

Curriculum Vitae of Kenneth Steven Hawkinson

Office of the Provost
Western Illinois University
1 University Circle
Macomb, IL 61455
(309) 298-1066 (w)
KS-Hawkinson@wiu.edu

I. EDUCATION

Ph.D. Southern Illinois University, 1986 (Speech Communication/Performance Studies)

- Dissertation: *Three Novels By W. Somerset Maugham: An Analysis Based on the Rhetoric of Wayne C. Booth*

M.A. Western Illinois University, 1979 (Speech Communication)

- Thesis Project: *Abe Lincoln: The Man*. (A one-man show presented at over 20 venues throughout the region; script and performances by Ken Hawkinson)

B.A. Western Illinois University, 1978 (History)

A.A. Elgin Community College, 1976

II. CURRENT POSITION

Interim Provost and Academic Vice President, Western Illinois University, July, 2011 - current

As chief academic officer, the Interim Provost and Academic Vice President provides academic leadership and serves as the primary representative for the President in his absence. The Interim Provost and Academic Vice President leads the University community to promote the highest academic standards and the University's core values at both the Macomb and Quad Cities campuses; provides leadership in planning, developing, implementing, and assessing all academic programs; has primary responsibility for contract administration of collective bargaining agreement for faculty and support staff, and a significant portion of the University budget; provides overall leadership for continued growth of international and life-long learning programs, distance education, faculty development, and oversight of the Honors College; and supervises senior staff and many service areas that are responsible for achieving the University's established major goals identified by the President and the Board of Trustees.

III. PROFESSIONAL EXPERIENCE

Associate Provost and Associate Vice President for Budget, Planning, and Personnel, 2007 - 2011

I have been directly involved with all aspects of administration in academic affairs, including oversight over budget, planning, personnel, contract administration, summer session, and

curriculum. As the budget officer for academic affairs, I reorganized the budget planning process, established a formal procedure for the prioritization of the use of variance or reserve dollars, established new procedures in the hiring of faculty and staff, and established protocols requiring the allocation of funds to be based on needs demonstrated by data and benchmarking and the unique needs of each program. I have been directly involved with the crisis management team and have experience working with threats, inclement weather, flu outbreaks, and other situations that may disrupt the normal day-to-day activities of the campus. I have worked closely with the other vice presidents and have collaborated with them on numerous projects and initiatives. In addition, I have worked with the Illinois Board of Higher Education and the IBHE leadership.

Many of the directors of offices that report to academic affairs have operated under my oversight. I provided oversight to the Office of Academic Personnel, Office of the Registrar, School of Distance Learning and Outreach, Office of Sponsored Projects, and the Center for Innovation in Teaching and Research (CITR).

Major Duties and Responsibilities:

- Contract Administrator and University Grievance Officer
- Academic Affairs Budget
- Academic Personnel
- Planning (personnel, curriculum, space, unit goals)
- Illinois Board of Higher Education Budget Liaison
- Director of Summer School
- Director of Commencement
- Undergraduate Curriculum to include Program and External Review
- University Research Council Chair
- Approval of Expenditures and Contracts
- Facilities
- Represent the Office of the Provost on various councils and committees to include:
 - University Technology Cabinet
 - Distinguished Faculty Lecturer Committee (Coordinator)
 - Summer School Task Force (Chair)
 - Facilities Committee
 - Dean's Council
 - Memorial Hall Renovation Committee

The following are representative accomplishments:

- Working with the President and Provost, negotiated a five year extension to the 2007-11 Agreement with the University Professionals of Illinois and managed the implementation of the numerous changes in the new contract.
- As contract administrator, handled numerous personnel actions, including a number of formal and informal grievance resolutions.

