

Michelle DenBeste

Education

1997 Ph.D. Southern Illinois University, History
1993 M.A. Southern Illinois University, History
1989 B.A. University of Washington, Russian and East European Studies

Academic Positions

Colorado State University, Pueblo

August 1-present Interim Dean, Hasan School of Business

Central Washington University

Nov 2023-July 2024 Special Assistant to the Vice President for Advancement
May 2020-Nov 2023 Provost and Vice President

California State University, Fresno

Oct 2017-May 2020 Dean, College of Social Sciences
July 2015-Oct. 2017 Interim Dean, College of Social Sciences
2016-2020 Principal Investigator for U.S. Department of Education Grant
2013-2015 Department Chair
2009-present Tenured Full Professor
2005-2012 Principal Investigator for Teaching American History Grant
2004-2009 Department Chair
2004-2009 Associate Professor with tenure
2000-2004 Assistant Professor
Courses Taught included 20th Century Europe, the Holocaust, 20th Century Russian Women, Women in World History, World History survey course, Russian Civilization, the French Revolution, Revolutions in World History, Tsarist Russia, and Russia and Eurasia from 1905 to present.

Arkansas Tech University

1998-2000 Assistant Professor
Taught World History, 20th century European History and Russian History

Southern Illinois University

1996-1998 Lecturer
World History

Southern Illinois University Teaching Assistant (History and Russian Language)

1992-1996

Academic Leadership Positions

Interim Dean

Colorado State University, Pueblo

Serving as an interim dean for the Hasan School of Business with approximately 40 faculty, 10 staff and 11 degree programs. Responsible for hiring a new permanent dean, establishing leadership programs for university wide emerging leaders, ensuring a successful accreditation and assessment process for the school, overseeing budget and enrollments, creating strong processes and policies and managing the day-to-day operations of this prestigious, AACSB accredited business school.

Provost and Vice President

Central Washington University

My responsibilities as Provost included serving as the chief academic officer for CWU, a regional comprehensive, emerging Hispanic university with approximately 9000 students and 450 faculty. My direct reports included seven deans, the executive director of the honors college, the executive director of international studies, the executive director of CWU's multimodal learning center, a vice provost, a communications director, director of faculty affairs and two staff members. The Office of the Registrar and the School of Graduate Studies and Research also report to the Provost's Office. In addition, I oversaw CWU's eight instructional sites and centers, co-located at community colleges. I was also responsible for oversight of graduation rate initiatives, retention initiatives, student success, and scheduling. Between 2020 and 2022 I oversaw the division of student success with a dean of students, and six directors. I managed a \$75 million budget, faculty evaluations for tenure, post tenure and non-tenure track promotion and renewal. As provost I worked closely with Faculty Senate and with union leadership to ensure faculty voices were heard and created a stronger, more collegial working relationship between faculty and the administration. I also focused on creating easier structures for students to navigate CWU's bureaucracy.

Major areas of work:

Student Success/Retention

- Worked with our student affairs division to redesign our new student orientation and student preview days.
- Worked with Faculty Senate, Department Chairs and Deans to raise awareness of DFW rates, gather verified data on DFW rates and began working on strategies to lower DFW rates.
- Worked with and assisted our registrar's office in applying for a WICHE grant (No Holding Back) to reduce the number of holds on student accounts and improve student retention and graduation. Supported the project and collaborated with other divisions to implement best practices around holds.
- Reorganized University Wide Advising Structure. Worked with Undergraduate Studies to create consistent advising training. Moved some advisors to the colleges to ensure seamless advising of students. Worked with the leadership team to create assessment

structures for advising. After input from advising teams and leadership teams, implemented Civitas to assist our students and advisors with retention and advising efforts.

- Worked across university divisions to create a structure which allowed students to declare a major.
- Created an Office of Undergraduate Studies to oversee advising, mentoring, tutoring, continuing education, an Undergraduate Research Symposium, and a variety of retention efforts.
- Advocated for and received legislative funding for peer mentoring program. Assisted our advising division and undergraduate studies in implementing peer mentoring programs.
- Worked with faculty leadership to create an approved AA degree for CWU.
- Collaborated with our student success team to create appropriate student support so that faculty and students have necessary resources for excellence in teaching and learning. Under my leadership CWU increased funding and support for peer mentoring, supplemental instruction, and tutoring.
- Collaborated with advising teams and undergraduate studies to redesign our first-year experience course.
- Worked with faculty senate, advisors, and English and Math faculty to create self-placements and modified placement processes for first year Math and English.

