

# CYNTHIA E. SPIERS, PhD

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## PROFESSIONAL PROFILE

- Visionary with over 26 years of progressive experience in higher education, 13 years as a senior level administrator.
- Committed to the general welfare and vitality of an institution.
- Extensive knowledge, supervision, and leadership proven to advance strategic planning, institutional effectiveness, assessment, policy development, and accreditation.
- Demonstrated collaborative leadership to successfully implement change, advance standards of quality, and maintain integrity.
- Successful in developing and advancing an integrated enrollment management and marketing strategy, increasing enrollment during my service at Rhodes State (Lima Technical), as well as new student enrollment at Owens Community College.
- Strong conviction to diversity and inclusion, student access, and success.
- Ability to foster "out of the box" innovation by motivating others to look for alternatives; a willingness to see things from a new perspective.
- Promote cooperation, collaboration, and partnerships both internally and externally.
- Experience in undergraduate and masters level teaching and a profound passion for both the teaching and learning process and student development.
- The talent to incorporate impactful processes and practices into organizational culture.

## EDUCATION

### **OHIO UNIVERSITY, Athens, Ohio**

Ph.D., Higher Education Administration and Leadership (March 2000)

### **BOWLING GREEN STATE UNIVERSITY, Bowling Green, Ohio**

M.S., Physical Education (June 1990)

### **BOWLING GREEN STATE UNIVERSITY, Bowling Green, Ohio**

B.S., Elementary Physical Education (June 1974)

## CERTIFICATION

### **SOCIETY FOR COLLEGE AND UNIVERSITY PLANNING Institute**

Integrated Planning Certification (October 2010)

## HIGHER EDUCATION ADMINISTRATIVE & STAFF EXPERIENCE

### **RHODES STATE COLLEGE – Lima, OH**

**2017-Present**

#### **Interim President (April 11-, 2019-Present)**

- Report to the Rhodes State College Board of Trustees during the transition period pending the hiring of a new President; maintaining the responsibilities of the President as outlined in the Policies of the Board of Trustees (Policy 3.1 and 3.3);
- Responsible for leading and maintaining the effective operations and strategic priorities of the College in collaboration with the Executive leadership.

#### **Special Assistant to the President (January 1, 2017-April 10, 2019)**

- Reported to the President to assist and support with a wide range of human resource, executive and administrative responsibilities; member of the President's Cabinet;
- Supported the President on future focused and high-priority College initiatives, served as liaison for a variety of internal and external constituencies, including state and national legislative bodies; supported the President in planning and coordinating activities with College personnel and prepared materials for meetings; involved in budget hearings, strategic planning, shared governance, and led special institutional projects, such as policy development and restructuring and strategic enrollment management;
- Served as the liaison to the Shared Governance process in maintaining College policies and procedures;
- Researched potential funding and external grant opportunities.

#### **Temporary Special Assistant to President (November 1, 2017-Dec 31, 2017)**

- Provided training and writing support to the HLC Assurance Argument Committees;
- Primary editor of the 2010 HLC Assurance Argument Document.

### **RHODES STATE COLLEGE – Lima, OH**

**2013-2015**

#### **Vice President for Student Affairs (April 2013-August 2015 - Retired)**

- Served as a member of the President's Cabinet with supervisory responsibility for enrollment management and the offices of: (a) Admissions, (b) Advising, (c) Financial Aid, (e) the Registrar (f) College Credit Plus, (g) Student Activities, and (h) Diversity Outreach;
- Maintained oversight of the Student Code of Conduct, Student Complaints and Grievance processes; and the units' strategic planning, personnel appraisals, professional development, grant development and administration; lead writer for the Campus Suicide Prevention Grant, receiving \$300,000 from the U.S. Department of Health and Human Services;
- Reviewed and updated current policies and procedures, and authored new policies in compliance with local, state, and federal regulations.

**OWENS COMMUNITY COLLEGE - Perrysburg, OH**

**2011-2013**

**Associate Vice Provost of Student Affairs (December 2011-April 2013)**

- Reported to the Office of the Provost and provided senior level leadership for strategic enrollment management and supervision of the: (a) Enrollment Services offices of Admission, Advising, Financial Aid, Registrar, and Oserve (one stop call center); (b) Student Life offices of Athletics, Student Activities, Student Code of Conduct, and Mental Health; Student Success offices of Advising, Testing, Career Services, International Student Programs and Services, and Learning Communities Programs (Upward Bound, Gateway to College, and Bridge); and for the off-site downtown Toledo Learning Center location;
- Managed six direct and 165 indirect reports; an operational budget in excess of \$1.8 million; oversight of Student Affairs strategic planning, personnel appraisals, professional development, grant development/administration, policy and process development, and compliance with local, state, and federal regulations.

