

Joan L. Neff
Campus Provost and Professor of Criminal Justice
West Virginia University Institute of Technology

Education

Ph.D., Sociology, The Ohio State University
Phi Kappa Phi

M.A., Sociology, The Ohio State University

National Science Foundation Graduate Fellowship

B.A., Sociology, University of Delaware
Phi Beta Kappa
Alpha Kappa Delta

Goucher College
General Motors Scholar

Previous Administrative Positions

2015 – 2018 Provost and Vice President for Academic Affairs, Longwood University

Administrative Accomplishments

New Core Curriculum Development

Supported the efforts of a faculty committee in developing a new core curriculum to replace the existing general education curriculum. The existing curriculum was a distributive model that prohibited flexibility and unnecessarily impeded timely degree completion. I supported the committee's efforts to create an integrative and flexible curriculum and worked with them to ensure the availability of adequate resources to support the simultaneous implementation of the new curriculum and phasing out of the existing general education curriculum. Courses for the new curriculum are being piloted in 2017-18 with full implementation in 2018-19.

Revised Budgeting Model for Academic Affairs

Collaborated with academic deans and department chairs to develop a budget model based upon demonstrated need for resources combined with credit-hour production. The base budgets provided through the university's E&G budget were extremely small and insufficient, and faculty felt compelled to teach summer and intersession courses in order to ensure more adequate funding for their departments. In addition, because most summer and intersession courses are offered online, the model was detrimental to departments whose courses were less amenable to that platform; e.g., studio arts and applied music. The revised model included considerations of faculty resource needs for teaching as well

as scholarship, while still providing incentives for those departments engaged in greater credit-hour production.

Working Group on Promotion and Tenure Policies

Appointed a group of faculty and Academic Affairs staff to identify and recommend changes to resolve contradictions and inconsistencies pertaining to promotion and tenure policies and procedures within the “Faculty Policies and Procedures” manual. Their work was reviewed and endorsed by all appropriate parties, including the Faculty Senate, and approved by the Board of Visitors.

Dean Searches

Searches were conducted for the deans of the Cook-Cole College of Arts and Sciences, the College of Business and Economics, and the Greenwood Library. All three searches were successfully conducted by committees comprised of faculty, students, and administrative staff without the assistance of search firms. The Cook-Cole Dean and the Dean of the Library took office in July, 2016, and the new Business and Economics Dean took office in July, 2017.

Teaching Load Study

Faculty concerns about historically heavy teaching loads (4 courses per semester in the Colleges of Arts and Sciences and Education and Human Services) and inadequate staffing were addressed by a working group consisting of faculty and administrators. Results were shared with deans and department chairs to support discussions of existing staffing needs and to consider approaches to reducing teaching loads. Data were submitted to the Delaware Study in 2016-17 to permit comparisons with similar institutions.

Reinvigorated Collaborative Team Focused on Student Success

Administrative and personnel changes created a communications gap among vice-presidential units that previously worked together more closely to enhance retention and improve graduation rates. Meetings with the vice presidents of student affairs and strategic operations led to renewed commitments to collaborate through various initiatives.

Launched Strategic Planning Process within Academic Affairs

A previous attempt to develop a strategic plan became stalled in 2012 as a result of changes in presidential leadership. The current university strategic plan was implemented in 2014, but Academic Affairs did not renew its attempts to develop a corresponding plan at that time. Deans, directors, and department chairs met to begin developing a new strategic plan for the division.

Developed Process for Achieving Merit-Driven Compensation Increases for Faculty and Professional Staff

Previous compensation increases had vacillated between merit-based and across-the-board increases even though performance reviews were routinely conducted on an annual basis. In addition, lack of funding for increases in previous years coupled with hiring new faculty and staff contributed to significant compression issues. I worked with deans, department chairs, and my staff to develop a process through which compensation increases for faculty and professional staff could simultaneously address merit and compression.

Created Contract Letter for Adjunct Faculty

Even though almost every academic department employed adjunct faculty to some extent, contracts had not been issued to adjunct faculty in the past. I developed a contract for adjunct faculty and vetted it with department chairs, deans, human resources personnel, and legal counsel.

