

## Tia Robinson-Cooper, Ed.D.

### EDUCATION

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| <b>Ed.D.</b>  | Northern Illinois University, Counseling and Adult Higher Education. May 2015. |
| <b>M.B.A.</b> | National Louis University, Business Administration. June 2003.                 |
| <b>M.S.</b>   | National Louis University, Organizational Leadership. May 2001.                |
| <b>B.S.</b>   | Northern Illinois University, Speech-Language Pathology. December 1992.        |
| <b>A.S.</b>   | Kishwaukee College, Business Administration. May 1991.                         |

### FELLOWSHIPS & LEADERSHIP DEVELOPMENT

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| <b>(2021-2022)</b> | California Community College League, New CEO Academy   |
| <b>(2019-2020)</b> | Thomas Lakin Institute for Mentored Leadership   |
| <b>(2019-2020)</b> | Blazing the Trail to the Presidency, American Association of Community College (AACC)            |
| <b>(2017-2018)</b> | Chancellor Leadership Academy, Ozarks Community College, Missouri Community College Association  |
| <b>(2010-2015)</b> | Diversifying Higher Education Faculty in Illinois Fellowship, Illinois Board of Higher Education |

### PROFESSIONAL EXPERIENCE

#### **Contra Costa Community College District (California)**

**2021-present**

Headquartered in Martinez, California, it is one of the largest multi-college community college districts in California, serving approximately 61,000 students annually with an economic impact of \$1.8 billion. Regional accreditation for Contra Costa Community College District is overseen by the Accrediting Commission for Community and Junior Colleges (ACCJC).

Contra Costa College (San Pablo): Contra Costa College (CCC) is a Hispanic Serving Institution (HSI) located in northern California. The college serves approximately 10,000 students (87% Students of Color) across West Contra Costa County, with an economic impact of \$263.3 million, supporting more than 3,110 jobs. CCC offers more than 80 degrees focused on increasing college completion and closing equity gaps for students enrolled in multiple pathways—arts and humanities, STEM, transfer programs, technical career and professional programs, and workforce development. CCC's Middle College High school is designated a Gold Ribbon School by the California Department of Education.

#### **President/Chief Executive Officer, Contra Costa College, July 2021-present**

##### Scope of Responsibility:

- ❖ Responsible for the total operations of the college, while providing direction within the policies and procedures governed by the Board of Trustees.
- ❖ Report to the Chancellor as a collaborative member of the Chancellor's Executive Team leading strategic enrollment recovery initiatives and overall district operations.
- ❖ Administer **\$251.7** million annual budget (e.g., operations, bond projects, large capital improvement projects, state scheduled maintenance, and workforce development funds for operational efficiency and positive impact on student success and regional workforce and economic development).
- ❖ Direct the work of 5 administrators (e.g., 3 Vice-Presidents, Director of Marketing and Director of Foundation) and an executive assistant supporting the work of 350+ full-time, part-time, and adjunct faculty, and a host of other academic support personnel.
- ❖ Provide vision for the college and continuous leadership and direction for planning, operations and all aspects of the college's programs, services, and initiatives in conformity with Board policies and state/federal regulations.
- ❖ Represents the college in fundraising, community engagement, partnership development and other opportunities to foster student support and institutional stability.
- ❖ Foster fair and collaborative labor practices across two unions (e.g., United Faculty and Local 1).
- ❖ Represent the college at Governing Board meetings.
- ❖ Effectively networked with legislative, community-based organizations, business/industry, and regulatory bodies to advance the mission and vision of the colleges.

##### Strategic Priorities:

- ❖ Develop a comprehensive strategic enrollment plan designed to stabilize and increase student enrollment, student retention, persistence, and completion across all student populations.
- ❖ Operationalize the strategic plan, master educational plan and equity plan.
- ❖ Build an infrastructure that will support and sustain the daily operations of the College.

- ❖ Expand the College’s footprint by strengthening existing partnerships while developing new partnerships across all sectors of the community.
- ❖ Create a forward-thinking organizational culture that priorities the current crisis of public health and the distress of racial and social injustice.

Selected Accomplishments:

- ❖ Successfully coordinated a return to work (campus) plan that transitioned the College to in-person instruction and services while maintaining the health and safety of students, faculty, and staff.
- ❖ Facilitated the College’s response to findings from the Accrediting Commission for Community and Junior Colleges (ACCJC) during the spring 2021 reaffirmation visit.
- ❖ In response to COVID-19, Implemented a collegewide mask mandate and vaccination mandate for all faculty, staff, and students.
- ❖ Worked collaboratively with the Committee on Accreditation for EMS programs, Commission on Education of Allied Health Programs, and Contra Costa Emergency Medical Service Agency to resolve concerns with three programs placed on probation.
- ❖ Set a vision for the college that prioritized Enrollment, Fiscal/Financial Sustainability, Workforce Development and Diversity, Equity, Inclusion and Social Justice.