**RHODES STATE COLLEGE (formerly Lima Technical) - Lima, OH**

**1993-2011**

**Executive Director for Institutional Effectiveness & Assistant to the President for Planning (July 2006-December 2011)**

- Served as a senior level executive (Cabinet post) responsible for the supervision of the office of institutional research and office of assessment and quality improvement; managed three direct and two indirect reports; managed operational budgets in excess of \$550,000; oversight of each unit's strategic planning, assessment, personnel appraisals, professional development, and compliance with local, state, and federal regulations;
- Oversight of external reporting to IPEDS, Ohio's Higher Education Information System (HEI), University System of Ohio Accountability Metrics, and other external reporting requirements; maintained College-wide data and produced annual and three-year summative summary reports related to strategic planning, institutional effectiveness, unit effectiveness, and student learning outcomes;
- Monitored and assessed the strategic and institutional effectiveness processes; led the improvement and ongoing management of an electronic strategic and institutional effectiveness planning system (eSIEPS) application (2010 Bellwether award finalist for innovative planning practices);
- Directed institutional data development, analysis, and delivery for internal institutional studies, including the Rhodes State College Economic Impact Study, Clarus Marketing Study, Distance Education, and Barrier Courses; and for external studies, including Ohio's Developmental Education Study and the Ohio Association of Community College's Economic Impact Study; and for institutional grant development;

- Provided counsel to the President on, and led institutional strategic planning, master planning, and operational planning processes; special projects which culminate in capacity building and institutional resource allocation; and collaborated with the President and Vice President for Business to monitor the strategic planning budget (2006-2009 budget over \$5.7 million);
- Served as the College's liaison to the Higher Learning Commission (HLC);
- Collaborated with the President, Director of Assessment/Quality Improvement, and Information Systems personnel to design an electronic Shared Governance site, enabling transparency of topics and workflow management of Committees and Councils;
- Provided leadership for institutional planning initiatives, as assigned by the President, including: developing a Shared-Governance process; coordinating and co-authoring the College's 2008 Self-study and accompanying HLC 2008 Request for Change in Educational Offerings, culminating in a 10-year reaffirmation of accreditation and approval of the change in educational offerings; serving as co-chair and co-authoring the 2010 Request for a Change of Status for Distance Education submitted to the HLC; co-chairing the Semester Conversion Steering Committee; and co-chairing a project improvement team charged to redesign the advising model into a comprehensive institutional model.

**Executive Director for Institutional Effectiveness (June 2003-July 2006)**

- Served as a senior level executive responsible for coordinating the College's strategic planning, assessment, improvement, and research operations.
- Assigned by the President to co-chair the Compass Council and lead the strategic planning and institutional effectiveness processes; led the development and implementation of an award winning Strategic and Institutional Effectiveness Planning System model;
- Initiated and led the design and implementation of an electronic assessment tracking application; fully implemented in 2005.
- Worked collaboratively with the Vice President for Academic Affairs in conducting research and preparing a 2004 Focus Visit Report for the Higher Learning Commission and its resulting success;
- Provided direction and oversight for the office of institutional research and its reporting to IPEDS, HEI, and other external reporting requirements; and internal data for institutional effectiveness, unit level effectiveness and assessment of student learning outcomes;
- Managed two direct reports and one indirect report; responsible for personnel appraisals, professional development, unit level planning and effectiveness.

- Prepared institutional planning documents and summative reports; provided the President and administration with data for institutional decision-making; prepared and presented institutional level reports to the Board of Trustees;
- Served as the College's liaison to the Assistant Attorney General's Office for legal issues regarding students and federal compliance.

