

Ryan F. Morgan, Ph.D.

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EXECUTIVE ACADEMIC LEADERSHIP PROFILE

Senior academic leader with experience guiding academic affairs, accreditation strategy, faculty development, institutional alignment, and organizational change within complex university environments. Demonstrated record of leading institutions through periods of operational pressure, academic restructuring, and strategic transition while maintaining focus on student success, organizational clarity, and institutional direction. Known for aligning faculty, administration, and institutional priorities during periods requiring disciplined academic planning, organizational transition, and sustained operational execution.

Education

Ph.D., Geology

Baylor University

M.Sc., Geological Sciences

Michigan State University

Additional Specialization in *Ecology, Evolutionary Biology, and Behavior*

B.Sc., Geological Sciences

Michigan State University

Earth Science Teaching Certification (K–12)

Administrative Leadership Experience

CENTRAL STATE UNIVERSITY

VICE PROVOST FOR TEACHING, LEARNING, AND PROGRAM DEVELOPMENT | 2025–PRESENT

Provides integrated leadership across academic planning, accreditation, institutional assessment, faculty development, student success initiatives, and academic program development during a period of significant organizational and financial transition. Oversees the Center for Teaching and Learning, Institutional Research, TRIO, Upward Bound, and the Office of Academic Planning and Assessment while serving as Academic Liaison Officer for the Higher Learning Commission and Principal Investigator for multiple federally funded Title III initiatives.

ACADEMIC STRATEGY, INSTITUTIONAL ALIGNMENT, AND ORGANIZATIONAL LEADERSHIP

- Guided institutional transition from reactive operational decision making toward a more coordinated academic model centered on organizational clarity, student success, and measurable outcomes
- Led university-wide academic planning and policy efforts involving program prioritization, institutional effectiveness, organizational sustainability, and institutional direction under conditions of financial pressure and external scrutiny
- Coordinated institutional academic responses involving the Higher Learning Commission, state agencies, and federal reporting requirements during a period of heightened operational oversight
- Integrated academic planning, assessment, faculty development, and student support systems into a more aligned institutional framework during organizational restructuring

HEALTH PROFESSIONS EXPANSION, ACADEMIC DEVELOPMENT, AND INSTITUTIONAL STEWARDSHIP

- Lead institutional planning and development associated with a proposed College of Allied Health, including workforce aligned program design, academic infrastructure development, healthcare partnership coordination, and federally supported expansion initiatives
- Serve as Principal Investigator for federally funded Title III health professions initiatives supporting development of nursing and allied health pathways, simulation and laboratory infrastructure, workforce responsive credentialing programs, and future clinical education capacity
- Led development and approval preparation for healthcare licensure and certification pathways alongside renovation planning for dedicated instructional and clinical training facilities
- Directed executive level searches and organizational development for foundational health professions personnel, including Director of Nursing and instructional design leadership supporting future accreditation and program implementation
- Developed a university wide program viability framework guiding expansion, consolidation, and teach out decisions based on enrollment trends, workforce alignment, and institutional capacity
- Led programmatic restructuring and academic prioritization decisions balancing institutional sustainability, academic quality, and student continuity

ACCREDITATION, INSTITUTIONAL EFFECTIVENESS, AND ACADEMIC QUALITY

- Lead institutional accreditation strategy as Academic Liaison Officer during a period of financial pressure, organizational transition, and increased external scrutiny
- Directed a successful Higher Learning Commission focus visit and coordinated accreditation activities involving CAEP, ACBSP, NASAD, ABET, CSWE, and NASM
- Reframed accreditation and assessment processes as mechanisms for organizational alignment, academic improvement, and institutional clarity rather than compliance alone
- Integrated assessment, program review, and institutional performance metrics into broader academic planning and decision-making structures

FACULTY DEVELOPMENT, TEACHING EXCELLENCE, AND STUDENT SUCCESS

- Expanded institution wide faculty development initiatives connecting instructional quality, curricular design, assessment, and student outcomes across multiple academic areas
- Co-developed faculty workload policy reforms supporting sustainable and equitable instructional models within constrained institutional environments
- Implemented early alert systems and real time reporting infrastructure strengthening proactive student support and institutional responsiveness
- Established university performance benchmarks focused on retention, graduation, transfer, and completion outcomes

