

**Dr. Liz Norell**

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**Education**

Ph.D., Political Science, University of Texas at Dallas, 2012-2014  
*Subfields:* American Politics, Methodology, Comparative Politics  
*Dissertation:* "Wither the Center? Political Polarization in the United States"  
*Committee:* Thomas L. Brunell (Chair), Anthony M. Champagne, Euel Elliott,  
Robert C. Lowry  
*Defended:* August 14, 2014

MA, Political Science, Vanderbilt University, 2011  
*Subfields:* American Politics, Methodology

MLS, Library Science, Texas Woman's University, 2005  
*Practicum:* TWU Library, Reference & Instruction

MA, Journalism, University of Arkansas, 2002  
*Secondary concentration:* Educational Technology (12 graduate hours)  
*Thesis:* "Teaching Journalism with Technology: The Use of Technology in  
Arkansas Journalism Programs"

BA, Journalism, George Washington University, 1998  
*University Honors Scholar*

**Teaching & Academic Experience**

University of Mississippi, Oxford, MS  
Associate Director of Instructional Support, July 2023

Chattanooga State Community College, TN  
Associate Professor, Fall 2020-May 2023  
Assistant Professor, Fall 2016-Spring 2020  
Adjunct Instructor, 2013-2014  
*Courses taught:* American Government; Comparative World Politics; College  
Success (first-year seminar); Podcasting

University of Tennessee Chattanooga, TN  
Adjunct Instructor, Spring 2014-Fall 2015; Fall 2016-Fall 2017; Summer  
2018  
Lecturer, Spring 2015-Summer 2016

*Courses taught:* American Government; State & Local Government; Research Methods (undergraduate); Area Studies (European Politics); Congress; The Presidency; Personality & Politics; Politics of the Supreme Court; Public Administration Research & Analysis I (graduate)

Sewanee: The University of the South, Sewanee, TN  
Visiting Assistant Professor, 2014-2015 academic year  
*Courses taught:* American Government & Politics; Personality & Politics

Middle Tennessee State University, Murfreesboro, TN  
Adjunct Instructor, 2010-2014  
*Course taught:* American Government & Politics

Nashville State Community College, Nashville, TN  
Adjunct Instructor, 2009-2015  
*Courses taught:* American Government & Politics (including online sections); State & Local Government (including online sections); Introduction to Political Science (including online sections)

Vanderbilt University, Nashville, TN  
Instructor, Spring 2011  
*Course taught:* Public Policy Senior Thesis/Capstone Course

Dallas County Community College District, Dallas, TX  
Adjunct Instructor, 2006-2008  
*Courses taught:* American & Texas Government (two-semester sequence); Developmental Writing (to boost students' writing proficiency to college level)

University of Arkansas, Fayetteville, AR  
Graduate Teaching Assistant, 2000-2001  
*Course taught:* Fundamentals of Journalism

#### Teaching Assistant

*American Government* (Marc Hetherington), Vanderbilt University  
*Political Parties* (Marc Hetherington), Vanderbilt University  
*Introduction to International Political Economy* (Klint Alexander), Vanderbilt University  
*Political Parties & Interest Groups* (Robert Lowry), UT-Dallas  
*Congress* (Tom Brunell), UT-Dallas  
*American & Texas Government* (Tom Brunell), UT-Dallas  
*American Political Institutions* (Tom Brunell), UT-Dallas

#### Research Assistant

Cindy Kam, Vanderbilt experimental lab (lab manager)  
Special Collections Division (Lamar Alexander papers), Vanderbilt Library,

Spring 2011

Editorial Assistant

*American Journal of Political Science*, Fall 2006-Summer 2007

**Publications**

*Forthcoming*. Under advance contract with West Virginia University's [Teaching and Learning in Higher Education series](#) for a book manuscript on instructor presence in the classroom, working title: *The Present Professor*. Draft of Chapter 1 available on request.

"How Identities Impact Our Pedagogical Practices." *Teachers Going Gradeless* blog, invited post. Available online at <https://www.teachersgoinggradeless.com/blog/how-identities-impact>.

