

DIONE DORSEY SOMERVILLE, ED.D.

Education

University of Pennsylvania, Philadelphia, Pennsylvania, 2006

Doctor of Education, Higher Education Management

Dissertation: *Symbolic Communication of College Presidents During Major Institutional Change*

Bowling Green State University, Bowling Green, Ohio, 1995

Master of Arts, College Student Personnel

Thesis: *Alienation of African American Students at Bowling Green*

Ohio Northern University, Ada, Ohio, 1992

Bachelor of Arts, English/Writing

Senior Essay: *The Literature of Toni Morrison*

Experience Overview

Vice President for Student Affairs

Bloomsburg University, Bloomsburg, Pennsylvania, 2011 – present

Dean of Students

Iowa State University, Ames, Iowa, 2007 – 2011

Director (Dean) of Enrollment Services/Registrar

Lorain County Community College, Elyria, Ohio, 2001 – 2006

Director of Student Affairs and Services

Ohio College of Podiatric Medicine, Cleveland, Ohio, 2000 – 2001

Director of Student Activities

Ursuline College, Pepper Pike, Ohio, 1995 – 2000

Assistant Director of Campus Programming

Ursuline College, Pepper Pike, Ohio, 1994 – 1995

Hall Director and Graduate Assistant in Student Affairs

Baldwin-Wallace College, Berea, Ohio, 1993 – 1994

Graduate Intern for Career Placement

Ohio Northern University, Ada, Ohio, Summer 1993

Area Coordinator and Graduate Intern for Student Activities

University of Findlay, Findlay, Ohio, 1992 – 1993

Experience and Accomplishments

Bloomsburg University, Bloomsburg, Pennsylvania

Vice President for Student Affairs, 2011 – present

Bloomsburg University is a comprehensive public university with an enrollment of approximately 10,000 students, located in a small town in northeastern Pennsylvania.

My portfolio includes the departments of Athletics, Center for Leadership and Engagement, Child Care Center, Counseling Service, Dean of Students Office, Dining, Greek Affairs, Health Center, International Student Services, Intramurals and Sports Clubs, LGBTQA Resource Center, Military Student Services, Multicultural Center, Orientation, Outdoor Recreation, Residence Life, Student Recreation Center, Student Response Team, Student Activities, Student Recreation Center, Student Union, University Bookstore, and the Women's Resource Center.

Reporting directly to President, serve as a member of President's Cabinet, as well as President's Advisory Council. Member of University Forum, Bloomsburg's University Senate. Participate on Forum committees as part of shared governance, such as Planning and Budget, Budget Subcommittee, and the Student Life Standing Committee, comprised of faculty, staff, and students.

Work directly with Council of Trustees, particularly Student Affairs Committee regarding key issues, such as athletics, student fees, housing and dining, major programmatic efforts, such as sports sponsorship and student wellness initiative, and strategic facilities planning, such as the revitalization of housing and student union building. Seek approval from Trustees regarding fee proposals for housing, dining, student recreation, wellness, student union, community activities, and for approval of the Student Code of Conduct.

Selected Accomplishments

Student Learning

- Spearheaded initiative for out-of-class experiences to be approved through the faculty curriculum council for general education and appear on the student's university transcript.
 - Since 2015, more than 500 students have benefitted from these offerings, allowing them to individualize their education, customize their program towards their career goals, and saving on the overall cost of attendance, as these out-of-class experiences are available at no additional cost to the student
- Partnered with Academic Affairs to place a faculty assessment fellow in Student Affairs to facilitate curriculum mapping of division learning domains and student learning outcomes to the university general education program.
 - Clearly outlines learning outside the classroom and programmatic alignment with academic and educational goals
 - Mapping document has become a model adopted by different academic departments on campus

