



**RESOLUTION TO APPROVE THE APPOINTMENT OF THE ASSOCIATE  
PROVOST, ACADEMIC ADMINISTRATION IN THE OFFICE OF ACADEMIC  
AFFAIRS WITH FACULTY RANK AND TENURE**

**WHEREAS**, the Board of Trustees approved the authorization of a search in accordance with University Policy 3356-7-56 Selection, Appointment, and Evaluation of Executive Officers, Administrative Officers and Professional Administrative Staff; and

**WHEREAS**, the position of Associate Provost, Academic Administration is eligible for faculty rank and tenure pursuant to University Policy 3356-9-05, Faculty Rank and Tenure for Designated Administrators; and

**WHEREAS**, a candidate was identified from an applicant pool obtained as a result of a national search process and recommended by the search committee; and

**WHEREAS**, the candidate's credentials have been reviewed by the tenured faculty members of the Department of Teacher Education and Leadership Studies, the Department Chair and Dean of the College, with a recommendation to the Board of Trustees that the candidate be appointed as a professor with tenure; and

**WHEREAS**, the candidate's credentials have been reviewed by the Provost and Vice President for Academic Affairs, who has recommended that the candidate be appointed as a professor with tenure; and

**WHEREAS**, the candidate's credentials have been reviewed by the President, who recommends the appointment of the candidate as a professor with tenure to the Board of Trustees; and

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Trustees of Youngstown State University does hereby approve the awarding of tenure to Dr. Kristine Still, with the rank of professor, effective August 11, 2025, attached hereto.

**Board of Trustees Meeting  
June 24, 2025  
YR 2025-90**



Youngstown State University (OH)

## Associate Provost, Academic Administration

CLASS CODE	999177	SALARY	\$125,000.00 - \$135,000.00 Annually
ESTABLISHED DATE	November 05, 2024	REVISION DATE	November 05, 2024

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### Summary Of Position

Provides leadership in areas of academic resource planning and management, student support services, personnel activities, and communications and public reporting, for the Division of Academic Affairs. Works closely with deans, chairs, directors, faculty and staff, in advancing the academic enterprise and students' academic and personal success. Supports the academic division role in shared governance, as appropriate. Supports student body through the development and maintenance of programs to support students' academic and personal success.

### Position Information

**Essential Functions and Responsibilities:** Provides leadership in developing strategic objectives and in developing, assessing, and implementing university-wide and division academic policies and procedures.

Supervises, develops, and evaluates administrative and support staff within the Academic Affairs division to include YSU Online Distance Education operations; presents to new employees; interviews candidates for employment and recommends hiring; evaluates employee work performance; receives and responds to grievances and complaints; provides assistance with the development of unit work procedures and policies; serves as liaison for technology projects.

Serves as the signature authority on selected administrative faculty forms, such as part-time faculty contracts; faculty workload projections and others as designated by the provost.

Leads sabbatical and faculty improvement leave (FIL) selection processes, distinguished professorship, part-time teaching excellence, chairs excellence and Watson Merit Award selection processes.

Serves as director of faculty relations (DFR) by interfacing with personnel in human resources on issues related to faculty employment; leads activities related to faculty and student grievance processes and serves as hearing officer as required.

Works with Academic Senate, college and department committees to ensure compliance with stated policies and processes. Serves as a member of select Academic Senate committees.

Serves as chair of the undergraduate Student Academic Grievance Subcommittee of the Academic Senate and addresses other student academic issues. Serves on CARE (Concern – Assessment – Referral – Education) Team.

Ensures public reporting of mandatory information for students including right-to-know data, processes for student grievances and complaints, Title IV related disclosures, student outcome data and licensure pass rates.

Maintains integrity of academic data and automated systems, such as workload inventory, faculty reassigned time and workload, and similar student and faculty data.

Works with Graduate Council; works with Enterprise Enrollment with close review of Admissions and admissions policies; collaborates with constituents to ensure effective academic advising.

**Other Functions and Responsibilities:** Assists with training new hires.

Performs other duties as assigned and/or required that are within the level of responsibility for this classification at the discretion of the supervisor.

**Equipment Operated:** Computer and all other standard office equipment.

**Work Schedule:** Typically, Monday through Friday; available to work event and weekend hours as needed.

**Supervision Exercised:** Supervision is exercised over staff and student employees.

**Reports to:** Provost and Vice-President for Academic Affairs

### **Qualifications and Competencies**

**Required Certifications, Training, and/or Licensures:** None

### **Knowledge, Skills, and Abilities:**

Knowledge of: University policies and procedures\*; office practices and procedures; division goals and objectives\*; division policies and procedures\*; applicable laws pertinent to the division\*; workplace safety practices and procedures\*; budgeting; English grammar and spelling; records management; office management; project management; supervisory principles and practices; long term / strategic planning practices; public relations.

Skill in: Use of office equipment; typing, computer operation; use of computer software and other programs applicable to the assigned division\*.

Ability to: Strong analytical skills; demonstrated ability to engage and motivate faculty; demonstrated ability to work effectively with students; demonstrated ability to use and analyze data in decision-making ; deal with problems involving several variables within familiar context; define problems, collect data, establish facts, and draw valid conclusions; determine material and equipment needs; compile and prepare reports; use proper research methods to gather data; understand a variety of written and/or verbal communications; prepare accurate documentation; prepare complex reports and/or legal documentation; prepare and deliver speeches and presentations; conduct effective interviews; maintain records according to established procedures; travel to and gain access to work site; effectively interact with personnel and public to answer routine questions; handles sensitive inquiries from and contacts with officials and general public; use independent judgment and discretion;

understand, interpret, and apply laws, rules, or regulations to specific situations; develop and maintain effective working relationships.

(\*) Developed after employment.

**Minimum Qualifications:** Terminal degree in a discipline relative to the applicable assigned academic area/initiative, or graduate degree equivalent; tenured faculty member at associate professor rank or above; and three or more years of academic administrative experience.

**Preferred Qualifications:** At least five years of prior academic administrative experience at or above the level of associate dean or department chair; knowledge of YSU Board Policies and the YSU-OEA/YSU Agreement.

# CURRICULUM VITAE



**Kristine Lynn Still, PhD**

## EDUCATION

**Ph.D., Curriculum, and Instruction: Emphasis in Technology Infused Literacy Instruction in Elementary Education, The University of Akron: 2006**

Dissertation: The Beliefs and Instructional Practices of Two Exemplary Primary Grade Teachers When Integrating Technology with Literacy: A Qualitative Case Study.

**M.A., Education, Walsh University: 1998**

Emphasis areas: Elementary Education, Literacy Instruction

**B.S., Elementary Education, The University of Akron: 1992**

Emphasis area: Elementary Teaching (Grades Kindergarten to Eight.)

***\*Permanent Ohio Teaching Certification (Grades Kindergarten through Eight)***

## BIOGRAPHICAL STATEMENT

Dr. Kristine Lynn Still is the Provost and Executive Vice President of Hilbert College in Hamburg, New York. In this role, Dr. Still oversees Academic Affairs, Student Life, Hilbert College Global and serves as the second officer of the College and acts on behalf of the President when necessary.

Prior to joining Hilbert College, Dr. Still was a Professor of Education and the Founding Dean of the College of Applied and Social Sciences at the University of Mount Union. In this role, she oversaw 3 academic schools and 2 robust academic departments which were the School of Business, the School of Education, the School of Engineering, the Department of Math and Computer Sciences and the Department of Social Sciences. Additionally, she oversaw the Regula Center for Public and Civic Engagement which is the service learning and community outreach hub at the University of Mount Union. As Founding Dean, she worked extensively with managing the academic portfolio in the College, program accreditations, advisory boards, budgets, and was responsible for daily oversight of 50 full time faculty, 50 adjunct faculty members as well as support staff in several offices within the College of Applied and Social Sciences.