"Civic Engagement Meets Service Learning: Improving Wikipedia's Coverage of State Government Officials." *PS: Political Science & Politics*, 55(2): 445-449. Available online at <https://www.cambridge.org/core/journals/ps-political-science-and-politics/article/civic-engagement-meets-service-learning-improving-wikipedias-coverage-of-state-government-officials/440DA95BC17AAD2C3E3B05496E4AE290>.

Magna Publications. 2022. "Transforming Classroom Culture." *Best of the 2021 Teaching Professor Conference*. Available online at <https://www.magnapubs.com/wp-content/uploads/2021/10/free-report-Best-of-TPC-2021-opt.pdf>.

Heterodox Academy: The Blog. 2021. "Teaching Students to Engage with Opposing Viewpoints." Available online at <https://heterodoxacademy.org/blog/teaching-students-to-engage-with-opposing-viewpoints/>. Published 7 April 2021.

Magna Publications. 2021. "Stop Blaming Students! Why We Must Teach Students, Not Content." *Best of the 2020 Teaching Professor Conference*. Available online at <https://www.magnapubs.com/wp-content/uploads/2021/02/Best-of-TPC-2020.pdf>.

**Professional Development Workshops Led (last two academic years)**

- Talks in the Hard Conversations series, organized by the Student Support Services unit of our college in Spring 2022.
  - Burnout: Experiences with & strategies for overcoming
  - Developing self-confidence and self-trust
  - Sharing stories in stressful times (organized by honors students)
  - What does it mean to be an "anti-racist"?

- Facilitated the honors program book club on *Caste: The Origins of Our Discontent*, by Isabel Wilkerson. Open to all students, faculty, and staff of the College. Academic year 2021-2022.
- “How to keep your sanity during .... interesting political times,” presented as part of the Chattanooga State Chautauqua series, November 2021.
- “Decolonizing Your Syllabus,” presented at the ATD Teaching & Learning Summit with colleagues from across the country, May 2021.
- “How to Boost Student Learning & Motivation with Ungrading,” presented to College faculty and staff, April 2021.
- Civics 101 workshops (sessions on federal government, state government, and local government), geared to members of the broader community, offered as donations-only workshops, February 2020-January 2021.
- Led a statewide book club for faculty/staff on *Blindspot: Hidden Biases of Good People*, Fall 2020.
- Presented on “Building Impact (and Success) in Your Classroom: Teach Students, Not Content,” at statewide summer institute, June 2020 and January 2021.
- Co-organized international summer 2020 antiracism book club as part of a higher ed collective; met biweekly and discussed Beverly Daniel Tatum's seminal book on racism. Our small group extended this through late January with a group reading of Ibram X. Kendi/Jason Reynolds's YA book on the history of racism, *Stamped from the Beginning*, Summer 2020.

### Conference Presentations

*Advancing Inclusivity While Mitigating Burnout*. 2022. a panel discussion with John Kane and Rebecca Mushtare of SUNY-Oswego, Michelle Miller of Northern Arizona University, and Kelvin Thompson of the University of Central Florida. Online Learning Consortium Accelerate 2022 Conference, Orlando, Fla.

\*\* Note: This discussion will be released as a podcast episode on *Tea for Teaching* in late December 2022.

*Choose-Your-Own-Adventure Course Design*. October 2022. Teaching Professor Online Conference.

*What Now? How to Keep Your Career Fresh and Energizing*. October 2022. Teaching Professor Online Conference.

*Transforming Classroom Culture*. 2021. Teaching Professor Conference, New Orleans, LA / virtual conference.

*Peer Mentoring with Online Learning Champions*. 2021. Teaching Professor Conference, New Orleans, LA.

*Stop Blaming Students! Why We Must Teach Students, Not Content.* 2020. Teaching Professor Conference, virtual.

*All Politics is Local: Teaching Civic Engagement in American Politics* 2018. Southern Political Science Association Annual Meeting, New Orleans, LA. (Coauthored with Andrew Steinfeldt, Lamar State College – Orange (TX)).

*Political Attitude Change in the Classroom: Do We Inform or Reinforce?* 2017. Southern Political Science Association Annual Meeting, New Orleans, LA.