Direct Reports

Associate Provost for Outreach Programs and Initiatives and University Liaison to Moton Museum

Associate Provost for Academic Innovation and Development and Director of the Office of Assessment and Institutional Research

Associate Provost for Accreditation and Compliance

Dean of the Cook-Cole College of Arts and Sciences

Dean of the College of Business and Economics

Dean of the College of Education and Human Services

Dean of the Cormier Honors College

Dean of the College of Graduate and Professional Studies

Dean of the Greenwood Library

Director of Academic Affairs Budget

Director of the Longwood Center for the Visual Arts

Director of the Office of Sponsored Programs

Director of the Office of Student Research

Director of Hull Springs Farm

Executive Director of Clean Virginia Waterways

2009 – 2015

Associate Provost, University of Richmond

Administrative Accomplishments

Faculty Enrichment Advisory Group

Initiative launched in 2011 after two unsuccessful searches for a director of faculty development. Consisted of faculty or associate deans from all five academic schools and representatives from the University Library, the Center for Civic Engagement, the Office of Corporate, Foundation and Government Grants, the Center for Teaching, Learning, and Technology, the Office of International Education, and the First-Year Seminar

Program. Met several times each semester to discuss and plan a variety of workshops, seminars, and other events to support faculty in their teaching, scholarship, and leadership endeavors.

Summer School Task Force

Created in 2012 to modify the summer school calendar in order to maintain compliance with accreditation requirements. Consisted of representatives from University Facilities, Student Housing, Dining Services, Events, Academic Affairs, the Registrar, Athletics, Student Development, Career Services, and the Office of Business and Finance. Successfully modified the summer school calendar but continued to meet to discuss and resolve other issues surrounding the University's summer programming.

Conference on Connecting the Humanities and the Professions

Planned and hosted a conference in March 2013 in conjunction with a grant from the Mellon Foundation to launch a new University Seminars program. Faculty and administrators representing colleges and universities ranging from large state institutions to small, private liberal arts colleges gave presentations on their efforts to forge connections between disciplines in the humanities and professional and pre-professional degree programs.

Compliance Awareness and Oversight

Served on the university's Compliance Oversight Committee and worked with the General Counsel to design and present a compliance awareness program for all faculty and Academic Affairs staff.

Interinstitutional Academic Agreements

Collaborated with faculty from various departments to create new and renegotiate existing agreements with other universities to allow students to achieve dual degrees in engineering and an accelerated Master's degree in environmental science. Negotiated and managed the university's participation in a proof-of-concept high-touch and high-tech foreign language instruction exchange program within the Virginia Foundation of Independent Colleges.

Provost's Liaison to Curriculum Task Force (2009 – 2011)

Served as the Provost's liaison to the three subcommittees that comprised an effort to thoroughly review and revise the undergraduate curriculum. The two-year effort resulted in a transition from a common syllabus first-year core course to a series of first-year seminars as well as several initiatives to enhance cross-school degree programs and interdisciplinary teaching.

Additional Responsibilities and Service as Associate Provost

Academic Cabinet

Academic Calendar Working Group
Academic Deans Council
Compliance Oversight Committee
Cross-School Curricular Oversight Committee
Distinguished Educator Committee
Disability Services Steering Committee
Focus on Teaching Working Group
Hazard Mitigation Planning Group
Provost's Advisory Group on Mentoring Female Faculty
Summer Housing Committee
Threat Assessment Team
University Representative to the Consortium for Faculty Diversity
University Seminars Working Group

2000 – 2009 Chair, Department of Sociology and Anthropology, University of Richmond

Administrative Accomplishments

Self-Study

Led the Department through its first major self-study in several decades. The endeavor was prompted by the department's desire to provide more rigorous and progressively challenging requirements for majors and minors and develop requirements in line with the University's strategic plan. The process involved building consensus on mission, purpose, and goals.

Restructured the Sociology major

The aforementioned self-study resulted in a decision to restructure the Sociology major around three overarching thematic content areas: inequality, social institutions, and globalization. Identifying these focal areas established the foundation for faculty recruitment and hiring over the next several years.

Created an Anthropology Major

Analyzed data on student enrollment in Anthropology courses and documented significant student interest in a major. Created a proposal for a major that required only one additional full-time faculty member.

