DAVID E. PAYNE

837 Elkins Lake, Huntsville, TX   77340

(936) 294-1001 (office)   (936) 295-6920 (home)
(936) 294-3577 (fax)   payne@shsu.edu

Education

Ph.D.	The University of North Carolina Sociology, August, 1972
M.A.	The University of North Carolina Sociology, June, 1970
B.S.	Brigham Young University Sociology, June, 1968

Teaching and Administrative Experience

Vice President for Academic Affairs and Professor of Sociology   **1997-Present**
Sam Houston State University

- Led the Division of Academic Affairs with 519 faculty located in four colleges offering 91 undergraduate and 79 graduate degrees, including three doctoral degree programs.

- Brought to approval a revised institutional mission statement.

- Opened a multi-institution teaching center in north Houston offering seven bachelor's degrees and five master's degrees, which after three years serves 1,700 students each semester.

- Led a faculty development initiative more than quadrupling the number of semester- or year-long faculty development leaves.

- Designed and implemented a strategic planning process which received commendation from the Southern Association of Colleges and Schools regional accreditation review team.

- Conducted a major revision of the university's core curriculum.

- Established and staffed a Center for Innovative Learning to assist faculty in applying high technology techniques to on-campus and distance instruction.

- Established the National Institute for Victim Studies in cooperation with Mothers Against Drunk Driving (MADD), which is supported by an annual federal set-aside of $1,000,000.

- Connected all offices, classrooms, and residence hall rooms to the campus fiber optic backbone.

- Increased twelve-fold the student scholarship funds.

- Doubled the size of all graduate assistantships.

- Established an academic enrichment center to provide assistance to students in writing, reading, mathematics, and other basic skills.

- Brought to approval funding for an intrusive advising center, which will become fully operational fall 2002, and began the process of developing and staffing the center.

- Established and staffed an Office of International Programs which has doubled the number of international field schools and opened functioning student exchanges with six universities in its first two years.

- Developed and implemented a post-tenure review policy.

- Served on the executive board of the Alliance of Universities for Democracy and The Renaissance Group and the operations board of the Texas International Education Consortium.

- Served as an assessment consultant to the Association of Theological Schools, a curriculum consultant to develop Dar Al Hekma College (established 1999) in Jeddah, Saudi Arabia; a consultant to the Hungarian Ministry of Education; and a consultant to the Qatar Foundation for Education, Science, and Community Development in Doha Qatar.

Vice President for Academic Affairs and Professor of Sociology   **1989-1997**
Emporia State University

- Led the Division of Academic Affairs with a budget of approximately $25 million and 275 faculty located in four colleges granting degrees in 35 undergraduate and 24 graduate areas including one doctorate.

- Led a two-year review of institutional mission, role and scope as well as a review of every academic program which resulted in substantial restructuring of academic programs and reallocation of associated budgets; and served as an active leader in other institutional strategic planning activities.

- Led a campus computerization program which placed a fiber optic, networked computer on each faculty member's desk, created 12 of the 14 student computer laboratories on campus, connected the campus network to the internet, and dramatically enhanced the electronic capabilities of the library.

- Led academic affairs affirmative action activities more than doubling the number of minority faculty.

- Led the establishment of an extensive faculty development program including the creation of a teaching enhancement center, a center for tele-educational support services, a faculty mentoring program, a week-long new faculty orientation program, and a graduate teaching assistant training program.

- Led the development of a nationally recognized outcomes assessment program.

- Led the establishment of a distance learning program which incorporates direct delivery and a variety of mediated instructional strategies, and established faculty development activities to support those programs.

- Participated in the establishment of an alliance with six community colleges and one vocational school to facilitate cooperation and coordination in a variety of areas from admissions to program articulation.

- Provided leadership in international and national higher education by serving as a member of the executive board of the Alliance of Universities for Democracy, and the Renaissance Group and serving as a consultant-evaluator and member of the assessment committee of the North Central Association.