**Minnesota State Colleges and Universities System (Minnesota)**

**2018 - 2021**

Headquartered in St. Paul, Minnesota, it is the third largest system of state colleges and universities in the United States and the largest in the State of Minnesota with 30 colleges, 7 universities, and 54 campuses serving 340,000+ students annually with an economic impact of \$2.5 billion. Regional accreditation for Minnesota State colleges and universities is overseen by the Higher Learning Commission (HLC).

Inver Hills Community College (Inver Grove Heights): Inver Hills Community College (Inver Hills) and Dakota County Technical College (DCTC) are aligned independently accredited comprehensive community and technical colleges situated in a metropolitan service area and a suburban community with an annual operating budget of \$85.2 million and an economic impact of \$334.6 million, supporting more than 2881 jobs. With combined student enrollment of 9031 (34% Students of Color) and FTE enrollment of 4473, Inver Hills and DCTC offer more than 120 degrees and are focused on increasing college completion and closing achievement gaps for students enrolled in multiple pathways—arts & sciences, transfer programs, technical career and professional programs, and workforce development through continuing education and customized training programs. Ranked #5 in nation and #1 in Minnesota for being “Best for Vets” by Military Times.

**Provost and Vice President of Academic Affairs, Inver Hills Community College, May 2018-July 2021**

Scope of Responsibility:

- ❖ Reported to the College President as a collaborative member of the President’s cabinet to lead strategic student support and success initiatives at Inver Hills and DCTC.
- ❖ Administered a **\$48.2** million (66%) of the total annual operating expenditures for operational efficiency and positive impact on student success and regional workforce and economic development.
- ❖ Directed the work of 11 administrators (e.g., Deans and Directors) and an executive assistant supporting the work of 350+ full-time, part-time, and adjunct faculty, and a host of other academic support personnel.
- ❖ Fostered fair labor practices and collaboration with four collective bargaining units as a member of the official faculty and shared governance committees, mediating formal and informal complaints from students and employees.
- ❖ Modeled the institution’s values, which include its commitment to diversity, equity, inclusion, and anti-racism.
- ❖ Increased and advanced transformative partnerships with industry/business, K-12, and college/university partners.
- ❖ Worked collaboratively to build innovative partnerships with business, industry, and community-based organizations
- ❖ Designed and implemented strategies for enrollment and recruitment, facility utilization, and course scheduling to strengthen the competitive position of the colleges in a highly competitive marketplace.
- ❖ Fostered a culture of collaboration between academic affairs and student affairs to develop strategic initiatives focused on student success, diversity, equity, inclusion and anti-racism, and financial sustainability.
- ❖ Served as an ambassador for the college community to strengthen the college’s competitive market position while promoting regional workforce and economic development.
- ❖ Ensured compliance with all regional and specialized accreditation standards, as well as local, state, and federal laws and standards.
- ❖ Effectively networked with legislative and regulatory bodies to advance the mission and vision of the colleges.

- ❖ Advanced and developed innovative academic programs that promote student success and growth: Culturally Responsive Peace Officer Program; Social Justice Program; Climate Change/Sustainability; and Business Analytics.
- ❖ Engaged with associations at the local, state, and national level including, American Association of Community Colleges, Association of Colleges and University Educators, League of Innovation, Higher Learning Commission.

Selected Accomplishments:

