

## Michael Zimmerman

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### OFFICE:

Vice President for Academic Affairs  
The Evergreen State College  
Olympia, WA 98505

## EDUCATION

Ph.D., Washington University in St. Louis, Biology

1979

A.B., University of Chicago, Geography

1974

## ADMINISTRATIVE EXPERIENCE

**THE EVERGREEN STATE COLLEGE** – Olympia, WA 2011 – Present

A public, innovative, liberal arts college enrolling approximately 4,000 students located in Washington's state capital. In addition to its daytime undergraduate curriculum in Olympia, Evergreen has a program in the heart of Tacoma and on five Indian Reservations around the state. Evergreen also offers a robust evening and weekend program as well as three graduate degrees: Master of Environmental Studies; Master of Public Administration; and Master in Teaching.

### Vice President for Academic Affairs

Responsible for overseeing all aspects of the Academic Affairs Division as well as working with external constituents including legislators, foundations and potential donors.

- Worked with faculty to create Evergreen's "Academic Statement Initiative," an enhanced advising model to promote retention and student agency. (Please see <https://www.insidehighered.com/news/2014/02/28/evergreen-state-colleges-unusual-take-assessment> for details.) The Academic Statement Initiative was named a semi-finalist in Phi Kappa Phi's 2016 Excellence in Innovation contest.
- Created paid summer research program for students.
- Chaired the campus committee to draft the College's new strategic plan. (Please see <http://www.evergreen.edu/strategicplan/> for details.)
- Reduced class size significantly to enhance learning opportunities and promote retention.
- Created the Evergreen Student Civic Engagement Institute, a week-long summer program for new students to promote civic engagement and civil discourse. Worked with donors to fully fund the Institute.

- In collaboration with faculty, created The Evergreen State College Press as an outlet for publishing outstanding student work.
- Led the process by which Evergreen became the first public institution to join Project Pericles. (Please see [http:// www.projectpericles.org](http://www.projectpericles.org) for details.)
- Partnered regularly with Advancement staff in fundraising initiatives and played a role in the largest gift from an individual donor in Evergreen's history.
- Collaborated with various stakeholders to create the Center for Sustainable Infrastructure, Evergreen's newest Public Service Center. The Center is fully funded by new grants and donations.
- Founded and chaired the Washington Consortium for the Liberal Arts, a statewide advocacy group consisting of two- and four-year, public and private institutions of higher education as well as non-academic partners to raise the profile of the liberal arts across the state of Washington. (Please see <http://www.evergreen.edu/wacla> for details.)
- Collaborated with regional academic partners to share classes and programs as well as to create an integrated job listing to make it easier to hire academic couples.
- Worked with faculty to begin the process of designing two new graduate programs: MFA in Literary Arts; and MFA in Indigenous Arts.

**BUTLER UNIVERSITY** – Indianapolis, IN 2006 – 2009

An independent, comprehensive university with approximately 4,000 students located in the heart of Indianapolis. Butler is composed of five colleges: Liberal Arts and Sciences; Business; Education; Pharmacy and Health Sciences; and the Jordan College of Fine Arts.

**Dean of the College of Liberal Arts and Sciences**

Responsible for overseeing hiring, curriculum development, fund raising and all personnel decisions in a college composed of 14 departments and 133 full-time faculty members.

- Worked with faculty to create a unified structure and process for personnel decisions including hiring, reappointment and tenure.
- In conjunction with department chairs created a system that empowered departments to hire more effectively while transforming a \$70,000 annual deficit in the adjunct budget into an \$80,000 surplus allowing departmental operating budgets to be increased by 15 percent and faculty travel support by 50 percent.
- Created new study abroad programs.
- Raised more than \$16,000,000 in external funds for the College in three years.
- Raised the profile of the liberal arts both on and off campus. (Please see <http://www.aacu.org/publications-research/periodicals/liberal-arts-matters-butler-university-experiment-institutional> for specific details.)

- Initiated an MFA in Creative Writing Program that is academically rigorous and financially profitable.
- Created a city-wide junior faculty mentoring program in conjunction with the other institutions of higher education in Indianapolis.
- Raised funds to increase the number of students participating in research and presenting the results of their work at national conferences.

**UNIVERSITY OF WISCONSIN OSHKOSH** – Oshkosh, WI 1992 – 2006

A regional, comprehensive university with approximately 11,500 students. UW Oshkosh is part of the 26 campus UW system and is composed of four colleges: Letters and Science; Business Administration; Education and Human Services; and Nursing.