- Provided leadership at the state level by serving twice as the chair of the Regents System Council of Chief Academic Officers and by being actively involved in legislative lobbying.

- Provided leadership with my family at the local level by serving in a variety of community organizations for which we were recognized as the 1994 Kansas Family of the Year, receiving the Kiwanis Outstanding Family of Builders Award.

- Served on the ESU Foundation Strategic Planning Committee and participated in Campaign 2000 (which achieved its $25 million goal over a five-year period) through developing donor need statements, encouraging the formation of college-based endowments and assisting in the cultivation of prospective donors.

- Led the campus international initiative establishing student and faculty exchange relationships with several institutions.

Vice President for Academic Affairs and Professor of Sociology   **1988-1989**
Sangamon State University

- Initiated curricular reform through a major revision in general education and the creation of the first academic minors at the institution.

- Initiated the first doctoral program proposal for the institution.

- Was attracted to a more positive administrative environment at Emporia State University.

Dean, College of Social Sciences and Professor of Sociology   **1982-1988**
Southeast Missouri State University

- Led the expansion of the college from a faculty of 48 located in 5 departments to a faculty of 104 located in 9 departments.

- Established a college-wide student outcomes assessment program.

- Led major curriculum revisions in seven of the nine departments in the college.

- Established a cooperation and training program with area high school social science teachers which included seminars, joint meetings with university faculty, teacher exchanges, and competitions for students.

- Established a college endowment and provided support for the establishment of several departmental endowments.

- Developed a college-wide training program for classified staff.

  - Established international connections for the college with a university in England.

- Led renovation of existing facilities or relocation to improved facilities for five of the nine departments in the college.

American Council on Education Fellow in Academic Administration   **1981-1982**
Coordinator of Curriculum Development
University of New Orleans

- Served as a Fellow of the American Council on Education and as an administrative assistant to the chancellor.

- Led the institutional exploration into what would become microcomputer-assisted instructional programs.

- Worked with faculty leadership in the revision of various faculty governance documents and practices.

- Completed the College Management Program (certificate) from Carnegie Mellon University.

Associate Professor-Professor, and Director of Graduate Studies   **1976-1982**
Sociology Department, The University of North Dakota

- Led and managed the graduate program within the sociology department.

- Taught organizational behavior, statistics, and theory, and engaged in scholarly and service activities.

- Served on a range of university and community committees.

Guest Professor 1974-1975
The University of Iceland

- Taught social theory, sociological methods, and organizational behavior, and conducted research in cross cultural mass communication.

Assistant Professor 1972-1976
The University of Iowa

- Taught Introductory Sociology, Sociological Theory, and Organizational Behavior and conducted research in organizational behavior and intercultural mass communications.

Present Research Interests

Instructional Technology
Outcomes Assessment
Complex Organization (administration)
Student Advising
Accreditation

Areas of Teaching Competence

Management
Organizational Behavior
Sociological Theory

Articles and Monographs

Payne, David E.
    2000   "Accreditation American Style." Perspectives in Higher Education, Volume 9. East European Center, Center for Business and Economic Research, College of Business Administration, University of Tennessee. To be published November 15.

Payne, David E.
    1999   "Leading Change in a University Setting." Perspectives in Higher Education, Volume 8. East European Center, Center for Business and Economic Research, College of Business Administration, University of Tennessee. pp. 103-106

Payne, David E.
  1998   "Expanding Pedagogical Horizons in Higher Education." <u>Perspectives in Higher Education, Volume 7</u>. East European Center, Center for Business and Economic Research, College of Business Administration, University of Tennessee. pp. 61-64

Payne, David E.
  1997   "Introducing Advanced Instructional Technology to University Instruction." <u>AASCU Center Associate</u> (Vol. 4, #1) pp1-5.

