

Green River College PRFR Report Appendix 2.A.2

2.A.2 The institution has an effective system of leadership, staffed by qualified administrators, with appropriate levels of authority, responsibility, and accountability who are charged with planning, organizing, and managing the institution and assessing its achievements and effectiveness.

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- College Organizational Structure - 2/5/2026
- Leadership Team
- Board of Trustees

Section 2: Curriculum vitae of executive leadership (EC)

- Interim President Interim President (2/4/2026 – ongoing)/ Vice President of Institutional Advancement - George Frasier
- Former President (July 2017 – 2/3/2026) - Dr. Suzanne M. Johnson
- Vice President of EDI - Cathy Alston
- Vice President of Student Affairs - Eric Greer
- Vice President of International Programs and Extended Learning -Wendy Stewart
- Interim Vice President of Instruction - Jamie Fitzgerald
- Executive Director of Human Resources - Staci Whitehouse
- Executive Director of Information Technology - Dan Holverson
- Executive Director of Business Operation- Janee Sommerfeld
- Executive Director of Institutional Effectiveness - Miriam Chitiga
- Senior Director of Facilities & Campus Operations – John McCormick

Section 3: Additional Evidences

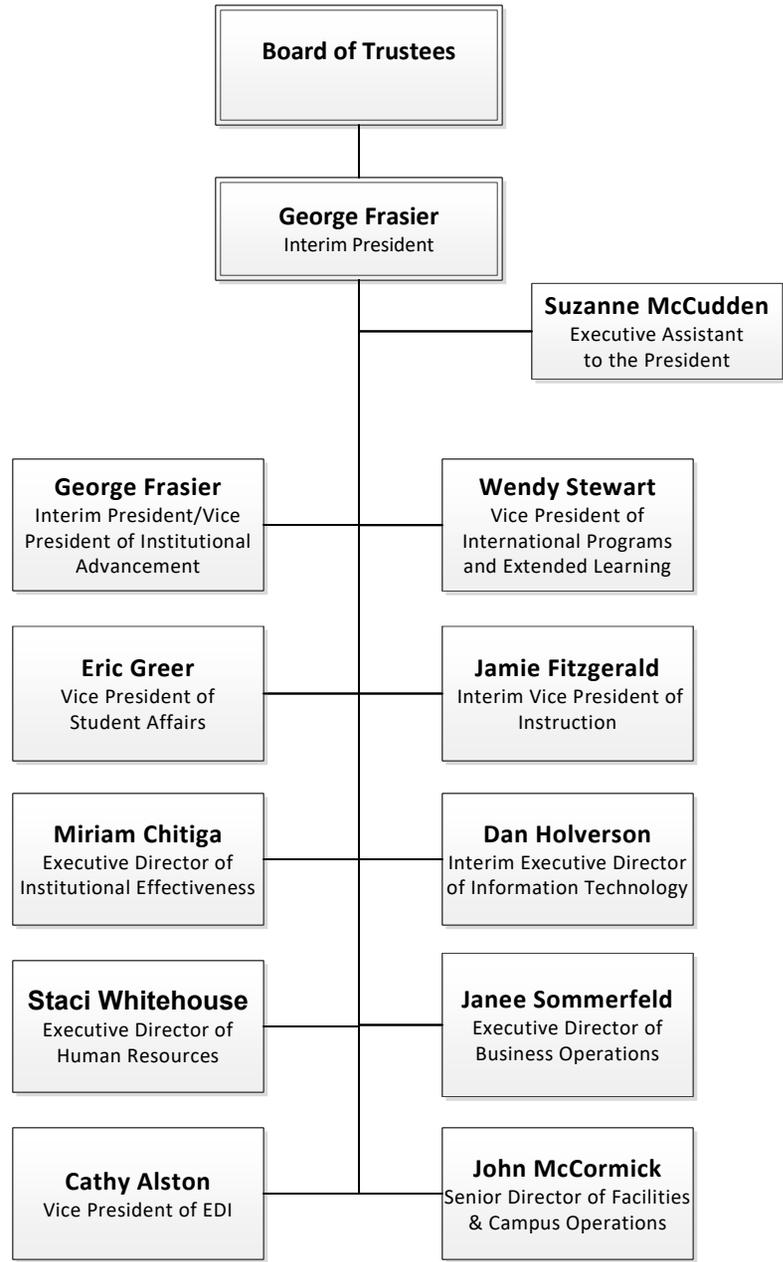
- Operational Planning
- President's Priorities 2025-26

2.A.2 EV.#1 / Section 1

Leadership organizational chart - 2/5/2026



**DIRECT REPORTS TO
PRESIDENT**



College Organizational Structure - 2/5/2026



COLLEGE ORGANIZATIONAL STRUCTURE

Board of Trustees

George Frasier
Interim President

Suzanne McCudden
Executive Assistant to the President

BUSINESS OPERATIONS
Janee Sommerfeld
Executive Director

Business Services
• Budget

Controller
• Accts Payable
• Accts Receivable
• General Accounting
• Payroll
• Purchasing
• Audit Coordination

Internal Controller

Foundation Support

LLC Support

EQUITY DIVERSITY & INCLUSION
Kit Alston
Vice President

• Equity Compliance
• Title IX

HUMAN RESOURCES
Staci Whitehouse
Executive Director

Human Resources
• Benefits
• Classification & Compensation
• EEO/Affirmative Action
• Labor & Employee Relations
• Recruiting & Staffing
• Training & Staff Development
• Workplace Safety, Health, and Welfare

FACILITIES
John McCormick
Senior Director of Facilities and Campus Operations

• Administrative
• Capital Projects
• Maintenance/Projects
• Building Services
• Custodial Services
• Grounds Services

INSTRUCTION
Jamie Fitzgerald,
Interim Vice President

Instructional Divisions
• Business & Law
• English
• Humanities
• Health Sciences, Nursing & Education
• Transitional Studies & Wellness
• Fine Arts
• Math
• Social Science
• Science
• Technology
• Trades

Center of Excellence for Careers In Education

Workforce Education

Instructional Deans

Instructional Support
• Instructional Support Services
• Building Secretaries

High School Options
• Open Doors

Library and Media Services

eLearning

Academic Resources Centers
• Math Learning Center
• Tutoring and Resource Center
• Writing and Reading Center
• Public Speaking Center
• Master Achiever Center

Continuing and Community Education
• Corporate Training
• Business Technology
• Personal Interests/Discovery Academy
• Cybersecurity

Washington Environmental Training Center

Small Business Center
• APEX Accelerator
• Small Business Development Center (SBDC)

Branch Locations
• Kent Campus
• Enumclaw Campus
• Auburn Center

STUDENT AFFAIRS
Eric Greer
Vice President

Dean of Campus Life
• Athletics
• Auxiliary Services
• Bookstore
• Conference Services
• Food Services
• Disability Support Services (DSS)
• Office of Diversity, Equity, and Inclusion (ODEI)
• Indigenous Student Success Center (ISSC)
• PONO Program
• Recreation & Athletics Center (RAC)
• Student Life & Wellness
• Center for Transformational Wellness (CTW)
• Benefits Hub
• Gator Pantry
• TRiO

Dean of Enrollment & Completion
• Business Systems Analyst (ctcLink)
• Career & Advising Center
• Financial Aid
• Judicial Affairs & Compliance
• Office of the Registrar
• Placement & Testing Center
• Recruitment & Outreach
• Welcome Desk
• Main College Phoneline (Switchboard)
• Running Start & College in the High School
• Veteran Services Office
• Veteran's Lounge

INTERNATIONAL PROGRAMS AND EXTENDED LEARNING
Wendy Stewart,
Vice President

Study Abroad

International Programs
• International Marketing
• International Student Services & Operations
• International Student Advising
• International Housing
• International Education

Extended Learning:
Washington Certification Services

INSTITUTIONAL ADVANCEMENT
George Frasier,
Interim President

GRC Foundation
• Executive Director
• Board and Committees
• Major and Planned Gifts
• Annual Fund and Scholarships
• Student Housing

Development
• Alumni
• Grants
• Events

Real Estate Dev.

Campus Safety

College Relations
Public Information
• Public Information
• KGRG Radio
• EOC Management

Marketing & Communications
• Publications
• Web Services
• Print Shop

INSTITUTIONAL EFFECTIVENESS
Miriam Chitiga
Executive Director

Institutional Effectiveness
• Strategic Planning
• Accreditation
• Institutional Research
• Assessment

INFORMATION TECHNOLOGY
Dan Holverson
Interim Executive Director

Information Technology
• Administrative Systems
• Client Services
• Enterprise Services
• Network
• Infrastructure
• IT Security
• Database and Appl. Development
• Staff Training
• Telephone Communications

Leadership Team

Select Language

Current Students

Faculty & Staff

Give to GRC

Quick Links



LEADERSHIP TEAM

AT GREEN RIVER COLLEGE

Section Menu

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President's Staff

Green River College strives to assure student success through purposeful planning, assessment and implementation of strategic goals through collaborative leadership, promoting transparency, making data-informed decisions, and providing open communication for continuous quality improvement.



George Frasier GRC Interim President

Office: ZC 110F

Extension: 3340

Email George

Learn more: Office of the President



Suzanne McCudden

Executive Assistant to the President

Office: ZC 110E

Extension: 253-931-6407

[Email Suzanne](#)



Dr. Eric Greer

Vice President of Student Affairs

Office: SA 206B

Extension: 6445

[Email Eric](#)



Cathy (Kit) Alston

Vice President of Equity, Diversity, and Inclusion

Office: Zgolinski Center (ZC) 120E

Extension: 3337

[Email Kit](#)



Jamie Fitzgerald

Interim Vice President of Instruction

Office: SH 120-10

Extension: 6814

[Email Jamie](#)



Dr. Wendy Stewart

Vice President of International Programs & Extended Learning

Office: IVD 112
Extension: 3313

[Email Wendy](#)

[Learn more: International Programs](#)



Miriam Chitiga, PhD

Executive Director of Institutional Effectiveness

Office: HLB 122B
Extension: 3317

[Email Miriam](#)



Staci Whitehouse

Executive Director of Human Resources

Office: AD 35
Extension: 6628

[Email Staci](#)



Dan Holverson

CIO - Executive Director of Information Technology

Office: HLB 120

Extension: 6050

[Email Dan](#)

Resources

[Contact Us](#)

STUDENT SUPPORT

- [ctcLink](#)
- [Student Email](#)
- [My Green River](#)
- [Navigate 360](#)
- [Financial Aid](#)
- [Holman Library](#)
- [Center for Transformational Wellness](#)
- [Student Remote Access](#)
- [Career & Advising Center](#)
- [Office of the Registrar](#)
- [Disability Support Services](#)
- [Counseling Services](#)
- [e-Learning](#)
- [Placement & Testing Center](#)
- [Register to Vote](#)
- [MMIWP / WSP](#)

EMPLOYEE RESOURCES

- [Human Resources](#)
- [Institutional Effectiveness](#)
- [ctcLink Sign In](#)
- [GatorNet](#)
- [Curriculog \(formerly CAR/PAR\)](#)
- [Faculty eLearning](#)
- [Canvas](#)
- [Gator News](#)
- [Employee Password Reset](#)

CAMPUS SAFETY

- [Emergency & Safety Alerts](#)
- [Just Report It](#)

CONNECT WITH GREEN RIVER

- [Facebook](#)
- [Twitter](#)
- [Youtube](#)
- [LinkedIn](#)
- [Instagram](#)

Board of Trustees

Select Language



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BOARD OF TRUSTEES

GREEN RIVER COLLEGE, DISTRICT 10

Section Menu ▾

[Home](#) / [Campus](#) / [Board of Trustees](#)

Meet the Board

The Board of Trustees for Green River College is composed of influential community members who reside within the college's District 10 service area. Trustees are volunteers serving a five-year term by appointment of the Governor.

Trustees bring a rich diversity of backgrounds and skills to the governance of Green River College; they serve as an important communication link between the college and the community. All trustees sit as members of the Trustees Association of Community and Technical Colleges. This association is comprised of trustees from the 34 community and technical colleges statewide.

The Green River Board of Trustees meets every third Thursday of the month at 4:30 p.m. on campus in the Zglonski Center Boardroom. These monthly meetings are open to the public.

Board of Trustees



Sharonne Navas

Board Chair for 2025/26

Appointed March, 2016

[About Sharonne](#)



Jackie Boschok

Vice Chair for 2025/26

Appointed October, 2016

[About Jackie](#)

[2023-2024 Statement and Goals](#)

Mission

Green River College welcomes our diverse local and global communities and is committed to meeting students where they are by providing inclusive, equitable access to innovative and comprehensive educational programs, and individualized support that empowers and prepares students to achieve their personal, educational, and career goals.

Vision

Green River College will be an equity-centered leader in higher education committed to excellence in teaching and learning, to being an anti-racist college, and to advancing social and economic justice.



Arlene Pierini

Trustee

Appointed October 2018

[About Arlene](#)



Elaine Chu

Trustee

Appointed October 2018

[About Elaine](#)



Jennifer Ramirez Robson

Trustee

Appointed September, 2020

[About Jennifer](#)

All members of the college community will feel a strong sense of belonging and, together, build a culture of care. The racial and ethnic diversity of staff, faculty, and leadership will reflect the diversity of the communities we serve.

Green River will be:

- The destination of choice for post-secondary education.
- First choice in partnership with our community, its business and industry.
- Ranked among the best nationally in student achievement, closing all opportunity gaps.
- Recognized for its preparation of students for the global workforce and for civic engagement in an increasingly diverse, interdependent world.

Core Values

- Anti-Racism, Diversity, Equity, and Inclusion
- Belonging
- Accessibility
- Accountability
- Community Engagement
- Growth and Development
- Global Responsibility
- Acknowledgement and Stewardship of the Natural Environment

2.A.2 EV.#2 / Section 2

Interim President Interim President (2/4/2026 –
ongoing)/ Vice President of Institutional
Advancement - George Frasier

Jamie C. Fitzgerald

*2826 SW Nevada St.
Seattle, WA
Phone: 206.714.9976
Fitz2010@gmail.com*

Executive Summary

Educator with 22 years of experience in teaching and instructional leadership. Core strengths include collaboration, project management, effective communication, and an equity-centered growth mindset. Relationship builder and connector who maximizes the strengths of others to help identify and achieve collective objectives.

Professional Experience

Interim Vice President of Instruction
Green River College, Auburn, Washington
March 2025 – Present

Key Responsibilities:

Provide leadership to team of academic affairs professionals tasked with managing multiple transfer, professional-technical, and transitional studies education programs. Coordinate and lead college-wide strategic initiatives. Represent Academic Affairs at internal and external meetings.

Selected Achievements:

- Led the Guided Pathways Advisory Team in identifying and implementing student success essential practices (eg. First Year Experience Program; Areas of Interest; program maps; directed self-placement; progress monitoring).
- Member of the Student Success Consortium.
- Served as lead negotiator for management during faculty collective bargaining negotiations.
- Member of the State Board of Community & Technical Colleges' Instruction Commission.
- Provides support and guidance to the Instruction Support Services, Instructional Budget, and eLearning departments.
- Facilitated the implementation of articulation agreements with transfer partners in WA state.
- Completed AAC&U's, "Future Leaders Institute," and Green River's, "Foundation of Leadership I and II" trainings.

Dean of Transfer Education
Green River College, Auburn, Washington
2018 – 2025

Key Responsibilities:

Responsible for leading transfer education programs in the English and Humanities academic divisions, including the Writing and Reading Center, Public Speaking Center, and the Foreign Language Center. Collaborated with faculty, division chairs, tutoring center directors, institutional research, Washington's Articulation and Transfer Commission, Guided Pathways Advisory Team, and curriculum committees.

Selected Achievements:

- Led the hiring and tenure processes for 16 faculty members in the English and Humanities division.
- Served on inaugural Strategic Enrollment Management team.
- Chaired the Articulation and Transfer Statewide Commission.
- Led committee that revised the Direct Transfer Agreement.
- Served as lead negotiator for management team during faculty collective bargaining negotiations.
- Served on the Equity Centered Strategic Plan development committee.
- Chaired the Professional Development Center Advisory Board.
- With team, established a First Year Experience program.

**English Division Chair
Green River College, Auburn, Washington
2015 – 2018**

Key Responsibilities:

Served as the elected representative for the English Division. Led faculty in strategic scheduling and staffing recommendations to the Dean of Transfer Education. Coordinated the developmental education program in collaboration with faculty, academic support services, and deans to help students earn college-level English credits.

Selected Achievements:

- Facilitated the implementation of the direct self-placement.
- Managed College Spark WA grant to study the impacts of embedded tutoring in pre-College English courses.
- Implemented the Writing Program Administrator position.
- Supported the implementation of a co-requisite college composition (ENGL&101) model and supported faculty training through summer institutes.
- Assembled and led committee that established Green River College's first eLearning department.
- Expanded the Writing & Reading Center Director position, adding reassignment time and hours of operation during the summer quarter.

**English Faculty Member, Tenured
Green River College, Auburn, Washington
2012 – 2015**

- Taught composition, research writing, and literature classes for the English division.
- Served as Writing and Reading Center Director
- Faculty advisor

**English Faculty Member, Tenured
Pierce College, Puyallup, Washington
2007 – 2012**

- Taught composition, research writing, Humanities, and literature classes for the English & Humanities division.
- Served as Writing Center Coordinator
- Faculty advisor

Education

University of Oregon, Eugene, OR

Master of Arts

English: Rhetoric & Composition

Grand Valley State University, Grand Rapids, MI

Bachelor of Arts

English: Professional Writing

Teaching and Curriculum Development	
<p style="text-align: center;">Green River College ABE 056</p> <p>ENGL 099 Introductory Composition ENGL&101 College Composition ENGL 115 Introduction to Novels ENGL 126 Research Writing: Humanities ENGL 127 Research Writing: Social Sciences ENGL 164 Film as Literature ENGL 168 Irish Literature ENGL 251 British Literature III ENGL 256 World Literature III</p>	<p style="text-align: center;">University of Oregon WR 121 College Composition I WR 122 College Composition II</p> <p style="text-align: center;">Pierce College Eng 099 Introduction to Composition ENGL&101 College Composition Eng 103 Composition – Argument & Research Eng 111 Intro to Literature Eng 200 Intro to Fiction Eng 210 Intro to American Literature Eng 211 British Literature, 800 – 1660 Hum 210 American Cinema/ American Society Hum 212 Great Directors and Auteurs</p>

College and Community Service

- Instruction Commission (SBCTC), Member, 2025 - Present
- Articulation and Transfer Council (SBCTC), Chair, 2024 - 2025
- Guided Pathways Advisory Team (Green River College), 2019 - 2025
- Instructional Council (Green River College), 2025 - Present
- Administration Bargaining Team (Green River College), Lead, 2024 - 2025
- Labor and Management (Green River College), Member, 2021 - Present
- Administration Bargaining Team (Green River College), Lead, 2019 - 2021
- Learning Outcomes Committee (Green River College), Admin Rep, 2021 - 2024
- Strategic Planning Committee (Green River College), Transfer Ed Rep. 2020 - 2021
- Professional Development Center Advisory Board (Green River College), Chair, Fall 2019

- eLearning Task Force (Green River College), Chair, Spring 2017.
- International Education Committee (Green River College) Chair, Fall 2016.