Bloomsburg University, continued

Student Learning, continued

- Participant in re-envisioning Honors Program, particularly as it relates to other similarly situated scholarship programs, such as President's Leadership Program
- Under my leadership, created learning domains and student learning outcomes for the division
- Key architect in creating integrated model for Middle States Self Study Design, assuring that integration of and support for learning in the classroom and beyond was meaningfully captured; serve on Leadership Team for Middle States Self Study process with Provost;
- Under my leadership, continue to have classes of student athletes whose graduation rates and NCAA Academic Success Rates exceed national averages; graduation rates often exceed the university average for non-student athletes
- Funded teams of faculty and staff to attend national and regional conferences and meetings to present on the alignment of Academic Affairs and Student Affairs, and co-curricular learning experiences
- Under my leadership, created learning domains for Student Affairs and student learning outcomes for specific programs, created an assessment plan and program review cycles, and support development of proposals for faculty curriculum council; prioritized resources to retain a faculty assessment fellow to facilitate these achievements. These efforts helped transform divisional culture to offer programs and services aligned with learning outcomes, assuring that learning outside the classroom was integrated throughout the Bloomsburg student experience.
- Provided leadership to align academic and career outcomes for students in the master's degree program in Student Affairs, including supporting learning outcomes for graduate assistantships and partnering with faculty to assure availability of meaningful career experiences.
- Create direction and provide leadership for multiple partnerships with Academic Affairs, particularly retention efforts, Living Learning Communities, First-Year Experiences, International Student Services, Military Student Services, and performance funding-related initiatives
- Transitioned specific academic support units to a new department within Student Affairs for Integrative Learning, in close collaboration with Provost and faculty; continue to provide support and resources for professional development in these partnerships
- Provided leadership to university initiative to integrate principles of the Harvard University *Good Work* initiative into Student Affairs, particularly Orientation and Residential Education
 - One faculty member from this project the recipient of an endowed professorship
- Provided vision for grant co-authored by a communications faculty member and an addiction counselor on social norming campaigns regarding alcohol misuse; grant was successfully funded by the Pennsylvania Liquor Control Board

Strategic Enrollment Management

- Identified gaps in retention efforts and championed creation of enrollment planning working groups to address those gaps. Enrollment action plans are now in place to address those most acute needs.
- Spearheaded initiative for enrollment planning to include the Bloomsburg University Student Experience. Resulted in a more inclusive and comprehensive process as the University wrote its first Strategic Enrollment Management Plan.
- Collaborated to create a plan to use corporate sponsorship funding for short-term scholarships for students. Students who would have previously stopped out or dropped out now have an alternative for funding and also receive the financial planning assistance needed in order to complete their degrees uninterrupted.

Bloomsburg University, continued

Strategic Enrollment Management, continued

- Provided leadership for creation of food insecurity initiative, including a partnership with the local food bank. Students now have an option for assistance whereas in the past, some students struggled to choose between purchasing academic materials or food. Initiative is also connected to our Wellness initiative as healthy food choices and cooking demonstrations by our food service partner are emphasized.
- Aligned resources and positions within Admissions to link to performance targets and recruiting goals, such as for transfer students and Latino/Hispanic students. Only months after initial investments, both populations increased. These two enrollment goals were also linked to performance funding, thus providing an opportunity for additional revenue to the university.
- Partner with graduate academic department in Student Affairs to increase enrollment as part of enrollment planning.
- Collaborated with Provost to create a new university organizational structure, including creating the Division of Strategic Enrollment Management; effectively transitioned Admissions to new Division of Strategic Enrollment Management.
- Provide leadership on the Strategic Enrollment Planning Steering Committee.
- Analyzed and applied findings from studies related to improve admissions experience and yield.
- Provided support to institutionalize data-supported functionality and improve infrastructure to streamline back-office processes.

