

PROFESSIONAL EXPERIENCE

New Mexico State University Alamogordo
Alamogordo, NM 88310

President, May 2007 – present; Provide leadership for the campus in all areas including facilities, academics, student services, fiscal operations and foundation. Some *key accomplishments* include:

- Secured \$1.2 million in capital outlay and \$60,000 in research and public service monies from the 2008 legislature. Led campus campaign to secure a \$5 million General Obligation Bond from the community which passed by a 70% margin.
- Initiated construction of a \$4.5 million Allied Health addition to LEED Silver Certification standards, partnered with the City of Alamogordo to install the first solar-powered crosswalk in State of New Mexico, implemented campus recycling program, sustainability task force and will pilot test a 10-hour, 4-day work week during Summer 2009.
- Campus increased enrollment by over 28% in 2007-08 and by over 16% in 2008-09.
- Implemented e2Campus text messaging system and updated campus security plan in partnership with local officials and Director of Facilities Services.
- Working closely with the Alamogordo Foundation Board President to revitalize the Board and to increase the number and amount of student scholarships.
- Initiated marketing campaign to celebrate the golden anniversary of the campus. Some components include bi-weekly newspaper articles, a series of hour-long radio interviews, presentations at various civic, community and legislative events, an anniversary cruise, and a new web page.
- Working closely with the Vice President of Academic Affairs to initiate and well-defined college assessment plan that includes the comprehensive assessment of online courses.
- Completed assessment of progress towards meeting the goals and objectives of the 2004-2009 strategic plan and a SWOTs analysis. During FY 2009, developed new five-year strategic plan for the campus.
- Developed three-year plan to increase faculty (full- and part-time) and staff salaries while increasing the contingency fund from 3% to 10% of I&G funding.
- Implemented new student and staff ID system, developing a campus technology plan and pilot-testing second life technologies.
- Working closely with Holloman Air Force Base and White Sands Missile Range to increase participation of base personnel in educational programs and implement iPod delivery of general education courses.
- Working closely with the fiscal officer to implement modified zero-based budgeting procedures.
- Out sourced deli and bookstore services and implemented a new vendor beverage contract for the campus.
- Secured WIA and TANF contracts for the campus. In the process of securing Title V, Gear Up, and Trio grants for the campus.
- Working closely with the Vice President of Student Services to implement the formation of a new student government and an Office of Student Retention and Success.
- Reorganized joint council to include membership from all areas of the campus.

Montana State University - Northern
Havre, MT 59501

Provost and Vice Chancellor for Academic Affairs, Professor of Business 2003 – 2007;

Articulated a vision and provided leadership for all academic programs (graduate, baccalaureate, associate, and certificate). Served as the chief executive officer of the institution when the Chancellor was not available. Some *key accomplishments* included:

- Secured funding in excess of \$2 million for equipment for the new Applied Technology building and co-authored proposal that transferred a \$2 million building in Lewistown to Northern to house the nursing program.
- Implemented Northern's Online University. Faculty were trained on facilitating online learning and the use of WebCT. A fully supported online BSN degree (along with proper student services) was implemented spring 2006.
- Redirected the nursing program by developing a short-term and long-range plan to meet the recommendations of an external evaluator. Hired a new Director of Nursing, re-organized advisory board, and began an extensive faculty development program and public relations campaign. Results were continuing national and state accreditation and NCLEX pass rates of over 90%.
- Received approval from the Board of Regents for an AAS degrees in Electrical Technology and Plumbing Technology, two new options in the BS degree in Diesel Technology, certificate degree program in Welding Technology, majors (teaching and non-teaching) in mathematics. Certificate degrees in water quality and carpentry and majors (teaching and non-teaching) for history and political science were in the proposal phase.
- Charged the faculty with reviewing the 25-year old general education core. New core was implemented academic year 2006.
- Led development of the self-study continuing accreditation report for Northwest Accreditation.
- After well-documented student concerns and decreasing program enrollments, reorganized and provided new leadership and direction for all graduate programs.
- Implemented Provost's Council to improve communication between all key administrators on the campus. Outcomes included a technology plan for campus computer lab facilities, redesign of the catalog and implementation of a student handbook, shared computer network storage, and a plan for reviewing and approving off-campus programs and sites.
- Worked collaboratively with Academic (Faculty) Senate to establish a five-year academic strategic plan.
- Reduced adjunct/overload budget by over \$80,000 per year by reducing course redundancy and the over-scheduling of classes with low enrollments; brought all faculty personnel budgets under the purview of the Provost.
- Implemented an enrollment management team that reviewed institutional data, declining demographics, marketing, and recruitment strategies.
- Implemented professional development workshops as part of faculty orientation, monthly faculty forums to highlight the scholarship activity of the faculty, and on-campus professional development opportunities for faculty and staff.
- Worked closely with the Vice Chancellor of Fiscal and Student Affairs to initiate a budget line item for faculty to present at state, regional, and national conferences.
- Implemented *In Celebration of the Academy* to recognize educational attainment and promotions of faculty.