Faculty Recruitment and Hiring

Oversaw the recruitment and hiring of six new tenure-track faculty as a result of retirements and relocations. The addition of a tenure-track position in Anthropology expanded the Department from nine to ten full-time positions.

Administrative AccomplishmentsRedesigned Orientation Program for New Faculty

Transformed a one-day orientation program into a series of workshops spread throughout the academic year to provide new faculty with more information in a less compressed format. Sessions focused on syllabus construction, teaching evaluations, internal and external sources of funding for scholarship, completing annual reports, and connecting with other University resources, such as librarians and the Registrar's office.

Established Writing-Across-the-Curriculum Program

Worked with a faculty member in the English Department to encourage Arts and Sciences faculty to incorporate more writing assignments into their courses. Led to the establishment of a cadre of undergraduate writing fellows to assist faculty in working with students on their writing and ultimately resulted in the establishment of a Writing Center.

Additional Responsibilities and Service as Associate Dean

Coordinated scheduling classes with department chairs and program coordinators
 Interviewed candidates for all full-time faculty positions
 Managed budget for part-time and full-time non tenure-track faculty positions
 Participated in annual review process for all full-time faculty
 Reviewed tenure and promotion portfolios and made recommendations to Dean

Additional University Service at University of Richmond**Committees**

Chair, Search Committee for Director of Faculty Development Center, 2009, 2010

Chair, Search Committee for Director of Budget and Planning, 2010

Arts and Sciences ad hoc Student Evaluation of Instruction Review Committee, 2006 – 2009

Weinstein Speaker Series Committee, 2004 – 2009

Weinstein Fellows Award Committee, 2004 – 2009

Arts and Sciences Nominating Committee, 2000 – 2002 and 2006 – 2009

Chair, 2001 – 2002

Registrar Search Committee, 2002

Co-Chair, Resources Task Force, University Strategic Planning Committee, 1999 – 2000

Jepson School of Leadership Studies Academic Council, 1998 – 2000

Arts and Sciences Academic Council, 1995 – 2015

University Faculty Council, 1995 – 1998

Chair – Benefits Committee

Member – Committee to revise the University’s policy and procedures regarding sexual harassment

General Education Curriculum Implementation Advisory Committee, 1993 – 1994

University Strategic Planning Subcommittee on External Affairs, 1993 – 1994

Writing Across the Curriculum Program, Member of First Cohort of Faculty Participants, 1992

Banner Directions Committee, 1992

University Selection Committee for Nominations for State Council on Higher Education in Virginia Outstanding Faculty Awards, 1992 – 1993

Registrar Search Committee, 1992

Arts and Sciences Department of Defense Committee, 1990 – 1991

Coston Chair Search Committee, 1990 – 1991

Arts and Sciences Curriculum Committee, 1989 – 1993

Chair, Arts and Sciences Undergraduate Research Committee, 1989 – 1994

President's Strategic Planning Committee, 1988 – 1990

University Enrollment Planning Committee, 1988 – 1994

Jepson School of Leadership Studies Development Committee, 1987 – 1988

Rhodes, Marshall, and Truman Scholarship Committee, 1986 – 1994

Accreditation Self-Study Committee on Student Development Services, 1986 – 1987

Faculty Research Committee, 1985 – 1986

Richmond College Student Affairs Committee, 1981 – 1985, 1997 – 2000

Faculty Shadow Committee on the Role of the Faculty in the Governance Process, 1981 – 1984

Advising

Faculty advisor to Sociology and Criminal Justice Majors, 1981 – 2015

Faculty advisor to first-year students, 1989 – 1991 and 1995 – 1997

Faculty advisor to Circle K student organization, 1982 – 1984

Faculty advisor to Phi Alpha Delta Pre-Law Fraternity, 1990 – 1991

Other University Service

United Way Campaign Chair, 1990 – 1992

Richmond College Fellow in Dennis Residence Hall, 1982 – 1985

Phi Beta Kappa, University of Richmond Chapter

President, 1996-97

Vice-President, 1995-96

Previous Academic Positions

Professor of Sociology and Criminal Justice, Longwood University, 2015 – 2018

Associate Professor of Sociology and Criminal Justice, University of Richmond, 1987 – 2015