Construction and Renovations

- Provide leadership for feasibility study, financing and planning for a new \$61.4 million suite-style residence hall with bookstore, two dining venues, integrative learning space, a university mailroom, slated to open August 2017. The process was extensive, involving housing data from on and off campus and financial analysis, particularly to evaluate university bonded versus privatized housing models.
 - This project is directly linked to enrollment planning efforts, as prospective student data helped us re-evaluate perceptions of our housing stock, particularly in comparison to key enrollment competitors.
 - This new building also represents a major investment in integrative learning, as there is dedicated learning space in the building, particularly for tutoring, supplemental instruction, and seminars.
 - First-ever building of its kind on campus, a partnership of two auxiliary entities (residence life and dining), one affiliate service (bookstore), and two state funded services (integrative learning and mailroom).
 - The above-mentioned construction project is the first step in a housing revitalization estimated at more than \$531.8 million and a total Student Life and Athletics Facilities Plan totaling \$682.7 million. (All dollar amounts are 2014 estimates without inflation.) This project serves as a major catalyst for the University Facilities Master Plan, totaling more than \$909 million.
- Spearheaded feasibility study, surveys, financial planning, and educational campaign and referendum for a new student union. Students were empowered to take key leadership role in promoting a new building to their peers, understanding the vital role an effective student union plays in their educational experience and in attracting new students to the university.

Bloomsburg University, continued

Construction and Renovations, continued

- Under my leadership, created student gathering space in the Student Union, completed in 2015
 - Resulted in one of the most popular student spaces on campus with 93.9% of student surveyed in Spring Semester 2016 having a positive opinion of the renovation
 - Partner with University Library to create campus-wide study spaces leading up to and during finals week
 - Created a well-used programming space, hosting study groups, late night events, Super Bowl parties, and a popular lunch-time tabling space for organizations
- Under my leadership, completed several major campus renovations, including a major renovation of primary dining hall, completed in 2014; a major renovation to move the University Bookstore to a temporary location, completed in 2015; several renovations to residence halls, including air conditioning of existing buildings
- Under my leadership, completed feasibility study for expansion of Student Recreation Center
- Key participant for University-wide Facilities Master Plan Process; provide leadership to create strategies for major projects within institutional master plan
- Under my leadership, improved ADA compliance of Athletics Facilities; several of the issues already addressed and placed into the university capital investment planning

Budget Management

- Student Affairs enterprise budgeted at more than \$83,432,000 (Fiscal Year 2015-2016). Funding inclusive of operations, personnel, and reserves. Funding comprised primarily of state funding, student fees, auxiliary funds, and Community Government Association (student government).
- Work with Community Government Association (CGA), an affiliated 501C3 which manages and disburses the student fees that the University collects, owns the University Bookstore, owns an off-campus student apartment complex, and engages in selected property acquisition. The CGA budget is \$15,772,000 (2015-2016) and is included in the overall funding listed above.
- Align financial assets and personnel in order to meet key strategic university priorities
- Envisioned and gained approval for fee structure to support student wellness initiative that generated an estimated \$1.2 million in revenue to the university in its first year (2015 - 2016)
- Annually work with the Council of Trustees for approval of housing, dining, recreation, student union, wellness and other fees

Pennsylvania State System of Higher Education Policy Development

- Key participant in revision of Pennsylvania State System Board of Governor's Policy 1986-04-A on Program Review (academic programs and programs in support of the student experience)
- Key participant in revision of Pennsylvania State System Board of Governor's Policy 1983-06-A on student health centers. Significant changes involved taking into consideration the ever-changing environment related federal healthcare and insurance, while allowing institutions to be self-directed and autonomous in how each addresses meeting student health needs.

Bloomsburg University, continued

Labor Relations and Collective Bargaining

- Spearheaded key aspects of campus response during unprecedented 3 day faculty strike, assuring student needs met, including the following
 - Using the opportunity to provide key integrative learning services to students who were still on campus
 - Keeping student athletes in competition and the Athletics Department in operation while athletics administrators and athletic trainers were on strike
 - Proactively provided leadership to create contingency plans and support staff in creating alternative programming
 - Participating on university strike plan team, supporting major university functions
- Serve as management co-chair for the Pennsylvania State System labor-management committee examining Athletic Directors Workload. Recommendations to be presented to statewide Meet and Discuss prior to the expiration of current collective bargaining agreement.
- Work successfully in collective bargaining environment, including spearheading major university re-organization and new initiatives.