CHADRON STATE COLLEGE

DEAN, GRADUATE STUDIES AND SCHOOL OF BUSINESS, MATHEMATICS, AND SCIENCE | 2023–2025

Provided academic and administrative leadership for graduate education and a multidisciplinary academic unit spanning business, mathematics, and the sciences during a period of institutional transition and organizational realignment. Oversaw graduate programming, faculty governance, academic planning, assessment initiatives, and regional partnerships supporting workforce development and student opportunity.

ACADEMIC LEADERSHIP, GOVERNANCE, AND ORGANIZATIONAL COORDINATION

- Led graduate education, curriculum planning, assessment coordination, and institutional planning efforts across a multidisciplinary academic portfolio
- Chaired Graduate Council and directed faculty governance processes involving graduate faculty standards, curriculum development, academic policy, and program oversight

- Contributed to institutional planning efforts involving enrollment strategy, academic prioritization, accreditation preparation, and organizational sustainability during institutional transition
- Strengthened institutional assessment and Continuous Institutional Improvement processes across academic units and graduate programming

GRADUATE EDUCATION, WORKFORCE ALIGNMENT, AND EXTERNAL PARTNERSHIPS

- Directed graduate faculty and program leadership aligning curriculum, assessment practices, accreditation expectations, and workforce responsive academic development
- Developed articulation agreements and professional pathways with medical, chiropractic, engineering, and health related programs supporting workforce aligned student opportunities
- Led the Rural Health Opportunity Program connecting academic programming, regional healthcare needs, and workforce development priorities
- Expanded graduate, interdisciplinary, and professionally aligned programming supporting regional responsiveness and student access

ORGANIZATIONAL LEADERSHIP, OUTREACH, AND INSTITUTIONAL VISIBILITY

- Reorganized budget and reporting structures supporting data informed academic planning and operational coordination
- Oversaw public engagement and outreach initiatives including the Mari Sandoz High Plains Heritage Center, geology museum, planetarium, and regional business development programming
- Directed institutional restructuring and support efforts contributing to national championship recognition for the college's eSports program while increasing enrollment visibility and student engagement
- Strengthened cross divisional coordination, communication, and operational responsiveness across faculty, staff, and administrative leadership

TARLETON STATE UNIVERSITY

ASSISTANT UNIVERSITY PROVOST FOR CURRICULUM AND ASSESSMENT | 2023

Provided leadership for university wide curriculum governance, institutional assessment, accreditation alignment, and academic policy coordination supporting institutional planning and academic quality initiatives across Academic Affairs.

- Led university curriculum governance and academic policy alignment involving institutional leadership, the Texas A&M System, the Texas Higher Education Coordinating Board, and SACSCOC during a period of administrative transition

- Directed institutional assessment initiatives involving academic program review, general education assessment, institutional effectiveness planning, and accreditation alignment
- Coordinated assessment driven academic planning and regulatory compliance efforts across deans, department heads, and faculty leadership
- Aligned curriculum, assessment, and academic operations with broader institutional planning and mission priorities

DEPARTMENT HEAD, CHEMISTRY, GEOSCIENCES, AND PHYSICS | 2018–2023

Provided academic and administrative leadership for a multidisciplinary STEM unit encompassing faculty oversight, curriculum planning, graduate education, enrollment development, and academic program growth.