Prior to her position at Mount Union, Dr. Still served as the Associate Dean for Student Services and External Relations in the College of Education and Human Services at Cleveland State University. In this role, she oversaw the College's Advising Office as well as the Office of Field Services. Additionally, Dr. Still directed all external reporting efforts and governed the College Scholarship and Recruitment initiatives. In the years leading up to her role of Associate Dean, Dr. Still served as an Associate Professor of Early Literacy in the Department of Teacher Education at Cleveland State University. She served as the Coordinator of the Literacy Education Program, Director of CSU's Community Learning Center for Children and Youth (CLC) and was the founding Faculty Advisor for IRA@CSU, the University's, and organization's first Student Chapter of The International Reading Association.

During her initial years at Cleveland State University, Dr. Still served as the Director of The Cleveland Schools Book Fund, a project funded through a \$5 million-dollar endowment, and which created classroom libraries in all K-3 classrooms in the Cleveland Metropolitan School District. As a faculty member, Dr. Still was also active in CSU's Campus International School where she served as a resource for IB Curriculum initiatives and conducted research to support teacher inquiry.

Dr. Still's major research interests have focused on the integration of meaningful technology-based literacy events in primary grade classrooms in addition to a variety of related topics around Literacy Instruction and Teacher Professional Development. She has given 78 presentations at professional conferences (regionally, nationally, and internationally) and is author and/or co-author of 27 scholarly writings, has secured upwards of \$1.6 million dollars in funds to support research projects and scholarship grants for students and has served as a consultant on a variety of projects including at the Ohio Department of Education.

Outside of University/College service activities, Dr. Still has been highly active in professional organizations as she served as Webmaster for the Association of Literacy Educators and Researchers from 2011-2013, served as Membership Director for the Ohio Council of the International Reading Association between 2012-2015 and served as Co-editor of the *Ohio Reading Teacher* from 2012-2015, and was President of the Ohio Literacy Association (OLA), an affiliate of the International Literacy Association (ILA). As Founding Dean, she served as Mount Union's institutional liaison in support of the University's relationship, as a sister school, to Akron North High School which is a pipeline/pathway program aimed at providing support for those high school schools interested in pursuing experiences in higher education. She also served as the University of Mount Union's board member representative for the Early Childhood Education Alliance. Currently, in her role as Provost, Dr. Still is Hilbert College's liaison for the Say Yes Career Wise Apprenticeship Program and oversees the College's Higher Education Opportunity Program and Liberty Partnership Grant, funded by the New York State Department of Education, all which support youth in Buffalo Public Schools.

*Prior to joining the University of Mount Union, Cleveland State University and Hilbert College, Dr. Still taught 1st grade for 10 years in Jackson Local Schools (located in Stark County) and held the position of Visiting Assistant Professor at The University of Akron while working on her doctoral studies from 2004-2006. She received her B.S. and Ph.D. degrees from the University of Akron and an M.A. from Walsh University in North Canton, Ohio.*

Dr. Still currently resides between both Hamburg, New York and Akron, Ohio and remains active in the Fairlawn/West Akron community where she and her husband have lived for the past 18 years.

## Employment History

*June 2023 – Present*

*Provost & Executive Vice President*

*Professor of Education*

Hilbert College – Hamburg, New York

*2019- 2023*

*Founding Dean, College of Applied & Social Sciences*

The University of Mount Union – Alliance, Ohio

*2015-2019*

*Associate Dean for Student Services and External Relations*

College of Education and Human Services

Cleveland State University – Cleveland, Ohio

*2012 – 2015*

*Associate Professor of Early Literacy with Graduate Faculty Status*

*Dept. of Teacher Education*

Cleveland State University -Cleveland, Ohio

*2006 —2012*

*Assistant Professor of Early Literacy with Graduate Faculty Status*

Dept. of Teacher Education

Cleveland State University - Cleveland, Ohio

*2004 —2006*

*Visiting Assistant Professor / Dept. of Curricular & Instructional Studies*

The University of Akron ~ Akron, Ohio

*2003-2004*

*Full-Time Graduate Teaching Assistant / Dept. of Curricular & Instructional Studies*

The University of Akron ~ Akron, Ohio

*2001-2004*

*Part-Time Instructor / Dept. of Curricular & Instructional Studies*

The University of Akron ~ Akron, Ohio

*1993-2002*

*Elementary School Teacher*

Jackson Local Schools / Massillon, Ohio

## CURRICULUM VITAE



**Kristine Lynn Still, PhD**  
**Provost and Executive Vice President**  
**Professor of Education**  
**Hilbert College**  
Bogel Hall 107D  
5200 South Park Avenue  
Hamburg, New York 14075

### **Selected Accomplishments as Provost and Executive Vice President (*Start Date – June 12, 2023*)**

[Provost Search Booklet | Hilbert College](#)

#### **Assessment/Accreditation /Compliance/Collegial Acquisition**

- Created and Implemented the College Academic Assessment Plan – passed by Faculty Senate in September 2023
- Associated with the acquisition of Valley College, facilitated, developed, and compiled a successful Monitoring Report, as requested by the Middle States Commission on Higher Education (MSCHE)
- Facilitated, developed, and compiled a successful Complex Substantive Change, related to the acquisition of Valley College (Beckley, WV., Martinsburg, WV, Cleveland, OH and Fairlawn, OH), as requested by (MSCHE)
- As follow up to the submission of the Monitoring Report, related to the acquisition of Valley College (Beckley, WV., Martinsburg, WV, Cleveland, OH and Fairlawn, OH), hosted a successful visit with the MSCHE Site Review Team in January 2024
- Serving as the Institution's Accreditation Liaison Officer
- Serving as Co-Chair of the Institution's Self Study Initiative (next Accreditation Visit will be Spring 2026)
- Collaborated on writing the 2025-2026 MSCHE Self Study Design Document
- As follow up to the submission of 2025-2026 MSCHE Self Study Design Document, hosted a successful visit with the College's MSCHE Liaison in May 2024 and subsequently submitted final revisions to the Self Study Design Document in July 2024
- Actively facilitated and received approval to offer a new master's level online program in Cybersecurity through the New York State of Education which will launch in Fall 2024
- Actively facilitating RN to BSN and MSN level online programs in nursing through the New York State of Education which are anticipated to launch in Fall 2025



## CURRICULUM VITAE



Kristine Lynn Still, PhD  
Provost and Executive Vice President  
Professor of Education  
Hilbert College  
Bogel Hall 107D  
5200 South Park Avenue  
Hamburg, New York 14075

### **CONTINUED –Selected Accomplishments as Provost and Executive Vice President – (Start Date – June 12, 2023)**

#### **Shared Governance**

- Serving as Chair of the Student Learning and Campus Life Committee of the Board of Trustees
- Continuous collaboration with the Faculty Senate President, Faculty Senate Officers, and Faculty Council
- Facilitated Faculty Handbook Revisions, relative to Shared Governance, which were finalized at the close of the Spring 2024 semester and will be implemented for the 2024-2025 academic year

#### **Leadership Initiatives**

- Serving as second officer of the College; overseeing many day-to-day operations and acting on behalf of the President when necessary
- In addition to current role as Provost, served as Interim Vice President for Student Life and Dean of Students as well as the Interim Academic Dean during the Spring 2024 semester
- Hired eight new full time faculty members prior to the start of the 23-24 and 24-25 academic years
- Developed AY 24-25 budgets for the Division of Academic Affairs and the Division of Student Life
- Collaborated with faculty in designing and launching a new Academic Structure for the upcoming 2024-2025 academic year
- In collaboration with faculty, voted on a revised 4-day class schedule to be implemented in Spring 2025
- Reviewed, assessed, and updated the Strategic Plan for Academic Affairs and Student Life during the Spring 2024 semester
- Currently leading the development of various vertical articulation agreements as an outgrowth Hilbert College/Franciscan Shared Services acquisition of Valley College and our growing partnership
- Serving as an actively engaged member of Senior Staff, President's Council and Academic Affairs Council

# CURRICULUM VITAE



**Kristine Lynn Still, PhD**  
**Founding Dean, College of Applied and Social Sciences**  
**Professor of Education**  
**University of Mount Union**  
034 Kolenbrander - Harter Information Center (KHIC)  
Alliance, OH 44601-3993

## Selected Duties as Founding Dean - [Founding Dean - Leadership Profile](#)

### Leadership Agenda:

- Articulated a clear, unifying mission and vision, helping the College of Applied and Social Sciences to define its distinctive niche within a competitive educational marketplace.
- Built and nurtured partnerships, within the University and the greater community.
- Supported and advanced the Mount Union College of Applied and Social Sciences' commitment to diversity.
- Maintained and assured quality of teaching and learning through oversight of program accreditations and internal reviews, as well as compliance with academic policies.
- Sustained and motivated innovation and growth in curriculum design and delivery.

