

John W. Curtis

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Current position

Research and evaluation consultant for organizations working in education, labor, community services, and international affairs. Representative current projects:

Data analysis from federal surveys on educational and career outcomes in support of the update of the Humanities Indicators (<http://www.humanitiesindicators.org/>)

Consulting with the Center for the Study of Collective Bargaining in Higher Education (CUNY-Hunter College) on an update of its 2012 directory of faculty collective bargaining units.

Consulting with New Faculty Majority and the Center for the Study of Academic Labor (Colorado State University) on expanding data on contingent academic employment in higher education.

Education

Ph.D. in Sociology, Program in Comparative International Development, Johns Hopkins University, 1993. Dissertation Title: "Rural Ties Among Men Working in Nairobi: Social Networks and Differentiation in the Political Economy of Kenya."

B.A. in Sociology, University of Wyoming, 1984.

Northwestern University, 1979-82; major coursework in German language and literature.

Professional Experience

- 2014-2017 Director, Department of Research on the Discipline and Profession, American Sociological Association, Washington, DC
Directed research program on careers for sociologists, with a focus on diversity and the rise of contingent employment, and the state of sociological education; PI on two NSF grant projects; staff liaison to member committees on gender and LGBTQ issues; department head with budget and supervisory responsibility.
- 2002-2014 Director of Research and Public Policy, American Association of University Professors, Washington, DC
Director, AAUP Faculty Compensation Survey (annual); joint author, *Annual Report on the Economic Status of the Profession*; responsible for AAUP government relations program at both federal and state levels, 2006-14.
- 1995-2002 Director of Institutional Research and Planning, Germanna Community College, Locust Grove, Virginia
Director, institutional research; coordinator, student learning outcomes assessment; steering committee for institutional self-study and re-accreditation process, 1995-97.
- 1991-1995 Research and Development Officer, Dawson Community College, Glendive, Montana
Coordinator for student outcomes assessment and an interactive television distance learning system; steering committee for institutional self-study and re-accreditation process, 1992-94; taught undergraduate courses in sociology, anthropology and geography.

Professional Experience (continued)

- 1987-1991 Research Fellow, Sociology of Development, Universität Bayreuth, Germany
Research on urban social networks in Kenya and Nigeria; directed computer data entry for multiple questionnaire surveys; trained and supervised data entry assistants; data analysis on both mainframe and microcomputer systems.
- 1989-1990 Affiliated Researcher, Department of Sociology, University of Nairobi, Kenya
Lived in Kenya for two fieldwork periods totaling six months; directed questionnaire survey of 700 men and women working in Nairobi, establishing contacts with selected firms and coordinating the work of Kenyan interviewers.
- 1985-1987 Research Associate, Pelavin Associates, Washington, DC
Statistical analysis of data from large national datasets on educational outcomes in the U.S. for a federal contractor.
- 1984-1986 Research Assistant, Department of Sociology, Johns Hopkins University, Baltimore, Maryland
Data processing and analysis on research projects concerning urbanization in developing countries and Latin American immigrants to the U.S.

