

Kristin G. Esterberg, Ph.D.



Education

- Ph.D. Cornell University, Sociology (1991)
Major research areas: gender and sexuality, social identities, research methodology, social organization and change
- M.A. Cornell University, Sociology (1988)
Major research areas: gender; social organization and change; family
- B.A. Boston University, Philosophy and Political Science, magna cum laude (1982)

Additional Training

- American Association of State Colleges and University New Presidents Academy (2014)
- American Academic Leadership Institute Executive Leadership Academy (2011-2012)
- American Council on Education Institute for New Chief Academic Officers (2006-2007)

Academic and Administrative Experience

**State University of New York College at Potsdam
Potsdam, New York
President (2014-present)**

Founded in 1816, The State University of New York at Potsdam is one of America’s first 50 colleges and the oldest institution within the State University of New York system. Home to the world-renowned Crane School of Music, SUNY Potsdam is known for its challenging liberal arts and sciences core, distinction in teacher training and culture of creativity. With the resources of our newly created Lougheed Center for Applied Learning, SUNY Potsdam offers students multiple opportunities for internships, research with a faculty member, service learning, and study abroad.

The president provides executive leadership to the campus, including approximately 3,400 undergraduate and graduate students, 800 faculty and staff (including 260 full time faculty), and a student-faculty ratio of 11:1. With approximately 35 percent identifying as students of color and significant numbers identifying as LGBTQ, the campus serves a diverse and eclectic student population.

Key accomplishments: Successful completion of \$33.5 million comprehensive campaign; secured largest gift in campus history in support of applied learning (\$5.25 million) • created division of diversity, equity & inclusion and oversaw campus’s first-ever DEI strategic plan; significant results include measurable improvements in campus climate, institution of inclusive search process and increased hiring of faculty and staff of color, and significant reduction in bias incidents; creation of services and programming for LGBTQ students, including access to hormone therapy for trans students who are transitioning and preferred name policy • leadership of strategic planning process that highlights campus efforts in applied learning and providing transformational experiences to all students • expansion of programming at Watertown extension center to serve adult learners and military families • development of residential early college (CUSP) program and Heckscher Foundation-funded college preparatory program for underserved NYC high school students • development of campus partnership with Universidad de Cienfuegos, Cuba and campus entrance into AASCU CHEPD program in China • co-chair of SUNY Global Learning for All Task Force • member of SUNY diversity task force that led to SUNY Board of Trustee policy on diversity, equity & inclusion • member of SUNY task force on sexual assault that led to SUNY Board of Trustee policy on affirmative consent and New York State “Enough is Enough” legislation

**Salem State University
Salem, Massachusetts**

Provost and Academic Vice President (2009 –2014)

Key accomplishments: Led development of new outcomes-based general education curriculum • Led successful ten-year NEASC accreditation process (now NECHE) • Created Office of Institutional Effectiveness and Planning to create data-based decision making throughout campus • Developed academic case for first-ever \$25 million comprehensive campaign • Led comprehensive academic planning process, streamlined curriculum, and developed rolling three-year faculty hiring plan • Developed dual-degree programs with Chinese partner institutions leading to enrollment of over 90 dual-degree students from China • Led faculty diversity hiring initiative • Served as chair, Massachusetts Department of Higher Education Visiting Committee • Served as state university council of vice presidents representative to Employee Relations Committee • Served as chair, state university council of vice presidents • Member of steering committee for construction of new library and learning commons • Member of steering committee for construction of new fitness and recreation center

Responsible for providing leadership to the entire academic affairs area at the university, including approximately 350 full-time faculty, 480 staff, and over 400 part-time faculty • Administration of approximately \$46 million Academic Affairs budget • Strategic planning for the academic area • Assuring quality of undergraduate and graduate programs • Providing leadership for faculty hiring, promotion, and tenure within a collective bargaining context • Representing academic affairs to the external community, including Department of Higher Education, state university system, and New England Association of Schools and Colleges (now NECHE) • Oversight of new program development and program review • Oversight of university accreditations • Providing leadership for internationalization efforts

University of Massachusetts Lowell (1997-2008)

Lowell, Massachusetts

Deputy Provost (2007)

Associate Provost (2004 –2007)

