

SUNEM BEATON-GARCIA, ED.D.

EDUCATION

- Ed.D** Nova Southeastern University, Doctor of Education
Concentration: Instructional Technology and Distance Education
- M.A.** University of South Florida, Library and Information Science
- B.A.** University of Phoenix, Business and Marketing

PROFESSIONAL EXPERIENCE (PRIMARY)

Broward College

2009 -Present

Broward College is the third-largest public college in the state of Florida. Offering technical certificates, associate's degrees, and bachelor's degrees, the College serves more than 1.8 million Broward County residents in a geographical area of 1,210 square miles with approximately 43,000 credit headcount and 26,000 non-credit. Full-time students make up 30 percent of its population, spanning three main campuses, six centers, an online campus, and ten international affiliates/centers. The annual operating budget is approximately \$175 million. The College has three collective bargaining unions, 420 full-time faculty, 1,200 adjunct faculty, and 1,000 additional employees. Broward College was the Aspen Institute Top 10 Award recipient four times and Finalist with Distinction – in 2017.

Campus President, North & Vice-Provost, Academic Services

2018- Present

Campus President and Vice-Provost of Academic Services: The Campus President is the chief academic and administrative office for the North Campus in fulfilling the college's mission and is responsible for the comprehensive coordination of all campus academic, business, and student affairs activities. The Campus President is the senior learning officer for the campus whose primary role is to ensure significant measurable improvements in student learning outcomes. Under the one-college philosophy of Broward College, the Campus President will develop innovative initiatives to improve student success. The campus serves more than 23,983 students (5,874 FTE) with an operating budget of approximately \$23M and more than 487 full and part-time faculty and 341 staff at a 113-acre campus.

**(Interim) Campus President, South Campus
& Vice Provost, Academic Resources**

2020- Present

The Campus President is the chief academic and administrative officer for the South Campus and the partnership centers and responsible for the comprehensive coordination of all campus academic, business, and student affairs activities. The Campus President is the senior learning officer for the campus whose primary role is to ensure significant measurable improvements in student learning outcomes. Under the one-college philosophy of Broward College, the Campus President will develop innovative initiatives to improve student success. The South Campus and Partnership Centers serve more than 22,881 students (7,700 FTE) with an operating budget of approximately \$35M and more than 585 full and part-time faculty and 336 staff at a 102-acre campus and five centers located throughout Broward County.

Responsibilities

- Provides strategic leadership and oversight of the College Registrar's office to ensure compliance with local, state, federal, and SACS-COC reporting requirements.
- Leads the development, implementation, and oversight of the college's dual enrollment program to support the postsecondary educational opportunities for qualified grades 6-12 students.
- Provides oversight, vision, and leadership to develop and review curriculum services (all programs and courses), academic policies, and academic publications to support student success and readiness for transfer and the workforce.
- Provides strategic and expert oversight of the Accessibility Resources, Testing and Assessment departments, and the performing arts venues.
- Provides analytical, logistical, and policy support for major college initiatives such as Institutional Requirement Task Force, General Education Taskforce, Pathways, and Standing Committees.
- Collaborates with industry partners, Broward County Public Schools, and other higher education institutions to create pathways and opportunities leading to employment.
- Provides expert leadership of the college readiness outreach, programs, and services through the College's partnership with the local K12 systems (public, charter, private).
- Collects, compiles, compares, and analyzes the budget trends of assigned units to maximize resource acquisition, expenditure, and allocations using BC business intelligence tools and other data.
- Serves as the Executive Sponsor of two critical faculty-led college-wide standing committees: Instructional Calendar and Curriculum Committee.
- Accurately plans for budget needs during the college's budget planning cycle in collaboration with other senior leadership.
- Provides analytics and strategy support for shared governance and interest-based bargaining for United Faculty of Florida (UFF).