Selected Professional Presentations and Professional Development

- Panelist, Guided Pathways Panel, SBCTC's Guided Pathways Summit. Panelist, Tacoma, WA June, 2025.
- Participant, Future Leaders Initiative, American Association of Colleges & Universities, Washington DC, June, 2025
- Presenter, "Two Years on the Pipeline: Did It Work?" TYCA – PNWCA joint regional conference. University of Washington—Tacoma. Fall 2017.
- Participant, Association of Departments of English Summer Chairs Institute, New York University. Summer 2016
- Presenter, "Fixing the Leaky Pipeline: Writing Tutors and Career and Academic Advisors in Developmental English Classrooms." Assessment, Teaching & Learning Conference, Clark College. Spring 2016
- Participant, "First Year Experience Conference" Dallas, TX. Winter 2016
- Presenter, "Fixing the Leaky Pipeline: Writing Tutors and Career and Academic Advisors in Developmental English Classrooms." Northwest Tutoring Center Conference. Winter 2015
- Co-Presenter, "*Transit*--The Embattled Text: Unraveling War through Literature and Film." CCHA National Conference, Phoenix, AZ. Fall 2015
- Co-Presenter. "The Word Made Flesh: Why the Heart Matters in *Ulysses*," CCHA regional conference. Seattle, WA. Fall 2014.

Awards

- Distinguished Faculty Award, Green River College. 2017
- Executive Board Award, AFT Washington. 2017
- Student Advocate of the Year Award, Pierce College Puyallup. 2010
- Finalist, Sarah Harkness Kirby Award, University of Oregon. 2002

References available upon request

Former President (July 2017 – 2/3/2026) - Dr.
Suzanne M. Johnson

SUZANNE M. JOHNSON, Ph.D.

Home Address:

7053 Lindsay Ave. SE
Apt. 0102
Auburn, WA 98092

Work Address:

12401 SE 320th St.
Office of the President, ZC-110
Green River College
Auburn, WA 98092

Administrative Experience:

President / CEO, Green River College (2017 - present)

-providing institutional leadership as president and chief executive officer for the college

National Service:

- 2024- present: **AAC&U:** Board of Directors member
- 2021– present: **AAWCC:** Board member
 - 2025 – 2026: Past-president
 - 2023 – 2025: Board president
 - 2022 – 2023: President-elect
- 2017-present: **Community Colleges for International Development:** Board member
 - 2024 – 2025: Past Board Chair
 - 2023 – 2024: Board Chair
 - 2022 – 2023: Board chair-elect
- 2021 – 2024: **AACC Commission on Student Success:** commission member
- 2019 – 2020: **AACC Commission on Student Success:** commission member
- 2017 – 2019: **AACC Commission on Global Education:** commission member
- 2020 – 2021: **EdQuity Council of Presidents:** council member

Regional Service:

- 2017 – 2023: **Campus Compact of Washington,** Board member
- 2020 – 2021: **Equity Council Northwest Commission of Colleges and Universities (NWCCU) Equity Council,** committee member

Service to the state of Washington CTC system:

- 2025 – 2026: **Legislative Liaison Committee** for WACTC / SBCTC: committee member
- 2022 – 2024: **Aerospace and Advanced Materials Manufacturing Pipeline Advisory Committee** for SBCTC: committee member
- 2022 – 2025: **Equity Committee** for WACTC / SBCTC: committee member
- 2021 – 2022: **Critical Issues Committee** for WACTC / SBCTC: Chairperson
- 2020 – 2021: **Critical Issues Committee** for WACTC / SBCTC: Vice-Chair
- 2019 – 2020: **Strategic Visioning Committee** for WACTC / SBCTC: Chairperson
- 2017 – 2019: **Task Force for Strategic Enrollment Management** for WACTC / SBCTC: Co-Chair of a two-year task force convened to address enrollment in the CTC system
- 2018 – 2019: **Legislative Liaison Committee** for WACTC / SBCTC: committee member

2017 – 2018: **Education Services Committee** for WACTC / SBCTC: committee member

Community Service:

- 2017–present: **Auburn Symphony Orchestra:** Board of Directors member
 - 2023 – 2024: Board chair
 - 2017 – 2022: ASO Education Committee member
- 2022: **Auburn School District Strategic Plan Committee:** member
- 2021 - present: **Museum of Flight Board:** Board of Directors member
- 2022 - present: **Boeing Academy for STEM Learning Advisory Committee:** member
- 2017 - present: **Auburn Rotary:** Rotary member
- 2018 – present: **Mayors’ Workforce Initiative: Strong Education, Strong Careers, Strong Communities in Auburn, Algona and Pacific:** steering committee member
- 2020 – 2021: **United Way of King County Bridge to Finish Advisory Council:** council member
- 2019 – 2020: **King County Metro-Renton, Kent, Auburn Area Mobility Plan – Partner Review Board:** review board member
- 2018 – 2019: **United Way of King County Task Force on Poverty:** task force member

Recognitions since joining Green River College:

- 2024: **ACT Chief Executive Officer Award** given by the Washington State ACT (Association of College Trustees)
- 2022: **Jack Witte Spirit of Caring Award:** given by **Catholic Community Services** Serving People of All Beliefs organization.
- 2020: **Aspen Institute New President’s Fellowship:** selected into the inaugural class of the Aspen Institute’s Fellowship for Community College Excellence for new Community College Presidents (2020 – 2021).
- 2019: **Connect Achieve Award:** given by the **Auburn Chamber of Commerce** recognizing an Educator that has excelled in creating, implementing or supporting a high-caliber education and / or workforce development system aligned with closing employment gaps.
- 2019: **Educator of the Year:** given by the **Kent Chamber of Commerce** for providing significant impacts to ensure a highly motivated and skilled workforce.

Prior positions held:

Vice President for Academic Affairs, Suffolk County Community College (2015 - 2017)

- provide leadership and oversight of academic affairs throughout the College at the largest multi-campus community college of the SUNY system
- provide guidance and oversight for all credit and non-credit offerings in academic programs, workforce development, and continuing education
- provide guidance and oversight for curriculum development, articulation agreements, instructional modalities, and class scheduling consistent with community workforce needs and in support of academic quality and student success
- develop, communicate, coordinate, and implement all academic policies and procedures to provide consistency throughout the College to serve the needs of all students

- work collaboratively with Campus Executive Deans to ensure consistency in providing academic programming and faculty support to the three campuses
- organize and lead the development and implementation of a comprehensive and sustained system of learning assessment and program evaluation in collaboration with faculty and staff
- establish policies for appointment, evaluation, and assignment of full-time and part-time professional personnel in the academic, workforce and continuing education area; coordinate the request for personnel lines, and coordinate the promotion process for full- and part-time professional staff in academic affairs
- provide leadership in the development of the annual academic calendar, the College handbook, the College catalog, and other related academic affairs publications, reports and documents
- serve as advocate for students, faculty, academic departments, programs, and the administration, to promote policies, procedures, and allocation of resources that respond to the needs of all College stakeholders
- provide enhanced opportunities for full-time and adjunct faculty professional development
- represent the Office of Academic Affairs within the College, and locally, regionally, nationally, with the State University of New York, to enhance communication, to establish “best practices”, and to promote the College and its mission
- oversee the accreditation process for the College including the Middle States Association for Colleges and Schools and for other specialized program accreditation
- supervise Associate Vice Presidents of Academic Affairs and Workforce Development, College-wide Deans of Instruction and their direct reports, and the College’s Office of Sustainability
- coordinate new curriculum proposals for submission to the State University of New York and the State Education Department
- participate as appropriate in the negotiation and implementation of professional employee bargaining agreements
- serve as a member of the President’s Cabinet
- act as Chief Executive Officer of the College, when so designated, in the absence of the President

Additional Administrative Responsibilities (Suffolk County Community College):

- 2015 - 2017 **Board of Trustees Executive Subcommittee:** committee member
- 2015 - 2017 **Board of Trustees Subcommittee on Student Success:** committee member
- 2015 - 2017 **Strategic Planning Committee:** committee member
- 2015 - 2017 **Joint Planning and Assessment Council:** committee member
- 2015 - 2017 **College Committees addressing faculty development and personnel decisions:** co-chair various committees addressing Faculty Development, and Personnel Evaluations for continuous appointment and promotion
- 2015 - 2017 **Task Force on Diversity:** Cabinet member for the College wide task force
- 2015 - 2017 **Student Engagement Committee:** committee member

Interim Campus President, Sylvania Campus, Portland Community College: (2014 – 2015)

- serve as the Executive Officer of the campus with an operating budget of approximately 44 million dollars and student enrollment of nearly 30K part-time & full-time students
- provide leadership to all campus-based student development and instructional programs and services; staff and faculty

- provide leadership and direct supervision of the Campus Dean of Students and Campus Dean of Instruction
- work with the deans / department chairs to establish goals and strategies for meeting the educational and student development needs of the community
- provide leadership and oversight to other district-wide programs
- participate in the selection of campus management, classified staff and academic professionals; have oversight for all faculty of the campus, subject to final approval of the District President and Board
- promote, support, and maintain racial and ethnic diversity among students, faculty, and staff
- develop and manage the campus budget as well as provide leadership for resource development and effective resource management
- serve as a member of the District President's staff and member of President's Cabinet
- represent the college to the campus community
- develop and market entrepreneurial programs that achieve positive net revenue and alternative revenue streams for the college
- advocate for the needs of the college campus and its community
- represent the college to the community at large through involvement with service, charitable, community and business organizations, and fundraising activities

Additional Administrative Responsibilities (Portland Community College):

- 2014-2015: **Oregon President's Council:** member of the 17 Community Colleges State-wide Council of Community College Presidents
- 2014-2015: **Budget Planning Advisory Council:** committee member
- 2014-2015: **Administrative Advisory Committee:** member for contract negotiations with faculty Unions
- 2014-2015: **Northwest Accreditation Committee:** member for PCC's seven year review
- 2014-2015: **Diversity and Inclusion Co-Experiential Learning Series:** Sylvania Campus leadership training undertaken with the Office of Equity and Inclusion
- 2015: **Campus Compact Executive Leadership Series:** participant on Equity: Improving Outcomes for Students of Color

Dean of the College / Dowling College: 2012 - 2013:

- provide leadership to the four Schools of the College: Arts & Sciences, Education, Business, and Aviation
- provide leadership and oversight of all academic student support services including tutoring, services for learning disabled students, remedial programs, and HEOP (Higher Education Opportunity Program)
- approve the hiring of adjunct faculty and participate in the recruitment and hiring of full time faculty College wide
- oversee special programs aimed at retention and academic performance
- oversee the assessment and evaluation of academic offerings and course content
- collaboratively work with faculty College wide to implement appropriate enhancements and improvements to existing academic programs
- conduct outcomes assessment of special programs as required
- recommend a College-wide academic schedule of classes and budgetary expenditures

- coordinate with enrollment services a system for standardized new student testing
- approve budgetary expenditures across all academic departments
- provide leadership and oversight of the development, implementation and evaluation of the College curricula to ensure enhancement and maintenance of quality and appropriateness relevant to the College's mission and goals
- provide leadership and direct the activities and contributions of faculty, administrators and staff College wide
- coordinate, oversee and ensure compliance for specialized accreditation (e.g. NCATE, AABI, IACBE)
- represent the College to assist with evaluators' reviews of various programs for the purposes of accreditation (e.g. NCATE, AABI, IACBE, Middle States)
- review findings; report as appropriate and recommend the appropriate changes regarding accreditations (e.g. NCATE, AABI, IACBE, Middle States)
- oversee placement of students in student teacher placements and internships
- oversee articulation agreements with surrounding institutions and BOCES

Academic Chair of Social Sciences Division / Dowling College: 2010-2012; 1993-1994:

- oversee the professional development and curriculum of the division
- evaluate faculty re: promotion, contract renewal, and tenure
- mentor faculty as needed to assist performance in the classroom and/or other professional development
- coordinate semester course schedules from Department Chairs in the division and present these schedules to the Dean
- oversee all changes to existing courses and approve new courses to department offerings
- oversee all changes to existing minors and approve the development of new minors
- oversee all changes to existing majors and approve the development of new programs of study
- recommend any significant changes to degree requirements
- recommend proposals concerning general education College wide
- review proposals for and recommend faculty for released time for professional development
- review proposals for and recommend faculty for travel and research funds
- review and recommend applications for sabbatical leaves
- represent the members of the Social Sciences Division (six academic departments: Anthropology, Sociology, Economics, Political Science, History, and Psychology) to the Faculty Administrative Senate
- represent the members of the division in working with the broader Administration and the standing committees of the Faculty and such ad hoc committees as may be created by the Faculty Administrative Senate
- represent the members of the Social Sciences Division on the Faculty Curriculum Committee

Department Chair (Psychology) / Dowling College: 2003-2005; 2001-2002:

- recruit and screen adjunct and full-time faculty in consultation with appropriate faculty in the Department and recommend such faculty to the Faculty Development and Curriculum Committee
- recommend the operating budget for the Department in consultation with appropriate faculty in the Department

- develop and coordinate the curriculum within the department and represent the Department to the Administration, working cooperatively with Enrollment Services to enhance enrollment, and working with Academic Chairs and Dean in scheduling
- recommend a coordinated and sound schedule of course offerings in consultation with appropriate faculty within the Department and submit this schedule to the Academic Chair for submission to the Dean
- grant credit for proficiency and consider waivers of degree requirements in accordance with policies set by the Faculty Administrative Senate and in consultation with appropriate faculty
- serve as a member of the Division's Faculty Development and Curriculum Committee and represent the members of the Department

Additional Administrative Responsibilities (Dowling College):

- 2012-2014: **Middle States Steering Committee:** Co-chair of committee for Decennial Accreditation review
- 2011-2013: **Strategic Planning Committee:** committee member (as Academic Chair and then Dean of the College)
- 2010-2012: **Chairperson: Faculty Development and Curriculum Committee / Social Sciences Division**
- 2010-2012: **Faculty Administrative Senate:** senate member
- 2010-2012: **Curriculum Committee:** social sciences representative / committee member
- 2007-2009: **Faculty Personnel Committee:** Social Sciences Representative
- 2003-2004: **College Wide Planning and Priorities Committee:** committee member
- 2003-2004: **Faculty Personnel Committee:** Social Sciences Representative
- 2001-2002: **Middle States Steering Committee:** committee member
- 2001-2002: **Strategic Planning Committee:** committee member (as Department Chair)
- 1996-1999: **Chairperson: Academic Standards Committee**
- 1996-1999: **Joint Committee of Academic Administrators:** committee member
- 1994-1999: **Faculty Administrative Senate:** senate member (various representative roles, Union President, Academic Standards Committee Chairperson)
- 1994-1996: **Faculty Union Executive Committee** (as President and past President)
- 1994-1995: **Faculty Union President:** Dowling College Chapter of NYSUT
- 1993-1994: **Curriculum Committee:** social sciences representative / committee member
- 1992-1994: **Program Coordinator:** First Year Seminars / College Orientation Program for Incoming First Year Students
- 1990-1993: **Long Range Planning and Development Committee:** social sciences representative / committee member

Academic Experience / Summary of Positions held at Dowling College:

- 2001 – 2012: Professor of Psychology
- 1995 – 2001: Associate Professor of Psychology
- 1991 – 1995: Assistant Professor of Psychology
- 1988 – 1991: Instructor of Psychology

Education:**Ph.D.: Stony Brook University:** Developmental Psychology**M.A.: Stony Brook University:** Psychology**B.A.: Ithaca College:** Major: Psychology Minor: Art History**Honors and Awards:**

- 2024: **ACT Chief Executive Officer Award** given by the Washington State ACT (Association of College Trustees)
- 2022: **Jack Witte Spirit of Caring Award:** given by **Catholic Community Services** Serving People of All Beliefs organization.
- 2020: **Aspen Institute New President's Fellowship:** selected into the inaugural class of the Aspen Institute's Fellowship for Community College Excellence for new Community College Presidents (2020 – 2021).
- 2019: **Connect Achieve Award:** given by the **Auburn Chamber of Commerce** recognizing an Educator that has excelled in creating, implementing or supporting a high-caliber education and / or workforce development system aligned with closing employment gaps.
- 2019: **Educator of the Year:** given by the **Kent Chamber of Commerce** for providing significant impacts to ensure a highly motivated and skilled workforce.
- 2016: **Aspen Institute Rising Presidential Fellowship:** selected into the inaugural class of the Aspen Institute's Presidential Fellowship for Community College Excellence for aspiring presidents (2016-2017).
- 2015: **Deborah Evind Powerhouse Award** in appreciation of dedication to serving the Women's Resource Center of Portland Community College
- 2015: **Dr. Diane Mulligan Friend of ROOTS Award** - Portland Community College
- 2014: **Student Government Association's Women's Month Award:** Given by Dowling College Student Government Association for outstanding leadership at Dowling College.
- 2002: **Gold Award:** from Foreword Magazine for best parenting book of 2001 from an independent or university press (For Lesbian Parents, Guilford Press)
- 2001: **PRIDE Award:** Recipient of the Dowling College Faculty PRIDE award for excellence and service to Dowling College
- 2000: **Student Government Association's Women's Month Award:** Given by Dowling College Student Government Association for outstanding leadership at Dowling College.
- 1997: **The Dowling College Women's Month Inspiration Award:** Given by the Dowling College Cultural Affairs Committee for outstanding leadership at Dowling College.
- 1994: **Professor of the Year:** Given by Dowling College's Program for Learning Disabled College Students.
- 1993: **Outstanding Club Advisor:** Given by the Student Government Association of Dowling College for outstanding service and dedication to the students of the Psychology Club.
- 1992: **Faculty Appreciation Award:** Given by Dowling College's Chapter of Alpha Chi and the Dowling College Academic Excellence Society.

Publications:

Johnson, S. and O'Connor, E. & Tornello, S. (2016). *Gay and Lesbian Parents*. Kuehnle, K. & Drozd, L. (eds.) Parenting Plan Evaluations: Applied Research for the Family Court, 2nd edition. Oxford University Press.

Tornello, S., Johnson, S., & O'Connor, E. (2013). *Relationship Quality among Lesbian Mothers in Planned Families*. Journal of GLBT Family Studies, 9:4, 346-363.

Johnson, S. (January 2012). *Lesbian Mothers and Their Children: The Third Wave*. Journal of Lesbian Studies, 16:1, 45-53. The Haworth Press.