Crisis Leadership

- Provide executive-level leadership and involvement for university crises, including campus protests by students and others, student athlete incidents, widespread flooding, power outages, a shooting, public health concerns, and other crises
 - Collaborate with Communications to create University messaging
- Meet with students following racial incident in community involving a student, resulting in eased tensions and more transparent processes for reporting of bias incidents; provide leadership and support following an anti-LGBT demonstration on campus by an external group
- Provide leadership and strategic direction regarding institutional response to annual off campus student-led spring party; support work of Town Gown Council, university and local law enforcement; provide leadership for activities that promote a safe environment
- Served as on-camera university spokesperson regarding issues, including diversity and inclusion and student safety

University Advancement and Community Relations

- Participant in successful comprehensive campaign that raised more than \$62 million for Bloomsburg University, mostly for scholarships, student career development initiatives, and faculty professional development; provided leadership to specific initiatives within the campaign, interacting with alumni and donors; announced campaign launch to campus community during a rally on the academic quadrangle
 - During my leadership, giving for Athletics scholarships increased, raising more than \$7,275,000, including 43 new scholarships and 3 named facilities: the football field, a multi-sports stadium, and the tennis facility. One major gift included funding for both facility improvement and women's athletics scholarships
 - Secured first endowed scholarship for Center for Leadership and Engagement; under my leadership, a second scholarship for Greek leadership was created, and a third potentially underway from an alumnus who, as a student, participated in the Center
 - Provided leadership to create annual Legacy of Leadership Award for alumni
 - Worked with University Foundation to plan a prospect event and begin creating a donor base for the Center for Leadership and Engagement

Bloomsburg University, continued

University Advancement and Community Relations, continued

- Created Greek Alumni Advisory Council to engage alumni with the current issues of Greek life
 - Transformed relationship between Greek alumni and the university from contentious and fractured to collaborative and productive
 - Provided vision to celebrate 50th Anniversary of Greek Life at Bloomsburg University at Homecoming 2016, during the public phase of the campaign
 - Help facilitate linkages between Greek Alumni and Foundation
- Work with area hospital to initiate partnerships of mutual interest; serve on hospital community advisory board
- Provide leadership for Town Gown Initiative sponsored by Pennsylvania Liquor Control Board
- Serve as a liaison to local law enforcement and municipal leadership

Athletics

- Provide leadership for university-wide participation needed to launch Pennsylvania State Athletic Conference for web streaming athletics events, including staffing projections, equipment purchases and lifecycle planning
 - Initiative should bring more exposure and coverage for athletics
 - Provide leadership and collaboration regarding regional athletics television coverage, assuring that televised games provide exposure for the university in targeted markets for prospective students
- Under my leadership, Bloomsburg was one of 13 schools nationwide awarded the NCAA Choices grant. Valued at \$30,000 over three years, Athletics and Wellness will partner on educational programming and activities that reduce the misuse of alcohol.
- Provide leadership and advocacy for behavioral issues that become high profile, including one that garnered national attention on ESPN and in Sports Illustrated due to a student athlete's posting on social media
- Provide leadership and advocacy for long-term Athletics vision, including issues related to facilities, operations, sports sponsorship, compliance, equity, and scholarships and fundraising
- Because of the structure of the collective bargaining units at Bloomsburg University, both Athletics Administrators and Counselors are faculty. During the 2013-2014 academic year, I worked with Athletics, Counseling, and faculty union leadership to separate the Athletics faculty and Counseling faculty into two separate faculty departments to allow for more focused decision making based on their specialties. Continue to support faculty in these departments as they pursue promotion and tenure.