### Committee/University Service:

- Dean's Council
- Academic Affairs Council
- Graduate Council
- Resources and Planning Committee of the Faculty Senate
- Various Search Activities (Director of Physical Plant, Director of Honors Program Committee, and offered input for Instructional Designer Search and Library Director Search. Provided oversight of successful CASS faculty searches during AY 2019-2020 and AY 2020-2021.
- Akron North Advisory Board and Steering Committees
- University Mission and Ministry Committee
- University COVID 19 and Fall 2020 Planning Group
- Academic Affairs COVID 19 – Working Group
- University Academic Affairs Advisory Group for Strategic Planning (Co-Chair)

### Scholarly Activity:

- "Academic Program Analysis in the Midst of a Pandemic" – Presentation at the 2022 Annual Conference of the Higher Learning Commission- April 2022, Chicago, Illinois.
- Choose Ohio First Grant Author – award of \$504,000 to support scholarship funds for underrepresented interested in Northeast Ohio wishing to pursue STEMM fields at the University of Mount Union.
- Stark Community Foundation Planning Grant Award for AY 21-22 "Protecting Stark's Future – Alliance Area Community Learning Center for Adults, Youth and Children."
- "A Year in the Life of a College Restructure" – Presentation at The American Conference of Academic Deans – January 2020, Washington D.C.

# CURRICULUM VITAE



## **Kristine Lynn Still, Ph.D.**

*Associate Professor of Early Literacy Education*

*Associate Dean for Student Services and External Relations*

*College of Education and Human Service - Cleveland State University*

### **Duties as Associate Dean**

#### *Reporting and Assessment*

1. Submitted all external reports on behalf of the College
2. Assisted in the implementation of the College Evaluation system (exit and alumni surveys, etc. and preparation and processing of the necessary reporting)
3. Supported College and Program Accreditation efforts

#### *Student Services*

4. Directed and Managed the Education Student Services Center (faculty/staff advising system, undergraduate and graduate admissions, college faculty advising assignments, minority student recruitment/retention initiatives, student scholarships, teaching fellowships, FBI/BCI procedures required for field placements, graduate exit requirements, graduation applications, commencement preparations, processing ODE licensure applications, records retention, ESSC website maintenance and College email account.)
5. Supervised the activities of the Director of the Office of Field Services
6. Provided support for students through involvement with grievance procedures, petitions, and other concerns
7. Implemented Policies and Procedures governing our College & University

#### *Other Responsibilities*

8. Worked with respective departments to promote marketing of our programs
9. Supported the development of partnerships with schools and other community agencies
10. Coordinated all duties closely with the Associate Dean for Academic Affairs and Accreditation
11. Maintained twenty-five percent teaching load, i.e., one three or four-hour course per academic year
12. Represented the College and Dean in his/her absence with designated university and community groups
13. Served in ex-officio roles on designated college committees
14. Performed other duties as assigned

## **SCHOLARSHIP AND PROFESSIONAL DEVELOPMENT**

### **Research Foci:**

Integration of meaningful technologies with literacy instruction  
Teacher Professional Development

### **Peer Reviewed Articles**

Gove, Mary K & **Still, K.** They'll Grow Up and Be Adults Wanting to Take Care of Our Environment: The Story of Jan and Critical Literacy. *Reading Improvement*. Project Innovation. 2014. Retrieved March 30, 2015, from HighBeam

Research:<http://www.highbeam.com/doc/1G1-376070829.html>

**Still, K.**, Volk, D., Gove, M., Huang, G., & Galletta, A. (2011). Critical perspectives on urban teaching and learning: Four projects in one urban college of education. *Urban Learning, Teaching and Research Yearbook*. Retrieved March 30, 2015, from [http://www.aera-ultr.org/content/2011\\_eYearbook.pdf](http://www.aera-ultr.org/content/2011_eYearbook.pdf)

**Still, K.L.** & Gordon, J.P. (2012). Integrating meaningful literacy instruction with technology: Coaching through teachers' voices of exemplary practice. In Strong M. and Jay, A., *Promoting Quality Assurance in Literacy Instruction: The Preparation, Inquiries and Practices of Literacy Professionals*. New Foundations: Publishing and Consultancy. Retrieved March 30, 2015 from <http://www.newfoundations.com/GENERAL/ReadJour040512.pdf>

**Still, K. L.** & Flynt, C. (2012). Does repeated reading improve fluency and reading comprehension in adolescent readers? *Journal of the American Academy of Special Education Professionals* (Winter 2012 Edition). Retrieved March 30 2015 from <http://aasep.org/aasep-publications/journal-of-the-american-academy-of-special-education-professionals-jaasep/jaasep-winter-2012/index.html>

**Still, K. L.**, & Gordon, J. P. (2012). Multiple source quality indicators for effective early literacy teaching with technology. *The Journal of Literacy and Technology*, pp. 52-100 (13) 1. Retrieved March 30 2015 from <http://www.literacyandtechnology.org/volume-13-number-1-february-2012.html>

**Still, K.L.**, & Gordon, J.P. (2012). Plugged into Professional Development: An Analysis of Technology Integration. *The Reading Professor*, (34), 2, pp. 4-8.

**Still, K. L.**, & Gordon, J. P. (2012). Plugged into Professional Development: An Analysis of Technology Integration. *The Reading Professor*, pp. 4-8 (34) 2.

Gove, M., Volk, D., **Still, K.**, Huang, G., & Thomas-Alexander, S. (2011). A critical look at four multicultural reform efforts in one urban college of education. *Multicultural Education*, pp. 18-23 (18) 4.

**Still, K. L.**, & Gordon, J. P. (2012). Focusing on teacher perspectives through dialogue: The meaningful integration of literacy & technology. *The National Social Science Technology Journal*, pp. 80-97 (38) 2.

**Still, K. L.**, & Gove, M. K. (2011). Nurturing expanded critical literacy through the Teach Reflect Teach Process (TRT). *Literacy and Social Responsibility eJournal*, 4(1), 38-69. Retrieved March 30, 2015, from [http://web.csulb.edu/misc/l-sr/ejournal/issues/ejournal\\_4\(1\)Fall2011.pdf](http://web.csulb.edu/misc/l-sr/ejournal/issues/ejournal_4(1)Fall2011.pdf)

**Still, K. L.** (2011). Exploring the “Dream Factory” through snapshots from the “Bird Unit” -----The story of how one exemplary primary grade teacher integrated technology with literacy instruction in a high poverty urban setting: A case study. *The Journal of Technology Integration in the Classroom*, pp. 77-95 (3) 3.

**Still, K. L.**, & Gordon, J. P. (2011). A study of multiple sources as indicators of quality for effective early literacy teaching integrated with technology. *The National Social Science Technology Journal*. Retrieved March 30, 2015, from [http://www.nssa.us/tech\\_journal/volume\\_1-4/vol1-4\\_article11.htm](http://www.nssa.us/tech_journal/volume_1-4/vol1-4_article11.htm)

**Still, K. L.** & Gordon, J.P. (2011). Five decades of data: The evolving trends of literacy through CRA to ALER. *Literacy, Research, and Instruction*, 50(4), 327-347.