Johnson, S. and O'Connor, E. (2012). *Gay and Lesbian Parents*. Kuehnle, K. & Drozd, L. (eds.) Parenting Plan Evaluations: Applied Research for the Family Court. Oxford University Press.

Johnson, S. (2009). *Between a Rock and a Hard Place*. Feminism and Psychology (Special feature on negotiating sexualities in higher education classrooms), 19:2, pp. 186-189. Sage Publications.

Johnson, S. (2008). *My Revolving Closet Door*. Journal of Lesbian Studies, (Special thematic issue on "Lesbians and Work" simultaneously published in book form), 12:1, pp. 59-68. The Haworth Press.

Johnson, S. (2006). *Life as Mama*. Chapter appearing in The Other Mother: Non-Biological Lesbian Moms Tell All, pp.101-112. New York: Beacon Press.

Johnson, S. and O'Connor, E. (2005). *Are the Children Normal?* Chapter in Contemporary Issues Companion: Gays and Lesbians, pp. 77-81. (CIOGAL) published by Thomson / Gale.

Johnson, S. and O'Connor, E. (2005). *Family Functioning in Gay and Lesbian Families in the United States*. Chapter appearing in Homoparentalites, Etat Des Lieux, pp. 357-362. Eres Press (France).

Johnson, S. and O'Connor, E. (2002). The Gay Baby Boom: The Psychology of Gay Parenthood: New York: New York University Press.

O'Connor, E. and Johnson, S. (2002) *Lagging Behind: Gay Couples Live Normal Lives at Home but Not in the Law*. Long Island Newsday, Sept 15, 2002, p. A31.

Johnson, S. and O'Connor, E. (2001). For Lesbian Parents: Your Guide to Helping Your Family Grow Up Happy, Healthy and Proud. New York: Guilford Press. (Second printing 2005 with simultaneous publication / translation into Spanish.)

Presentations:

Johnson, S., Ramirez Robson, J. (2023). “Student Equity: The Imperative of Turning Words into Actions”. Presentation at the AACC annual conference, Denver, April 12, 2023.

Johnson, S., Ramirez Robson, J., & Chu, E. (2022). “Student Equity: The Imperative of Turning Words into Actions”. Presentation at the ACCT annual conference, New York, October 28, 2022.

Johnson, S. (2022). “The Imperative of Turning Words into Actions: Equity is More Than Just a Policy”. University of North Dakota, EDI conference, October 5, 2022.

Johnson, S. (2022). “The Imperative of Turning Words into Actions: Creating a World Without Racial Hierarchy through Equity Leadership”. Presentation at the AAC&U DESS conference, New Orleans, March 19, 2022.

Howard, J., Johnson, S., & Johnson, S. (2017). “The Elephant in the Room: Part-time Faculty and the Student Success Agenda”. Presentation at the American Association of Community Colleges, New Orleans, LA, April 24, 2017.

Howard, J. & Johnson, S. (2016). “Her Brave New World: Gender and Transformational Leadership in Community Colleges of the Future”. American Association of Community Colleges, Chicago, Il., April 12, 2016.

Johnson, S. (2011). Invited presentation: “GLBT Parents and Their Children: What Does Research Say and How Are They Treated in the Law?” at The Association of Family and Conciliation Courts, New York Bar Association, Manhattan, November 18, 2011.

Johnson, S. (2011). Invited presentation on counseling issues with gay and lesbian clients who are parents or who are considering parenthood entitled “Psychological and Clinical Issues Facing Q Parents and Prospective Q Parents” at ihi Chelsea (Institute for Human Identity), Chelsea, New York, November, 2011.

Johnson, S. (2011). Invited presentation on the Gay Baby Boom: Research Past and Present for the Dowling College annual theme: America Past and Present, Dowling College, March 31, 2011.

Johnson, S. (2011). Invited presentation / workshop: “What Every Preschool and Daycare Provider Needs to Know About Children With Gay and Lesbian Parents” presented at the 13th annual Long Island Infant, Toddler, Preschool Staff Training Event. Sponsored by Hi Hello Child Care Training Institute and funded by the Rauch Foundation. February, 12, 2011, Freeport, Long Island, New York.

Johnson, S. (2010). Invited presentation on counseling issues with gay and lesbian clients who are parents or who are considering parenthood entitled “Psychological and Clinical Issues Facing Q Parents and Prospective Q Parents” at ihi Chelsea (Institute for Human Identity), Chelsea, New York, October 29, 2010.

Johnson, S. (2009). Invited presentation on gay and lesbian parenting and family formation entitled “Paths to Parenthood” at ihi Chelsea (Institute for Human Identity), Chelsea, New York, November 2009.

Johnson, S. (2008). Invited presentation on gay and lesbian parenting entitled “Who’s My Mommy? Who’s My Daddy?” at ihi Chelsea (Institute for Human Identity), Chelsea, New York, November 12, 2008.

Johnson, S. (2008). Invited presentation on “The Making of a Serial Killer”. Presented at Comsewogue Public Library, Port Jefferson Station, New York, September 17, 2008.

Johnson, S. (2008). Invited presentation on “The Making of a Serial Killer”. Presented at Emma S. Clark Library, Setauket, New York, May 9, 2008.

Johnson, S. (2007). Children’s Adjustment and Development in Gay and Lesbian Headed Families. Presented at the 12th annual LIGALY (Long Island Gay and Lesbian Youth) conference held at Hofstra University March 13, 2007.

Johnson, S. (2006). Special Issues Facing Gay and Lesbian Couples: From Couple to Family. Presented at the 11th annual LIGALY (Long Island Gay and Lesbian Youth) conference held at Hofstra University, March 13, 2006.

Johnson, S. (2006). Children’s Adjustment and Development in Gay and Lesbian Headed Families. Presented at the 11th annual LIGALY (Long Island Gay and Lesbian Youth) conference held at Hofstra University March 13, 2006.

Johnson, S. (2005). Invited presentation on Considering Parenthood. LIGALY (Long Island Gay and Lesbian Youth) Center, Bay Shore, April 25, 2005.

Johnson, S. and O’Connor, E. (2005). Invited presentation on Gay and Lesbian Parenting and Therapy Issues, Dept. of Psychology, SUNY Stony Brook, April 20, 2005.

Johnson, S. (2005). Special Issues Facing Gay and Lesbian Couples: From Couple to Family. Presented at the 10th annual LIGALY (Long Island Gay and Lesbian Youth) conference held at Hofstra University, March 7, 2005.

Johnson, S. (2005). Children’s Adjustment and Development in Gay and Lesbian Headed Families. Presented at the 10th annual LIGALY (Long Island Gay and Lesbian Youth) conference held at Hofstra University March 7, 2005.

Johnson, S. and O’Connor, E. (2005). Invited presentation for LIGSEA (Long Island Gay Straight Education Association) entitled: “Building Bridges between Gay and Lesbian Parents and the School Community”, January 21, 2005.

Johnson, S. and O’Connor, E. (2004). Invited presentation on Gay and Lesbian Parenting and Therapy Issues, Dept. of Psychology, SUNY Stony Brook, May 5, 2004.

Johnson, S. (2003). Invited presentation on Gay and Lesbian Headed Families presented for the SAFE club at Sachem North High School, May 13, 2003, Long Island, New York.

Johnson, S. and O'Connor, E. (2003). Invited presentation on Gay and Lesbian Parenting and Therapy Issues, Dept. of Psychology, SUNY Stony Brook, April 30, 2003.

Johnson, S. (2003). Invited presentation / workshop: "What Every Preschool and Daycare Provider Needs to Know about Children with Gay and Lesbian Parents" presented at the 5th annual Long Island Infant, Toddler, Preschool Staff Training Event. Sponsored by Hi Hello Child Care Training Institute and funded by the Rauch Foundation. February, 22, 2003, Freeport, Long Island, New York.

Johnson, S. and O'Connor, E. (2003). Invited presentation: "Gay and Lesbian Headed Families" presented at the January meeting of PFLAG of Long Island, January 19, 2003, Huntington Unitarian Universalist Church.

Johnson, S. and O'Connor, E. (2002). Invited presentation on Gay and Lesbian Parenting and Therapy Issues, Dept. of Psychology, SUNY Stony Brook, April 24, 2002.

Tye, M. and Johnson, S. (2002). Full day (6 hour presentation) Continuing Education Workshop: Custody Evaluations with Gay, Lesbian, and Bisexual Parents. Presented at the American Psychological Association, Chicago, Ill., August 2002.

Johnson, S. and O'Connor, E. (2001). Invited keynote speakers for Washoe Health Center Conference on Counseling Gay and Lesbian Clients and Families, sponsored by Nevada Association of Marriage and Family Therapy and Washoe Life Skills, Reno, Nevada, October, 2001. Three presentations given during the course of the conference: "Counseling Someone Through the Process of Identifying Sexual Orientation and Coming Out", "Couple-Family Counseling Issues", and "Gay and Lesbian Parenting Today in the United States".

Johnson, S. and O'Connor, E. (2001). Invited presentation of Gay and Lesbian Parenting and Family Court Issues for the Long Island Women's Bar Association, Long Island, New York, October, 2001.

Tye, M., Johnson, S., and O'Connor, E. (2001). Continuing Education Workshop: In the Best Interests of the Child: Gay and Lesbian Parents. Presented at the American Psychological Association Convention. San Francisco, CA, August 2001. Two papers presented: "In the Best Interest of the Child" and "Gay and Lesbian Parenting: The National Gay and Lesbian Family Study".

Tye, M., Johnson, S., and Silverman, N. (2001). Symposium presentation on Perspectives on Lesbian and Gay Parenting. Presented at the American Psychological Association, San Francisco, CA., August 2001. Paper presented at the symposium: Lesbian Parents and Their Children.

Johnson, S. and O'Connor, E. (2001). Invited presentation on Gay and Lesbian Parenting at the annual national COLAGE (Children of Lesbians and Gays Everywhere) Convention, Provincetown, Mass., August, 2001.

Johnson, S. and O'Connor, E. (2001). Invited presentation on Gay and Lesbian Parenting at the Long Island Gay and Lesbian Community Center, Deer Park, New York, July, 2001.

Johnson, S. and O'Connor, E. (2001). Invited presentation of Gay and Lesbian Parenting at Center Kids, Gay and Lesbian Community Services Center, New York, New York, May 2001.

Posada, G. and Johnson, S. (1993). Relationship between Harsh Discipline Practices and Security of Attachment in Preschoolers. Presented at the annual conference of The American Academy of Child and Adolescent Psychiatry, San Francisco, CA., March 1993.

Posada, G., Crowell, J., Gao, Y., Golby, B., Johnson, S., Lay, K., Fleischman, M., Treboux, D. and Waters, E. (1993). Symposium presentation on the Validity of the Adult Attachment Interview: Does it Measure What It Should? The Adult Attachment Interview and the Attachment Q-sort: A study of Mothers and Children. Presented at the biennial conference of The Society for Research in Child Development, New Orleans, LA, April, 1993.

Johnson, S., Feider, O., and Posada, G. (1991). Previous Relationships with Parents and Peers and Their Association with the Current Quality of Young Adult Friendships and Dating Relationships. Presented at the biennial conference of The Society for Research in Child Development. Seattle, WA, April, 1991

Posada, G. and Johnson, S. (1991). Child Rearing Practices Disagreements and Attachment: Associations with Behavior Problems. Presented at the biennial conference of The Society for Research in Child Development. Seattle, WA, April, 1991.

References: available upon request

Vice President of EDI - Cathy Alston

CATHY E. ALSTON
 Seattle-Tacoma Metropolitan area
 360.464.5596 ♦ cealston1505@gmail.com

PROFESSIONAL SUMMARY

Experienced educational leader with a strong background in diversity, equity, and inclusion (DEI), workforce development, and academic administration. Proven track record in implementing strategic initiatives, fostering inclusive environments, building strong cohesive teams and driving institutional change. Adept at managing complex projects, developing policies, and cultivating community partnerships. Committed to promoting equity, excellence and continuous improvement in education.

PROFESSIONAL EXPERIENCE

Vice President for Equity, Diversity, and Inclusion: Green River College, WA.

2025 - Present

Previously served as Interim Vice President for Equity, Diversity, and Inclusion (2024-2025). On November 16, 2025, the position was made permanent in recognition of demonstrated leadership in advancing institutional equity diversity, and inclusion initiatives. Responsibilities include:

- Leading the college's EDI strategic vision and ensuring alignment with institutional mission and accreditation standards.
- Overseeing policy development, compliance, and programming focused on anti-racism and belonging.
- Driving organizational change through measurable accountability frameworks and inclusive practices.

Interim Vice President for Equity, Diversity, and Inclusion: Green River College, WA.

2024 - 2025

As the Vice President for Equity, Diversity, and Inclusion (VPEDI) responsible for developing and executing the strategy to cultivate the organizational capacity for equity, diversity, inclusion, respect and belonging. In collaboration across the college community inclusive of leaders, faculty, students, staff and campus organizations, implements the strategic vision for institutional thriving around EDI best practices. Provide oversight of policy development, oversee programming and foster an inclusive campus atmosphere involving all community members with a focus centered on anti-racism and combatting anti-blackness. Forge partnerships with various campus constituents to cultivate and strengthen an inclusive and equitable campus environment.

- Develop and implement equity, diversity, inclusion, and belonging initiatives with a focus on anti-racism and combatting anti-blackness.
- Create and guide the implementation of measurable and effective policies to establish a culture of accountability.
- Cultivate relationships with community partners from diverse, marginalized, and underserved populations.
- Drive institutional change to create a more diverse curriculum and inclusive environment.
- Develop sustainable accountability measures for EDI efforts with ongoing evaluation and adaptive improvements.
- Collaborate with the Executive Team on EDI recruiting, hiring, onboarding, orientation, retention, and professional development practices.
- Provide mentoring, training, and coaching to faculty and staff to build equity, diversity, and inclusion into the curriculum.
- Advise on equitable marketing and recruiting strategies to attract students from diverse populations.
- Stay updated on relevant practices related to equity, diversity, inclusion, belonging, and respect.
- Recommend individuals to appropriate grievance processes to address specific issues.

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Accomplishments:

- **Anti-Racism Training:** Developed and launched a campus-wide Equity, Diversity and Inclusion training program attended by over 500 participants.
- **Community Partnerships:** Established partnerships with community organizations to support marginalized and underserved populations.
- **Policy Development:** Co-led the restructuring of the EDI Office and the creation of the Equity Compliance Manager position that is responsible for Title IX compliance and Bias reporting for staff, faculty and student

Dean of Instruction: Green River College, WA.**2020 - 2024**

As the Dean of Instruction Supervised Faculty and staff in two divisions, Transitional Studies and Health Science, Wellness and Education. Within the divisional structure, there are multiple departments that include, Basic Skills, ELL, Master Achievers, Integrated Basic Education Skills and Training (I-BEST), HSC +, Open Doors, OTA/PTA, Early Childhood Education (ECE) and Workforce Education.

- Evaluated and oversaw faculty performance and professional development.
- Developed and implemented academic programs and curricula
- Managed budgets and resource allocation for academic departments.
- Ensured compliance with accreditation standards and regulatory requirements.
- Fostered a culture of continuous improvement in teaching and learning.
- Coordinated professional development opportunities for faculty.
- Collaborated with other administrative departments to align academic goals with institutional objectives.
- Facilitated the assessment and evaluation of academic programs.
- Promoted diversity and inclusion within the academic community.

Accomplishments:

Increased student enrollment by 15% through strategic program development and outreach.

Successfully led the accreditation process for the Health Sciences, ensuring compliance and high standards.

Increased the Integrated Basic Skills and Training program for high demand academic programs to include LPN, Carpentry, and Early Childhood Education

Developed and launched new academic programs that addressed emerging industry needs and trends.

INTERIM ASSOCIATE DEAN OF CTE: Green River College, WA.**2019 - 2020**

As the Interim Associate Dean of CTE monitors programs to ensure compliance with applicable accrediting bodies. Plans, organizes, administers, and manages processes and operations related to assigned areas of responsibility. Interprets and applies federal and state mandated guidelines, plans, implements, administers, and evaluates related projects and services impacting the college.

- Serves as liaison to external agencies and community partners, to strengthen and build strong partnerships that respond and fulfill the growing needs of a diversified community. In close collaboration with the Muckleshoot Tribal College and Trades faculty developed a Carpentry Pre-Apprentice Cohort with I-BEST support to meet the needs of Muckleshoot Tribal Members. The instruction and curriculum were provided in partnership between Green River College and the Muckleshoot Tribal College. The cohort has 50+ students, all facing a variety of barriers, providing wrap around student supports to include, Workforce funding, leveraging Opportunity Grant and Basic Food Employment and Training to fill funding gaps. Led contract negotiations in partnership with campus Business Office to reach final agreement between parties. Attend regular Pre-Apprentice Advisory Board meetings to listen to Tribal needs and concerns to strengthen and reaffirm solid partnerships.
- Supervises professional faculty and staff spanning two divisions, Technology and Health Sciences; Business Law and Trades Divisions. Evaluate and oversee eight BAS programs, five program coordinators, and three program managers in the development of professional development plans and goals in accordance with good management practices, policies, and collective bargaining agreements. Oversaw planning, logistical, and coordination for two-day, 300+ attendee conference in support of the Baccalaureate Leadership Council.

- Provided strategic direction and leadership to faculty in Career and Technical Programs in the expansion of Opportunity Grant eligible programs. Leading the efforts to increase the I-BEST support model in Information Technologies, Automotive, including Math and English courses.
- Perform ongoing administrative duties providing support to CTE Deans in the form of leading numerous adjuncts hiring committees and conducting adjunct tenor track classroom observations in the areas of Health Sciences, Information Technology, Aviation, Business, and Natural Resources.
- Support and enhance a diverse campus environment, incorporating principles of equity to promote inclusive practices through active involvement on Instruction and Student Affairs committees: Guided Pathways, Accessible Technology, Gators Scholarship, Cares Act, and Green River Diversity & Equity Council. In collaboration developed processes that changed the no show-replace policy from one day to end of first week. Previous policy predominantly impacted low-income students with barriers to transportation and childcare.

DIRECTOR OF WORKFORCE EDUCATION: Green River College, WA.

2017- 2019

As the Director of Workforce oversee and participate in the daily operations of the Workforce Education Department. This includes the development, implementation, support, and supervision of four Federal and State Grant Programs, Worker Retraining, WorkFirst, Opportunity Grant and Basic Food Employment and Training and Able-Bodied Adults without Dependents.

