

Susanne C. Monahan
Associate Provost for Academic Effectiveness
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Education

Ph.D. 1993, Stanford University, Sociology
A.M. 1988, Stanford University, Sociology
B.A. 1987, Swarthmore College, Sociology/Anthropology and Economics

Academic/Research Appointments

2013-present Professor, Sociology, Western Oregon University
1995-2013 Assistant to Associate Professor, Sociology & Anthropology, Montana State University
2009-2010 Visiting Associate Professor, Sociology, Brown University
1994-1995 Visiting Assistant Professor, Sociology, Dartmouth College
1992-1994 Project Manager, Center for Health Care Evaluation, Palo Alto Veterans Administration Hospital and Stanford Medical Center

Administrative Appointments

2016-present **Associate Provost for Academic Effectiveness, Western Oregon University**
Responsible for: design and implementation of university-wide systems to align, assess and improve student learning and academic programs; fostering interdisciplinary collaboration among faculty in pursuit of institutional goals; guiding transition of Interdisciplinary Studies bachelor's degree program to a faculty-led model.

2013-2016 **Dean, College of Liberal Arts and Science, Western Oregon University**
Responsible for leadership and management of a broad-ranging college with seven academic divisions, twenty academic departments, 120 tenure-track faculty, over 90 non-tenure-track faculty and a \$21m budget. Serve on Academic Affairs Executive Council, Academic Affairs Council, CARE Team, Academic Suspensions Committee. Guide college-wide program assessment and spark curricular review following adoption of LEAP outcomes. Work with multiple K-12 Education Special Districts representing over 40 Oregon school districts to develop and implement proficiency-based dual credit opportunities through the Willamette Promise. Provide opportunities for faculty to engage in cross-disciplinary collaboration around teaching and learning. Work with state higher education offices on intra- and inter-state transfer initiatives (e.g., ASOT-Biology transfer degree, WICHE's transfer initiative). Reorganize staffing to meet current needs.

2012-2013 **Acting Director, Liberal Studies Program, Montana State University**

Directed Liberal Studies, an interdisciplinary undergraduate degree program with over 200 majors in three distinct options. Managed instructional budget. Coordinated curriculum and recruited and supervised six part-time, non-tenure track faculty. Shared academic advising responsibilities with a half-time academic advisor. Developed and implemented a process for assessment of student learning outcomes. In collaboration with MSU's Extended University, guided MSU's first online undergraduate degree program.

- 2011-2013 **Associate Dean for Curricular and Program Development, College of Letters & Science, Montana State University**
Led department heads in the development of a strategic plan. Guided departments in implementing assessment of student learning outcomes that provided a collaborative framework for community-building and curricular improvement. Chaired the Scholarship and Creativity Grants Committee, an internal grant program distributing \$220,000 to humanities, social science and fine arts faculty through a competitive, externally reviewed process. At the request of the Vice President for Research, coordinated over 35 faculty and department heads in cross-department, cross-college development of a strategic plan for enhancing social, behavioral and economic sciences research.
- 2005-2009 **Chair, Department of Sociology & Anthropology, Montana State University**
Led an academic department with 11-tenure track faculty, two distinct disciplines and a base budget of \$700K. Secured funding (\$90K) from the Japan Foundation to support the hire of an Assistant Professor of Anthropology specializing in Japan Studies. Supported faculty through mentoring, formal annual reviews, and identifying and securing internal and external resources to support teaching and research. Collaborated with faculty regarding hiring, promotion and tenure, merit pay increases and curricular decisions. Established an on-site partnership with Project Archaeology, a grant-supported archaeology and heritage education (K-12) program founded by the federal Bureau of Land Management.

Other Administrative Accomplishments

As *PI/Director* of MSU's National Science Foundation ADVANCE Leadership award (\$299K, 2006-2010):

Collaborated with engineers, natural scientists and social scientists to establish an informal mentoring network among women faculty that spans ranks, departments and colleges. Organized and implemented professional development activities – three 1.5 day intensive workshops, semiannual mini-workshops, guest speakers – intended for women STEM and social and behavioral sciences faculty, but open to all faculty. Developed and managed a three-year mini-grant program that provided support ranging from \$5K to \$15K to women faculty seeking to strengthen their research programs and develop mentoring relationships beyond MSU. Served on the Planning and Advisory Committees for Developing Excellence in Academic Leadership (DEAL), MSU's leadership development program for front-line academic leaders (e.g., Chairs, Center Directors).

