

Lorna Shaw-Berbick, Ph.D.

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Frankfort, KY 40601
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CAREER SUMMARY

Innovative Administrator and Educator with proven ability in establishing collaborative work environments and high performance teams in higher education to achieve mission driven goals and objectives. Strategic planner; mission and vision driven; deeply committed to world learning and international study; committed to student performance-guided by the theory that learning begins where the student is; strong belief in experiential learning and learning communities. Committed to robust faculty and campus intellectual life; experienced in mentoring student and faculty; committed to the Liberal Arts and Sciences as well as pre-professional study and practice; strong leadership in supervising faculty and managing resources; strong leadership in promoting international /cross-cultural climate, strong leadership in communication skills and experienced in multiple leadership styles of management; personable and professional; highly active in pursuing scholarship in Intercultural Communication, international culture, and leadership in higher education.

Leadership Accreditation collaborative, intentional, international affairs collaborative globally oriented Founding Chair liberal arts expertise in curriculum college management, Dean, institutional effectiveness leadership teaching effectiveness provost advisory council regulatory and compliance issues Dean sub editor for SACS institutional effectiveness consistent Co Editor for Middle States Association Institutional Effectiveness, SACS QEP, Fifth Year, compliance centered oriented to faculty, planning, policy focus on The First Year Experience. Assessment centered, commitment to core academics transparent, fair objective Dean of the University student centered strategic planning focus network safety, campus safety, global scholar Provost council; writing speaking experienced liberal arts professor, Assistant Provost writer international leader, Founder of Institute study abroad ability to plan Leader arts performance, editor community relations training mission vision centered belief in the canon of virtue, decency and good character

EDUCATION

Post-Doctoral Certificate , Institute for Management and Leadership in Education <i>Harvard University</i> <i>Cambridge, MA</i>	2002
Doctor of Philosophy , Intercultural Communication and Rhetorical Theory <i>Howard University</i> <i>Washington, D.C.</i>	1991
Master of Philosophy , Folklore Theory & Communication <i>University of the West Indies</i> <i>Mona, West Indies</i>	1989
Bachelor of Arts , Literature, Philosophy & Communications <i>University of the West Indies</i> <i>Mona, West Indies</i>	1983
Bachelor of Arts, Theatre Arts National School of Drama Kingston, Jamaica	1986

PROFESSIONAL EXPERIENCE

<u>Assistant Provost, Academic Affairs</u>	Present
Kentucky State University Frankfort, KY	

Duties and Responsibilities

Provide leadership and strategic planning and implementation of founding institute which plans to offer cutting edge and entrepreneurial academic and non-academic programs; work closely with Sponsored Programs, Faculty, and Advancement to implement a fall 2017 strategic curriculum.

<u>Dean of the University</u>	2015 to 2016
Kentucky State University	

Frankfort, KY

Duties and Responsibilities

- Assist and make recommendations to the President on a variety of institutional matters. Provide oversight for the overall academic integrity of the University. Serve as a member of the President's Cabinet; serve as one of two chief Academic Officers of the University. Work in consultation with the President, and partner with the Vice President of Academic Affairs, and the faculty in delivering innovation in the curriculum and advancing benchmark practices in teaching, scholarship, and service. Work directly with faculty to establish a robust scholarly culture for faculty and students. Collaborate with other stakeholders on revising and implementing the 2020 Strategic Plan. Collaborate, coordinate, and support institutional academic, financial, planning and policy matters. Directly responsible for the Division of Social and Behavioral Sciences, Division of Language, Literature, and Philosophy, Division of Public Administration and Social Work, School of Business and Computer Science, Division of Mathematics and Sciences. Division of Fine, Arts, School of Education, and the College of Nursing.
- Currently overseeing curriculum development, classroom teaching effectiveness, faculty development, faculty mentorship, streamlining policy around faculty recruitment, appointment, and promotion and tenure; reviewing and re-writing policy on faculty promotion; currently establishing policy on online teaching and learning- guiding the Academic Policy Committee-APC- in delineating specialized populations and identifying demonstrated attributes for both faculty and students for the best teaching and learning performance outcomes in this delivery platform. Currently establishing mentorship programs for honors students; establishing new protocols for the strategic management of University logistical protocols including how to acquire data for division and college growth. Member of the team preparing for the upcoming visit of SACS for substantive change approval. Liaise with the Faculty Senate on all faculty and curriculum matters. Co-manage the Budget for Academic Affairs.