**Associate Vice President for Student Affairs/Dean of Students (2004-2006)**

- Led and managed 30 staff (including 1 assistant dean, 6 directors and 5 coordinators) within the Student Affairs offices of admissions, financial aid, registration and records, first-year student advising, student activities, athletics, career services, enrollment systems, disability services, Veteran's Affairs;
- Directed enrollment management efforts within Student Affairs and collaboratively across the institution; within a two-year period, fall applications increased by 14.1% enrollments by 16.6%, and minority enrollments by 20%;
- Provided oversight for a \$1.8 million budget across all assigned units; personnel performance reviews, professional development, and overall unit effectiveness;
- Managed enrollment related decisions, including recommendations for student withdrawals, reinstatements, dismissals, financial aid cancellations, and appeals;
- Implemented ongoing assessment of student affairs functions within assigned units;
- Provided leadership and guidance for student affairs strategic and operational planning, as well as policy development;
- Managed the Code of Student Conduct due process and procedures, and served as liaison to the Attorney General's office for college-wide student legal issues;
- Served as Title IX and ADA Compliance Officer; maintained compliance with the Family Educational Rights and Privacy Act (FERPA) requirements;
- Administered \$250,000 over a three-year grant period for the Carl D. Perkins grant, in support of underrepresented student recruitment and retention;
- Designed and implemented the Lima Senior High School MI Ready Program partnership in collaboration with the Chair of Student Development Education, incorporating both academic and learning readiness program components.

**Academic Dean, Student Development Education (January 2003-July 2006)**

- Provided leadership for curriculum development; faculty hiring, supervision, training; budget management, and assessment of student learning outcomes;

- Led the development and implementation of the initial First-year Experience Course (SDE 101), designed to support student success, introduce the core skills and abilities, and serve as the pre-test platform for student assessment (maintained in the 2019 curriculum);
- Guided curriculum development and improvement for a series of student development courses, including SDE 101, Critical Thinking (SDE 102), Portfolio Development (SDE-103), Fundamentals of Sports (SDE 120–123); and the integration of athletic participation into the curriculum as Team Sports (SDE 110–114); SDE 101, 102, and 103 offered both on-ground and online.

### **Dean, Enrollment Management (1995–2004)**

- Provided leadership for 22 employees (including 6 directors) within the Student Affairs offices of admissions, financial aid, registration and records, first-year student advising, student activities, athletics, career services, enrollment systems, disability services, Veteran’s Affairs, and Work and Learn Program for disadvantaged students; served as Dean of Students (2000-2004), managing the Code of Student Conduct and Student Grievance;
- Provided primary oversight for enrollment management activities within Student Affairs and collaboratively across the institution; administered enrollment-related decisions, including recommendation for student withdrawals, reinstatements, dismissals, financial aid cancellation, and appeals;
- Managed a \$1.25 million budget within assigned units; responsible for personnel-performance, professional development, and unit effectiveness, achieving accolades in 2002 from HLC for enrollment management effectiveness;
- Directed and monitored both strategic and operational goal setting;
- Served as Title IX and ADA Compliance Officer; maintained compliance with the Family Educational Rights and Privacy Act (FERPA);
- Responsible for over \$830,000 in restricted funds; administered over \$230,000 in grants (Carl D. Perkins, Engineering Information Foundation Grants) to support underrepresented student recruitment and retention; administrative oversight of \$600,000 for the Work & Learn Program Grant;
- Reorganized traditional student services areas into an integrated enrollment management operation; incorporated territory management for targeted enrollment markets; focused on high-level collaboration with other units and external stakeholders;
- Expanded enrollment management model to include a marketing and recruitment office and the addition of a first-year student advising and development center; focused on development of centralized institutional marketing, targeted recruitment

efforts and intrusive relationship management for new, returning, and continuing students; within three years, increased fall inquiries by 50%, new registered students by 36%, overall enrollment by 17.4%; third-term completers by 14%;

- Implemented a targeted enrollment initiative for reactivating students; yielded a 16.1% (111 students) increase from fall to fall; engaged academic divisions in intrusive contact with applicants not registered and registered not paid;
- Integrated new technology and user training into enrollment operations, including: Banner Financial Aid Module; STARS telephone registration; STARS web registration; Course Applicability System (CAS); Degree Audit Records System (DARS); Free Application for Federal Student Aid (FAFSA) electronic submission service center; electronic view book; and financial aid/bookstore interface to streamline the student voucher system.
- Instituted an Office of Enrollment Management Systems to provide direct support for the integrated student information system;
- Initiated and led creation of a Banner Menu Reporting System in collaboration with Information Systems and academic leaders; resulted in 22 initial enrollment reports, expanding to over 100 reports on multiple menus;
- Initiated and led implementation of a centralized flip-file system for higher efficiency and lower redundancy in student records file management;
- Collaborated with academic administrators on multiple initiatives including; student policy and procedure development, a comprehensive developmental education program, college-wide advisor training, recruitment/retention initiatives, multicultural and disability awareness programs, two comprehensive student support centers: including the Learning Center which provided tutoring, student success strategies, and accommodations for students with disabilities; and the Testing Center, which conducted course placement assessments, testing accommodations, and career exploration assessments;
- Developed and implemented outreach programs including Career Awareness for Lima City elementary and middle school students; and "ThinkTek" for area high school math/science teachers, students, principles and guidance counselors;
- Designed and administered special projects with external constituents, such as PSEOP with the high schools (increased from 39 to 232 students); articulation agreements with Joint Vocational Schools and institutions of higher education; a collaborative community mentorship program for minority students through the Minority Advisory Committee; and a partnership with the West Central Ohio Regional Healthcare Alliance to promote healthcare careers.