Responsible for administration of approximately \$30 million Academic Affairs operating budget • Briefing and making recommendations to Chancellor and Provost on all faculty personnel decisions, including hiring, promotion, and tenure; serving as Chancellor's designee on University Rank & Tenure Committee • Serving as chief academic officer in Provost's absence • Serving as NEASC (now NECHE) accreditation liaison officer, responsible for overseeing accreditation and academic program review • Labor relations, including contract negotiation with faculty and graduate student unions, grievance resolution • Oversight of post-tenure review process • In collaboration with vice chancellors, providing leadership to University Transformation/Strategic Planning project; sponsor International and Advising Teams • Oversight of academic advising, including honors program, tutoring, and programs for at-risk students • Providing leadership on international relations, including study abroad and faculty exchange; campus representative to University of Massachusetts system-wide International Relations Advisory Council • Graduate student affairs, including oversight of services for graduate students and administrative representation on faculty senate Graduate Policy and Affairs Committee • Oversight, development, and enforcement of graduate and undergraduate academic policy • Chancellor's representative to President's Council of Northeast Consortium of Colleges and Universities in Massachusetts • Member of University of Massachusetts system Provosts Council, University Task Force on Background Checks •

Chair, Department of Sociology (2002 – 2004)

- Responsible for all aspects of department administration, including recruitment and retention of faculty, mentoring of junior faculty, scheduling and general program administration, and strategic planning. Coordinated mandatory post-tenure review and program assessment for department. Served as faculty adviser, AKD National Honor Society

Assistant to Associate Professor of Sociology (with tenure) (1997 – 2008)

- Taught courses in qualitative and quantitative research methodology; introduction to sociology; sex and gender; self and society; sociology of emotions; women and work
- Served as chair of personnel and search committees; served on department website committee

University of Missouri-Kansas City

Acting Chair, Department of Sociology and Administration of Justice (May – August 1997)

Director of Women's Studies (1991 – 1997)

- Coordinated interdisciplinary minor in women's studies; developed collaborative programs with UMKC Women's Center and Women's Foundation of Greater Kansas City; participated in Women's Leadership Institute

Assistant to Associate Professor of Sociology (with tenure) (1991-1997)

- Taught graduate and undergraduate courses in research methodology; statistics; family; sex and gender; sexuality studies; and women, work, and family
- Served as department coordinator for the interdisciplinary Ph.D. program; served on University Ph.D. Executive Committee

Cornell University

Lecturer, Department of Human Development and Family Studies (1991)

Lecturer, Department of Sociology (1990 – 1991)

- Taught courses in sociology of family and family policy
- Served on Women's Studies Executive Board
- Founding member of Graduate Women's Alliance (President 1988-1989)

Related Experience

Houghton Mifflin Company, College Division, Boston, MA

Editor, Associate Editor (1982 – 1985)

- Responsible for all aspects of development and production of college English textbooks

Publications

Books

- *Divided Conversations: Identities, Leadership, & Change in Public Higher Education*. Nashville: Vanderbilt University Press, 2012
- *Qualitative Methods in Social Research*. New York: McGraw-Hill, 2002
- *Lesbian and Bisexual Identities: Constructing Communities, Constructing Selves*. Philadelphia: Temple University Press, 1997

Book Chapters, Journal Articles, and Book Reviews

- "Planned Parenthood: The Construction of Mothering in Lesbian Mother Advice Books." In A. Reilly (ed.), *Feminist Mothering*. Albany: State University of New York Press, 2008.
- "The Bisexual Menace Revisited. Or, Shaking Up Social Categories Is Hard to Do." In S. Seidman, N. Fischer, C. Meeks (eds.), *Introducing the New Sexuality Studies: Original Essays and Interviews*. London and New York: Routledge, 2006. Second Edition, 2011.
- Review of P. Dilley, *Queer Man on Campus: A History of Non-Heterosexual College Men*. *American Journal of Sociology* 109(5), 2004.
- "The Bisexual Menace: Or, Will the Real Bisexual Please Stand Up?" In D. Richardson and S. Seidman (eds.), *Handbook of Lesbian and Gay Studies*. London: Sage, 2002.

