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Education:

PhD	1994	Economics	Harvard University
MA	1992	Economics	Harvard University
BA	1990	Economics Philosophy of Science	University of Pennsylvania (<i>summa cum laude</i>)

Administrative Appointments:

Executive Vice President and Provost, University of Minnesota

March 2020 – Present

The University of Minnesota system includes five campuses, a systemwide total of over 68,000 students, and 4,500 faculty. The Executive Vice President serves as the chief academic officer for the system, and Provost for the Twin Cities campus. The Twin Cities campus serves over 55,000 students, who benefit from a four-year graduation rate of 75% and a six-year graduation rate of 85%. The University ranks 14th in research among U.S. public universities and is ranked by Forbes as one of the 15 best educational employers in the nation.

Accomplishments:

Implementation of MPact 2025 Strategic Plan. Outcomes include:

- Increased *US News and World Report* ranking from #26 public in 2021 to #23 public in 2022
- Increased percentage of Minnesota high school graduates enrolling in the University of Minnesota system from 10.3% to 11.5%
- Increased BIPOC representation of freshmen from 29.1% to 31% and BIPOC faculty hired from 18.8% to 19.3%
- Increased number of Twin Cities campus applications received by 6% from 2021 to 2022
- Increased 4-year graduation rates to third among the Big Ten publics at 75.3% from a baseline of 72.7%

- Reduced opportunity gaps in 4-year graduation rates between Pell-eligible and non-Pell-eligible students from a baseline of 13.3% to 12.8% and between BIPOC and majority students from 7.9% to 7.4%
- Increased percentage of undergraduate students participating in a research experience from 37.5% to 41.1%

Activities:

Chaired COVID implementation teams to determine course modalities and campus presence from Spring 2020 through Spring 2022.

Tripled President's Postdoctoral Fellows from approximately 5 per year to approximately 15 per year.

Ranked on United Nations Sustainable Development Goals (SDGs), 16 globally (5 nationally) for combating hunger and 57 globally (2 nationally) for promoting health. Integrated SDGs into course listings and outreach activities.

Developed and launched Promise Plus program (free tuition for families earning under \$50,000/year) and Native American Promise program (free or reduced tuition for members of one of the 11 federally recognized tribes in Minnesota).

Instituted systemwide awards for faculty service to academic units, JEDI award for faculty research, teaching or service contributions to advance justice, equity, diversity and inclusion.

Benchmarked institution-wide postdoc minimum stipends to NIH minimums; developed and launched a dashboard that compares UMN graduate assistant stipends with other Big Ten public institutions in each discipline.

Launched required accommodations and inclusive course design training for all instructors.

Dean, College of Social Science, Michigan State University

2016 –2020

The College of Social Science is the largest unit at Michigan State, including twelve departments or schools (anthropology; criminal justice; economics; geography, environment and spatial sciences; history; human development and family studies; human resources and labor relations; political science; psychology; social work and sociology), seven research centers or institutes and a budget of over \$75M. Over 400 faculty and 450 staff serve more than 6,300 undergraduate and graduate students. We offer twelve undergraduate minors, twelve graduate specializations and Ph.D. degrees in each of the departments and schools. The College generated over 250K student credit hours last Fall, approximately 1/5 of all offered at MSU. Last year faculty in the College produced \$21.5M in external research funding, and our generous donors provided \$15.5M in philanthropic support. The College hosts two #1 ranked graduate programs: African History and Industrial Organization Psychology, and a number of top-ten through top-thirty departments.

Accomplishments:

Led inclusive, participatory and collaborative strategic planning process to identify unified vision and set priorities. Redeployed resources toward strategic objectives, including identification of Thematic Areas for hiring tenure-system faculty, developing consistent and coherent branding, and increasing experiential learning and placement rates.

The first two years of the strategic plan saw increases of:

- 59% in Academic Analytics z-score compared with other AAU institutions
- 12% increase in percentage of faculty serving as PI on an external grant
- 47% increase in strong placement for PhD students
- 50% increase in number of faculty with national awards*
- 19% decrease in undergraduate student opportunity gaps
- 15% increase in undergraduate placement rates*
- 2% increase in under-represented tenure-system faculty
- 17% increase in under-represented PhD students
- 24% increase in philanthropy; meeting our \$60M comprehensive campaign goal eight months early and exceeding our goal by 12% by the end of the campaign
- 21% increase in press mentions of faculty research

*exceeding five-year strategic plan goal

Activities:

Added advisory boards and launched Social Science Week. Created and chaired a Dean's Advisory Board for Diversity and Inclusion including both internal and external constituents.

