Organization and Administration in Higher Education – 3rd Edition

Contributor Bio Sheet Compilation

Book Coming in Fall 2022
Editors and Foreword Author
Kristina ‘KP’ Powers, PhD
President – Institute for Effectiveness in Higher Education


Kristina ‘KP’ Powers is President of the Institute for Effectiveness in Higher Education. KP has served in leadership roles in colleges and universities for over 20 years, primarily in the areas of institution accreditation, institutional effectiveness, institutional research, financial planning, and strategy. Her research and practice focus on effective and efficient use of resources to advance higher education organizations.

Dr. Powers also serves as a national IPEDS trainer and has current appointments to the National Postsecondary Education Cooperative (NPEC), the NC-SARA Data Advisory Committee, the Journal of Postsecondary Student Success editorial board, and the SUNY Brockport Dean’s Advisory Council. Throughout her higher education career, Dr. Powers has taught undergraduate and graduate students as well as delivers professional development presentations, workshops and trainings in all modalities (face-to-face, online, and hybrid) on accreditation, institutional effectiveness, institutional research and higher education organization and administration, IPEDS, financial planning, and strategy.

KP earned her doctorate from Florida State University in Educational Leadership and Policy Studies with a concentration in Higher Education Policy, a Master’s in Higher Education Administration from Florida State University, and a Bachelor of Science from the State University of New York, College at Brockport. Her books, Organization and Administration in Higher Education (third edition – 2022), Data Strategy in Colleges and Universities (2019), and Cultivating a Data Culture in Higher Education (2018) are published by Routledge. She has served as issue co-editor and author for New Directions of Institutional Research.
Patrick J. Schloss, PhD
Former President – Valdosta State University


Patrick J. Schloss served as the eighth president of Valdosta State University from 2008 to 2011. He was born in Harvey, Illinois on October 1, 1953.

President Schloss’ academic career includes appointments as a tenured professor and chair at Penn State and the University of Missouri. He is among the most prolific and influential scholars in special education, having authored 20 books and over 100 research publications. Prior to serving at VSU, Dr. Schloss was provost at Bloomsburg University of Pennsylvania from 1994 to 2004, and president at Northern State University in Aberdeen, South Dakota from 2004 to 2008.
Dr. Belle Wheelan currently serves as President of the Southern Association of Colleges and Schools Commission on Colleges and is the first African American and the first woman to serve in this capacity. Her career spans over 40 years and includes the roles of faculty member, chief student services officer, campus provost, college president and Secretary of Education. In several of those roles, she was the first African American and/or woman to serve in those capacities.

Dr. Wheelan received her Bachelor’s degree from Trinity University in Texas (1972) with a double major in Psychology and Sociology; her Master’s from Louisiana State University (1974) in Developmental Educational Psychology; and her Doctorate from the University of Texas at Austin (1984) in Educational Administration with a special concentration in community college leadership.

She has received numerous awards and recognition including six honorary degrees; the Distinguished Graduate Award from Trinity University (2002), and from the College of Education at the University of Texas at Austin (1992); Washingtonian Magazine’s 100 Most Powerful Women in Washington, DC (2001); and the AAUW Woman of Distinction Award (2002).
Chapter Authors
Angela E. Henderson, PhD
Chief Data Architect – Trivium BI

Co-author of Understanding the Range of Postsecondary Institutions and Key Quality Indicators and Overview of Accreditation in Organization and Administration in Higher Education – 3rd Edition

Angela E. Henderson serves as Chief Data Architect at Trivium BI. Prior to joining Trivium BI, she held over 18 years of experience in IR across several postsecondary institutions, including Stetson University and Valdosta State University. Her areas of expertise and interest include data-driven analyses, data visualization, and development of tools to facilitate institutional research, assessment, and accreditation processes.

Dr. Henderson has served as a co-editor and author for New Directions of Institutional Research and Cultivating a Data Culture in Higher Education (2018).

She received an M.A. in English from Georgia Southern University, an M.L.I.S. from Valdosta State University, and Ph.D. in Education and Human Resource Studies, with a specialization in Higher Education Leadership from Colorado State University.
Charles Mathies is an Assistant Professor in the Higher Education and Community College Leadership program at Old Dominion University. He also holds ancillary appointments at the Finnish Institute for Educational Research in the University of Jyväskylä and Tampere University in Finland.