Coordinator of Criminal Justice Studies, University of Richmond, 1982 – 2015

Assistant Professor of Sociology, University of Richmond, 1980 – 1986

Courses Taught

Introductory Sociology/Fundamentals of Society

Social Problems

Conformity, Deviance, and Institutions of Social Control

Criminology/Crime and Justice in Post-Modern Society

Field Investigation of the Juvenile and Adult Criminal Justice Systems

Juvenile Delinquency

Research Practicum in Criminal Justice/Sociology

Senior Seminar in Criminal Justice

Sociological Research Methods

Victims and the Justice System

Victimology

Additional Honors and Awards

Nominee for American Society of Criminology Teaching Award, 2014

Crime Victims' Rights Award, Virginia Department of Criminal Justice Services, 2014

University of Richmond Center for Civic Engagement Fellow, 2008 – 2009

University of Richmond Distinguished Educator Award, 1990

Omicron Delta Kappa, 1986

Tom Harner Award for Outstanding Circle K Faculty Advisor, Capital District, 1982 – 1983

Scholarship

Monographs

Profiles of Incarcerated Adolescents in Virginia's Juvenile Correctional Centers: Fiscal Years 1999-2003. Richmond, VA: Department of Juvenile Justice, 2004. (Co-authored with D. E. Waite)

Articles and Chapters

"Meeting the Training Needs of Those Who Meet the Needs of Victims: Assessing Service Providers." *Violence and Victims*, 27, 4, 2012, 609 – 632. (Co-authored with M. Patterson and S. Johnson)

"Gender and Substance Abuse Patterns among Incarcerated Juvenile Offenders: Comparing Strain and Social Learning Variables" *Justice Quarterly*, 24, 1, 2007, 106 – 132. (Co-authored with D. E. Waite)

"Female Researchers in Male-Dominated Settings: Implications for Short-Term vs. Long-Term Research." Reprinted in *Qualitative Approaches to Criminal Justice: Perspectives from the Field*, Mark R. Pogrebin, ed. Sage, 2003.

"Pornography – First Presidential Commission Report" in Clifton D. Bryant (ed.) *The Encyclopedia of Criminology and Deviant Behavior*. Philadelphia: Taylor & Francis, Inc., 2001.

"Pornography – Second Presidential Commission Report" in Clifton D. Bryant (ed.) *The Encyclopedia of Criminology and Deviant Behavior*. Philadelphia: Taylor & Francis, Inc., 2001.

"Female Researchers in Male-Dominated Settings: Implications for Short-Term Versus Long-Term Research." Pp. 53-61 in William B. Shaffir and Robert A. Stebbins (eds.), *Experiencing Fieldwork: An Inside View of Qualitative Research*. Newbury Park, California: Sage, 1991.

"Factors Influencing the Decision to Prosecute Economic Crime," *Criminology*, 23 (November 1985): 609-628.

"Not One of the Guys: The Female Researcher in a Male-Dominated Setting," *Qualitative Sociology*, 8 (Spring, 1985): 42-62.

"Implementing a National Crime Control Program: The Case of an Economic Crime Unit." Pp. 33-46 in Merry Morash (ed.), *The Implementation of Key Criminal Justice Policies: Problems, Prospects, and Research*. Beverly Hills: Sage, 1982.

"Relative Deprivation and Social Movements: A Critical Look at Twenty Years of Theory and Research," *The Sociological Quarterly*, 23 (Winter, 1982): 33-47. (Co-authored with K. J. Tierney)

"It's a Matter of Myths: An Empirical Examination of Individual Insight into Disaster Response." Reprinted in M. D. Pugh (ed), *Collective Behavior: A Source Book*. New York: West, 1980. (Co-authored with D. E. Wenger, J. D. Dykes, and T.D. Sebok)

"Responsibility for the Delivery of Emergency Medical Services in a Mass Casualty Situation: The Problem of Overlapping Jurisdictions," *Mass Emergencies*, 2 (1977): 179-188.

"It's a Matter of Myths: An Empirical Examination of Individual Insight into Disaster Response" with Dennis E. Wenger, James D. Dykes, and Thomas D. Sebok. *Mass Emergencies* 1 (1975): 33-46. (Co-authored with D. E. Wenger, J. D. Dykes, and T. D. Sebok)

Book Reviews

The Girls in the Gang by A.Campbell. *Qualitative Sociology*, Spring-Summer, 1988: 132-134.

