

Anne Dahlman, PhD

Associate Provost for Academic Affairs (interim) and
Dean of Global Education (interim)
Minnesota State University, Mankato

Summary: Experienced, collaborative, student-focused, and strategic higher education leader with 27 years of experience across seven higher education institutions, in four states, and internationally. Expertise in academic excellence and innovation, strategic resource management, equitable learning outcomes, global education, Honors education, and strategic planning. Strong faculty background with experience as Department Chair overseeing curriculum, assessment, and accreditation. Born and raised in Finland.

Education:

Ph.D. University of Minnesota, Twin Cities (2005)
Curriculum and Instruction: Second Languages and Cultures Education

Outstanding Dissertation Award by the American Educational Research Association (AERA) Second Language Research SIG Dissertation Title: *“Exploration of Second Language Teacher Learning and Cognition”*

M.A. Colorado State University, Fort Collins, CO (2000)
Teaching English as a Second Language (TESL)

M.A. Colorado State University, Fort Collins, CO (2000)
German
Award for Academic Excellence and Scholarly Promise

M.A. University of Joensuu, Finland (1996)
Swedish/German Education

Executive Leadership Training:

- Becoming a Provost Academy, American Association of State Colleges and Universities (AASCU) 2022-2023 Cohort
- Leadership Agility Certificate. Cornell University (through ECornell), 2021
- Women Leadership in Higher Education - HERS Institute, Bryn Mawr, PA 2016

Summary of Administrative and Academic Appointments:

MINNESOTA STATE UNIVERSITY, MANKATO

Associate Provost for Academic Affairs (Interim)

2021- present

- Received the Presidential Administrators Exceptional Performance Award in 2022 and 2023.
- As lead of the Provost’s Budget Management team, managed the entirety of Academic Affairs’ budgets (\$112M), accounts, and cost centers engaging all Academic Affairs unit leaders in monthly strategic discussions on budgets, ways to assure financial efficiency, and investments.

- Led the process of faculty and staff position requests reviewing, analyzing, and making recommendations for action to the Provost using financial efficiency data, equity considerations, and university's strategic goals. The process resulted in new or re-investments in faculty positions of over \$1,8M in 2023 to achieve continuous academic renewal and financial sustainability.
- Reviewed tenure and promotion applications across five academic colleges and made recommendations to the Provost.
- Led divisional strategic planning efforts. Tasked by the Provost to lead the creation of the Comprehensive Academic Plan for Academic Affairs, supporting the University's strategic plan, engaging a wide range of stakeholders across the campus to examine and strengthen the university's academic offerings, identifying opportunities, creating real-world connections, and determining future directions.
- Met regularly with Faculty Association leadership (with Provost) to collaborate, communicate, and plan for future activities. Co-represented Academic Affairs with the Provost in monthly shared governance meetings with the campus' union representatives, including Faculty Association, Student Government, Classified Staff, and Administrative and Service Faculty.
- Served as Provost Office lead for a new strategic partnership between the University and the Mayo Clinic Health System, redefining the next level of collaboration with a long-term partner. As part of the Executive Leadership Team, identified disciplinary priorities and connections for collaboration around education, research, and community health and well-being. Responsible for advancing the project.
- Assisted the Provost in launching a new School of Applied Agriculture, Food, and Natural Resources, bringing together deans and faculty from all five academic colleges, leveraging our academic areas of distinction and generating new opportunities for teaching, learning, and research, in collaboration with industry partners. Responsible for advancing the project, including the hiring of the inaugural Executive Director of the School.

Dean of Global Education (Interim/Acting)

2018-present

Served as the chief international officer for the university, reporting directly to the Provost and Senior Vice President for Academic Affairs. Provided visionary and strategic leadership for Academic Affairs and the broader university in the areas of global education and international endeavors. Achieved a top ten (#8) national ranking for Minnesota State University, Mankato among master's institutions in the number of international students in 2023 (over 1,300 students from 100+ countries). Created over 20 *new* international partnership agreements with universities across the world.