*Let Me Tell You What I Think: The Relationship Between a High Need to Evaluate and Strong Political Identities.* 2016. Midwest Political Science Association Annual Meeting, Chicago, IL.

*Selling Difference, Selling Conflict: The Polarizing Effects of Elite Framing and Problem Definition.* 2015. Midwest Political Science Association Annual Meeting, Chicago, IL.

*Time, Place, and Manner: How Electoral Context Influences Congressional Voting Behavior.* 2015. Western Political Science Association Annual Meeting, Las Vegas, NV.

*How Does Winning, Losing, and Electoral Competitiveness Affect Voters' Attitudes Toward Government? Evidence from Three Western Democracies.* 2013. Coauthored with Thomas L. Brunell and Justin Buchler. American Political Science Association Annual Meeting, Chicago, IL.

*Problem Definition and Polarization: A Case Study of Chick-Fil-A.* 2013. Coauthored article with Michael M. Gunnin. Southern Political Science Association Annual Meeting, Orlando, FL.

*When Gold Is Not Enough: Monetary Policy in a Separation of Powers System.* 2010. Coauthored article with Michael M. Gunnin and Nicholas Morgan. Western Political Science Association Annual Meeting, San Francisco, CA.

*Public Opinion and the Court: What Role for Dissents to Denials of Cert?* 2010. Western Political Science Association Annual Meeting, San Francisco, CA.

*Who Decides? How U.S. Primary Election Rules Impact Voters.* 2009. Western Political Science Association Annual Meeting, Vancouver, BC.

*Party Democratization and Citizens: The Impact of Candidate Selection Rules on Voters.* 2008. Council for European Studies Meeting, Chicago, IL.

*Are Voters Affected By Electoral Competition? Evidence From Three Western Democracies.* 2007. Coauthored with Thomas J. Brunell. Midwest Political Science Association Annual Meeting, Chicago, IL.

*Inside the Black Box: The Politics of Presidential Advisory Commissions.* 2007. Midwest Political Science Association Annual Meeting, Chicago, IL.

*Are Voters Affected By Electoral Competition? Evidence From Three Western Democracies.* 2007. Coauthored with Thomas J. Brunell. Western Political Science Association Annual Meeting, Las Vegas, NV.

### **Invited Talks**

*Effective Listening & Communication.* 2022. Chattanooga Women's Leadership Institute Game ChangeHer leadership development program, invited talk with participants, 7 October 2022.

*Rethinking Assumptions in Effective Teaching.* 2022. Volunteer State Community College 2022 Summer Institute, invited virtual talk with faculty, 12 July 2022.

*Ungrading: How to Assess Student Work Without Grades.* 2022. Southwest Tennessee Community College 20<sup>th</sup> Annual Summer Institute, invited virtual talk with faculty from across the state, 17 May 2022.

*Transforming Classroom Culture.* 2022. Northern Oklahoma College, invited virtual talk to faculty and staff, 24 February 2022.

*Transforming Classroom Culture.* 2021. Teaching Professor Conference, New Orleans, LA / virtual conference.

*Teach Students, Not Content.* 2021. TBR High Impact Practices Conference, virtual.

*We Hold These Truths to Be Self-Evident: How to Keep Your Sanity in a Highly Partisan America.* 2019. Sewanee Lifelong Learning, January; Monteagle Sunday School Assembly, June.

*Syria, Explained.* 2017. Monteagle Sunday School Assembly (southern Chautauqua), TN.

*Seven Reasons Our Politics Seem So Polarized.* 2016. Monteagle Sunday School Assembly (southern Chautauqua), TN.

### **Other media appearances**

Teaching in Higher Ed podcast: "Finding Joy and Curiosity in the Questions." 16 February 2023. Available online at

<https://teachinginhighered.com/podcast/finding-joy-and-curiosity-in-the-questions/>.

TG<sup>2</sup> Chat Live podcast: "Centering Joy in the Classroom w/Liz Norell." 5 February 2023. Available online at <https://www.teachersgoinggradeless.com/blog/episode-42-norell>.

Faculty Focus Live podcast: "A Thread Gone Viral: Last Night, a Professor Walked into a Night Class..." 1 February 2023. Available online at <https://www.facultyfocus.com/faculty-focus-live-podcast/>.

