worked with campus departments and the University of Arkansas System Office in planning new graduate programs. Served as liaison with the Fayetteville Campus in coordinating joint degree programs.

1983-1985                    Associate Dean, Graduate School  
University of Arkansas at Little Rock, Little Rock, AR

Responsible for recruitment, admission, and student data for the Graduate School. Provided leadership for preparing graduate catalog, brochures, and reports. Oversaw activities of graduate coordinators and departments concerning student performance. Taught courses each semester for the English Department ( non- tenure track as administrator).

1981-1983                    Assistant Dean of the University and Associate Professor of English  
Fisk University, Nashville, TN

Responsible for freshman and new student orientation, registration, oversight of the undergraduate general education core program. Coordinated summer school activities including the Summer Bridge Program for high school students, a federally-funded program. Assisted in the day-to-day operation of the Academic Affairs Office. Served as Acting Dean of the University for six months. Directed the Honors Program. Served as chair of the English Department (Discipline Representative). Planned and coordinated freshman orientation program. (Tenure-Track faculty).

1980-1981                    Assistant Professor of English and  
Director of the Writing Laboratory  
Fisk University, Nashville, TN

Served as Chair of the English Faculty (Discipline Representative). Coordinated the activities of the Writing Lab. Taught English and oral communication courses. Coordinated the Composition Colleague Group (University's writing faculty). Served as faculty sponsor for several student organizations and faculty advisor for English majors and undeclared students. Tenure-track faculty position.

1978-1980                    Instructor and Director of the Writing Lab  
Fisk University, Nashville, TN

Coordinated the Writing Laboratory. Member of the English Department. Taught composition, oral communication, Introduction to Literature, and developmental reading and writing courses.. Planned and taught new course entitled, Writer's Workshop. Organized a new Reading Laboratory and hired and supervised staff for the lab. Planned orientation for students in development courses. Developed assessment process for developmental students,

1976-1978                    Assistant Professor of English  
Nashville State Technical Institute, Nashville, TN

Taught freshman composition, remedial reading and writing, speech, technical writing, business English, and study skills courses. Wrote Special Services proposal which was funded and established a tutoring program (\$350,000), college orientation course, and a counseling program. Directed the remedial education laboratories. Coordinated testing.

1973-1976 Instructor and Associate Project Director  
Tennessee State University, Nashville, TN

Taught freshman composition and world literature courses. Served as assistant project director of federally funded Emergency School Assistance Act Program (ESAA), providing technical assistance on integrating minority culture into the curriculum of Tennessee schools. Administered GED preparation program in tri-county area. Worked with local housing authority to develop learning center in housing development.

1970-1972 Teacher, Metropolitan-Davidson County School District,  
Nashville, TN

Taught eighth and ninth grade English at Meigs Junior High School and supervised a special education homeroom. Taught eighth and twelfth grade English for one semester at East High School. Certification in English and Special Education (Educable Mentally Retarded) in Tennessee.

### **Part-time**

1996 Adjunct Professor, Western Michigan University (Leadership Course)  
Kalamazoo, MI  
1994 Adjunct Professor, Western Michigan University (Leadership Course)  
Kalamazoo, MI  
1988 Adjunct Professor, Philander Smith College, Little Rock, AR (World  
Literature)  
1976-1980 Adjunct Professor, University of Tennessee at Nashville, Nashville, TN  
(English Composition)  
1969-1971 Tennessee Department of Vocational Rehabilitation Reader for the  
Blind Service

### **Fellowships/Scholarships**

1996 Harvard University, Visiting Faculty Fellow, W.E.B. DuBois  
Research Institute  
1989-1992 W.K. Kellogg National Leadership Fellowship  
1984-1985 Black Women's Studies Fellowship, Wellesley College in  
conjunction with Spelman College  
1981-1982 American Council on Education Administrative Fellow

### **Courses Taught**

#### Undergraduate Level

World Literature  
Multicultural Literature  
Survey of American Literature  
Creative Writing  
Afro-American Literature  
Oral Communication  
Twentieth Century American Literature  
Perspectives on Race and Gender

