

Steven D. Langdon, Ed.D.

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EXECUTIVE SUMMARY

Executive with a proven track record in administering affairs of institutions of higher education. Known as a leader who consistently demonstrates strong governance, financial acumen; strategic planning and forecasting, data analytics, and outcomes tracking; process improvement and structural alignment for effectiveness federal and regional compliance; and economic community partnering. Regarded as visionary, forward thinking, and outcomes driven, with a focus on mission and student success. A performance history in external funds acquisition; strategic growth through market driven programming and curriculum design; institutional assessment aligned with strategic initiatives; and evidenced based process improvement. Experienced in urban and rural colleges and universities where additional skills have been consistently demonstrated.

EXCEPTIONAL SKILLS

Governance	Curriculum Design	Assessment and Analysis
External Funding	Financial Acumen	Employee Development
Strategic Planning	Federal Compliance	Data and Analytics
Policy Formation	Project Management	Technology and Workflow

EDUCATION

- Doctorate of Education: Educational Administration, Oakland City University, 2009
- Master of Science: Athletic Training, Ohio University, 1987
- Bachelor of Science: Athletic Training, University of Kansas, 1986

ADMINISTRATIVE EXPERIENCE

Academic Vice President and Provost 2011 - November 2016 **Mercy College of Health Sciences (Des Moines, Iowa)**

A leader with accountability for strategic planning, systems-business processes, policy development, program expansion, and community partnerships. Supervised strategically targeted outcomes and associated assessments. Directed department annual outcome review designs, federal compliance review, and employee development. Supervised 188 direct and indirect reports with oversight of 16 college committees. Annual operating revenues of \$15 million with acquisition of \$177,996 in grants.

Direct Reports

- Dean of the School of Allied Health
- Dean of the School of Liberal Arts and Sciences
- Dean of the School of Nursing
- Dean of Student Affairs (now VP of Student Affairs)
- Dean of Assessment, Institutional Research, and Grants
- Director of Library and Media Services
- Director of Distance Education and Teaching Excellence
- Chair of College Senate
- Chair of Service Learning Advisory Council
- Chair of the Research Advisory Council
- Coordinator of Service Learning and Integrated Civic Immersion
- Administrative Assistants

- Academic Secretary Services

Selected Accomplishments

- Increased clarity of overall vision by aligning academic affairs operational strategies with strategic plan.
- Achieved positive year-end balances through 2016 by successfully managing operating budgets, capital, and grant funds per the annual plan.
- Improved tracking and reporting outcomes of annual department targets through improved alignment and successful assessments process.
- Increased efficiency and effectiveness of annual assessment, reporting outcomes, and decision making by redesigning the Annual Department Review process including financial analysis and outcomes dashboards.
- Increased resource utilization through a realignment of academic programs to Schools.
- Improved teaching/learning experience by supervising the development of the Continuous Quality Improvement model in curriculum design.
- Expanded scholarly work and research by developing partnerships with Mercy Medical Center's Department of Medical Education and Research and offering an annual Research Symposium for public presentation.
- Increased student matriculation and enrollments through supervision of the institutions first articulation agreements with Des Moines Area Community College and four additional community colleges in Iowa.
- Increased student's successful matriculation to the College by partnering with the Waukee School District to develop an "experiential learning" opportunity in health careers for high school seniors.
- Improved the quality of collaboration, communication, and team work among students of different majors through the development of the Des Moines Area Inter-professional Education Collaborative.
- Achieved successful federal reaffirmation of accreditation through the Higher Learning Commission through 2024.
- Increased concise information, consistency of expectation, as well as decreased confusion and advising errors through supervision of the remodel and publication of the policy manual, catalog, and student handbook.
- Improved experiences for students and faculty through the development and delivery of training modules for curriculum design, student and course assessment, and classroom management.
- Increased enrollments nearly 17 % by supervising the addition of a Baccalaureate Degree in Nursing and five new market focused programs, while sun setting three in response to market demand.

Boards, Committees and Councils

- Facilitate the Teaching and Learning Committee of the Board of Directors
- Co-Chair the Strategic Enrollment Planning Committee
- Chair the Provost Council
- Chair the Provost Deans Committee
- Supervise the College Senate and all College Committees therein:
 - Academic Council
 - Staff Council
 - Promotion Committee
 - Curriculum Committee
 - Student Progression Committee

- Student Life Committee
- Professional Development Committee
- Distance Education Committee
- Institutional Assessment Committee
- Mercy College Research Advisory Council
- Service Learning and Civic Immersion Advisory Council
- Multicultural and Diversity Forum Taskforce

Continued Personal Development.