❖ **Academic Quality & Student Success:**

- Provided support and resources for faculty and students to successfully transition 100% of Spring 2020 course offerings to online and alternative delivery due to COVID-19 global pandemic (2020).
- Increased pandemic and post-pandemic enrollment by **12%** (summer 2020), and **7%** (fall 2020) enrollment mitigating a decline in enrollment due to COVID-19 (2020-2021).
- Collaboratively designed and implemented a faculty-inspired year-round strategic course schedule to strengthen enrollment and promote student retention and completion (2018-2019).
- Informed the design and implementation of a **\$15.3 million** capital bonding renovation of the Business and Technology building to enhance teaching, learning, operations, and student collaboration (2018-2020).
- Increased average credit load for full and part-time students and credit completion (FY 2019; FY 2020).
- Hired 12 FTE faculty in nursing, engineering, computer science, sociology, and communications to support teaching and learning, resulting in increased credit completion and persistence rates (2019-2021).
- Appointed as a Senior Academic Officer (SAO) representative to the Minnesota State Academic and Student Affairs Joint Council of Credentialing (JCCF) in consultation with faculty to review/revise/recommend appropriate faculty credentials to support teaching and learning (2019-2021).
- Appointed by the Chancellor as a Senior Academic Officer (SAO) representative to the Minnesota State Colleges and Universities & Minnesota State Taskforce on Law Enforcement Education Reform in an advisory capacity to the Chancellor and Board of Trustees (2020-2021).
- Appointed by the Associate Vice Chancellor as the Senior Academic Officer representative to the Minnesota State Academic and Student Affairs Law Enforcement Planning & Advisory Commission in an advisory capacity to the Chancellor and Senior Vice Chancellor (2020-2021).
- Appointed by the Senior Vice Chancellor as a Senior Academic Officer on the Minnesota State Tackling Transfer Taskforce charged with developing a comprehensive framework aimed to improve transfer rates for baccalaureate-seeking students (2019-2021).

❖ **Diversity, Equity, Inclusion & Racial Equality**

- In the wake of George Floyd's murder, led the development of equity-minded academic programming, such as, a Culturally Responsive Peace Officer Program and a Social Justice Program, and a new course, titled the "Murder of George Floyd: As American as Apple Pie" (2020-2021).
- Reduced fall 2018 Students of Color placing in developmental math by **24.4%** and developmental English by **10%** (FY 2019, FY2020).
- Led and launched the Equity by Design Framework aimed to eliminate educational equity gaps and create a student-ready equity minded institution (2020-present).
- Facilitated the largest 5-year percentage increase in overall student persistence **32%** and Student of Color persistence **17%** (FY2019, FY2020).
- Supported 45+ faculty participating in the Diverse Perspectives Pedagogy Faculty Seminar (2019-2020).

❖ **Strategic Planning:**

- Developed the Master Academic Plan for (2019-2022) with strategies focused on increasing persistence, retention, and completion, resulting in a 6% increase in overall student enrollment (FY 2020).
- Led the 2021-2025 Strategic Planning process - the first to align across both colleges - including creating a strategic framework for improving student success, advancing diversity, equity, and inclusion, and ensuring fiscal sustainability (2019-2021).
- Developed and implemented a comprehensive strategic plan for Inver Hills and DCTC aimed at building partnerships with K-12 and four-year partners resulting in a 40% increase in concurrent enrollment (2018-2020).

❖ **Shared Governance:**

- Designed and implemented a strategic framework for college-wide communication that included implementing Department Chairs to allow broader input and consultation in decision-making (2018-2020).
- Worked collaboratively to respond to and resolve grievances (step-one) filed by faculty in consultation with faculty and labor relations (2018-2019).
- Zero grievances filed from any of the four collective bargaining units representing faculty and staff reporting to the Provost and Vice President of Academic Affairs (2019-2020).

- Hosted routine all-faculty meetings and published regular newsletters and updates to strengthen communication and consultation with all employees (2018-2021).
- ❖ **Accreditation:**
  - Reaccreditation of four academic programs in health science and business with no sanctions (2019-2020).
  - Prepared and led the preparation of two colleges (Inver Hills and DCTC) for spring 2021 mid-cycle review and reaffirmation of accreditation (2019-2021). Both resulting in reaffirmations of accreditation.
  - Appointed by the Higher Learning Commission to serve as a Peer Reviewer (2016-2021).
  - Served as a consultant/mentor and peer reviewer on the Minnesota State Mock Peer Review Team for three colleges (South Central College, Saint Paul College and Normandale) aimed at supporting the successful accreditation of Minnesota State colleges and universities (2019-2021).
- ❖ **Budgeting/Finance/Operations:**
  - Balanced annual budget of approximately **\$48.2** million (FY2019; FY2020).
  - Collaborated to produce budget reductions resulting in a 10% decrease in fiscal resources without impacting faculty, staff, or academic programming (FY2019; FY2020).
  - Led year over year enrollment growth placing Inver Hills among the top performing institutions of the 30 Minnesota State 2-year colleges (FY2019; FY2020).
  - Implemented a two-year student-centered course schedule that resulted in a 10% increase in summer enrollment, 2% increase in course fill-rates, and 5% increase in evening enrollment (2018-2020).
  - Co-authored the Second-Chance Pell grant, which was awarded by the U.S. Department of Education to Inver Hills - the only 2-year college in Minnesota State to provide need-based Pell grants to students in state and federal prisons (2019-2020).
- ❖ **Operational Efficiencies:**
  - Successfully planned and implemented a revised administrative leadership structure for Nursing and Allied Health programs with broad input from faculty and workforce partners (2018-2020).
  - Created a vision and organizational structure for Academic Affairs in consultation with faculty and staff and hired the college's first Director of Academic Affairs Operations (2019-2020).
  - Successfully planned and implemented a revised administrative leadership structure for Nursing and Allied Health programs with broad input from faculty and workforce partners (2018-2020).
- ❖ **Partnerships:**
  - Established a partnership agreement with the Minnesota Association for Nursing Education (MANE) and Metropolitan State University to strengthen the nursing graduate pipeline across the state (2018).
  - Established partnerships with the Minneapolis Veterans Home and Health Department to deliver an on-site certified nursing assistant (CNA) program (2019-2020).
  - Built strong alumni relations and increased non-traditional revenue streams through fundraising/friend-raising in partnership with the IHCC Foundation (2019-2021).
  - Planned and developed in partnership with the Minnesota Department of Corrections to increase academic programming by 50% and expand resources across multiple facilities (2019-2020).