Dean of the School of Arts and Humanities

2008 2013

*The College of Saint Rose
Albany, New York*

Duties and Responsibilities

- Provide oversight for six departments and 2 programs- second largest School in College
- Managed budget of approximately \$9M
- Oversee approximately 200 Full time and Part time Faculty
- Oversee 12 staff members
- Manage broad range of leadership responsibilities including representing the School through presentations and correspondences to the Board of Trustees, the President's Cabinet, and the public on a variety of functions from academic policy to curriculum management, curriculum performance, assessment and evaluation to strategic planning and growth trends to faculty and staff; prepare faculty and staff performance evaluations.
- Oversee and act on behalf of the College on immigration matters for international faculty
- Represent the Provost
- Sustain established relationships with community and the public

Director of Institutional Effectiveness and Campus Ombudsman 2007-2008
American InterContinental University
Weston, FL.

Experience in Institutional Effectiveness- student learning and institutional outcomes

- Heard and handled faculty /student grievances
- Experience in protocols of Ombudsman work, and advocacy for students and faculty
- Direct 15 academic and Academic Support Service divisions in complying with regional accreditation requirements; direct logistics of site visits, and provide oversight for 60 unit reports per year. Senior member of the President's Cabinet; Member of the Management team of Directors and Vice Presidents managing a 1000 student population campus.
- Active team member in standardizing academic affairs protocols, such as learning styles student services procedure, and training for admissions personnel.
- Created a freshmen's program in the First Year Initiative- produced booklet for First Year Students on how to be successful – being used as a student retention tool.
- Solved student concerns, inquires and complaints as Ombudsperson, successfully maintaining high student satisfaction and a consistent zero on monthly complaint logs.
- Ensured a high standard of regulatory compliance in directing the preparedness for the Southern Association of Schools and Colleges (SACS) fall 2007 Re-accreditation visit.
- Directed the implementation of Student Services Management Systems (SMS) to the Campus to improve all campus responses to student inquiries, concerns , and complaints
- Selected Team Member of The Provost's Multi-campus Ad Hoc Academic Organization Advisory Council
- Developed assessment instruments for campus training and division level events.
- Highly involved in the development of the campus' 2008 strategic goals, objectives and strategies; ensured goals were linked to larger University mission, vision and core values

Dean of the College of Arts and Sciences 1998- 2002

Founding Chair and Associate Professor 2002- 2007

Lynn University
Boca Raton, FL.

- Successfully managed \$1.5m budget.
- Received increased responsibilities throughout tenure.
- Directed College Strategic Planning and Analysis in my college, The College of Arts and Sciences.
- Directed, coordinated, and documented Vision/Mission for my College in line with University mission and vision
- Put in place written purposes for programs
- Directed assessment and evaluation of student learning and program outcomes
- Implemented and wrote curriculum policy for the College of Arts and Sciences, the University's second largest college
- Managed internal systems to ensure that over 2000+ students attain yearly requirements for graduation
- Founded and Directed annual communication publications thereafter (The College Newsletter)