Honors Program Director

2015-2018

Led efforts to build the largest and most diverse Honors Program cohort of students in the program's history expanding access to students who previously had not participated in it. Program innovation called "Honors Equity Ambassadors" consisting of honors students of color received the top presentation recognition out of 71 presentations at the Upper Midwest Honors Conference. Secured two new \$30,000 pledges from a donor to create two Honors Program Scholarships, the largest scholarship awarded to a current student at Minnesota State University, Mankato. Received a Fulbright Specialist Award (2016) and served as a visiting scholar in the University of Turku in Finland, a top research university in the country.

***Department Chair, Department of Educational Studies: K-12 And Secondary Programs
2011-2014***

Reporting to the Dean of College of Education, led the department of eleven tenure-track faculty and five programs, both undergraduate and graduate, face-to-face and online, serving over 300 pre- and in-service teacher candidates and 300 non-teaching majors. Oversight of personnel matters, providing independent reviews of faculty members' work performance through IFO Article 22 evaluations of professional development reports. Responsible for administering faculty salaries and faculty/staff hires, teaching assignments, curriculum, assessment, program approval, accreditation, course schedules, student complaints, resolving personnel conflicts, and supervising adjunct faculty, administrative office staff and the departmental graduate assistants. Co-chaired the campuswide General Education committee.

***Faculty Member, Department of Educational Studies: K-12 And Secondary Programs
2006-present***

Earned tenure and advanced through faculty ranks to full professor (currently Administrator with tenure). Taught a wide variety of classes, ranging from general education courses to undergraduate and graduate initial licensure courses, to courses in the Teaching & Learning master's program. Teaching expertise focused on classes addressing multiculturalism, culturally relevant pedagogy and second language learners. Engaged actively in research presenting and publishing investigative work regularly. Supported students through advising, undergraduate research and leadership programs. Served as Initial Teacher Licensure Coordinator.

UNIVERSITY OF MINNESOTA, TWIN CITIES

Served as a lecturer (2006) and Student Teaching Supervisor (2002-2006) in Department of Curriculum and Instruction: Second Languages and Cultures Education (2006). In both roles, taught a broad range of graduate-level classes in Curriculum and Instruction - CI 5631 Second Language Curriculum Development and Assessment, CI 5632, Communication and Comprehension in Second Language, Classrooms, CI 5634 Content-Based Instruction in Second Language Settings, and CI 5642 The Assessment of Learners with Limited English Proficiency. As lecturer was responsible for facilitating student teaching placements for all initial licensure candidates in K-12 schools.

OTHER TEACHING APPOINTMENTS

- University of Wisconsin, Eau Claire, WI: Lecturer, Department of Education (2005)
- Colorado State University, Fort Collins, CO: ESL Instructor, Intensive English Program & Graduate Assistant, Department of German (1998-2002)
- Lappeenranta University of Technology, Finland: EFL (English as A Foreign Language) Instructor (2000)
- Front Range Community College, Fort Collins, CO: ESL Instructor (1996-1997)
- Western Wyoming Community College, Rock Springs, WY: Instructor of Finnish (1996)
- Joensuu Normal Middle School, Finland: German Teacher (1995-1996)

Selected Scholarly Work:

Senior Co-Editor of MinneTESOL Journal

2013-2017

Served as co-editor of a regional, interactive, open-access journal serving ESL professionals in K-12, adult education, college and teacher education contexts advocating for educational equity for refugees, immigrants, and second language learners in the K-16 schooling context in Minnesota and the Midwest. Through engagement with readers, transformed a previously static online journal with limited circulation into a vibrant modern open-access publication serving an engaged community of practitioner scholars. Received (with co-editor) the *Harold B. Allen Award* for innovation and leadership in developing a premiere regional journal, given annually to one individual (a pair) to recognize their special contributions to MinneTESOL and the field of TESOL in Minnesota and the Midwest.