Other institutional accomplishments:

Assumed a leadership role in the transformation of university Core Curriculum, focusing on new Diversity requirements, First-Year Seminars and university-

wide communication of proposed changes. Engaged Promotion and Tenure processes at multiple levels: As Department Chair, chair of Departmental P&T Committees, member of Departmental P&T Committees and member of the University P&T Committee. Led the Montana University System Transferability Council for Sociology, working with 2- and 4-year institutions across the state to facilitate transfer of students across state-funded institutions. Conducted internal and external reviews of academic programs including Sociology & Anthropology, Political Science, Liberal Studies, Women's Studies and Interdisciplinary Sciences. Collaborated with Office of Institutional Research, Provost's Office and Women's Faculty Caucus, to implement Harvard's COACHE Survey of junior faculty on Montana State's campus, achieving a 65% response rate among faculty.

Academic Accomplishments

Extramural Grants & Contracts (Awarded)

"Oregon Alliance for Minority Participation: OR AMP Diversifying Oregon's STEM workforce - Western Oregon University" awarded from Oregon's Higher Education Coordinating Commission, 2016-17. Co-PI. \$225,000.

"Willamette Promise Continuation Grant" sub-award from Willamette Education Service District's ODE Regional Promise Continuation Award, 2015-17. \$95,000.

"Passport" sub-award from WICHE's DOE First in the World Award, 2015-16. \$28,925.

"Hospital as organizations and health disparities." National Institutes of Health (Montana IDEA Network of Biomedical Research Excellence), 2009-2013. INBRE Project Leader. \$130,000.

"Big Sky Leadership Initiative to ADVANCE Women in Careers in Research Leadership." National Science Foundation, 2006-2010. PI (2008-2010), Co-PI (2006-2008). \$299,222.

"Staff Expansion Grant." Japan Foundation, 2007-2010. PI (2007-2009). \$90,511.

"Project Archaeology Electronic Database Development and Distribution." Bureau of Land Management, 2006. Co-PI. \$30,000.

"Publication Development Grant." Bureau of Land Management, 2005. PI. \$7,200.

"E-government in rural communities." National Science Foundation, 2004. Co-PI. \$20,000.

"Fresh Start: 2005." Episcopal Church Foundation, 2004-2005. PI. \$10,650.

"Clergy transitions: Evaluation of Fresh Start." Episcopal Church Foundation, 2000-2003. PI. \$22,500.

"Survey of Episcopal Congregations." Episcopal Church Foundation, 1999-2000. PI. \$6,852.

Books

Emerson, MO, W Mirola & SC Monahan. 2010. *Religion Matters: What Sociology Teaches Us About Religion in Our World*. Boston: Allyn Bacon.

Monahan, SC, W Mirola & MO Emerson. 2010. *Sociology of Religion: A Reader (2nd edition)*. Boston: Allyn Bacon. (1st edition, Prentice Hall, 2001)

Refereed Journal Articles

- Eitle, DJ & SC Monahan. 2009. "Revisiting the racial threat thesis: The role of police organizational characteristics in predicting race-specific drug arrest rates." *Justice Quarterly* 26(3):528-561.
- Monahan, SC & BA Quinn. 2006. "Beyond bad apples and weak leaders: Toward a neo-institutional explanation of organizational deviance." *Theoretical Criminology* 10(3): 361-385.
- Monahan, SC. 1999. "Who controls church work? Organizational effects on jurisdictional boundaries and disputes in churches." *Journal for the Scientific Study of Religion*, 38: 370-385.
- Monahan, SC. 1999. "Role ambiguity among Protestant clergy: Consequences of the 'activated laity'". *Review of Religious Research*, 41:80-95.
- Monahan, SC & JW Finney. 1996. "Explaining abstinence rates following treatment for alcohol abuse: A quantitative synthesis of patient, research design and treatment effects." *Addiction*, 91:787-805.
- Finney, JW & SC Monahan. 1996. "The cost effectiveness of treatment for alcoholism: A second approximation." *Journal of Studies on Alcohol*, 57:229-243.
- Floyd, AS, SC Monahan, JW Finney & JB Morley. 1996. "The nature of alcoholism treatment outcome research, 1980-1992." *Addictive Behaviors*, 21:413-428.
- Morley, JB, JW Finney, SC Monahan & AS Floyd. 1996. "The quality of alcoholism treatment outcome research, 1980-1992." *Addictive Behaviors*, 21:429-443.
- Monahan, SC, CM Buchanan, EE Maccoby & SM Dornbusch. 1993. "Sibling differences in divorced families." *Child Development*, 64: 152-168.