## **East Central College (Missouri)**

**2016-2018**

Headquartered in Union, Missouri and established in 1968, it is a regionally accredited multi-campus, comprehensive community and technical college situated in a rural community with five campuses across a 1,000 square mile service area with an annual operating budget of \$18.3 million. The college enrolls 2,800 students (9% Students of Color) enrolled in arts and sciences transfer programs; career technical education and workforce development programs.

### **Vice President of Academic Affairs/Chief Academic Officer, East Central College, 2016-2018**

#### Scope of Responsibilities:

- ❖ Reported to the College President to advance student success and student access initiatives
- ❖ Provided direct instructional support for faculty through professional development, integrated instructional technology, and the evaluation of teaching.
- ❖ Developed four career & technical education pathways designed to allow high school students the opportunity to earn a credential concurrently while completing high school.
- ❖ Demonstrated disciplined fiscal management of greater than 40% of the campus operating expense.
- ❖ Supervised the work of nine administrators including deans, directors, and an executive administrative assistant, each supporting the work of 140+ full and part-time faculty and staff.
- ❖ Fostered fair labor practices with the faculty collective bargaining unit as a member of the faculty and staff shared governance committee.

- ❖ Strengthened the integrity and quality of academic programs through regional and specialized accreditations with aligned policies and procedures.
- ❖ Provided oversight for the curriculum development and approval process and identified and developed new programs that met the needs of business and industry (e.g., Welding, Precision Machining, HVAC, Industrial Engineering Technology, Culinary, Health Information Management, Nursing, and Medical Assisting).
- ❖ Engaged with local, state, and national level associations, including Missouri Community College Association, Association of College and University Educators, Association of Community Colleges, League of Innovation, Complete College America, Charles A. Dana Center, Missouri Department of Higher Education, and Missouri Department of Economic Workforce Development.

Selected Accomplishments:

