

Glenn Davis

Professional Summary

Senior leader and former chief academic officer at a public university serving 20,000 students. Proven record of leading the academic enterprise while integrating student affairs to improve retention, degree completion, and equity outcomes. Extensive experience in academic program development, shared governance across multiple bargaining units, and large-scale budget stewardship (\$135M). Recognized nationally for student success leadership and for building data-informed systems that strengthen teaching, learning, and student outcomes.

Education

PhD, English, The University of Texas at Austin, 2002
MA, Medieval Studies, University of York, 1997
BA, Linguistics, *summa cum laude*, Harvard College, 1995

Leadership Positions

Bowling Green State University, 2019-present

- Interim Provost and Senior Vice President, August 2024-May 2025
- Vice President for Student Engagement and Success, 2023-present
- Vice Provost for Academic Affairs, 2019-23

St. Cloud State University, 2002-19

- Interim Dean of University College, 2018-19
- Interim Assistant Provost for University College, 2016-18
- Chair, Department of English, 2013-16
- Director of Graduate English Studies, 2006-13

Leadership Experience

Interim Provost and Senior Vice President, Bowling Green State University, August 2024-May 2025

Served as chief academic officer during a period of institutional transition, aligning academic priorities in teaching and learning, research support, and student success. Partnered with faculty and staff to strengthen academic systems through shared governance and collective bargaining frameworks while championing academic freedom. Supervised 17 direct reports and managed a \$124M academic budget. Served on Executive Council and President's Cabinet.

Selected Accomplishments:

- Led implementation of institutional strategic plan priorities across Academic Affairs, translating long-range goals into concrete decisions on faculty workload, academic program investment, and research support.
- Accountable for faculty appointment, evaluation, and promotion processes across colleges, ensuring continuity, fairness, and academic standards during a period of executive transition.

- Led development and passage of BGSU's faculty workload policy, achieved through extensive consultation with faculty, chairs, and deans, enabling reallocation of 10% of the FY25 faculty hiring budget to areas of strategic academic and research growth.
- Partnered with the Vice President for Research to strengthen pre- and post-award infrastructure and compliance, clarifying roles and investing in faculty support systems to improve grant readiness and better align graduate education with faculty research priorities.
- Led academic decision-making during significant state-level policy changes affecting curriculum and faculty evaluation. Maintained institutional compliance while safeguarding academic freedom, shared governance, and student access across programs.
- Collaborated with the CFO and deans to align academic resource allocation with institutional priorities, making targeted investments in graduate stipends while sustaining instructional quality under constrained fiscal conditions.
- Supported expansion of doctoral and professional programs aligned with regional and workforce needs, including Doctor of Physical Therapy, Doctor of Occupational Therapy, BS in AI+X, and Bachelor of General Studies, with attention to access and affordability.
- Streamlined faculty and staff hiring workflows by reducing approval bottlenecks and clarifying decision authority, improving time-to-hire and competitiveness in attracting faculty and professional staff.
- Improved communication within Academic Affairs by establishing regular division-level updates, clarifying decision timelines, and surfacing unit-level accomplishments to reinforce shared purpose.
- Led onboarding for two deans and the Vice President for Research, ensuring continuity in academic operations and alignment with institutional priorities.
- Chaired the Inter-University Provosts Group, comprised of provosts from fourteen public universities in Ohio.
- Co-chaired a successful national search for BGSU's Provost and Senior Vice President.

Vice President for Student Engagement and Success, Bowling Green State University, 2023–present

Lead an integrated portfolio of 84 staff encompassing academic advising, residence life, student engagement and organizations, orientation and transition programs, and student success analytics. Hold primary accountability for retention, graduation, and reduction of equity gaps. Set campus-wide strategy through data-informed planning and cross-divisional governance, with emphasis on continuous improvement of the systems shaping the student experience. Partner closely with Academic Affairs, Enrollment Management, and Finance and Administration to advance institutional priorities. Manage an \$11M budget and serve on Executive Council and the President's Cabinet.

Selected Accomplishments:

- Partnered with deans and faculty leadership to ensure integration of student success strategy with the academic enterprise.
- Designed and implemented a nationally recognized student success framework at scale that centers design thinking as an approach that encourages students to be curious, action-oriented problem-solvers.
- Achieved and sustained an institutional-record first-year retention rate, with three consecutive cohorts at or above 80%. The largest gains since 2021 are for domestic students

of color (+12%) and Pell-eligible students (+7.5%). Four- and six-year graduation rates increased respectively by 6.1% and 3.5% over four years.