Faculty Support

- Created, supported, and supervised Provost Faculty Fellows program. The Provost's Sustainability Fellow created a sustainability LLC and prepared our AASHE stars report, the Provost's Diversity Fellow worked on a social justice community day and hosted scholar talks, the Provost's Faculty Fellow created an alternative grading seminar for faculty, and the Provost's Student Success Fellow worked on DFW rates and mapping High Impact Practices in the curriculum.
- Developed an Equity Focused Summer High Impact Practices Institute for faculty. At the summer institute 12 faculty teams worked together with a faculty mentor to develop projects. A keynote speaker set the tone by talking about inclusive and culturally relevant high impact practices. Presentations at the institute focused on practical advice about a variety of high impact practices by experienced faculty and on diversifying high impact practices. Mentors worked with faculty on how to create sustainable projects. Projects included, a CWU Lead Together Student Leadership program, Expanding Field Based Learning Opportunities for Pre-Service STEM Teachers, and a Music Literacy Pre College-Program.
- Developed a full day Fall Faculty Conference with a keynote speaker who spoke about best practices in pedagogy for diverse students and faculty presentations about alternative grading practices, culturally responsive teaching, reducing textbook costs through open access and alternative textbook choices.
- Created and regularized provost lunches with department chairs, department chair training, and opportunities to connect with the department chair organization (ADCO).
- Created a yearlong leadership institute which brought together new deans, associate deans, department chairs, program directors and union leadership.

DEIB Efforts

- Diversified hiring at all levels (faculty, staff and administration). Enhanced and required search committee training, communicated with search committees, worked with CWU's Vice President for Diversity and Equity on recruitment, retention and mentoring of BIPOC faculty.
- Under my leadership two-thirds of new faculty hires self-identified as BIPOC and/or LGBTQ+.
- Worked with our Multimodal Division and our VP for Diversity to assist faculty with best practices in pedagogy. Supported seminars on inclusive syllabi, adaptive grading and culturally responsive teaching practices.

Accreditation

- Reorganized and revitalized University Accreditation and Assessment Processes. Created a collaborative process to build a culture of assessment. Created regularized program review processes. Oversaw a successful NWCCU mid-cycle review.
- Organized trainings for faculty on assessment and building appropriate program outcomes.
- Supported faculty to attend the NWCCU accreditation/assessment program.
- Worked with our data teams to build trusted data sources for program review and accreditation.

Budget/Finance

- Worked with our CFO, Academic Senate and other leadership as CWU transitioned from an RCM budget model to a new Values based budget model.
- Worked with deans on enrollment management/planning.
- Restructured summer session budgeting practices.
- Created a stand-alone budget for the honor's college (previously they had relied on budget backfill).
- Attended AASCU's professional development for Provosts and CFOs.

Advancement/Grants

- Worked closely with the Vice President for Advancement on funding to support High Impact Practices, Student support, and Civic Engagement.
- Wrote, received, and participated in a Complete College America Grant.
- Advocated for and received private funding for Undergraduate research.

Bargaining/Union Work

- Reduced the number of grievances during my time as Provost by working closely with union leadership.

- Oversaw and cooperated with union leadership on COVID MOUs and MOUs related to faculty workplace concerns.
- Worked closely with our bargaining team as we signed a mutually agreeable collective bargaining agreement for 2023-2027.

Other

- Served as a Fulbright Scholar in France.
- Oversaw CWU's COVID planning. Worked closely with residence life, mental health and dining services to ensure compliance with changing state laws around COVID. Worked with academic leadership on COVID MOUs, COVID concerns and COVID safety.
- Worked with CWU's division of continuing education and faculty representatives to increase CWU participation in College in the High School programs by 50 percent in two years.