- ❖ **Academic Quality & Student Success:**
  - Partnered with faculty to strengthen teaching and student learning through a collaborative design and implementation of a new process for faculty evaluation (2017-2018).
  - Increased FTE by 14% in Career Technical Education programs by developing three new academic programs and six apprenticeship programs in skills trade to meet workforce and industry partner needs (2017-2018).
  - Increased dual credit/dual enrollment headcount by 36% and credit hours by 39% (FY 2017).
  - Implemented high-impact practices (e.g., multiple measures, math pathways and co-requisite models), increasing graduation rates by 5% (2016-2018).
  - Advanced distance education, resulting in a 39% increase in online enrollment (2017-2018).
- ❖ **Diversity, Equity, Inclusion & Racial Equality**
  - Developed, recommended, and revised academic policies and procedures (e.g., late registration, attendance, social media, course substitution, and grade forgiveness) to advance student success and completion for underserved students (2017-2018).
- ❖ **Shared Governance:**
  - Chaired faculty contract negotiations using Interest-Based Bargaining, which led to the successful ratification of the collective bargaining agreement (2017-2018).
  - Zero grievances filed from the collective bargaining unit representing faculty reporting to the Vice President of Academic Affairs (2016-2018).
  - Partnered with faculty and staff to develop a comprehensive shared governance model that included all stakeholders in decision making (2017-2018).
  - Hosted all-faculty meetings to strengthen communication and consultation with all employees (2016-2018).
- ❖ **Accreditation:**
  - Led the reaffirmation of accreditation process with the Higher Learning Commission, AQIP Pathway (2016-2018).
  - Reaccreditation of three academic programs (e.g., Nursing, Radiological Technician, Culinary) with no citations (2016-2018).
  - Over 200 faculty fully cooperated with a comprehensive evaluation of the criteria for accreditation in preparation for regional reaffirmation of accreditation (2016-2018).
- ❖ **Budgeting/Finance/Operations:**
  - Balanced annual budget of approximately \$7.2M (FY 2017; FY 2018).
  - Advanced \$4.2M in capital improvement projects—Center for Workforce Development; Business and Industry Center; and academic buildings (2016-2017).
  - Demonstrated sound fiscal acumen in the prioritization of \$1.8M in budget reductions to offset a mid-cycle 6% reduction in state funding (FY 2017).
  - In collaboration with faculty and student affairs, developed a student-centered comprehensive course schedule that resulted in a 22% increase in enrollment (2016-2017).
- ❖ **Strategic Planning:**
  - Led the 2016-2019 Academic Affairs Master Plan focused on “Removing Barriers to Student Success” that resulted in an increase in overall student enrollment by 5%, student retention by 6%, and increased graduation rates by 2% (FY 2017; FY 2018).
- ❖ **Operational Efficiencies:**
  - Implemented strategic cost savings that aligned financial resources with academic programs that captured cost savings of \$350,000 without negatively impacting faculty and staff (2016-2017).
  - Created a vision and organizational structure for Academic Affairs in consultation with faculty and staff and hired the college’s first Director of High School Partnerships (2017).
- ❖ **Partnerships:**

- Partnered with Aerofil Technologies and Economic Workforce Development to develop the “Work Here: Learn Here” program, which placed career technical programs (e.g., industrial engineering) on-site in the workplace (2017-2018).
- Partnership with the Joint Apprenticeship and Training Committee (JATC) and Bricklayers and Allied Craftworkers of Eastern Missouri to provide a seamless pathway for masonry trade workers to receive an Associate of Applied Sciences in Skilled Trades (2017-2018).
- Partnered with Missouri University of Science and Technology to develop the Campus Connections program, which allowed 85 engineering students to enroll concurrently in both institutions (2017-2018).
- Partnered with 10 public K-12 and K-8 school districts to increase dual credit/early college programs and academic career pathways resulting in a 20% increase dual credit enrollment (2016-2018).

### **Rock Valley College (Illinois)**

**2015-2016**

Headquartered in Rockford, Illinois and established in 1964, it is a regionally accredited comprehensive community and technical college situated in an urban metropolitan community 60 miles north of Chicago with an operating budget of \$112 million and an economic impact of \$13 billion. The college enrolls 7,500 (41% Students of Color) in over 85 arts and sciences transfer programs, career technical education, and workforce development programs.

### **Dean of Teaching and Learning, Rock Valley College, 2015-2016**

#### Scope of Responsibilities:

- ❖ Reported to the Vice President of Academic Affairs as a collaborative member of the academic affairs leadership team leading student success and workforce development initiatives.
- ❖ Administered \$4.2 million (15%) of the total annual academic affairs operating expenditures.
- ❖ Worked collaboratively with representatives from two collective bargaining units for faculty and staff reporting directly to the Dean of Teaching and Learning.
- ❖ Oversaw the operations and growth of two Early College programs: Running Start and Advance Now. These programs were designed for high school students to earn a credential (Associate degree or certificate) concurrently while completing high school and ensured that dual credit programs met NACEP standards of excellence.
- ❖ Collaborated successfully with regional and local consortiums (e.g., Career Education Associates of North Central IL (CEANCI) and served on the Regional College and Career Readiness (P-20 Initiatives) Consortium.
- ❖ Implemented college readiness initiatives designed to strengthen partnerships with regional high schools by aligning curriculum and supporting student success.
- ❖ Served on college and community committees (e.g., Academic Dean’s Council, Enrollment Consortium, Teaching and Learning Committee, and Enrollment Management and Recruitment).