Charlie’s research focuses on the role of global markets, politics, and infrastructures in the movement of knowledge, data, and people across borders.

He earned his Ph.D. in Higher Education at the University of Georgia specializing in public policy and quantitative data analysis.

Prior to joining academia, he worked 13 years in institutional research and strategic planning in universities in the USA and Europe.
Christopher Ferland, PhD
Assistant VP of the Office of Institutional Research – Georgia College and State University


Christopher Ferland is the assistant vice president of the Office of Institutional Research at Georgia College and State University. He serves as co-facilitator of the strategic plan and a member of the enrollment management team. He is the current president of the University System of Georgia Institutional Research and Planning advisory committee.

He was previously a senior research associate for the University System of Georgia. He has also held the position of associate director of enrollment management at the University of Georgia.

Ferland received his Ph.D. in higher education at the University of Georgia; a Master of Science in applied economics and a Master of Science in applied sociology from Clemson University; and his Bachelor of Arts in sociology from the University of Rhode Island.
Cyndy Caravelis, PhD
Assistant Professor – Western Carolina University


Cyndy Caravelis is a Professor of Criminology and Criminal Justice. Her current research interests include the relationship between social threat and social control, the effect of inequality on criminal justice policy, social justice, and minorities and crime. Her research on sentencing inequality has been published in journals such as Justice Quarterly and the Journal of Quantitative Criminology. Recent work has included an examination of race and crime and the Black Lives Matter movement. She co-authored Social Justice, Criminal Justice (Routledge), which examined how the law has historically been used as both a tool for oppression and a vehicle for social change. Additionally, she was awarded a grant to engage in fieldwork researching the Syrian Refugee Crisis in Greece. In addition to her academic endeavors, she has extensive field experience in the criminal justice system, including work as a legislative analyst for the Florida Legislature’s Commission on Capital Cases, as a crime intelligence analyst for the Florida Department of Law Enforcement, as an expert witness on criminal sentencing, and as an academic instructor in both male and female correctional institutions.
Elyce C. Morris, JD, LLM
Title IX Coordinator – Northern Arizona University

Author of Key Legal Aspects for Higher Education Administrators in Organization and Administration in Higher Education – 3rd Edition

Elyce C. Morris has worked in higher education in dispute resolution, legal education, grievance management, and other contexts at various higher education academic institutions since 2002. She has been a law professor, in-house counsel, and administrator.

Ms. Morris earned an A.B. in English and in History from The College of William and Mary, a J.D. from the University of Southern California Gould School of Law, and an LL.M. in Dispute Resolution from Pepperdine University Caruso School of Law Straus Institute for Dispute Resolution.

She is a member of the State Bar of California and is registered on the Alabama State Court Mediator Roster.
John D. Crawford, MPA
Vice President for University Advancement – Valdosta State University


John D. Crawford is Vice President for University Advancement at Valdosta State University and the CEO of the VSU Foundation, Inc. He has been instrumental in the planning and execution of several university capital campaigns. Most recently he was responsible for Valdosta State’s Invest, Ignite, Inspire capital campaign which exceeded its initial goal by 43%.

He has significant experience in identifying, cultivating, soliciting major gift prospects, and has negotiated and closed multiple six, seven, and 8-figure gifts. He is a regular presenter at fundraising conferences and is an active member of the Council for the Advancement and Support of Education (CASE), as well as the Georgia Education Advancement Council (GEAC).
Joseph B. Harris, PhD
Assistant Professor – Western Carolina University


Joseph B. Harris is an Assistant Professor at Western Carolina University. Dr. Joseph "Joey" Harris earned his PhD in Geography with a minor in Disaster Science and Management from Louisiana State University in 2019. His doctoral dissertation focused on the future impacts of subsidence and tropical cyclone storm surge on industrial facilities along the lower Mississippi River industrial corridor. Dr. Harris also earned his MS in Geosciences from East Tennessee State University in 2014 and his BS in Geosciences with a minor in Geographic Information Systems from Austin Peay State University in 2012.