**Still, K. L.** & Gordon, J. (2009). Consensus building through the lens of Q methodology: Defining profiles for effective professional development for literacy practitioners. *College Reading Association Yearbook – Literacy Issues During Changing Times, A Call to Action*, 215-233.

Gordon, J. P., & **Still, K. L.** (2009). Knowing where we’ve been and deciding where to go: An analysis of the trends emerging from a review of the research literature on early childhood literacy and technology. *Balanced Reading Instruction*, 16(1), 51-66.

Smolen, L. A., Collins, L., & **Still, K. L.** (2008) Enhancing cultural understanding and respect with multicultural text sets in the k-8 classroom. *Ohio Journal of English Language Arts*, 48(2), 18-29.

O’Connor, B. & **Still, K. L.**, (2008). Integrating technology: Early childhood curriculum and pre-service training. *The Ohio Journal of Teacher Education*, 2 (2), 23-28.

Gordon, J. P. & **Still, K. L.** (2007). Becoming a “Techno-Teacher”: Deal me in. *Ohio Journal of English Language Arts*, 47(1), 20-27.

Oswald, R. A. & **Still, K. L.** (2004). Becoming teachers of writing: A model of professional development for primary teachers. *College Reading Association Yearbook – Celebrating the Power of Literacy*, 268-286.

### **Editorial Reviewed Articles**

**Still, K.L., DiPillo M.L. & Borotovicky, C. (2018).** Encouraging novice literacy educators to seek a lifeline of literacy support. *Literacy Today* (in print and forthcoming).

**Still, K.L.** Looking Back, and Forward: IRA@CSU. *Ohio Reading Teacher*, (44), 1, pp. 4-6.

**Still, K. L., & Gordon, J. P.** (2012). Teacher portraits for purposing technology in primary grade classrooms. Winter 2012 Edition of the Technology in Literacy Education Special Interest Group on the International Reading Association Newsletter.

**Still, K. L. & Gordon, J. P.,** (2011). Focusing on teaching through dialogue. *The Principal Navigator*, Winter 2011 Edition, 20-21.

**Still, K. L., & Gordon, J. P.** (2011). Exploring literacy research of the past to inform our future: Using chi-square to statistically analyze the frequencies of sessions on technology integration at annual meetings (2003-2008) of the International Reading Association Conference (IRA). Winter 2012 Edition of the Technology in Literacy Education Special Interest Group on the International Reading Association Newsletter. 5(1), 7.

### **Books and Monographs**

**Still, K. L.** (2011). *Integrating technology with literacy teaching in primary grade classrooms – Case studies of two exemplary teachers*. Germany: LAP Lambert Academic.

### **Book Reviews**

**Still, K. L.** (2009). Gotcha good: Nonfiction books to get kids excited about reading – Book Review. *Collection Management*, 34(2), 144-145.

**Still, K. L.** (2009). Best new media (K-12): A guide to movies, subscription websites, and educational software and games – Book Review. *Collection Management*, 34 (2), 147-148.

### **Publications (In Progress)**

**Still, K.L., Gordon, J., & Collins, L.** Becoming IB from Application to Certification: The Developing Classroom Practices of IB Classroom Teachers.

Collins, L., **Still, K.L.,** & Gordon, J. Growing into IB: Using Q Methodology to Research Innovative Teaching Practices in an applicant IB School.

**Still, K.L.** Meeting Bouncy: A Pilot Test of the Usability of an Early Learning iPad-based Program Designed to Promote Self Efficacy for Young Learners in Classroom Settings.

**Still, K.L., & Lenhart, L.A.** Engaging Families and Enhancing Learning by Creating a "Nook" for Middle and High School Students.

**Still, K.L., & Gordon, J.P.** What Does the Research say about E–merging Writers?

**Still, K.L., & Gordon, J.P. & Collins, L.J.** Results, and Implications from an Evaluation of the Ohio Assessment Pilot Project.

**Still, K.L. & Gordon, J.P** What is the State of Technology in Ohio?

**Still, K.L., & Gordon, J.P.** Giving Voice to Teachers Piloting the Use of an Electronic Dyad Model to Promote Student Learning and Classroom Assessment Practices.

Collins, L.J., Gordon, J.P. & **Still, K.L.** Using QMethod to Study Teacher Candidate’s Self Perceptions of Readiness for the edTPA.

**Still, K.L.** Exploring the Opportunities and Challenges of Common Core Quiz Activities related to Real Life Stories Making a Difference in the Lives of Middle School Youth.

### **Presentations at Local, National, and International Conferences**

**Still, K.L. & Wakefield, R. (2018).** Creating a Teaching Pipeline for Urban High School Youth. Educators Rising National Conference, Orlando, Florida.

Collins, L., Gordon, J. & **Still, K.** (2014). IB Learner Profile in Action: Using Q Over Time as a Tool for Reflecting on the IB Learner Profile in Classroom Instruction. International Society for Scientific Study of Subjectivity, Salt Lake City, Utah.

Collins, L., Gordon, J., & **Still, K.L.** (2014) Growing into IB: Using Q methodology to research innovative teaching practices in an applicant International Baccalaureate school. American Educational Research Association (AERA), Philadelphia, Pennsylvania.

Gordon, J.P., Collins, L.J, & **Still, K.L.** (2014). Use literacy strategies as a new avenue to meaning construction in science. Tips for creating your personal science library with strategies to engage young learners. Paper accepted for presentation at NARST National Association for Research in Science Teaching, Pittsburgh, Pennsylvania.

**Still, K.L.** (2014). Meeting Bouncy: A Pilot Test of the Usability of an Early Learning iPad based Program Designed to Promote Self Efficacy for Young Learners in Classroom Settings. Accepted for presentation at EETC (Early Childhood Education Technology Conference).

**Still, K.L., & Gordon, J.P. (2014).** Integrating Technology with Performance Assessment: A Survey of Teachers in a Statewide Pilot Project. Paper presented at EERA (Eastern Educational Research Association, Sarasota, Florida.

**Still, K.L., Gordon, J.P., & Collins, L. (2014).** Growing into IB: Using Q methodology to research innovative teaching practices in an applicant International Baccalaureate school. EERA Eastern Educational Research Association, Sarasota, Florida.

**Still, K.L. (2014).** Meeting Bouncy: A Pilot Test of the Usability of an Early Learning iPad based Program Designed to Promote Self Efficacy for Young Learners in Classroom Settings. EERA Eastern Educational Research Association, Sarasota, Florida.

**Still, K.L., Gove, M.K., Volk, D. (2013).** Differentiating Literacy Instruction at an IB Applicant School. Paper accepted for presentation at the Annual Meeting of the Association of Literacy Educators and Researchers, Dallas, Texas.

**Still, K., Gordon, J., & Collins, L. (2013)** “Becoming IB: Using Q to Guide the Professional Development of an Applicant International Baccalaureate School”-Accepted for poster presentation at the International Q Conference, VU University, Amsterdam.

**Still, K., Collins, L., Gordon, J., & Abate, R. (2013)** Becoming IB: Using Q methodology for Praxis in a First Year IB Applicant School. Paper presented at the American Educational Research Association, San Francisco, California.

**Still, K., Gordon, J., & Collins, L. (2013).** Using Q Methodology in an IB Applicant School. Paper presented at the annual meeting of the Eastern Educational Research Association, Sarasota, FL.

**Still, K.L. & Lenhart, L. (2012)** Creating a “Nook” for Middle and High School Textbooks in a High Poverty Urban Setting: The Bookshelf Project (BPS). Annual Meeting of the Association of Literacy Educators and Researchers.

**Still, K.L., & Lenhart, L. (2012)** Engaging Middle and High School Students by Using Electronic Reading Devices to Support Content Area Literacy Skills: The Bookshelf Project, Annual Reading Conference, Youngstown, Ohio.