Criminal Justice Politics and Women: The Aftermath of Legally Mandated Change by C. Schweber and C.Feinman (eds.). *Corrections Today*, October 1985: 100.

Prevention and Control of Juvenile Delinquency by R. J. Lundman. *Corrections Today*, August 1985: 144.

Prisons and the Process of Justice: The Reductionist Challenge by A.Rutherford. *Corrections Today*, April 1985: 182.

The Juvenile Offender and the Law, 3rd ed. by P.H. Hahn. *Corrections Today*, December 1984: 87.

Vinny: Victory Over Drugs, Death and Degradation by V. C. Marino. *Corrections Today*, October 1984: 63.

Criminal Justice Research: New Models and Findings by Barbara Raffel Price and Phyllis Jo Baunach (eds.). *Corrections Today*, September/October 1981: 74.

Professional Presentations - Academic

“The Intersection of Gender and Race in Predicting Mental Health Issues among Incarcerated Youth.” Presentation at the annual meeting of the Academy of Criminal Justice Sciences, Philadelphia, PA, February 19, 2014.

“Gender Differences in Victimization and Mental Health Problems among a Population of Incarcerated Juvenile Offenders.” Presentation at the annual meeting of the Southern Sociological Society, Atlanta, GA, April 26, 2013.

“Correlates of Victimization among a Population of Incarcerated Juvenile Offenders.” Presentation at the annual meeting of the American Society of Criminology, Washington, D. C., November 2011.

“Experiential Learning: Living Large in Small Ways.” Presentation at the annual meeting of the Southern Sociological Society, Jacksonville, Florida, April 2011.

“Attitudes and Aspirations: Women and Men in College and Five Years After.” Presentation at the annual meeting of the American Sociological Association, San Francisco, California. August 2004. (with C. Wharton)

“Comparing Male and Female Substance Use and Abuse Patterns among a Population of Incarcerated Juvenile Offenders.” Presentation at the annual meeting of the Academy of Criminal Justice Sciences, Las Vegas, Nevada, March 2004. (with D. E. Waite)

“A Comparison of Male and Female Juveniles Incarcerated for Property Offenses.” Presentation at the annual meeting of the Southern Sociological Society, Baltimore, Maryland, April 2002. (with D. E. Waite)

“Behavior Problems and Family Functioning Among Female Delinquents.” Presentation at the annual meeting of the Academy of Criminal Justice Sciences, Washington, D. C., April 2001. (with S. B. Foreman, student)

“A Comparison of Juvenile Male Sex Offenders and Non-Sex Offenders.” Presentation at the annual meeting of the Southern Criminal Justice Association, Richmond, VA, October 1997. (with D. E. Waite)

“Juveniles and Violent Crime: What We Know and What We Don’t Know.” Presentation at the annual meeting of the Academy of Criminal Justice Sciences, Louisville, KY, March 1997. (with B. Bandonis, student)

"Factors Affecting Juvenile Court Intake Dispositions: A Comparison of Two Courts." Presentation at the annual meeting of the Academy of Criminal Justice Sciences, Washington, D.C., March 1989.

"An Analysis of Factors Related to Juvenile Court Dispositions." Presentation at the annual meeting of The American Society of Criminology, Cincinnati, Ohio, November 1984.

"A Comparative Analysis of Male and Female Delinquency." Presentation at the annual meeting of the Southern Sociological Society, Knoxville, Tennessee, April 1984. (with S. L. Leonard, student)

"Hands Off: The Failure of an Economic Crime Unit to Prosecute Organizational Defendants." Presentation at the annual meeting of the Southern Sociological Society, Memphis, Tennessee, April 1982.

"Implementing a National Crime Control Program: The Case of an Economic Crime Unit." Presentation at the annual meeting of the American Society of Criminology, Washington, D.C., November 1981.

"It's a Matter of Myths: An Empirical Examination of Individual Insight into Disaster Response." Presentation at the 8th World Congress of Sociology. Toronto, Canada, August 1974. (with D. E. Wenger, J. D. Dykes, and T. D. Sebok)

Professional Presentations – (Selected Other)

"Perspectives in Higher Education." Panelist for Virginia Commonwealth University Leadership Development Program, May 2014.

