**Matthew Poslusny, Ph.D.**

# Education

PhD, University of North Texas, Analytical Chemistry, 1989

BS, East Texas State University, Chemistry, 1985

AS, County College of Morris, Physical Science, 1984

# Administrative Experience

**Senior Vice President and Provost, 2013-present**

**Meredith College, Raleigh, NC**

*Meredith College is an independent college offering undergraduate degrees in the liberal arts and sciences and undergraduate and graduate degrees in professional programs. Enrollment at the undergraduate level is women only, women and men at the graduate level. Meredith’s total enrollment is* ***almost 2000*** *students. The endowment is currently valued at $110,000,000.*

Report directly to the President and oversee the College’s academic and enrollment areas. Promote a culture that values teaching, scholarship, service, and student mentoring. Work with faculty leaders to ensure healthy shared governance. Serve as a member of the President’s Executive Leadership Team and the Administrative Management Council. Actively participate in shared governance by serving as chair of the College’s Academic Council and as a member of its Faculty Council. Support the Academic and Campus Life committee of the Board of Trustees. The academic and enrollment areas comprise over 250 faculty and staff. Total budget responsibility $42 million including personnel, operations, and financial aid.

Selected Accomplishments:

* Led the academic and enrollment areas in accomplishing action steps in the Meredith strategic plan related to enrollment and educational excellence. During the past five years new programs created include hospitality management and entrepreneurship at the undergraduate level and IO psychology at the graduate level.
* Created the Office of Retention and Student Success to focus and enhance efforts on increasing retention (increased graduation rates and retention). The fall retention rate last year was the highest in nearly twenty years.
* Reorganized the enrollment management area to increase efficiencies with the goal of maintaining optimum enrollment for the college (met or surpassed budget projections for enrollment targets). Initiated a bi-annual enrollment summit in 2018.
* Collaborated with Institutional Advancement to obtain funding for several positions including the Director of Wings (Meredith’s adult education program) and Co-Directors of Faculty Development.
* Revamped the Office of Academic Advising to strengthen collaboration between the office and the faculty. Worked with that office on initiatives to increase both four and six year graduation rates.

**Dean, College of Arts and Sciences, 2005 – 2013**

**Dean, Common Student Experience, 2012 – 2013**

**Widener University, Chester, PA**

*Widener University is a private comprehensive doctorate-granting metropolitan university, offering liberal arts and sciences and professional programs. It has an enrollment of over 6200 students.*

Reported directly to the Provost and set the agenda within the College related to the University’s mission, vision, and strategic goals; and was the college’s primary spokesperson for strategic initiatives. Promoted a culture of opportunity for research, community engagement, equipment acquisition, teaching and innovation within the college and worked to create beneficial relations with partners from government, industry and service sectors. Responsible for recruiting, mentoring faculty and staff, and overseeing the promotion/tenure process within the college. As Dean of the Common Student Experience, promoted the development and implementation of common learning experiences for all Widener undergraduate students. Served as a member of a variety of committees in the College of Arts and Sciences and as a member of Widener University’s Senior Leadership Team. Overall responsibility for 95 full-time faculty and 20 staff. Total budget responsibility of $13 million dollars including personnel and operations.

Selected Accomplishments:

* Led the college in its strategic planning process. Developed an inclusive collegial process that resulted in a strategic plan unanimously adopted and implemented by the college.
* Initiated course-load reduction planning with college faculty and the university administration to develop a plan to reduce the standard course load for college faculty.
* Created a multi-year new faculty orientation program for the college. The program has been expanded to include development opportunities for faculty in all phases of their careers.
* Initiated a summer research and housing program for A&S students. This program provides low-cost housing for students who conduct research with faculty over the summer.
* Initiated college-wide assessment program for effective communication and critical thinking that has been expanded to the entire university.
* Oversaw progress of and support for departmental assessment.
* Co-developed the Academic Citizenship and Leadership Training program for new Widener University academic administrators.

**Chair, Morris Harvey Division of Arts and Sciences, 2002 – 2005**

**Co-chair of the Dept. of Natural Sciences and Mathematics, 2001 – 2002**

**Director of Environmental Science, 2000 – 2005**

**University of Charleston, Charleston, WV.**

*University of Charleston is a private, co-educational, residential university with an undergraduate enrollment of 1400 students.*

As chair of the division, reported directly to the Provost and set the agenda within the division related to the University’s mission, vision, and strategic goals. Actively participated in the University’s Academic Leadership Council in setting academic policy for the University. Overall responsibility, as division chair, for approximately 30 faculty and five staff. Budget responsibility including personnel and operations was around $2 million. As director of the environmental science program, revamped the entire program, served as director of the Environmental Science Advisory Council, and wrote proposals to obtain grants to further the initiatives of the faculty.

Selected Accomplishments:

* Served as the division’s administrative representative on the University’s Vision Committee that created a five-year strategic plan.
* Co-developed the university’s faculty appraisal system.
* Obtained funding from the National Science Foundation, Dow Chemical, and the Virginia Environmental Institute to initiate the Kanawha River Project.