- Review of K. Stiers, *From This Day Forward: Commitment, Marriage, and Family in Lesbian and Gay Relationships*. *Contemporary Sociology* 31(1), 2002.
- "Lesbian, Gay, and Bisexual Families." (with R.C. Savin-Williams). In K. Allen, M. Fine, and D. Demo (eds.), *Handbook of Family Diversity*. New York: Oxford University Press, 2000.
- "Researching the Radical Right: Responses to Anti-Lesbian/Gay Initiatives" (with J. Longhofer). In J. Ristock and C. Taylor (eds.), *Inside the Academy and Out: Lesbian/Gay/Queer Studies and Social Action*. Toronto: University of Toronto Press, 1998.
- "*Dos Pasos Adelante, Un Paso Detrás: Movimientos de Mujeres en el Epoca Post-feminista.*" In G. Herrera and M. Veréa Cámos (eds.), *Mujeres en America del Norte en el fin del Milenio*. Mexico City: UNAM, 1998.
- Review of H. Gottfried (ed.), *Feminism and Social Change: Bridging Theory and Practice*. In *Sociological Inquiry* 67(2), 1997.
- Review of V. Whisman, *Queer By Choice*. In *Lesbian Review of Books* 3(4), 1997.
- "A Certain Swagger When I Walk: Performing Lesbian Identities." In S. Seidman (ed.), *Queer Theory/Sociology*. Oxford: Blackwell, 1996.
- "Gay Cultures, Gay Communities: The Social Organization of Lesbians, Gay Men, and Bisexuals." In K. Cohen and R. Savin-Williams, *The Lives of Lesbians, Gay Men, and Bisexuals: Children to Adults*. Fort Worth, Texas: Harcourt, 1996.
- "From Accommodation to Liberation: A Social Movement Analysis of the Homophile Movement." *Gender & Society* 8:424-443, 1994.
- "Transition to Divorce: A Life-Course Approach to Women's Marital Duration and Dissolution" (with P. Moen and D. Dempster-McClain). *Sociological Quarterly* 35:289-307, 1994.
- "Being a Lesbian and Being in Love: Constructing a Lesbian Identity Through Relationships." *Journal of Gay and Lesbian Social Services* 1:57-82, 1994. Simultaneously published as a book chapter in L. Kurdek (ed.), *Social Services for Gay and Lesbian Couples*. New York: Harrington Park Press.
- Review of R. Dubin, *Central Life Interests: Creative Individualism in a Complex World*. In *Social Forces* 72(4), 1994.
- Review of S. Sherman, *Lesbian and Gay Marriage: Private Commitments, Public Ceremonies*. In *Contemporary Sociology* 22(2), 1993.
- "From Illness to Action: Conceptions of Homosexuality in *The Ladder*, 1956-1965." *Journal of Sex Research* 27: 65-80, 1990. Reprinted in W. R. Dines & S. Donaldson (eds.), *Studies in Homosexuality*, volume 7. Hamden, CT: Garland Publishing, 1992.

Encyclopedia Entries and Other Publications

- Kristin Esterberg and John Wooding, "The Governance We Deserve." *Inside Higher Education* October 7, 2008. (available on line at <http://www.insidehighered.com/views/2008/10/07/estwood>.)
- Encyclopedia entries for "advice literature" and "artificial insemination" in *Encyclopedia of Mothering*. Newbury Park, CA: Sage Publications, 2010.
- Encyclopedia entry for "New Right." In M. Stein (ed.), *Encyclopedia of Lesbian, Gay, Bisexual, and Transgendered History in America*. NY: Charles Scribner's Sons Reference Books, 2003.
- Encyclopedia entry for "homosexuality and the family" in J. Hawes (ed.), *The Family in America: An Encyclopedia*. Santa Barbara, CA: ABC-CLIO, 2001.
- Encyclopedia entries for "associations and organizations," "*The Ladder*," and "Daughters of Bilitis" in B. Zimmerman (ed.), *Lesbian Histories and Cultures: An Encyclopedia*. New York: Garland, 2000.

Professional Activities

Selected Professional Presentations

- Over 30 refereed and invited presentations at the American Sociological Association, Eastern Sociological Society, Midwest Sociological Society, National Women's Studies Association, and other professional organizations from 1990 – 2012. Complete list available on request.

Supervision of Graduate Students

- Master's Students: Served as thesis director for three M.A. students at UMKC; as committee member for four M.A. students at UMKC; and three M.A. students at UML.
- Doctoral Students: Served on doctoral committee for seven Ph.D. students at University of Missouri-Kansas City.