Title IX and Compliance

- Address Title IX complaint filed with the U.S. Department of Education, Office of Civil Rights regarding Athletics, including compliance with voluntary resolution agreement and any remedies.
 - Adding women's intercollegiate volleyball
 - Using corporate contract revenue to fund expansion of intercollegiate sports
 - Providing leadership for creation and implementation of equity plan
- Address Rehabilitation Act of 1973 and Title II of the Americans with Disabilities Act complaint filed with the U.S. Department of Education, Office of Civil Rights regarding University housing, including compliance with voluntary resolution agreement and any remedies

Bloomsburg University, continued

Title IX and Compliance, continued

- Provide leadership for Title IX compliance related to sexual violence involving students
 - Bloomsburg's policies and practices are regarded among the best in the Pennsylvania State System of Higher Education
 - Created a new position in the Dean of Students Office which serves as a Deputy Title IX Coordinator regarding student sexual misconduct; this individual serves as an institutional resource and is key to us maintaining compliance to the latest federal regulations and has even participated to deliver training at other institutions
 - Under my leadership and in close collaboration with legal counsel, sexual misconduct policies and resources have been revised or developed, when necessary
 - Provide leadership to finalize creation of sexual assault advocates on campus

Program Development

- Created framework, vision and leadership to develop Center for Leadership and Engagement, a leadership development program for students, based on social justice theory and community engagement
 - Since the opening of the Center in 2013, thousands of students have participated in Center programs
 - The Center's leadership certification program has three levels; students can receive general education points for completing certification levels 1 and 2
 - The Center's level 3 certification is a capstone experience which many students choose projects which integrates their program of study and leadership development
 - Integrated the President's Leadership Program, a premier scholarship and Living Learning community on campus
- Led University-wide task force to create Center for Diversity and Inclusion
 - Created position for University's first LGBTQA coordinator
 - Under my leadership, opened a gender neutral housing wing in a residence hall
 - Provide leadership to address issues related to diversity on campus, including responding to student protests and speaking with the media
 - Provide resources and funding for educational programming, including high-profile speakers, student mentoring programs, and student professional development
- Envisioned and developed new Wellness Center Concept in order to create a comprehensive and holistic perspective for student health and wellness
 - Integrate the functions of counseling, student health center and health education to serve students better
 - Provides necessary linkages to other offices regarding mental health, drug and alcohol education and rehabilitation, sexual health, and others
 - Collaborate with faculty academic departments for health symposium, mental health first aid, and concussion research
 - Student fee increased to fund center
- Provide leadership for tailgating experience using risk management protocols and in coordination with legal counsel, law enforcement, and town government
 - Provides a venue for parents, visiting teams, alumni, and donors to gather and celebrate during football season
 - Has become a source of scholarship funding for athletics scholarships

Bloomsburg University, continued

Program Development, continued

- Under my leadership, various campus life initiatives flourished
 - Transformed such Parents' and Families Weekend from a program near cancellation to one where hundreds of families attend and are engaged on campus
 - Began a Late Night Programming initiative, involving nearly 1000 students each academic year
 - Annual Spring Fest program has grown; in addition to student attendance, community members and families attend this now-destination event
 - Changed culture regarding the university response to annual student-led spring party
- Among the accomplishments achieved during my tenure, our dining program:
 - Successfully completed a competitive bidding process to contract dining service provider. While the company selected was the previous contract holder, the bidding process saw more bids than during the previous cycle.
 - Expanded student dining offerings and innovations, both in the primary board plan and in retail venues
 - Enjoy high usage of university dining, including increased numbers of voluntary meal plan holders
 - Continue to provide students with high value, being one of the least expensive dining programs in the state system, thus helping contain the overall cost of education
- Under my leadership, re-envisioned scope of Career Development to expand beyond transactional functionality to include national best practices; facilitated transition to new model that engages students beginning freshmen year in career-related activities

Administrative Leadership and Strategic Planning

- Provide leadership and strategic direction for a comprehensive Student Affairs division and as a leader for the institution on the President's cabinet
- Led division-wide process to revise Student Affairs mission statement and create strategic priorities in alignment with University strategic plan; led team development for annual goals
- Re-organized division structure to better serve students and align with strategic direction
- Created culture of assessment. Under my leadership, the division
 - Created a model for assessment of learning domains, student learning outcomes and program review
 - Created the division's first ever "Year in Review" featuring quantitative and qualitative information about the division; first baseline sharing of assessments about the division
- Revitalized and re-envisioned key functions using national best practices and assessment results to drive key decisions. Worked with and through team members to recognize areas where programmatic gaps existed and where improvements would be beneficial.
- Participate in shared governance, particularly as faculty are responsible for delivering several services within the Division of Student Affairs
- Provided University-wide leadership for implementing state-level employee background check policy before transitioning process to Human Resources
- Serve on institutional leadership team while updated policies on employee sexual misconduct
- Led university-wide team of faculty and staff to submit state grant proposal