Selected Publications

- Curtis, John W., Cynthia Mahabir, and Margaret Weigers Vitullo. 2016. "Sociology Faculty Members Employed Part-time in Community Colleges: Structural Disadvantage, Cultural Devaluation, and Faculty-Student Relationships." *Teaching Sociology* 44(4):270-86. doi:10.1177/0092055X16654744.
- Curtis, John W. and Michael Kisielewski. 2016. *Trends in Academic Hiring Through 2015*. American Sociological Association.
- Curtis, John W. and Michael Kisielewski. 2015. *The Need to Know: Faculty Salaries in Sociology and Other Disciplines, 2015*. American Sociological Association.
- Curtis, John W. 2014. *The Employment Status of Instructional Staff Members in Higher Education, Fall 2011*. American Association of University Professors.
- Curtis, John W. and Saranna Thornton. 2014. "Losing Focus: The Annual Report on the Economic Status of the Profession, 2013-14." *Academe*, March-April (100,2).
- Curtis, John W. 2013. "What Roles Are We Modeling? Gendered Academic Employment and its Consequences." *Peer Review*, Summer (15,3).
- Curtis, John W. and Saranna Thornton. 2013. "Here's the News: The Annual Report on the Economic Status of the Profession, 2012-13." *Academe*, March-April (99,2).
- Coalition on the Academic Workforce [joint authorship]. 2012. *A Portrait of Part-Time Faculty Members*. Available at <http://academicworkforce.org/survey.html>.
- Thornton, Saranna and John W. Curtis. 2012. "A Very Slow Recovery: The Annual Report on the Economic Status of the Profession, 2011-12." *Academe*, March-April (98,2).
- Curtis, John W. 2011. *Persistent Inequity: Gender and Academic Employment*. American Association of University Professors, April.

Publications (continued)

Curtis, John W. 2010. "Faculty Salary Equity: Still a Gender Gap?" *On Campus With Women* (Association of American Colleges and Universities), Spring (39,1).

Curtis, John W. and Monica F. Jacobs. 2006. *AAUP Contingent Faculty Index 2006*. Washington, DC: American Association of University Professors, December.

West, Martha S. and John W. Curtis. 2006. *AAUP Faculty Gender Equity Indicators 2006*. Washington, DC: American Association of University Professors, October.

Curtis, John W. 2006. "Issues in Faculty Salaries and Higher Education Financing." Pp. 481-6 in *The Book of the States, 2006 (Vol. 38)*. Lexington, KY: Council of State Governments.

Curtis, John W. (Editor) 2005. *The Challenge of Balancing Faculty Careers and Family Work*. New Directions for Higher Education, Number 130. San Francisco: Jossey-Bass.

Curtis, John W. 2005. "Issues in Faculty Salaries and Higher Education Financing." Pp. 544-50 in *The Book of the States, 2005 (Vol. 37)*. Lexington, KY: Council of State Governments.

Curtis, John W. 2005. "Inequities Persist for Women and Non-Tenure-Track Faculty: The Annual Report on the Economic Status of the Profession, 2004-05." *Academe*, March-April (91,2): 20-30.

Curtis, John W. (Guest Editor) 2004. "Balancing Faculty Careers and Family Work." Special issue of *Academe*, November-December (90,6).

Curtis, John W. 2004. "Balancing Work and Family for Faculty: Why It's Important." *Academe*, November-December (90,6): 21-23.

Curtis, John W. 2004. "Trends in Faculty Salaries." Pp. 504-509 in *The Book of the States, 2004 (Volume 36)*. Lexington, KY: Council of State Governments.

Cole, Portia L. and John W. Curtis. 2004. "Academic Work and Family Responsibility: A Balancing Act." *Science Next Wave* (American Association for the Advancement of Science), January 16.

Curtis, John W. 1995. *Opportunity and Obligation in Nairobi: Social Networks and Differentiation in the Political Economy of Kenya*. Münster (Germany): Lit Verlag.

Portes, Alejandro and John W. Curtis. 1987. "Changing Flags: Naturalization and Its Determinants Among Mexican Immigrants." *International Migration Review* 21,2 (Summer): 352-371.

Portes, Alejandro, Silvia Blitzer, and John Curtis. 1986. "The Urban Informal Sector in Uruguay: Its Internal Structure, Characteristics, and Effects." *World Development* 14 (June): 727-41.

Funded Research

Principal investigator 2015-17, "Creating a Digital Archive for Research on the Production of Scientific Knowledge." \$285,793 from the National Science Foundation (Award 1455499) to the American Sociological Association, 2015-18. Digitizing paper records of unpublished manuscripts and peer reviews from ASA research journals, 1990-2010, and creation of a research archive.