Prior to joining WCU, Dr. Harris worked as a hazard mitigation analyst for the Stephenson Disaster Management Institute at Louisiana State University and as a lab coordinator for the Geoinformatics and Disaster Science Lab at East Tennessee State University.
Julia Carpenter-Hubin, MA  
(Retired) Assistant VP for Institutional Research and Planning – The Ohio State University

Co-author of Key Leadership Positions and Performance Expectations in Organization and Administration in Higher Education – 3rd Edition

Julie Carpenter-Hubin is the retired Assistant Vice President for Institutional Research and Planning at The Ohio State University. Julie represented Ohio State to the Association of American Universities Data Exchange and is a past chair of the Exchange’s governing council.

She is a past President of the Association for Institutional Research (AIR), and a recipient of the 2018 AIR Outstanding Service Award. Julie served on the National Research Council’s Data Panel, which advised the NRC’s Committee on an Assessment of Research-Doctorate Programs on the questionnaires used in the assessment. Julie’s research interests include higher education performance measurement and its use in developing improvement strategies.

She currently serves on the National Survey of Student Engagement Advisory Board and as an accreditation reviewer and team chair for the Higher Learning Commission.
Kent J. Smith, Jr., PhD
President – Langston University


Dr. Kent J. Smith, Jr. currently serves as President and full Professor with tenure at Langston University. Dr. Smith has co-authored multiple publications. The topics of his most recent publications include cyberbullying in higher education and managing human resources at colleges and universities. Prior to leading Langston University, Dr. Smith served as the vice president for student affairs, chief student affairs officer, and assistant professor of education at Ohio University in Athens, Ohio. He is a former dean of students at Auburn University in Alabama, director of multicultural affairs at Case Western Reserve University in Cleveland, Ohio, and was an adjunct professor at Cleveland State University. Dr. Smith serves on the board of directors of the Thurgood Marshall College Fund and is a member of the Higher Learning Commission Differential Accreditation Advisory Committee. Dr. Smith received his Bachelor of Science and Master of Education from Southern University. His Doctor of Philosophy degree was conferred from Colorado State University in Education and Human Resource Studies. Dr. Smith is a father of five and with a new grandson, he loves spending quality family time.
Kerry Brian Melear, PhD  
Professor of Higher Education – University of Mississippi  

Author of The Role of Internal Governance, Committees, and Advisory Groups in Organization and Administration in Higher Education – 3rd Edition

Kerry Brian Melear is Professor of Higher Education and Affiliate Faculty in the School of Law at the University of Mississippi.

His areas of expertise include college and university legal, financial, and public policy concerns. He serves as a member of the Editorial Board of Laws, a peer-reviewed open access journal of legal systems, theory, and institutions, and has previously served as a member of the Board of Directors of the Education Law Association, a member of the Author’s Committee of West’s Education Law Reporter, the editorial board of the Journal of Cases in Educational Leadership, and the Book Review Editor for the Journal of Law and Education.

He was selected as the University of Mississippi School of Education’s Researcher of the Year in 2007, 2010, 2013, and Teacher of the Year in 2015.
Lydia Snover is the Senior Advisor to MIT’s Institutional Research Office. She became the founding Director of Institutional Research in 1986 and has been with MIT since 1971. She received a BA in Philosophy and an MBA, both from Boston University. The first part of her career at MIT was spent in departmental and research administration in several academic departments. The MIT Office of Institutional Research has a broad range of responsibilities, including maintenance of institutional databases on faculty, graduate admissions, honors and awards, and faculty productivity; survey research, responding to external requests for institutional data, distribution of MITx data, preparation of briefing documents for external review committees and support for ABET and NEASC reaccreditation. The office provides analytical support for senior administrators, the Office of the Dean for Graduate Education, the deans of undergraduate education and student life as well as academic departments and programs, research laboratories and centers. Lydia has represented MIT in the Association of American Universities Data Exchange (AAUDE) and the Consortium on the Financing of Higher Education (COFHE) Institutional Research Group. In 2019 she was awarded the John Stecklein Distinguished Member Award from the Association for Institutional Research, for advancing the field of institutional research through extraordinary scholarship, leadership, and service.
Mouwafac Sidaoui, PhD
Vice President of Academic Affairs and Dean of the School of Business – Menlo College
Author of Aligning Curriculum and Academic Resources in Organization and Administration in Higher Education – 3rd Edition