Dean, College of Social Sciences

California State University, Fresno

Administrative officer of the college with 3,000 students, 90 tenure/tenure track faculty, more than 100 lecturers, 18 staff, College of Social Sciences Advising Center, and a \$12 million budget. Provided leadership for the quality and effectiveness of instructional, research and service programs of the college's eleven departments (History, Political Science, Criminology, Geography, Anthropology, Child and Family Sciences, Sociology, Chicano and Latin American Studies, Africana Studies, Women's, Sexuality, and Gender Studies), three graduate programs (History, Political Science and Criminology), and several related academic programs (such as the Institute for Leadership and Public Policy, Los Danzantes de Aztlan, Jewish Studies, The Public History Initiative, Asian American Studies, American Indian Studies, and the Humanics Program). Supervised the College of Social Sciences Advising Center. Worked collaboratively with colleagues from other Schools/Colleges, Student Affairs, Foundation, California Faculty Association and other university leaders.

Major accomplishments serving as Dean included:

- Worked collaboratively to draft a new Strategic Plan and mission statement for the College.
- Hired a Communication Director, established social media accounts for the College and reworked the College of Social Sciences (COSS) website. Created a robust media and public relations presence for the College.
- Oversaw the implementation of a new degree in City and Regional Planning and a new program in Public History as well as a new Institute for Leadership and Public Policy.
- Worked with colleagues and faculty to ensure the successful transfer of Child and Family Sciences from the College of Health Sciences to the College of Social Sciences.
- Diversified faculty hiring.
- Created a new COSS Dean's council, created a COSS Young Alumni board, and created a community advisory board for the Geography and City and Regional

- Planning program. Worked to create more advisory boards and more community involvement with COSS.
- Developed a COSS Student Leadership Council.
 - Raised more than two million dollars for COSS over a three-year period, including a first ever gift to Women's studies and an endowment for our Humanics program.
 - Wrote, received and led a major Department of Education grant, which brought more than 100 high school students and 50 teachers to campus each summer and connected Fresno State with teachers in the community.
 - Built COSS Advising Center Initiatives. Supervised creation of a peer mentor program, supervised creation of new workshops.
 - Created COSS Talks Series and COSS Socials to bring faculty together around faculty research and faculty interests.

Department Chair, Department of History, 2004-2009 and 2013-2015
California State University, Fresno

Department of History Chair responsibilities included leadership of the History Department comprised of 15 tenured/tenure track faculty, 16 lecturers and 300 students, recommending and hiring part time faculty and ensuring compliance with collective bargaining agreements in the hiring of part time faculty. Organizing history department events such as symposia, speaker series, and student events.

Major accomplishments as History Department Chair included:

- Overall growth of the history department.
- The hiring of seven new tenure track positions.
- Securing and leading several multi-year Teaching American History Grants.
- Overseeing and supporting the development of the Jewish Studies Certificate Program, the teaching of history Certificate Program and an M.A. in History, Teaching Option for History Teachers.

Leadership Education:

- AASCU Student Success Institute. 2022-2023. Received the Student Success Institute Award for Excellence for the Campus Plan Narrative.
- AASCU New Provost's Institute. 2021-2022.
- Certificate. Fellow, Executive Leadership Academy, Center for Studies in Higher Education (University of California, Berkeley), July 2016.
- Certificate. Fellow, HERS Wellesley Institute, Higher Education Resource Services (Wellesley College), 2015-2016.

Accreditation Experience:

CWU: Supervising CWU accreditation processes. Reinstating Program Review at CWU. Reviewing department outcomes. Organizing an assessment seminar for department chairs.

Reorganizing and simplifying the assessment and program review process and ensuring that accreditation is a shared enterprise. Creating college assessment coordinators to ensure that all programs have accurate program assessments in place. Providing assessment training for department chairs. Working closely with the ALO to ensure CWU was compliant and prepared for our site visit. Oversaw a successful NWCCU mid cycle review.

Fresno State: Supervising College Assessment Coordinator. Approving and supervising all five-year reviews for the college.

University WASC (Western Association of Schools and Colleges) Committee Member 2012-2015

Representative to state IMPAC (Intersegmental Major Preparation Articulated Curriculum) meetings (fall 2003-2010)

Representative at LDTP (Lower Division Transfer Project) meetings (spring 2005-2009)

Program reviewer for History Department, CSU LA (2010)

Program reviewer for History Department San Diego State University (2008)

Program reviewer for Women's Studies program CSU Fresno (2008)

Program reviewer for Criminology department CSU Fresno (2006)

Major Grants:

CWU Institutional Team Lead. Complete College America Intermediaries for Scale Regional Grant. 2023.