Payne, David E.
  1997   "Preparing Faculty to Use Technology in Instruction." <u>Perspectives in Higher Education Reform, Volume 6.</u> East European Center, Center for Business and Economic Research, College of Business Administration, University of Tennessee. pp. 65-72

Reinsh, Roger, Varkey Titus, and David E. Payne
  1996   "Internationalization of the School of Business at ESU." <u>Perspectives in Higher Education Reform, Volume 5.</u> East European Center, Center for Business and Economic Research, College of Business Administration, University of Tennessee. pp. 105-109

Payne, David E.
  1995   "Student Outcomes Assessment--Why and How." <u>Perspectives in Higher Education Reform, Volume 4</u>. East European Center, Center for Business and Economic Research, College of Business Administration, University of Tennessee. pp 108-118

Payne, David E.
  1994   "Impacts of Cross-Cultural Mass Media in Iceland, Northern Minnesota, and Francophone Canada in Retrospect." <u>ERIC Clearinghouse</u>. (ED 369 111)

Payne, David E.
  1994   "Techniques of Assessment in American Higher Education." <u>Perspectives in Higher Education Reform, Volume 3</u>. East European Center, Center for Business and Economic Research, College of Business Administration, University of Tennessee. pp 143-150

Payne, David E., Faye N. Vowell, Kenneth A. Weaver, and Gary J. Wyatt
  1994   "Midwifing an Honors Culture." <u>The National Honors Report</u>. (Spring) pp 17-19

Payne, David E., Faye N. Vowell, and Lendley C. Black
    1992   "Assessing Student Academic Achievement in the Context of the Criteria for Accreditation." <u>A Collection of Papers on Self-Study and Institutional Improvement 1992</u>. North Central Association. pp 174-180

Payne, David E., Faye N. Vowell, and Lendley C. Black
    1991   "Assessment Approaches in Evaluation Processes." <u>NCA Quarterly,</u> (Fall) pp 444-450

Payne, David E. and André Caron
    1983   "Mass Media, Interpersonal, and Social Background Influences in Two Canadian American Settings." <u>Canadian Journal of Communication</u> (September) pp 32-56

Caron, André, David E. Payne and Chantal Mayrand
    1983   "L'Imagerie Politique A La Television: Les Dernier Jours De La Campagne Referendaire." <u>Revue Canadienne de Science Politique</u>, pp 473-488

Payne, David E. and André Caron
    1982   "Anglophone Canadian and American Mass Media: Use and Effects on Semi-Rural Quebecois Adults." <u>Communication Research</u>. (January) , pp 113-144

Caron, André and David E. Payne
    1981   "Les Mass Media et L'Imagerie Politico-Culturelle Des Quebecois: une etude pre-experimentale sur l'influence de la cable-distribution" <u>Communicate Et Information</u>, pp 120-121

Caron, André and David E. Payne
    1980   <u>Les Mass Media et L'Imagerie Politico-Culturelle Des</u> <u>Quebecois</u> A Final Report to the government of Quebec

Payne, David E.
    1980   "Cross National Media Research: Pointing New Directions for Media Practitioners." <u>NAB Research</u> (March) pp 1-5

Payne, David E.
    1978   "U.S. TV in Iceland: A Synthesis of Studies." <u>Gazette</u>, (Fall) pp173-180

Payne, David E.
    1978   "Cross-National Diffusion: The Effects of Canadian TV on Rural Minnesota Viewers. "<u>American Sociological Review,</u> (October), pp 740-756

Payne, David E. and Christy A. Peake
   1977   "Cultural Diffusion: The Role of U.S. TV in Iceland." <u>Journalism Quarterly,</u> (Fall),
               pp 523-531

Fox, William S., David E. Payne, Thomas B. Priest and William W. Philliber
   1977   "Authority Position, Legitimacy of Authority Structure, and Acquiescence to
               Authority." <u>Social Forces,</u> (June), pp 966-974

Payne, David E.
   1974   "Awareness and Acceptance of Powerlessness."   <u>Western Sociological Review,</u>
               (Winter), pp 47-58

