Tanya Millner, Ed.D.

I am a higher education executive with more than 30 years of progressively responsible experience in higher education, currently serving as Interim President of Anne Arundel Community College (AACC) after five years as the College's Provost and Vice President for Learning. My career has advanced steadily from adjunct instructor to tenured full professor, from program coordinator to campus site administrator, from department chair to division director, from dean to college chief executive officer, and from system-level associate vice president to provost and now interim president, all of which has given me direct, hands-on command of every layer of academic and administrative operations at a community college. Throughout my career, I have been recognized for building relationships across shared governance structures, unions, boards, and community partners; for expanding access and equity for underserved students; and for pairing disciplined fiscal stewardship with a deep commitment to student success.

Many of my colleagues, supervisors, direct reports, and students have described me as an authentic and democratic leader. My focus is on providing academic and fiscal supports, practices, and procedures that ensure the engagement and success of students, faculty, staff, administrators, and the institutions in which they all work so diligently. Through transparency, consistency, unbiased thoughtfulness, and honesty, I have always worked to empower and engage my team members to take part in shared leadership. I also have a proven record in leading and managing institutions, divisions, and departments, collaboratively, through change and uncertainty.

Professional Highlights

- Extensive teaching and supervisory experience
- Strategic planning and outcomes assessment experience
- Course, curriculum, and program design and development in multiple modalities
- Budget management in college and university settings
- Liaison between college, community at large, and college/university system
- Create partnerships between community colleges, high schools, and universities
- Capable of working in a diverse community of constituents with varied needs
- Experience with discipline reviews, program self-studies, and accreditation processes
- Oversight of all departments, schools, divisions, and units at a college

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Professional Experience

JULY 2026-PRESENT

Interim President, Anne Arundel Community College (AACC)

Arnold, MD

Responsibilities

- Direct day-to-day operations and executive leadership for the College, overseeing Vice President–level administrators and the senior executive team

- Hold full fiscal and budgetary authority, ensuring responsible allocation of financial and human resources and maintaining institutional compliance with applicable laws and regulations
- Sustain the College's mission, vision, and strategic framework while upholding a culture of shared governance and strengthening relationships with collective bargaining units
- Provide executive oversight of academic affairs and student services, ensuring continued accreditation compliance and monitoring curricular and demographic trends to support student success
- Serve as principal external ambassador for the College, engaging county officials, County Council members, and state legislators to strengthen governmental visibility and credibility
- Cultivate philanthropic partnerships through proactive donor recruitment and stewardship, building long-term relationships to support institutional sustainability
- Represent the College before community stakeholders, alumni, and civic organizations, and engaged with national higher education associations to advance the College's leadership in community college and workforce development conversations
- Monitor institutional risk and reported material concerns directly to the Board of Trustees, maintaining regular, transparent Board communication throughout the interim term

AUGUST 2021-JUNE 2026
Provost/Vice President for Learning, Anne Arundel Community College (AACC)
Arnold, MD

Responsibilities
- Lead, direct, and oversee the management of all aspects of the instructional programs, curricula, and pedagogy, including enrollment development through the deans, assistant deans, directors, and department chairs, academic planning, research, assessment, comprehensive program reviews, accreditation, and resources management
- Advance and sustain a culture of excellence in teaching and learning throughout the college, demonstrating a collegial, collaborative, and transparent commitment to shared governance
- Work with the college president to provide strategic planning leadership for the institution, to include clarity of process, goal setting and benchmarking. Ensure that administrative unit assessments, their results, and learning outcomes assessment are implemented and drive continuous improvement and innovation
- Work with areas across the division to ensure planning, budgeting, and assessment are linked
- Clearly prioritize the goals of the division; provide direction and reasonable timelines and set goals that are measurable and data informed
- Lead all programs and activities related to teaching and learning with a student-centered approach to access, engagement, success, equity, completion, and transfer
- Oversee curricular planning for the division, to include programming and developing partnerships with internal and external constituencies to ensure the strategic plan goals are achieved