- Prepare and submit, as requested, reports on progress made on initiatives, programs, and plans for SACS-COC, Achieving the Dream, American Association of Community Colleges, and ASPEN.
- Analyze programs and services, evaluate existing and future needs, initiate and conduct user surveys to identify needs and analyze a variety of data as it relates to student success.
- Works with the Broward College Foundation to develop and implement fundraising vision and goals.
- Works collaboratively with district and campus administration to ensure a college-wide perspective while working towards effectively attaining district/campus academic goals, objectives, and development initiatives.
- Provides senior management direction in the design, development, and administration of campus programs and operations to achieve established campus/district mission, goals, objectives, and the education master plan.
- Evaluates and formulates district/college policies and procedures and long-term initiatives that require a thorough analysis of comprehensive data, including but not limited to enrollment statistics, finances, course distribution, grade distribution, student success and retention, facilities management, legislative rulings, and Board of Trustee directives.
- Provides senior management direction and counsel regarding campus staffing resources, fiscal resources, facilities management, capital instruction, and student affairs.
- Represents the district/college in various civic, community, and professional organizations at the local, state, and national levels; chairs and serves on various district/college committees as appropriate.
- Maintains accountability for administering campus operations and activities in compliance with all applicable regulatory standards and guidelines, e.g., college policies and procedures, state laws and statutes, and accreditation standards.
- Maintain knowledge of the College's general education competencies, quality enhancement plan and related strategic or institutional effectiveness initiatives.
- Facilitate the preparation of, provides oversight for, and authorizes management of the campus, partnership centers, and pathways plans and budgets.
- Assist with the development of external funds to support campus programs and projects.

Major Accomplishments

- Facilitated collaboration with Institutional Research to systematically build transparent data dashboards to empower effective decision-making and maximize organizational compliance.
- Participated in the negotiation team for the successful ratification of the 2019-2020 UFF Collective Bargaining Agreement.
- Led co-branding initiative of more than 30 programs with a local 4-year institution to provide seamless transfer between our institutions.
- Negotiated a contract for the implementation of a new academic catalog and program map management system.

- Member of the Steering Committee which provided executive leadership for the implementation of the College's new ERP which includes finance, recruiting, procurement, records, and curriculum.
- Developed and maintained an annually published schedule that is directly responsive to analytics that increases student completion and improves scheduling efficiency and room utilization.
- Guided the implementation of the Seahawk NEST (Navigating Education for Student Transition) program is a 3-year program (\$900,000) to prepare students with intellectual disabilities to complete an individualized, vocational, and technical-based curriculum that results in a Broward College Certificate of Professional Services.
- Created access to offer numerous industry certification exams specifically requested by various academic pathways and disciplines to support their student post-graduation job potential.
- Increased availability of exams through remote virtual test proctoring such as placement, credit by exam, prior learning, and CLEP.
- Led and supported placement options for various groups of students such as developmental education, credit bearing English as second language (EAP), and international admissions.
- Expanded the common placement testing options for students to test into developmental education using ACT and SAT scores.
- Created alternative methods of placement during the COVID-19 crisis to allow students to use high school exams such as the PSAT and high school courses to place into developmental education and college level courses.

**Campus President (Interim), Central
& Vice-Provost, Teaching Excellence & Learning**

2018-2019

Campus President and Vice Provost of A. Adam Hughes Central Campus: The Campus President is the chief academic and administrative office for the Central Campus in fulfilling the college's mission and is responsible for the comprehensive coordination of all campus academic, business, and student affairs activities. The campus services more than 38,560 students (9,173 FTE) with an operating budget of approximately \$33M and more than 747 full and part-time faculty and 683 staff at a 152-acre campus.

Responsibilities

- Oversight of the Health Science Pathway and Institute for Public Safety Pathway.
- Oversight of the Performing Arts Venue, Bailey Hall, and The Planetarium.
- District oversight of the Center for Teaching and Learning, Libraries and Academic Success Centers, and Instructional Design.
- Provided oversight and leadership in the development, implementation, and oversight of comprehensive professional development programs for all employees, including but not limited to: the New Faculty and Adjunct Faculty Institutes, instructional design and technology workshops, learning communities and academic service learning programs, the

President's Leadership Academy, New Hire Orientations, Management Development Supervisory Training, online training programs; major events and retreats including Professional Development Day, Colleague Recognition Ceremonies, and other college-wide events as needed by collaborating with senior leadership and other college departments to create and promote model programs, plans and development initiatives consistent with the College's Strategic Plan and mission.