Book Chapters

- Monahan, SC. 2012. "Seeing religion sociologically through film." Invited chapter in *Cinematic Sociology, 2nd Edition* (Kathryn Feltey and Jean-Anne Sutherland, Eds.). Pine Forge Press.
- Monahan, SC. 2001. Integrative essays on "Ritual and belief," "The secularization debate," and "Religious authority, organizations and institutions" in *Sociology of Religion: A Reader* (Monahan, Mirola and Emerson, eds.). Upper Saddle River, NJ: Prentice Hall.
- Monahan, SC, JW Meyer and WR Scott. 1994. "Employee training: The expansion of organizational citizenship." Pp 255-272 in WR Scott & JW Meyer (eds.) *Institutional Environments and Organizations: Structural Complexity and Individualism*. Thousand Oaks, CA: Sage.

Book Reviews

- Monahan, SC. 2013. Review of *History, Time, Meaning and Memory: Ideas for the Sociology of Religion* (B Denison, ed, Brill, 2011) for *Contemporary Sociology*.
- Monahan, SC. 2011. Review of *Academically Adrift: Limited Learning on College Campuses* (R Arum and J Roska, University of Chicago Press, 2010) for *Montana Professor*, Fall 2011.

- Monahan, SC. 2006. Review of *America and the Challenges of Religious Diversity* (R Wuthnow, Princeton University Press, 2005) for *Journal of the American Academy of Religion*, 74: 1020-1023.
- Monahan, SC. 2006. Review of *Handbook of Religion and Social Institutions* (HR Ebaugh, ed., Springer Press, 2005) for *Journal for the Scientific Study of Religion*, 45(3): 461-462.
- Monahan, SC. 2003. Review of *Religion in Western Society* (Stephen Hunt, Palgrave Macmillan, 2002) and *Sociology of Religion: Contemporary Developments* (K Christiano, W Swatos & P Kivisto, Altamira, 2002) for *Sociology of Religion*, Winter.
- Monahan, SC. 2000. Review of *Congregations in Conflict: Cultural Models of Local Religious Life* (PE Becker, Cambridge University Press, 1999) for *Journal for the Scientific Study of Religion*, September.
- Monahan, SC. 1999. Review of *The American University: National Treasure or Endangered Species* (R Ehrenberg, ed., Cornell University Press, 1997) for *Montana Professor*, Winter.
- Monahan, SC. 1998. Review of *Effective Teaching in Higher Education* (RP Perry & JC Smart, eds., Agathon Press, 1997) and *Teaching Well and Liking It* (JL Best, ed., Johns Hopkins University Press, 1997) for *Montana Professor*, Winter.
- Monahan, SC. 1996. Review of *The Sociology of Work: Cases and Concepts* (C Auster, Pine Forge, 1996) for *Sociological Research Online*, September.
- Monahan, SC. 1996. Review of *In the Name of All That's Holy: A Theory of Clergy Malfeasance* (A Shupe, Praeger, 1995) for *Contemporary Sociology*, October.

Presentations (selected)

- Monahan, SC, MC Suchman & Steve Swinford. 2012. "Correlates of hospital quality." Poster presentation at 2012 INBRE Conference, Washington, DC, June.
- Monahan, SC & MC Suchman. 2011. "Does HIPAA hinder patient-provider communication?" Presented at American Sociological Association meetings, Las Vegas, August.
- Monahan, SC & MC Suchman. 2011. "Can we talk? The effects of organizational culture and structure on patient-provider communication." Presented at American Sociological Association meetings, Las Vegas, August.
- Monahan, SC & MC Suchman. 2011. "Does HIPAA hinder patient-provider communication?" Presented at Law & Society meetings, San Francisco, June.
- Monahan, SC & MC Suchman. 2011. "Does HIPAA hinder patient-provider communication?" Presented at Western Region INBRE Scientific Conference, Reno, NV, June.
- Monahan, SC & MC Suchman. 2010. "HIPAA for whom? Privacy law compliance and patient-clinician communication." Presented at the Conference on Empirical Legal Studies, New Haven, CT, November.
- Monahan, SC. 2010. "Start with a survey: Building a dataset to study hospitals and health disparities." (Invited) Montana INBRE Interdisciplinary Forum, Billings, MT, September.
- Monahan, SC & BA Quinn. 2005. "Bad apples and failed leadership? Scapegoats for deviance in decoupled organizations." Presented at the Pacific Sociological Association annual meeting, Portland, OR, April.