Experience and Accomplishments, continued

Iowa State University, Ames, Iowa
Dean of Students, 2007 – 2011

Iowa State University is a large public research university with an enrollment of 36,000

Portfolio included Academic Success Center (including supplemental instruction, tutoring, writing center, etc.), Greek Affairs, Hixson Opportunity Awards, Judicial Affairs, LGBT Student Services, Multicultural Student Affairs, National Student Exchange, Parents' Association, Recreation Services, Student Assistance, Student Disability Resources, Student Legal Services, Student Support Services Program (Trio), Women's Center, and University-wide Crisis Response

Selected Accomplishments

Administrative Leadership and Strategic Planning

- Strengthened advocacy and outreach services and initiatives; initiatives often tied to retention, creating a developmentally appropriate university environment conducive to student success, and facilitating proper decision making and judgment among students
- Re-aligned Dean of Students Office to better serve student needs; created needed positions
- Completed comprehensive and inclusive strategic planning process
- Implemented assessment initiative creating baseline data and first web based "Year in Review"
- Advise Finance Committee and Executive branch of student government association
- Served on university-wide Diversity Committee; chair Student Affairs Diversity Committee

Student Learning

- Under my leadership, Academic Success Center flourished
 - Increased collaborations with all academic colleges, including the Writing Center transitioning from the College of Arts and Sciences to the Academic Success Center
 - Coordinated MAP-Works (retention technology) campus-wide implementation
 - Inaugural Student Success Summit held with co-chair from the Dean of Students Office

Title IX

- Key participant in creation of new sexual misconduct policy
- Presented progress to Iowa Board of Regents and Government Oversight Committee of the Iowa Legislature
- Under my leadership, created resources and services for students reporting and accused of sexual misconduct
- Collaborated with the University of Iowa and University of Northern Iowa regarding resources, best practices

University Advancement

- Participated in Foundation fundraising efforts
 - Participated in strategy meetings to identify prospects
 - Created annual fund priorities
 - Align institutional and student needs with donor passion

Iowa State University, continued

Budget Management

- Managed resources of approximately \$10 million; grew larger with newly created auxiliary
- Provided leadership to transition Recreation Services from state-funded to auxiliary enterprise
 - Developed team that understood bond financing, fee projections
- Provided financial leadership in transition to new Resource Management Model of budgeting and during reductions in state appropriations
- Serve on university tuition and fee committee; proposed increases to student leadership

Construction

- Under my leadership, completed a successful student fee referendum to construct a \$52.8 million, 160,000 square foot recreational facility renovation and expansion
 - Resulted in a 42% increase dedicated to student recreation, 380,000 total square feet
 - Connected to historic campus gymnasium, constructed in 1913
 - At the time, created tallest indoor climbing wall in state of Iowa at 40 feet
 - Immediately following opening, experienced a 70% usage rate by the student body and a 50% increase in group exercise offerings
 - Resolved security concerns in neighboring building
 - Construction received LEED Platinum certification
 - Project won several awards, including the National Intramural-Recreational Sports Association (NIRSA) – Outstanding Sports Facility Award – 2013
- Worked with Athletics department regarding outdoor spaces, changing uses and locations to better meet student needs
 - Moving fields contributed to the construction of the Cyclone Sports Complex, home to intercollegiate track, soccer and softball