- Leading a team of nine staff members consisting of exempt, classified, and part-time hourly. Created a cohesive team environment through clear communication of ideas and department goals. Train and develop team members on professional-technical education requirements, federal and state funding, in compliance with government guidelines and regulation. Ensuring responsiveness to the needs of low income, under-represented and other special student populations.
- Demonstrated ability to work collaboratively with faculty, college administrators and community stakeholders. Working closely with Division Chairs and faculty, Workforce staff present in the classroom and conduct campus wide outreach efforts which has resulted in an increase in Full Time Equivalent (FTE) from the previous year, i.e., Spring Quarter (FTE) is 17 percent higher than Spring Quarter of last year.
- Led and implemented changes to policy and procedures in the administration of the BFET program that resulted in a nearly flawless compliance audit by State Board of Community and Technical Colleges. Corrective Actions required reduced from 14 the previous year to 2. Less than 1 percent required correction.
- Track and reconcile budgetary expenditures using Financial Management Systems (FMS) and Financial Aid Management (FAM) to ensure financial management and sound fiscal practices are following state and federal grant guidelines. Grant Manager and Administrator overseeing a total budget of \$3,800,000.

INSTRUCTOR: South Puget Sound Community College, WA.

2016 - 2017

Collaborated with department and faculty members to design a year-round standard based curriculum. Served on curriculum design committee in the development of a Human Development course for students testing below college level Math and English in support of Guided Pathways initiatives.

- Challenged and motivated students through in-depth lectures and discussions. Lectured and communicated effectively with students from diverse backgrounds. Pedagogical strategies used to promote learning and increase student self-efficacy were based on student-centered instruction focusing on best practices that enabled independent problem solving, and lifelong learning.
- Facilitated Class Instruction and taught class materials in accordance with learning objectives and course rigor. Communicated with students outside of the class environment to provide supplementary instruction when required. Worked closely with other adjunct faculty to create multi-media curriculum for both classroom and online instruction.

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- Meeting the needs of a diverse learning environment, Culturally Responsive Pedagogy in practice initiated interactive group activities that fostered learning communities, furthered understanding and created a positive learning environment. Strategies used: journaling, student interviews, learning stations, guest speakers, call and response, and multi-media that positively depicts a wide range of diverse cultures, races, ethnicities and sexual orientations, building further understanding and acceptance.

WORKFORCE TRANSITIONS ADVISOR: South Puget Sound Community College, WA.

2015 - 2017

As the Workforce Advisor, maintained a caseload of 300+ workforce students, 136 Worker Retraining students. Providing individualized support to high-need, high-risk students entering higher education after leaving the workforce. Duties include but not limited to the following intake procedures: initial assessment, eligibility verification in accordance with Washington's State Board Community and Technical College's Worker Retraining Local Guidelines and funding award determination. Facilitate student access to campus supportive services, community resources, as well as career exploration in high demand fields. Works collaboratively with Workforce Specialist to develop and implement best practices to improve outreach efforts, retention and completion. Advising efforts focus on alignment of career goals with short term academic Pathways within the institution.

- As the Workforce Advisor assigned the lead role in the Worker Retraining Program, increased enrollment by 130 percent while the organization was in the 2nd year of "Take Back" sanctions.
- Maintained consistent increase of Worker Retraining enrollments, exceeding FTE targets for fiscal 2016/17 resulted in additional funding allocation of \$22,500 from State Board in support of program efforts.
- Led and implemented changes to the administration of the Start Next Quarter Workforce Orientations adopting a One Stop approach, collaborating with WorkFirst, BFET, and Opportunity Grant Specialists resulting in improved services and eliminating student barriers.
- Teamed with Workforce Specialist to develop and implement a system to consistently track co-enrollees, to improve BFET 50/50 matched funding. Increased identification of co-enrollments by 15 percent.

MILITARY SERVICES AND OUTREACH: South Puget Sound Community College, WA.

2014 - 2015

Serving as the official representative of the college at JBLM, Camp Murray, as well as community military related events. Cultivating relationships and establishing networks to better serve veterans and dependents. Coordinates program resources and services for approximately 500 VA Education Benefit eligible students.

- Cultivated communication and collaboration with stakeholders across the college campus environment, including academic advisors, faculty, staff, and administration. Influenced the coordinated efforts of multiple projects directed toward improving academic success, recruitment, and retention strategies.
- Collaborated monthly with faculty and staff to discuss barriers to student success and seek effective solutions to student challenges. Spearheaded and implemented process improvements, within my authority, in support of student success initiatives and the overall student experience.

COORDINATOR OF VETERAN AFFAIRS: Hopkinsville Community College, KY.

2010 - 2012

Directed, developed programming and executed all operations for first time ever Veterans' Student Center. Provided ongoing student support services to approximately 1000 + VA Education Benefit eligible students and assisted approximately 9000 prospective and enrolled students in a two-year period. Advised military veterans, and military family members on topics concerning admission procedures, registration, degree programs, class scheduling, college graduation requirements, and career planning. Additional duties included, School Certifying Official and the primary point of contact for VA eligible students.

- Served as a liaison to community social services and campus student support services, such as, Academic Advising, Financial Aid, Disability Services, and Upward Bound. Contributions resulted in college being named among the top ten military friendly schools in the nation.

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- Served as Chairperson of Veterans' Affairs Task Force. Comprised of approximately 30+ support staff, faculty and veteran students combined; worked collaboratively to identify and establish best practices across multiple departments. Developed changes in financial aid policy, tutoring services, Professional Development for staff and faculty.
- Conducted Community Outreach, visited local Veterans' Homeless Shelters. Led town hall meetings of 40+ residents regarding life changing opportunities through educational advancement. Outreach efforts resulted in approximately 50 new enrollments for the fall 2012 semester.

EDUCATION

Master of Arts in Education	University of Phoenix,	AZ	2007
Bachelor of Communication Arts and Sciences	Queens College,	NY	1983

PROFESSIONAL DEVELOPMENT

Future Leaders Institute Certification	American Association of Community Colleges	2025
Diversity, Equity and Inclusion Certification	E-Cornell University	2023
Workforce Dean's Academy Cohort:		2019-2020
Workforce Implicit Bias Training Institute, Cycle 1:		2020

Vice President of Student Affairs - Eric Greer

ERIC JON GREER

(424) 230-6099
 eric.j.greer@gmail.com
 linkedin.com/in/ericjgreer

EDUCATION

Doctor of Education, Educational Leadership

University of Southern California, Los Angeles, CA

May 2020

Dissertation: The Role that Mentoring Interactions Between Faculty, Staff, Campus Stakeholders, and Peer Mentors Among Students Play in Cultivating a Culture of Mentoring in Higher Education Institutions

Master of Science, General Studies in Human Behavior

Capella University, Minneapolis, MN

September 2014

Bachelor of Arts, Communications

Cal Poly Humboldt, Arcata, CA

December 2006

PROFESSIONAL SKILLS

- Excellent organizational/Interpersonal skills
- Experience with federal regulations and legislation
- Budget management background and experience
- Knowledge of educational policy on national, state, and local levels
- Understanding of outreach, community building, and multicultural issues
- Able to conduct large/small presentations, training, workshops, and programming

PROFESSIONAL EXPERIENCE

Vice President of Student Affairs

Green River College

7/2024 - Currently
 Auburn, WA

- Provides leadership to over 150 Green River College Student Affairs and Success Center staff. Areas of oversight include Recruitment and Outreach, Office of the Registrar, Career and Advising, Running Start, Financial Aid, Placement and Testing, TRIO, Student Life, AANAPISI, Wellness and Benefits Hub, Student Conduct, Associated Student Government, Athletics, Conference Services, Bookstore, Campus Housing, and Office of Diversity, Equity, and Inclusion.
- Reduced division budget by 15%, and oversight of nearly \$9 million in department funds that enhance student achievement.
- Directed division reorganization in response to budget cuts as a catalyst for positive change and service improvement, leading to increased efficiency, enhanced collaboration, greater focus on essential services that directly impact student success, improved communication, adaptability, and enhanced staff morale. Additionally, the restructuring has facilitated strategic resource allocation, provided opportunities for innovation, reduced ambiguity, and improved accountability among staff, while also strengthening leadership.
- Oversaw the expansion of our campus food pantry and the development of an improved business model for the Conference Services Department.
- Implementing policy and program reviews to meet student and community needs.
- Supported the development of several key fiscal sustainability workgroups at the College, specifically the Strategic Planning & Alignment Team, which reviewed the GRC Strategic Plan, ensured alignment with financial resources, and generated over 40 innovative ideas through a brainstorming workshop.

- Leading division reorganization efforts, facilitating discussions with faculty, staff, and students for effective restructuring.
- Engaging in strong team leadership, data analysis, and cross-campus collaboration, specifically with Instruction, International Programs, Facilities, Institutional Effectiveness, Information Technology, and the Office of Equity, Diversity, and Inclusion. These partnerships have led to improved understanding of institutional processes, enhanced student support, expanded job roles across multiple departments, and the development of an annual joint division retreat between deans in Student Affairs and Instruction.
- Supervise deans, senior directors, and staff while serving as an executive leader in Guided Pathways and Strategic Enrollment Management.
- Coordinates campus-wide events to promote community engagement and collaborate on budget transparency initiatives.
- Represents Student Affairs on various institutional committees and community groups.

Director of Advising and Career Services

5/2020 – 9/2022, &
11/2023 – 5/2024
Seattle, WA

Seattle Central College

- Provides strategic and operational leadership to the First Year and Career Services Center, Running Start, and the Advising and College Transfer Center, overseeing a team of 20+ employees and a \$1 million annual budget.
- Facilitated Seattle Central's Advising Onboarding Course in Canvas, promoting standardized processes across the college. Restructured the Advising and Career Services Department, growing the team from five to eighteen full-time advisors, improving student support, reducing caseloads, and contributing to a 10% increase in retention during low enrollment periods.
- Co-developed Central's In-Classroom and Satellite Advising programs, enhancing proactive advising for historically underrepresented students. Co-led the Intake and Onboarding Committee and served on the Seattle College District's Re-engineering Enrollment Taskforce to improve department recruitment and collaboration.
- Collaborated with faculty on advising practices and degree roadmaps, resulting in increased student retention and a 64% rise in web traffic to the college transfer department's websites. Experienced in working with the Northwest Commission on Colleges and Universities on improvements in the advising process.
- Led innovative, student-focused practices and managed onboarding for department staff. Developed job descriptions, created communication templates, and maintained partnerships with other college departments.
- Acts as Dean of Student Success without a permanent dean, providing leadership support across multiple areas.

Interim Dean of STEM and Business

1/2023 – 10/2023
Seattle, WA

Seattle Central College

- Provided leadership and management for over 140 faculty, staff, and administrators in the largest STEM and Business division at Seattle Colleges.
- Oversaw an \$8 million annual budget and collaborated with faculty on class schedules and curriculum development for 16 programs.
- Partnered on developing the Executive Leadership Onboarding Program for new administrators and organized the first Blacks in Tech event for student connections with industry leaders.

- Directed the STEM-Core and MESA Program activities, supporting student enrollment and retention efforts.
- Chaired tenure committees for new faculty, conducted teaching observations, and ensured compliance with faculty workload standards. Served on various institutional committees to enhance student achievement and liaised for professional development and DEI initiatives.
- Analyzed enrollment data, partnered on program pathway maps, and mediated student complaints.

Interim Associate Dean of STEM and Business

9/2022 – 1/2023

Seattle Central College

Seattle, WA

- Assisted the Interim Dean in managing 140+ faculty and ten support staff in the STEM and Business division, overseeing an \$8 million budget.
- Developed course schedules, supported STEM-Core and MESA Programs, and guided student programming for enrollment and retention.
- Contributed to curriculum development and outcomes assessment, analyzed enrollment data, and collaborated on best practices.
- Acted as Unit Administrator in the Dean's absence.

Student Services Advisor & Pre-Law Advisor

11/2016 – 4/2020

University of Southern California

Los Angeles, CA

- Advised over 100 undergraduate students in American Studies and Ethnicity and Comparative Literature at USC Dornsife College on academic and career matters, while guiding 400+ students and alums through the law school application process.
- Supervised pre-law advising staff and developed interdepartmental training for new advisors.
- Evaluated 20 pre-law programs for effectiveness and organized the annual law fair, enhancing participation and increasing revenue by over \$20,000.
- Represented the Pre-Law Advising Department on various university committees and collaborated with faculty to support students facing academic challenges. Participated in admission interviews for over 400 merit-based scholarships annually.

Student Success Advisor

10/2015 – 10/2016

Trident University International

Cypress, CA

- Counseled over 500 undergraduate and graduate students in the College of Business on educational goals and developed personalized success plans.
- Assisted students facing academic or personal challenges, collaborating with the Disabilities Services Coordinator for referrals.
- Contributed to a 35% increase in course participation and helped develop training for the First-Session Student Participation Committee to enhance engagement. Maintained statistical data and prepared reports for interdepartmental use.
- Participated in recruitment, admissions, retention, and career development activities, collaborating with faculty and administration to promote student success. Facilitated workshops on educational planning and academic success.

Admissions Advisor

9/2014 – 10/2015

Trident University International

Cypress, CA

- Exceeded monthly enrollment targets with an average of 25 enrollments, doubling team output. Maintained an 80% student retention rate.
- Provided enrollment advising and support to active military, veterans, and their families, while evaluating transcripts for first-session course recommendations.
- Participated in a successful initiative that boosted enrollment by 12%.
- Enhanced student satisfaction and academic experience through collaboration with departments like Student Success, Financial Aid, and Records.

Student Advisor

1/2007 – 10/2007

Westwood College (formerly Alta Colleges)

Los Angeles, CA

- Developed personalized career and education plans.
- Partnered with faculty to offer quarterly resume-building and cover letter workshops.
- Coordinated the annual career fair, connecting graduating seniors with employers.
- Created retention resources for re-entering students following college and FERPA guidelines.
- Improved data integrity for call reporting and student retention metrics.

Admissions Advisor

6/2006 – 1/2007

American Intercontinental University

Los Angeles, CA

- Exceeded regional admissions goals, ranking in the top 20% of recruitment staff.
- Coached prospective students through the college admissions process, including enrollment applications and placement exams.
- Recommended financial aid options and organized admissions workshops, campus tours, and family connections, making the program a successful quarterly event.

Student Assistant (formerly Resident Advisor)

8/2005 – 5/2006

Cal Poly Humboldt (formerly Humboldt State University)

Arcata, CA

- Managed 60 students within a dormitory-style living space. Provided support 24 hours a day/7-days a week to aid in resolving student conflicts.
- Counseled incoming first-year and transfer students on academic procedures.
- Organized social events to foster community and peer mentorship opportunities between dormitory residents.
- Managed building administrative duties: room transfers, incident reports, and maintenance reports.
- Aided in interviewing and training incoming Resident Advisors on standard operating procedures and job duties.

TEACHING EXPERIENCE**Adjunct Professor, Undergraduate College**

4/2017 – 6/2021

Trident University International

Cypress, CA

- Instructed six courses annually in Trident University International's First-Session Experience Program and developed curriculum as a subject matter expert for career training and dual-enrollment courses.
- Engaged in student retention initiatives and faculty development, communicated with relevant departments about 'at-risk' students, and maintained statistical reports.
- Conducted outreach to promote course participation and provided career and academic advice while referring students to support services.

SELECTED PRESENTATIONS

<i>First-Generation Law Student Panel and Social</i> USC Dornsife Advising and Student Services	2019
<i>Evidence-Based Advising</i> PCAPLA Annual Conference	2018
<i>The Impact of the Resume on Your Law School Applications</i> USC Dornsife Advising and Student Services	2017 – 2020
<i>Seattle Central Advising and Career Services Restructure</i> Seattle Central College	2021 - 2022
<i>Seattle Central Donor Tour (STEM and Business Degree Options)</i> Seattle Central College	2017 – 2020

AFFILIATIONS

National Academic Advising Association (NACADA)	2015 – Present
Pacific Coast Association of Pre-Law Advisors (PCAPLA)	2017 – Present
American Association of Community Colleges: Future Learners Institute	2025

AWARDS

2021 – 2022 Innovation of the Year The League for Innovation in the Community College	2022
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Vice President of International Programs and Extended Learning -Wendy Stewart

Wendy Lee Stewart, Ed.D.

College administrator with a learning, growth mindset and more than 30 years of progressive success in higher education. Student-centered, team-based, collaborative leader with a commitment to innovation and excellence and a passion for helping students achieve their dreams, transform their lives, and make the world a better place.

PROFESSIONAL COMPETENCIES

Student Focus & Relationship Building	Enrollment Management
Strategic & Innovative Thinking	Marketing and Recruitment
Team Building & Performance Management	International Education & Cultural Awareness

EDUCATION, TRAINING & INTERNATIONAL EXPERIENCE

Ed.D. Organizational Leadership, Northeastern University, Boston Dissertation: <i>Inclusive Collaboration Spaces: Translating an Equity-Centered Strategic Plan Into Action</i>	2023
M.A. Anthropology and Sociology, Monash University; Melbourne, Australia Thesis: <i>Ethics and Accountability in Aboriginal Social Impact Assessment: A Case Study, The Kakadu Conservation Zone Inquiry</i>	1995
Graduate studies in Cultural Anthropology, Western Washington University; Bellingham, Washington	1992
B.A. English Literature, University of Puget Sound; Tacoma, Washington	1989
Executive Learning Series on Equity and Empowerment, Oregon	2017-18
Washington Executive Leadership Academy (WELA)	2015-16
Certificate in Collaborative Leadership, Arbinger, Green River College	2014
Executive Program in Leadership, Stanford University Graduate School of Business	July 2013
Interest-Based Bargaining, Washington Public Employment Relations Commission	2005
Combined personal and work travel to 25 countries in Asia, Europe, and the Americas	
One year of study in Melbourne, Australia; Rotary Ambassadorial scholarship	1993
London Study Abroad Program	1988

HIGHLIGHTS

- Strategic leadership has helped to establish Green River's as a national leader in international education; currently **ranked 13th** out of 1,200 US community colleges in international student enrollment.
- Support the **Study of the United States Institute (SUSI)** program hosted annually at Green River College since 2007.
- Collaborative leadership contributed to Green River's receipt of the 2013 **Senator Paul Simon Award for Comprehensive Campus Internationalization**.
- Key role in managing international enrollment for 30 years at Green River, with **889 international students from 66 countries** fall 2025.
- Build and coach innovative, high-performing teams whose efforts generated **\$11 million** in 2024–2025 to support both immediate and long-term institutional priorities.
- Co-chaired the Task Force on Int'l Student Teaching and Learning in 2010. Collaborated with 8-person team to develop 22 recommendations to improved teaching and learning, including the launch of the **International College Experience class** within one year.
- Foster environment where students, staff, and partners learn, grow and contribute in meaningful ways.

PROFESSIONAL EXPERIENCE**Vice President, International Programs and Extended Learning**

Green River College; Auburn, Washington

July 2016 - present

- Serve as a member of the President's Executive Leadership team.
- Lead self-support, entrepreneurial operations of International Programs and Extended Learning to ensure the organization meets goals set by the College: promote cultural awareness and internationalization; generate revenue for the college; contribute to innovation and excellence.
- Areas of responsibility include international student marketing/recruitment, international student services, intensive English program, study abroad, international contract and grant programs, and Washington Certification Services.
- Direct development of programs and services that help students succeed.
- Develop, implement, and assess strategic international marketing and enrollment plan.
- Student recruitment - responsible for individual, annual target.