#### Selected Accomplishments:

- ❖ **Partnerships:**
  - Partnered with the Goodwill of Northern Illinois, community organizations and faith-based leaders to combat the regional GED crisis by creating pathways from GED to career and technical education in Computer Numerical Controlled (CNC) machining, truck driving, and nursing assistant programs (2016).
  - Worked with the Provost and College President to develop the Northern Illinois University/Rock Valley College (NIU/RVC) partnership to allow students to earn a NIU Engineering degree while attending RVC (2015-2016).
  - Increased dual credit enrollment by 3% by developing career and transfer pathways in business, healthcare, engineering, computer science, and cyber security with K-12 partners (2015-2016).
  - Worked with Aldermen and State Representatives across four counties (e.g., Winnebago, Boone, Stephens, Dekalb, McHenry) to open a new learning center serving underrepresented student populations (2015-2016).

### **City Colleges of Chicago (Illinois)**

**2006-2015**

Headquartered in Chicago, Illinois, it is the largest community college system in Illinois with 7 community colleges and 6 satellite campuses enrolling 85,000 students seeking to reach their academic, career, transfer, and personal goals. The annual operating budget of \$306.7 million supports 43,000 jobs with a \$10.8 billion economic impact. Regional accreditation for City College of Chicago’s independently accredited institutions is overseen by the Higher Learning Commission (HLC).

Olive-Harvey College: An urban metropolitan community college located on the south side of Chicago and is designated a Predominately Black Institution (PBI) serving 8,600 (94% Students of Color) enrolled in certificate, degree, GED, or learning English as a second language programs and employs 500 full and part-time faculty and staff.

### **Dean of Instruction, Olive-Harvey College, 2013-2015**

#### Scope of Responsibilities:

- ❖ Reported to the College President and served as a member of the President's Cabinet focused on leading student success, enrollment, and workforce initiatives.
- ❖ Demonstrated cross-functional collaboration with senior and mid-level leaders across the College and System
- ❖ Maintained fair labor practices and collaborations with faculty and staff representing four collective bargaining units reporting to the Dean of Instruction.
- ❖ Effective management of \$6.2 million grant portfolio including Predominately Black Institution (PBI), Perkins Career and Technical Education (Perkins IV), and STEM.
- ❖ Reviewed tenure portfolios and recommended eight faculty for retention, promotion, and/or tenure appointments.
- ❖ Led academic program planning, course assessment, course development, budget planning/development, and curriculum development in collaboration with Department Chairs, faculty, and administration.
- ❖ Evaluated part-time faculty to ensure continuity of quality classroom instruction.
- ❖ Coordinated and directed the evaluation, review, and implementation of innovative curriculum additions and revisions. Reviewed course outlines, syllabi, and offered feedback and assistance.
- ❖ Assisted with the development of a comprehensive orientation program for full-time and part-time faculty.

#### Selected Accomplishments:

- ❖ **Academic Quality & Student Success:**
  - Developed academic boot camps, which resulted in a 15% decrease in the number of students placing into developmental education courses (2014-2015).
  - Successfully implemented Akademos, a system-wide online bookstore designed to reduce the cost of textbooks (2013-2015).
  - Oversaw the development of a \$2M math emporium renovation (2014-2015).
  - Supported faculty in the development of academic programming offerings for the Transportation, Distribution, and Logistics (TDL) hub of City Colleges' College to Careers Initiative (2013-2015).

#### **Adjunct Faculty, Center for Teaching and Learning, 2006-2013**

Scope of Responsibility: Delivered courses online in student success, business, management, and leadership to traditional and non-traditional students. Trained in Quality Matters (QM) Professional Development and completed the Illinois Online Network (ION) Professional eLearning Program. Effectively used instructional methods to deliver quality teaching and learning while focused on student success. Implemented continuous quality improvement to assess student learning and determine proficiency in meeting the course learning objectives. Attended faculty development, campus, and system-wide meetings, and worked collaboratively with peers to improve teaching and learning.

#### **Northwestern College (Illinois)**

**2008-2013**

Headquartered in Chicago, Illinois, it is a private multi-campus for-profit college accredited by the Higher Learning Commission. The college serves 2,400 credit students, offers associate in applied science degree programs and certificates, and employs 180 full and part-time faculty and staff.

#### **Dean of Academic Affairs, Northwestern College, 2008-2013**

Scope of Responsibilities: Served as a member of the President's Leadership Team, led enrollment and workforce development initiatives, and managed a \$1 million academic budget. Supervised eight direct reports comprised of academic and student affairs directors and coordinators. Served as the Campus Director, Chief Academic Officer, and Interim Vice-President of Academic Affairs. Provided leadership and oversight for regional and programmatic accreditations: HLC, ACBSP, CAHEEP, CAHIIM, and the Illinois State Board of Nursing. Led the successful reaffirmation of accreditation with the Higher Learning Commission, PEAQ Pathway.