- Supported and provided oversight for the Literary magazine
- Successfully coordinated university wide diversity program on Holocaust Awareness Day
- Successfully managed college fiscal operations.
- Successfully planned and evaluated assessment instrument for Freshman initiative
- Employed Academic Profile as evaluation instrument to assess General Education performance (the long form and the short form)
- Worked closely with Institutional Research to discover strengths and weaknesses in student performance in the liberal disciplines
- Provided oversight for strategic planning and implementation of curriculum policies,
- Planned and evaluated Freshman initiative (Academic Adventure: Spring academic cruise for credit)
- Successfully developed and implemented the transformation of General Education Program
- Worked closely with the Vice President to determine purpose, vision, and meaning of the General Education transformation
- Worked closely with the college faculty to achieve their full participation for smooth and successful Core curriculum change
- Successfully advocated for increase stipend and office space for adjunct faculty
- Advocated for General Education across the curriculum
- Successfully developed "The Teaching Round Table"- to examine/explore critical teaching methods by faculty and learning by students-Focus on Experiential and Experimental learning
- Advocated for Discipline-Specific evaluation and growth
- Worked successfully with chairs and coordinators of programs to ensure appropriate discipline evaluation testing instrument
- Advocated for faculty
- Directed college faculty to develop flagship program for the college
- Successfully strengthened the Public Speaking curriculum
- Created several college initiatives through facilitative leadership
- Developed College Faculty Colloquium Series
- Promoted and publicized liberal arts and sciences as an attractive, essential, and viable enterprise
- Developed The Annual Students Liberal Arts Symposium
- Directed the new Minor in Communication Arts
- **Co-Directed** Honors Program
- Member of the Presiding team for Honors Convocation
- Advised and participated in International Student Orientation
- Gave Welcome Addresses to incoming international students
- **Prepared and successfully led College through Southern Association of Schools and Colleges (SACS)**
- **Sub-editor**, Section II, Institutional Purpose, Institutional Self Study
- Advised/ Mentored largest segment of student population (Undecided/Undeclared students)
- Advised College Student Retention Committee with emphasis on First Year Students' completion and graduation
- **Chaired**, Professional Standards and Development Committee (Faculty Appointment and Promotion)
- Developed policy to standardize protocol for promotion
- Created subcommittees and provided oversight for articulating and documenting the language, procedures, and criteria for appointment, promotion, and retention of university wide faculty
- Developed policy to standardize protocol for promotion; Created subcommittees and provided oversight for articulating and documenting the language, procedures, and criteria for appointment, promotion, and retention of university wide faculty
- **Created and Chaired**, College of Arts and Sciences, Teaching Roundtable
- **Chaired** Tenure on Professional Standards Committee increased the efficiency and validity of decisions

made on the committee and improved faculty performance.

- **Chief Administrator and Co-chaired** -Lynn University Development Profile (*LUDP*)*Experiential Learning to be a component of the Profile*
- Participated in development and fundraising efforts by writing a \$1.2 m endowment proposal.
- Enhanced community relations as liaison to the Torch Club of Boca Raton- awarded signature desk medal for public address on “Vituperative Language of the 2000 Political Campaign, Served on Board of Milagro Center, Delray Beach, FL., and Saint Andrews School, Boca Raton, FL.
- Enhanced University profile by participation in professional and scholarly activities and conference presentations

Inaugural Chair, Department of Communication Arts

2002-

2003

Lynn University
Boca Raton, FL

- Founded and chaired new department in Communication Arts; Developed new curriculum; performed administrative duties to successfully vote program through University’s Curriculum Committee into the University’s curriculum, delineated academic coding system and level of courses; wrote program course descriptions.
- Advocated for, and was successful in, transferring new Communication Arts curriculum with its core faculty and students from the College of Arts and Sciences to the College of International Communication.
- Enhanced student academic performance by implementing systems of accountability in the new Communication Arts component in College of International Communication- many went on to the masters level in International/ Intercultural Communication
- Taught Intercultural Communication- Graduate and Undergraduate
- Taught Gender Communication; Communication Criticism and Analysis (newly developed upper level course, I composed).
- Served as Chief Administrator for Local Alternative of Cultural Academic Adventure- Experiential Learning
- Supervised central administration around local travel trips through communication with local hoteliers and package tours