Principal investigator 2015-17, "Program for the Advancement of the Discipline." \$184,800 from the National Science Foundation (Award 1458469) to the American Sociological Association, 2015-18. A small grants program to support innovative research and conferences that advance sociology.

Principal investigator, "Access to the Profession." \$406,146 from the Alfred P. Sloan Foundation to the American Association of University Professors, 2003-06. Conference, policy resources, and publications on work and family balance in higher education and contingent academic employment.

Conference and Invited Presentations

“Measuring Capacity for Inclusivity.” (with Kate Winter) Presentation to the Association of American Colleges and Universities TIDES Summer Institute. Washington, DC, June 28, 2017.

“The Age of the Adjunct.” Panel discussion as part of *The Atlantic*’s Education Summit, Washington, DC, May 18, 2016.

“Diversifying the Faculty in Sociology and Other STEM Disciplines.” Women of Color in the Academy Conference, University of Delaware-ADVANCE, April 30, 2016

“Diverging Pathways: Disciplinary Differences in Full-Time Faculty Salaries.” Conference of the National Center for the Study of Collective Bargaining in Higher Education and the Professions, New York, April 20, 2015. [Powerpoint PDF available at <http://thekeep.eiu.edu/jcba/vol0/iss10/29/>]

“The Faculty Pipeline in Sociology and Other STEM Disciplines.” Panel presentation, Southern Sociological Society Annual Meeting, New Orleans, March 26, 2015. (Preliminary versions presented at the Eastern Sociological Society Annual Meeting, New York, February 27, 2015, and the Sociologists for Women in Society Winter Meeting, Washington, DC, February 21, 2015.)

“Higher Education Adjunct Faculty Working Conditions and the Legislative Agenda.” Panel presentation, Congressional briefing organized by the New Faculty Majority Foundation, Rayburn House Office Building, Washington DC, January 24, 2014.

“Contingent Employment, Academic Freedom, and Student Learning.” Claremont Graduate University, School of Educational Studies Seminar Series, December 6, 2013.

“Contingent Employment and Academic Freedom.” Panel discussion, Middle East Studies Association Conference, New Orleans LA, October 12, 2013.

“Student Debt and the Financing of Higher Education.” Panel discussion (moderator), AAUP Summer Institute, Seattle WA, July 28, 2013.

“Contingency and its Consequences for Higher Education.” Panel presentation, College Art Association Annual Conference, New York NY, February 16, 2013.

“Urban-Rural Social Networks in Kenya: What implications for poverty alleviation?” African Population and Health Research Center, Nairobi, Kenya, January 15, 2013.

“Behind Closed Doors: Secrets of the Search Committee Process.” [Presentation on demographics of academic employment.] Panel presentation, Association for the Study of Higher Education, Las Vegas NV, November 17, 2012.

“Higher Education and the Gender Pay Gap.” Panel presentation, National Council for Research on Women Annual Conference, Washington DC, June 2012.

“Data on Faculty: What Are We Missing?” Council of Graduate Schools, Washington DC, May 2012.

“Coalition on the Academic Workforce Data on Contingent Academic Work.” Panel presentation, Association for the Study of Higher Education, Charlotte NC, November 18, 2011.

“A Candid Conversation about the Job Market: Career Choices and Job Searching.” Panel presentation, Association for the Study of Higher Education, Charlotte NC, November 17, 2011.

“Transforming the 21st Century Workplace: Women and Men as Allies” (with Joan Williams). American Association of University Women National Convention, Washington DC, June 18, 2011.

Conference and Invited Presentations (continued)

“A Conversation with the Committee on Women in the Academic Profession: Work/Life Balance, Redux.” Panel presentation, AAUP Annual Conference, Washington DC, June 8, 2011.

“Understanding Institutional Financial Information” (with Howard Bunsis). Workshop, AAUP Annual Conference, Washington DC, June 8, 2011.

“Higher Education Transformed: The Impact of the Great Recession and Beyond.” Presentation to the Executive Board of the American Anthropological Association, Arlington, VA, May 20, 2011.