**Still, K.L. (2012)** Integrating Authentic Inquiry with Literacy teaching In an Applicant International Baccalaureate Primary Grades School in a High Poverty Urban Setting. Ohio Council of the International Reading Association (OCIRA), Youngstown, Ohio.

Collins, L., **Still, K.,** Gordon, J., Vargo, L. Abate, R. (2012). *Profiles in practice: A staff's view of IB learner profile attributes in school practices*. International Society for the Scientific Study of Subjectivity, Pittsburgh, PA.



Collins, L., Gordon, J. **Still, K.**, Vargo, L. Lenhart, L. (2012). *A Q methodology study of personal Learning profiles –An IB staff looks in the mirror*. American Educational Research Association, Vancouver, British Columbia, Canada.

Collins, L., Gordon, J., **Still, K.**, Vargo, L. & Lenhart, L. (2012). A Q-Study Measuring Staff Member views of IB Learner Profile Attributes in Classroom Practices. Paper presented Eastern Educational Research Association, Hilton Head, SC.

**Still, K.**, Vargo, L. & Lenhart, L. (2012) Creating Nooks for Classroom Content Area Reading. Annual meeting of the Eastern Educational Research Association, Hilton Head, SC.

**Still, K.** & Gordon, J. (2012). *Revealing Focus Areas at Professional Meetings through Content Analysis*. Annual meeting of the Eastern Educational Research Association, Hilton Head, SC.

**Still, K.** & Gordon, J. (2011). *50 years of literacy research and instruction: Trends and issues from CRA to ALER*. Annual meeting of the Association of Literacy Educators and Researchers, Richmond, VA.

**Still, K.** & Gordon, J. (2011). *Readers' response through storybook snacks and suppers*. Annual meeting of the Association of Literacy Educators and Researchers, Richmond, VA.

Gordon, J., Collins, L., Kline, L., & **Still, K.** (2011). *Crayons to the cloud*. Annual Reading Conference, Akron, OH.

Grindall, K., **Still, K.**, & Gordon, J. (2011). *Going beyond the book: Response to instruction through technology*. Presentation. Annual Reading Conference, Akron, OH.

Collins, L., Gordon, J., **Still, K.**, Vargo, L., Abate, R., and Lenhart, L. (2011). A look in the mirror-staff perceptions of their own learning profiles in a new international baccalaureate school program: A Q methodology study. International meeting of the International Society for the Scientific Study of Subjectivity, Birmingham, UK.

Gambrell, L. B., & Still, K. L. (2011) Hooked on the Reading Habit. *Institute 15 -----Teaching early learners: Remixing literacy, technology, and motivation*. Annual Convention of the International Reading Association, Orlando Florida.

Gordon, J. P., **Still, K. L.** (2011). *Podcast portraits for purposing technology in primary grade classrooms*. Annual Convention of the International Reading Association, Orlando, Florida.

**Still, K. L.**, & Gordon, J. P. (2011). *Integrating meaningful literacy instruction with technology: Coaching through teacher voices of exemplary practice*. Widener University International Literacy Coaching Summit, Philadelphia, Pennsylvania.

Huang, G., **Still, K.**, Gove, M., Volk, D., Galletta, A. (2011). *Critical perspectives on urban teaching and learning: Four projects in one urban college of education*. Annual Meeting of the Educational Research Association, New Orleans, Louisiana.

**Still, K. L.**, & Gordon, J. P. (2011). *Creating technologically enhanced and socially collaborated enhanced learning spaces: Towards a discourse between architects and educators*. Annual Meeting of the Eastern Educational Research Association,

**Still, K. L.**, & Gordon, J. P. (2011). *Teaching with technology through dialogue*. Paper presented at the Annual Meeting of the Eastern Educational Research Association, Sarasota, Florida.

**Still, K. L.**, & Gordon, J. P. (2010). *An analysis of the trends emerging from a ten-year review of the research literature on early childhood literacy and technology*. Paper presented at the Annual Meeting of the National Reading Conference, Fort Worth, Texas.

**Still, K. L.**, & Gordon, J. P. (2010). *Integrating literacy instruction with technology: How do exemplary teachers know what to do?* Annual Meeting of the Association of Literacy Educators and Researchers, Omaha, Nebraska.

**Still, K. L.**, & Gordon, J. P. (2010). Three decades of data: The evolving trends of literacy through CRA to ALER. Annual Meeting of the Association of Literacy Educators and Researchers, Omaha, Nebraska. **[Invited Presentation]**

**Still, K.**, & Gordon, J. (2010). *Exploring literacy research of the past to inform our future: Using Chi square to statistically analyze the frequencies of sessions on technology integration at annual meetings of NRC*. Annual Meeting of the International Reading Association, Chicago, Illinois.

Volk, D., Gove, M., Huang, G., **Still, K.**, Alexander, S., (2010). *Four projects in one urban college of education: A critical perspective on teaching and learning*. Annual Meeting of the American Educational Research Association, Denver, Colorado.

**Still, K.**, & Gordon, J. (2010). *Quality indicators for effective early literacy teaching with technology from multiple sources*. Annual Meeting of the American Educational Research Association, Denver, Colorado.

**Still, K.**, & Gordon, J. P. (2009). *Digital-ing – Unique ideas for integrating multicultural literature with PowerPoint and SMART Board technologies*. Annual meeting of the Association for Literacy Educators and Researchers, Sarasota, Florida.

**Still, K., & Gordon, J. P. (2009)** Literacy communities built around the five essential components of CRA presentations with the what's hot and what's not list 2003-2008. Annual meeting of the Association for Literacy Educators and Researchers, Sarasota, Florida.

**Still, K. (2009).** *Expanding teachers use of high-quality literature through growth and interaction: A supportive model of professional development.* Annual meeting of the Association for Literacy Educators and Researchers, Sarasota, Florida.

Huber, S., Gordon, J., & **Still, K. (2008).** *Activating meaning making through reader response.* Presentation at the Annual Meeting of The College Reading Association, Sarasota, Florida.

**Still, K., & Gordon, J. (2008)** *Digitale-ing – Unique ideas for integrating authentic children's literature with technology.* Presentation at the Annual Meeting of The College Reading Association, Sarasota, Florida.

**Still, K. (2008).** *Resourcing urban elementary classroom libraries through endowed funds: A supportive model of professional development.* Presentation at the annual meeting of the College Reading Association, Austin, Texas.

Gordon, J., & **Still, K. (2007).** *Defining profiles for effective models of electronic professional development with Q methodology.* Paper presented at The Midwestern Educational Research Association Annual Meeting, St. Louis, Missouri.

**Still, K., & Gordon, J. (2007).** *Making meaning with curriculum through technology integration: A Q methodology study of how exemplary elementary teachers guide classroom literacy practices.* Paper presented at College Reading Association Annual Meeting, Salt Lake City, Utah – November 2007.

**Still, K. L., & Gove, M. K. (2007).** *Creating communities of practice: Building collegiality among full and part literacy faculty at an urban institution.* Presentation at The College Reading Association Annual Meeting, Salt Lake City, Utah.

**Still, K. L. (2007).** *Utilizing endowed funds to build elementary classroom libraries: The story of how one public university is partnering with a public-school district in an economically challenged city in the United States.* Presentation at The National Reading Conference, Austin, Texas.

**Still, K. L. (2007).** *Spreading the seeds of Miss Rumphius: A qualitative analysis of an electronic model of professional development designed to engage educational experts.* Presentation at the 52<sup>nd</sup> Annual Meeting of the International Reading Association, Toronto, Ontario, Canada.

**Still, K. L., & Smolen, L. (2007).** *The beliefs and instructional practices of two exemplary primary grade teachers when integrating technology with literacy instruction: A qualitative case study.* Paper presented at the annual meeting of the American Educational Research Association, Chicago, Illinois.

Gordon, J., & **Still, K. (2007)** *Knowing where we've been and deciding where to go: An analysis of the trends emerging from a review of the research literature on early childhood literacy and technology.* Paper presented at the Fourth Annual Educational Research Exchange Conference, Youngstown, OH.