**Director of Admissions (1993–1995)**

- Directed day-to-day admissions operations, including supervision and development of four professional staff, two support staff, fifteen student tour guides; managed admissions budget;
- Supervised a full range of enrollment activities including, recruitment travel; high school territory management; prospect development; and conversion activities;
- Planned and directed orientations for new students and families, ACT Residual testing, course placement assessment, accommodations for students with disabilities, PSEOP, minority recruitment, at-risk student retention efforts, special events and projects, campus tours, and visitation programs; selected, trained, and evaluated student tour guides; advised students on admissions process and academic program requirements.
- Implemented Banner admissions module and student communication letter series; oversight for recruitment and admissions information systems; developed, analyzed and disseminated enrollment reports; collaborated with Information Systems to develop new application report and reporting mechanism;
- Assisted with publications, advertising campaigns, commercial production.

**OHIO STATE UNIVERSITY AT LIMA, LIMA OHIO**

**1990 –1992 & 1993**

**Interim Director/Director Admissions (January 1993-June 1993)**

- Directed day-to-day operations of Admissions Office including supervision of one professional and one support staff, ten student guides; managed admissions budget;
- Counseled and advised students on admissions processes and program requirements;
- Supervised full range of enrollment activities including recruitment travel, territory management, prospect development, and conversion activities;
- Planned and directed quarterly orientation programs for new students and families, PSEOP admissions, special events and projects, campus tours, and visitation programs; selected, trained, and evaluated student workers and tour guides.
- Served as administrative liaison to main campus; collected and submitted student recruitment and admissions data, analyzed enrollment reports; maintained general publications inventory;
- Assisted in the development of OSU-Lima publications and advertising campaigns.

**Program Assistant/Admissions (1990–1992)**

- Coordinated new student recruitment, admissions, orientations, campus tours, and campus programs; coordinated special events, projects and telemarketing; selected, trained, and evaluated student worker tour guides; served as high school relations



liaison; edited quarterly newsletter; assisted with publications and advertising;

- Implemented a computerized information recruitment tracking system;
- Designed and implemented *Women In Need (WIN) Program*, a recruitment and retention program for adult women struggling with returning to school; 90% of participating women enrolled within one year of program completion.
- Promoted international image of OSU-Lima in publications and during orientations by displaying international flags representing countries of enrolled international students.

### **HIGHER EDUCATION TEACHING EXPERIENCE**

**RHODES STATE COLLEGE, Lima, Ohio 2004-2009**

**Instructor (Assistant Professor Rank)**

- Taught one to two sections of Student Development Education (SDE-101) annually

**UNIVERSITY OF DAYTON, Dayton, Ohio January-May 2001**

**Adjunct Instructor**

- Taught a graduate course; Personality and Human Development Across the Lifespan (EDC 531)

**BOWLING GREEN STATE UNIVERSITY, Bowling Green, Ohio 1989 & 1992**

**Full-time Instructor (Fall 1992)**

- Taught undergraduate courses; Elementary Physical Education Methods for Elementary Education Majors.

**Instructor (August 1989 - December 1989)**

- Taught an undergraduate course; Integrated Software Computer Utilization for Sports Management Majors.

### **COACHING EXPERIENCE**

**OHIO STATE UNIVERSITY AT LIMA, Lima, Ohio 1988-1991**

**Women's Head Basketball Coach (1988-1991)**

- Coordinated recruitment, schedules, media contacts; developed playbook.
- Established tutoring program for women athletes.
- Achieved State Runner-up in 1990; State Champion in 1991.

**VAN WERT CITY SCHOOLS, Van Wert, Ohio 1977-1978**

- Girls' Varsity Tennis Coach, Assistant Girls' Basketball Coach

**SANDUSKY PUBLIC SCHOOLS, Sandusky, Ohio 1974-1976**

- Assistant Girls' Basketball Coach; Tennis Instructor for Public Adult Education.