Payne, David E.
   1974   "Newspapers and Crime: What happens when newspapers are on strike?" <u>Journalism
               Quarterly</u>, (Winter), pp 607-612

Payne, David E.
   1974   "Powerlessness: An Organizational Societal Comparison." <u>Social Forces</u> (Winter),
               pp 274-281

Payne, David E.
   1972   "Socio-Economic Status and Leadership Selection in the Mormon Missionary
               System." <u>Review of Religious Research</u>. pp 118-225

Payne, David E. and Kaye Price Payne
   1970   "Newspaper and Crime in Detroit." <u>Journalism Quarterly</u>, 47 (Summer), pp 233-238,
               308

Papers

Payne, David E.
   1999   "Accreditation American Style."   Presentation at the 10th Annual Alliance of
               Universities for Democracy Conference in Budapest, Hungary (November).

Payne, David E.
   1998   "Leading Technology Change at Sam Houston State University: A Case Study."
               Presentation at the Ninth Annual Alliance of Universities for Democracy Conference
               in Nitra, Slovakia (November).

Payne, David E.
   1997   "Expanding Pedagogical Horizons in Higher Education." Presentation at the Eighth Annual Alliance of Universities for Democracy Conference in Warsaw, Poland (November).

Payne, David E.
   1997   "Introducing Advanced Instructional Technology to University Instruction." AASCU Semi-Annual Chief Academic Officers Meeting. Savannah, Georgia (April).

Payne, David E.
   1996   "Preparing Faculty to Use Technology in Instruction." Presentation at the Seventh Annual Alliance of Universities for Democracy Conference in Prague, The Czech Republic (November).

Reinsh, Roger, Varkey Titus, and David E. Payne
   1995   "Internationalization of the School of Business at ESU." Presentation at the Sixth Annual Alliance of Universities for Democracy Conference, Budapest, Hungary (November).

Payne, David E.
   1994   "Student Outcomes Assessment in American Higher Education." Presentation at the Fifth Annual Alliance of Universities for Democracy Conference, Prague, The Czech Republic (November).

Payne, David E.
   1994   "Documenting the Importance of Advising." Presentations made at the NACADA 18th National Conference on Academic Advising (October 1994), at the NACADA South Central Regional Conference (May 1995), and at the NACADA 19th National Conference on Academic Advising (October 1995).

Payne, David E.
   1993   "Assessment, Program Review, and Strategic Planning." Presentations made representing The American Council on Education at The Medical Academy in Warsaw, the Maria Curie-Sklodowska University in Lublin, and the Nicolas Copernicus University in Torun, Poland (November).

Payne, David E.
   1993   "Techniques of Assessment in American Higher Education." Presentation at the Fourth Annual Alliance of Universities for Democracy Conference, Budapest, Hungary (November).

Payne, David E.
   1993   "Impact of Cross Cultural Mass Media in Iceland, Northern Minnesota, and
                Francophone Canada in Retrospect." Presentation at the Annual SCA meeting
                (November).

Payne, David E.
   1993   "Why Honors Matters." Presentation at the 1993 Great Plains Honors Council
                Conference (April).

Payne, David E.
   1993   "The Renaissance Movement in Teacher Education." Presentation at the Winter 1993
                Academic Affairs Resource Center Meeting of the American Association of State
                Colleges and Universities (February).

Payne, David E.
   1992   "Overcoming Impediments to Cooperation with Institutions in the Pacific Basin."
                Presentation at the Association of Southeast Asian Institutions of Higher Learning
                Conference on University Cooperation in the Pacific Basin Region (May).

Payne, David E., Faye N. Vowell, and Lendley C. Black
   1992   "Assessing Student Academic Achievement in the Context of the Criteria for
                Accreditation." Presentation at the North Central Association of Colleges and
                Schools Annual Meeting (March).

Payne, David E.
   1991   "Portfolio Assessment in General Education and at the Graduate Level." Presentation
                at the Academic Affairs Resource Center Summer Meeting of the American
                Association of State Colleges and Universities (July).