Refereed Journals

- Malecha, K., & Dahlman, A. (2017). Honors Students' Perceptions of Language Requirement as Part of a Global Citizenship Competency. *Honors in Practice, 13*, 141-160.
- Zierdt, G.L., Dahlman, A., Rosendale, A., & Kennedy, P. (2012). Minnesota State Mankato P-20 Professional Development School Partnership: The Cornerstones of 25 years of success. *School-University Partnerships, 5*(2).
- Dahlman, A., & Hoffman, P. (2009). What to do with ELLs? Creating sustainable structures for serving English language learners in schools. *AASA Journal of Scholarship & Practice, 5* (1).
- Dahlman, A., Hoffman, P., Cunningham, M., Jesseman, D. (2009). Listening with Compassion: Co-creating multicultural awareness through personal narrative and personal encounters with diversity. *Democracy and Education, 18*(2), 8-17.
- Hoffman, P., Dahlman, A., & Zierdt, G. (2009). Professional learning communities in partnership: A 3-year journey of action and advocacy to bridge the achievement gap. *School-University Partnerships: The Journal of the National Association of Professional Development Schools, 3* (1).
- Dahlman, A., Hoffman, P., & Brauhn, S. (2008). Classroom strategies and tools for differentiating instruction in the ESL classroom. *Minne/WITESOL Journal, 24*. Available online at www.minnewitesoljournal.org.
- Hoffman, p., & Dahlman, A. (2008). The power is in the process: How to ensure successful ESL program evaluation. *PAIS (Program Administration Interest Section of AERA) Newsletter (Fall 2008)*.
- Dahlman, A. (2006). Second language preservice teachers' accessing of background knowledge and the role of context. *Working Papers in TESOL & Applied Linguistics, 6*(2). Teachers College, Columbia University. Available at <http://journals.tc-library.org/index.php/tesol>.
- Hoffman, P., & Dahlman, A. (2007). Making decisions about ESL curriculum. *Minne/ WITESOL Journal, Fall 2007 Issue*.
- Hoffman, P., & Dahlman, A. (2007). Together we're better. *Essential Teacher, 9/2007*. Available online at http://www.tesol.org/s_tesol/sec_document.asp?CID=1787&DID=9385.
- Bigelow, M., Ranney, S., & Dahlman, A. (2006). Keeping the language focus in Content-Based ESL Instruction through proactive curriculum planning. *TESL Canada Journal, 24*(1), 40-58.
- Rilling, S., Dahlman, A., Dodson, S., Boyles, C. and Pazvant, O. (2005). Connecting CALL theory and practice in preservice teacher education and beyond: Processes and products. *CALICO Journal, 22*(2), 213-236.

Dahlman, A., & Rilling, S. (2001). Integrating technologies and tasks in an EFL distance learning course in Finland. *TESOL Journal*, 10(1), 4-8.

Book Chapters

- Chapman, C., Dahlman, D., Foord, K., Finsness, E., & Anderson, G. (2017). The perspective of a preservice teacher program on adopting a performance-based assessment (edTPA): Aligning program standards and expectations with edTPA. In Ferrara, J.A., Nath, J., Guadarrama, I., & Beebe, R. (Eds.), *Professional Development Schools Research, Book Series, 6*. Charlotte, NC: Information Age Publishing.
- Dahlman, A., Chapman, C., Hoffman, P., Zierdt, G., Rosendale, A., Kennedy, P., Page, S. Hoffman, A., & Preimesberger, P. (2014). Partnering to achieve authentic and mutually-beneficial teacher preparation through innovative clinical practices. In J.A. Ferrera, J.L. Nath, and I.N. Guadarrama (Eds.), *Research in Professional Development Schools* (pp. 3-19). Information Age Publishing.
- Hoffman, P., & Dahlman, A. (2012). The metamorphosis of schools through an understanding of equity and social justice. In K. Zenkov and D. Corrigan, & R. Beebe (Eds.), *Professional Development Schools and social justice: Schools and universities partnering to make a difference*. Lexington.
- Dahlman, A., & Hoffman, P. (2011, Fall). Fixing the implementation gap: Creating sustainable learning spaces for successful co-teaching and collaboration. In A. Honigsfeld and M. Dove (Eds.), *Co-teaching and other collaborative practices in the EFL/ESL classroom: Rationale, research, reflections, and recommendations*. Information Age Publishing.
- Hoffman, P., & Dahlman, A. (2009). Responding to cultural diversity. In F. Godwyll & R. Romano, *Social Foundations and Social Justice: How do we think about education?* (pp. 104-142). National Social Science Press.