- Collaborate with Learner Support Services, Learning Resource Management, and Instructional and Information Technology divisions to ensure pathways for students are clear and intentionally focused on student learning outcomes
- Implement and use curricular assessment and strategic scheduling for student success
- Anticipate and lead complex program accreditation, in addition to Middle States Commission on Higher Education accreditation
- Ensure compliance with all governing policies, standards, education codes, and state/federal laws
- Member of the president's executive leadership team
- Act on behalf of the president when she is not available

Major Accomplishments

- Designed and implementing a comprehensive Academic Portfolio and Resources Review framework to systematically evaluate program viability, resource allocation, and instructional effectiveness across the college and optimize institutional decision-making, budget utilization and alignment between academic offerings, student demand, and community workforce needs, while maintaining faculty engagement throughout the review cycle
- Co-created and co-led collegewide Enrollment, Retention, and Completion Council with Vice President for Learner Support Services
- Co-created collegewide AI at AACC Advisory team with Vice President of Information and Instruction Technology
- Accreditation Liaison Officer for Middle States Commission on Higher Education (MSCHE) comprehensive self-study evaluation June 2022 - August 2023; successfully co-led MSCHE site visit and evaluation March 2023
- Executive staff member on Collective Bargaining team
- Facilitating the examination of disaggregated course and section level student success data in each academic department, to include training for faculty and faculty supervisors about how to view data with an equity lens
- Reviewing and analyzing Academic Course Schedule to best determine how Division can meet student and community demand while ensuring student and faculty engagement and success
- Drafted Shared Governance policy and procedures with General Counsel and collegewide committee of faculty and staff members
- With Dean of Distance Education and Learning Leadership Council, co-created Accessibility Fellows program
- Co-led, with President, Dean of Health Sciences, and Dean of Continuing Education and Workforce Development, re-accreditation processes for Nursing, Medical Laboratory Sciences, Histotechnician, Paramedic, and Hospitality, Culinary and Tourism programs, and creation processes for the Dental Hygiene program
- Peer Evaluator for Middle States Commission on Higher Education and New England Commission on Higher Education
- Created Division of Learning Channel
- Screen and recommend the hiring, promotion, tenure, and sabbatical for full-time faculty

- Screen, recommend, and hire staff
- Completed year-long Leadership Anne Arundel program
- Moderated debate for Anne Arundel County Board of Education candidates
- Moderated debate for Annapolis mayoral candidates
- Teach EDUC 8530: Leadership in Higher Education at George Washington University

JULY 2020-AUGUST 2021
Associate Vice President of Teaching and Learning, CT State Colleges and Universities (CSCU)
Hartford, CT

Responsibilities
- Managed the design for academic efforts that enhance the student experience
- Oversaw the development of meaningful academic support and professional learning activities to encourage student access, success, retention, and completion
- Oversaw the collaboration between faculty, academic support staff, and student affairs staff to support enrollment strategies
- Promoted the use of evidence-based strategies to improve student learning
- Advocated for quality instruction, student success, and integrated planning to meet the varied educational needs of 12 community colleges as we transition to one consolidated community college
- Created and submitted the academic services plan, in conjunction with other administrators, using data findings and best practices in teaching and learning
- Provided faculty and staff professional development opportunities in new models of pedagogy and innovative technologies; provide oversight for faculty, staff, and administrators professional learning activities led by the Center for Teaching

Major Accomplishments
- Reconstituted cross-divisional, college-wide Teaching and Learning Council
- Created Teaching and Learning Division tactical plan
- Designed CT State Community College strategic plan's guiding principles, processes, and executive council
- Co-designed and provided professional learning opportunities centered on equity and inclusion for faculty, staff, and administrators with Achieving the Dream and Student Success Center staff
- Co-created CT State Equity definition, statement, and pillars with Achieving the Dream, Student Success Center staff, and CSCU system-wide team of staff, faculty, and administrators
- Oversaw the management of Faculty Peer Mentoring program to ensure best practices in online pedagogy
- Created Executive Director of Disabilities/Accessibility Support Services position; created Director of Professional Development position; created and hired Director of Educational Technology and Curricular Innovation position; created and hired Director of Library Services position; created Director of Academic Support Centers of Excellence position