- Freudenberg, W, SC Monahan & R Matano. 2002. "Stigma-fixation fallacy." Presented at the American Sociological Association annual meeting, Chicago, IL, August.
- Monahan, SC & BA Quinn. 2002. "Designed for deviance: A Neo-institutional analysis of corporate and organizational crime." Presented at the American Sociological Association annual meetings, Chicago, IL, August.
- Quinn, BA & SC Monahan. 2001. "Designed for deviance: A Neo-institutional analysis of corporate and organizational crime." Presented at the Law & Society annual meeting, Budapest, Hungary, July.
- Monahan, SC. 1998. "Role ambiguity among Protestant clergy: Consequences of the 'activated laity.'" Presented at the Young Scholars of American Religion Seminar Series, University of California, Santa Barbara, CA. June.
- Monahan, SC. 1998. "Role ambiguity among Protestant clergy: Consequences of the 'activated laity'." Invited presentation at the Politics, Society and Culture seminar at the University of Wisconsin, Madison, WI. May.
- Monahan, SC. 1995. "Who controls church work? Effects of the institutional environment on jurisdictional disputes in churches." Presented at the 1995 American Sociological Association annual meeting in Washington, DC, August.
- Monahan, SC. 1994. "Organization and jurisdictional competition: The relation between formalized lay roles and shared work in churches." Presented at the American Sociological Association annual meeting in Los Angeles, CA, August.
- Ventresca, M & SC Monahan. 1993. "Rationale and infrastructure in the professionalization of non-profit management." Presented at the Society for Social Studies of Science meetings at Purdue University, November.

Teaching (at Montana State University, unless noted)

Upper division courses: Difference, Inequality & Social Justice (WOU); Sociological Theory; Complex Organizations; Sociology of Religion; Sociology of Education; Sociology of Work & Occupations; Money, Markets & Morality (Economic Sociology); Organizational Culture (Dartmouth College); Law & Society; Sociology of Health & Medicine; Senior Capstone Seminar.

Lower division courses: Introduction to Sociology; Social Difference; Introduction to Theory & Analysis; Sociology through Film; Social Statistics (Dartmouth College).

Interdisciplinary courses: Science & Religion (co-taught with a biologist); Medicine & Society; Health & Identity; University Seminar.

Professional Service (selected)

External reviewer, Sociology Program (MA and BA) at University of Wyoming, 2016.

External Reviewer, Interdisciplinary Sciences BS program at South Dakota School of Mines, 2012.

National Science Foundation Site Visit, ADVANCE program, November 2010.

National Science Foundation Review Panels: November, 2012; January 2010; March 2009; January 2008.

Student Paper Award Committee, ASA Sociology of Religion Section, Chair, 2009.

External Reviewer, Sociology & Anthropology programs at Florida A&M University, 2007.

External Advisory Committee, PACE/ADVANCE, University of Montana, 2005-2007.

Ad Hoc Reviewer for *Social Forces*, *Organization Studies*, *Justice Quarterly*, *Industrial Relations*, *Journal for the Scientific Study of Religion*, *Review of Religious Research*, *Western Criminological Review*, *Sociological Imagination*, *Sociological Forum*, *National Science Foundation (Sociology, ADVANCE)*.

University Service (selected)

At Western Oregon University

Willamette Promise Advisory Board, member and campus coordinator, 2014-2016.

Assessment Facilitation Steering Committee, member, 2015-present.

Institutional Research Director search committee, chair, 2015.

Presidential search committee, member, 2014-15.

Academic Affairs Executive Committee, 2013-present.

CARE Team, member, 2014-present.

Academic suspensions committee, member, 2014-present.

Ad hoc LEAP Committee, ex officio, 2014-15.

At Montana State University

Vice President for Research's SBE Sciences Research Initiative, Chair of Internal Steering Committee and campus coordinator, 2011-2013

Scholarship and Creativity Grants Committee, Chair, 2011-2013.

Search Committees including Chair of Modern Languages, Director of Information Technology for College of Letters & Science, and Dean's Office administrative positions, 2011-13.

Liberal Studies Internal Review Committee, Chair, 2011.

Advising Task Force, Member, 2011.

Faculty Exit Survey, Coordinator, 2011.

Faculty Senate Nominations Committee, 2011, 2003-2004.

ADVANCEnetwork, PI, 2008-2010; co-PI, 2006-2008.

Steering Committee for MSU's Leadership Development Program, 2008-2013

Montana University System Sociology Transferability Council, Chair. 2008-2009.