Associate Professor College of International Communication

2003-

2007

Lynn University
Boca Raton, FL

- Taught Intercultural and International Communication, Honors Public Speaking, and Mass Communication Theory to over one hundred graduate and undergraduate students per semester.
- Wrote Outcomes Assessment document for Communication Studies, assisted Department Chairs in reporting expected learning outcomes
- Member of the University’s Constitution Committee; developed and directed the Student Recognition initiative for the College of International Communication.
- Chaired and advised 8 Masters Theses in Mass Communication
- Advisor and Committee member for four additional Masters Theses
- Ph.D. Dissertation fourth Reader
- Ph.D. Dissertation Chair for Proposal Committee

- Developed a curriculum and maintained oversight for safety of traveling students, faculty and staff
- Ensured learning environment by holding faculty accountable for developed expected learning outcomes.
- Served as supporting Administrator for Cultural Academic Adventure -Study Abroad at Sea (Experiential Learning)

Visiting Professor, Intercultural Communication Theory and Speech 1996-1997

Howard University
Washington, D.C.

- Taught Graduate and Undergraduate students in Communication Theory and in Intercultural Communication
- Participated as Panelist on the Teaching Portfolio Project in the Department of Human Communication Studies

Assistant Professor of Speech Communication

University of Maryland at College Park
College Park, MD

1991-1995

Assistant Professor, Department of Speech Communication

Developed curriculum for the Department in “Study of New World “Rhetorics” of the Americas”

Selected to participate in the Department’s Administrative Committee

Taught Public speaking; taught Foundations of Rhetoric and Intercultural Communication to both graduate and undergraduate students

Panelist, Teaching Portfolio Project, College of Arts and Humanities, University of Maryland, 1994.

Mentored in the **Advice Five, Letters and Sciences**, program University of Maryland, 1991-94.

Mentored in Office of Multicultural Student Education (OMSE), University of Maryland, 1992-94

Mentor, McNair Scholastic Program, Academic Reinforcement, University of Maryland, 1992-94 Winner of the 1994 Mentor of the Year Award McNair Scholars program

Advisor and Chair, two Masters, one Ph.D., Speech Communication Department University of Maryland at College Park

Member, four Ph.D., five Masters Committees, Speech Communication Department, University of Maryland at College Park

Member, President's Commission on Women of Color, University of Maryland at College Park

Doctoral Student/Candidate

1986 - 1991

Howard University
Washington D. C.

AWARDS

- **Achievement Award** Outstanding Participation in Leadership Summit, *American InterContinental University*
- **Achievement Award**, Outstanding Participation in The Teaching Roundtable, *Howard University*, 1997
- **Mentor of the Year Award**, *University of Maryland at College Park*, 1994
- **Instructional Award**, *University of Maryland at College Park*, 1993
- **Organization of American States Scholar**, 1986-1989
- **Scholarship Award**, *University of the West Indies*, 1984, 1986
- **Graduate Scholarship Awards**, Howard University, 1989-1991

PROFESSIONAL AFFILIATIONS

Active Member, Council of Colleges of Arts and Sciences (CCAS)- National Decanal body for sharing best practices- Appointed to serve on the Board for the 2002 term-was not able to serve)

Member, Liberal Arts Commission, Council of Colleges of Arts and Social Sciences (CCAS)

Active Member, World Wide Forum for Culture and Education-Rome, Italy

Active Member- ATINER- Association of International Education and Research, Athens, Greece

Advisor: College Student Retention Committee with emphasis on First Year Students' completion and graduation

SELECTED PUBLICATIONS, PAPERS, KEYNOTE, AND CONFERENCE PRESENTATIONS

Keynote Speaker: "Straight to the Heart of the Matter: Citizenship, Connectivity and Democracy. World Wide Forum on Culture and Education; Rome, Italy. 2011

The Politics of Culture: New imperatives for the study and practice of multicultural and global relationships in the public and private spheres in Educational Landscapes. Cambridge University Press, UK. 2009.

"Making the Bridge between Advertising Industry and Education. Paper presented 2009 to the Association of International Education and Research (AITNER). Athens, Greece; 2009.

"The Photo Speaks: Rhetoric in equalizing the tension of social power across gender and race in the film 'Something New.'" World Wide Forum on Culture and Education. Rome, Italy. 2008.