Academic Professional Service (Selected List)

- American Sociological Association, Committee on the Status of Lesbians, Gays, Bisexuals, and Transgendered Persons (1998 – 2004)
- Eastern Sociological Society, Program Committee Co-Chair (2003 – 2004)
- Eastern Sociological Society, Merit Award Committee member (2003 – 2004)
- American Sociological Association, Sexualities Section, Council Member and Program Committee Member (1998 – 2000)
- Midwest Sociological Society, Program Planning Committee (1998)
- Kansas City Regional Women's Studies Consortium, Member of Coordinating and Curriculum Committees (1993 – 1995)

University Service (Selected List)

State University of New York (System)

- Co-Chair, Racial Equity Action Plan, Role of Chief Diversity Officer work group (2021)
- Co-Chair, Global Learning for All Task Force (2019-present)
- Honorary Co-Chair, SPECTRUM Conference: Preventing & Responding to Violence Against LGBTQ+ Students (2018, 2019, 2020)
- Member, Chancellor Search Committee (2016-2017)
- Presidential Advisory Committee to the Provost (2016-2017)
- Member, SUNY Diversity Task Force (2015); SUNY Diversity Advisory Board (2017-2018)
- Member, SUNY Sexual Violence Prevention Working Group (2014)

University of Massachusetts

- University of Massachusetts Confucius Institute, Advisory Board Member (2006 – 2007)
- Center for Women and Work Advisory Board (2007 – 2013)
- Chair, Provost's Task Force on Campus Safety (2006 – 2007)
- F. Bradford Morse Endowment Committee (2006 – 2007)
- Chancellor's Academic Council (2003 – 2004)
- University Task Force on Advising and Retention (2003 – 2004)
- Gender Studies Minor Steering Committee (2003 – 2004)
- College Personnel Committee (2002 – 2004)
- General Education Committee (2001 – 2004)
- Committee on Undergraduate Studies (1998 – 2004)
- Council on Diversity and Pluralism (1998 – 2004)

University of Missouri-Kansas City

- Chair, Elie Wiesel Essay Prize Selection Committee (1991 – 1997)
- Women’s Center Advisory Board (1993 – 1997)
- Family Studies Certificate Program Advisory Board (1992 – 1995)
- UMKC Women’s Leadership Institute, faculty member (1993 – 1995)

Professional Honors and Awards

- Sino-American CHEPD 1+2+1 Outstanding Leadership Award (2020)
- Phi Kappa Phi (inducted 2016)
- Fulbright International Educator Seminar, India, 2013
- University of Massachusetts Lowell Sociology Department Teaching Award (2000)
- University of Massachusetts Lowell Student Government Association teaching award (1998)
- University of Massachusetts Lowell Student/Athlete faculty teaching award (1998)
- Nominated for Reuben Hill award for outstanding article combining theory and research, National Council on Family Relationships (1996)
- University of Missouri-Kansas City College of Arts & Science Award for Excellence in Teaching (1996)
- Cornell University Women's Studies Department, Beatrice Brown Award (1988)

Editorial Board Membership

- *Sociological Perspectives* (2000 – 2007)

Journal Reviewing (partial list)

- *American Sociological Review; Gender & Society; Journal of Marriage and the Family; Sexualities; Social Problems; Social Psychology Quarterly; Sociology Compass*

Reviewing for Book Publishers (partial list)

- Vanderbilt University Press; McGraw-Hill (Mayfield); New York University Press; Pine Forge Press; Temple University Press; State University of New York Press

Grant Review Committees

- University of Massachusetts Lowell Healey Grant (2004 – 2007)
- Roy Scrivner Small Grant Award, American Psychological Foundation (1999)
- Council on Diversity and Pluralism Seed Grant, University of Massachusetts Lowell (1998)
- University of Missouri Research Board (1991 – 1996)

Grants and Contracts

- Performance Incentive Fund Grant (Salem State). Massachusetts Department of Higher Education. (\$218,149) (2011)
- “Evaluation and Testing of Cosmetic and Personal Care Product Surveys for Use with a Diverse Group of Adolescents in Lowell.” University of Massachusetts Lowell Healey Grant (with S. Reece) (\$1,500) (2003)
- “Acne and Eye Shadow: Use of Personal Care Products Among a Culturally Diverse Sample of Adolescents and Young Adults.” (with K. Dinh) University of Massachusetts Lowell Council on Diversity and Pluralism seed grant (\$1,200) (2003)
- “At-Home Mothers, Identity, and Social Support.” Faculty-Student Collaborative Research Seed Grant, University of Massachusetts Lowell (\$2,000) (1998)
- “Single Mothers’ Strengths: Tales of Resilience from Lincoln Gardens.” (with K. Erickson). UMKC Faculty Research Grant (\$4,985) (1996)
- "Salience and Solidarity: The Construction of Lesbian and Bisexual Identities in a Lesbian Community." UMKC Faculty Research Grant (\$3,990) (1993)

- UMKC Friends of Library Grants (\$1,843) (1993, 1992)
- Cornell University Department of Manuscripts and Archives research grant (\$2,000) (1989)

Community Service (Selected List)