Smolen, L. A., & **Still, K. L. (2006).** *Enhancing multicultural text sets with multimedia resources.* Presentation at the Annual Meeting of The College Reading Association, Pittsburgh, PA.

**Still, K. L., & Gordon, J. (2006, October).** *Knowing where we've been and deciding where To go: An analysis of the research literature on early childhood literacy and technology.* Paper presented at the Annual Meeting of the Mid-Western Educational Research Association.

Smolen, L., **Still, K. L., & Collins, L. (2006).** *Multicultural meets multimedia: Integrating multicultural literature with electronic resources.* Presentation at the International Reading Association's Annual Meeting, Chicago, Illinois.

Gordon, J., & **Still, K. L. (2006).** *Where have we been and where are we going: A content analysis of the research literature on early childhood literacy and technology.* Paper presented at the International Reading Association's Annual Meeting, Chicago, Illinois.

Gordon, J., O'Connor, B., & **Still, K. L. (2005, November).** *Using a book in a bag to promote literacy, curriculum integration, and service learning: A site-based project for teacher candidates.* Presentation at the 49<sup>th</sup> Annual Meeting of the College Reading Association, Atlanta, GA.

Smolen, L. A., & **Still, K. L. (2005).** *Integrating award winning multicultural picture books with electronic resources.* Presentation at the 49<sup>th</sup> Annual Meeting of the College Reading Association, Atlanta, GA.

O'Connor, B., Varonis, E., & **Still, K. L. (2005).** *Enhancing education courses and growing faculty: Collaborating with WebCT.* Presentation at the 7<sup>th</sup> Annual WebTV User Conference, San Francisco, CA.

Oswald, R. A., **Still, K. L., & Broadway, F. S. (2004).** *A site-based learning community approach to teacher candidate education: Opportunities and challenges.* Presentation at the 48<sup>th</sup> Annual Meeting of the College Reading Association, Delray Beach, FL.

**Still, K. L., & Stuart, D. H.** (2004). *Responding to poetry: Preservice teachers' approaches to integrating technology*. Presentation at the 48<sup>th</sup> Annual Meeting of the College Reading Association, Delray Beach, FL.

O'Connor, B., & **Still, K. L.** (2004). *Technology, content standards, and the integrated primary curriculum planning for the primary grades: Approaches for teacher educators*. Presentation at the 48<sup>th</sup> Annual Meeting of the College Reading Association, Delray Beach FL.

McKeon, C. A., Mraz, M. E., Newton, E. V., Oswald, R. A., Peck, J. K., Smolen, L. A., & **Still, K. L.** (2003). *Working conditions: Electronic models of professional development*. Presentation at the 47<sup>th</sup> Annual Meeting of the College Reading Association, Corpus Christi, Texas.

Oswald, R. A., & **Still, K. L.** (2003, October). *Good teachers of writing: A model of professional development for primary teachers*. Presentation at the 47<sup>th</sup> Annual Meeting of the College Reading Association, Corpus Christi, TX.

#### **Presentations at Local Conferences, Workshops, and Schools**

**Still, K. L., & Gordon, J. P.** (2006). *Engaging educational experts: A model of professional development*. Presentation at the Annual Kent State University, University of Akron, and Youngstown State Reading Conference, Youngstown, Ohio.

**Still, K. L., & Lenhart, L. A.** (2006). *Differentiating instruction: E-Learning modules*. Woodridge Local Schools, Peninsula, OH.

Smolen, L. A., & **Still, K. L.** (2005, November) *Teaming multicultural texts with technology*. Presentation at the Annual Kent State University / University of Akron Reading Conference, Akron, OH.

O'Connor, B., **Still, K. L., & Gordon, J.,** (2005). *Technology and integrated curriculum*. Presentation at the Ohio Association for the Education of Young Children's Annual Conference, Columbus, OH.

**Still, K. L., & Stuart, D. H.** (2005, November). *Cin(e)-poetry! Integrating technology in reader response*. Presentation at the Annual Kent State / University of Akron Reading Conference. Akron, OH.

Smolen, L. A., & **Still, K. L.** (2005). *Multiculturalism meets multimedia: Connecting multicultural books with cyberspace*. Presentation at the Cleveland Municipal School District's "Building Language and Academic Skills through Multicultural Literature" Professional Development Session, Cleveland, OH.

Varonis, E., O'Connor, B., & **Still, K. L.** (2005). *Collaborating by design: How sharing online resources reduces stress and increases engagement*. Paper presented at the Ohio Digital Commons for Education 2005 Conference, Columbus, OH.

**Still, K. L.**, & Gordon, J. P. (2004). *Becoming a "techno-teacher": Tips for integrating technology into your primary grade literacy program*. Presentation at the Annual Kent State University/University of Akron Reading Conference, Kent, OH.

Smolen, L. A., & **Still, K. L.** (2004). *Literacy development and the integration of technology in the multilingual primary classroom*. Presentation at the Twenty-Fourth Annual Multilingual Multicultural Education Conference, Cleveland, OH.

Smolen, L. A., & **Still, K. L.** (2004). *Guided reading and writing with nonfiction in the primary grade classroom*. Presentation at the Ohio Council of the International Reading Association Spring Conference, Cleveland, OH.

Smolen, L. A., & **Still, K. L.** (2004, November). *Selecting and using multicultural picture books in K-8 classrooms*. Presentation at the Ohio Council of the International Reading Association Fall Conference, Kent, OH.

**Still, K. L.** (2003). *Comprehensive literacy in the primary grades*. Presentation at the Cleveland Heights – University Heights District Wide Professional Development Day, Cleveland, OH.

**Still, K. L.** (2003, November). *"Guided literacy" in a technologically-enhanced classroom (K-2)*. Presentation at the Annual Kent State/University of Akron Reading Conference, Akron, OH.

### **Invited Presentations**

May 2004 ~ Ms. Mary Weller, The University of Akron  
*Evaluating language literacy with the Flynt Cooter Assessment Tool*

June 2004 ~ Dr. Harold Foster, The University of Akron  
*Early childhood literacy & the writing process*

October 2004 ~ Dr. Evangeline Newton, The University of Akron  
*Writing an article for publication in the CRA Yearbook*

May 2005 ~ Dr. Lynn Smolen, The University of Akron  
*Evaluating websites to use in web quests for culturally relevant literacy learning*

May 2005 ~ Dr. Carole Newman, The University of Akron  
*Thoughts on being a doctoral student*

June 2005 ~ Dr. Lynn Smolen, The University of Akron  
*Creating effective web quests and power point presentations, Part 1*

June 2005 ~ Dr. Lynn Smolen, The University of Akron  
*Creating effective web quests and power point presentations, Part 2*

June 2006 ~ Dr. Lynn Smolen, The University of Akron  
*Creating effective web quests and power point presentations*

June, 2006 ~ Dr. Carole Newman, The University of Akron  
*Tips for successful completion of the doctoral degree*

November, 2006 ~ E-Docs, The University of Akron  
*A panel discussion of successful doctoral student experiences*

March, 2007 ~ Reading First Ohio Center, Columbus, Ohio  
*Integrating nonfiction texts with technology*

June 2009 ~ Dr. Jaclyn P. Gordon, The University of Akron  
*Teaching of writing in primary grade classrooms*

September 2011 – *Discussion Moderation for WVIZ/PBS (Tech and Early Childhood)*

December 2013 – *Presenter at Lake Erie Correctional Facility (Content Area Literacy)*

April 2014 – Horizon Science Academy – Cleveland, Ohio  
*The Importance of Family Literacy and Ohio's 3<sup>rd</sup> Grade Reading Guarantee*

May 2014 – Outwhaite Community Center – Cleveland, Ohio  
*The Importance of Family Literacy and Ohio's 3<sup>rd</sup> Grade Reading Guarantee*

## **GRANTS, AWARDS, NOMINATIONS**

### **Grants**

NSF (Eager Grant) with Tri-C  
*Integrating Affective Attributes into Online Learning Modules*  
(Not Funded).