Payne, David E.
   1991   "Fiber Optics Interactive Video and the Future of Instruction." Presentation at the
                American Council on Education Annual Meeting.

Payne, David E.
   1990   "Leadership Questions for the 1990s." Presentation and discussion at the American
                Council on Education Annual Meeting.

Payne, David E. and Dennis McSeveney
   1987   "0 Order Correlates of Deans' Success." Paper read at the American Council on
                Education regional seminar (February).

McSeveney, Dennis and David E. Payne
    1985   "Success of Deans and Their Pre-Appointment of Characteristics." Paper read at the Southwest Sociological Association meetings.

Payne, David E.
    1984   "Social Experiential Determinants of Success of Recently Appointed Deans: A Progress Report." Paper read at the American Council on Education regional seminar (March).

Payne, David E.
    1983   "Administrative Restructuring at River State College: A Case Study." Read at The American Council on Education Regional Seminar.

Payne, David E. and André Caron
    1983   "Television and Canadian Politics: Content, Language Crossover and Effects." Paper read at the Southern Sociological Society meetings (April). An expanded version was also read at the Western Social Science meetings (May).

Payne, David E. and André Caron
    1981   "Cross Cultural Influences in Semi-Rural Quebec and Northern Minnesota." Paper read at the Association for Canadian Studies in the United States Meetings.

Payne, David E. and André Caron
    1981   "Mass Media, Interpersonal, and Social Background Influences in Two Canadian American Settings." Paper read at the International Communication Association Meetings, Minneapolis, Minnesota.

Caron, André and David E. Payne
    1980   "The Role of Mass Media in Regime Support in Canada." An invited paper at the Duke University symposium on the Canadian Political System, November.

Payne, David E.
    1980   "Culture and Interculture: Mass Media in Quebec." Paper read at the International Communications Association Meeting, Acapulco, Mexico.

Payne, David E.
    1979   "Between Friends: The Effects of Canadian Media on U.S. Users." Paper read at the Association for Education in Journalism Meetings, August.

Payne, David E.
   1978   "U.S. TV in Iceland: A Synthesis of Studies." Paper read at the International
               Communications Association Meetings (A shorter version of this paper was also read
               at the Midwest Sociological Association Meetings, 1978).

Payne, David E.
   1977   "The Effects of Canadian TV on Rural Minnesota Viewers' Attitudes About and
               Knowledge of Canada." Paper read at the Association for Canadian Studies in the
               United States, October.

Payne, David E.
   1977   "Cultural Imperialism: Canadian Television in the U.S." Lecture delivered to Sigma
               Xi. UND Faculty Honor Society.

Payne, David E.
   1977   "The Effects of Canadian TV in Rural Northern Minnesota." Paper read at the
               International Communication Association Meetings, Berlin, May.

Fox, William S., David E. Payne, Thomas B. Priest, and William W. Philliber
   1976   "Authority Position, Legitimacy of Authority Structure and Acquiescence to
               Authority." Paper read at the American Sociological Association Meetings, August.

Payne, David E.
   1976   "Cultural Diffusion: The Role of U.S. TV in Iceland." Paper read at the International
               Communication Association Meetings, April.

Payne, David E.
   1974   "Alienation: A Cross Level Comparison." Paper read at the American Sociological
               Association Meetings, August.

Payne, David E.
   1973   "Journal Reading Behavior Among Sociologists at Eight Leading Universities." Paper
               read at the Midwest Sociological Association Meetings, April.

Payne, David E.
   1973   "The University as a Hospital." Paper read over radio station WSIU. Program
               Faculty Commentary, March.

Payne, David E.
   1973   "Awareness and Acceptance of Powerlessness: A Congruence Analysis." Paper read
               at the Southwestern Sociological Association Meetings. April.

Payne, David E.
   1973   "Newspapers and Crime: A Multicity Analysis."   Paper read at the Southern
               Sociological Association Meetings, March.