- Led development and expansion of graduate, online, and interdisciplinary academic initiatives including a Master of Science in Geosciences, revitalization of the Master of Science in Environmental Science, and proposed undergraduate programming in Forensic Science
- Strengthened enrollment pipelines through transfer partnerships, articulation agreements, and regionally aligned recruitment initiatives
- Directed faculty hiring, workload planning, budgeting, assessment coordination, and operational leadership across multiple STEM programs
- Led departmental assessment, accreditation preparation, and student success initiatives supporting academic quality and organizational effectiveness

PROGRAM COORDINATOR, GEOSCIENCES | 2016–2018

- Directed graduate program coordination involving curriculum planning, assessment, scheduling, and faculty collaboration
- Developed and implemented a new Master of Science degree in Geosciences while strengthening graduate student support and program organization

FACULTY APPOINTMENTS

- Associate Professor of Geosciences (with Tenure), Central State University | 2025–Present
- Associate Professor of Geosciences (with Tenure), Tarleton State University | 2014–2023

Demonstrated record of faculty leadership, interdisciplinary collaboration, graduate education, curriculum development, and student mentorship across undergraduate and graduate academic environments.

SCHOLARSHIP, SPONSORED INITIATIVES, AND ACADEMIC CONTRIBUTIONS

SELECTED PUBLICATIONS

- Morgan, R. (2019). *A New Ichnospecies of Gyrolithes from the Austin Chalk, Upper Cretaceous, Texas, USA*. Ichnos.
- Morgan, R. (2018). *Niche Partitioning as a Mechanism for Locally High Species Diversity within a Geographically Limited Genus of Blastoid*. PLOS ONE.
- Morgan, R. (2015). *Three New Species of Deltoblastus Fay from the Permian of Timor*. PLOS ONE.
- Morgan, R., Juntunen, K., Scott, A., and Landreth, M. (2023). *Circulichnis leomonti, a new ichnospecies from the late Cambrian Lion Mountain Member, Riley Formation, near Burnet County, Texas*. Texas Journal of Science.
- Research presentations and invited talks at regional and national scientific and academic conferences involving geoscience, STEM education, and higher education initiatives
- Additional publications, presentations, and scholarly contributions available upon request

SPONSORED INITIATIVES AND INSTITUTIONAL CAPACITY BUILDING

- Principal Investigator and executive lead for multiple federally funded Title III initiatives supporting academic infrastructure, student success systems, health professions expansion, faculty development, and institutional capacity building
- Directed development and implementation of federally funded healthcare academic initiatives supporting nursing and allied health pathways, workforce responsive credentialing programs, and future clinical education infrastructure
- Supported externally funded academic, scientific, and institutional initiatives exceeding \$20M in grants, software, laboratory modernization, workforce development, and infrastructure support
- Contributed to initiatives involving federal agencies, healthcare partnerships, STEM workforce development, and university growth initiatives

GRADUATE EDUCATION AND RESEARCH MENTORSHIP

- Directed graduate theses, supervised student research, and mentored undergraduate and graduate students across geoscience and environmental science disciplines
- Extensive instructional experience across undergraduate, graduate, online, hybrid, field based, and applied academic environments

- Developed curriculum emphasizing experiential learning, interdisciplinary collaboration, systems thinking, and workforce aligned academic preparation
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INSTITUTIONAL LEADERSHIP AND PROFESSIONAL ENGAGEMENT

- Academic Liaison Officer, Higher Learning Commission
 - Advisory Council Member, Ohio Department of Higher Education — Ohio Articulation and Transfer Network
 - Member, Academic Affairs Vice President's Council and Continuous Institutional Improvement Committee
 - Chair, Graduate Council, Chadron State College
 - Gubernatorial Appointment, Nebraska Professional Geologist Committee
 - Leadership roles involving accreditation strategy, curriculum governance, institutional assessment, faculty policy, academic planning, and organizational effectiveness across multiple university environments
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Leadership Development and Executive Preparation

- Higher Learning Commission Academic Liaison Officer Training and Annual Conference participation
 - Academic Impressions — Essential Leadership Skills for Deans
 - American Conference of Academic Deans — National academic leadership and governance meetings
 - EAB — Executive Strategy Summit focused on graduate and adult education
 - Texas Academic Leadership Academy
 - Project Kaleidoscope STEM Leadership Institute
 - Additional national engagements involving accreditation, institutional effectiveness, academic leadership, and STEM education
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Honors and Professional Recognition

- Outstanding Junior Faculty Award, Tarleton State University
- Golden Wit Award, Chadron State College

- Explorers Club Student Research Award
- Dallas Paleontological Society Student Research Award