**Chair, Chemistry Department, 1997 – 2000**

**Marist College, Poughkeepsie, NY**

*Marist College is a private comprehensive liberal arts college with an undergraduate enrollment of 4200 students.*

Oversaw the daily operation of the department.Scheduled all chemistry and physics courses each semester.Observed and evaluated all non-tenure track faculty.Chaired all search committees for tenure track replacement positions in the department.

# Consulting Experience

**Higher Education Consultant, 2020 – present**

**Dutcher, LLC**

# Teaching Experience

**Professor of Chemistry, 2013 – present**

**Meredith College, Raleigh, NC**

* Environmental Chemistry
* Instrumental Analysis

**Professor of Chemistry, 2005 – 2013**

**Widener University, Chester PA**

* Values Seminar
* Freshman Seminar

**Maier Endowed Chair of Environmental Science, 2000 – 2005**

**University of Charleston, Charleston, WV**

* Revamped the University’s *Introduction to Environmental Concerns* course.
* Developed new courses in environmental science including *Introductory GIS*, *Environmental Assessment*, *Laboratory Methods of Analysis*, and *Environment and the Media*.
* Developed the junior-level proposal writing course taken by all science majors.
* Developed a course on the *History of Science* taken by both science majors and education majors.
* Oversaw most research projects involving environmental science students.
* Additional teaching duties included mathematics and chemistry courses for nursing majors, environmental science courses, and advanced analytical chemistry courses.

**Associate Professor, 1996 – 2000; Assistant Professor, 1991 – 1996**

**Marist College, Poughkeepsie, NY**

* Revamped the college’s *Environmental Chemistry*, *Environmental Chemistry Laboratory*, *Quantitative Analysis*, *Instrumental Methods of Analysis*, and *Physical Chemistry Laboratory* courses.
* Developed laboratory manuals for all laboratory based chemistry courses.
* Taught summer workshops for gifted high school students (High School of Excellence).
* Taught summer workshops for high school teachers (NSF funded *Science on the Move* program).
* Guest lectured in courses for medical technology majors.

# Research Experience

**Director, Kanawha River Project, 2001 – 2005**

**University of Charleston, Charleston, WV.**

* Initiated, developed, and obtained funding to start the project.
* Managed the project’s budget and wrote proposals to obtain grants to continue to fund the project.
* Prepared and published the annual “State of the River” report.
* Supervised all students and scientific personnel on the project.
* Assisted in maintaining and servicing instrumentation.

**Environmental Consultant, 2001 – 2005**

**Charleston, WV**

* Provided scientific and pedagogical expertise to various organizations and individuals.
* Co-wrote the first “State of the Environment” report for the state of West Virginia.
* Developed pedagogical experiences for middle school and high school environmental science teachers.
* Presented environmental seminars to various community groups.

**Marist College, Poughkeepsie, NY, 1991 – 2000**

* Developed a nondestructive infrared analysis technique.
* Measured PCB levels in the Hudson River and related the findings to zebra mussel infestation.
* Measured formaldehyde concentrations in indoor environments.
* Maintained and serviced all the instrumentation in the chemistry laboratories.

**Research Scientist II, 1989 – 1991**

**Georgia Tech Research Institute, Atlanta, GA.**

* Served as analytical program leader of the Environmental Monitoring and Research Branch (EMRB) at GTRI.
* Supervised all contract analytical services performed by EMRB.

# Selected Service

**Meredith College**

*Committee Service*

Executive Leadership Team, Enrollment Leadership Group (chair), Academic Council (chair), Faculty Council, Faculty Role Model Taskforce, Faculty Development Taskforce, SACSCOC Leadership Team (chair), additional shared governance committees

*Other Service*

Cooperating Raleigh Colleges CAO committee (chair 2018-2019), Executive Board Member CRC (2018-2019)

**Widener University**

*Committee Service*

University level: General Education Taskforce, Leadership Development (Committee Chair), Freshman Retention, 2013 Strategic Plan Steering Committee, Senior Leadership Team, Deans’ Council, Provost’s Council, Diversity Advocates, Advancement Council, Leadership Coalition, Summer Programming Committee, various committees related to the re-accreditation process (both pre-reaccreditation and mid-accreditation status reports)

College of Arts and Sciences level: Capital Campaign steering subcommittee, Executive (Committee Chair), Academic Assessment and General Education, Curriculum and Planning, Promotion, Academic Freedom and Tenure, Values Seminar Advisory Committee

*Other Service*

Co-created, with the Assistant Provost for Teaching, Learning, and Assessment, a mentoring program for faculty across the entire university that are either new department chairs or are a chair of a Faculty Council Committee.