- Supported and offered professional development in Best Practices in Online Pedagogy for faculty and staff
- Supported and supplied system-wide professional development programming for faculty, staff, and administrators via the Office of Teaching and Learning and the Center for Teaching
- Served on search committees to hire System Chief Diversity, Equity, and Inclusion Officer and Regional Advising Director
- Peer Evaluator for New England Commission on Higher Education (NECHE)

JUNE 2018 – JULY 2020
Interim Chief Executive Officer (equivalent to Interim College President), Manchester Community College
Manchester, CT

Responsibilities
- Ensured that the college had proper operational controls, administrative and reporting procedures, and people and systems in place to effectively execute work daily during the transition from an independent college to a campus branch of a merged community college
- Supported the fundraising efforts of the college foundation acting as spokesperson for college and helped find needs for foundation investment
- Ensured adequate resources were in place for faculty, students, and staff to perform to their potential
- Developed the operational strategy and guided implementation of initiatives
- Collaborated with stakeholders to identify, define, and execute significant process improvement projects; engaged with college deans, directors, faculty, and staff to understand their concerns and issues to discern opportunities for improvements
- Ensured that the college had staff that is qualified, trained, and motivated to perform the responsibilities in their respective position descriptions; ensured the efficient and effective performance of all college employees
- Established strategies and specific measurable goals to increase enrollment, attendance, and persistence at the college
- Motivated, coached, and developed those individuals across the organization involved in leading or executing operational excellence or continuous improvement objectives
- Assessed, analyzed, and implemented solutions across the college to identify and cut waste, reduce costs, promote educational excellence, and improve the student experience
- Monitored performance and offered in-depth and prompt management commentary on operational excellence results and lead the debate on any corrective measures and other control processes
- Oversaw general management and leadership of college operations to achieve overall plans and objectives
- Identified new processes and/or systems to improve capital efficiency, productivity, and automation/digitization
- Served on search committees to hire System VP of Human Resources and System Chief Financial Officer

- Reported directly to President of CT State Colleges and Universities system

Major Accomplishments

- Re-organized the College's management structure for cost savings, to better align with the CSCU System's Consolidation strategic plan, "Students First," and to ensure a more collaborative, more effective model
- Re-organized the College's Continuing Education division to fall under Academic Affairs to better connect faculty and staff with students' and workforce's needs
- Required the completion of Academic Program Reviews and self-studies in each program and discipline
- Hired a Transfer Articulation Program Coordinator to oversee CSCU TAP program at the college
- Hired a Dean of Continuing Education and Workforce Development
- Hired a Dean of Institutional Advancement and Executive Director of MCC Foundation
- Presented alongside Joanne Berger-Sweeney (Trinity College's President) at Hartford Foundation for Public Giving's donor and prospect briefing – "Ensuring College Access through Scholarships, Opportunities and Challenges: A College's Perspective"
- Attended and reported out at all MCC Foundation's full board, executive committee, and subcommittee meetings
- As leader of the college receiving the WiSTEM (Women in STEM) grant of $75,000, I attended the Aurora Foundation for Women and Girls in Greater Hartford's signature breakfasts, luncheons, and annual meetings
- Applied for and received $25,000 and $5,000 grants from Manchester Community College Foundation and Hartford Consortium for Higher Education to host our Common Read with author Wes Moore at MCC
- Procured and evaluated requests for MCC Foundation grants from faculty and staff
- Hosted MCC's annual fundraising gala; raised $100,000
- Collaborated closely with the Dean of Administrative Affairs (Chief Financial Officer) to ensure the College's budget ($54 million) balanced and supported the needs of the College
- Inherited a nearly $500,000 deficit June 15, 2018, when I took the Interim CEO position and was able to clear the deficit through consolidation of positions, attrition, re-allocating monies from areas in excess, using internal personnel for interim hires, and sharing two faculty positions with Middlesex Community College and with Quinebaug Valley Community College
- Oversaw the completion of the Affirmative Action Plan
- Attended System-wide discussion on Department of Education's changes in Title IX
- Discussed the impact of Key Performance Indicators on College's additional funding and completion goals at President's Advisory Council and Academic Senate
- Held biweekly meetings with Cabinet and President's Advisory Council to discuss the effective execution of the college's shared strategic plan
- Set the College mission, vision, and strategic goals
- Initiated MCC newsletter ("In Case You Missed It"); 2-3 issues each semester
- Conducted 20 faculty and staff searches and nine internal interim moves
- Initiated two terminations and two administrative leaves with pay