- Drake University Executive Education, *Building Leaders from the Inside Out: Transforming Good Leaders into Outstanding Leaders*, 18 month leadership enhancement platform. 2015.
- Catholic Health Initiative, *Transformative Leadership Development Series*, 24 clock hour training program. 2012.

**Provost and Interim Chancellor 2007-2011
Resurrection University (Chicago, Illinois)**

Executive leader with strategic oversight responsibility, mission focused, project oriented, and outcomes driven. Skilled focused in collaborative team building, collegial development, and advocate for community outreach. An experienced academician, critical thinker, and problem solver. Supervised 82 direct and indirect reports with oversight of 12 college committees. Annual operating revenues of \$12 million with acquisition of \$2.6 million in grants.

Direct Reports

- Vice President of Business and Finance
- Dean of Nursing
- Dean of Allied Health
- Director of Admissions
- Director of Student Support Services
- Director of Marketing and Alumni Relations
- Administrative Assistants
- Academic Secretary Services (2)

Selected Accomplishments

- Successfully managed the institutional strategic plan 2008-2011 having worked closely with the Resurrection University Board to target related initiatives: service learning, increased enrollment, improved data tracking, and increased alumni memberships.
- Successfully met institutional revenues and divisional budget targets for five years.
- Increased focus on mission by hiring a position for Director of Mission to work across departments to facilitate permeation of institutional values into University processes and culture.
- Increased institutional recognition and student inquiries by establishing a position for Director of Communications to improve marketing and rebranding.
- Expanded institutional outreach by successfully creating service learning trips for credit international, regional, and in local areas.
- Acquired nearly \$9 million TIF funding for facilities renovation through negotiations with Resurrection Health Care leadership, US Congressman Dick Durbin, and Chicago area Aldermen (Moreno, Burke, Maldonado and Munoz).
- Successfully achieved federal reaccreditation through the Higher Learning Commission through 2018 with supervision the institutional self-study.

- Improved academic program outcomes of nearly 12% through targeted and applied teaching strategies and mission permeation.
- Increasing enrollment 18% by directing the development and implementation of baccalaureate and master's degrees (Health Informatics, Health Care Management, and Nursing) in face-to-face, hybrid, and on-line formats.

Boards, Committees and Councils

- Facilitate the Teaching and Learning Committee of the Board of Directors
- Accreditation Review Committee
- Served on:
 - Ex officio member of the Board of Trustees
 - President's Cabinet
 - President's Leadership Team
 - West Suburban Medical Center Leadership Team
- Chair the Provost Council
- Chair the Provost Deans Committee
- Promotion Committee
- Student Progression Committee
- Distance Education Committee
- Institutional Assessment Committee

Courses Taught

- NRG 5604 Evaluation & Testing in Nursing Education

Academic Dean, Health Sciences and Human Performance 2003 to 2006

All Campuses: Vincennes, Jasper, and Indianapolis

Vincennes University (Vincennes, Indiana)

Administrator with responsibilities including strategic development, managerial finance, employee acquisition and development, evaluation and assessment, and tracking student progression. Supervised 85 direct and indirect reports with oversight of 6 college committees. Annual operating revenues of \$22 million with acquisition of \$36.3 million in grants.

Direct Reports

- Chair of Nursing
- Chair of Physical Therapy Assisting
- Chair of Health Information Management
- Chair of Surgical Technology/Surgical Assisting
- Chair of Clinical Therapeutic Massage
- Chair of Funeral Service Education
- Chair of Radiology Technician
- Chair of Physical Education
- Chair of Athletic Training
- Chair of Health Promotion/Education, Sports Management
- Director of Intramural and Club Sports
- Facilities Managers (3)
- Administrative Assistant
- Academic Secretary Services (3)

Selected Accomplishments

- Exhibited positive revenue and controlled expenses for nearly five years through quarterly budget review and adjustment of strategy plans.