“Persistent Inequity: Gender and Academic Employment.” Keynote presentation at the conference “Achieving Equity: Women, The Workplace, And The Law.” Temple University, October 20, 2010.

“Legislative and Budget Issues and Maryland Higher Education.” Panel presentation, Maryland AAUP State Conference, Towson MD, October 31, 2009.

“AAUP Faculty Compensation Survey.” Association for Institutional Research annual meeting, Atlanta, June 1-3, 2009.

“A Changing Faculty: Contingency and its Consequences for Higher Education.” American Political Science Association, Department Chairs Professional Development Workshop, Baltimore, MD, February 6, 2009.

“AAUP Faculty Compensation Survey.” Association for Institutional Research annual meeting, Seattle, May 24-28, 2008.

“Applying Principles of Shared Governance to Issues in Faculty Compensation.” Conference of the National Center for the Study of Collective Bargaining in Higher Education and the Professions, New York, April 8, 2008.

“A Changing Faculty: Contingency and its Consequences for Higher Education.” Presentation to the Texas AAUP/Texas Association of Faculty Senates/Texas Association of College Teachers Semi-Annual Meeting, Austin TX, October 19, 2007

“Equity Considerations for a Changing Faculty.” University of Illinois-Springfield Forum on Faculty Equity Issues, October 5, 2007

“AAUP Faculty Compensation Survey.” Association for Institutional Research annual meeting, Kansas City, June 2-6, 2007.

“A Faculty Perspective on Accountability.” Presentation to the Pennsylvania State Conference of the American Association of University Professors, College Misericordia, Dallas PA, May 5, 2007.

“The Increasing Use of Contingent Faculty.” Presentation to the joint annual meeting of the American Academy of Religion and the Society for Biblical Literature, Washington DC, November 21, 2006.

Comments on Gross and Simmons, “Americans’ Views of Political Bias in the Academy and Academic Freedom.” AAUP Annual Meeting Panel “The Faculty, the Press and the Public,” June 9, 2006.

“AAUP Faculty Compensation Survey.” Association for Institutional Research annual meeting, Chicago, May 14-18, 2006.

“Challenges for Higher Education: A Faculty Perspective.” Ohio University College of Education, Executive Cycle PhD Program Alumni Institute, December 2-3, 2005.

Conference and Invited Presentations (continued)

“Gender Equity in Higher Education: Trends and Issues.” Presentation to the Vassar College Gender Equity Series, Poughkeepsie NY, November 2, 2005.

“Trends in Faculty Status and Compensation.” Presentation to the Maryland AAUP State Conference, Towson MD, October 1, 2005.

“Challenges for Higher Education: A Faculty Perspective.” Associated New American Colleges Futures in Higher Education Symposium, Springfield MO, June 15, 2005.

“AAUP Faculty Compensation Survey.” Association for Institutional Research annual meeting, San Diego, May 29-June 1, 2005.

“Balancing Academic Freedom and Family: The Interaction of Contingent Faculty Work and Family Responsibilities.” University of Chicago/Sloan Foundation Annual Working Families Conference, Chicago, May 17-19, 2005.

“Creating Models for Flexible Tenure-Track Faculty Career Paths: What Presidents and Chancellors Can Do.” National Association of Independent Colleges and Universities Annual Meeting, Washington DC, February 1, 2005. (Co-presenter with Gloria Thomas and Lotte Bailyn.)

“Symposium: Balancing Faculty Work and Family Responsibilities.” Association for the Study of Higher Education annual meeting, Kansas City, November 4-7, 2004. (Organized and moderated panel.)

“Trends in Faculty Diversity by Race and Ethnicity.” Patterson Research Institute Conference, United Negro College Fund, Washington DC, September 26, 2004.

“AAUP Faculty Compensation Survey.” Association for Institutional Research annual meeting, Boston, May 29-June 2, 2004.