- Evaluated applications and made recommendations on promotion, tenure, sabbatical, and merit awards
- Instituted, for the first time, an executive Enrollment Management Workgroup to meet with Student Affairs and Academic Affairs personnel and report on policies and practices that affect the College's completion goals
- Created an Achieving the Dream team and began work to increase graduation rates and course completion at the college
- Held a New Student Orientation and mock registration activity for all faculty and staff at May Institute to experience the College's procedural strengths and weaknesses
- Spent an academic year completing a SWOT analysis on programming and procedures already in place at MCC
- Recommended several faculty and staff members for leadership positions across the System
- Met with all staff members and directors at the beginning of my term as CEO to decide how best the College could meet their needs and serve our mission; created an action plan for the Cabinet based on the findings
- Oversaw general management and leadership of college operations to achieve overall plans and objectives
- Met with each dean one-on-one biweekly to monitor performance and provide in-depth commentary regarding their division; attended Academic Senate meetings to address and discuss faculty and staff members' concerns and questions; met with President's Advisory Council biweekly to discuss concerns raised in each division throughout the College; held multiple open forums with students, faculty, and staff each semester
- Communicated the College's plans and goals in President's Advisory Council in the name of transparency
- Actively took part in the College's migration to the Enterprise Network to aid in consolidating the System's IT needs
- Participated in the installation of two arrays of solar panels on college as cost saving measure
- Participated in American Association of Community College's Future Presidents Institute
- Sat on American Association of Community College's Commission on College Readiness
- Served on Board of Directors for Hartford Consortium of Higher Education and Greater Manchester Chamber of Commerce
- Co-led Pledge to Advance CT (PACT) presentation for media and public
- Secured and distributed $75,000 from MCC Foundation for CEO's Student Emergency Fund (due to COVID-19 related issues)
- Maintained communication with college community about all policies and procedures related to CSCU's response to COVID-19
- Began preparation for NECHE accreditation comprehensive study
- Met with union stewards and Senate representatives each semester
- Completed evaluation process for Cabinet members
- Completed application for SSS TRIO grant; received grant ($1.3 million)

- Participated in academic program review process for Occupational Therapy Assistant, Dental Assistant, Hospitality and Culinary Arts, Global Studies, Graphic Design, ESL, and Liberal Arts
- Authorized professional development opportunities for faculty and staff
- Sat on panel discussion in celebration of Dr. Martin Luther King, Jr.'s legacy at the invitation of South Windsor mayor
- Participated in panel discussion on Equity in Higher Education at Northeastern University
- Represented the System President at American Council on Education at annual meeting

JULY 2017 – JUNE 2018
Dean of Academic Affairs (Chief Academic Officer), Manchester Community College
Manchester, CT