Mouwafac Sidaoui is the Dean of the School of Business at Menlo College and a Professor of Business Analytics and Data Science. Dr. Sidaoui has created several successful contemporary management programs, including master’s degree programs in information systems and entrepreneurial management, a bachelor’s degree major and minor in business analytics, and global immersion programs focused on portfolio management and resource allocation. Dr. Sidaoui has partnered with both corporations and higher education institutions to broaden student exposure to the world of business analytics and data science. He co-designed and led three hackathons with www.GoodData.com and www.Emirates.com. In addition to his academic work, Dr. Sidaoui has nearly 30 years of consulting expertise in Silicon Valley and abroad in strategic management, product development, data analytics, and online solutions. He earned a B.S. in Technical Management and a B.S. in Mechanical Engineering from Wentworth Institute of Technology, an M.B.A. in Innovation and Technology from Boston University, and an Ed.D. in Education from the University of San Francisco. He has earned a Post Doc in Finance & Accounting Analytics from the University of Florida.
Thomas C. Johnson, PhD
Associate Professor – Western Carolina University


Thomas C. Johnson has retired from his position as associate professor in the Emergency and Disaster Management Program in the Criminology and Criminal Justice Department, after teaching full-time in the program since 2010. Before becoming a full-time faculty member, Dr. Johnson worked in the law enforcement profession for 35 years including 15 years as a chief of police. Dr. Johnson also worked for 20 years as an adjunct professor at various higher education institutions teaching psychology and criminal justice courses. Dr. Johnson holds an Associate of Science Degree in Law Enforcement from Pensacola (FL) Junior College, a Bachelor of Science Degree in Criminal Justice from Troy (AL) State University, a Master of Arts Degree in Psychology from the University of West Florida, and Doctor of Philosophy Degree in Instructional Systems, Leadership, and Workforce Development from Mississippi State University. Dr. Johnson has completed graduate studies in criminal justice at Fayetteville State University and emergency management at Eastern Kentucky University and University of North Carolina – Pembroke.
Thomas Stewart, PhD
Vice Chancellor for Social Justice, Equity, Diversity, & Inclusion – National University System

Author of Institutionalizing Inclusive Excellence: National University System Leading the Way in Organization and Administration in Higher Education – 3rd Edition

Thomas Stewart is currently Vice Chancellor for Social Justice, Equity, Diversity, and Inclusion at National University System. He is an experienced executive leader, with over 30 years of K-12 and post-secondary experience in education and criminal justice reform, innovation, and transformation. He has done extensive work in providing development opportunities for underserved and underrepresented individuals and communities. Prior to his current position, Dr. Stewart served as President of John F. Kennedy University and Patten University. He has co-founded or lead over 20 schools, universities, or non-profit organizations, including one of the first competency-based non-Title IV participating, regionally accredited universities in the country. He has authored numerous publications on school reform, parent involvement, criminal justice reform, and leading change with grace. Dr. Stewart earned a Doctor of Philosophy in Government from Harvard University and a Bachelor of Arts in Political Science from the University of the District of Columbia.
Valerie Martin Conley, PhD
Provost – Idaho State University

Co-author of Effectively Managing Human Resources in Colleges and Universities in
Organization and Administration in Higher Education – 3rd Edition

Valerie Martin Conley is Vice President of Academic Affairs and Provost at Idaho State University. She previously served as Dean of the College of Education and Professor of Leadership, Research, and Foundations at the University of Colorado, Colorado Springs. Prior to her work in Colorado, she served as Department Chair of Counseling and Higher Education, Director of the Center for Higher Education, and Professor of Higher Education and Student Affairs at Ohio University.

Dr. Conley has served as principal investigator for two National Science Foundation funded research projects: “Academic Career Success in Science and Engineering-Related Fields for Female Faculty at Public Two-Year Institutions” and “Collaborative Research: Increasing Minority Presence within Academia through Continuous Training (IMPACT)”. She is a TIAA-CREF Institute Research Fellow, received the Ohio University Outstanding Graduate Faculty Award in 2007, and served on the Association for Institutional Research Board of Directors. Dr. Conley has published widely on faculty issues and is nationally recognized for her expertise on faculty retirement.
For more information about the book, visit:

http://instituteforeffectiveness.org/organization-and-administration-of-higher-education/