Partnering with the Gates Foundation and regional partners (Wenatchee Valley College, Eastern Washington University, and Heritage University) to identify proven student success strategies in order to achieve more equitable student outcomes and to build capacity for institutional transformation.

Co-Principal Investigator, The United States Department of Education Presidential and Congressional Academies for American History and Civics Program (2018-2022).

California State University, Fresno

Partnered with Fresno Unified School District, the Fresno Historical Society and the California History Social Sciences Project to provide quality history and civics education to 50 teachers per year and 100 11th and 12th grade students per year. Teachers and students studied in an intensive weeklong academy on campus culminating in field trips to national and state parks such as Yosemite National Park, Angel Island State Park, and Cesar Chavez National Monument. Year I students and teachers visited Yosemite. Year II visits included San Francisco Bay Area sites such as Angel Island, the Castro District and the Oakland Museum. Year III was interrupted by COVID and became a virtual year.

Principal Investigator, Teaching American History Grants (2005-2012)

California State University, Fresno

Partnered with Clovis Unified School District in writing three Teaching American History grants which were funded in 2005 (\$1,782,741), 2008 (\$1,987,022) and 2009 (\$999,982). The grants provided a multiyear collaboration with schoolteachers, provided professional training for teachers in a multi-county area, developed summer study trips with school teachers, and created an M.A. in history teaching program. Due to our close collaboration with Clovis

personnel Fresno State was able to obtain paid course releases for the faculty members involved as well as salary support and some professional development opportunities for faculty. The grant also paid for 30 high school teachers to obtain their M.A. in teaching history.

Study Abroad Leadership:

Visited Japanese partners and prospective partners in fall 2022. CWU has a large network of Japanese students who have studied at CWU Ellensburg, and we send many CWU Ellensburg students to Japan. The trip was the first post COVID visit by CWU administration.

Participated as an Administrative Fulbright Scholar to France in 2022. Followed up with French institutions to create exchange agreements and opportunities for CWU students to study in France.

Planned, organized and led a trip for CSU Fresno students to St. Petersburg and Moscow in summer 2014.

Taught CSU Fresno's London Semester (2008). Lived with students in London for spring semester 2008. Taught two courses tailored to the location and led local field trips with students.

Taught with USAC in Prague (summer 2005). Taught a course on European history and participated with students in field trips and cultural activities.

Community Service:

Ellensburg Downtown Rotary (2021-present)
 Gallery One Board of Directors (2021-present)
 Secretary to the Board (2024-present)
 Kittitas County Pride Volunteer (2023 and 2024)
 Fresno Cultural Arts Rotary (2015-2020)
 Central Valley Charitable Cycling Association
 Board of Directors (2012-2015)
 Membership Committee (2013)
 Fall Fundraiser Committee (2012-2015)
 Commentator on films for Fresno Filmworks and Cineculture (2015-2017)
 Volunteer Speaker at local schools on topics ranging from Russian history to how to be a college student (ongoing)
 Host Committee member for Fresno's Reel Pride Film Festival (2017-2020)
 Board Member Fresno State Transportation Initiative (2017-2020)
 California Water Institute (Water and Sustainability Board) (2018-2020)

Fellowships:

Fulbright International Education Administrator Award

Two-week Fulbright award to travel to France with other academic administrators and learn about French study abroad connections, the French education system and potential academic collaborations. October 2022.

Silberman Seminar, United States Holocaust Memorial Museum

Two-week seminar which supports programs in higher education that promote, protect, and strengthen Jewish values in democracy, human rights, ethical leadership, and cultural pluralism. June 2015

NEH Summer Institute

“The Mongols and the Eurasian Nexus of World History,” five-week seminar at the University of Hawaii’s East West Center. Five weeks of intellectually absorbing lectures, discussions, museum visits, and films focused on investigating the Mongol period of the thirteenth and fourteenth centuries. June 2014

United States Holocaust Memorial Museum Hess Seminar Follow up Grant to develop and strengthen Holocaust courses and curricula and to collect materials for use in teaching. Spent one month at the museum, doing research, collecting primary source materials, speaking with other scholars and developing a Holocaust course for CSUF. Summer 2011

World History Workshop (by invitation)

A conference, intended to assist scholars in collaborating on the teaching of world history at the undergraduate level.