Dean, International Programs and Extended Learning

2013- 2016

Green River College; Auburn, Washington

- Administered and managed operations of International Programs and Extended Learning including international marketing and recruitment, admission, housing, services, advising, Intensive English Program, High School Completion, peer mentor program, study abroad, international grant and contract programs, Washington Certification Services, and eLearning support.
- Led and directed the IPEL management and marketing teams and supervise eight employees including directors of Services & Operations, Intensive English Program, Housing, Advising, Marketing, Outreach, Recruitment, and Extended Learning.
- Developed, implemented, and assessed strategic international marketing and enrollment plan.
- Student recruitment - responsible for individual, assigned, annual target.

Dean, International Programs

2007-2012

Green River College; Auburn, Washington

- Administered International Programs to fulfill the mission and goals of the organization.
- Led, directed, and managed International Programs management and marketing teams.
- Developed and directed Green River's International Alumni Program.
- Student recruitment - responsible for individual, assigned, annual target.
- Performed administrative responsibilities of Associate Vice President for International Programs in his absence, approximately 2-3 months per year

Director of International Enrollment Management

2002- 2007

Green River Community College; Auburn, Washington

- Directed recruitment and retention efforts to meet international enrollment goals.
- Managed marketing and advising teams and international High School Completion Program.
- Student recruitment - responsible for individual, assigned, annual target.
- Assumed administrative responsibilities in Executive Director's absence (approximately 2 months per year).

Director of International Marketing

Jan 2001-Sept 2002

Green River Community College; Auburn, Washington

- Developed an international marketing plan in alignment with department's strategic plan.
- Managed marketing team, set enrollment targets, and administered marketing budgets.
- Produced and maintained marketing materials, managed global advertising, coordinated website.
- Student recruitment - responsible for individual, assigned, annual target.

Interim Director of International Student Services	Dec 2000-April 2001
Green River Community College; Auburn, Washington	
<ul style="list-style-type: none"> Assumed duties of the Director of International Student Services during her six-month absence in addition to carrying out responsibilities as Director of International Marketing. Managed services staff including admission, reception, advising, housing, and activities. 	
Interim Dean of Fine Arts	July 1998-July 1999
Green River Community College; Auburn, Washington	
<ul style="list-style-type: none"> Met and exceeded FTE enrollment target for Fine Arts Division with budget of \$670,00 Supervised eight full-time faculty and six part-time faculty 	
Regional Director- Southeast Asia	July 1994-Jan 2001
International Programs, Green River Community College; Auburn, Washington	
<ul style="list-style-type: none"> Advisor and recruiter for Southeast Asia. Developed marketing plan, managed marketing budget and achieved individual, annual recruitment target. Produced and maintained marketing materials: brochures, translated flyers, fair displays, advertisements. Coordinated international website re-design, Aug-Nov 2000. Facilitated International Programs Management Team, 1995-2001. 	
Writing Intern , Pierce County Planning and Land Services; Tacoma, Washington	Dec 1992-Feb 1993
Research Assistant , Battelle Environmental Planning and Research Center; Seattle, Washington	1992- 1993
<ul style="list-style-type: none"> Contributing researcher on Hanford Environmental Dose Reconstruction Project. 	
Graduate Research Assistant & Teaching Assistant , Western Washington University; Bellingham, Washington	1992
Admission Counselor , University of Puget Sound; Tacoma, Washington	1989-1991
UNIVERSITY/COLLEGE SERVICE	
Co-chair, Search Committee for Green River College CIO/Exec Director of Information Technology	Oct 2025-present
Co-chair, Fiscal Sustainability Task Force Capacity Building & Skill Development Work Group	April 2025-present
Serve as member of the CCID strategic planning committee	July 2025-present
Co-chair, Search Committee for Green River College Vice President for Student Affairs	April 2024
Member of Weighted Enrollment Subcommittee, Washington Association of Community and Technical Colleges	January - June 2024
Member of Green River College Cabinet (Strategic Planning)	Dec 2022-March 2024
Appointed to serve on Search Committee for Green River College Exec Director of Institutional Effectiveness	2022
Chair, Community Colleges for International Development (CCID) Senior International Officer Council	2018-2020
Served as member of the CCID strategic planning committee	2016-2017
Appointed to serve on Search Committee for Green River Vice President for Business Affairs	2015
Co-chair of the Green River President's Task Force on International Student Teaching and Learning	2010-2011
Appointed to serve on Search Committee for the Green River Community College President	2010
Appointed by President to serve on Green River's faculty contract negotiation team	2005-2006
Served as member of the Green River Contract Negotiation Team	2005-2006
Member of Green River Strategic Enrollment Management Team	2005
Co-chair for the recruitment sub-committee of Green River Enrollment Management Team	1999-2001
Appointed by the President to serve on the Executive Vice President Screening Committee	1999

CONFERENCE PRESENTATIONS

“Advocating for Global Education” Panel presenter, CCID Annual Conference	2018, 2019, 2022, 2023, 2024, 2025
“Building Connection and Intercultural Competency Through Story Circles, CCID Annual Conference”	Feb 2024
“Leveraging University Transfer in Community College Recruitment Abroad” Co-Presenter, CCID Conference	Feb 2014

PROFESSIONAL AFFILIATIONS

Member of Association of International Educators (NAFSA)
 Member of the American Association for Women in Community Colleges
 Member of Community Colleges for International Development (CCID)
 Member of International Institute of Education (IIE)

ADDITIONAL TRAINING

Society for College and University Planning, “Planning Institute 3: Building and Sustaining an Integrated Planning Culture”	July 2019
NAFSA Symposium on Leadership: “Leadership in Uncertain Times: Addressing a Changing International Education Environment”	May 2019
NAFSA Symposium on Leadership: “Defending International Education in a Complex World”	May 2018
Chair Leadership Institute, “Leading from the Middle”; Issaquah, Washington	1998
Seminar in Community & Technical College Education, The Association; Lynwood, WA	1988
Customer Relationship Management (CRM), Salesforce.com conference; San Francisco, CA	2005, 2008, 2010
Balanced Scorecard (strategic planning and organizational effectiveness)	2002
Chair Academy; Long Beach, California	1999

HONORS AND AWARDS

National Championship Soccer Title, Women’s Over 30	1998
High Distinction, graduate course work. Monash University	1993
Rotary International Ambassadorial Scholarship	1993
Honors distinction in English. University of Puget Sound	1989
Dean’s List. University of Puget Sound	1986-1989
Co-captain of the varsity women’s soccer team. University of Puget Sound	1988-89

VOLUNTEER EXPERIENCE

Co-Chair Auburn Rotary Foundation	August 2024-present
Member of the Board of Directors/ Vice President – Communications, American Association for Women in Community Colleges	Sept 2023-July 2025
Youth soccer coach, Harbor Soccer Club; Nortac Soccer Club	1997-2010
Volunteer at Tacoma Community College Annual Garden Show, Fundraiser for ESOL program	2001-2013
Soccer Coach for the Monash University (Melbourne, Australia) Women’s Soccer team	1993

Interim Vice President of Instruction - Jamie Fitzgerald

Jamie C. Fitzgerald

*2826 SW Nevada St.
Seattle, WA
Phone: 206.714.9976
Fitz2010@gmail.com*

Executive Summary

Educator with 22 years of experience in teaching and instructional leadership. Core strengths include collaboration, project management, effective communication, and an equity-centered growth mindset. Relationship builder and connector who maximizes the strengths of others to help identify and achieve collective objectives.

Professional Experience

Interim Vice President of Instruction
Green River College, Auburn, Washington
March 2025 – Present

Key Responsibilities:

Provide leadership to team of academic affairs professionals tasked with managing multiple transfer, professional-technical, and transitional studies education programs. Coordinate and lead college-wide strategic initiatives. Represent Academic Affairs at internal and external meetings.

Selected Achievements:

- Led the Guided Pathways Advisory Team in identifying and implementing student success essential practices (eg. First Year Experience Program; Areas of Interest; program maps; directed self-placement; progress monitoring).
- Member of the Student Success Consortium.
- Served as lead negotiator for management during faculty collective bargaining negotiations.
- Member of the State Board of Community & Technical Colleges' Instruction Commission.
- Provides support and guidance to the Instruction Support Services, Instructional Budget, and eLearning departments.
- Facilitated the implementation of articulation agreements with transfer partners in WA state.
- Completed AAC&U's, "Future Leaders Institute," and Green River's, "Foundation of Leadership I and II" trainings.

Dean of Transfer Education
Green River College, Auburn, Washington
2018 – 2025

Key Responsibilities:

Responsible for leading transfer education programs in the English and Humanities academic divisions, including the Writing and Reading Center, Public Speaking Center, and the Foreign Language Center. Collaborated with faculty, division chairs, tutoring center directors, institutional research, Washington's Articulation and Transfer Commission, Guided Pathways Advisory Team, and curriculum committees.

Selected Achievements:

- Led the hiring and tenure processes for 16 faculty members in the English and Humanities division.
- Served on inaugural Strategic Enrollment Management team.
- Chaired the Articulation and Transfer Statewide Commission.
- Led committee that revised the Direct Transfer Agreement.
- Served as lead negotiator for management team during faculty collective bargaining negotiations.
- Served on the Equity Centered Strategic Plan development committee.
- Chaired the Professional Development Center Advisory Board.
- With team, established a First Year Experience program.

**English Division Chair
Green River College, Auburn, Washington
2015 – 2018**

Key Responsibilities:

Served as the elected representative for the English Division. Led faculty in strategic scheduling and staffing recommendations to the Dean of Transfer Education. Coordinated the developmental education program in collaboration with faculty, academic support services, and deans to help students earn college-level English credits.

Selected Achievements:

- Facilitated the implementation of the direct self-placement.
- Managed College Spark WA grant to study the impacts of embedded tutoring in pre-College English courses.
- Implemented the Writing Program Administrator position.
- Supported the implementation of a co-requisite college composition (ENGL&101) model and supported faculty training through summer institutes.
- Assembled and led committee that established Green River College's first eLearning department.
- Expanded the Writing & Reading Center Director position, adding reassignment time and hours of operation during the summer quarter.

**English Faculty Member, Tenured
Green River College, Auburn, Washington
2012 – 2015**

- Taught composition, research writing, and literature classes for the English division.
- Served as Writing and Reading Center Director
- Faculty advisor

**English Faculty Member, Tenured
Pierce College, Puyallup, Washington
2007 – 2012**

- Taught composition, research writing, Humanities, and literature classes for the English & Humanities division.
- Served as Writing Center Coordinator
- Faculty advisor

Education

University of Oregon, Eugene, OR

Master of Arts

English: Rhetoric & Composition

Grand Valley State University, Grand Rapids, MI

Bachelor of Arts

English: Professional Writing

Teaching and Curriculum Development	
<p style="text-align: center;">Green River College ABE 056</p> <p>ENGL 099 Introductory Composition ENGL&101 College Composition ENGL 115 Introduction to Novels ENGL 126 Research Writing: Humanities ENGL 127 Research Writing: Social Sciences ENGL 164 Film as Literature ENGL 168 Irish Literature ENGL 251 British Literature III ENGL 256 World Literature III</p>	<p style="text-align: center;">University of Oregon WR 121 College Composition I WR 122 College Composition II</p> <p style="text-align: center;">Pierce College Eng 099 Introduction to Composition ENGL&101 College Composition Eng 103 Composition – Argument & Research Eng 111 Intro to Literature Eng 200 Intro to Fiction Eng 210 Intro to American Literature Eng 211 British Literature, 800 – 1660 Hum 210 American Cinema/ American Society Hum 212 Great Directors and Auteurs</p>

College and Community Service

- Instruction Commission (SBCTC), Member, 2025 - Present
- Articulation and Transfer Council (SBCTC), Chair, 2024 - 2025
- Guided Pathways Advisory Team (Green River College), 2019 - 2025
- Instructional Council (Green River College), 2025 - Present
- Administration Bargaining Team (Green River College), Lead, 2024 - 2025
- Labor and Management (Green River College), Member, 2021 - Present
- Administration Bargaining Team (Green River College), Lead, 2019 - 2021
- Learning Outcomes Committee (Green River College), Admin Rep, 2021 - 2024
- Strategic Planning Committee (Green River College), Transfer Ed Rep. 2020 - 2021
- Professional Development Center Advisory Board (Green River College), Chair, Fall 2019

- eLearning Task Force (Green River College), Chair, Spring 2017.
- International Education Committee (Green River College) Chair, Fall 2016.

Selected Professional Presentations and Professional Development

- Panelist, Guided Pathways Panel, SBCTC's Guided Pathways Summit. Panelist, Tacoma, WA June, 2025.
- Participant, Future Leaders Initiative, American Association of Colleges & Universities, Washington DC, June, 2025
- Presenter, "Two Years on the Pipeline: Did It Work?" TYCA – PNWCA joint regional conference. University of Washington—Tacoma. Fall 2017.
- Participant, Association of Departments of English Summer Chairs Institute, New York University. Summer 2016
- Presenter, "Fixing the Leaky Pipeline: Writing Tutors and Career and Academic Advisors in Developmental English Classrooms." Assessment, Teaching & Learning Conference, Clark College. Spring 2016
- Participant, "First Year Experience Conference" Dallas, TX. Winter 2016
- Presenter, "Fixing the Leaky Pipeline: Writing Tutors and Career and Academic Advisors in Developmental English Classrooms." Northwest Tutoring Center Conference. Winter 2015
- Co-Presenter, "*Transit*--The Embattled Text: Unraveling War through Literature and Film." CCHA National Conference, Phoenix, AZ. Fall 2015
- Co-Presenter. "The Word Made Flesh: Why the Heart Matters in *Ulysses*," CCHA regional conference. Seattle, WA. Fall 2014.

Awards

- Distinguished Faculty Award, Green River College. 2017
- Executive Board Award, AFT Washington. 2017
- Student Advocate of the Year Award, Pierce College Puyallup. 2010
- Finalist, Sarah Harkness Kirby Award, University of Oregon. 2002

References available upon request

Executive Director of Human Resources - Staci Whitehouse

Staci Whitehouse

Interim Executive Director of Human Resources

Green River College | Auburn, WA 98092

 swhitehouse@greenriver.edu |  253-351-6628

 [linkedin.com/in/staci-whitehouse-89747286](https://www.linkedin.com/in/staci-whitehouse-89747286)

EXECUTIVE SUMMARY

Executive Human Resources leader with extensive experience driving organizational excellence in higher education. As Interim Executive Director of HR at Green River College, I provide strategic leadership across operations, labor relations, and talent development to align people practices with institutional goals. I lead management training initiatives, guide operational planning tied to the college's strategic plan, and foster collaboration through quarterly departmental retreats. Known for building trust, strengthening leadership capability, and advancing equity-centered systems that enhance institutional success.

CORE COMPETENCIES

- Strategic Leadership & Organizational Development – guiding people, policy, and systems toward institutional goals.
 - Institutional Effectiveness – aligning HR operations and planning with college-wide performance metrics.
 - Student Success Alignment – supporting talent strategies that advance equitable student outcomes.
 - Facilities & Operations Leadership – providing strategic oversight of the Environmental and Safety Specialist and ensuring alignment of facilities operations with institutional safety, compliance, and sustainability goals.
 - Accreditation & Compliance – maintaining adherence to state, federal, and accreditation standards.
 - Equity, Diversity & Inclusion – embedding inclusive practices into recruitment, retention, and leadership development.
 - Strategic Planning & Workforce Development – linking HR systems to long-range institutional and community goals.
-

PROFESSIONAL EXPERIENCE

Green River College – Auburn, WA

Class & Compensation Specialist → HR Operations Manager → Director of HR Operations → Interim Executive Director of Human Resources

2017 – Present

Key Responsibilities & Achievements:

- Progressive Leadership Growth: Advanced through multiple HR roles into Interim Executive Director by demonstrating initiative, adaptability, and a continuous commitment to learning and organizational improvement.
 - Operational Modernization: Led major updates to legacy HR and institutional processes, including transcript management, onboarding, contract administration, records management, and SOP development—strengthening efficiency, consistency, and compliance through technology and cross-training.
 - Collaborative Institutional Leadership: Represented management on both the WFSE and UF bargaining teams and serve as a member of the college’s Emergency Operations Center (EOC), coordinating communications during campus closures, delays, and early releases to ensure campus-wide continuity and safety.
-

Whitehouse Enterprises, LLC – Auburn, WA

Owner / Bookkeeper / Accounting | 2006 – 2017

Key Responsibilities & Achievements:

- Oversaw all aspects of small business accounting, including payroll, tax reporting, and general ledger maintenance using QuickBooks.
- Maintained accurate financial records and ensured compliance with state and federal reporting requirements.
- Managed day-to-day operations and provided strategic oversight of budgeting, cash flow, and client relationships.

Property Management – Yakima & King County, WA

Owner / Manager | 1996 – Present

- Recruited and screened tenants, managed leases, and oversaw property maintenance to ensure tenant satisfaction and occupancy.
 - Administered budgets, collected rents, and managed all financial transactions and reporting.
 - Developed advertising strategies and listings to sustain rental demand and optimize property performance.
-

Kent Reporter – Kent, WA

Writer / Contributor | 2012 – 2017

- Published articles on civic issues including voting, city budgets, food scarcity, and school programs.
 - Provided photography to accompany feature stories and community events.
-

Kent School District – Kent, WA

Administrative Assistant / Para-Educator | 1996 – 1998

- Supported daily school operations through scheduling, records management, and communication with staff, students, and families.
 - Passed the district's highest-level administrative proficiency exam, qualifying to serve as Head Secretary when needed.
 - Provided one-on-one and classroom instructional support, promoting inclusive and productive learning environments.
-

Wiley Hurst & Associates – Yakima, WA

Paralegal / Litigation Assistant | 1996 – 1998

- Interviewed clients, investigated accidents, and compiled case documentation to support settlement negotiations and trial preparation.
 - Drafted demand letters to insurance companies and assisted attorneys in achieving equitable settlements.
 - Supported trial attorneys during litigation through research, document management, and courtroom preparation.
 - Served as Notary Public, ensuring compliance with all legal documentation standards.
-

EDUCATION & LEADERSHIP DEVELOPMENT

Bachelor of Arts in Business Administration

Pacific Lutheran University – Tacoma, WA

Majors: Business Administration | *Minors:* Political Science & Mathematics

Leadership Certifications:

- Foundations of Leadership I & II (Director Level and Executive Leadership Level) – Green River College
 - Ongoing participation in professional leadership and management development programs focused on institutional excellence, inclusion, and strategic execution.
-

SELECTED LEADERSHIP HIGHLIGHTS

- **Strategic Planning & Implementation:** Led development and execution of HR operational plans aligned with Green River College's institutional strategic plan, advancing equity-centered workforce initiatives and organizational effectiveness.
- **Team & Organizational Development:** Designed and facilitated management training programs, quarterly departmental retreats, and professional development initiatives to strengthen leadership capacity and employee engagement.
- **Fiscal and Resource Stewardship:** Oversaw HR budgets and staffing allocations emphasizing transparency, sustainability, and alignment with institutional priorities.