“Balancing Academic Work and Family: AAUP Policy and Initiatives.” National Science Foundation Advance Program Annual Meeting, Atlanta, April 20-21, 2004.

“Issues in Faculty Compensation: A Bigger Picture.” Center on Collective Bargaining in Higher Education and the Professions Annual Conference, New York, April 19, 2004. (Organized panel and presented.)

“A Faculty Perspective on Accountability.” Indiana Commission for Higher Education, Faculty Leadership Day, Indianapolis, March 22, 2004.

“Disadvantages for Women Faculty: AAUP Data, Policy and Initiatives.” National Academies, Committee on Gender Differences in Careers of Science, Engineering, and Mathematics Faculty, Washington DC, January 30, 2004.

“Remarks Regarding the Status of Accreditation in the United States.” National Advisory Committee on Institutional Quality and Integrity (US Department of Education), Washington DC, December 8-9, 2003.

“Issues in the Growing Use of Contingent Faculty.” American Academy of Religion annual meeting, Atlanta, November 22, 2003. (Panel “The Use and Abuse of Adjunct Faculty in Religious Studies”)

AAUP/Sloan Foundation Roundtable on Faculty Work/Family Issues, Washington DC, July 14-15, 2003. (Organized and facilitated entire conference.)

Conference and Invited Presentations (continued)

“AAUP Faculty Compensation Survey.” Association for Institutional Research annual meeting, Tampa, May 18-21, 2003.

“Academic Work and Family Responsibility: Policy and Implementation.” College and University Work/Family Association annual meeting, Philadelphia, March 20-21, 2003 (co-presented with Muriel Poston).

“Measuring Gender Salary Equity: National and Local Contexts.” University of Illinois-Springfield AAUP chapter conference, October 4, 2002.

“Getting Started: Developing an assessment process for student services” (with Dr. Harold Aubrey). Virginia Assessment Group spring workshop, Fredericksburg, March 1998.

“Celebrating the Self-Study.” Roundtable presentation (with Professor Richard Gossweiler), Southern Association of Colleges and Schools annual meeting, New Orleans, December 1997.

“Different Opportunities, Different Obligations: Thoughts on the situation of men and women working in Nairobi.” Guest lecture, African Studies program, Universität Bayreuth, June 1994.

“Stadt-Land-Beziehungen in Kenia: Ökonomische Möglichkeit und soziale Verpflichtung für Männer in Nairobi.” Presentation to a colloquium of the African Studies program, Universität Bayreuth, June 1991.

“Rural Ties Among Nairobi Workers: Initial results of a 1989 survey.” Presentation to the Department of Sociology, University of Nairobi, August 1990.

“The Impact of Student Financial Aid on Postsecondary Persistence: An assessment of progress using national longitudinal databases” (co-authored with Ed St. John, Laura Salganik, and Jay Noell). Paper presented to the American Educational Research Association annual conference, Washington, April 1987.

“The Urban Informal Sector in Montevideo” (co-authored with Alejandro Portes and Silvia Blitzer). Paper presented at the Latin American Studies Association annual meeting, Albuquerque, April 1985.

Teaching and Training Experience

“Data for Campus Advocacy” (half-day workshop), AAUP Summer Institute, 2013.

“Making Use of Data on Faculty” (series of three or four half-day workshops), AAUP Summer Institute, 2003-11.

“Work and Family Balance for Faculty” (two-hour workshop), AAUP Summer Institute, 2003-04.

“Implementing PeopleSoft Academic Advisement” (workshop series), Virginia Community College System, 2000-01

“Distance Learning and Teaching Over Interactive Television” (one-day workshop), Dawson Community College, 1992-95.

“Introduction to Anthropology” (3-credit undergrad course), Dawson Community College, 1992-95.

“World Regional Geography” (3-credit undergrad course), Dawson Community College, 1993-95.

“Principles of Sociology” (3-credit undergrad course), Dawson Community College, 1993-94.

“Kenya: The Country and its People” (non-credit lecture), DCC Elderhostel, 1993-94.

