

**KIM EDWARD
SPIEZIO. Ph.D**

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Summary of Qualifications

Accomplished career of faculty and administrative leadership in higher education with a documented record of promoting sustainable institutional changes which enhance access, affordability, accountability and student achievement. Specific areas of expertise and experience include:

- Promoting excellence in liberal learning, graduate studies and adult education.
- Developing new academic programs, including online degrees and certificates.
- Enhancing the quality of active learning and experiential education.
- Leading strategic planning processes and academic program reviews.
- Assessing institutional effectiveness and enrollment management policies.
- Supporting recruitment, marketing and fundraising campaigns.
- Communicating institutional priorities to external and internal audiences.

A proven capacity for decisive leadership, programmatic and pedagogical innovation, educational entrepreneurship, persuasive communication and ethical integrity.

Administrative Appointments

*Vice President
for Academic Affairs*

Tennessee Wesleyan, 2015-present
Athens, TN

Chief academic officer for a private comprehensive university offering graduate and undergraduate degree programs to traditional students and adult learners. Responsible for supervising the development and delivery of onsite and online academic programs in business, allied health, professional studies, as well as the arts and sciences.

Major Accomplishments

- Collaborated with the President to prepare a case statement which helped to secure a \$2 million dollar unrestricted gift to establish a school of business.
- Partnered with the Advancement Office and Nursing faculty to prepare a \$315,000 grant proposal to establish a simlab center for nursing education.

- Partnered with the Advancement Office and Biology faculty to manage implementation of a \$85,000 grant for nature sanctuary academic initiatives.
- Supervised development of new academic programs in social work, occupational therapy, criminal justice, engineering science, creative writing, and accounting.
- Collaborated with faculty to revise the general education program, supported by a newly established general education department and chairperson.
- Initiated the structural reorganization of academic units and the development of academic schools to support the institution's transition to university status.
- Partnered with department chairs and the Vice President for Institutional Effectiveness to formulate student learning outcomes for all degree programs.
- Led an initiative with department chairs and Vice President for Finance to more efficiently manage adjunct and overload instructional budgets.
- Developed an equity pay raise initiative in cooperation with the President and CFO to address salary compression issues affecting senior faculty.
- Collaborated with the Vice President of Institutional Effectiveness to prepare the fifth year interim years for the college's regional accrediting body (SACSCOC).
- Secured institutional partnerships with the International Student Exchange Programs to promote study abroad opportunities for undergraduates.
- Collaborated with the Vice President of Institutional Effectiveness to revise the institutional effectiveness handbook and institute five year academic review process for graduate degrees and undergraduate majors.
- Partnered with faculty committees and administrative offices to revise faculty handbook, including promotion and tenure policies and procedures.
- Negotiated partnership agreements with 2 and 4 year institutions, including reverse transfer and program-to-program articulation agreements.
- Supported \$500,000 building renovation project to establish fine arts gallery, keyboard lab and video production studio

*Executive Vice-President
and Provost*

Hodges University, 2013-2015
Naples, FL

Chief academic and enrollment management officer for a private, non-profit, four-year institution offering associate, bachelor and master's degrees targeted to adult learners and non-traditional students. Responsible for online and traditional programs in business, allied health, information technology, professional studies and the liberal arts.

Major Accomplishments:

- Secured \$100,000 state grant to develop competency-based degree programs in information technology, digital design, cybersecurity and computer networking.

- Coordinated the launch of five competency-based undergraduate degree programs, yielding over 200 new student enrollments in one year.
- Led faculty revision of the general education curriculum, aligning liberal arts learning outcomes with highly transferable skill sets emphasized by employers.
- Supervised completion of the accreditation process for the school of business and allied health programs, including clinical mental health counseling.
- Collaborated with deans, program chairs and faculty to develop accelerated degree and certificate programs in allied health, business, and technology.
- Facilitated implementation of Quality Matters faculty development program to enhance the design and delivery of online courses and degree programs.
- Collaborated with Trustees, Deans and senior administrative officers to develop strategic initiatives to support enrollment management goals.
- Led development of new institutional marketing and branding campaigns, integrating digital marketing, social media, and traditional advertising.
- Collaborated with faculty to develop new policies and procedures for academic program reviews and annual faculty evaluations, including promotion criteria.
- Initiated the restructuring of the University's scholarship program to better accommodate the needs of first generation students and veterans.
- Collaborated with Trustees and CFO to head interim leadership team following unexpected presidential retirement.