- Provided oversight of the Professional Achievement Award (PAA) merit program and its implementation and coordinated all appeals.
- Working with the Provost, coordinated all aspects of the budget and continued development of a new system in reallocating college funds to direct to priorities identified by colleges. Established a 3-year planning cycle for the budget. Provided greater scrutiny of all salaries, grants and contracts, and spending.
- Working with the Provost, established a Summer Session Task Force, authored the summer session report, and coordinated the development of a major marketing campaign, as well as additional initiatives. The result was a significant increase in summer enrollment (13% increase in FTE and SCH in Summer 2010) and a large increase in tuition generated during the session.
- Working with the Director of Distance Learning and Outreach, implemented the new “best practices” protocol requiring extensive review of all new on-line courses and required training for instructors. With increased budget support, there has been a significant increase in the Bachelor of Arts in General Studies degree program in terms of majors and SCH production. There has also been a significant increase in internet courses offered and enrollments.
- Increased scrutiny of enrollment thresholds for classes.
- Working with the Provost, Assistant Vice President and Commencement Committee, continued to make positive changes to Commencement.
- Implemented a new policy on Sponsored Credit.
- Conducted preliminary review of over 700 workload (ACE) forms and 225 portfolios per year.
- Coordinated a revision of the procedures for academic program review and external reviewers.
- As coordinator of facilities, identified classroom upgrades, and with funds from the Provost, coordinated (with budget officer) the purchase of new classroom furniture for the entire campus. Recommended the reinstatement of the electronic classroom development fund and the computer replacement fund.
- Working with various entities, selected and coordinated funding for installation of electronic classroom equipment in over 20 classrooms.
- Working with the budget officer, coordinated the funding of equipment and facility improvements for the Memorial Hall move in.
- Working with the President and Provost, negotiated a new contract for Macomb Area Economic Development Corporation (MAEDCO).
- Working with the Provost and the director of CITR, established the guidelines for the Provost Award for faculty travel.
- Provided oversight to the School of Distance Learning and Outreach, Office of the Registrar, Commencement, Center for the Innovation of Teaching and Research, and the Office of Sponsored Projects. Coordinated the selection of the Distinguished Faculty Lecturer.
- Provided greater scrutiny of all documents and information passing through the Provost Office.
- Provided oversight of the hiring of numerous administrative personnel.

- Remaining active in professional organizations, attended and presented at a number of professional conferences and meetings.
- The provost office annual report and brag book lists the numerous accomplishments of the provost office in recent years.

Associate Dean, College of Fine Arts and Communication, 2005 to 2007

As the associate dean of the College of Fine Arts and Communication, I administered or coordinated the following duties: summer session scheduling, distance learning scheduling, facilities planning, Quad Cities Riverfront Campus planning, Quad Cities scheduling, College Awards Committee, summer orientation planning, technology upgrade, College Curriculum Committee, search committees; served as a resource to the college on contractual matters, building representative for college facilities, student complaints, grade appeals, as well as various other committees, initiatives, and duties. One of my major projects, resulting from an initiative from my dean, was to develop a plan for the establishment of a Museum Studies M.A. program in the Quad Cities. This required coordination with the departments of Art and Recreation, Park and Tourism Administration, the Figge Art Museum in Davenport, Iowa, and numerous other entities as the program went through the approval process. I served as the first coordinator of this program. Now in its third year, the program has 31 graduate students enrolled and recently graduated 14 students.

Department Chair, Department of Communication, 1997-2007

I served as chair of one of the largest and most complex departments on campus with three divisions and directors, housed in different locations, with different programs and missions (rather like a small college). The department consisted of nearly 40 faculty and staff divided among the divisions of Broadcasting, Speech Communication, and Communication Sciences and Disorders. The department served nearly 700 majors, 65 graduate students, and provided general education curriculum to the student body of the University. I managed a large operating budget, numerous local accounts (resulting from clinic income and other direct charges for services) and foundation accounts, and raised tens of thousands of dollars through my mail campaign and direct contacts with alumni.

During my term as department chair, numerous curriculum changes and several new programs were developed including a new Broadcasting major and Broadcast-Journalism minor, the establishment of the Communication minor in the Quad Cities, and a revision of the curriculum in Communication Sciences and Disorders. Several programs that were no longer viable were eliminated. As chair, I played a significant role in the relocation of faculty and classrooms during the Memorial Hall renovation and participated in the planning for major enhancements in facilities. Due in large part to the support and funding I committed to faculty initiatives, the department achieved a significant increase in the faculty's service and professional activities. In sum, my leadership style was successful in bringing about and maintaining a harmonious relationship among three different disciplines/divisions often with varying interests.

In my final two years as department chair, working with the faculty and dean, I helped establish a

Department of Broadcasting and then a Department of Communication Sciences and Disorders, giving both units their own identity. These experiences in the Department of Communication prepared me well to serve as the associate dean and to assist the dean in working with six distinct disciplines/departments and other entities in the college representing a variety of needs and challenges.

Assistant, Associate, Full Professor, Department of Communication, 1988-1997

I came as a tenure-track faculty member in 1988 and, having received very positive evaluations in my teaching, research, and service, was tenured and promoted to associate and then full professor. I have taught not only in my home department of Communication but also as an adjunct professor in African American Studies and as an instructor in the Honors Program.