Instituted College awards for alumni and faculty. Developed and implemented differential workload policy. Mentored and developed College and University leaders.

Led University-wide initiatives around student success and core curriculum reform. Implemented Social Science – Law School 3+3 program. Institutionalized first MSU-wide service-learning program in Detroit, developed second program for Flint.

Instituted a review and reallocation of central support for PhD students based on placements and time-to-degree. Developing summer bridge program for incoming under-represented PhD students.

Added five new advisory boards and launched Social Science Week with over 100 alumni and 40 individual events. Began or continued University-wide initiatives in financial literacy, women's leadership, and support for MSU foster-care graduates.

Chaired search committee for MSU Director of Career Services. Served on MSU Campaign Strategy Committee, Student Success Project Review Committee, Provost's Strategic Enrollment Workgroup, as MSU's representative to the SSRC, and as a mentor for the CCAS (one mentee) and for MSU's Academic Advancement Network Fellows program (three mentees).

Dean, College of Business, University of Texas at Arlington

2013 –2016

The College of Business' part-time MBA is ranked #82 by US News & World Report (2017), and #50 of public universities. Over 120 faculty, both tenure-track and non-tenure-track, are organized into six departments and serve over 5800 students. We offer the Bachelor of Business Administration, the MBA (in flexible, cohort and executive formats), ten specialty Masters' of Science degrees and the Ph.D.

Accomplishments:

Led inclusive, participatory and collaborative strategic planning process to build community and establish shared goals and vision. Redeployed discretionary resources toward strategic objectives, including incentives for faculty research, increased community and alumni engagement, and professionalism training for students.

The first two years of the strategic plan saw increases of:

- 37% in peer-reviewed publications
- 300% in elite publications
- 37% in elite and high-quality publications
- 18% in citations of faculty research
- 68% press coverage of faculty research
- 18% in internship/employment listings
- 54% of business professionals visiting classrooms
- 23% of alumni we contact each year
- 39% of alumni visiting campus each year

Activities:

Collaboratively developed and launched new curricula (MS in Economic Data Analytics, Certificate in Consultative Sales) including online certificate and degree in Health Care Administration. Successfully reclassified appropriate programs as STEM. Led task force to develop interdisciplinary certificate in Entrepreneurship and Innovation (including Business, Engineering, Fine Arts, Education and Social Work), and interdisciplinary MS in Energy Management (including Business, Engineering, Science and Public Administration). Increased student credit hours offered to non-business majors by 37%.

Significantly increased activities and presence in DFW community. Increased philanthropic giving by over 100% in year 2, and again 28% in year 3.

Led a successful 5-year AACSB reaccreditation in 2015-2016. Board of the Southwest Business Dean's Association (regional AACSB chapter) and Board of Women Administrators in Management Education (national AACSB affinity group). Invited to serve on the AACSB national Initial Accreditation Committee (declined). Organizing committee (and presenter) for UT System Women's Leadership Conference, Chaired Dean Renewal Committee for College of Liberal Arts, Chaired Search Committee for Founding Dean of Architecture / Urban and Public Affairs, co-Chair of Campus Climate Committee.

Division Director, Division of Social and Economic Sciences, Social, Behavioral and Economic Sciences Directorate, National Science Foundation

2010 - 2012

This Senior Executive Service position manages a \$100 million budget, fifteen program officers and nine support staff. The Division includes three disciplinary programs: Economics, Political Science and Sociology, and five interdisciplinary programs: Law and Social Science, Science of Organizations, Science, Technology and Society, Decision, Risk, and Management Science and Methodology, Measurement and Statistics.

Activities:

Determined strategic direction of Division and of eight individual programs. Revised standing program solicitations for three programs to better fit research needs.

Explicitly encouraged and developed cross-program collaborations both within the Division, within the Directorate and across the Foundation around existing and new initiatives.

Identified and pursued new interdisciplinary funding opportunities with other government agencies, especially Census, Department of Justice, and NOAA.

Identified and highlighted Division contributions to Directorate, NSF and nationwide priorities.

Director, Center on Negotiations, University of Texas at Dallas

2007 - 2010

The Negotiations Center facilitated interdisciplinary research and ran a weekly (external) seminar series designed to bring together behavioral and experimental researchers from around the University. Attendees included faculty and Ph.D. students from the School of Economics, Political and Policy Sciences, School of Management, School of Behavioral and Brain Sciences, and many others.