- Securing funding for facility expansion in five areas of the university.
- Improved student learning by acquisition of a SimLab used for inter-professional education.
- Increased student/faculty interaction, established greater efficiency for student progression, and improved professional coaching by working with the Office of Student Affairs to ensure appropriate and equitable advising loads were distributed to faculty during faculty advising training sessions.
- Increased community collaboration by representing the University when meeting with Mitch Daniels (Governor of Indiana) and Michael Leavitt (Secretary of the U.S. Department of Health & Human Services) to promote the development of a statewide disaster/pandemic plan.
- Increased positive relationships across the state of Indiana by fulfilling the role of “Arbiter” during the Indiana Science Olympiad held at Vincennes University (4 years).
- Improved faculty workload equality through the development of a faculty workload report that provided improved tracking and transparency.
- Achieved successful reaccreditation of the departments of health information management, nursing, and surgical technology, funeral service education.
- Increasing enrollment in the division by nearly 18% through implementation of four new academic programs and associated chairs and faculty: baccalaureate nursing, health care management, clinical therapeutic massage, and surgical assistant.
- Textbook Reviewer, Delmar Learning, Clifton Park, NY.

Boards, Committees and Councils

- Budget Committee
- Student Life Committee
- Strategic Plan Committee
- Library and Media Arts Committee
- Committee for the Red Skelton Performing Arts Center Opening
- Vincennes University Self-study Committee

Courses Taught

- PHED 270 - Exercise Program Development and Evaluation
- PHED 294 – Kinesiology

Manager/Director 2000-2003

Novell University (Provo, Utah)

(Corporate university, also graduate full time student at UofU)

Selected Accomplishments

- Developed, implemented and marketed a centralized, corporate distance education environment
- Supervised the learning management system, trained managers and employees, coordinated the web page, course projects development and communications.
- Organize Novell Corporate University Board of Directors: Centralized training organization, assigned sub-committees, and increased collaboration.
- Supervised five person team to develop two company-wide, web-based training courses: “Novell Code of Business Ethics” and “Obtaining Goods and Services World Wide”.

Graduate Assistant 1999-2001

University of Utah (Salt Lake City, Utah)

College of Health Sciences, Department of Exercise and Sport Science

Courses Taught

- ESSF 1085 - Weight Training: Elementary
- ESSF 1105 - Badminton: Elementary
- ESSF 1110 - Racquetball: Elementary
- ESSF 1111 - Racquetball: Intermediate
- ESSF 1130 – Golf: Elementary
- ESSF 1131 - Golf: Intermediate
- ESSF 1245 - Ultimate

Department Chair/Divisional Coordinator 1986-1999***Health, Physical Education, Recreation, Athletic Training, and Sports Management*
Aquinas College (Grant Rapids, Michigan)**

Tenured faculty member, Faculty of the Year 1998, \$7 million operating budget with \$8 million in grants, 24 direct and indirect reports.

Direct Reports

- Coordinator of Secondary Education
- Coordinator of Elementary Education
- Coordinator of Community/Outdoor Recreation
- Coordinator of Sports Management
- Athletic Training Clinical Coordinator
- Academic Secretary

Selected Accomplishments

- Academic Program Director for Athletic Training: taught $\frac{3}{4}$ load and covered athletic sports for 9 years.
- Athletic Trainer: single provider of preventative care, first responder care, and rehabilitation for athletes in 19 intercollegiate sport teams.
- Managed two departmental self-studies for accreditation.
- Student academic advisor.
- Faculty representative to the Exercise Science student club “PARS”.
- Faculty Care Night: Assist Admissions Department calling potential students with an interest in the college and specific academic programs.
- Faculty Athletic Representative for Eligibility to the National Association of Intercollegiate Athletics (NAIA).
- Faculty Advisory Board: assist Career Development Center with building community relationships in the areas of health sciences and health education.
- Established community partnerships for student internships, co-curricular academic and assessment programs, and student retention efforts.
- Coordinator and supervisor of internships for the Department/Division of Health Sciences.
- Director of Summer Institute.

Boards, Committees and Councils

- Capital Campaign Committee
- Intramural Advisory Board
- College Judicial Board
- Accreditation Review Committee
- Co-Curricular Program Committee
- Athletic Committee
- Purpose and Vision Development Committee
- Bloodborne Pathogen Committee

- Graduate Studies Committee
- Technology Council
- General Education Committee
- Field House Expansion Committee

Courses Taught

- KN149 Clinical Experience I
- KN158 Health Education—First Aid
- KN249 Clinical Experience II
- KN250 Physiology of Exercise
- KN256 Anatomical Kinesiology/Biomechanical Kinesiology
- KN290 Golf/Activity
- KN294 Conditioning I
- KN349A Clinical Education III
- KN350 Medical Aspects of Athletics
- KN352 Practicum I
- KN354 Advanced Athletic Training
- KN356 Therapeutic Modalities
- KN357 Integrated Rehabilitation
- KN365 Evaluation Procedures
- KN449 Clinical Experience IV

Grants and Appropriations

Student Retention and Persistence of First Generation and Low-income Students. \$177,996. Oversight. Grant focused on developing learning coach, offering student success seminars and providing specialized tutoring services based on student learning styles. All services are designed to address barriers to persistence student's encounter. Aug. 2013.