CLS Budget Committee, 2009.

COACHE Implementation Team, 2007-present.

Search Committee for Psychology Department Chair, 2008.

Internal Peer Review, Department of Political Science, 2007.

One Team (Athletic Reform) Committee, 2007-2008.
Faculty Partners in Recruitment (founding member), 2007-present.
Search Committee for Football Head Coach, 2007.
Internal Peer Review, Women's Studies Program, 2006.
Search Committee for Dean of College of Letters & Science, 2006-2007.
Search Committee for Assistant Professor, Media & Theater Arts, 2006-2007.
University Technical Advisory Committee (UTAC), 2006-2009.
University Seminar Steering Committee, 2005-2008.
Screening Committee, College of Letters & Science Development Officer, 2005.
Diversity Steering Committee, Chair, 2004-2006; Member, 2006-2007.
University Promotion & Tenure Committee, 2003-2004.
Reinventing the Core/CORE 2.0 Implementation Executive Committee, 2002-2004.
Search Committee, Vice Provost for Undergraduate Education, 2002-2003.
Core Curriculum Committee, 2000-2006.
Diversity Task Force, 2000-2004.

Department Service (selected)

Search Committee, Chair, Visiting Assistant Professor(s) of Sociology, 2011.
Search Committee, Chair, Tenure-track Assistant Professor of Sociology, 2000-2001.
Departmental Promotion & Tenure Committee, Chair, 2001.
Search Committee, Tenure-track Assistant Professor of Anthropology, 1999-2000.
Search Committees, Tenure-track Assistant Professor of Sociology, 1995-1996; 1997-1998; 2002-2003.

Panels/Workshops

External presentations on faculty mentoring:

“Creating a Mentoring Community,” presenter (invited) at Auburn University’s “‘Small Wins’ Workshop on Post Tenure Pathways: Advancing Mid-career Female Faculty Members in STEM”, May 2010.

“ADVANCEnetwork: A Cascading Mentoring Network,” presenter, poster session, AWIS/ADVANCE Conference, Alexandria, VA, October 2009.

“Leadership development, department chair training and community building”, panelist, COACHE User’s Group Workshop, Cambridge, MA, June 2009.

Montana State University/Local research presentations:

- “Can we talk? The effects of organizational culture and structure on patient-provider communication.” College of Nursing, Montana State University, March 19, 2012.
- “Does HIPAA impede patient-provider communication?” Aspen Point Lecture Series, Bozeman, MT, April 19, 2012.

Montana State University events (presented):

- “Conversations off track!” presenter, MSU’s Developing Excellence in Academic Leadership (DEAL), September 2012.
- “Difficult Dialogues: Tackling controversy in the classroom”, presentation for Gallatin College faculty, September 2012.
- “Classroom management for GTAs”, co-presenter, sponsored by MSU’s Division of Graduate Education, August 2012.
- “Managing Academic Dishonesty”, presenter, sponsored by MSU’s Office for Faculty Development, March 2012.
- “Strategies for Responding to Disruptive or Inappropriate Behavior in the Classroom (and beyond)”, presenter, sponsored by MSU’s Office of the Dean of Students, December 2011.
- “Lecture-Capture”, panelist, presented “Students speak: Learning technologies in the sociology classroom”, December 2010.
- “Why liberal arts at a land grant university?” Faculty Colloquia for MSU Presidential Inauguration, panelist/organizer, September 2010.
- “Managing gender in a male-dominated workplace,” College of Business Women’s Circle of Excellence “Links of a Lifetime” Conference, panelist, April 2009.
- “The Future of First-Year Seminars,” Core 2.0 Panel, organizer/panelist, Fall 2003.

Awards and Honors

- Sabbatical, 2009-2010.
- Faculty Award for Excellence, MSU Alumni Association/Bozeman Area Chamber of Commerce. 2009.
- Participant. 2003 HERS Summer Institute for Women in Higher Education Administration, Bryn Mawr College.
- Fellow. Young Scholars of American Religion, Center for the Study of Religion and American Culture, Indiana University-Purdue University in Indianapolis. Funded by Pew Charitable Trusts, 1997-1999.
- Montana State University Professor of the Month. Mortar Board. October 1998.
- Graduate Fellow. John D. Rockefeller, 3rd Fellowship Program. Program on Non-Profit Organizations, Yale University. Summer 1992.
- Special Research Grant. Dean of Humanities and Sciences, Stanford University. Spring 1992.
- University Fellow. Stanford University. 1987-88.