- **Operational Efficiency & Continuous Improvement:** Modernized HR processes—including onboarding, contract administration, and records management—through SOPs, cross-training, and digital systems.
 - **Cross-Divisional Collaboration:** Partnered across divisions to deliver equitable HR services collegewide; active member of the Emergency Operations Center (EOC) to coordinate communications during operational disruptions.
 - **Student & Community Impact:** Participated in college Town Halls to engage students and community members, ensuring HR practices reflect the needs of the college’s diverse service area.
-

PROFESSIONAL AFFILIATIONS

- Human Resource Management Commission
 - Advisory Board Member, Sunshine Mountain Christian Preschool & Kindergarten
-

TECHNICAL & PROFESSIONAL SKILLS

- **HR Systems:** Proficient in both Legacy and PeopleSoft (ctcLink) for personnel, payroll, and benefits administration.
 - **Data & Reporting:** Skilled in analysis and compliance reporting to support institutional effectiveness.
 - **Microsoft 365 Suite:** Advanced use of Excel, Word, PowerPoint, Outlook, and Teams.
 - **Project & Operations Management:** Experienced in workflow optimization and digital documentation systems.
 - **Records & Information Management:** Strong knowledge of records retention and information security standards.
-

COMMUNITY & PROFESSIONAL ENGAGEMENT

- Partnered with the Auburn School District to strengthen school-to-college connections and promote awareness of career pathways in higher education.
 - Collaborated with KentHOPE, a women’s and children’s shelter, to support community outreach and service initiatives reinforcing Green River College’s commitment to compassion and civic engagement.
-

AWARDS & RECOGNITIONS

- “Livin’ Our Values Out Loud” Award – Accountability (Green River College): Recognized for exemplifying the college’s core value of accountability through transparent leadership and integrity in decision-making.
- Z08 Wellness Award (2x Recipient): HR Wellness Committee—led by the Benefits Administrator—earned recognition for advancing employee well-being and fostering a culture of health and balance.

- Paragon Award – *Fresh Perspectives* Podcast: HR's Director of Learning and Innovation was part of the award-winning team recognized for innovative storytelling and promoting engagement through the *Fresh Perspectives* podcast.
-

References available upon request.

Executive Director of Information Technology - Dan Holverson

Dan Holverson

Dan Holverson, GRC's interim Executive Director of Information Technology and CIO effective May 16, 2024.

Dan joins Green River College with more than 22 years of experience in leading information technology teams, enterprise resource planning and strategy in both public and private sectors. Dan brings a customer-focused approach to managing cloud computing, web applications, infrastructure, networking, ESB integrations, and telecommunications, and holds a Master of Business Administration from Olivet Nazarene University in Bourbonnais, IL and a bachelor's in accounting & business administration from the University of Wisconsin-Platteville.

Executive Director of Business Operation- Janee Sommerfeld

Janee L. Sommerfeld

10126 232 nd Ave E Buckley, WA 98321	janeehall78@hotmail.com (206) 778-6929
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Related Experience:		
2025-Present	Green River College	Auburn, WA
Executive Director Business Administration		
<ul style="list-style-type: none"> • Participates with the President and other members of the senior-level executive leadership team in short and long-term institutional planning, policy formulation and implementation of initiatives to achieve the mission and goals of the College. • Works collaboratively with college administrators, faculty, staff, students, community members, state and local government officials and other outside representatives to carry out the responsibilities of the position and the mission of the College. • Establishes and implements the mission statements of business office including budget, finance, payroll, student financials, purchasing, shipping and receiving. • Through the College's integrated process of assessment of institutional effectiveness, planning, and resource allocation, leads the processes for development and monitoring of the budget consistent with the College's mission and goals. • Directs the College's annual budget preparation process and recommends to the President the content of the budget to be presented to the College's Board of Trustees. • Develops, recommends and implements administrative rules and procedures relevant to financial management and operations. • Provides leadership and direction relating to business functions of the college, assuring that the College has established appropriate fiscal controls and that all activities are compliant with laws, regulations and applicable guidelines, and that information is accurate and prepared in a timely manner. • Acts as an authorized agent in the review, approval and administration of contracts. • Serves as the Treasurer of the Green River College Foundation and provides oversight and leadership in assuring that all financial records accurately reflect the current financial condition of the Foundation; oversees the Foundation's holdings and assets; provides direction in the development of the Foundation's budget and accounting for all revenues and expenditures; maintains a current knowledge of the bylaws, articles of incorporation, non-profit accounting practices tax laws and record keeping; and provides oversight of the foundation's fiscal integrity. • Attends and actively participates in a wide variety of college and community college system committees and meetings. • Acknowledges and accepts new and changing duties and responsibilities that may occur in a dynamic, responsive environment. • Invest College local funds in accordance with RCW, Washington State Treasurer and Office of Financial Management regulations and produce timely accounting and reporting of investment activity. • Ensure College compliance with the requirements of the U.S. Department of Education, the Washington State Auditor's Office, Office of Financial Management, and the State Board for Community and Technical Colleges. • Respond to audit reports and recommendations within the fiscal services area. Work collaboratively with other areas to implement corrective measures or resolve 		

	discrepancies or non-compliance issues identified by the auditor.	
	<ul style="list-style-type: none"> Act as the College's liaison to state-wide committees and councils. 	
2019-2025	Green River College	Auburn, WA
Senior Director of Financial Services		
	<ul style="list-style-type: none"> Provide leadership and mentorship to the Business Office in accordance to the colleges mission and values. Work collaboratively with finance, procurement, and budget team to ensure the financial integrity of the college. Assist in the preparation of the annual financial statement in accordance with GASB. Lead the completion of annual financial statement related disclosures, notes and management analysis. Manage \$50 million college investment portfolio. Ensure diverse investments while maintaining a timely reconciliation of college account. Direct and manage colleges monthly and annual closing procedure. Work closely with team members to ensure continual support. Review and problem solve SMART errors, GL monitoring, and accounting discrepancies. Liaison between capital projects and accounting. Reconcile and communicate capital funding availabilities on a weekly basis and ensure financial oversight. 8+ years of SBCTC system expertise within the budget and finance system. Oversee multiple system wide reporting; including CIM, IPEDS, and annual disclosure. Serve as subject matter expert for college wide projects such as accreditation, union negotiations, and upcoming Peoplesoft implementation of CTCLink. Lead and manage business office staff to meet project deadlines. Supervise and manage purchasing and mailroom staff. Lead competitive bids, contract management, and purchasing oversight. 	
2016-2019	Green River College	Auburn, WA
Director of Budget		
	<ul style="list-style-type: none"> Plan, organize, and implement Green River College's \$135 million annual budget. Support executive leadership's decision making by providing detailed analysis, identifying problems, and developing recommendations and solutions. Working closely with executive team, helping to bring transparency to the college's budget. Developed and executed a budget development database used by all areas within the college. Acted as college's subject matter expert on budget and state allocation. Working with internal departments as well as college liaison to the State Board system. Present professional materials to the college's Board of Trustees. Worked closely with individual board members to ensure understanding when adopting college's annual budget. Took on leadership role within the business office. Fosters positive working relationships with budget and financial staff among the college constituents. Lead special projects that review budgetary and financial process. Develop analysis and recommendations to improve overall transparency and efficiency. 	

2011-2016 Bellevue College Bellevue, WA
Budget Analyst/Budget Manager

- Coordinate and manage the development of the college's \$130 million annual budgets;

Executive Director of Institutional Effectiveness - Miriam Chitiga

Miriam Chitiga, PhD.

Curriculum Vitae

Auburn, Washington, 98002

Email: mchitiga@gmail.com: Mobile: +1-803-387-5307

GOAL: To scale up my contributions to educational leadership for the enhancement of student success and community empowerment.

Education

Ph.D., University of South Carolina 2001

Educational Administration (Higher Education Leadership and Policies with cognates in Linguistics and Research Methods)

Graduate Certificate, University of South Carolina

Interdisciplinary Studies (Intercultural Research Studies)

M.A., University of Zimbabwe

Applied Linguistics (Teaching English as a Second Language and Sociolinguistics)

Awarded the University Book Prize

Graduate Diploma, University of Zimbabwe

Teacher Education (Master's Degree Equiv. Training the Trainer),

Bachelor of Education University of Zimbabwe

English, Linguistics, and Education

Select Relevant Leadership Overview

Senior Higher Education Executive | Accreditation Liaison Officer | Institutional Effectiveness Strategist

- 20+ years of progressive higher education leadership advancing from faculty member to department chair, dean of faculty, vice president for academic affairs, and executive director of institutional effectiveness—driving academic excellence, faculty engagement, accreditation success, and mission fulfillment.
- Extensive institutional effectiveness and evaluation leadership, including service as Executive Director of Institutional Effectiveness and proven supervision of directors of IE, ensuring data-driven decision-making, comprehensive assessment, to and compliance with accreditation standards.
- Proven record of academic and accreditation leadership, guiding successful SACSCOC, NCATE/CAEP, and NWCCU accreditation cycles across diverse institutions and program types.
- Experienced Accreditation Liaison Officer (ALO) under 4 Senior Vice Presidents, benefiting from the distinctive mentorship culture of the NWCCU, helping me also mentor my colleagues.
- NWCCU Peer Reviewer: Served as Peer Review Chair for a Substantive Change and Peer Review Team member for October 2025 Mid-Cycle Evaluation.

- Academic program oversight including state-/federally-mandated program redesigns, evaluations, certifications, and educator preparation quality enhancement in South Carolina, North Carolina, Oregon, and Washington.
- Skilled in collegially mobilizing cross-divisional and multi-state partnerships, engaging faculty, administrators, boards, accreditors, and state agencies to implement data-informed, compliance-ready solutions that strengthen institutional quality and student success outcomes.
- Recognized for strengthening institutional quality, systematic assessment, operational efficiency, and student outcomes through strategic planning, evidence-based decision-making, and collaborative execution.

Overview of Professional Leadership

Select Combined Expertise with Experiences:

Higher Educational Leadership: Academic Affairs - Departmental to Cabinet levels; Accreditation and Assessment; Data analytics; Multi-sector Transformational Leadership and Development; Turnaround Strategic Leadership; Resource Development and Sustainable Stewardship; Online Learning; Student Success; Mixed Methods Research and Doctoral Dissertation Supervision; and Graduate Program Leadership.

Leadership Service Overview

Executive Cabinet Leadership Level:

- Executive Director, Institutional Effectiveness; Accreditation Liaison Officer (**ALO**) & President's Executive Cabinet Member: *Green River College, Auburn, Washington*
- Interim Vice President for Academic Affairs, Dean of Faculty, and Accreditation Liaison Officer (**ALO**) & President's Executive Cabinet Member: *Warner Pacific University, Portland, Oregon*

Cross-Institution Multi-Pronged Leadership:

Accreditation Liaison Officer (**ALO**); and Senior Director for Intercultural Engagement: *University of Puget Sound, Tacoma, Washington*

Academic Departmental and Program Leadership and Accreditation leadership Service:

Department Chair; Tenured Full Professor; Programs Director; and **Accreditation Lead:** *Department of Educational Leadership and School Administration Fayetteville State University, A Constituent of The University of North Carolina; Fayetteville, North Carolina.*

Multi-Divisional Program and Grant PI Leadership:

Principal Investigator, and Program Directorships and Tenured Associate Professor: *Claflin University, Orangeburg, South Carolina.*

State-wide Department Leadership Service:

Resident Educational Leadership Consultant in the State Department of Education's Superintendent's Office: Educational Leadership and Underperforming K–12 School Turnaround (in Collaboration with Higher Education Colleges of Education): South Carolina Department (Ministry) of Education, Columbia, South Carolina.

- North Carolina Counseling Strategic Leadership Team.

- North Carolina Superintendent Licensure Blueprints Review Team: *North Carolina Department of Public Instruction, Raleigh, NC,*

Sample Leadership Accomplishment Experiences

Executive Director, Institutional Effectiveness: Green River College, Auburn, WA

• Accreditation Liaison Officer (ALO) & President's Executive Cabinet Member 9/2024—current

- Studied and identified strengths of the Institutional Effectiveness team for targeted professional development, upskilling, team-building, and effective work distribution.
- Introduced continuous improvement cultural traits for enhanced student success and employee growth mindedness.
- Trained team members on more comprehensive and essential student success data efforts
- Introduced the concept, guidelines, philosophy, benefits, and requirements accreditation to colleagues across campus and am developing an accreditation-focused culture to guide mission-fulfilment for student success efforts campus-wide.
- Identified areas for improvement in data content, visualization, and distribution of daily enrollment trends.
- Broke the long existing silos for a shared understanding and conducive collaboration culture;
- Initiated cross-training and skill-building among team members.
- Trained team members to peer review and member-checking, to enhance data and analytical accuracy and effectiveness.
- Initiated cross-divisional dialogue for mutual data sharing and collaboration.
- Re-visioned the Institutional Effectiveness and Accreditation website to include student success data and transparent accreditation information.
- Introduced effective processes for identifying and using meaningful peer-college comparators and inspirators.
- Developed a robust and user-friendly data-capturing instrument for the six-year accreditation report.
- Successfully trained cross-divisional teams on the PRFR reporting requirements and responsibilities.
- Successfully gathered required accreditation reporting data and samples for the PRFR draft, 8 months in advance of the due date, allowing ample time for institutional reviews and changes.

Accreditation Liaison Officer (ALO): University of Puget Sound, Tacoma, WA 1/2024—8/24

Senior Director for Intercultural Engagement: University of Puget Sound 8/2023—8/24

- Worked to advance data-informed analyses and intervention identification for student success as part of the Trends and Patterns leadership team
- Collaboratively initiated and transformed minoritized students' self-efficacy and cross-campus leadership and visibility.
- Infused multi-faceted inclusive lenses in deliberations in various divisions for holistic student success for all.

- Made inroads into reconciling historically conflicting units, resulting in documented changes in cross-division interactions and collaborations.
- Penetrated siloed environments, bringing productive collaborations among units for more seamless student success enhancement initiatives.
- Produced innovative educational initiatives to deepen inclusion and belonging knowledge and dispositions.
- Engaged cross-divisional partners in producing academic and professional development events for students, faculty, and staff.
- Identified equity gap intervention strategies by promoting disaggregated data-informed approaches.
- Cultivated a culture of receptive continuous improvement and openness to learning in an open environment.
- Launched faculty-staff collaborations for mutual empowerment.

Interim Vice President for Academic Affairs; Dean of Faculty 2021 - 2023

and Accreditation Liaison Officer (ALO): Warner Pacific University. Portland, OR

- Led positive change and produced measurable and qualitative outcomes across all areas in the VPAA portfolio, including return on investment (ROI) reviews and improvements and inculcating an institution-wide multi-faceted data-driven culture.
- Through an 8-month campus-wide systematic data collection and management, we collaboratively developed a sustainable culture of disaggregated data use for continuous improvement and decision making; this led to the institution achieving a removal of a non-compliance status on the Northwest Commission on Colleges and Universities (NWCCU) Accreditation: (Standard Two: Governance, Resources, and Capacity)
- Developed and implemented the first Mid-Cycle mock review site visit to boost institution-wide accreditation readiness and comprehension. (NWCCU Standard One: Student Success, and Institutional Mission and Effectiveness)
- Led a successful subsequent NWCCU Mid-Cycle Review report and site visit with a positive exit. Received a positive and complimentary exit and formal peer report, and a good formal decision outcome.
- Developed a sustainable positive and pervasive culture of continuous improvement, disaggregated data-driven decision-making, and campus-wide accreditation preparedness ownership.
- Supported deans and faculty and successfully led the institutional portions in discipline accreditation and state compliance review efforts with 100% achievement.
- Supervised, hired, and trained personnel in the directorship of institutional research, effectiveness, and compliance reporting office.

Sample data-driven enhancement innovations and achievements

- Developed and presented disaggregated data-driven academic deep-dive strategic vision to the Board of Trustees

- Delivered evidence-based Academic Affairs advance reports to the BOT Programs Committee for all board meetings.
- Evidence-based innovations: Effectively collaborated with faculty and deans to implement data-driven innovations to boost student learning and achievement, with a focus on disaggregated data to support the success of a growingly diverse student body.
- Student Retention: Introduced a more productive, stronger focus on faculty-driven leadership in aid of student achievement, persistence, and retention; specifically, through the collaborative and intentional efforts of the Academic Affairs family.
- Process Efficiency: Strategically streamlined operational processes and role functions for sustainability, including, but not limited to automating key aspects of the recurrent adjunct and overload faculty contracts, and leading the adoption, readiness, and implementation of a more robust LMS for online, hybrid, and F2F learning.
- Diversity Enhancement: Recruited highly qualified faculty, staff, and deans (averaging 150% rate increase).
- Program Evaluation: Introduced a systematic program review and accreditation expectations, with intentional hiring of faculty leads and providing deans with release time to initiate the processes, including initiating an inaugural systemic program review and an annual review cycle across the curriculum.
- Professional Development: Led the systemic implementation of robust campus-wide orientations for adults, graduate learners, and part-time faculty, in addition to a faculty retreat focused on diversity, learning, and retention initiatives.
- Multiple responsibilities: Successfully worked in multiple roles in severely resource-starved areas, while increasing strategic thinking and unifying divisions for institution-wide outcomes.
- Systematic Campus-wide Assessment: Initiated the cross-divisional institution of faculty-led development and review of rubrics to measure Student Learning Outcomes (SLO) for continuous improvement of learning and mission fulfillment.
- Enhanced Teaching and Learning Efforts: Instituted systematic Classroom-Based Interventions (CBIs) to monitor, evaluate, and proactively enhance sustainable and equitable student achievement and retention.
- Re-visioned Online Learning: Cultivated institutional buy-in for and collaboratively implemented a new LMS for more robust student learning, SLO data management, and program review processes.
- College Dean: Service: Served as Acting Dean of Arts, Social and Behavioral Sciences (ASBS) during the 2022 late spring-fall deanship transition.
- Continuous Improvement Culture: Implemented a documentation-rich culture and accessible processes for faculty-driven continuous improvement leadership for student achievement, persistence, and retention.

Department Chair and Tenured Full Professor

2020–2021

Department of Educational Leadership and School Administration

Fayetteville State University, Fayetteville, North Carolina.