Nursing Leadership in Preparing Nurse Educators. \$2 Million. Coauthor. Recruitment of an Endowed Chair to support research, preparing nurse educators at the Masters level and providing scholarship for graduate students in the Proviso Township. Dec. 2010.

Health Professions Workforce Development Initiative. \$280,000. Coauthor. Expanding Health Informatics and Information Management and Graduate Nursing Education - Generic Entry Master-Nursing, Doctorate of Nursing Practice; faculty development, support staff and educational development supplies. Feb. 2009.

Chicago Community Trust Grant. To assist in the development of the new Center of Academic Excellence, \$144,500. Coauthor. Acquired funds to hire a personnel (director, tutors and specialized adjunct faculty) and purchase equipment/software. May 2008.

Federation of Illinois Independent Colleges and Universities (FIICU). Small Business Administration. \$175,000. Co-author. Program expansion, nursing evening/weekend program, additional faculty, professional development, and secretary. Aug. 2007.

The Crisis of Nursing in Indiana: A Relief Effort. Meeting the Needs of Indiana's Workforce Shortage. \$2.5 Million. Co-author. Recruitment and retention of healthcare professionals to meet Indiana's increasing demand. Prepared for multiple funding agencies. June 2005.

SFA Core Curriculum: Initiative to Develop a Regional Program in Surgical First Assisting. \$776,800. Coauthor. Successfully submitted to multiple foundations for contributions. Aug. 2005.

State Center for Applied Technology. \$7.5 Million. Coauthor. Proposal to establish a state-wide center for advanced manufacturing, information technology, biomedical technology, and homeland security. Coauthor. Feb. 2005.

Lilly Endowment: Initiative to Recruit and Retain Intellectual Capital for Indiana Higher Education Institutions. Proposal to expand and enhance recruitment and retention strategies for the nation's brightest minds within Indiana. \$1.5 Million. Coauthor. Sept. 2004.

Skelton Performing Arts Center and Museum located on the campus of Vincennes University in Red's hometown, Vincennes, Indiana. \$17 million State appropriations request for the arts center and capital campaign to fund the initial phase of the museum's exterior construction. Coauthor. April 2004.

Donald G. Bell Student Recreation Center located on the campus of Vincennes University. Completed the \$7 million State appropriations request and fund raising project, consulting support to author. April 2004.

Aquinas College Grows: an \$8 million capital campaign to construct a new library, purchase new science instrumentation, and help finance the recent Reformed Bible College campus purchase. April 1989.

Presentations, Publications, and Research

McGreevy, Jeanette A., Langdon, Steven. D. (November, 2016). *Annual Commitment to Excellence: Leadership Role in Continuous Improvement*, Leadership in Higher Education Conference - Association for Supervision and Curriculum Development, Atlanta, Ga. *Accepted for presentation*.

Shepard-Smith, Andrew (ed.), Langdon, Steven (ed.). *A Quick Guide to the Bayh-Dole Act (35 U.S. Code § 200-212): Patent Rights for Universities, Small Businesses and Non-Profit Organizations Regarding Inventions Made with Federal Assistance*. (in preparation)

Langdon, S. D., Berigan, Nick. (April, 2016). *The effect of High Stakes Testing and Teaching Best Practices on Student Success Outcomes*, Mercy College Eleventh Annual Research Symposium, Des Moines, Iowa.

Langdon, S. D. (April, 2016). *The Combined Effect of Aerobic and Anaerobic Exercise on Indicators of Heart Disease*, Poster prepared for the Mercy College Eleventh Annual Research Symposium, Des Moines, Iowa.

Langdon, S. D. (April, 2015). *Noninvasive Treatment for Common Foot Abnormalities*, Poster presented at the Mercy College Tenth Annual Research Symposium, Des Moines, Ia.

Langdon, S. D. (October, 2015). *Chief Cashie/Cashia: One of Seven Last Great American Indian Chiefs*, 2015 Mercy College Fifth Annual Multicultural and Diversity Forum, Des Moines, Iowa.

Langdon, S. D. (June, 2014). *Metabolic Syndrome: Dyslipidemia the Principal Offender*, Mercy College Ninth Annual Research Symposium, Des Moines, Iowa.