## **Honors and Awards**

Debbie Waggoner Award, 2019, Chattanooga State Community College Student Government Association.

*This award recognizes a staff member who goes "above and beyond" to assist students.*

Faculty Fellow, 2018-2019, Chattanooga State Community College.

*This competitive fellowship is awarded based on the merits of a proposal to improve student learning outcomes. Dr. Bill Taylor and I developed a proposal to create a centralized resource of professional development materials for faculty.*

Outstanding Professor 2014-2015, University of Tennessee at Chattanooga Student Government Association Award (nominated and voted upon by students)

## **Service to the Profession**

Program co-chair, APSA Political Science Education section. American Political Science Association. Term runs September 2022-September 2023. Serving with Peter Yacobucci at Buffalo State.

Advisory Board Member, Teaching Professor Online Conference. June 2022-present.

Consulting Editor, *College Teaching*, a scholarly, peer-reviewed journal publishing research on higher education pedagogy by Taylor & Francis, October 2021-present.

Co-chair, APSA Teaching & Learning Virtual Symposium, March 2022

*In collaboration with the national association for political scientists and a University of San Diego faculty colleague, I am working to create the call for proposals, review and select participants, and co-facilitate the two-week virtual symposium. The goal of the gathering is to have a dozen or so American politics*

*scholars create resources for faculty nationwide who are teaching the introduction to American government course. Those materials are then made available freely on the APSA web site for all to use.*

Member, Teacher Advisory Council, National Constitution Center, 2021-present.  
*Working with faculty nationwide, I participate regularly in scholar exchanges and professional development programs to boost understanding of the Constitution. The goal of the TAC is to ensure the National Constitution Center's programs are appropriate and of interest to students. As one of the only community college faculty members on the TAC, I provide a unique perspective on their offerings.*

### **Campus Service**

Co-Chair, Teaching & Learning Strategy Team (part of Achieving the Dream / Focus on Completion), Fall 2017 – Spring 2022.

*This team works on matters related to improving evidence-based pedagogical practices among faculty, including classroom design, Mindset interventions, professional development, and faculty advocacy.*

Member, Communications Strategy Team (part of Achieving the Dream / Focus on Completion), representing the Teaching & Learning group, Spring 2019 – Spring 2022.

*As part of my work with this team, we launched an initiative to promote a sense of belonging among students. Among the projects underway within this initiative are the sidewalk chats program (the training for which I designed and lead), as well as the Tiger Stories podcast, which I launched, help host, and edit/produce/distribute for the College.*

Member, Equity Team (part of Achieving the Dream / Focus on Completion), Summer 2020 – present.

*This team works with the Executive Director of Diversity, Equity, & Inclusion to advance student + employee equity at the College. Among my work with this team, I collaborated on the interpretation of and preparation of an Executive Summary about our first-ever campus climate survey (spring 2021) and in the organization / facilitation of an anti-racist book club (fall 2020) to include faculty, staff, and students and an anti-racist discussion group (spring 2021) that places student voices at the center of conversations.*

Campus Recovery Alliance member, Fall 2021-present.

*This team works across functional units and academic disciplines to create supports for students experiencing recovery (personally or with a friend/family member). Working with community partners, we are hosting our first Recovery Alliance half-day training on April 15, 2022.*



Member (and informal chair), Faculty Handbook Ad Hoc Committee, Faculty Senate, Spring 2020 – Spring 2022.

*Our team is creating the first faculty handbook in more than a decade, collaborating with constituencies across campus, including leadership, faculty, and staff; we aim to have a working draft done by the end of the Spring 2021 semester, available within a library guide.*

Faculty Council Communications Director, May 2021-present.

Faculty Council representative, Social & Behavioral Sciences Division, Fall 2019 – May 2021.

*This is the governing body of the Faculty Senate. As communications director (AY 2021-2022), I was responsible for maintaining our online resource site with meeting minutes, agendas, and committee work.*

Faculty member, In America planning group, Fall 2018 – Spring 2020.