"One Step, Two Step, Three Step, Four: Race, Color, Gender, and Accented Speech in Higher Education Administration." Paper presented to The Oxford Round Table. University of Oxford, UK, *August 6-11, 2006*

United Nations Conference on World Indigenous Cultures and Populations, Attended. Geneva, Switzerland, July 18-21, 2005

"The Cultural Identity of Blackness and Whiteness in the Public Sphere," Paper presented to the World Wide Forum on Culture and Education. Rome, Italy, 2004.

"The New Knowledge Frontier: The Meaning of Cultural Competencies Across Global Parameters", Paper presented to the Council of Colleges of Arts and Sciences, 2001 Annual Meeting.

Host/ Presider, Breakfast for Minority Deans, Council of Colleges of Arts and Sciences, 2001.

Journal Reviewer, Howard Journal of Communication, 1991 to 2001.

"The Politics of Culture: New imperatives for the study and practice of multicultural and global relationships in the public and private spheres". Paper presented to second World Wide Forum on Education and Global Culture, John Cabot University. Rome, Italy 2003.

"The Alliances and Influence of the Islands with the Black Power Struggle," presented to the National Communication Association, November 2000.

"Fostering the Professional Development, Mentorship, and Retention of Non-tenure-Stream Faculty," Paper presented to the Council of Colleges of Arts and Sciences Annual Meeting. Toronto, Canada, November 2000.

"Faculty in the 21st Century: An Assessment of Technology and Globalization," presented to the Council of Colleges of Arts and Sciences Annual Meeting. Seattle, WA, November 1999.

"Persuasion Ads and African Americans: Don't be Fooled by the Pretty Package," Respondent, National Communication Association, November 1999.

"Race, Gender and Politics in the Workplace: Women's Voices Charting New Courses," presented to the Florida Association of Women in Education, February 4, 1999.

Co-chair and panelist, "Anger in Schools," Safe Florida, Safe Communities, Safe Schools Summit. Florida Atlantic University, Boca Raton, FL. April, 1998.

"*Voices of Diversity: Conversations on Culture, Conflict, and Communication*," Chair, Roundtable panel, Eastern Communication Association, Baltimore, April 10-13, 1997.

"Race as Strategy in the Culture of the Americas: A Rhetorical Critique of Lee Min Yun's 'The Color of Fear'." Presented to the National Communication Association Convention, San Diego, CA, November 1996.

"A Critical Analysis of Language and History in Selected Works of Bob Marley." Paper presented to 1996 International Conference of Caribbean Women Writers and Scholars. Florida International University, Miami, FL. April 24-27, 1996.

"From Idea to Discourse: Images of Royalty and Divinity in the Rhetoric of Bob Marley." Paper presented to the Caribbean Conference on the Legacy of Bob Marley. University of the West Indies, Kingston, Jamaica, 1995.

"Intercultural Training and Diversity", Chair, Speech Communication Association, New Orleans, Louisiana, 1994.

"A Critical Analysis of *Nommo* in Afrocentric Rhetoric," Paper presented to the Speech Communication Association, New Orleans, Louisiana, 1994.

"The Royal Principle in the Rhetoric of Bob Marley," Paper presented to the Speech Communication Association, New Orleans, LA. 1993.

"Towards a Method: The Criticism of Orature," paper presented to Speech Communication Association, Miami Beach, FL, 1993.

"World View and Beyond: Identifying Cultural Differentiation and Accessing Intercultural Sensitivity," Paper presented to the Eastern Communication Association; New Haven, CT, 1992.

"*Orature: Towards A Theory of Human Communication*," African American Rhetoric, A Reader, Kendall Hunt Publishing; Dubuque, IA (Book chapter), 1992

"Orature: Formative Years in Theory," Paper presented to the Eastern Communication Association; New Haven, CT, 1992.

"A Response to the Rhetoric of Revitalization," Respondent, Speech Communication Association; Atlanta, GA, 1991.

"The Dynamics of Kumina Communication," Paper presented to Eastern Communication Association, Atlanta; GA, 1991.