- Strengthened institution-wide student experience systems that contributed to BGSU's designation as the #1 public university in Ohio students would choose again (*Wall Street Journal*).
- Led redesign of BGSU's early intervention system in partnership with faculty and advisors, resulting in sustained increases in GPA, credit completion, and faculty participation. This model was recognized as a best practice at EAB CONNECTED conferences in 2022 and 2024.
- Reorganized staffing models to better align roles with institutional priorities, supporting internal promotion of 18 staff members and strengthening continuity of expertise.
- Established Student Success Action Teams, which engage campus community members in diagnosing structural barriers and implementing evidence-based solutions.
- Implemented a coordinated student re-enrollment outreach strategy that increased on-time registration for the Fall 2024 cohort by 5% (n=170).
- Partnered with institutional advancement to secure \$13.5M in philanthropic support for Life Design initiatives that integrate career development with academic pathways.
- Collaborated with donors to launch Arts for All, expanding access to performing arts experiences for non-music majors and strengthening co-curricular engagement.

Vice Provost for Academic Affairs, Bowling Green State University, 2019-23

Served as a Cabinet-level leader with responsibility for undergraduate education, academic planning, curriculum governance, and institution-wide academic initiatives, including faculty development and student learning assessment. Provided leadership for academic advising, student affairs, career services, undergraduate research, and student support for military-connected and non-traditional students, supervising 13 direct reports. Chaired Undergraduate Council, the university's primary faculty governance body for curriculum and academic policy. Worked closely with deans, chairs, and faculty leaders to align instructional practices and student success strategies. Served on Deans Council.

Selected Accomplishments:

- Led academic planning and governance processes affecting undergraduate education, curriculum approval, and academic policy through faculty-led structures.
- Directed a university-wide curriculum and catalog modernization initiative to increase efficiency of program approval processes and improve transparency that strengthens shared governance.
- Responsible for centralizing academic advising into a single unit to improve advising quality and ensure consistency of experience for students regardless of major.
- Oversaw integrative and experiential learning initiatives, including BGSU's HLC Quality Initiative on Signature Work and Integrative Learning, approved in 2022.
- Collaborated with the Center for Faculty Excellence to launch six cohorts of ACUE's Effective Teaching Practices program, engaging 125 faculty in evidence-based pedagogy aligned with equitable student learning.
- Co-led development of institution-wide PowerBI dashboards to support assessment of student learning and success.
- Served on the Steering Committee for successful HLC reaccreditation (2021–22), contributing to institutional self-study and peer review preparation.

- Acted as liaison to the Mid-American Conference Academic Leadership Development Program; seven BGSU participants have since moved into academic administrator roles.
- Provided academic leadership during COVID-19, coordinating instructional continuity, classroom technology, academic policy adaptations, and student-centered advising across multiple course delivery modalities.

Interim Assistant Provost/Interim Dean of University College, St. Cloud State University, 2016-19

Provided strategic leadership for student success efforts that promoted collaboration among Academic and Student Affairs, with close coordination across Finance and Administration and Strategic Enrollment Management. Partnered with six bargaining units to ensure principles of shared governance were centered in student success work. Supervised 17 direct reports, including 12 faculty members, and was responsible for managing a \$5M budget.

Selected Accomplishments:

- Developed strategic principles to inform student success efforts, emphasizing proactive outreach supported by data-informed assessment and clear communication with students.
- Served as Campus Project Lead for AASCU's Reimagining the First Year program and as Project Owner for EAB's Navigate platform. Successful implementation of these projects contributed to a 5.2% increase in retention rate for the Fall 2017 cohort of first-year students.
- Co-led an interdisciplinary team that developed a widely adopted predictive model for retention based on students' sense of belonging.

Chair, Department of English, St. Cloud State University, 2013-16

Led a department of 25 full-time faculty members, 20 adjunct faculty members, and four staff members. Developed departmental mission in collaboration with colleagues; revised general education, major, and graduate curricula to better suit student needs; supported faculty progress toward tenure and promotion; and conducted equity-minded searches for faculty members. Elected by faculty for a second term.

Selected Accomplishments:

- Collaborated with two-year colleges to develop and improve articulation and transfer agreements.
- Developed workshop series to help graduate and undergraduate students translate liberal arts skills for internal and external audiences.
- Co-authored successful external review and prepared materials for HLC accreditation.

Director of English Graduate Studies, St. Cloud State University, 2006-13

Served as Program Advisor for all English graduate students; reviewed and developed curriculum; and collaborated with the School of Graduate Studies to ensure students remained on track to graduate.

Selected Accomplishments:

- Led collaborative curriculum redesign of the MA in English Studies and MA in Rhetoric and Writing degrees.

- Supported the development of an online Certificate in Writing Center Studies.
- Created and led a series of professional development workshops for graduate students seeking academic and non-academic careers.