*This group is working to develop an interdisciplinary conversational series to get members of our campus and local communities engaging with one another on important topics, such as the nature of patriotism or the appropriate limits on free speech.*

Faculty representative, Academic Mindset collaborative research team, in partnership with the University of Virginia's Motivate Lab, Spring 2018-Spring 2020.

*As part of a statewide collaboration with the Motivate Lab, our small working group of three faculty and our IERP director is designing pilot tests of how small interventions with students can help boost their mindsets toward coursework—and hence boost their success. We are implementing evidence-based interventions and collecting data, with an eye toward scaling these interventions statewide in the next 1-3 years.*

Book club facilitator, Center for Academic and Research Excellence, Spring 2018, Summer 2020, Spring 2021.

*Scheduled and facilitated faculty conversations over Teaching with Your Mouth Shut by Donald L. Finkel (2018); Radical Hope: A Teaching Manifesto by Kevin M. Gannon (2020); and Cheating Lessons: Learning from Academic Dishonesty by James M. Lang (2021).*

Secretary, Online Learning Committee, Fall 2017 – Spring 2020.

*This group reviews every online course offered at our institution on a five-year rotation. We recruit subject-matter experts to review the content, and our team shares responsibility for evaluating the pedagogy of these courses to ensure compliance with Quality Matters standards.*

Member, Assessment of ISLOs in the Major (AIM) Team on Quantitative Literacy, Chattanooga State Community College, Fall 2016 – Spring 2022.

*This faculty working group is responsible for designing, implementing, and evaluating assessment tools to measure students' achievements of one of our institution's learning outcomes, quantitative literacy. The work of this team uses the AAC&U value rubric, and our IERP liaison believes the work of this group is sufficiently innovative that it may provide a model for other similar institutions.*

Faculty advisor/mentor for the Social Justice Club, Chattanooga State Community College, Spring 2017 – Spring 2022.

Advisor (informal) for Student Government Association, Chattanooga State Community College, Fall 2017 – Spring 2022.

Non-Tenure Track Faculty Representative, Faculty Senate, UT Chattanooga, 2015-2016

### **Other Professional Development Activities**

Chattanooga Women's Leadership Institute

Game ChangeHer leadership development participant, 2021-2022

Game ChangeHer co-chair, 2022-2023

Program Advisory Board member, 2022-2023

Game ChangeHer chair, 2023-2024

*A selective program designed to develop new leaders in the Chattanooga area. My application was supported by recommendations from Dr. Rebecca Ashford and Susan Jennings. Topics covered include emotional intelligence, mentoring youth, Gallup Strengths, relational leadership, and confidence.*

Summer School in Social Science Data Analysis, University of Essex, 2007, 2010

*Courses: Multi-Level Voting Behaviour, Sarah Binzer Hobolt (2007)*

*Bayesian Analysis in the Social Sciences, Simon Jackman (2010)*

### **Non-Academic Professional Work**

Platform Assistant, Monteagle Sunday School Assembly (southern Chautauqua), summers 2014-2019, 2022

During 8-week summer season, design and publish weekly newsletter; prepare orders of worship for Sunday services; create and distribute signage for events; draft and circulate press releases of program highlights and special events; coordinate with speakers on presentations; create welcome packets for guests and speakers; general assistance with running a hectic 8-week event schedule. Position required juggling multiple responsibilities and deadlines with little to no oversight; extensive collaboration with many stakeholders; event planning/management; and providing continuity in

programming and service for four different Platform Superintendents (managers) over six summer seasons.

Web Communications Professional, Fall 1997 – Spring 2006

Web Manager at the Council on Foundations, Washington, DC, 1997-1999

Web Developer at Brooks-Jeffrey Marketing, Mountain Home, Ark., 1999-2002

Publications Manager at the Distribution Contractors Association, Dallas, Tex., 2002-2003

Director of Web Communication at Texas Woman's University, Denton, Tex., 2003-2006

Tutor, Teacher, and Teacher Trainer, Kaplan Test Prep, 2006-2016

Taught/tutored and trained teachers/tutors in ACT, SAT, GRE, GMAT, and LSAT, including very large online national courses/events as one of a small group of top-rated (by students) Kaplan faculty.