Fulbright Scholar, 1990-91

As a Fulbright Professor/Researcher taught American Studies at the University of Ouagadougou, Burkina Faso (West Africa) and conducted research in African Folklore and Oral Tradition.

Peace Corps Volunteer/Ecole Normale Superieur, Professor, 1986-88

As a Peace Corps Volunteer, taught Public Speaking, Small Group Interaction/Interpersonal Communication, American Literature and Black American Literature at the teacher's college in Bamako, Mali. I served as advisor to ten memoires (thesis) and ten student teachers. I served on over 40 memoire committees and student teacher committees.

Southern Illinois University, Department Advisor, 1985-86

Responsibilities included the advising of over 200 Communication majors and serving on various curriculum committees and other departmental committees.

Western Illinois University, Instructor, 1984-85

Responsibilities included the teaching of Public Speaking, Advanced Oral Interpretation, Human Communication, Persuasion, and directing a major production.

Southern Illinois University, Graduate Assistant, 1982-84

Responsibilities included the teaching of Public Speaking, Interpersonal Communication, Oral Interpretation, and directing the activities of a Storytelling group.

United States Army, Army Officer, 1979-82

After serving in the Illinois National Guard as a Field Artillery Officer and Executive Officer for a Field Artillery Battery, I went into the active army as an Infantry Officer. I served in Germany as a Platoon Leader and a Weapons Platoon Leader. From 1981-82 I served as Public Affairs

Officer. I edited the community newspaper, acted as speech writer for the General and worked in German-American Relations.

University of Maryland, Part-time Instructor, 1980

Responsibilities included the teaching of a Public Speaking class.

Western Illinois University, Graduate Assistant, 1978-79

Responsibilities included the teaching of a Public Speaking class and assisting in the administration of the Mass Lecture Series.

IV. TEACHING INTEREST

Oral Interpretation of Literature/Performance Studies, Public Speaking, Persuasion, Human Communication, Interpersonal Communication, General Semantics, Literary Criticism, Storytelling and Oral Tradition, Folklore, African American Literature, Speech Education

Classes Taught: Public Speaking, Oral Interpretation of Literature (beginning and advanced), Interpersonal Communication, Persuasion, Persuasive Campaigns, Human Communication, Early American Literature, 20th Century American Literature, Black American Literature, African American Folktales, The World Through Myth and Story (Honors Seminar), Teaching Speech at the College Level.

V. SIGNIFICANT UNIVERSITY SERVICE

Administrative Contract Negotiator and Member of Contract Implementation Team, 2007-08

Committee to Establish Center for International Studies, 2003-04

Distinguished Faculty Lecturer Committee, 2000-01, 2003-04

* I was a major force in re-writing the criteria and procedures for the selection each year of our Distinguished Faculty Lecturer and currently provide oversight to that program.

Chief Administrative Contract Negotiator, 2001

Vice Chair, Faculty Senate, 1997-99

Senator, Faculty Senate, 1996-99

Ad Hoc Committee to Examine Summer School, 1998

North Central Association (review) Steering Committee, 1998

President, University Professionals of Illinois, 1997-98

Council on Operations and Priorities (COPS), 1993-94

* I served on the planning committee that reorganized the university in the mid-nineties and have been involved in long-term planning at the department, college, and university level.

Vice President, University Professionals of Illinois, 1992-97

Contract Negotiator (UPI), 1992-98
President, President-Elect, Past President, Illinois Speech & Theatre Association, 1993-96
Chair, Council on Admission, Graduation, and Academic Standards, 1994-95 (member 1989, 1991-95)

* As chair of CAGAS and a member of the President's enrollment management committee, I worked to enhance and broaden our admission standards while providing an opportunity for disadvantaged students through our special admissions program. I also led the initiative that resulted in the enhancement of the academic distinction requirements at Western.

Chair of Higher Education, Illinois Speech & Theatre Association, 1991-93
Graduate Committee, Communication Department, Western Illinois University, 1984-85, 1988-2003
Graduate Advisor, Communication Department, Western Illinois University, 1991-93
Council on Admission, Graduation, and Academic Standards, Western Illinois University, 1990, 1991-95
Numerous other Committees

VI. HONORS

Sandford Award (Lifetime Achievement Award), Illinois Speech and Theatre Association, 2007
Thompson Professorship, 1996-98
Blue Key Faculty Initiate, 1995
Phi Kappa Phi Faculty Initiate, 1995 (student initiate, 1978)
Summer Stipend, 1994
Faculty Excellence Award, 1994-95 (award discontinued)
Faculty Excellence Award, 1993-94
Faculty Excellence Award, 1992-93
Fulbright Scholar (Burkina Faso), 1990-91