- As departmental accreditation chair, successfully developed CAEP Accreditation datasets and reports; trained colleagues in accurately responding to accreditation rubrics and

requirements creating cohesive and targeted disaggregated datasets, and developing a department-wide culture of documentation and data consciousness

- Successfully served the second tour as Department Chair during a turbulent period
- Simultaneously performed multiple leadership roles that resulted in increased student success and serving as lead college model during the COVID-19 pandemic
- Advised and supported all master's and doctoral students
- Transformed student success and departmental outcomes via curriculum innovation and labor market alignment
- Developed monitoring and evaluation protocols to ensure continued readiness for national accreditation; agencies (CAEP & SACSCOS) and compliance with state mandates
- Developed and revised systematic approach to evidence gathering, stakeholder engagement, and alignment with accreditation standards
- Successfully coordinated preparation efforts for SACSCOS reaffirmation, with a special focus on standards 8 and 9 and the (Quality Enhancement Plans (QEPs.)
- Scheduled courses to ensure maximization of faculty expertise and student success
- Participated in graduate council to ensure program adherence to high standards
- Increased student diversity, career- readiness, and academic rigor
- Led the creation and implementation of curricula and catalog and modality changes
- Authored the 2021 graduate programs departmental report for all CAEP Standards for the well-received initial submission, and subsequently trained two colleagues to assist in revising and implementing suggestions for the final submission, which led to successful re-accreditation; this marked my second successful accreditation leadership at the institution
- Doctoral dissertation supervision: 14 dissertations successfully chaired, plus 3 current committee membership services
- Data-driven culture: systematized data collection and institutional accountability processes, including reinvigorating the department's strategic and operational planning and assessment reporting processes; instituting efficiency and fidelity in data collection, management, and evaluation processes for continuous improvement
- Curriculum Transformation: transformed the Educational Leadership curriculum for increased relevance and currency; pro-actively developed online and hybrid options for both master's and doctoral degree programs, which were later referenced as models during the COVID-19 pandemic era; developed collegial relations within the department
- Rebranding: enhanced the Department's image within the university; systemized recruitment and admissions processes for competitiveness, fairness, transparency, and accountability
- High-impact student learning: enhanced student academic and professional development, high-impact practices, and transformational lifelong learning opportunities
- DEIB training: Provided high-quality global professional development and training of transformational leadership for diversity, inclusion, equity, belonging, and social justice for students, faculty, and community leaders across the institution
- Successfully secured a competitive \$30,000 - dollar corporate foundation grant to develop and implement transformational leadership for diversity training and initiatives.

Fayetteville State University, NC

2018–2020

Assistant Department Chair, Department of Educational Leadership and School Administration

- Assisted the department chair with multiple duties, including:
- Completed annual strategic and operational plan and assessment reviews,
- Hired and onboarded qualified faculty,
- Conducted program and curriculum evaluation and revisions,
- Advised students and audited their graduation requirement fulfillment, and
- Implemented accreditation data collection and management.

Fayetteville State University, NC**2012–2015****Interim Department Chair, and Tenured Associate Professor**

- Department of Educational Leadership and School Administration
- Achieved external, national program accreditation (NCATE) for the master's and doctoral programs in educational administration and leadership, respectively;
- Achieved the removal of a 7–14-year-long significant Area for Improvement (AFI) for the doctoral program; through managerial and instructional/teaching leadership;
- Revised teacher education foundation's courses to reflect content currency and increase distance learning through online courses;
- Redesigned curricula to reflect discipline-specific and professional organizations' standards and current trends in transformational leadership for diversity and social justice advancement.
- Significantly contributed to the institutional efforts to develop, implement, and evaluate the FSU SACSCOS Quality Enhancement Plans (QEP) – Making evidence-based decisions.

Fayetteville State University, NC**2013–2015****Director of the Doctor of Educational Leadership Program**

- Significantly increased retention, persistence, and graduation rates with a 95% recovery rate of long-term ABD candidates.
- Developed a comprehensive and rigorous dissertation review processes;
- Revised and remodeled the doctoral program for educational leadership;
- Co-developed program handbooks for clinical experiences and coursework experiences
- Developed data collection protocols and records for continuous improvement and program development;
- Produced effective documentation and reports for internal and external stakeholders; and
- Transformed the traditional program modality to include more distance learning and hybrid programs with online, hybrid, and face-to-face courses, with the result of doubled enrollment, retention and graduation.

Fayetteville State University, NC**2014–2015****Director of the Master of School Administration (MSA) Program**

- Increased recruitment of highly qualified students with assistant chair
- Increased retention reaching 100% for some cohorts
- Enhanced the clinical/internship program to include more intensive principalship mentoring and higher-quality evidence artifact development

- Co-developed program handbooks for clinical and coursework experiences
- Changed the traditional modality to a more distance learning-focused one, incorporating hybrid programs with online, hybrid, and face-to-face courses

-

- **Fayetteville State University** **2010–2011**

- **Leadership Team Member, Educational Leadership Department**

- Researched, revised, and developed EdD handbook and materials; and
- Developed and submitted a robust Operational Plan and Assessment Report (OPAR)

- **Resident Consultant for School Turnaround Leadership**

- **South Carolina State Department of Education**

2008–2010

- **Columbia, South Carolina**

- Planned and delivered an impactful statewide conference on school turnaround
- Produced MOODLE learning LISTSERVE for leadership development activities
- Introduced K–20+ leadership partnerships across state colleges of education and school district leadership
- Achieved buy-in for regular engagement meetings per educational sector
- Introduced statewide symposia for higher education and primary and secondary (pre–K–12) partnership-building

- **Director and Principal Investigator of the US. Department of Education** **2004–2010**

- **FIPSE PAECE Grant Program for Innovative Civic Engagement: Claflin University, Orangeburg, SC**

(PAECE—Performing Arts for Effective Civic Education and Engagement)

- Developed, was awarded, and led the implementation of a US \$439,766 grant federally funded by the U.S. Department of Education. This was a highly competitive grant program. Fund for the Improvement of Postsecondary Education (FIPSE):
- The grant project' focus was creative civic engagement training for students, faculty, community leaders, and citizenry.
- This program has been replicated at the University of Chicago and other Universities.
- The PA offshoot at the University of Chicago won a Cook County Innovation Prize for reducing juvenile recidivism.
- The grant project's offshoots have resulted in a published book (on Hurricane Katrina, social justice, and public leadership) and a refereed article (on civic engagement and student leadership), in addition to numerous presentations and ongoing writing projects.
- Increased student and community civic engagement and knowledge.
- Produced replicable and easily adoptable models for innovative, and effective civic engagement training.
- Delivered approximately 30 presentations, alone and with students, at regional, national, and international venues.
- Generated new partnerships including academic institutions, law enforcement, prisons, community organizations, businesses, and public schools.
- Increased the development and production of manuscripts on creative civic engagement and research.

- Increased diversity awareness and acceptance among students, community, and faculty partners.

Director, International Studies Program: Claflin University, Orangeburg, SC 2003–2006

- Led International Studies Program and developed partnerships and student, parent, and faculty interest in study-abroad programs.
- Increased student exchange activity.
- Developed international collaboration opportunities for faculty and administration.
- Established new international partnerships with diverse institutions.
- Facilitated student and parental engagement in study programs.

Director, First-year Experience College: Claflin University, Orangeburg, SC 01/2001-09/2001

- Led a college within a college.
- Served under the Provost's supervision as part of the deans' council.
- Held one-on-one bi-weekly strategic meetings with the president and first lady.
- Developed 450 first-year students to help them succeed in college.
- Developed and implemented orientation, student services, and academic learning programs.
- Supervised, hired, trained, and evaluated staff and faculty in the program- raised faculty compensation by approx. 100%.
- Liaised and collaborated with all internal and external stakeholders, including parents.
- Revised first-year experience learning courses.
- Provided professional development retreats for faculty and staff.
- Supervised counseling and testing/placement services.
- Compiled, edited, and published a book for successful first-year experiences.

Coordinator, Institutional Research and Effectiveness: Claflin University, Orangeburg, SC 2000–2002

- Conducted institutional research, including student satisfaction surveys.
- Developed reports for internal and external reporting incl. IPEDS & SACS.
- Analyzed both qualitative and quantitative data sets (continued assisting part-time after becoming Freshman College Director).

Academic Appointments

Warner Pacific University, OR	
Interim Vice President with the rank of Full Professor	2021-2023
Fayetteville State University, NC	
Full Professor, Dept. of Educational Leadership & School Administration	2018–2021
Fayetteville State University, NC	
Associate Professor, Dept. of Educational Leadership & School Administration	2010-2018

Clafin University, SC Associate Professor, Dept of English	2000–2010
Clafin University, SC Assistant Professor, Dept of English	2000–2010
University of South Carolina, Columbia, SC Affiliate Faculty The Center for Child and Family Studies, Civic Engagement and Social Justice	2005–2007
University of South Carolina, Columbia, SC Adjunct Instructor (Women Studies)	1999–2001
Midlands Technical College; Columbia, SC Adjunct Instructor and Writing Center Consultant	1998-2000
Southern Africa (South Africa, Zimbabwe, and Botswana) College Instructor: English, Technical Writing, Business Communication, and Teacher Education Secondary School Teacher of English Middle Grades Teacher of English	1997 and prior

Sample Courses Taught

Course taught at Warner Pacific University

Served as interim professor of record for undergraduate Sociology class during instructor transitions – Summer 2022

Courses taught at Fayetteville State University, NC:

Department of Educational Leadership and School Administration.

- Supervised/chaired doctoral research dissertations (with 14 completed) and served on diverse, multi-methods doctoral dissertation committees (with ongoing service)

- **Taught a wide variety of doctoral and master's degree courses:**

Sample graduate areas:

- Research Methods and Dissertation Research and Supervision
- Educational Leadership (Various Higher Education and K-12 leadership courses)
- Leadership Theory
- Organizational Management and Theory
- Legal and Ethical Issues in Leadership
- Mixed Methods Research and Theory
- Doctoral Dissertation Research
- Dissertation Writing Process topics

- Diversity and Multiculturalism in Education
- Diversity, Equity, Inclusion, and Belonging infused leadership and teaching topics
- Public Policy and Education
- History of Higher Education
- College Teaching and Learning
- Adult Learner Issues in Higher Education
- Leading for Diversity, Equity, and Inclusion in Higher Education
- Financial issues in K-12 Education
- Financial Issues in Higher Education

Sample undergraduate course areas developed, revised, taught (and supervised for adjunct teaching):

- Foundations of Education
- Sociology of Education.
- Human Growth and Development

Courses taught at Claflin University: Orangeburg, SC:

Taught undergraduate courses for traditional and continuing education students; these include:

- Applied Linguistics, Teaching English to Speakers of Other Languages (TESOL), Linguistics, English Grammar, History, and Development of English
- Development of the English Language, (developed and introduced an applied linguistics specialization in the department)
- English Composition, Literature in English, Business English and Communication, Technical English
- Gender Studies, (developed and introduced a sustainable gender studies minor), with a variety of courses focusing on Gender theories and Diversity Studies
- Leadership Studies (revamped the leadership studies minor program) including Leadership Theory, Leadership and Gender, Leadership and Civic Engagement
- Research Methods, Senior and Honors Research Thesis Seminar
- First-Year and Honors Studies – including University 101 and 102 and Study Skills

Courses taught at South Carolina State University: Orangeburg, SC:

Taught masters' and doctoral courses in:

- Educational Leadership
- Organizational Behavior and Management
- Research Methods and Statistics in Education

Adjunct Instructor of Undergraduate Studies

Courses taught at the University of South Carolina, Columbia, SC:

- English Composition
- Women's Studies

- Introduction to Feminism
- Gender and Society

Courses taught in Southern Africa (South Africa, Zimbabwe, and Botswana):

Instructor / Lecturer

College English and Writing Courses:

- English Composition and Advanced Writing
- Technical and Professional Writing
- English as a Second Language
- Business Communication
- English Communication for Special Professions - Journalists, Engineers, Teachers, and
- Research Methodology

College Teacher Education and English Course Modules:

- Educational Sociology
- English, Curriculum Development
- Pedagogy: Teaching Methods and Theories
- Student Teacher Practicum /clinical supervision visits and evaluations.

Secondary School Teacher Courses:

- High School English Language Arts
- English as a Second Language
- English literature
- English Grammar
- Reading Comprehension, and
- Adult Literacy courses for continuing education students.
(Botswana and Zimbabwe)

Select Grants/Sponsored Projects and Research Awards

Chitiga, Miriam. (exec. 2023) Carnegie African Diaspora Fellowship with The University of Witwatersrand, Johannesburg, South Africa.

Chitiga, Miriam. (2021–2022). The Truist Transformational Leadership for Diversity and Inclusion (TTLDI), TRUIST Foundation, \$30,000. (Host Institution: Fayetteville State University)

Chitiga, Miriam, in partnership with Felix Maringe (University of Witwatersrand School of Education, Johannesburg, South Africa.) (2021 original grant). Confronting COVID-19 Instructional Challenges through Sustainable Curriculum Redesign of Educational Mixed Research Methods Modules. Carnegie African Diaspora Fellowship Program, Cost-based Sponsorship with Carnegie and partner RSA Institution.

Chitiga, Miriam. (09/2004–08/2007 and extended to 09/2008). Performing Arts for Effective Civic Education. The U.S. Department of Education’s Comprehensive Program Fund for the Improvement of Post-Secondary Education (FIPSE). \$439,766, with \$162,669 as the first year’s budget.

Chitiga, Miriam. (July 8–12, 2010). Research Fellowship: UNCF/Mellon Faculty Writing Workshop: HIV/AIDS” (research and publishing on HIV/AIDS awareness and education).

UNCF/Mellon Foundation, Spellman College Atlanta, GA. All Expenses Paid, approx. \$5,000

Chitiga, Miriam. (June 12–July 3, 2010) Public Policy Research and Analysis. United Negro Fund Special Programs: International Institute for Public Policy, Howard University (Washington DC), and University of Maryland (College Park, MD). All expenses paid and stipend, approx. \$10,000.

Chitiga, Miriam (May 2010). Black Women Doing Research on Diversity and Gender in the Academy. Workshop for Women’s Studies Programs Faculty at Historically Black Colleges and Universities, Spellman College Women’s Research & Resource Center, Atlanta, GA: All expenses paid, approx.\$2,500.

Chitiga, Miriam. (Summer 2009) Innovative Civic Engagement and Student Leadership. Mellon Foundation/UNCF Faculty Residency Research Fellowship in collaboration with New York University Faculty Resource Network: All expenses paid for 3 months’ accommodation at NYU plus a stipend of \$30,000.

Chitiga, Miriam. (July 2009). HIV/AIDS Education Research. UNCF/Mellon Foundation: Faculty International Seminar, Cape Town, South Africa, All Expenses paid plus stipend, approx.\$10,000.

Select Publications

Articles in Peer-Reviewed Venues

Chitiga, M., Adeyemo, K.S., Wade, C., 2023. The disruption of Black history and critical pedagogy in international higher education curriculum. In: Tierney, R.J., Rizvi, F., Erkican, K. (Eds.), International Encyclopedia of Education, vol. 8. Elsevier, pp. 350–355. <https://dx.doi.org/10.1016/B978-0-12-818630-5.02145-X>.

Raadschelders, J., & Chitiga, M. (2021). Ethics Education in the Study of Public Administration: Anchoring to Civility, Civics, Social Justice, and Understanding Government in Democracy. Journal of Public Affairs Education. doi:10.1080/15236803.2021.1954468

Chitiga, M., Kaniuka, T., & Ombonga M. (2019). “How Do Millennials Learn? Implications for Higher Education Pedagogy.” International Journal of Information and Communication Technology Education (IJICTE), 15(1). (SCOPUS)

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Books

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- Chitiga, M. (Ed.). (2011). *A Hurricane Katrina Poetic Commemorative: Teaching for Effective Social Justice*. University Press of America.
- Chitiga, M. (2011). *Women Leaders in Higher Education: The intersections of Race, Class, and Gender in the Experiences of Female Leaders in Zimbabwe*. VDM Verlag Dr. Müller.
- Chitiga, M. (Ed.). (2001). *Pathways to Success: Building Character, Confidence, and Memories*. Kendall Hunt.

Book Chapters

- Chitiga, M. (2021). "Tribute to Mwalimu Mĩcere." In Wachanga, N. (Ed.), *Making Life Sing in Pursuit of Utu* (Chapter 44, under the section "Mĩcere in Zimbabwe"). BookCraft Africa.
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Teaching/Research Collaborations

External Research Evaluator – Doctoral Dissertations University of South Africa	2012--
External Research Evaluator Master's Theses – University of Johannesburg, South Africa	2014--
External Research Evaluator – Doctoral Dissertations University of Witwatersrand, South Africa	2014--
Collaborative Research Curriculum Transformation	2023
Carnegie African Diaspora Fellowship, Wits University, RSA	
Collaborative research	2015–2016
Conference participation, and presentation on human capital development in higher educational leadership, Student Affairs Public Health Awareness and Development, HBCU Curriculum Transformation. University of Pretoria, South Africa	
Collaborations on doctoral research, external graduate faculty and research activities University of South Africa, South Africa	2015–present
Collaborative conversations on adult education and educational leadership University of South Africa and Vaal University of Technology, South Africa	2014–2017
Collaborative dialogue on transformational leadership research University of Zimbabwe, Zimbabwe (Southern Africa)	2016–present
Collaboration and guest lectureships in the Department of Linguistics on gender and language. University of Zimbabwe, Zimbabwe (Southern Africa), Linguistics Department	2009
Collaborative research on women in higher education leadership Zimbabwe Open University, Zimbabwe (Southern Africa)	2011
Civic engagement innovation healthy relationships	2005–2007

Affiliate Faculty: The Centre for Child and Family Studies, University of South Carolina, Columbia, SC

“Gender Empowerment Initiatives”	2007
University of Zimbabwe, Harare, Zimbabwe	
“Diversity in Higher Education: Toward a Socially Just Society.”	2005
WACHUBO Executive Leadership and Management Institute (ELMI), Stanford University, Palo Alto, CA	
“The Major Challenges Confronted by Black Zimbabwean Women Leaders in the Higher Education Sector.”	2000
The University of Zimbabwe, Harare, Zimbabwe	
“Issues Affecting Women and Girls in Southern Africa.”	1998
Guest Lecturer, University of South Carolina, Columbia, SC	

Selected Conference/Workshop Presentations

Chitiga, M. & Launspach, S. (2022) "Pedagogical code switching: Structural and interactional uses in chiShona Mathematics Classroom." Paper presented at the Sociolinguistics Symposium 24, July 13-16, 2022, Ghent, Belgium.