Responsibilities
- Managed faculty, professional staff, and support staff
- Supplied strategic and operational leadership for MCC's instructional programs and courses, ensuring consistent quality of instructional programs and academic program development
- Collaborated closely with Dean of Continuing Education, Academic Senate, Academic Division Directors, and Director of Institutional Research, Planning, and Assessment to coordinate periodic academic program and discipline review to support instructional excellence, effectiveness, responsiveness, relevance, and continuous improvement
- Collaborated closely with Dean of Student Affairs and Enrollment Management, Associate Dean of Academic Affairs, and key stakeholders in Academic Support Services to bring about measurable improvements in key performance indicators related to student success
- Managed curriculum design and course development
- Managed instructional innovation, quality, and outcomes assessment
- Developed and implemented academic policy and college goals and strategic plan
- Managed academic budget and other financial resources
- Supported a student-centered teaching and learning environment, focusing on equity, diversity, inclusion, and belonging
- Collaborated with the student affairs and enrollment management team to support student services and to ensure best practices in the student experience
- Served on the President's Cabinet to provide strategic leadership and assurances that the College's mission and vision were met; reported directly to College President and advised on all aspects of academic programs and college-wide academic planning and implementation; served as Acting President when the College President was away

Major Accomplishments
- Screened and recommended the hiring of full-time faculty members
- Held all-faculty professional development workshops regarding the state of the academic affairs division and working with students on the autism spectrum

- Member of the Enrollment Management Committee
- Collaborated with Dean of Continuing Education on course schedules for Winter and Summer sessions
- Collaborated with President, Dean of Institutional Advancement, Dean of Administrative Affairs, STEM Division Director, faculty, and staff to solidify a relationship with donors at Kelser and TAB Computer Systems
- Led book discussions and mentoring workshops for MCC's Faculty Fellows
- Advised faculty on course and program development and redesign and presented to the Board of Regents successfully
- Served as an advisory member of the Curriculum Committee
- Actively took part in the completion of the Guided Pathways Essential Practices: Scale of Adoption Self-Assessment
- Oversaw the Commission on Accreditation of Allied Health Education Programs (CAAHEP) accreditation process for Surgical Technology
- Reviewed faculty evaluations
- Reviewed and approved faculty Additional Responsibilities reports and proposals
- Fielded, reviewed, and responded to student concerns
- Aided in setting academic priorities for the academic year
- Prioritized finding working space on college for the Center for Teaching
- Created and supported the General Education Assessment Team
- Maintained and updated the budget for each academic division
- Oversaw ten major classroom and laboratory renovation projects
- Managed oversight for the CT Advanced Manufacturing Initiative (CAMI) grant ($7 million)
- Assisted in conducting the President's strategic vision for the College
- Served as a reporting member of the President's Advisory Council
- Represented Academic Affairs at Academic Senate meetings
- Volunteered at the champagne reception at the College's major fundraising gala: Evening of Fine Wines
- Attended Association for the Study of Higher Education Annual conference
- Participated in MCC's Leadership Academy
- Served as External member for University of Hartford dissertation committee

AUGUST 2014 – JULY 2015
Interim Academic Division Director of Business, Engineering, and Technology, Manchester Community College
Manchester, CT

Responsibilities
- Designed, developed, evaluated, and assessed courses, curricula, and academic programs
- Directed, mentored, supervised, observed, and evaluated faculty and staff in teaching and administering instructional programs
- Collaborated with academic and student services departments
- Managed operating budget and other financial resources

- Developed and maintained relations with local advisory boards
- Assisted in the recruitment and retention of students
- Served on President's Advisory Council
- Reported directly to Dean of Academic Affairs/Chief Academic Officer

Major Accomplishments
- Co-PI of $7 million CT Advanced Manufacturing (CAMI) grant
- Observed and evaluated five new faculty members and one senior faculty member
- Oversaw Business program self-study
- Assisted the Dean of Academic Affairs with reorganizing the College's academic divisions
- Assisted the Director of Enrollment Management with writing the College's Enrollment Plan
- Wrote the Division's action plan
- Assessed division faculty's annual Additional Responsibilities reports and proposals

JUNE 2012 – AUGUST 2014
Co-Chair of English Department, Manchester Community College
Manchester, CT