## SCHOLARSHIP PRESENTATIONS

- The ABCs of Developing a Division-wide Assessment Program that Impacts Effectiveness (*National Council on Student Development Annual Conference, Little Rock, AR, October 25, 2010*).
- Demonstrating the Impact of Planning on Performance (*2010 Community College Futures Assembly, Jan. 23-26, 2010, Walt Disney World Resort, Orlando, FL*)
- Educating Tomorrow's Workers (Altrurian Club, November 5, 2009)
- Diversity and Me... Getting into my Comfort Zone (*Faculty Association Workshop, Rhodes State College, June 12, 2009*)
- Metrics for Planning & Deployment (*Quality Forum, Rhodes State College, March 9, 2009*)
- The Compass Rose: Effectiveness Model for Measuring Outcomes and Linking Planning to Performance (*2008 Community College Futures Assembly, Jan. 26-29, 2008 Walt Disney World Resort, Orlando, FL*)
- Focused Visit Report Preparation: Mapping Out the Journey (*Higher Learning Commission Annual Meeting, Chicago, Illinois, April 9, 2005*)
- FERPA Overview (*Apollo Career Center, Lima OH, August 22, 2005*)
- Advisor as Teacher: Chalk It Up To Experience (*Summer Advising Retreat, July 16, 2004*).
- Mapping the Big Picture: Integrating Curriculum, Advising, & Assessment (*League for Innovation in the Community College, San Francisco, CA, March 1, 2004*)
- Mission Criteria and Core Indicators (*Assessment Fair, Rhodes State College, Lima, OH, September, 16, 2003*)
- FERPA SCHOOL: Standards and Issues (*ACT Staff Development Workshop, Columbus, OH, May 30, 2002*)
- Building Bridges between Professional and Support Staff: One Ballooning Idea Yields Institutional Success (*Ohio Association of College Admissions Counselors, Spring Conference, Columbus, OH, 2002*)
- A Practical, Full-Intake Advising Model: Strategies and Resulting Yields (*Ohio Association of College Admissions Counselors, Spring Conference, Columbus, OH, 2002*)
- Strategic Enrollment Management: The Role of Admissions and Advising (*Ohio Council for Student Development, Columbus, OH, March 2002*)
- Enrollment Management Information That Works For You (*SCT Summit International Conference, Toronto, Canada, 2001*)

- Client Production Forum (*SCT Summit International Conference, Toronto, Canada, 2001*)
- Linking Academic and Student Services to Support Student Development (*Ohio Council for Student Development & Indiana Student Affairs Conference, Fort Wayne, IN, November 15, 2001*)
- One-to-One Relationship Marketing: Using a Full-Intake Advising Model (*15<sup>th</sup> Annual ACT Enrollment Planners National Conference, Chicago, IL, July 2000*)
- Collaboration of Student and Academic Affairs: A Vital Link to Student Success (*Ohio Council for Student Development/Indiana Student Affairs Conference. Indianapolis, IN, November 17, 2000*)
- Forging Partnerships in the New Century (*Ohio Council for Student Development & Indiana Student Affairs Conference, Fort-Wayne, IN November 17, 2000*)
- You Want What? When? To...You Got It! (*SCT Banner Information Systems International Conference, Orlando, FL, 1999*)
- The Tangle of Technology (*ACT Staff Development Conference, Columbus, OH, 1999*)
- Time Management (*LTC Summer Session Jump Start Presentation, 1999*)
- Assessing and Optimizing Student Learning Styles (*OCSA Conference, Columbus, OH, 1998*)
- Re-engineering Through Partnerships Across Campus (*Ohio ACT Assembly, Columbus, OH, 1998*)
- Re-engineering Through Partnerships (*Ohio Association of College Admissions Counselors Conference, Columbus, OH, 1998*)
- Re-engineering for Student Success: One-to-one relationship Management (*Ohio Association of Collegiate Registrars and Admissions Officers Conference Akron, OH, 1997*)
- Re-engineering for Student Success: One-to-One Relationship Management (*Ohio Association of Collegiate Registrars and Admissions Officers, Columbus, OH, 1997*).
- Two-year Update (*Ohio Association of College Admissions Counselors Articulation Workshops, OH, 1996, 1997, 1998*)
- College Planning (*Lima Campus Career Day, Lima, OH, 1997; 1998*)
- Representations of Subject Matter Content Knowledge (*MAPHERD Conference, Toledo, OH, 1990*)
- Educational Gymnastics/Grade 4-6 (*OAPHERD Convention, Toledo Ohio, 1989*)
- Motor Development for Children (*Teacher Workshop, Van Wert, OH, 1988*)

