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## Dr. Cathy Trower Biography

University of Southern Maine

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## Trower Bio

Dr. Cathy Trower is Senior Research Associate and Research Director for the Collaborative on Academic Careers in Higher Education (COACHE) at the Harvard Graduate School of Education. She has studied nonprofit board governance, and faculty employment issues, policies, and practices since 1996.

Regarding faculty, she is author of:

- *Success on the Tenure Track: Five Keys to Faculty Job Satisfaction* (Johns Hopkins University Press, 2012)
- An edited volume about the faculty appointment policies and practices at 250 institutions
- Numerous book chapters including one on how universities use, misuse, or don't use faculty data; one on the tradeoffs faculty make as they consider tenure-track or non-tenure-track appointments; one called "Socrates, Thoreau, and the Status Quo" about the difficulty bringing about change in the academy
- Scores of articles on early career faculty, diversity, women in science, Gen X faculty, using faculty data as a catalyst for culture change, and the issues facing senior faculty
- Case studies about faculty employment issues like merit pay, performance appraisal, diversity, and tenure.

She has made dozens of webinars and presentations on these issues and has conducted seminars for institutions interested in faculty diversity and improving the workplace for all faculty.

In addition to her work on faculty issues, Cathy provides governance coaching and consulting services to colleges and universities, hospitals and health care systems, independent schools, foundations, and community service organizations. She is author of *The Practitioner's Guide to Governance as Leadership: Building High-Performing Nonprofit Boards* (Jossey Bass/Wiley 2013), and *Govern More, Manage Less – Second Edition* (BoardSource, 2010).

She was formerly a senior-level administrator of business degree programs at Johns Hopkins University, and has been a faculty member and department chair at a liberal arts college. Dr. Trower is on the advisory council for several National Science Foundation ADVANCE grants, has served as an ADVANCE site team evaluator, is a TIAA-CREF fellow, and a trustee at Wheaton College, Norton, MA.

Cathy serves on the board of Wheaton College in Norton, MA. She has a BBA and an MBA from the University of Iowa and a Ph.D. in higher education administration from the University of Maryland, College Park.