- Provided strategic leadership of the instruction and assistance to faculty and professional learning developers for instructional design, including the integration of digital media and technology and the use of varying instructional modalities.
- Provided leadership of the libraries and their appurtenant partnerships, and Academic Success Centers.
- Provided leadership for the development of programming to support the professional growth of faculty, staff, and administrators throughout the college in the pursuit of the college mission.
- Ensured the effective evaluation of all assigned areas to measure and monitor the quality and fidelity of implementation, resource allocation, innovative and engaging instructional practice, and changes in student outcomes.
- Develop strategic partnerships with university and public libraries for integrated and innovative library services to enhance and support the curriculum, instruction, student access, and success.
- Lead the selection and implementation of supplemental academic instructional resources and supplemental instruction programming for the college.
- Worked closely with the college's Institutional Effectiveness department to evaluate improvements in student learning outcomes.
- Work with the Broward College Foundation to develop and implement fundraising vision and Goals.

Major Accomplishments

- Implemented the use of emerging and new technologies such as augmented and virtual reality technology in our Academic Success Centers.
- Lead transition of the Instructional Design team from our online modality to a centralized college unit.
- Increased library information literacy sessions delivered by 10% over two semesters.
- Increased utilization of Academic Success Centers from 30%-55% resulting in double-digit increase percentage points of success in high enrolled low success courses.
- Led program viability reviews resulting in the closure of programs to reallocate over \$300,000 in resources to high wage, high demand programs of study.
- Broward College Nursing had a pass rate of 97.12% on their licensure exams, which far exceeds state and national averages, which are 70% and 87%, respectively.

- The Institute for Public Safety is #1 in the State for our 97% pass rate on the State Officer Exam, and we test the most cadets out of the top 5 in the state.
- The Health Sciences Simulation Center became the fifth accredited center in the state of Florida out of 20 simulation centers and simulation labs throughout the country.
- Successfully negotiated memorandum of understanding with Florida Atlantic University for 40% of the operating expenses of the University/College Library (flagship library) despite declining enrollment.

Dean of Libraries and Academic Success Centers

2016- 2018

This position provides dynamic and strategic leadership for all areas of Academic Resources, including the design, delivery, staffing, planning and budgeting, administrative support, supervision and evaluation of the Academic Success Center, and Library Services, which is a partnership between Broward College and the Broward County Library System.

Responsibilities

- Managed the partnerships of our joint-use libraries with Florida Atlantic University, Florida International University and Broward County Public Library.
- Provided vision and dynamic leadership for integrated and innovative library and learning services to enhance and support the curriculum, instruction, and student success. Analyzed programs and services, evaluated existing and future needs, initiated and conducted user surveys to identify needs, and analyzed a variety of data pertaining to Academic Resources.
- Managed an effective and cooperative program for assisting students and faculty with the use of the library facilities and collections, including digital resources and individual instruction support.
- Prepared and submit, as requested, reports on progress made on initiatives, programs, and plans.
- Modeled inclusive excellence through specific actions that support the College's diversity goals in recruiting, hiring, and retaining talented and diverse faculty and staff.
- Served on College and statewide committees and task forces, as appropriate.
- Identified training needs, develop, and implement plans for developing staff training as related to Academic Resources.
- Ensured that Academic Resources is responsive to changing modes of "best practices" used to facilitate student success and college completion.

Major Accomplishments

- Appointed to the inaugural cohort (3 members) of the Presidents Executive Practicum. The program entailed sitting on the President's Cabinet for 18 months while being mentored by the Campus Presidents and other senior leaders as we executed, scaled, and implemented a variety of College-wide initiatives as part of the succession planning program. As a result, I executed the:

- Successful implementation and oversight of the Continuing Contract Review Committee.
 - The development and design of the first iteration of the First Year Experience, Student Success Course (SLS).
 - The College's first Badge and Micro-credential efforts and creation as part of the Succeed Strategy in the strategic plan.
 - The collaboration with the Information Technology Chief Information Officer to create and socialize a digital transformation strategy.
 - Leading a team in the submission of critical applications and reports such as ASPEN, AACC Pathways, ATD, grants, and others.
 - Chairing the Innovation Taskforce comprised of a cross-functional team from operations and academic departments.
 - Fulfilling the role of Acting Central & South Campus President and Incident Commander in the President's absence.
- Increased student tutoring lab usage by 28% in top 12 courses while maintaining high (4.8 out of 5) satisfaction results.
 - Increased information literacy instruction sessions delivered by faculty librarians by 29%
 - Established the state's first model for tracking the success and retention of students using library resources.
 - Established a model for capturing student usage at all academic resource service points and tracking the student success, GPA, and withdrawal rates.
 - Developed mission, vision, and values for libraries along with a continuous improvement plan.
 - Collaborated with local high schools to provide peer tutors as part of the AVID grant.
 - Completed a rejuvenation and renovation of the first floor of the flagship library at Central campus.