VII. RESEARCH AND CREATIVE PRODUCTION

A. Research Interests and Creative Pursuits

Storytelling and Oral Tradition, Performance of Literature, African and African American Folklore, Performance Studies, Rhetoric in Fiction, Literary Criticism, Creative Writing

B. Published Works

Hawkinson, K. S. (2011). African woman grieves dying child (poem). *The Griot: The Journal of African American Studies*, 30 (1). (re-published in national journal)

Hawkinson, K. S. (2010). Case study: Development and implementation of a points-based merit system (Professional Achievement Award) at Western Illinois University. *Journal of Collective Bargaining*, 2 (1), pp. 1-11.

- Hawkinson, K. S. (1999). Oratory and emotions. In D. Levinson, J. Ponzetti, & P. F. Jorgensen (eds.), *Encyclopedia of human emotions*. New York: Macmillan.
- Hawkinson, K. S. (1998). African woman grieves dying child (poem). *ELM (Eureka Literary Magazine)*, 6 (2), p. 64.
- Hawkinson, K. S. (1997). Burkina Faso: Unsteady statehood in West Africa (Book review). *The Journal of Developing Areas*, 31 (2), pp. 279-282.
- Hawkinson, K. S. (1996). A new individual event: The personal narrative. *Journal of the Illinois Speech and Theater Association*, XLVII, pp. 55-57.
- Hawkinson, K. S. (1995). Performing personal narratives. *Speech Communication Teacher*, 9 (3), pp. 3-4.
- Hawkinson, K. S. (1994). "The Old Speech of the African Griot," *Parabola*, XIX, (1), pp. 56-60.
- Hawkinson, K.S. (1994). "Old Speech," Readings in the Humanities, pp.6-8 (from Parabola).
- Hawkinson, K. S. (1993). Two exercises on diversity and gender. *Speech Communication Teacher*.
- Hawkinson, K. S. (1992). Identifying and staging the implied and career author. *Journal of the Illinois Speech and Theatre Association*, XLIII, pp. 54-69.
- Hawkinson, K. S. (1991, Winter). Through the eyes of Djeli Baba Sissoko: The Malian oral tradition. *Speech Communication Teacher*.
- Hawkinson, K. S. (1985). The collage script: A means of studying the career author. *Journal of the Illinois Speech and Theatre Association*, XXXVII, pp. 29-34.
- Hawkinson, K. S. (1985). English and the perils of formalism (Article abstract). *Literature and Performance*, 5 (2), pp. 81-82.

C. Unpublished Book

- Hawkinson, K. S. *Tales from Timbuctou: The Stories of the Malian People*. The University of Alabama Press (under review)

D. Creative Book/Articles Published

- Hawkinson, K. S. (2004). *The oil in the lamp*. Publish America.
- Hawkinson, K. S. (1982, March). Good old days. *EURARMY*, p. 25.

Numerous newspaper articles published in the *Crusader Newspaper*, Schweinfurt, Germany, 1980-82.

E. Selected Professional Papers/Panels

Hawkinson, K. S. (2011, March). *Strategies that enhance summer session enrollment and financials*. Paper presented at the North Central Conference on Summer Sessions, Chicago, IL.

Hawkinson, K. S. (2010, October). *Extra compensation/overload, service issues, incentive programs*. Panelist/presenter at the Academy for Academic Personnel Administration Convention, Clearwater, FL.

Hawkinson, K. S. (2004, October). *Teaching and learning communication in the community college and four year institution*. Panelist/presenter at the Illinois Speech and Theatre Convention, St. Louis, MO.

Hawkinson, K. S. (2004, April). *The use of proverbs and other forms of traditional literature in the formation of personal narratives*. A presentation and performance at Southern Illinois University Returning Artists Program, Carbondale, IL.

Hawkinson, K. S. (2003, April). *Challenges in K-12 communication certification*. Panelist/presenter at the Central States Communication Association Convention, Omaha, NE.

Hawkinson, K. S. (2002, November). *Assessment of communication in action: Innovative approaches to obtaining and responding to alumni feedback*. Panelist/presenter at the National Communication Association Convention, New Orleans, LA.

Hawkinson, K. S. (2002, April). *Spirituality and self-talk: Contributions to symbolic interactionism and intrapersonal communication theory*. Respondent, Central States Communication Association, Milwaukee, WI.

Hawkinson, K. S. (2002, April). *Multi-cultural storytelling hour*. Presentation and performance at the Central States Communication Association Convention, Milwaukee, WI.