**Dean of the College of Letters and Science**

Responsible for overseeing hiring, curriculum development and all personnel decisions in a college composed of 24 departments, 10 programs and 285 full-time faculty members.

- Worked with faculty to create a program to diversify the curriculum with respect to race, gender, ethnicity and sexual orientation.
- Created new study abroad options for students and created a faculty development fund for faculty to travel abroad.
- Balanced the College budget in each of my 14 years as Dean, even while facing significant budget reductions in 9 of those years.
- Worked with faculty to create new or dramatically expanded undergraduate programs in Women's Studies, Environmental Studies, Social Justice, African American Studies and US/Canadian Studies.
- Founded the UW System Collaborative Language Program, a program designed to bring instruction in five less commonly taught languages to students on campuses not previously exposed to those languages. The Collaborative Language Program taught classes in Arabic, Chinese, Japanese, Portuguese and Russian. Found funding to institutionalize the program.
- Directed the UW System Women and Science Program, a faculty development program designed to improve instruction in science for women and underrepresented minorities, and hence for all students. Under my leadership, the Women and Science Program received support from the National Science Foundation to run national workshops on pedagogical reformation.
- Created opportunities for students to be paid to undertake significant student/faculty collaborative research.
- Worked with donors and the chair of Music to create an endowed scholarship fund.
- Collaborated with Wind River Tribal College (WRTC) in Wyoming to create a joint structure that helped WRTC achieve American Indian Higher Education Consortium accreditation while bringing much needed diversity to Oshkosh.

- Worked with faculty to create the nation's first joint Master of Social Work program. The program, offered collaboratively with the University of Wisconsin Green Bay, is fully accredited by the Council on Social Work Education and annually turns a financial profit.
- Collaborated both on campus and throughout the state of Wisconsin to promote the liberal arts. Helped Wisconsin partner with AAC&U to become a demonstration state for Project LEAP.
- Worked with faculty leadership to create a planning process that permitted the College to move faculty lines from low demand to high demand areas.
- In collaboration with faculty and residence life professionals, created theme based housing that integrated curricular and extra-curricular activities while increasing student retention.

**OBERLIN COLLEGE** – Oberlin, OH 1989 – 1992

A private, highly selective liberal arts college with approximately 2,800 students. Oberlin is composed of the College of Arts and Sciences and the Conservatory of Music.

**Associate Dean of the College of Arts and Sciences**

Responsible for curricular issues, faculty development and facility planning.

- Was responsible for the process that revamped general education requirements for the campus.
- Worked collaboratively with faculty from both the College of Arts and Sciences and the Conservatory to improve double degree requirements for students.
- Helped create a study abroad program in Strasbourg, France.
- Was the administrative representative on a committee that planned new campus science facilities.

**FACULTY POSITIONS**

**THE EVERGREEN STATE COLLEGE** – Olympia, WA 2011 – Present  
Member of the Faculty

**BUTLER UNIVERSITY** – Indianapolis, IN 2006 – 2011  
Professor of Biology

**UNIVERSITY OF WISCONSIN OSHKOSH** – Oshkosh, WI 1992 – 2006  
Professor of Biology

**OBERLIN COLLEGE** – Oberlin, OH  
Professor of Biology 1987 – 1992  
Associate Professor of Biology 1984 – 1987  
Assistant Professor of Biology 1980 – 1984

COLLEGE OF WILLIAM AND MARY– Williamsburg, VA 1979 – 1980  
Visiting Assistant Professor of Biology

### **NATIONAL SERVICE AND HONORS**

Peer Evaluator, Northwest Commission on Colleges and Universities, 2013-Present

Member, Advisory Board, Sinai and Synapses, 2013-Present

Member, Editorial Board, Learning Communities Research and Practice, 2013-Present

Founder and Chair, Washington Consortium for the Liberal Arts, 2012-Present  
(<http://www.evergreen.edu/wacla>)

Member, Advisory Board, WesleyNexus: Science and Religion Within the Wesley Tradition, 2011-Present

Member – Board of Directors – Earth Charter Indiana, 2009-2011

Friend of Darwin Award, National Center for Science Education, 2007

Member, National Advisory Council, Alliance for Science, 2005-2009

Member, Accreditation Review Council, The Higher Learning Commission, North Central Association of Colleges and Schools, 2005-2009

Founder and Executive Director, The Clergy Letter Project ([www.theclergyletterproject.org](http://www.theclergyletterproject.org)), 2005-Present