#### Graduate Level

Technical Writing  
Educational Research Methods  
Perspectives on Race & Gender  
Research Methods in English  
Literature  
Leadership: Art or Science  
Grant Writing (Spec. Topics)  
Governance and Nonprofit

Honors Colloquium  
 English Senior Project  
 Southern Literature  
 Various American Literature Periods  
 Courses  
 Various American Literature Authors  
 Freshman Orientation (Core 100)  
 The African American Experience in America

Leadership  
 Spirituality in the Workplace  
 History of Higher Education  
 Access and Equity in Higher  
 Education  
 Advancement and Development  
 in Higher Education  
 Introduction to Higher Education  
 Academic Administration in  
 American Higher Education  
 Race and Diversity in Higher  
 Education  
 Race, Gender, and Ethnicity in  
 Higher Education  
 Minority Serving Institutions

**Teaching Award:** Teacher of the Year, Fisk University, 1981

**Consultant/Program Review Experience**

2015 Texas State University, Department of Occupational, Workforce and Leadership Studies  
 2015 Global Citizenship Project, Salzburg Global Seminar (Mellon Foundation Project)  
 2014 Wilberforce University, Office of the President  
 2013 Loan Repayment Assistance Program (LRAP)  
 2010 Program Evaluator, NAFEO Wal-Mart Grant  
 2011-Present FIPSE Project Evaluator, Fuqua School of Business, Duke University  
 2007-2011 Institute for Higher Education Policy (Wal-Mart Project and Lumina Project)  
 2006 Lumina Foundation for Education  
 2005 Institute for Higher Education Policy (BEAMS Project)  
 2005-2012 American Council on Education, CAO Workshop Facilitator  
 2004 Summer Academy, American Association of Higher Education  
 2003 Lumina Foundation for Education, Staff Development Seminars  
 2001-Present Consultant Evaluator, North Central Association  
 1997 American Council on Education, Fellowship Program  
 1996 U.S. Department of Education, Grant Competition Reviewer  
 1996 American Council on Education, Center for Adult Education  
 1994 American Council on Education, Fellowship Program  
 1990 North Central Accrediting Association, Western Michigan Accreditation  
 1990 W.K. Kellogg Foundation, National Fellowship Program  
 1988 U. S. Department of Education, Grant Reviewer  
 1988 Shorter College, Little Rock, Arkansas  
 1987 Graduate School, Northeastern Oklahoma State University  
 1985 Philander Smith College, Office of the President  
 1982 SACS Reaffirmation Team, Savannah State College  
 1981 American Council on Education, General Education Development Testing Program  
 1979 Humanities/Evaluator, Scarritt College  
 1978 Women's Resource Center, YWCA, Nashville, Tennessee

## **Papers and Presentations**

Overton, Betty, Pasque, Penny, Burkhardt, John. *Engaged Research and Practice for Social Justice in Education: Higher Education and the Pursuit of the Public Good*. Sterling, VI: Stylus, In Press.

Beebe, Gayle, Jonathan Kulaga, Betty Overton-Adkins, ed. *Keeping the Concept; Christian Higher Education and the Integration of Faith, Living, and Learning*. Spring Arbor, MI: Spring Arbor University Press, 2004.

"Drucker Could Be Right, But: New Leadership Models for Institutional-Community Partnerships," with John C. Burkhardt, in *Applied Developmental Science*, volume 3, no. 4, 1999.

"Beyond Managing and Celebrating Diversity: Implications for Women's Leadership," *Women in Leadership: A Leadership Journal*, volume 2, no. 1, Fall 1997.

"Higher Education and the W.K. Kellogg Foundation: Focus on the Future," in *Focus*, volume 9, no. 1, 1995, *W.K. Kellogg Foundation Journal*. (Served as editor for this issue)

Rittenhouse, Robert, Johnson, Calvin, Overton, Betty, Freeman, Shirley, and Jausi, Kyle. "The Black and Deaf Movements in America Since 1960: Parallelism and an Agenda for the Future," *American Annals of the Deaf*, 1991.

"Women, Leadership and the College Presidency," in *Focus*, volume 5, no. 3, 1991, *W.K. Kellogg Foundation Journal*.