Diversity Professional Development Training Presented to the US Department of Commerce, April 23, 2022 (Zoom Presentation to national and international audience)

Retention via Impactful Inclusion for Transformation (August 2, 2021). Webinar presented to federal government executives in the US Treasury Executive Institute. Zoom presentation to Washington DC

Maximizing/Increasing Diverse Voices for Effective Shared Innovation and Decision Making (July 21, 2021) Webinar presented to federal government executives at the Treasury Executive Institute

Invited Expert:

Workshops presented Leadership Development for change in African education systems YALI RLC-SA: Education Change Makers Programme. February 10 – March 6, 2020)

Education Policy and Regulatory Framework for Education - Wednesday 26 February 2020

Education Leadership Competencies for the 21st Century – Friday 28 February 2020

Education Operations Leadership - Optimizing the Education Value Chain – Monday 02 March 2020

Education Management Information Systems (EMIS) - Data for Policy – Tuesday 03 March 2020

Commencement Speaker – Expert Program Faculty Representative; UNISA Program: Young African Leaders Initiative (YALI), Regional Leadership Center (RLC). University of South Africa (UNISA) - Graduate School of Business Leadership. Midrand, Gauteng, South Africa.

Invited Featured International Presenter. (March 10–11, 2019) “What is curriculum transformation: How does curriculum transformation benefit the student?” Curriculum Transformation Seminar: University of South Africa: The Curriculum Transformation Unit in the office of the Vice Principal—Teaching and Learning, Community Engagement and Student Learner Support and College of Education: South Africa.

With Professor Margaret Chitiga Mabugu, (October 25, 2016). “Human Capital and Educational Leadership” School of Public Management and Administration, University of Pretoria, South Africa.

“Introduction to ESSA Session; Implications for Leaders” (December 6–8, 2016) Leadership North Carolina (LNC) Education Session, “ESSA Session Introduction,” LNC, Winston Salem, NC

“Is Education a Right?” (November 2015) International Education Week: Keynote Speaker, Fayetteville State University

Panel Member “Cost-Effective Internationalization of Higher Education.” (February 12–14, 2014) Academic Chairpersons Conference sponsored by Kansas State University, Jacksonville, FL

“Outsiders Within Our Academy: Maximizing the Contributions of International Faculty in U.S. Higher Education” (June 13–15, 2012) Paper presented at the American Association of University Professors (AAUP) Conference on the State of Higher Education, Washington, DC

“Using Disasters to Inform Civic Engagement and Writing Pedagogy” (March 29–31, 2012) Paper presented at the Forty-Third Annual Conference of the College English Association, The Omni- Richmond Hotel, Richmond, VA

“Creative Civic Engagement for Youth at Risk.” (March 4–7, 2012). Paper presented at National Youth at Risk Conference, Georgia Southern University, Savannah, GA

“The Reception of Foreign-Born Intellectuals at American Universities” (October 26–27, 2011) Panel discussion at Tenth Clafin University Conference on Contemporary English and Language Arts Pedagogy in Secondary and Postsecondary Institutions. Orangeburg, SC.

“Writing Lives: Loving the Academy” (October 26–27, 2011) Paper presented at the Tenth Clafin University Conference on Contemporary English and Language Arts Pedagogy in Secondary and Postsecondary Institutions. Orangeburg, SC.

“Teaching in Different Codes” (March 31–April 2, 2011) Paper presented at the College English Association Annual Conference: “Fortunes,” St. Petersburg, FL

“Opening Windows and Doors to the World: A Plan for Infusing Internationalization Across the Curriculum” (November 18, 2010) Paper presented at the Internationalizing Teacher Education Forum, North Carolina State University, Raleigh, NC

“Code-Switching in a Bilingual Classroom” (October 27–29, 2010) Paper presented at the Ninth Clafin University Conference on Contemporary English and Language Arts Pedagogy in Secondary and Postsecondary Institutions. Orangeburg, SC.

“Teaching for Creative Civic Engagement across the Disciplines: A Project funded by the US Department of Education's Fund for the Improvement of Postsecondary Education (FIPSE)” (June 9–12, 2010) Paper presented at the 2010 American Association of University Professors (AAUP) Conference on the State of Higher Education: 21st Century Curriculum Innovations. Washington, DC.

“Engagement Pedagogy in Women’s Studies and Freshman Composition” (March 25–27, 2010) Paper presented at the National College; English Association (CEA) Conference, San Antonio, TX

“Women Leaders Negotiating the HIV/AIDS Pandemic via Civic Engagement” (February 26–27, 2010). Paper presented at The 19th Annual British Commonwealth and Postcolonial Studies Conference, Savannah, GA

“Teaching Outside Your Comfort Zone: Addressing Cultural Diversity in the Classroom” (October 2009). Paper presented at the English and Language Arts Pedagogy in Secondary and Postsecondary Institutions Conference, Claflin University, Orangeburg, SC.

“Innovative HIV/AIDS Infusion into the Curriculum” (October 2009). Paper presented at the English and Language Arts Pedagogy in Secondary and Postsecondary Institutions Conference, Claflin University, Orangeburg, SC

“Negotiating the Turbulent Waters of the Classroom: Experiential Suggestions from Fellow Swimmers” (October 2008) Paper presented at the English and Language Arts Pedagogy in Secondary and Postsecondary Institutions Conference, Claflin University, Orangeburg, SC

“Affirmative Action—Pros and Cons” (March 2007). Paper presented at Hofstra University, Long Island, NY

“Diversity in higher education: Toward a more socially just society.” (November 15, 2005). Professional development training presented to faculty and staff at Oregon State University, Corvallis, OR.,

“Code switching as a Pedagogical Tool: The Special Use of Shona in English-Only Zimbabwean Classrooms” (April 2005). Paper presented at the 36th Annual Conference on African Linguistics (ACAL 36), Georgia Southern University, Savannah, GA

“Integrating Effective Civic Education in Accounting and English Composition Classes at Two Historically Black Universities in South Carolina” (February 2005). Paper presented at the 12th Georgia Conference on College and University Teaching, Kennesaw State University, Kennesaw, GA

“Women on the Frontlines” (April 2004) Paper presented at the Southwest Popular Culture Association, San Antonio, TX

“Intersections of Race, Class, Gender, and Sexuality in Black Female Leadership in Zimbabwe” (April 2004) Paper presented at the National College English Association, Richmond, VA.

“Women Leaders in Zimbabwe: Key Leadership Characteristics” (March 2004). Paper presented at the International Women Leaders Conference at North Georgia College and State University, Dahlonega, GA

“Challenges Faced by Top Female Leaders in Southern Africa” (March 2004). Paper presented at the Modern Languages Association, Pittsburgh, PA.

“Black Sitcoms in America” (October 2003). Paper presented at the Southeast Popular Culture Association, Jacksonville, FL

“The Nation of Islam: A Brief Overview” (February 2003). Paper presented at the Claflin University, Orangeburg, SC

“Conflicting Demands: The Intersection of Race, Class, Gender, and Sexuality in the Work Lives of Women Leaders in Zimbabwe” (March 2003). Paper presented at the Conference on British Commonwealth and Postcolonial Studies, Savannah, GA

“The Functions of Codeswitching in Bilingual Classrooms Where English is the Only Sanctioned Medium of Instruction: The Case of Zimbabwe” (November 2002). Paper presented at the South-Central Modern Language Association 59th Annual Meeting, Austin, TX

“Black Relationships: Reality Versus Stereotypes” (October 2002). Paper presented at the Conference on Popular Culture: American Culture in the South, Charlotte, NC

“Female Political Leaders in Zimbabwe, a Postcolonial Nation in Southern Africa: The Intersections of Race, Nation, Class, Gender and Sexuality” (September 2002). Paper presented at the Conference on Color, Hair, and Bone— The Persistence of Race Into the 21st Century, Bucknell University, PA

“Exposing the False Media Stereotypes: The Behaviors of Black Males in Pre-Marital Relationships” (February 2002). Paper presented at the Popular Culture/American Culture Associations Conference, Albuquerque, NM

“Gender Issues in African American Heterosexual Relationships” (February 2002) Paper presented at the Popular Culture/American Culture Associations Conference, Albuquerque, NM

“The Major Roles of Female Leaders in Higher Education: The Case of Black Zimbabwean Women Leaders” (April 2000) Paper presented at the Women’s Studies SEWSA Conference. Appalachian State University, Boone, NC

“The Challenges Faced by Women Leaders in Zimbabwe” (February 2000). Paper presented at the Women’s Studies Conference, University of South Carolina, Columbia, SC

“Women in Zimbabwe: What Human Rights Are They Really Enjoying?” (February 1999) Paper presented at the Women's Studies 25th Anniversary Conference, University of South Carolina, Columbia, SC

“Quality Assurance and Self- Evaluation in Technikons” (1997) Unit for Research into Higher Education, Orange Free State, South Africa

Service to the University/Profession

NWCCU Peer Review – Chair on a committee

NWCCU Peer Reviewer – Mid-Cycle Evaluation with a site visit– scheduled for October 2025

Washington State Board of Community and Technical Colleges (commissions leadership)

Research & Planning Accreditation Committee Co-Chair (2025-2026)

Research & Planning Commission Executive Committee (2025-26)

Senior Leadership Innovation Committee (SILC) – University of Puget Sound, WA

Leadership Team for Trends and Patterns for Student Success

Select Committee service at Warner Pacific University 2021-2023

Chair: Academic Council

Chair: Accreditation Committee

Staff Liaison – Program Committee, Warner Pacific University Board of Trustees

Co-Chair: Canvas LMS Launch Committee

Representative for Academic Affairs Representative: Emergency Preparedness Committee

Member (Non-voting): Academic Policies Committee

Represented Academic Affairs on campus-wide committees

Academic Affairs Committees

Sample Committees served at Fayetteville State University, NC 2010-2021

Chair: Doctoral Dissertation Committees

Member: Doctoral Dissertation Committees

Member: Faculty Senate Executive Committee (FSU)

Chair: Faculty Welfare Committee

Chair: Faculty Tenure, Reappointment, and Promotion Evaluation Committee

Co-Chair: Subcommittee on Sexual Misconduct

Member University-Wide Graduate Council

Member: Statewide North Carolina School Counseling Strategic Leadership Team

Expert Contributions (ongoing on ad hoc basis)

- Review Committee Membership for Promotion, Tenure, and Reappointment Hiring
- Committee Membership for Faculty, Staff, and Administrators
- International Journal Reviewer
- Program Reviewer and Evaluator for the State's Approval and Remodeling of Institutions of Higher Education (reviewed for Leadership and Principalship Degree Programs)
- International Peer Reviewer for Tenure and Promotion for universities in Zimbabwe and South Africa.
- Research Reviewer National Research Foundation, South Africa - ongoing
- Invited Seminar Lead: Educational Leadership Development for Change in Africa

References available on request: mchitiga@gmail.com

Executive Director of Campus Operations
(Former Senior Director of Facilities & Campus
Operations) – John McCormick



Division Updates: Campus Operations & College Advancement

From President's Office <PresidentsOffice@greenriver.edu>

Date Thu 2026-02-19 15:43

Division Alignment Following Leadership Transition

Following the recent leadership transition and appointment of Interim President George Frasier, the College is aligning several roles and responsibilities to support the work ahead. These updates are designed to help us stay steady, responsive, and focused on safety and student success.

Expansion of the Campus Operations Division

To better centralize the College's physical, environmental, and safety functions, **Campus Safety will move from College Advancement into the Campus Operations Division.**

To reflect these changes and the expanded scope of work, **John McCormick's title will change from Senior Director of Facilities & Campus Operations to Executive Director of Campus Operations.** In this role, John will also lead the College's Emergency Operations Center.

A strengthened leadership team has been developed to support this work. The team includes:

- John McCormick, Executive Director of Campus Operations
- Charles Carson, Assistant Director of Facilities
- Derek Ronnfeldt, Director of Campus Safety and Transportation
- Chad Day, Assistant Director of Campus Safety, Parking, and Transportation
- Melanie Willers, Construction and Facilities Project Manager

These structural adjustments will streamline communication, coordination, and response efforts for all matters affecting the College's learning and working environment. They will also enhance collaboration with campus partners, including the Assistance and Care Team (ACT).

Changes within College Advancement

As previously shared, George Frasier will step away from direct leadership of the College Advancement Division and from his role with the Green River College Foundation to ensure a clear separation between College leadership and Foundation operations.

The Advancement team will be co-led by Heather Hughbanks, Interim Executive Director of the Foundation, and Philip Denman, Senior Director of College Relations. Heather and Philip will serve as the primary points of contact for day-to-day priorities and decision-making.

As part of this transition, Heather will oversee Development, Foundation Accounting, and will serve as the Foundation's liaison with Campus Corner Apartments. Philip will assume the role of Policy Coordinator for Green River College and will serve as the campus's primary point of contact for the development and review process outlined in [GA-21 Redevelopment of Policies](#).

In Closing

These adjustments are intended to make our work smoother, strengthen communication, and reinforce the safety and support systems our community relies on. Together, these updates keep us focused on what matters most: a safe campus and a supportive environment where students can succeed. Thank you for your continued partnership and the care you bring to this work every day.

Office of the President

Green River College | Zgolinski Center (ZC), Suite 110

12401 SE 320th St. Auburn, WA 98092-3622

Email: presidentsoffice@greenriver.edu

Office: 253-288-3340

Note: *This message is distributed via the Restricted - All College Mail list.*

Additional Evidences / Section 3

Operational Planning

INSTITUTIONAL EFFECTIVENESS

Operational Planning

Published 2/5/2026

[Green River College 2021-2026 Equity-Centered Strategic Plan](#)

2025-26 Operational Plan

[See all](#)

 Name ▼
 2025-26 Academic Operational Plan.pdf
 2025-26 Business Administration Operational Plan.pdf
 2025-26 College Advancement Operational Plan.pdf
 2025-26 Equity Diversity Inclusion Operational Plan.pdf
 2025-26 Human Resources Operational Plan.pdf
 2025-26 Information Technology Operational Plan.pdf
 2025-26 Institutional Effectiveness Operational Plan.pdf
 2025-26 IPEL Operational Plan.pdf
 2025-26 Operational Plan Presidential Crosswalk.pdf

2024-25 Operational Plans

[See all](#)

 Name ▼
 2024-25 Advancement Operational Plan.pdf
 2024-25 Business Administration Operational Plan.pdf
 2024-25 Equity, Diversity, & Inclusion Operational Plan.pdf
 2024-25 Human Resources Operational Plan.pdf
 2024-25 Information Technology Operational Plan.pdf
 2024-25 Institutional Effectiveness Operational Plan.pdf
 2024-25 Instruction Operational Plan.pdf
 2024-25 IPEL Operational Plan DRAFT.pdf
 2024-25 Student Affairs Operational Plan.pdf



2025-26 Student Affairs

2023-2024 Operational Plans

[See all](#)

Annual Reports and Operational Planning Updates

[See all](#)



Name ▾



2023-24 Advancement Operational Plan.pdf



2023-24 Business Administration Operational Plan.pdf



2023-24 Equity, Diversity, & Inclusion Operational Plan.pdf



2023-24 Human Resources Operational Plan.pdf



2023-24 Information Technology Operational Plan.pdf



2023-24 Institutional Effectiveness Operational Plan.pdf



2023-24 Instruction Operational Plan.pdf



2023-24 IPEL Operational Plan.pdf



2023-24 Student Affairs Operational Plan.pdf



Name ▾



2022-23 Annual Report and Operational Planning Update.pdf



2021-22 Annual Report and Operational Planning Update.pdf



2020-21 Annual Report and Operational Planning Update.pdf



2019-20 Annual Report and Operational Planning Update.pdf



2018-19 Annual Report and Operational Planning Update.pdf

2022-2023 Operational Plans

[See all](#)

2020-2021 Operational Plans

[See all](#)

 Name ▾

-  2022-23 Advancement Operational Plan.pdf
-  2022-23 Business Affairs Operational Plan.pdf
-  2022-23 Human Resources Operational Plan.pdf
-  2022-23 Institutional Effectiveness Operational Plan.pdf
-  2022-23 Instruction Operational Plan .pdf
-  2022-23 IPEL Operational Plan .pdf
-  2022-23 IT Department Operational Plan.pdf
-  2022-23 Student Affairs Operational Plan.pdf

 Name ▾

-  2020-21 College Operational Planning Update and Report.pdf
-  2020-21 FINAL Information Technology - Operational Planning.pdf
-  2020-21 Operational Plan - Advancement.pdf

2019-20 Operational Plans [See all](#)

 Name ▾

-  2019-20 Business Administration and Human Resources.pdf
-  2019-20 College Advancement.pdf
-  2019-20 Information Technology.pdf
-  2019-20 Institutional Effectiveness.pdf

2018-19 Operational Plans [See all](#)

 Name ▾

-  2018-19 Business Administration.pdf
-  2018-19 College Relations.pdf
-  2018-19 Foundation.pdf
-  2018-19 Information Technology.pdf
-  2018-19 Instruction.pdf



2019-20 Instruction.pdf



2018-19 International Programs
and Extended Learning.pdf



2019-20 International Programs
and Extended Learning.pdf

Operational Planning Poster

[See all](#)



Name ▾



2018-19 Planning Poster.JPG



2019-20 Planning Poster.JPG



2020-21_OP_Poster.JPG

President's Priorities 2025-26

President's Specific Priorities / Areas of Focus for 25 – 26

1. Continue focus college-wide on being a student-ready college ensuring equitable access, retention, progression, and completion among our diverse student populations:
 - a. Support the implementation and integration of the college's Strategic Enrollment Management and Guided Pathways plans to further advance the support structures needed to be a student-ready college.
 - b. With leadership and stakeholders, examine and revise as needed the college's marketing plan.
 - c. Support the college's development of an academic growth plan which will assist in the development of a physical resources and IT plan for the college to ensure we utilize space effectively and deliver the best academic programming and services to our students.
 - d. Support efforts to continue to strengthen professional development opportunities college-wide to ensure staff and faculty are receiving the needed supports to be the best college we can be for our students.
2. Support and further strengthen fiscal knowledge, operations, and management college wide especially in this time of funding reductions on the state and federal level.
3. Support the implementation and completion of a college-wide climate survey.
4. Community outreach:
 - a. Building on townhalls in the 24 – 25 academic year, continue community outreach as the college prepares to work on revisions to its strategic plan in the 26 – 27 academic year, e.g. Superintendents, Mayors, City Councils / Chambers, Legislators. Additionally,
 - b. Continue involvement in and pursue new partnerships with outside organizations that can bring additional financial resources to the college, e.g. Kent Aerospace Roundtable; Auburn Cities and Schools
 - c. Support additional opportunities for funding externally, e.g. Congressionally directed spending projects; Independent organizations who are interested in partnering with community colleges especially addressing career pathways
5. Support the successful completion of the college's NWCCU 6-year report and preparation for its 7-year accreditation report and visit.
6. Emergency readiness:
 - a. Continue to prioritize protections against cyberattack,
 - b. Ensure needed revisions to the college's emergency operations and business continuity plan