- ❖ **Academic Quality & Student Success:**
  - Developed two new academic programs: Radiological Technology and Nursing (2011-2013).
  - Improved both student retention rates and graduation rates across the institution from 48%-62% (student retention) and 24%-32% (graduation rates); developed early registration initiatives that captured 70% of student registrations prior to the end of the term; and developed an Early Alert System to identify at-risk students and identified strategies to increase persistence rates (2011-2013).
  - Led \$1.5M in capital improvement projects (e.g., medical lab, nursing lab, and computer labs) and renovations (2010-2012).

#### **American InterContinental University (Illinois)**

**2003-2006**

American InterContinental University is a comprehensive for-profit university accredited by the Southern Association of College and Schools Commission on Colleges (SACSCOC). The institution enrolls 28,000 credit students and employs 600 full and part-time faculty and staff.

**Dean of Instruction, American InterContinental University, College of Business & Management, 2003-2006**

Scope of Responsibilities: Provided academic leadership to 15 online degree programs in business, management, and marketing. Supervised five department chairs and 90 adjunct faculty members virtually. Facilitated program curriculum review, assessment, and the development of new student orientation. Maintained compliance with regional and programmatic accreditations. Conducted, monitored, and implemented processes for the annual evaluation of faculty. Monitored program compliance with multi-state articulation agreements and accreditation standards. Developed a comprehensive online new faculty training and orientation program.

**DeKalb Community Unit School District 428 (Illinois)**

**2003-2011**

DeKalb School District is a K-12 school district serving 6,200 students and employs 420 full and part-time teachers and staff. The district is comprised of 11 Facilities (e.g., 1 high school, 2 middle schools, 8 elementary schools) across three cities: DeKalb, Cortland, and Malta with a total population of 56,000 residents and an annual operating budget of \$78 million.

**School Board Member (Elected), Dekalb Community Unit School District, 2003-2011**

Scope of Responsibilities: Hired and provided supervision to the Superintendent; developed and maintained policies that aligned with local, state, and federal regulations; and, developed and provided oversight of the annual operating budget.

❖ **Shared Governance:**

- Chaired and Co-chaired six successful union negotiations (e.g., 2 Teachers, 2 Secretaries, 1 Cooks, and 1 Custodians contracts), which led to ratification of the collective bargaining agreements.

❖ **Budget/Finance/Operations:**

- Fiscal management of a \$72M annual budget resulting in a balanced budget for eight years (2003-2011).
- Maintained a AAA District Bond Rating for eight consecutive years (2003-2011).
- Successful Campaign for \$110 Million Building Bond Referendum for a New Comprehensive High School, a New Elementary School, and Repurposing of Other Facilities including Redistricting (2008).
- Negotiated abatements, intergovernmental agreements, and pre-annexation agreements to capture new revenue and attract new businesses (e.g., Park 88, Target, Builders and Walmart), (2005-2009).

❖ **Strategic Planning:**

- Led two district-wide strategic plans that focused the school districts' commitment to closing the achievement gap, fiscal responsibility, capital improvement planning, and diversity (2004; 2008)

❖ **Partnerships:**

- Worked collaboratively with external stakeholders including Northern Illinois University, Kishwaukee College, and Aldermen across eight districts, State Representatives, three Mayors across three cities, Law Enforcement Officials, County Boards, Park District Officials, various governmental entities, builders, and local businesses (2003-2011).

**OTHER PROFESSIONAL EXPERIENCES**

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- ❖ Minority Student Recruiter, College of Education, Northern Illinois University, (2008-2009).
- ❖ Academic Coach, Center for Counseling and Student Development, Northern Illinois University, (2007-2008).
- ❖ Admissions Advisor, American InterContinental University, (2003-2004).
- ❖ Director of Training, Education & Community Relations, Salvation Army Correctional Center, (1999-2004).
- ❖ Employment Resources Center Coordinator, Kishwaukee College, (1997-1999).
- ❖ Educational Specialist, Accessibility Services, Waubensee Community College, (1996-1997).
- ❖ Counselor Coordinator, Upward Bound Program, Northern Illinois University, (1994-1996).
- ❖ Residence Hall Director, Northern Illinois University, (1992-1994).

**FACULTY/TEACHING EXPERIENCE**

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- ❖ Associate Faculty, Ashford University, College of Business, (2013-2016).
- ❖ Faculty, University of Phoenix, College of Business and Management, (2005-2014).
- ❖ Adjunct Faculty, Kishwaukee College, Business & Management, (2006-2009).
- ❖ Instructor, Literacy Education, Northern Illinois University, College of Education, (2009-2011).
- ❖ Adjunct Faculty, Elmhurst College, College of Professional Studies, (2005-2010).