"1978-1988: A Decade of Black Women Writing", paper delivered at Martin Luther King Lecture Series, University of Arkansas at Little Rock, 1989.

"The Black Community's Responsibility for Its Children," Regional Conference, Black Community Developers, Little, Rock, Arkansas, 1989.

"Campus-wide is the Most Important Word in Writing Across the Curriculum Programs," paper delivered in conjunction with workshop, Shorter College, Little Rock, Arkansas, 1989.

"The Disappearing Black Teacher in Arkansas," with Calvin Johnson, paper delivered at the Arkansas Teacher Education Conference, 1989.

"Black Teachers in Arkansas: An Endangered Species," presentation with Dr. Calvin Johnson, D-Stamp Conference, Arkadelphia, Arkansas, 1989.

"Maud Cuney-Hare," *Dictionary of Literary Biography*, 1988.

"Minority Perspectives on Graduate Education," a paper delivered at the Educating Minority Students Forum, San Diego, California, 1988.

"To Be Black, Female, and an Administrator," paper delivered at the University of Central Arkansas, Black History Month Program, 1988.

"Minority Teachers: Where Are They Going?" Arkansas Education Association Annual Conference, 1988.

"Reviving Black History: The Birth of a Community Project," Arkansas Endowment for the Humanities Conference, 1988.

"Legal Issues and Graduate Education: Problems in Due Process," *Proceedings of the Annual Meeting of the Council of Graduate Schools*, 1988.

"Women's Spirituality in the Writings of Toni Morrison, Alice Walker, and Toni Cade Bambara," English Department Lecture Series, Philander Smith College, 1988.

"Education for Women: Arkansas' Challenge," Second Annual Women's Conference, Division of Aging and Adult Services, Arkansas Department of Human Services, 1987.

"A Black Literature Scholar Revisits Huckleberry Finn," Annual Humanities Lecture, University of Arkansas at Pine Bluff, 1987.

"Legal Issues in Graduate Education," *Proceedings of the Fifteenth Annual Meeting of the Conference of Southern Graduate Schools*, Knoxville, Tennessee, 1986.

"Educating Adults for the Twenty-First Century," Arkansas State Adult Education Conference, 1986.

"Black Women Preachers: A Literary View," *Southern Quarterly*, Summer 1985.

"The 'Bornin' of Janie: The Development of Zora Neale Hurston's Women Character," Missouri Philology Association Conference, 1984.

"Multiethnic Literature in the College Composition Class," paper delivered at CCC Conference, Dallas, Texas, 1981.

"Pauline Hopkin's Contending Forces," (book review) in *Calloloo*, 1981.

"An Approach to Black History Month," *Clergy and Laity Concerned News*, 1981.

"A Call to Read," in *The Fisk 100+10*, 1981.

"Women Writers of the Harlem Renaissance," paper delivered as part of the NEH lecture series, The Harlem Renaissance Revisited, Fisk University, Nashville, Tennessee, 1981.

"Myths, Images, and Symbols in Toni Morrison's *Song of Solomon*," Black Literature Forum, Spelman College, Atlanta, Georgia, 1980.

"Three Black Women Novelists: A Search for Identity," paper delivered for panel session on the Teaching of Black Literature, National Council of Teachers of English, Annual Conference, New York, 1977.

"Third Way Writing in the Developmental Writing Class," *Tennessee Developmental Studies Notes*, 1977.

"Black Women and Women's Liberation," "New Black Faces in Southern Politics," and "The Nashville Model Cities Story," (with Jack White and Gloria Johnson), in *The Race Relations Reporter*, 1970.

