

Professional and highly accomplished Executive Educational Leader. Passionate about leading and participating in the life transformations of students in higher education. Natural supervisor and mentor, excelling in leadership that models service, challenge and support, as well as effective relationships and enriching programs. Results-oriented leader with proven success in student engagement and retention. Poised to tackle new challenges in executive leadership in higher education.

- |                           |                            |                                |
|---------------------------|----------------------------|--------------------------------|
| ✓ Authentic Communication | ✓ Management & Supervision | ✓ Student Retention            |
| ✓ Action-Oriented         | ✓ Departmental Leadership  | ✓ Administration               |
| ✓ Innovative Thinker      | ✓ Budget Management        | ✓ Creativity and Collaboration |
| ✓ Strategic Planner       | ✓ Campus Involvement       | ✓ Focus on Diversity           |
| ✓ Team Builder            | ✓ Professional Networking  | ✓ Problem Resolution           |

## **EXPERIENCE & NOTABLE CONTRIBUTIONS**

### **ANDERSON UNIVERSITY • Anderson, IN • 2001 – 2016**

#### **VICE PRESIDENT FOR STUDENT AFFAIRS (2010 – MAY, 2016)**

- Effectively led Admissions, Athletics, Financial Aid and Student Life to facilitate communication and collaboration
- Served as lead campus contact for partner-focused enrollment (recruitment and retention)
- Supervised four direct reports and 60 professional staff
- Managed budgets in excess of \$25 million in operations, wages, and student aid

#### **VICE PRESIDENT FOR STUDENT LIFE AND DEAN OF STUDENTS (2001 – 2010)**

- Provided dynamic leadership and successful supervision of University departments, including Residence Life, Career Services, Health Services, Counseling, Student Activities, Multicultural and International Student Services, Intramurals, Student Leadership, Orientation, First Year Experience, Campus Ministries and Chapel
- Appointed supervisor of Athletic Department in 2008 and developed the “Coaches’ CREED,” a vision and accountability statement for Athletics

### **TAYLOR UNIVERSITY FORT WAYNE • Fort Wayne, IN • 1995 – 2001**

#### **DEAN OF STUDENTS AND ASSOCIATE VICE PRESIDENT**

- Acted as Chief Student Affairs Officer to oversee departments, directed staff and coached students
- Served as member of Administrative Council for Taylor University at the Fort Wayne campus
- Supervised, led and mentored staff responsible for Student Ministry, Chapel, Residence Life, Career Services, Student Leadership, Counseling Services, Athletics, Intramural Sports, Health Services and Student Activities

### **COLORADO CHRISTIAN UNIVERSITY • 1992 – 1995**

#### **DEAN OF STUDENTS (1993 – 1995)**

#### **DIRECTOR OF RESIDENT LIFE (1992 – 1993)**

### **ANDERSON UNIVERSITY • 1990 – 1991**

#### **RESIDENT DIRECTOR**

### **GEORGETOWN COLLEGE • 1986 – 1989**

#### **RESIDENT DIRECTOR**

## **EDUCATION**

### **Ph.D.—Educational Leadership, Administration and Foundations: Higher Education**

INDIANA STATE UNIVERSITY | 2008

### **Master of Arts—Student Personnel Administration**

BALL STATE UNIVERSITY | 1992

### **Bachelor of Arts—Business Management**

ANDERSON UNIVERSITY | 1985

## EXECUTIVE EXPERIENCE

### PRESIDENT'S EXECUTIVE STAFF

2001—May, 2016

- Steering Committee, MOSIAC, Institutional Diversity Initiative
- Steering Committee, Clery Compliance Team
- Steering Committee, 2008 Higher Learning Commission Self Study and Co-Chair of Criterion 4 Committee: *Promotion of a Life of Learning*
- Co-chair, Student Success Initiative
- Steering Committee, Strategic Enrollment Planning Initiative
- Member, PeopleSoft Core Team
- Executive leadership for Admissions, Financial Aid and Athletics in addition to Student Life
- Participated in Creation of Numerous Institutional Strategic Plans

## STUDENT DEVELOPMENT EXPERIENCE AND HIGHLIGHTS

### Leadership Development

- Developed campus-wide student leadership team of nearly 200 students that included curriculum, retreats, and ongoing leadership training
- Oversaw the creation of Freshmen leadership co-curricular program, Fellows, that has served over 500 students since its inception
- Created Student Leader Affirmations that served as holistic guide for leader growth and accountability

### Retention

- Led a dozen faculty and staff members of the Student Success Team who, in turn, worked with an additional 30 faculty and staff to integrate discrete services to increase student retention
- Achieved the following results since the inception of the Student Success program in 2013
  - Gained 2.5% in Fall-to-Fall overall retention
  - Gained 2.4% in Fall-to-Spring overall retention and 1.88% gain for freshmen
  - Student satisfaction increased as measured by the Student Satisfaction Inventory in these categories:

▪ College experience has met expectations	+11%
▪ Overall satisfaction with college experience	+ 9%
▪ Would enroll again at Anderson University	+14%

### First Year Experience

- Provided leadership for founding committee that created First Year Experience program
- Participated in the development of an FYE program that included the creation of a semester long course, hiring and training of faculty and peer mentoring program, use of multiple assessment instruments, and targeted programming and intervention for freshmen at risk

### Collaboration

- Co-chaired Student Success team with Faculty Chair
- Provided leadership through Steering Committee of the Strategic Enrollment Planning process that utilized the work of 80 faculty and staff in creating new enrollment related initiatives
- Greatly improved recruiting efforts of Athletics through cooperation and collaboration with Admissions
- Created the first Graduate Assistant Program placing four Graduate Assistants in Athletics, three in Student Life and two in Academic Support