M.I.T., June 2003

NEH Summer Institute

“Toward an Integrative History of Eurasia.” (A five-week seminar at Harvard University) July and August 2002

NEH Summer Institute

“Islamic Origins.” (A five-week NEH seminar at the University of Chicago) Summer 2000

Kennan Institute for Advanced Russian Studies Research Grant

A short-term grant to pursue research at the National Library of Medicine in Washington D.C. May and June 1998

Research Associate- Summer Research Laboratory

University of Illinois Summers 1996, 1999, 2000 and 2001.

Publications:

“Gender and Russian Health Care, 1880-1917: Professionalism, Practice and Gender,” *Russian and Soviet Health Care 1880-1930* (Palgrave, 2017).

“Not Finding Women in the Archives: The Case of Evgennia Serebrennikova, Pioneering Women Physician in 19th Century Russia.” *Aspasia*. Volume 10 (2016)

“Women in the Professions in Russia at the End of the Nineteenth Century.” *Gendernoe Ravnopravie v Rossii* (Sankt Peterburg, Aleteiia) 2008, 87-95.

“Maria Pokrovskaiia.” *The Dictionary of Medical Biography* (New York: Greenwood Press) 2006.

“History Standards,” *Multiple Subjects Assessment Testing*, (Piscataway, New Jersey: Research and Education Association) September 2004.

“Konstantin Pobedonotsev,” *The Encyclopedia of Russian History* (New York: Thomson, Gale), 2004.

“The Instructions of Catherine II to the Legislative Commission,” *Encyclopedia of Russian History* (New York: Thomson Gale) 2004.

“Power Point, Technology and the Web: More Than Just an Overhead Projector for the New Century?” *The History Teacher* (August 2003), 491-504.

“Emerging Professionalism: Women Physicians in Late Imperial Russia.” *Review Journal of Philosophy and Social Science*. Vol. XXVII, 2002, 275-294.

“Higher Women’s Medical Courses,” “Anna Shabanova,” and “Nadezhda Suslova,” *Encyclopedia of Russian Women’s Movements* (Greenwood Press, 2001).

“Publish or Perish? The Scientific Publications of Women Physicians in Late Imperial Russia.” Revised and published in a volume on *Women and Health: Practices and Knowledges*. Barcelona: Icaria Press, 2001.

“Publish or Perish? The Scientific Publications of Women Physicians in Late Imperial Russia,” *Dynamis: The International Journal of the History of Medicine*, Vol. 19, 1999, pp. 215-240.

Book Reviews:

Book reviews in journals such as *Aspasia* (1), *Slavic and East European Journal* (3), *H-Women* (4), and *Russian History* (3).

Selected Academic Presentations:

“Zhenskii vopros and Women Doctors’ Contributions to the Late 19th Century Medical Profession” Association for Slavic, East European and Eurasian Studies, Philadelphia, November 19-22, 2015.

“Using Russian medical periodicals to gain access to the work of nineteenth-century Russian women” Working with Nineteenth-Century Medical and Health Periodicals, St. Anne’s College, Oxford England, May 30, 2015.

“Teaching the Mongols: Using the Mongols/Eurasian Nomads as a Foil to Eurasian Development.” World History Theory and Practice, St. John’s University, New York, May 4, 2015

“Using ePortfolios in History Courses,” American Association for Colleges and Universities Annual Conference, January 2015, Washington DC.

“Putinism, Czarism, Stalinism, or Patriotism?,” Back to the USSR Symposium, CSU Fullerton, November 2012 with J. Arch Getty and Alexei Shevchenko.

“Keeping the Study in TAH Summer Travel Trips” 2011 Teaching American History Project Director’s Conference, Washington DC.