"Trauma among Youth Committed to the Virginia Department of Juvenile Justice." Presentation to Conference for Virginia Juvenile and Domestic Relations Court Judges, April 2011.

"Characteristics of At-Risk Children." Presentation to Outreach Committee, Tuckahoe Presbyterian Church, January 2005.

"A Demographic Analysis of Worship and Sunday School attendance at Trinity United Methodist Church." Presentation to the governing body of the church in Richmond, Virginia, August 1999.

"Using Microcase in the Classroom." Presentation at University of Richmond Technology Fair, May 1999.

"Streets of Hope: On Guns and Grace." Presentation at University of Richmond Founders Week, November 1998.

"Results of a Survey of Richmond City Public School Students and Teachers/Administrators on the Vanquish Program." Presentation to the Senior Command Staff of the City of Richmond Police Department, November 1998. (with Sgt. T. Nolan.)

"The Academic Profession." Panelist in a short course for graduate students interested in faculty careers at Virginia Commonwealth University, February 1998.

“Responding to Violence in our Communities.” Panelist, Woman’s Missionary Union of Virginia Annual Celebration, May 1998.

Work in Progress

“Heroes and Hellions: Celebrity Status and Deviance.”

Grants Awarded

University of Richmond Center for Civic Engagement Community-Based Learning Fellowship, 2008 – 2009.

Project: Incorporation of a Community-Based Learning Component in the Criminal Justice Senior Seminar.

University of Richmond Arts and Sciences Faculty Summer Fellowship, 2005.

Project: Gender and Substance Abuse among Incarcerated Juveniles.

University of Richmond Full Session Sabbatical, 2003-2004.

Project: A Comparison of the Characteristics and Rehabilitative Needs of Male and Female Incarcerated Delinquents.

University of Richmond Program to Enhance Teaching Effectiveness Summer Grant, 1999

Project: Incorporation of Microcase Assignments into an Undergraduate Criminology Course.

University of Richmond Summer Research Fellowship, 1997

Project: The Familial Context of Juvenile Violence.

University of Richmond Faculty Research Grant, 1996

Project: Travel to conference on criminal justice research and evaluation

University of Richmond Faculty Research Grants, 1990, 1989, 1985

Project: Hire Student Research Assistants to Collect Data from Juvenile Court Case Files

University of Richmond Summer Fellowship, 1986

Project: Case File Study of Factors Related to Juvenile Court Dispositions

Virginia Law Foundation Grant, 1985

Project: Case File Study of Factors Related to Juvenile Court Dispositions

University of Richmond Summer Fellowship, 1984

Project: A Comparative Analysis of Male and Female Delinquency

University of Richmond Research Grant, 1981

Project: Community Treatment of Juvenile Offenders in Virginia

Workshops, Postgraduate Courses, Consulting

Consultant for a defense attorney from Alta Vista, Virginia, on a civil case involving a violent incident that occurred under the influence of alcohol, 1997.

Consultant for Virginia Department of Corrections on construction of a research agenda in juvenile corrections, 1987.

Academic Advisory Panel, Virginia Department of Corrections, 1986 – 1988. Participated in four statewide conferences involving academicians and corrections personnel.

Consultant for National Institute of Corrections on the development of a training program for managers and supervisors of intensive probation supervision programs, 1985.

Service to the Profession

Anonymous manuscript review for refereed journals, including *Criminology*, *Journal of Research in Crime and Delinquency*, *Justice Quarterly*, *Qualitative Sociology*, *Social Currents*, and *Social Problems*.

Community Service and Board Memberships

Virginia Victims Assistance Academy, 2006 – 2014

Steering Committee, 2006 – 2008.

Chair, Curriculum Development Committee, 2006 – 2008

Co-facilitator and faculty, 2008 - 2014

Human Subjects Research Review Committee, Virginia Department of Juvenile Justice, 1991 – 2018

Community Advisory Board, Powhatan Virginia Correctional Center, 1987 – 1994

Chair, 1987 – 1994

Board of Directors, Offender Aid and Restoration of Richmond, Virginia, 1983 – 1991

President, 1985 – 1987

Vice-President, 1984 – 1985