**AWARDS & RECOGNITIONS**

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- ❖ McKinley “Deacon” Davis CHANCE Program 50 Outstanding Alumni, 2018.
- ❖ J. H. Clarke Honor Society, Northern Illinois University, 2015.
- ❖ Community Service Award, Dekalb School Board Association, 2011.
- ❖ Outstanding Graduate Student, Northern Illinois University, 2010.

#### **DEVELOPMENT/FUNDRAISING ACCOMPLISHMENTS**

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- ❖ Co-wrote, administered, and assured compliance for the following grants, which advanced Inver Hills Community College’s commitment to student success, closing achievement gaps, and meeting workforce development needs:
  - \$9.2 million** - U.S. Department of Education Hispanic Serving Institution (HSI) grant to advance STEM and Social Justice (2021, 2022).
  - \$2.9 million** - 5-year U.S. Department of Education TRIO Student Support Services grant, an increase of \$8,856 over the previous funding allocation (2020-2021).
  - \$2.1 million** - Student Equity & Achievement Program (SEAP) awarded by State’s Chancellor’s Office to improve disproportionately impacted student outcomes.
  - \$268,000** - U.S. Department of Education Strengthening Career and Technical Education for the 21st Century Act (Perkins V) grant allocation for (FY 2019; FY2020; FY2021).
  - \$150,000** - Ascendium Education Group (planning grant) in partnership with Augsburg University, Metropolitan State University, and the Department of Corrections to expand higher education programming to incarcerated individuals (2020).

#### **LEADERSHIP DEVELOPMENT**

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- ❖ “Minnesota State Budget Allocation Framework.” Minnesota State (2019).
- ❖ Higher Learning Commission’s Peer Corps Program, (2016-2019).
- ❖ Minnesota State Colleges and Universities, New Chief Academic Officers (CAO) Training, (2018).

#### **SELECTED PROFESSIONAL ACTIVITIES & ASSOCIATIONS**

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- ❖ Association of California Community College Administrators (ACCCA), Member, (2021-Present)
- ❖ American Association of Community Colleges, Member, (2018-Present).
- ❖ National Council on Black American Affairs (NCBAA), Member, (2019-Present).
- ❖ Association of Black Women in Higher Education, Member, (2016-Present).
- ❖ Higher Learning Commission, Peer Corp Reviewer, (2016-Present).
- ❖ Illinois School Board Association (ISBA), Member, (2003-2011).
- ❖ National School Board Association (NSBA), Member, (2003-2011).
- ❖ Association for Continuing Higher Education, Member, (2013-2015).
- ❖ American Association for Adult and Continuing Education, Member, (2014-2015).
- ❖ Missouri Community College Association (MCCA), (2016-2018).
- ❖ Missouri National Association of Developmental Education (MoNADE), (2016-2018).
- ❖ Missouri National Education Association-Partnerships in Collaboration, Board Member, (2016-2018).
- ❖ Missouri Alliance of Concurrent Enrollment Partnership, (2016-2018).

#### **SELECTED CONFERENCES, PRESENTATIONS, AND PUBLICATIONS**

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- ❖ Presenter, Dismantling Barriers, Identifying Gaps, and Creating Change with Data and Action, the national Council for Workforce Education, (2021).
- ❖ Presenter, Law Enforcement Education Reform: Culturally Responsive Law Enforcement, Minnesota State Colleges and Universities, Board of Trustees, (2020).
- ❖ Panelist, Leading in White Spaces, The Circle: Black Women in Leadership, YouTube, (2020).
- ❖ Panelist, Leading through COVID-19, Missouri Dept. of Higher Education & Workforce Development, (2020).
- ❖ Panelist, Minnesota State Annual Assessment and Accreditation Conference, Minnesota State Colleges and Universities, (2019).
- ❖ Presenter, Student Success through the Eyes of the Provost, Inver Hills Community College, (2019).
- ❖ Presenter, A Study of Superintendent and School Board Relationships in Illinois, IASB/IASA/IASBO 83<sup>rd</sup> Joint Conference, (2015).
- ❖ Keynote, John H. Clarke Honor Society, Northern Illinois University (2015).
- ❖ Robinson, T. L (2015). Dissertation. The role of the school board in promoting social justice: A critical race theory perspective. Northern Illinois University.