- Hired, oriented, observed, and evaluated new part-time faculty each semester
- Scheduled courses for 50-70 part-time faculty every semester
- Coordinated evaluation of all part-time faculty
- Frequently emailed part-time instructors, updating them on college-wide and departmental issue
- Answered email concerns and questions from part-time faculty
- Continued to update the contact list for all part-time faculty members
- Created a form for adjuncts to share their preferred days and times to teach, and populated the scheduled accordingly
- Managed student complaints about part-time faculty, which typically involved facilitating face-to-face meetings with the student and instructor
- Hosted English Department orientation meeting for part-time faculty each fall semester
- Hosted end-of-semester lunches with part-time faculty, updating them on departmental, divisional, and college-wide concerns, issues, and policies
- Attended part-time faculty orientation meetings coordinated by the Associate Dean of Academic Affairs each semester
- Created the agenda for and led monthly department meetings
- Attended chair meetings coordinated by the Liberal Arts Division Director
- Met with the Liberal Arts Division Director and the Dean of Academic Affairs to discuss responses to PA12-40 and approaches to redesign the Developmental English sequence; we reviewed data on the efficacy of the student development component of ENG066
- Worked with the testing center on the placement "challenge test" and normed challenge test readers
- Prepared the annual English Department Action Plan

- Prepared the department's self-study

AUGUST 2004 – SEPTEMBER 2021
Professor of English, Manchester Community College
(Lecturer 2004-2006; Instructor 2006-2008; Assistant Professor 2008-2012; Associate Professor 2012-2014; Tenured 2012; Professor 2014-2021)
Manchester, CT

- Designed and taught Developmental reading and writing courses
- Designed and taught literature and composition courses online, hybrid, and face-to-face
- Mentored, observed, and evaluated adjunct faculty
- Aided in making decisions on curriculum, course design, course delivery, and course development
- Served on institutional, divisional, and departmental committees
- Advised General Studies and Liberal Arts and Sciences students
- Mentored at-risk students and students of color
- Served as lead faculty member in teaching online courses using WebCT Vista, Blackboard Vista, and Blackboard Learn

Service to the College
- Promotion Committee
- Tenure Committee, Chair
- Sabbatical Committee
- Student Conduct Review Board
- Enrollment Management Committee
- Employee Recognition Committee
- MCC Foundation VIP Reception Committee
- Minority Caucus
- Women's Caucus
- Faculty Fellows Program, Co-chair and Facilitator
- Sister 2 Sister Mentor
- Center for Teaching, Panelist
- Doctoral dissertation advisor/reviewer – George Washington University; Morgan State University; University of Hartford
- Conducted research and faculty and staff interviews and focus groups for Governance Standard for NECHE comprehensive self-study
- Search Committees – English faculty; Academic Division Director; Academic Dean/Chief Academic Officer; Dean of Continuing Education and Workforce Development

JUNE 2003 – JULY 2004
Graduate Coordinator of Virginia College, Capitol College
Quantico, VA

- Administered a graduate program offering curricula at an extended college in a traditional setting and distance education
- Helped the students in resolving problems related to academic, tuition, and/or administrative procedures
- Certified students using Veteran Education Benefits and prepare billing sheets for students using government-issued Tuition Assistance
- Managed the recruitment of students
- Was liaison to the Quantico Marine Corps Base Education Services Officer and Education Center personnel
- Was liaison with home college in Laurel, MD

AUGUST 2002 – JULY 2007
Online English Adjunct Faculty, Strayer University
Newington, VA

- Taught senior level composition courses online
- Taught business communications courses online
- Covered the principles of composition through essays
- Presented methods for outlining, compiling and reporting data, writing, and documenting a research paper
- Enhanced oral as well as written communication skills

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AUGUST 1999 – MAY 2004
English Adjunct Faculty, Northern Virginia Community College
Annandale, VA and Woodbridge, VA