## **PUBLICATIONS**

- A Practical Theory of Advising: A Two-Year College Model (*Dissertation Abstracts International, Spring 2000*)
- A Practical Theory of Advising: A Two-Year College Model (*Ohio Association of Two Year Colleges - OATYC Journal, Fall 2000*)

## **INSTITUTIONAL SERVICE AT RHODES STATE COLLEGE**

- Co-chair Student Affairs Council, Shared Governance
- Co-Leader, Process Improvement Team for Comprehensive Institutional Academic Advising Process (November 2010 – 2011).
- Co-chair, Semester Conversion Steering Committee (2009-2011).
- Alternating Chair/Vice Chair, Shared Governance Planning and Budgeting Council (2008-2011).
- Co-chair, Planning Committee for a Change in Status Request for Educational Delivery to offer Distance Education (2009-2011).
- College Compass Council Member (*Rhodes State College, February 2006-2008*)
- Coordinator, Institutional Self-Study for the Higher Learning Commission, North Central Accreditation (2006-2008)
- Co-chair, Strategic Planning, Strategy Five Team (October 2006-July 2009)
- Co-chair, Strategic Enrollment Management Committee (2004-2006)
- Academic Affairs Council (*Rhodes State College, 2003 – 2006*)
- Diversity Action, Training, & Education Committee Liaison (2003-2008)
- Developmental Education Committee (2003-2006)
- College Compass Council Co-Chair (November 2001-January 2006)
- North Central Accreditation, Self-Study Integrity Committee (April 2000-2002)
- Co-chair, Enrollment Information Committee (1998-2007)
- Academic Faculty Advisor Training (1994)
- Rhodes State College Student Affairs Council (formerly Lima Technical) (1994-2006)
- Health, Physical Education and Recreation Student Recruitment Committee (*Bowling Green State University, 1992*)
- Health, Physical Education and Recreation Curriculum Committee (*Bowling Green State University, 1992*)

## **AWARDS**

- Strategic and institutional effectiveness model and electronic Strategic and Institutional Effectiveness Planning System (eSIEPS) nominated for Bellwether Award—prestigious award in recognition of outstanding and innovative practices leading community colleges into the future (2010).
- Masters' thesis nominated by BGSU School of Health & Physical Education for the Midwest Association of Graduate Schools distinguished thesis competition (1990)
- Outstanding Physical Education Graduate Award, BGSU (1974)

## **PROFESSIONAL AFFILIATIONS**

- American Association of Community Colleges (2011-2015)
- Council for the Advancement of Standards in Higher Education (2011-2015)
- Statewide Semester Conversion Summit Planning Committee (Aug–Oct 2010)
- State of the State Conference Planning Committee (Equity, Opportunity, & Diversity in Ohio) (2009-2010)
- National Association of College and University Business Officers (2008-2011)
- Association of Institutional Research (2008-2011)
- Society for College and University Planning (2004-2011)
- National Association of Student Financial Aid Administrators (2001-2006)
- National Academic Advising Association Certification Task Force (2001-2002)
- Ohio Department of Education State Committee of Practitioners (2000-2002)
- ACT Assembly Regional Executive Committee Member (1999-2002)
- ACT Assembly Staff Development Committee Chair (1999-2002)
- ACT Assembly Staff Development Committee Member (1996-1999)
- National Academic Advising Association (NACADA) (1997-2008)
- National Council for Student Development (NCSD) (1997-2007)
- Ohio Counsel for Student Development (OCSD) (1997-2007)

## **INVITED CONSULTING**

- Higher Learning Commission, North Central Accreditation Peer Reviewer (2009–2012)
- Name Change Feasibility Study (*Zane State Community College, Zanesville, OH* (Green, M. & Spiers, C., 2002).

- Perkins Grant Reviewer (*Department of Education, June 2000*)
- Academic Staff Advisor Training (*Central Ohio Technical College, 1997*)

**COMMUNITY SERVICE AFFILIATIONS, LIMA, OH**

- Lima Chamber of Commerce Education Committee (2000-2006)
- American Heart Association, Solicitation (1998-2002)
- American Heart Association Heart Walk (1998-1999)
- Battle of the Businesses/Lima, Kickoff Participation (1993-2001)
- United Way of the Greater Lima Area, Solicitation (1993-1997)