*Dean of Adult and
Graduate Education*

Cedar Crest College, 2006-2012
Allentown, PA

Founding Dean of adult and graduate education at a private, non-profit, liberal arts college for women. Responsible for significantly increasing adult student enrollment through the development of new graduate and undergraduate programs which align with the educational aspirations and career interests of adult learners.

Major Accomplishments:

- Supervised the creation of a new school of adult and graduate education, including the development of a business plan and branding campaign.
- Instituted new recruitment, admissions and retention policies leading to a 40% increase in adult student enrollment within two years.
- Collaborated with Department Chairs to secure a \$2 million dollar Title III grant for faculty development and instructional technology upgrades.
- Initiated the development of accelerated undergraduate degree and certificate programs in Marketing, Accounting, Applied Psychology and Education.

- Collaborated with faculty to create graduate degree and certificate programs in Nursing, Nutrition, Forensic Science, Counseling, Business Administration and a low-residency M.F.A. in creative writing based exclusively in Europe.
- Promoted the quality of online and hybrid courses by establishing design criteria for online education and professional development programs for faculty.
- Led development of a generalized core-to-core transfer credit policy applying to community college students on a nationwide basis.
- Supervised the accreditation process for graduate degree and certificate programs in Education, Nutrition, Nursing and Forensic Science.

*Executive Academic Director
Democracy Project*

Cedar Crest College, 2001-2004

Chief academic and administrative director, reporting directly to the President. Responsible for budgeting and implementation of a three-year, 1.2 million dollar grant initiative to promote greater civic engagement by integrating service-learning and other pedagogies of engagement into general education courses.

Major Accomplishments:

- Led interdisciplinary instructional design teams in the development of pedagogical strategies designed to promote student engagement in the classroom and through community-based service-learning placements.
- Developed an academic framework to integrate pedagogies of engagement into courses and disciplines across the general education curriculum.
- Supervised the design and delivery of faculty development workshops relating to service-learning and experiential education.
- Conducted a nine month assessment study involving four colleges and universities, approximately 100 faculty representing 15 disciplines and over 1,200 undergraduate students to evaluate the impact pedagogies of engagement have on student attitudes toward civic participation.
- Published four research studies in peer-reviewed academic journals documenting the impact pedagogy can have on student attitudes toward engaged citizenship.
- Prepared semi-annual assessment reports for presentation to funders.

*Department Chair
Social Sciences*

Cedar Crest College, 1998-2010

Responsible for managing programming, budgeting, assessment and personnel issues for a multidisciplinary academic department, including ensuring compliance with FERPA requirements, regional accreditation standards and faculty personnel policies, including supervision of the College's promotion and tenure process.

Major Accomplishments:

- Directed departmentally-based initiatives leading to the creation, reorganization and elimination of discipline-specific and interdisciplinary majors, minors and certificate programs.
- Provided departmental leadership during college-wide academic program reviews and institutional-based re-accreditation self-studies.
- Supervised preparation of course schedules, staffing requirements and budget requests for departmental degree and certificate programs.
- Implemented personnel policies for faculty and staff, including promotion and tenure processes as well as student grievance procedures.
- Reviewed annual faculty teaching evaluations, scholarly activity reports, and professional development needs.
- Served as faculty Director of the Prelaw and International Studies programs.
- Prepared marketing materials for academic programs and directed departmental participation in recruitment activities in consultation with the Admissions Office.

Education

- Ph.D., Political Science, Binghamton University, 1987
 - Concentrations: World Politics and Public Policy Analysis
 - Dissertation: *Beyond Polarity: Reconsidering System Performance*
 - Nominated: Outstanding Dissertation Award, Social Sciences Division.
- Certificate, New School of Contemporary Radio, Albany, NY, 1980
- B.A., Political Science, State University of New York at Binghamton, 1979

Faculty Appointments

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| • Cedar Crest College - Professor of Political Science (tenured) | 1995-2012 |
| • Virginia Tech - Assistant Professor of Political Science | 1989-1995 |
| • Univ. of Minnesota - Visiting Professor of Political Science | 1987-1989 |
| • SUNY-Binghamton - Instructor of Political Science | 1986-1987 |
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Teaching and Research Experience

- American Government
 - U.S. Public Policy
 - U.S. Education Policy
 - Constitutional Law
 - Public Administration
 - Public School Law
 - International Relations Theory
 - World Political Economy
 - International Security
 - National Security Law
 - Political Ideologies
 - Philosophy of Education
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Research and Scholarship

“Promoting the Quality of Online and Hybrid Courses: An Institutional Framework,” Presentation prepared for delivery at the Annual Conference of the Online Consortium of Independent Colleges and Universities, Denver, CO March 1-3, 2012.