- Taught college composition and literature courses
- Taught developmental reading and writing courses
- Taught English as a second language writing course
- Helped students discover and develop writing processes needed to bring their proficiency to the level necessary for entrance to their respective curricula
- Emphasized strategies within the writing process to help students with varied writing situations
- Guided students through the process of starting, composing, revising, editing, and completing writing assignments

JUNE 2000 – JUNE 2001
Resident Center Administrator, Park University
Fort Myer, VA

- Responsible for the resident center operation
- Supervised, selected, and trained the staff, Academic Director and Adjunct Faculty
- Assisted the students in resolving problems related to academic, tuition, and/or administrative procedures

- Certified students using Veteran Education Benefits and prepare billing sheets for students using Tuition Assistance
- Insured academic quality commensurate with institutional standards and objectives
- Generated yearly schedules, term schedules and other information necessary for effective communications
- Was liaison to the Fort Myer Army Base and Henderson Hall Marine Corps Base Education Services Officer and Education Center personnel
- Was liaison to home college in Parkville, MO

AUGUST 1996 – AUGUST 1999
English Adjunct Faculty for LEAD Program (Summer, TRIO), Bridgewater State College
Bridgewater, MA

- Designed, developed, and implemented curriculum
- Led workshops to help increase high school students' study skills
- Taught college preparatory English course to at-risk students each summer
- Improved students' leadership abilities and political awareness

AUGUST 1993 – JUNE 1996
Coordinator of Reading, Writing, and Study Skills, Northeastern University (NEU)
Boston, MA

- Designed, developed, and implemented curriculum designed to enhance students' reading comprehension, critical analysis and writing abilities
- Hired and trained adjuncts and English tutors
- Taught developmental reading, writing, and study skills courses each quarter
- Supervised and managed budget
- Assessed and evaluated students' and lecturers' performance
- Researched and developed new methods of evaluating and increasing students' levels of skills
- Assisted the Associate Dean in the submission of annual reports to the V.P. of Student Affairs
- Advised student groups
- Planned student events and activities
- Worked to recruit, admit, and retain minority students

Education

Ed.D. Higher Education Administration
George Washington University, Washington, DC
Dissertation: *A Multiple Case Study Discovering Part-Time Faculties' Perceptions of Their Professional Needs, Working Conditions, Social Network, and Job Satisfaction at Three Community Colleges*

M.A. English: Linguistics and Writing
Northeastern University, Boston, MA

B.A. English Literature

Georgetown University, Washington, DC

Workshop/Conference Presentations

- Middle States Commission on Higher Education, December 2025. Co-presenter – "Enhancing Data Empowerment Capacity Through Accreditation"
- AAC&U, Conference on Learning and Student Success, April 2025. Co-presenter – "Course and Section Data Review: Promoting Success for All Students through Collaboration and Innovative Strategies"
- Middle States Commission on Higher Education, December 2024. Co-presenter – "Championing Student Success with an Equity Lens"
- The Society for College and University Planning, July 2023. Co-presenter – "Community College Integrated Planning Efforts Begin to Bear Fruit"
- American Association of Community Colleges, April 2023. Co-presenter – "A New Paradigm for Enrollment Management and Retention"
- Achieving the Dream, February 2023. Co-Presenter – "Equity in Action: AACC's Racial Equity Leadership Academy Journey"
- Northern Anne Arundel County Chamber of Commerce, September 2022. Panelist – *Women Who Make a Difference*
- American Association of Community College's John E. Roueche Future Leaders Institute (FLI), June 2022. Panelist - "Moving Forward"
- American Council on Education Women's Network CT, March 2022. Presenter – "Leaving the Table"
- Achieving the Dream Equity in Teaching and Learning Institute, May 2021. Presenter - "Walking the Talk: Defining and Operationalizing Equity Collegewide"
- CT State Colleges and Universities, April 2021. Co-facilitator - "Book Introduction and Building an Equity-Minded Campus Culture," *From Equity Talk to Equity Walk* by Dr. Tia Brown McNair
- Northeastern University, August 2020. Panelist - "Equity Issues in Higher Education"
- South Windsor (CT) Human Relations Commission, January 2020. Panelist - "Dr. Martin Luther King's Legacy in CT"
- American Council on Education Women's Network CT, November 2019. Panelist - "Women in Education Leadership"
- Capital Community College, April 2019. Panelist - "The Other Wes Moore: The Sum Total of Our Choices"
- Manchester Rotary Club, March 2019. Keynote speaker - "The State of Community Colleges in America"
- Two Year College English Association-Northeast, October 2014. Presenter - "Remediation in One Semester"
- American Association of Community Colleges, April 2014. Co-Presenter - "Some Answers to Remediation at One CT Community College"
- Two Year College English Association-Northeast, October 2013. Co-Presenter - "Radical Redesign: Faculty Respond to State Legislation"
- American Education Research Association, April 2011. Poster session - "Community College Part-Time Faculty and Social Network"