Langdon, S. D. (October, 2013). *Vaqueros Reintroduce the Caballo to the Americas*. Presented at the 2013 Mercy College Fourth Annual Multicultural and Diversity Forum, Des Moines, Iowa.

Langdon, S. D. (October, 2011). *The Origin of the Great American Cowboy*. Presented at the 2012 Mercy College Multicultural and Diversity Forum, Des Moines, Iowa.

Langdon, S. D. (June, 2010). *Relationship of Student Outcomes on Course Grades and Standardized High Stake Exams*, Poster presented at the Resurrection University Nursing Education Day, Chicago, Illinois.

Langdon, S. D. (August, 2006). *Separate and Combined Effects of Isocaloric Doses of Endurance and Resistance training on Insulin Sensitivity in Men and Women with One or More Risk Factors of the Metabolic Syndrome*, Paper presented at Oakland City University, Oakland City, Indiana.

Langdon, S. D. (February, 2005). *Therapeutic Message: The Need for Increased Academic Preparation, Accreditation and Licensure*. Paper presented to the Indiana Chapter of the American Massage Therapy Association, Indianapolis, Indiana.

Langdon, S. D. (April, 2004). *Demand for New Programs Designed for Market, Community Development*. Presented to the Vincennes University Foundation and Vincennes Rotary, Vincennes, Indiana.

Langdon, S. D. (April, 1999). *The Corporate University*. Presentation to Novell, Inc. World Wide Corporate Executive Leadership. Provo, Utah.

Langdon, S. D. (April, 1999). *Diet, Exercise and Stress Management*. Regional Education Day, Grand Rapids, Michigan.

Langdon, S. D. (April, 1994). *Athletic Taping Techniques: A Field Manual*. Manuscript reviewed for publication by Human Kinetics Inc., Champaign, Illinois. (unpublished)

Langdon, S. D. (April, 1993). *The Balanced Diet*. Presentation at Regional Education, Grand Rapids, Michigan.

Langdon, S. D. (April, 1992). *Job Market for Health Care in the Twenty-first Century*. Presentation at the Greater Grand Rapids Catholic School System, Grand Rapids, Michigan.

Langdon, S. D. (April, 1990). *Treatment for Common Injuries In Cheer*. Presentation at the National High School Cheer Leading Association, Grand Rapids, Michigan.

Langdon, S. D. (April, 1990). *Flexibility and Aerobic Training*. Presentation to the West Michigan High School Officials Association, Grand Rapids, Michigan.

Langdon, S. D. (April, 1990). *Exercise and Stress: Manage Stress First*. Presentation at Regional Education Day, Grand Rapids, Michigan.

Memberships

- Robert K. Greenleaf Center for Servant Leadership
- ASCD: Professional Learning & Community for Educators (formerly the Association for Supervision and Curriculum Development)
- National Athletic Trainers Association (Certification Retired)
- American College of Sports Medicine

Service and Honors

- Martin Luther King Jr. Day of Service: sponsored the Professional Development Committee and guest speaker, Judge Odell Gene McGhee: addressed Dr. Kings mission, *Equal Justice For All* and a focus on the *African-American Experience*. Jan. 2016 Employees and I worked with others and made blankets for children, donated them to Joppa Outreach Winter Heat Team, and donated canned goods to Des Moines Food Pantry.
- Waukee Aspiring Professional Experience, Community Partner Advisory Committee, Exploration of Exercise and Sports Science Curriculum Committee, Waukee, IA. 2015-Present.
- Sponsorship Liaison, Boy Scouts of America, Troop 284, Des Moines, IA. 2015-2016
- Troop Committee Chairperson, Boy Scouts of America, Troop 284, Des Moines, IA. 2013-2015.
- Religious volunteer services, Council Bluffs, IA. 2011-2012
- La Sorella Di Francesca Restaurant Thanksgiving Day Service. Langdon family helped owners set up and serve free Thanksgiving dinners to underserved Latino community. 2008-2010.
- Religious volunteer services, Chicago, Il. 2008-2010
- Tornado relief efforts: helped to organize and facilitate three cleaning crews and two food drives, Evansville, IN. 2005.
- Hurricane Katrina relief efforts: assisted with two trips and two food drives, Vincennes, IN. 2005.
- Religious volunteer services, Provo, UT. 2000-2003.
- Nominated Faculty of the Year, Aquinas College, Grand Rapids, Michigan. 1998.
- Service Mission, Fresno California. 1976-1978.
- Eagle Scout, Order of the Arrow, Troop 18, Tecumseh, Kansas. 1972.