Activities:

Administered or participated in six National Science Foundation grants totaling over \$1 million.

Hosted 121 external seminar speakers on UT Dallas' campus, including an interdisciplinary colloquium series on neuroeconomics, jointly with the Center for Vital Longevity.

Hosted three distinguished lectures for a general audience, each drawing an audience of approximately 100 from UT Dallas and the neighboring community.

Summary of Academic Accomplishments:

77 peer-reviewed publications across multiple disciplines, including:

American Journal of Sociology

Economic Journal

Experimental Economics

Journal of Consumer Research

Journal of Economic Literature

Journal of Law, Economics & Organization

Journal of Legal Studies

Journal of Marketing Research

Journal of Mathematical Psychology

Journal of Public Economics

Journal of Risk and Uncertainty

Journal of Theoretical Politics

Manufacturing & Service Operations Management

Management Science

Organizational Behavior & Human Decision Processes

Production and Operations Management

Strategic Management Journal

Extensive granting experience:

Ten National Science Foundation grants

Five Foundation or Corporate grants

NSF Panels and NIH Study Section service

Editorial board and Associate Editor service:

American Economic Review

Management Science

Organizational Behavior & Human Decision Processes

Journal of Economic Behavior & Organization

Experimental Economics

Selected Professional Activities (for a complete list, please see academic CV):

BTAA Audit Committee (2020-2022), BTAA Executive Committee (2022-), BTAA Chair (2023-)

AAU Advisory Board on Sexual Harassment, 2019-2021; Working Group on Sexual and Gender Misconduct Flag Sharing System, Societies Consortium Advisory Council; AAU Chief Academic Officers Steering Committee; UM President's Initiative on Preventing Sexual Misconduct co-chair

Catherine Shaw Bell Award (2017), American Economic Association, awarded January 2018; Fellow, American Association for the Advancement of Science (AAAS), Class of 2021; Full Member, Sigma Xi, The Scientific Research Honor Society, 2022

Co-organizer Women in J/DM, Judgment and Decision Making Conference, 2004, 2005, 2006; Committee on the Status of Women in the Economics Profession Board of Directors (2000-2006)--Spearheaded NSF Mentoring Workshop Initiative (CeMENT); Mentor, Diversity Initiative for Tenure in Economics (DITE) 2017-2018

NIA/NIH SEP Review Committees (RFA-OD-10-001 and RFA-OD-10-002), 2010; National Science Foundation Economics Advisory Panel, 2002-2004; National Science Foundation ADVANCE Review Panel, Hunter College, 2005; National Science Foundation ADVANCE Advisory Panel, 2005

Program Review: Department of Economics, University of New Mexico; Accreditation Team: AACSB University of Michigan, Dearborn; Evaluator: "Universities of Excellence" program, University of Cologne, German Council of Science and Humanities

Bibliometric Indicators for Academic Research (4/2023):

Google Scholar Citation Count: 23,988 h-index: 62 i10-index: 106
Rankings: #36 experimental economist <http://ideas.repec.org/top/top.exp.html>
Top 3% of all economists <https://ideas.repec.org/top/top.person.all.html>

Academic Appointments:

McKnight Endowed Professor, University of Minnesota

2020 – present Department of Economics

MSU Foundation Professor of Economics, Michigan State University

2016 – 2020 Department of Economics

Professor and John and Judy Goolsby – Virginia and Paul Dorman Endowed Chair; College of Business, UT Arlington

2013 – 2016 Department of Economics

Professor and Director of The Negotiations Center; Joint appointment between School of Management and School of Economic, Political and Policy Sciences, University of Texas at Dallas

2007 - 2013 Department of Organizations, Strategy and International Management (SOM) and Department of Economics (EPPS)

Division Director, Division of Social and Economic Sciences, Social, Behavioral and Economic Sciences Directorate, National Science Foundation

2010 - 2012 On IPA leave from UT Dallas

*Associate Professor (with tenure), Wharton School of the University of Pennsylvania
Member, Psychology Graduate Group, Associate, Institute of Law and Economics*

2000 - 2007 Department of Operations and Information Management

Visiting Scholar, Haas School of Business, UC Berkeley

2000 - 2001 Marketing Group

Visiting Assistant Professor, University of Pittsburgh

1995 - 1996 Department of Economics

Assistant Professor, Wharton School of the University of Pennsylvania

1994 – 2000 Department of Operations and Information Management

Predocctoral Fellow, University of Arizona

Summer 1993 Economic Science Laboratory