Jennings Foundation **(\$20, 000)**

Collaboration with ESC of Cuyahoga County, Baldwin Wallace, Strongsville City Schools, Maple Heights City Schools, CMSD MC2 High School and Facing History New Tech High School.

*Transitioning High School Writers to College Level Courses with Virtual Tutoring*

**(Funded) – Fall 2014/Spring 2015**

Jennings Foundation (\$17,000.00)  
With Mary Gove & Grace Huang  
*Conducting Action Research at the Campus International School*  
**(Funded) (Fall 2014/Spring 2015)**

National Science Foundation (Eager Grant)  
With Lev Gonick & Marv Schwartz of One Community and Case Western Reserve University.  
*Multipoint Video Conferencing with STEM*  
**(Funded, \$300,000.00) ——(Spring 2015)**

CSU Civic Engagement Grant  
IRA@CSU –International Reading Association Student Group  
*Supporting Family Literacy & Awareness at the Outwhaite Community Center*  
**Funded -\$2500 (Spring 2014)**

CSU Civic Engagement Grant  
Community Learning Center for Children and Youth (CLC)  
*Kids Camp for children from the Outwhaite Community*  
**\$5,000.00 – Funded (Summer 2014)**

Jennings Foundation Grant  
With Mary Grove and Dinah Volk  
*Differentiating Instruction at the Campus International School*  
**\$15,000.00 – Funded (Spring 2013)**

United States Department of Justice ——Principal Investigator  
N.A.B.S. (Nook Anti Bullying Software)  
**\$499,830.26 ——Not Funded ——(Spring 2012)**

**Co-Principal Investigator for CSU Faculty Research Development Grant – Award \$9,000**

The focus of this grant is to conduct a study regarding 3<sup>rd</sup> grade students' reading attitudes in classrooms that have access to authentic children's literature provided by The Cleveland Schools Book Fund. This work will also involve the development of instrumentation measures of children's engagement with authentic literature. The overarching goal of this project is to incorporate its findings into a more comprehensive research proposal to be submitted to a large external funding agent.

(\*Co-Principal Investigator with Dr. Hoe Kyeung Kim / Cleveland State University)

**Co-Principal Investigator for Jennings Foundation Grant ----- Award \$15,000**

Year 2 -Linking the Cleveland Schools Book Fund to an Expanded Critical Literacy Approach: A Program of Teacher Professional Development.

(\*Co-Principal Investigator with Dr. Mary K. Gove / Cleveland State University)



Co-Principal Investigator for Jennings Foundation Grant ----- **Award \$15,000**

Linking the Cleveland Schools Book Fund to an Expanded Critical Literacy Approach: A Program of Teacher Professional Development

(\*Co-Principal Investigator with Dr. Mary K. Gove / Cleveland State University)

(\*Co-Author with David Baggs / CSU University Advancement)

Co-Author for Eva L. and Joseph M. Bruening Foundation --- **Award \$20,000**

The Cleveland Schools Book Fund for additional book purchases.

(\*Co-Author with David Baggs / CSU University Advancement)

Co-Author for George W. Codrington Charitable Foundation --- **Award \$5,000**

The Cleveland Schools Book Fund for additional book purchases.

(\*Co-Author with David Baggs / CSU University Advancement)

Co-Author for George Gund Foundation --- **Award \$248,000**

The Cleveland Schools Book Fund for additional book purchases.

(\*Co-Author with David Baggs / CSU University Advancement)

Co-Author for The Cavalier's Youth Fund --- **Award \$50,000**

The Cleveland Schools Book Fund for website development, professional development, and community outreach.

(\*Co-Author with David Baggs / CSU University Advancement)

Co-Author for The Book in the Bag Project Service-Learning Grant -**Award\$2000-**

University of Akron Office of Student Development

(\*Co-Author with Dr. Jaclyn Gordon / The University of Akron)

**Awards**

2014 – 2015 -----CSU Faculty Merit Award for Research and Service

2013 – 2014 -----CSU Faculty Merit Award for Research and Service

**Nominations**

**2014** *Nominated by CSU Office of Engagement to submit for the President's Higher Education Community Service Honor Role*

**2012** *Nominated for AERA Division K – Early Career Award Nominated by Lisa Ann Lenhart, Ph.D. (The University of Akron)*

**2010** *Association of Literacy Educators and Researchers (ALER) Nominated for Jerry John's Promising Researcher Award Nominated by Linda Gambrell, Ph.D. (Clemson University)*

## **Recent Professional Consulting**

2014

Present Taking on the Giant Website Project

Collaboration with former Ohio State Senator, Charlie Butts.

(Lead Higher Education Consultant and Project Director)

2014–2015

Ohio Performance Assessment

Project Facilitator

2011–2010

Cleveland State University Special Education Department

*Development of Online Reading Praxis Review Module*

2011–2010

Greater Cleveland Professional Development Center (GCEDC)

*Literacy Network Facilitator*

2010–2011 Scholastic, Inc.

*Classroom Library Makeover (Cleveland Metropolitan Schools)*

## **Research-Based Consulting**

*Ohio Department of Education*

2012–2013 Higher Education Faculty Expert (ELA & Grades 3, 4, and 5) – OPAPP 2013–2014

Higher Education Faculty Expert (ELA & Grades 3, 4, and 5) –OPAPP

2012 –2013 Moderation Panelist (ELA, Science, & Social Studies) –OPAPP

2013 –2014 Moderation Panelist (ELA, Science, & Social Studies) –OPAPP

2013 -- 2014 Consultant for work with Middle School Cohort

2013–2014 Internal Evaluator for the Ohio Performance Assessment Project

2014–2015 Internal Researcher – Performance Task Writing Workshops

*Aspen Research Associates*

2010–2011 – Literacy Expert & Qualitative Researcher, (Reading By 3<sup>rd</sup> – RB3) Year 1

Program Evaluation for St. Paul Public Schools & Greater Twin Cities United Way

## **Administrative Duties at Cleveland State University**

2008 – 2015 –Coordinator, Literacy Education Program

- Oversaw Literacy GA
- Facilitated Biweekly Literacy Program meetings
- Worked collaboratively with TE to support scheduling and staffing of classes, lab fee expenditures, advising issues/concerns and other relevant programmatic elements
- Facilitated internal and state level curriculum proposals for Master's and RE program

2010 – 2014 Co Director of the Community Learning Center for Children and Youth

- Oversaw CLC Administrative Coordinator (subsequently GA & Student Workers)
- Oversaw CLC daily operations
- Facilitated Biweekly meetings with CLC Administrative Assistant & CLC Team
- Provided direction/vision for CLC activities/initiatives

## **Editorial Board Service**

*Literacy Research Association Yearbook*

*Reading Research and Instruction*

## **Service to Professional Organizations**

ALER – Association of Literacy Educators and Researchers

*Association's Webmaster (November 2011 to November 2013)*

OCIRA – Ohio Council of the International Reading Association

*Membership Director (2012 to 2015)*

OCIRA – Ohio Council of the International Reading Association

*Associate Journal Co-Editor, The Ohio Reading Teacher (2013 – 2015)*

OCIRA – Ohio Council of the International Reading Association

*Executive Board Service as Vice President & President Elect (2015-2018)*

OCIRA – Ohio Council of the International Reading Association

*Organization President & Executive Board Chairperson (2018-2019)*

## **Service to Cleveland State University's College of Education and Human Services**

2014–2015 Committee Chair,

*(Tenure Track in Literacy Education Faculty Search)*

2014 – 2016 COEHS Accreditation Advisory Board

2014 – 2015 Committee member, Search Committee

*(Visiting Assistant Professor Early Childhood Education)*

2013 – 2015 Teacher Education Advisor Council

2013 – Fall/Committee member, Search Committee  
*(Visiting Assistant Professor Early Literacy)*  
 2013 – Summer /Co Chair, Search Committee  
*(Visiting Assistant Professor in Early Literacy)*  
 2013 – 2014 CSU 50<sup>th</sup> Anniversary Celebration Committee  
 2012 –2013 Faculty Affairs Council  
 2012—2013 Chair, Annual Reading Conference Planning Committee  
 2011—2012 Undergraduate Affairs Council  
 2011—2012 COEHS Curriculum Re-Design Committee Member (CREATE)  
 2010—2011 Curriculum Design Team (Campus International School)  
 2009 – Present Founding & Lead Faculty Advisor for CSU Student Chapter of International Reading Association (IRA@CSU)  
 2011-2012 COEHS Technology Committee Chair  
 2007-2012 COEHS Technology Committee Member