International Presentations

- Dahlman, A., Morris, H., & Fleischman, R. (2019). Leveraging International and Multicultural Partnerships for Student Success: University Administrator's Role. A presentation delivered at the Higher Education Partnership Conference in Costa Rica.
- Dahlman, A., (2017). "At Home in a Strangle Land: Explorations of Multiculturalism in Higher Education." A presentation delivered at the University Seminar organized by the College of Education at the University of Turku, Finland as part of Fulbright experience, on May 16, 2017.
- Dahlman, A., (2017). "Creating Culturally Responsive Learning Spaces." A presentation delivered at the Brahea Center, at the University of Turku, Finland as part of Fulbright experience, on May 23-24, 2017.
- Dahlman, A., (2017). "Connections between the International and Multicultural: Untapped Opportunities." A key-note presentation delivered at the College of Education Spring Gathering at the University of Turku, Finland as part of Fulbright experience, on May 30, 2017.
- Dahlman, A. (2014). "Strategies for Supporting Bilingual Literacy in the EFL Context." An invited lecture and workshop delivered at the University of Warsaw, Poland on November 29-30, 2014.

Dahlman, A. (2014). "Strategies for infusing educational technology and online learning communities into higher education." An invited keynote address delivered at the Smart Classroom E-Learning Conference in the University of Turku, Finland on June 5, 2014.

National Presentations

- Dahlman, A., & Fleischman, R. (2020). "Leveraging International Partnerships for Nimble and Relevant Programming in the Era of COVID-19." A Presentation delivered at American Colleges and Universities' (AAC&U's) *2020 Conference on Global Learning: Lessons on Global Learning from Higher Education's Response to a Global Crisis* conference on October 8-10, 2020 (virtual).
- Dahlman, A., & Fleischman, R. (2018). "Connecting the Dots between International Student Recruitment and Retention through the Cultural Contribution Scholarship." A presentation delivered at AASCU Academic Affairs Summer Meeting in Seattle, WA on July 27, 2018.
- Dahlman, A., & Johnson, K. (2016). "21st Century Professional Learning for Practitioners through an Online Journal." A presentation delivered at the international TESOL Conference in Baltimore, MD on 7 April, 2016.
- Dahlman, A. (2015). "Formal foreign language study as a basis for examining issues related to linguistic diversity, equity and leadership." A presentation delivered at the annual National Collegiate Honors Council Conference, on 11-14 November, 2015.
- Stone, K., Dahlman, A., Benegas, M. Spenader, A., Ranney, S., & Mabbott, A. (2015) "Opportunities in Language Teacher Education: Minnesotans Respond to Policies and Politics." A presentation to be delivered at the biennial, International Second Language Teacher Education Conference in Minneapolis, MN on 14-16 May, 2015.
- Dahlman, A., & Kruiuzenga, T. (2014). "Lessons from a Higher Education Learning Community on Social Justice." A presentation delivered at the annual National Association of Multicultural Education Conference in Tucson, AZ on November 8, 2014.
- Preimesberger, P., Dahlman, A., & Chapman, C. (2013). Enhancing AVID Tutorials through a K-12/University Partnership. A presentation delivered at the annual AVID National Conference in Grapevine, TX on December 12-14, 2013.
- Dahlman, A., Chapman, C., Burnett, R., and Preimesberger, P. "Connecting the Dots through the AVID Teacher Preparation Initiative." A presentation delivered at the National Professional Development School Conference in New Orleans, on February 16, 2013.
- Hoffman, P., Chapman, C., Dahlman, A., & Paul Dona, D. "Promoting Ecological Perspectives: A Study in Reducing Overrepresentation of Minority Students in Special Education." A presentation delivered at the AERA Conference in Vancouver, April, 2012.
- Dahlman, A., & Hoffman, P. "Fixing the implementation gap: Turning ideas into sustainable practices." A presentation to be delivered at the annual TESOL Conference in New Orleans, March, 2011.
- Hoffman, P., Dahlman, A., & Zierdt, G. "Professional Learning Social Action, Equity and Advocacy to Bridge the Achievement Gap." A presentation delivered at the AERA 2010 Annual Conference in Denver, CO April 30-May 4, 2010.
- Hoffman, P., & Dahlman, A. "Choosing the most effective program model." A presentation delivered at the annual TESOL conference on April 3, 2008.
- Dahlman, A. "Connections between Second Language and General Teacher Education: Questions Emerging from a Diary Study". A presentation delivered at the biennial, International Second Language Teacher Education Conference in Minneapolis, MN on June 1-3, 2007.