Crisis Response and Risk Management

- Provided university leadership for crisis management response and planning
 - Chaired university Critical Incident Response Team, which included ISU Police, environmental health and safety, counseling, university counsel, student health, risk management, provost's office, human resources, facilities management and others
 - Responded to university incidents, including flooding, fires, missing students, student deaths, civil unrest, employee and student behavioral concerns
 - Provided leadership for the implementation of ISU Alert (a mass notification system which helps facilitate compliance with Clery)
 - Implemented emergency exercises and drills, including scenarios involving research laboratories, research animal safety, and active shooters
- Created pro-active student intervention function now considered a national best practice
- Collaborated with counseling services, student health center, law enforcement, and local hospital to coordinate response to students impaired by mental health concerns
- Provided leadership for student judicial issues
- Selected by Executive Vice President and Provost to serve on 5-member Steering Committee for University Risk Management Committee
- Serve as university spokesperson for print, radio and television media for selected issues

Experience and Accomplishments, continued

Lorain County Community College, Elyria, Ohio

Director (Dean) of Enrollment Services/Registrar, 2001 – 2006

Lorain County Community College is a comprehensive community college offering both transfer programs and workforce development, with an enrollment of 10,000 students in Greater Cleveland.

Originally titled as a Director, position title was changed to Dean included the areas of college experience course, code of conduct, international student recruitment and services, counseling and advising, student placement and testing, admissions applications, registration and records, graduation ceremony, and articulation and transfer services; dotted line supervision of student life

Administrative Leadership and Strategic Planning

- In a position in which the title changed to Dean, functioned as chief student affairs officer for a variety of responsibilities; reported to provost/vice president for academic and student services at this comprehensive community college with a headcount of more than 10,000 students
- Created and implemented a strategic planning process for the Division of Enrollment Services
- Served on promotion and tenure review board
- Managed an annual budget of \$3 million

Academic Affairs, Student Learning, and Retention

- Provided leadership for management of college experience course
 - Led course re-design, research efforts, and subsequent approval of the college experience course through curriculum approval process
 - Approved master schedule, assuring ample sections to fulfill enrollment estimates, managing course enrollment caps and overloads, and assuring qualified faculty to teach
 - Under my leadership, development of online and compressed sections increased
- Participated on academic program review committee, including reviewing enrollment, student learning outcomes, master syllabi, career outcomes, and cost benefit analysis
- Served on accreditation committee assessing student learning
- Provide leadership for retention initiatives, particularly for at-risk student populations; coordinated submission of Title III grant application addressing retention
- Chaired accreditation committee responsible for the re-design of College counseling and advising
- Key participant in development of College web portal and web-based learner services including registration, tutoring, advising, application, degree audit and other self-service functions

Enrollment Services

- Responsible for major renovation and re-design of one-stop student service center
- Provided leadership for merging the functions of the College Testing Center and Compass Lab
- Created Student Handbook and Planner; key participant in developing annual College Catalog
- Provided leadership for admissions process for several different allied health and nursing programs, in adherence to academic and accreditation requirements, and in cooperation with the faculty
- Key participant in task force that planned outreach centers to attract students
- Provided leadership for international recruitment plan

Lorain County Community College, continued

Transfer and Articulation

- Supervised Ohio Board of Regents audits of enrollment and transfer articulation policy compliance
- Created several different articulation agreements, including planning through implementation
- Supported transfer functions

Lorain County Community College, Elyria, Ohio

Adjunct Faculty, 2001 – 2006

- Developed online College Experience course according to student learning outcomes, including completely building course in online course delivery system, selecting textbook, and grading
- Early adopter of online format allowing non-traditional and other students flexibility completing this required course; mentored other online faculty and helped them create their sections
- Conducted assessment of student learning outcomes
- Taught course for approximately four semesters

Ohio College of Podiatric Medicine, Cleveland, Ohio

Director of Student Affairs and Services, 2000 – 2001

- Created College policy; updated student code of conduct; administered student health insurance
- Coordinated graduation ceremony and other student affairs activities

Ursuline College, Pepper Pike, Ohio

Director of Student Activities, 1995 – 2000

- Provided social, educational, and cultural activities; planned orientation; supervised adviser of student newspaper, graduate intern; managed budgets; advised student government and programming board
- Participated on Enrollment Management Committee; with a focus on mission, turned around looming enrollment crisis