- Village of Potsdam Downtown Revitalization Initiative, Co-chair, Local Planning Committee (2019-2020)
- Seaway Private Equity Corporation, Board Member (2019-present)
- Andover Community School of Music, Board Member (2009–2014)
- A Better Chance of Andover, Board Member (2012-2014)
- Andover Soccer Association, Girls Soccer Coach (2008-2010)
- Massachusetts Commission on the Status of Women, Middlesex Regional Council member (2006 – 2008)
- River Ambassadors Program Food Project, Center for Family, Work and Community, Lowell, Massachusetts. Work with teens to develop interview and documentary skills (2002 – 2003)
- Troop Leader, Patriots' Trail Council, Girl Scouts (2002 – 2004)
- Founders' Committee, Metro North Children's Learning Center (1999 – 2000)
- Gay and Lesbian Alliance Against Defamation, Kansas City. Executive Board 1993 – 1997 (chair 1997; chair elect 1996; Education Team Leader 1994 – 1996)
- Urban League of Kansas City (1993 – 1997)
- Human Rights Project of Kansas City (1993 – 1996)

Selected Leadership in Higher Education Administration Organizations

- Associated Colleges of St. Lawrence Valley, Board Member (2014-present)
- Millennium Leadership Initiative, Executive Steering Committee (2019-present); mentor (2017-present)
- American Association of State Colleges and Universities (2009-present); Board of Directors (2019-present); International Committee (member 2016-present; chair 2017–2020); member president search committee 2017
- LGBTQ Presidents in Higher Education (member 2014-present)
- New England Resource Center for Higher Education Academic Affairs Think Tank (2009-2014, facilitator 2014)

Selected Presentations and Panels on Higher Education

- Tod Laursen, Kristin Esterberg, and Ryan McPherson, "Global Learning for All: Education for a Sustainable Future." University Global Coalition. Virtual Conference September 2020.
- Presidents' Leadership Panel, SUNY Spectrum: Preventing and Responding to Violence Against the LGBTQI Community. Virtual Conference August 2020.
- Kristin Esterberg and Bernadette Tiapo, "It Takes More than a Village: A Comprehensive Approach to Transforming Campus Climate at SUNY Potsdam." SUNY Diversity Conference, Albany NY, December 2019.
- Kristin Esterberg and Bernadette Tiapo, "Cultivating a Welcoming Campus at SUNY Potsdam" and "Experiential Education: Internships, Study Abroad, and Applied Learning." Travel Unity Summit, Syracuse, NY, October 2019.
- Panelist, "Stewards of Place: Learning from One Another's Stories." AASCU 2019 annual meeting, Phoenix, AZ, October 2019.

- Presidential Panel, SUNY Spectrum: Preventing and Responding to Violence Against the LGBTQI Community, Albany, NY, July 2019.
- “Women in Leadership: Why Leaning In Isn’t Enough.” Keynote speaker, Adirondack Research Consortium Celebrating Women in Leadership. Paul Smith’s College, NY. February 2019.
- “Women and Leadership: Have We Made Progress?” Address to St. Lawrence County Women’s Council of Realtors, Ogdensburg, NY. September 2018.
- Sino-American CHEPD 1+2+1 University Presidents’ Forum, Panelist, Xian, China. June 2018.
- Panelist, “It’s Better, But It’s Not All Rainbows and Unicorns: Four Presidents Reflect.” SUNY Spectrum: Preventing and Responding to Violence against the LGBTQI+ Community, Albany, NY, June 2018.
- Panelist, “The Morbid Fascination with the Death of the Humanities,” moderated by Benjamin Winterhalter. SUNY CON 2016, New York.
- Panelist, Executive Leadership Academy 2015, New York.
- “Creativity in the Mobile Internet Era: SUNY Potsdam’s Applied Learning Initiatives.” International Forum for University Presidents – Information and Communication Technology. Beijing University of Posts and Telecommunications, Beijing, China. October 2015.
- “Intentional Internationalization: Preparing Students to Lead in a Global Society.” Address to Shaanxi Provincial Educational Exposition, Xian, China. July 2011.
- “Renewing the Historic Salem-Canton Relationship: Global Education in the Twenty-First Century.” Presentation at “Sino-Foreign Communication and World Civilizations” Conference Sun Yat-sen University, Guangzhou, China. December 2011.
- John Wooding and Kristin Esterberg, “The Role of the Public University: Mission and Transformation in Hard Times.” Center for Industrial Competitiveness Seminar Series. University of Massachusetts Lowell. October 2011.