Hawkinson, K. S. (2001, April). *I dream of a community where all speech is responsible*. Panelist/presenter at the Central States Communication Association Convention, Cincinnati, OH.

Hawkinson, K. S. (2000, April). *The use of proverbs and other forms of traditional literature in*

- the formation of personal narratives.* Presented at the Central States Communication Association Convention, Detroit, MI.
- Hawkinson, K. S. (2000, October). *Response to the Hope College Conference on designing the undergraduate curriculum in communication.* Presented at the Illinois Speech and Theatre Convention, Decatur, IL.
- Hawkinson, K. S. (1998, October). *Developing a political platform: From small group to presentation.* Presented at the Illinois Speech and Theatre Convention, St. Louis, MO.
- Hawkinson, K. S. (1997, April). *Socializing new communication department members.* A panel presentation at the Central States Communication Association Convention, St. Louis, MO.
- Hawkinson, K. S. (1996, April). *A successful strategy utilized in teaching speech in college.* Presented at the Central States Communication Association Convention, St. Paul, MN.
- Hawkinson, K. S. (1996, January). *Intellectual interests in three works by W. Somerset Maugham.* Paper presented at an international conference on W. Somerset Maugham held at Baylor University.
- Hawkinson, K. S. (1994, October). *Categorical vs. schematic memory and how music helps the African Griot remember.* Presented at the American Folklore Society Convention, Milwaukee, WI.
- Hawkinson, K. S. (1994, April). *The 'Old Speech' of the African Griot.* Presented at the Central States Communication Association Convention, Oklahoma City, OK.
- Hawkinson, K. S. (1992, September). *'The lore of wine': A collection of proverbs, songs, poems, and stories about the pleasures and evils of wine.* Presented at the Missouri Folklore Convention, Herman, MO.
- Hawkinson, K. S. (1992). *Strategies for teaching and reading the text.* Presented at the Illinois Speech and Theatre Association Convention.
- Hawkinson, K. S. (1992, April). *Seductress-Mother: Images of women in West African folklore.* Presented at the Central States Speech Communication Association Convention, Cleveland, OH.
- Hawkinson, K. S. (1993). *Performing Personal Narratives: Strategies for the Classroom.* Presented at the Illinois Speech and Theatre Association Convention, St. Louis, MO.
- Hawkinson, K. S. (1991, September). *Speaking well with African proverbs and a comparison of African and American proverbs.* Presented at the Missouri Folklore Society Convention,

Flat River, MO.

Hawkinson, K. S. (1992). *Exploring diversity: Two practical exercises*. Presented at Illinois Speech and Theatre Association Convention, Decatur, IL.

Hawkinson, K. S. (1990, April). *Identifying and staging the implied and career author*. Presented at the Central States Speech Convention, Detroit, MI.

Hawkinson, K. S. (1989, September). *Malian folklore as a reflection of society in Mali*. Presented at the Missouri Folklore Society Convention, Branson, MO.

Numerous other presentations presented on the Western Illinois University campus.

F. Selected Performances/Performance-related Activities

“Abe Lincoln,” performed at the Western Illinois Museum in honor of Lincoln’s 200th birthday, 2009.

“Stories from Near and Far,” performer at the Missouri Folklore Society convention, 2002.

Performed at the American Storytelling Festival in Saint Louis, 1999.

“Tales From Timbuctou. . .” a videotape produced and distributed throughout the region on African Folklore, 1999.

“Traditional African American Folktales” a videotape produced and distributed throughout the region on African American Folklore (summer stipend grant) 1995.

"One Day in the Life of a Malian Child" a presentation that examines the stories and customs of the children of West Africa, presented at various locations in Illinois, 1988-93.

Director and Adaptor of Carl Sandburg's "I am the People". A major production presented at Western Illinois University, 1985.

Director/Performer Storytelling Enterprises, 1983-84.

Panelist/Performer - "Performance as Criticism" Central States Speech Convention, 1983.

Director and Adaptor of Joseph Heller's Catch 22. A major production presented at Southern Illinois University, 1983.

Director and Adaptor of "Where the Sidewalk Ends" poems by Shel Silverstein, 1981.

Wrote and Performed "Abe Lincoln - The Man" a one-man show performed throughout the western Illinois region (over 20 performances), 1978-79.

Participation in numerous Theatre and Interpretation plays and projects.

VIII. MEMBERSHIPS

Illinois Speech and Theatre Association
Academy for Academic Personnel Administration
North Central Conference on Summer Sessions
North American Association of Summer Sessions