"Building Seamless Transfer Policies for Adult Learners." Presentation prepared for delivery at the Annual CAEL International Conference, Chicago, IL, November 10-11, 2011.

"Marketing Graduate Initiatives: Lessons Learned at a Liberal Arts College." Presentation prepared for delivery at the EducationDynamics Workshop on Marketing Graduate Programs to Working Professionals. New York City, July 28, 2011.

“Engaging General Education” in *Civic Engagement and Higher Education: Concepts and Practices*, Barbara Jacoby, ed. (San Francisco: Jossey-Bass, 2009).

“Political Dynamics and Institutional Assessment: Implications for Higher Education in Pennsylvania.” Presentation prepared for delivery at the Kutztown University Assessment Conference, Kutztown, Pennsylvania, June 15-16, 2007.

“General Education & Civic Engagement.” Presentation prepared for delivery at the Annual National Meeting of the Assessment Institute, co-sponsored by Indiana University and Purdue University, Indianapolis, Indiana, October 29-31, 2006

Kim Spiezio, Kerrie Q. Baker and Kathleen Boland, “General Education and Civic Engagement: An Empirical Analysis of Pedagogical Possibilities.” *Journal of General Education*, Spring 2006, Vol. 54(4):273-293.

“Introduction.” Reprint of *The American Democrat* by James Fenimore Cooper. (New York: Barnes & Noble Publishers, 1838/2004).

Kerrie Q. Baker, Kim Spiezio, and Kathy Boland, "Student Engagement: Transference of Attitudes and Skills to the Workplace, Profession and Community." *The Industrial-Organizational Psychologist*, September 2004.

"The Democratic Academy & Civic Engagement: An Assessment of Student Learning Outcomes." Presentation prepared for delivery at the American Association of Colleges & Universities national conference on Pedagogies of Engagement: New Designs for Learning In and Across the Disciplines, Chicago, April 15-17, 2004.

"Pedagogy and Political (Dis)Engagement," *Liberal Education*, Fall 2002, Vol 88(4): 14-19.

Book review, "A Century's Journey: How the Great Powers Shape the World." *Presidential Studies Quarterly*, June 2000, Vol. 30(2): 404-406.

"Democracies, Peace and Paralysis," in *A Democratic Peace for Europe: Myth or Reality?*, Gustaaf Geeraerts, ed. (Brussels: The Free University Press, 1999).

"Domestic Structure and Collective Security." *Southeastern Political Review*, March 1997, Vol. 25(1): 111-131.

Beyond Containment: Reconstructing European Security. (Boulder: Lynne Rienner, 1995).

Richard Hofferbert and Kim E. Spiezio, "The Impact of Policy Priorities on Democracy in Less Developed Countries," in *Research in Public Policy Analysis and Management, Volume 6.*, Stuart S. Nagel, ed. (Greenwich, CT: JAI Press, 1994).

"Power Cycle Theory and State Involvement in Militarized Interstate Disputes, 1816-1976." *Conflict Management and Peace Science*, Winter 1993, Vol. 13(1): 87-100.

Book review, *The American Political Science Review*, March 1992, 86(1): 286-287.

"British Hegemony and Major Power War, 1815-1939: An Empirical Test of Gilpin's Model of Hegemonic Governance." *International Studies Quarterly*, June 1990, Vol. 34(1): 165-182.

Awards and Recognitions

Nominated by the Provost of Cedar Crest College to participate in the Council of Independent Colleges' Senior Leadership Academy, 2010-2011.

Honoree, Seventh Annual List of "Movers and Shakers" in the Lehigh Valley, *Lehigh Valley Magazine*, March/April 2004, Vol. 11(2): 51.

1997 Grant recipient, President's 50K Fund for the Promotion of Academic Innovation and Efficiency, Cedar Crest College.

1996 Grant recipient, Faculty Development Fund in support of Scholarship, Cedar Crest College.

Selected to participate in the 1995 Institute for Excellence in Teaching Seminar sponsored by the Matthew B. Ridgeway Center for International Security Studies, University of Pittsburgh.

Named "Professor of the Year" by Virginia Tech chapter of Pi Sigma Alpha (National Political Science Honor Society), 1994-1995.

Nominated by Virginia Tech alumni for the William E. Wine Award recognizing faculty with a record of "university teaching excellence." 1994-1995.

Recipient of the 1993-1994 Department of Political Science Award for Excellence in Teaching, Virginia Tech.

1993-1994 Department of Political Science nominee for a University Certificate of Teaching Excellence.

1982 UPI Award for Outstanding Local Election Coverage: "Dead Candidate Wins!"