“Statistical Analysis Methods” (Graduate seminar) Interim instructor, University of Nairobi, 1989.

Computer Skills

30+ years of experience using computer applications in various environments. Advanced data analyst utilizing Stata, SAS, and SPSS; highly proficient in Microsoft Office applications.

ASA website Digital Editorial Advisory Group, 2016-17. Coordinator for AAUP IT projects, 2006-14. Project manager for selection of CRM membership system software, 2007-09.

Foreign Languages

German: Fully fluent (speaking, reading, writing) following four years of working and living in Germany.

Swahili: simple conversation, utilized during fieldwork in Kenya.

Professional Service and Memberships

Member, American Sociological Association.

Member, Association for the Study of Higher Education (ASHE).

Member, Association for Institutional Research (AIR), 1996-2014.

Member, College and University Work/Family Association (CUWFA), 2003-14; Board of Directors, 2006-08.

Coalition on the Academic Workforce, ASA representative 2014-present; AAUP representative, 2002-14. Survey workgroup, 2010-14.

National Science Foundation, university site visit for ADVANCE: Increasing the Participation and Advancement of Women in Academic Science and Engineering Careers, April 2015.

National Science Foundation, review panel for ADVANCE research proposals, January 2011.

US Department of Education, Technical Review Panel for IPEDS Human Resources data collection, June 29-30, 2010.

National Science Foundation, Committee of Visitors review panel for ADVANCE: Increasing the Participation and Advancement of Women in Academic Science and Engineering Careers, July 2008.

Advisory Committee, "Breaking Through the Glass Ceiling in Academic Science and Engineering." National Science Foundation funded project, Center for Work/Life Law at University of California, Hastings College of the Law, 2007-09. (Funded by NSF ADVANCE.)

US Department of Education, Technical Review Panel for National Study of Postsecondary Faculty (NSOPF), 2003-06.

Advisory Panel, ACE/Sloan project "Models for Flexible Tenure-Track Faculty Career Pathways," 2004-06.

National Science Foundation, Committee of Visitors review panel for ADVANCE: Increasing the Participation and Advancement of Women in Academic Science and Engineering Careers, June 2005.

US Department of Education, Technical Review Panel for IPEDS Human Resources data collection, October 2004.

Professional Service and Memberships (continued)

Advisory panel, “Meaningful Faculty Careers” project (Judith Gappa [Purdue], Ann Austin [Michigan State], Andrea Trice [Purdue]), June 2004.

US Department of Education, Working Group on IPEDS Instructional Activity study, October 2002.

Steering Committee member, Student Information System (PeopleSoft) implementation for Virginia Community College System, 1997-2002. Chair of workgroup on Academic Advisement module.

VCCS Management Information System (MIS) Steering Committee, 1997-2001.

VCCS Student Outcomes Assessment Peer Evaluator, 1996, 1997, 2000, 2001.

VCCS Institutional Research Peer Group Planning Committee, 1996-98; chair, 1997-98.

Montana Governor’s Council on Telecommunications Technology, 1993-95.

Community Activities

Thomas Circle Singers, Washington DC, 2004-present. Partner organization liaison, 2009-10.

United Staff of the AAUP: Treasurer, 2009-13 (two terms); Chief Negotiator, 2011-13; Labor/management committee on pay equity, 2014.

Election judge, Montgomery County, Maryland, 2006 Primary and General Elections.

Camerata Cantores (vocal chamber ensemble), Warrenton VA, 1998-2004; Member, Board of Directors and Treasurer.

Culpeper Career Partners, Inc. (local workforce development initiative). Steering Committee member and chair of implementation team for student and teacher career shadowing, 1998-2002.

Culpeper Chamber of Commerce Leadership Development Board, 1998-2001. Leadership Development Seminar participant, 1997-98.

Culpeper Literacy Council, volunteer tutor, 1997-98.

Culpeper-Piedmont Choral Society, 1996-98.