### **Professional Affiliations**

Association of Blacks in Higher Education  
Forum on Higher Education for the Public Good  
Center for the Study of Postsecondary Education, University of Michigan  
The Journal of Women and Leadership, Editorial Advisory Committee  
Center for the Study of Higher Education, Pennsylvania State University, Advisory Board  
Association for the Study of Higher Education, Publications Committee  
National Council of Teachers of English  
Conference on College Composition and Communication  
College Language Association  
Council of Graduate Schools (past national board member)  
Conference of Southern Graduate Schools (past board member)  
American Association of Higher Education  
American Council on Higher Education, Council of Fellows (past member Executive Committee and chair of the Annual Fund)

### **Professional Service**

2012-Present	Association for the Study of Higher Education
2009-2012	Diversity Committee, Council of Christian Colleges and Universities
2006	Michigan Department of Education Task Force on Teacher Education
2006-Present	Board of Trustees, Union Institute and University (Chair 2010-2012)
2005-Present	Editorial Advisory Board, <i>Change Magazine</i>
2002-2004	Board, American Association of Higher Education
2001-2008	Commissioner, Higher Learning Commission, North Central Association of Colleges and Universities (Chair 2006)
1999-2002	Trustee, William Tyndale College, Farmington Hills, Michigan
1998-2000	George Peabody College of Vanderbilt University, Alumni Board
1996-2001	National Advisory Committee, Fund for the Improvement of Postsecondary Education (FIPSE)
1990-1991	Executive Committee, Council of Graduate Schools
1990-1991	Executive Committee, Council of Southern Graduate Schools
1990-1993	Consultant Evaluator, North Central Association of Colleges and Schools



1990-1991	Commission on Educational Credits and Credentials, American Council on Education
1989-1992	Chair, Audit Committee Conference of Southern Graduate Schools
1987-1989	Chair, Site Committee Conference of Southern Graduate Schools
1986	Session Chair, College Composition and Communication Conference
1983	Accreditation Team Member Southern Association of Colleges and Schools
1982	Accreditation Team Member, Southern Association of Colleges and Universities

### **University Service**

Admissions Committee, Center for the Study of Higher and Postsecondary Education (U of M)  
Networking Group, Center for Educational Outreach (U of M)  
Educational Diversity Committee, School of Education (U of M)  
Advisory Committee, Center for Research on Teaching and Learning (U of M)  
Organizer, Doctoral Program Exploration Committee (SAU)  
Member, Budget Committee, (SAU)  
Member, Operational Efficiency Committee of the Board  
Chair, Blue Ribbon Task Force on Growth (SAU)  
Leader, Reading Group, Faith and Learning (SAU)  
Chair, Media Board (SAU)  
Chair, Diversity Committee, (SAU)  
Chair, NCA Self-Study Task Force (UALR)  
Member, Teacher Education Accreditation Subcommittee (UALR)  
President, UALR Commission on the Status of Woman  
President, UALR Black Forum  
Chancellor's Cabinet (UALR)  
Associate Dean and Graduate Council Member, University of Arkansas at Fayetteville  
Chair, Search Committees for Faculty and Administrative Positions  
Member, Campus Interview Committee for the University of Arkansas President  
Director, Office of Research and Sponsored Programs (two years)  
Task Force, Minority Recruitment  
Member, Arkansas Council of Graduate Deans  
Member, Advisory Board, Science and Information Liaison Office (SILO) for the State of Arkansas  
Member, University of Arkansas at Fayetteville Graduate Council  
Chair, Program Committee Arkansas Statewide Conference on Higher Education  
Advisor, *Fisk Herald*, literary magazine

### **Community Service**

Board, Jackson Chamber of Commerce

Quality Board, Foote Hospital, Jackson, MI  
Board, Ella Sharp Museum  
Board, Sojourner House, Detroit Michigan  
Big Brothers/Big Sisters, Battle Creek, Michigan  
Chair, Women's Project Board, Little Rock, Arkansas  
Board, Our House Shelter for the Homeless, Little Rock, Arkansas  
Governor's Appointee, Arkansas Science and Technology Authority  
Chair, Little Rock School District Bi-Racial Advisory Board  
Founder, Women of Color United Against Domestic Violence, Little Rock, Arkansas  
Member, Black Women's Political Network, Little Rock, Arkansas  
Member, Arkansas Public Policy Panel  
Board Member (National Board), Bread for the World  
Member, Community Action Board for Combating Teen Pregnancy, Little Rock, Arkansas  
Celebrity Reader, Little Rock School District  
Governor's Appointee, Planning Committee, Arkansas Conference on Library Resources  
Panel of American Women, Nashville, Tennessee

References Provided on Request