- Developed stronger relationships with off-campus sites by implementing student forums at all sites to receive feedback on academic programs and student services; required administrators (including self) to visit off-campus sites at least once a semester.
- Served on a four-campus steering committee to plan and implement the Luminas interface for Banner.

The University of Montana Western
Dillon, Montana

Dean, School of Education, Business and Technology, 2001 – 2003; Served as the chief academic officer of the School's programs that graduated 80 percent of Western's graduates.

Some *key accomplishments* included:

- Facilitated a variety of faculty planning meetings and retreats to prepare curricula for a new block scheduling model, Experience One (one-class-at-a-time).
- Prepared (within a nine-month time frame) with the Education Department faculty and staff, the institutional report and all supporting documentation leading to successful joint accreditation reviews by the National Council for Accreditation of Teacher Education (NCATE) and the Montana Board of Public Education.
- Received approval from the Board of Regents for an online BS degree in Early Childhood Education, and AAS degrees in Equine and Education Studies.
- Worked closely with the Executive Director of the Foundation to cultivate donation of facilities and expertise of personnel at LaCense, Montana, in natural horsemanship.
- Developed partnership with Montana Tech of The University of Montana (Tech) to provide educator licensure for students receiving content degrees in math or science at Tech.
- Reorganized the professional development school partnership with Butte Public Schools for sustainability and economic feasibility.
- Developed plan (including time lines and budget) to pursue ACBSP accreditation.
- Created an active advisory board for the Education Department.
- Facilitated a variety strategic planning sessions and faculty forums that would merge two distinct departments (Education and Business) into one professional school; collaboratively created a five-year strategic plan for the same.

Associate Professor of Business, 1985 – 2001; Taught courses in business information systems, systems analysis and design, strategic management, business policies, human resource management, advanced spreadsheets, multimedia, introduction to computers, and microcomputer applications. Some *key accomplishments* included:

- Served as Chair of the Department.
- Led and received approval from the Board of Regents for a bachelors degree in business with options in health promotions, computer information systems, and tourism and recreation.
- Secured several grants that totaled over \$850,000.
- Designed, secured funding, supervised and trained employees for a networked computer lab for the Business and Technology Department.
- Secured grant funding for the Southwest Montana Tech Prep Consortium--a consortium of thirty high schools, three alternative education institutions, and two postsecondary institutions; served as Project Director for the same.
- Presented at several referred and non-referred conferences, predominately in the areas of computer applications, integrating cultural concepts into the business curriculum, and internationalizing the curriculum.

- Researched and published in the areas of telecommunications and integrating cultural concepts into the business curriculum.
- Served as Faculty Athletic Representative and Title IX Coordinator; authored gender equity plan for athletics.
- Completed terminal degree while teaching full-time and being a single parent of two children.

Council for the International Exchange of Scholars Washington, D.C.

Fulbright Lecturer, 1990 - 1991; Selected by the Council of International Scholars to lecture at The College of The Bahamas (COB), Nassau, Bahamas. Some *key accomplishments* included:

- Trained COB faculty, staff, and administration in use of several software applications.
- Taught computer literacy and computer systems courses for the COB students.
- Served as a computer resource person for both the elementary and secondary public and private schools in the Bahamas.
- Developed a five-year technology plan for the college.

Other Notable Professional Experience

Several accreditation teams (including chair) for Northwest Commission, National Council Accreditation of Teacher Education, and Montana Board of Public Education; workshop trainer for teachers of Native American students; high school and adult education instructor; retail clothing manager

ACADEMIC PREPARATION

Ph.D., Education and Business Information Systems, Utah State University, Logan, Utah, 2000.
MS, Business Education, Montana State University, Bozeman, Montana, 1985.
BA, Business Administration, University of Montana, Missoula, Montana, 1972.

RECENT PROFESSIONAL DEVELOPMENT

Presenter, HERS Institute, Denver, CO 2008; *Governance Leadership Institute on Diversity*, Albuquerque, NM 2008; *Retention 2008*, San Diego, CA 2008; *Assessment Institute*, Indianapolis, IN, 2006; *HERS Institute for Women in Educational Leadership*, Bryn Mawr College, 2005; *EduComm*, Las Vegas, NV, 2005; *NCATE Board of Examiner Training*, Charlotte, NC, 2004; *Student Recruitment and Retention*, New Orleans, LA, 2004; *AASCU Academic Affairs Summer Meeting*, Albuquerque, NM, 2004 and San Francisco, CA, 2006, several webinars, 2005 to present.

SELECTED HONORS AND AWARDS

Leadership Otero, Technology Hall of Fame, Honorary Holloman Air Force Base Wing Commander, HERS Institute for Women in Educational Leadership, Fulbright Lectureship, Distinguished Leadership as an Administrator, Who's Who in American Women, Cambridge Who's Who, The International Directory of Distinguished Leadership, Montana Business Teacher of the Year, several merit awards as a professor and as a teacher working with emotionally disturbed children and adults

SELECTED COMMUNITY INVOLVEMENT

Alamogordo Forum, Committee of Fifty, Spaceport America, Rotary International, United Way of Beaverhead County, Lions Club, American Legion Baseball, Beaverhead Little League, several state and local advisory boards, softball coach and ski instructor