- Association for the Study of Higher Education, November 2010. Roundtable Presenter - "Community College Part-Time Faculty and Job Satisfaction"
- CT Coalition of English Teachers, March 2010. Panelist - "Best Practices for Teaching Online"
- Two Year College English Association-Northeast, November 2009. Presenter - "Case Study Discovering Part-Time Faculty Job Satisfaction at Community Colleges"
- Two Year College English Association-Northeast, November 2009. Co-Presenter - "High School to College Bridge Programs"
- CT Community Colleges Center for Teaching Schwab Institute for Academic Leadership, October 2008. Group Leader and Presenter - "Community Colleges and Part-Time Faculty"

Courses Taught/Designed

Undergraduate

- Developmental Reading and Writing; ESL Writing; College Composition; Advanced Composition; Research Writing; Business Communications/Technical Writing; Introduction to Literature; American Literature; African American Literature; Studies in Ethnic Literature; Contemporary Issues in American Media

Graduate

- Leadership in Higher Education

Professional Development Programs

- Leadership Anne Arundel, 2023
- State University of New York
    - Student Conduct Institute, 2022
- Cornell University School of Industrial and Labor Relations
    - Collective Bargaining, 2021
- University of South Florida Muma College of Business
    - Diversity, Equity, and Inclusion in the Workplace Certificate, 2021
- American Association of Community Colleges
    - Future Presidents Institute, 2018
    - Future Leaders Institute, 2015
- Council for Advancement and Support of Education
    - Seminar for New Executives, 2018
- Manchester Community College
    - Leadership Academy, 2017

Professional and Community Affiliations

- All In Coalition – Achieve Hartford (Board of Directors) – 2018-2020
- American Association of Community Colleges Commission on College Readiness – 2019-2020
- American Council on Education Women's Network CT (Board of Directors, State Chair-elect) – 2020-2022
- Anne Arundel Community Y Leadership Board (Director) – 2021-2023

- Anne Arundel County Workforce Development Corporation (Board of Directors) – 2021-present
- Collegiate Education for the Deaf and Hard-of-Hearing Program (Advisory Board) – 2020-2021
- Delta Sigma Theta Sorority, Inc. (Member)
- Fort Meade Alliance (Board of Directors) – 2023-present
- Greater Manchester Chamber of Commerce (Board of Directors) – 2018-2020
- Hannon Armstrong (HASI) Foundation (Board of Directors) – 2022-present
- Hartford Consortium of Higher Education (Board of Directors) – 2018-2020
- Leadership Anne Arundel, FLG2023 (Member)
- League for Innovation in Community Colleges (Board VP representative) – 2021-2026
- League of Women Voters (Member) - 2024-present
- Manchester Historical Society (Board of Directors) – 2020-2022
- North Anne Arundel County Chamber of Commerce (Board of Directors) – 2021-2023
- Providence of Maryland (Board of Directors) – 2025-present
- West Hartford – YMCA (Board of Directors) – 2020-2022