### **Service to Cleveland State University**

University Student Life Committee of the Faculty Senate (2014-2016)  
 CSU Website Task Force (2012 – 2013)  
 CSU Graduation & Convocation Committee (2012 – 2014)  
 CSU E-Learning Advisory Committee (2011-2013)  
 President’s Advisory Council on Equal Access and Opportunity (2010 – 2012)  
 University Student Grievance Board (2010-2011)  
 University Student Life Committee of the Faculty Senate (2009-2011)  
 CSU Academic Misconduct Review Committee

### **Master’s Thesis and Dissertation Activities**

- Curriculum & Instruction Master’s Project Director (Spring 2012)
- Literacy Education Dissertation Committee Member (Faculty Advisor / Mary Gove) Fall 2013
- Special Education Master’s Project Committee Member (Faculty Director / Tachelle Banks) Spring 2014
- Special Education Master’s Project Committee Member (Faculty Director / Amanda Yurick) Fall 2014/Spring 2015
- Special Education Master’s Project Committee Member (Faculty Director / Tachelle Banks) Spring 2015

## Initial Appointment for Professional/Administrative Staff Employment

6/18/2025

Dear Kristine Still:

It is a pleasure to inform you of your appointment to the professional/administrative staff of Youngstown State University, as described herein:

Title: Associate Provost, Academic Administration  
Department: Provost VP - Academic Affairs  
Effective Date: 8/11/2025  
Union: Excluded from Any Bargaining Unit  
Annual Salary: \$135,000.00  
Salary Grade: A11 Excl.  
FTE: 1.0  
Orientation Date: 8/11/2025

This appointment is subject to approval by the Youngstown State University Board of Trustees at its next meeting. Your position is assigned to the salary grade listed above. Your salary will be paid in appropriate increments on a semi-monthly basis during each month of employment. This appointment is entered into by you and Youngstown State University and is subject to the provisions of the Constitution and the Ohio Revised Code; Ohio Administrative Code; Rules and Regulations adopted by the Board of Trustees of Youngstown State University (including those pertaining to outside employment and reporting such employment).

Your appointment is contingent upon:

- Providing the Office of Human Resources with an official copy of your academic transcript prior to 8/11/2025;
- Receipt of favorable reports regarding criminal/background records search and employment history;
- The availability of funds, you rendering service to the University in accordance with the provisions of applicable laws, regulations and policies, and your submission of proper documentation of your professional credentials;
- Your production of documents within three working days after the effective date of your appointment (8/11/2025) which establish your identity and eligibility to be employed in the United States in accordance with the Immigration Reform and Control Act of 1986. (Documents acceptable to establish your identity include a valid state-issued driver's license with a photograph, a U.S. Military Card, etc. Documents that establish your employment eligibility include an original Social Security Number Card, a birth certificate issued by a State, county, or municipal authority bearing a seal or other certification, an unexpired INS Employment Authorization, etc.).

In accordance with the departmental and college requirements for tenure and promotion, the department chair and dean have recommended you be appointed with the earned faculty rank of professor with tenure within the Department of Teacher Education and Leadership Studies, Primary/Primary Intervention Specialist Program in the Beeghly College of Liberal Arts, Social Sciences and Education (BCLASSE). The provost has forwarded that recommendation along with her support to the President who will make the final recommendation to the Board of Trustees. In accordance with university policy 3356-9-05 Faculty rank and tenure for designated administrators, this recommendation will be considered for formal approval by the Board of Trustees at their June meeting.

If the tenure recommendation is approved by the Board of Trustees, and should you wish to step down from the position of Associate Provost, Academic Administration to assume full-time faculty status at the University, you will thereafter be deemed a full-time, nine-month faculty member with tenure.

The annual base salary recommended to the Board of Trustees for approval for the earned faculty rank of a tenured professor will be \$86,044. Any increases to the base salary would be determined in accordance with the provisions of applicable University rules, Board policies and collective bargaining agreements.

In addition to your salary, you may be eligible for participation in certain fringe benefit programs including health and life insurance. Benefits and eligibility will be reviewed in your new employee orientation session and can be viewed at <https://ysu.edu/human-resources/employee-benefits>.

**Please note that this position is NOT covered by Social Security.** In compliance with the Social Security Protection Act of 2004, you will be required to complete Form SSA-1945 (03/2025) that explains how a pension from this job could affect future Social Security benefits to which you may become entitled.

You have the option of enrolling in Ohio's Public Employees Retirement System (OPERS) or in an Alternative Retirement Plan (ARP) for the duration of this appointment. As a condition of employment your salary and other payments made to you will be subject to the "Salary Reduction Pick-Up". This means the University may pick up the employee's portion of the retirement contribution to a qualified pension plan. Taxes for the pick-up contributions may then be deferred until the employee receives contributions as either a refund after termination of employment or as retirement benefits. Without a pick-up plan, employee contributions to a qualified pension plan are generally taxable at the time the contribution is made. A pick-up plan allows deferral of the income taxes on the employee's required contribution amount. Youngstown State University participates in the salary reduction employer pick-up, employees' contributions are paid by the employer, and the employee's gross salary is reduced by the amount of the contribution.

Professional/Administrative excluded staff on full-time appointments will earn 7.33 hours of vacation leave and 5 hours of sick leave per each semi-monthly pay period, per Board policy, and subject to change. Vacation leave is earned commencing with the first semi-monthly pay period but may not be used until you have entered into your fourth month of University service. All vacation and sick leave accrual amounts for part-time excluded staff are prorated according to the assigned FTE.

Policies of the Board of Trustees require that all new staff members who are ineligible for representation for purposes of collective bargaining because of the nature of

their positions be so advised at the time of appointment. As a Professional Administrative Excluded Staff Member, you will not be entitled to representation for purposes of collective bargaining under the provisions of the Ohio Revised Code and University Policy.

As an at-will employee, the University has the right to terminate your appointment at any time for any reason other than cause, with 90 days' notice provided to you.

Youngstown State University may terminate your appointment at any time with cause. If cause exists, you will be terminated effective immediately upon receipt of written notice. For purposes of this appointment, cause shall mean: (a) neglect or failure to fulfill the duties, responsibilities and obligations required of your position as determined in the sole judgment of the University; (b) any conduct that constitutes moral turpitude or that would bring public disrespect upon the University, including written or verbal disparaging comments, remarks or statements against the University or its administration as determined by the University; (c) a violation of any local, state or federal law, excluding minor violations; or (d) any other normally understood meaning of cause in similar employment at the other public universities in the State of Ohio. Upon a termination for cause, the University shall have no further obligation to you pursuant to your appointment other than the payment of base salary earned through the date of termination.

Additional terms and conditions of employment are as follows, if any:

- A relocation allowance of \$1,000. All relocation and moving expenses, including possible repayment, are subject to the provisions of [University policy 3356-7-54](#), Relocation Allowance for New Employees and applicable guidelines.

We are pleased to have you join us at Youngstown State University and hope that you will have a rewarding experience here.

Best Regards,

Jennifer Lewis-Aey  
Executive Director Human Resources/Chief Human Resources Officer



Signature

June 18, 2025