**University of Charleston**

*Committee Service*

Critical Thinking Roundtable, UC Vision Committee (strategic planning), Academic Leadership Committee, Division/Department Chairs Committee, Graduate School Committee

*Other Service*

West Virginia Chemical Alliance Zone board member, West Virginia Conference on the Environment (COE) steering committee, West Virginia Environmental Institute board member, National Institute for Chemical Studies board member, The Great Kanawha River Cleanup

**Marist College**

*Committee Service*

Student Life Committee, Honors Council, Academic Affairs Committee

Member of various search committees including: environmental science director, sabbatical replacement for chemistry faculty, assistant professors of environmental science, assistant professor of biochemistry

*Other Service*

At-Large Member of the Mid-Hudson section of the American Chemical Society, Co-Advisor American Chemical Society, 1994 American Chemical Society Public Outreach, Mid-Hudson section ACS High School Olympiad

# Selected Publications

*The following includes scientific and pedagogical publications as well as recent administrative articles.*

Poslusny, Matthew. "Provosts Should Take Responsibility for Enrollment Management (essay)." Inside Higher Ed | Higher Education News, Career Advice, Jobs, 18 Sept. 2017, www.insidehighered.com/admissions/views/2017/09/18/provosts-should-take-responsibility-enrollment-management-essay.

Poslusny, Matthew. "7 Tips for a Smoother Ceremony." University Business Magazine, 26 June 2017, www.universitybusiness.com/article/7-tips-smoother-ceremony.

Eaves-McLennan, Kristi, and Matthew Poslusny. "Five Ways Marketing Pros and Academics Should Work Together | Call to Action: Marketing and Communications in Higher Education." Inside Higher Ed | Higher Education News, Career Advice, Jobs, 20 June 2017, www.insidehighered.com/blogs/call-action-marketing-and-communications-higher-education/five-ways-marketing-pros-and.

Krumm, Janice, et al. “Summer Research Program on a Shoestring Budget: Increasing Participation in Undergraduate Research,” *PURM 3.2*, 2014.

Schechner, Stephanie and Matthew Poslusny. “Mentoring Successful Teacher-Scholars.” *Journal of Faculty Development,* 2010, 3, pp. 31-36.

Scott, Mark, Dave Dodrill, and Matthew Poslusny. *West Virginia State of the Environment,* West Virginia Department of Environmental Protection, 2004, 21 pp.

Poslusny, Matthew and Justin Gaull. “Applying GIS in the Kanawha River Project.” Proc. – ESRI Education User Conference, 2003.

Lynch, Thomas, Matthew Poslusny, Richard Feldman. “The Effect of Zebra Mussel (Dreissena polymorpha) on the Fate and Behavior of PCBs in the Tidal Freshwater Section of the Hudson River.” final report submitted to the Hudson River Foundation in completion of grants 004/94P and 008/95A 1997.

Poslusny, Matthew and Meredith Daniel. “A Nondestructive Method for Analyzing Irreplaceable Objects.” *The Journal of Applied Spectroscopy*, 1995, 49.

Daniel, Meredith, et al. “Formaldehyde Levels Found in General Biology Laboratories During Fetal Pig Dissections.” *American Environmental Laboratory*, 1993, 5, pp. 24-25.

Hill, Russell, et al. “Analysis of Organic Emissions from the Combustion of Quicklime Binder-Enhanced Densified Refuse Derived Fuel-Coal Mixtures.” *Clean Energy from Waste and Coal, ACS Symposium Series 515*, M. R. Khan, Ed., American Chemical Society, Washington, D.C., 1993, Chapter 18, pp. 223-240.

Poslusny, Matthew, et al. “Exposure Levels to Formaldehyde during Student Laboratory Sessions.” Proc. Air and Waste Management Association Annual Meeting, 85th, 1992, Paper 92-79.02, 10 pp.

Moore, Paul, et al. “Detection of Cellulose Embrittlement by Infrared Spectroscopy.” *Journal of Applied Spectroscopy*, 1990, 44, pp. 326-328.

Poslusny, Matthew and Ken Daugherty, “A Novel Approach to Looking at Stamps.” *The American Philatelist*, 1990, 104, pp. 722-726.

Ingram, Kevin, et al. “Carboaluminate Reactions as Influenced by Limestone Additions.” *Carbonate Additions to Cement, ASTM STP 1064*, P. Klieger and R.D. Hooton, Eds., American Society for Testing and Materials, Philadelphia, 1990, pp. 14-23.

Poslusny, Matthew, et al. “The Effect of Calcium Hydroxide Binders in Densified Refuse Derived Fuel (dRDF) on the Combustion Emissions of PAHs and PCBs.” *Chemosphere*. 1989, 19, pp. 1375-1381.

Moore, Paul, et al. “The Use of Calcium Hydroxide as a Binder in Densified Refuse Derived Fuel (DRDF) for Reducing Organic Emissions. Initial Results from a 600 Ton Combustion Study.” Proc. - APCA Annual Meeting, 81st, 1988, Paper 88/21.4, 11 pp.

Poslusny, Matthew and Ken Daugherty, “Nondestructive Adhesive Analysis on Stamps by Fourier Transform Infrared Spectroscopy.” *Journal of Applied Spectroscopy*, 1988, 42, pp. 1466-1469.

Poslusny, Matthew, et al. “Emission Studies of Full-Scale Cofiring of Pelletized RDF/Coal.” *American Institute of Chemical Engineers Symposium Series*, American Institute of Chemical Engineers: New York, New York, 1988, 265, pp. 94-106.