Consultant to Post Secondary Education Commission, State of New Hampshire, 1994

Elected Fellow of the American Association for the Advancement of Science, 1992

Consultant-Evaluator, The Higher Learning Commission, North Central Association of Colleges and Schools, 1989-2011

Consultant to the Editor, Kansas Biology Teacher, 1992-2004

Panelist, National Science Foundation Undergraduate Curriculum and Course Development in Engineering, Mathematics and the Sciences Program, 1991

Panelist, National Science Foundation Instrumentation and Laboratory Improvement Program, 1989

Councilor, Collegiate Research Association of Biologists (CRAB) of the Council on Undergraduate Research (CUR) - elected, 1986-1989

Editor, Newsletter of the Ohio Center for Science Education, 1986-1989

Ad Hoc Manuscript Reviewer - Acta Oecologica, American Journal of Botany, American Naturalist, Annals of Botany, Apidologie, Behavioral Ecology and Sociobiology, BioScience, Biotropica, Bulletin of the Torrey Botanical Club, Canadian Journal of Botany, Creation/Evolution, Ecological Monographs, Ecology, Ecoscience, Environmental Entomology, Evolution, Evolution: Education and Outreach, Holt Rinehart and Winston, Island Press, Israel Journal of Botany, Journal of Ecology, Journal of Economic Education, Journal of Theoretical Biology, Journal of Vegetation Science, Learning Communities Research and Practice, McGraw-Hill, Merrill Publishing Company, Oecologia, Oikos, Oxford University Press, Palgrave, Plant Systematics and Evolution, Science, Scott Foresman and Company, Southwestern Naturalist, State University of New York Press, U.S. Department of Agriculture, John Wiley and Sons

Ad Hoc Grant Reviewer - National Science Foundation, U.S. Department of Agriculture

Consultant - *Nova, L.A. Law*

Microsoft Corporation - On-line Expert for Environment, Encarta, April, 1996

### MAJOR AWARDS AND GRANTS

NSF, 2009-2014. Scholarships for Economically Disadvantaged Students from Indianapolis (with Anne Wilson) (DUE-0850040, \$561,983)

Nina Mason Pulliam Trust, 2008-2010. Butler's Center for Urban Ecology, \$100,000

Richard M. Fairbanks Foundation, 2007-2010. Improving the Scientific Infrastructure at Butler University, \$5,300,000

NSF, 1997-1999. Science, Gender and Community: A Faculty Enhancement Model (with Jacqueline R. Ross) (DUE-9653437, \$85,000)

NSF, 1994-1996. Reciprocal, Direct and Indirect Effects of Pre-Dispersal Seed Predation and Pollination of Two Co-occurring Plants (with Alison K. Brody) (DEB-9318602, \$160,000)

NSF, 1988-1991. Floral Nectar Production: Implications for Pollen Flow and Plant Fitness (BSR-8805643, \$116,270)

USDA, 1983-1985. Biological Determinants of Nectar Production: A Model System (83-CRCR-1-1242, \$15,000)

NSF, 1983-1985. The Impact of Floral Nectar Secretion on Plant Fitness (BSR 82-19490, \$67,002)

NSF, 1980-1982. The Effect of Resource Arrangement on Foraging Behavior (DEB 80-04280, DEB 81-01800, \$44,809)

## PUBLICATIONS

### **Publications - Professional:**

I have had more than 90 publications (research papers, book reviews, opinion pieces, book chapters) appear in the professional literature. Venues include *Advancing Philanthropy*, *American Journal of Botany*, *American Midland Naturalist*, *American Naturalist*, *Australian Journal of Ecology*, *BioScience*, *Chronicle of Higher Education*, *College & Research Libraries News*, *Ecology*, *Environmental Entomology*, *The Fourth R*, *Journal of Ecology*, *New Scientist*, *Oecologia*, *Oikos*, *Peer Review*, *Phi Kappa Phi Forum*, *Quarterly Review of Biology*, *Skeptical Inquirer*, *Science Education*, *Theology and Science*.

### **Publications - Popular:**

I have published more than 1,200 op-ed pieces, online opinion pieces and book reviews in newspapers, magazines and edited on-line venues worldwide.

### **Publications - Book:**

Zimmerman, Michael. 1995. *Science, Nonscience, and Nonsense: Approaching Environmental Literacy*. Johns Hopkins University Press. September, 1995. Paperback edition released October, 1997.

Please see the attached bibliography for a full list of publications