Assistant Director, Campus Programming, 1994 – 1995

- Re-started and advised student newspaper, often working with faculty and administration to balance student editorial rights
- Designed and implemented student leadership development program
- Transformed student activities from a commuter-based model to one that supported a growing residential population; created evaluation process to determine popularity and cost-effectiveness of campus activities

Baldwin-Wallace College, Berea, Ohio

Hall Director and Graduate Assistant in Student Affairs, 1993 – 1994

- Managed co-ed residence hall; worked with international students

Ohio Northern University, Ada, Ohio,

Graduate Intern for Career Placement, Summer 1993

- Organized graduate school and career fairs

University of Findlay, Findlay, Ohio

Area Coordinator and Graduate Intern for Student Activities, 1992 – 1993

- Managed women's residential complex, planned programming in Student Activities, co-advised Latino student organization

Board Memberships, Professional Organizations, and Service

- Began new blog at <http://bloomu-life.blogspot.com>
- Participant, Advisory Committee for the Joint State Government Commission for Student Suicide in Higher Education, appointed by Chancellor of Pennsylvania State System of Higher Education (Report Complete, July 2017)
 - Represent State System institutions, providing insight to Joint State Government Commission as they prepared a report which included recommendations for preventing suicide in Pennsylvania's colleges and universities, including PASSHE, Pennsylvania State University and private institutions
- Regular Participant, What's AHEAD Trend-Spotter, University of Pennsylvania (2014 – present)
 - Provide information to help inform research of the University of Pennsylvania, Graduate School of Education's Alliance for Higher Education and Democracy
- Geisinger Bloomsburg Hospital Community Advisory Board (2013 – present)
 - Represent Bloomsburg University, serving as liaison and partner. This relationship is very important in resolving issues such as emergency room concerns, alcohol abuse response and education, supporting survivors of sexual assault, and obtaining naloxone for University police
- Panelist, Pennsylvania State System of Higher Education television series, "Infinite Opportunities: Life as a Student" (aired January 29, 2017)
 - Appeared as panelist with two students and moderated by the PASSHE Chancellor discussing various aspects of student life
- Panelist, "Getting Students to the Finish Line," Pennsylvania Association of Councils of Trustees Conference (October 2016)
 - One of three panelists discussing student retention with trustees of the 14 PASSHE institutions
- Educational Session Reviewer, National Association of Student Personnel Administrators (2014 Conference)
 - Was assigned educational program proposal to review for potential inclusion at the national conference
- National Association of Student Personnel Administrators (Co-Chair for Pre-Conference Volunteers 2011)
 - Coordinated other volunteers, assigning them to various tasks needed for pre-conference functions and the opening session
- City of Ames Student Affairs Commission (2007 - 2011)
 - Represented Iowa State University and student needs in the City of Ames, Iowa
 - Group spearheaded creation of a student section on city website
- City of Ames Police Community Relations Advisory Committee (2007 – 2011)
 - Served on this commission during a time of rapidly increasing diversity in the Ames
 - Committee often discussed concerns related to new residents and visitors of color and concerns of established white residents
- Iowa Network for Women in Higher Education (Institutional Representative 2008, 2009)
- Ohio Council of Student Development (Vice President 2002)
- Northeast Ohio Leadership Association (Chair 1999 – 2002)
 - Was a founding member of this leadership development consortium consisting of public and private institutions. Pooled resources and created efficiencies for programming that was of common interest to our respective campuses
- National Association for Campus Activities (Regional Conference Committee 1996, 1998 and 1999)
- Ohio College Personnel Association (Spring and Fall Conference Planning Committee 1995)

Professional Development

Institute for Education Management, Harvard Graduate School of Education, July 2015

Millennium Leadership Institute, AACSU, July 2014

Mentor: Dr. Mickey L. Burnim, President Emeritus, Bowie State University

National Women's Leadership Forum, American Council on Education, Office of Women in Higher Education, 2010