“Building Bridges between K-12 Schools and the History Academy: Implementing Teaching American History Grants.” At Pacific Coast Branch of the American Historical Association, August 7-9 2008

“Women in Medicine in Fin de siècle Russia.” Paper presented at the Society for the Social History of Medicine.” Glasgow, UK, September 3-5, 2008.

“Zhenshchiny raznykh professii v Rossii kontsa 19 veka.” Paper presented at Pravovoe polozhenie zhenshchina v Rossii: vchera, sevodnia, zavtra. St. Petersburg, 21-23 March 2008.

“Cleanliness and Virtuousness: Women Physicians and the Hygiene Movement in Late Imperial Russia” Paper presentation at the European Social History Conference Lisbon, Portugal, February 2008.

Selected Professional Presentations:

“Building Equitable and Sustainable HIPs Across the Curriculum.” WICHE 2024.

“Working Together to Create a Change Resilient Campus,” NWCCU Annual Conference, Seattle WA, November 2022.

“They Told Me I Couldn’t Fundraise for Women’s Studies: Building Giving for Social Sciences.” Case District VII, March 5-7, 2019. San Francisco, CA.

“Teaching the Holocaust to Fresno State Students,” Presentation at Temple Beth Israel, fall 2019.

“Putin’s Russia,” Presentation for the Osher Institute: Osher Downtown, June 28, 2017.

“The History of the Jews of the Former Soviet Union: From the Pale of Settlement to Rootless Cosmopolitans and Refusniki,” April 13, 2017, Presentation for the Osher Institute for Lifelong Learning General Session.

“Vladimir Putin: The Man, the Myth, the Politician,” Presentation for Osher Institute for Lifelong Learning General Session, February 8, 2016.

“Wither Russia? A Historical Examination of Russia Between the 1990s and Today.” March 3, 17 and 24 2015 for the Osher Institute, CSU Fresno.

“Birobidizhan: The Soviet Zion,” Jewish Studies and Phi Alpha Theta presentation, CSU Fresno. December 4, 2014.

“The French Revolution,” Academic Decathlon Workshop Series, July 29, 2009.

“Russia,” Madera County Office of Education Academic Decathlon Workshop, October 25, 2012.

“An Introduction to Russian History” Academic Decathlon Presentation. October 22, 2012.

“Teaching with Primary Sources: The US Europe and Two World Wars,” March 5th, 2011.
 “Russia and the abolition of Slavery” World History Scholar Series Presentations, October 26, 2010. Tulare, CA.

Media Interviews and Appearances:

HIPS Institute gives CWU Faculty Valuable Tools to Help All Students:

<https://www.cwu.edu/about/media-resources/news/hip-institute-gives-cwu-faculty-valuable-tools-to-help-all-students-succeed.php>

CWU Faculty Members Awarded Prestigious Fulbright:

<https://www.cwu.edu/about/media-resources/news/cwu-faculty-members-awarded-prestigious-fulbright-scholarships.php>

Michelle DenBeste’s Covid Reflections (Oral History):

https://media.cwu.edu/media/Michelle+DenBeste%27s+Covid+Reflections/1_e5qjl2on

Interview on KSFR’s First Lady’s Focus, October 1, 2018.

<https://kfsr.org/public-affairspas/first-ladys-focus/>

Featured guest, Channel 24 and 30 in May of 2014 regarding current events in Ukraine.
 San Joaquin Spotlight Interview May 2014.

https://www.youtube.com/watch?v=IzD9fKjNxng&list=UUKFyNRGN9Xv_IFGImTb33w

Appearance on Roy Appleton radio show to discuss issues in Crimea

Professional Associations:

American Association for the Advancement of Slavic Studies (AAASS)

American Historical Association (AHA)

Association for Women in Slavic Studies (AWSS)

Secretary Treasurer from 2002-2007
Coordinator of Women in Slavic Literature and Culture Discussion Group (2000-2002)
Council of Colleges of Arts and Sciences
Phi Alpha Theta

Awards and Honors:

2017 Woman of the Year for Fresno's District One, Education Category
2011 San Joaquin Valley Council of Social Sciences Teacher of the Year
2004 Outstanding Thesis Award Chair.

Languages:

Russian, French (reading), Spanish (in progress)
Studied Spanish at Cuauhnahuac Institut in Cuernavaca, Morelos, Mexico July 2018