Academic Positions

- Professor, Department of English, Bowling Green State University, 2019-present
- Professor, Department of English, St. Cloud State University, 2002-19
 - Promoted to Professor in 2012
 - Tenured and promoted to Associate Professor in 2007

Publications

Student Success

- Radical Reimagining for Student Success in Higher Education*. Co-edited by J. Arney, T. Dale, G. Davis, and J. Kinzie. (Routledge Press, 2023)
- L. MacDonald and G. Davis. "Reimagining Institutional Change." In *Radical Reimagining for Student Success in Higher Education*. (Routledge Press, 2023), 3-23
- K. Brooks, S. Jurden, and G. Davis. "Enhancing Early Intervention Strategies at Bowling Green State University." *2022 Proceedings of the National Symposium for Student Retention*, 137-43
- G. Davis, M. Hanzsek-Brill, M. Petzold, and D. Robinson. "Students' Sense of Belonging: The Development of a Predictive Retention Model." *Journal of the Scholarship of Teaching and Learning* 19.1 (Feb. 2019): 117-27

Medieval Studies

- G. Davis. "Guthlac A and B." *The Encyclopedia of British Medieval Literature* (Wiley Blackwell, 2016)
- G. Davis. "Pride and Medieval Poetics in *The Hobbit*." *VII: An Anglo-American Literary Review* 31 (2013): 79-94
- G. Davis. "Corporeal Anxiety in *Soul and Body II*." *Philological Quarterly* 87.1 (2008): 133-50
- G. Davis. "Beowulf in Fourth Period: Anglo-Saxon England in the High School Classroom." *Studies in Medieval and Renaissance Teaching* 14.2 (Fall 2007): 31-39
- G. Davis. "Introducing the History of English: Three Linguistic Concepts for the First Day of Class." *Studies in Medieval and Renaissance Teaching* 14.1 (Spring 2007): 27-34
- G. Davis. "Visual Approaches to Chaucer." *Approaches to Teaching Chaucer's Troilus and Criseyde and the Shorter Poems*. Eds. Tison Pugh and Angela Jane Weisl. (MLA Press, 2007), 149-53
- G. Davis. "The Exeter Book Riddles and the Place of Sexual Idiom in Old English Literature." *Medieval Obscenities*. Ed. Nicola McDonald. (York Medieval Press, 2006), 39-54
- G. Davis. "Changing Senses in *Genesis B*." *Philological Quarterly* 80.2 (2001): 113-31

Recent Conference Presentations

- "Reimagining Student Success: Strategies for Changing Culture and Data Practices," with Jillian Kinzie. NASPA Conference on Student Success in Higher Education, June 2025
- "A System-Wide Approach to Early Alerts at Bowling Green State University," with Kim Brooks and Sarah Jurden. NASPA, March 2023
- "Enhancing Early Intervention Strategies at Bowling Green State University," with Kim Brooks and Sarah Jurden. National Symposium on Student Retention, October 2022
- "A Radical Vision for Student Success: Inspired Lessons from Reimagining the First Year." Roundtable Participant. AASCU Winter Meeting, February 2019

“Sense of Belonging and Student Retention: Lessons Learned Since Fall 2017,” with David Robinson, Melissa Hanzsek-Brill, and Mark Petzold. Association for Institutional Research – Upper Midwest, November 2018

“Toward Institutional Change: A Holistic Approach to Student Success at St. Cloud State University,” with Dan Gregory. AASCU Summer Meeting, July 2018

“Students’ Sense of Belonging: The Development of a Predictive Model,” Association of Institutional Research, May 2018

“A Predictive Model for Students’ Sense of Belonging,” with David Robinson, Melissa Hanzsek-Brill, and Mark Petzold. AASCU Winter Meeting, February 2018

“Measuring Belonging for Improving Student Success,” with David Robinson and Melissa Hanzsek-Brill. Association for Institutional Research – Upper Midwest, November 2017.

Winner: Best Presentation

“Engaging Faculty in Student Success Initiatives,” AASCU Winter Meeting, February 2017

Recent Invited Talks and Workshops

“A Transformative Approach to Student Success Initiatives,” Academic Impressions, July 2023.

“A Toolkit for Reengaging and Reconnecting with Students Post-COVID,” Academic Impressions, November 2022

“Fostering Student Belonging to Support Student Retention Despite the Global Pandemic,” Academic Impressions, October 2020

“Focus on Student Belonging to Boost Student Retention and Success,” Academic Impressions, February 2020

Teaching

My teaching has spanned general education, upper-division seminars, capstone courses, and graduate-level seminars. Primary areas of expertise include medieval language and literature, dystopian literature, and the history of the English language.

Honors and Awards

- Finalist, EAB’s Return on Education Award, 2025
- EdSights Excellence in Execution Award, 2025
- Student Life and Development Husky Award, St. Cloud State University, 2018
- Participant, National Humanities Center, Summer Institutes for Literary Study, *Chaucer: Past, Present, Future*, 2008
- Outstanding Educator Award, College of Fine Arts and Humanities, St. Cloud State University, 2007
- Participant, Summer Institute on Anglo-Saxon England, National Endowment for the Humanities, Cambridge University, 2004

References available upon request.