Associate Dean, Public Services

2016- 2016

The Associate Dean of Public Services administers and supervises the Broward College libraries' service points available to students, staff, and faculty. Provides strategic/operational leadership for the Library; supervise the day-to-day management of the multi-campus library facilities, collections, and staff; cultivates student learning and formation; works with academic departments to achieve and maintain accreditation; assess library services, programs, and evolving user needs; encourage the integration of technology into the delivery of library services; and advocate in support of library services and programs that promote transformational education that is engaged, integrated, and global.

Responsibilities

- Model inclusive excellence through specific actions that support the College's diversity goals in recruiting, hiring, and retaining talented and diverse faculty and staff.
- Identify training needs, develop and implement plans for developing staff training.
- Work collaboratively with faculty and staff in campus planning, development, and policymaking in accordance with the College's Strategic Plan and other college priorities.
- Responsible for managing and evaluating the department budget to obtain maximum efficiency and to promote student success.
- Plan, direct, organize, schedule, administer and manage all library operations staff in the Reference, Instruction and Access Services Departments across all campuses.
- Supervise faculty librarians college-wide and library support staff in accordance with union contracts and college policies.
- Establish goals and objectives that align and support the College's mission and strategic goals.
- Develop and manage the collection budget for libraries.
- Collect, write, and submit data reports (IPEDS, ACRL) to library agencies and vendors.
- Evaluate library materials and services for the collection.

Major Accomplishments

- Increased library information literacy sessions delivered by 10% over two semesters.
- Developed accountability measures and action plans.
- Created a process for establishing a textbook reserve system.

Senior Instructional Designer

2014- 2016

The Instructional Designer is responsible for providing leadership and direction for instructional technology and staff and provides faculty support and guidance in the course development process. This person works with the Associate Dean of Instructional Services and supervises instructional technologists to develop and courses supporting key academic gateway courses for the area of STEM.

Major Accomplishments

- Developed a statewide public game-based MOOC for math that serves as a remediation tool for those who do not wish to take developmental classes, enrolled in K-12, or need a refresher in basic math skills. Still being used currently with over 1,000 participants each year.
- Worked with vendors for ancillary products to restructure the way courses were prepared and linked, reducing the amount of time from two weeks to 3 days.

- Introduced and trained colleagues on the use of design tools such as Articulate Studio, FlipBook, and Storyline.
- Introduced competency-based design.

Tenured Faculty --Information and Library Science

2009- 2014

Academic Librarians are responsible for teaching information literacy concepts, advanced research methods, undergraduate/graduate research, and providing support to academic community members, including students, staff, and faculty. Subject specialist librarians are assigned an academic pathway and belong to that community.

Major Accomplishments

- Embedded teaching in the education courses across all modalities.
- Participated in learning communities across several disciplines.
- Led the application and implementation of our IRB (Institutional Review Board).
- Developed programs such as the Literary Feast, Research Symposiums and Multilingual Poetry Slams.
- Taught research and information literacy courses for undergraduate and graduate students.
- Maintained the collection for the Education Pathway.
- Member of United Faculty of Florida Union.

Adjunct Instructor, Liberal Arts

2014 - Present

Major Accomplishments

- Served as subject matter expert in the development of online courses.
- Teach Courses for the education pathway, such as EME2040—Instructional Technology for educators.

ST. THOMAS UNIVERSITY

Professor of Information Science

1/2008- 1/2009

St. Thomas University (STU) is a private, non-profit Catholic university in Miami Gardens, Florida. STU's offers 23 Undergraduate Majors, 23 Graduate Majors, 4 Doctoral Programs, and 1 Professional Law Program.

Major Accomplishments

- Taught research methods as part of the undergraduate general elective courses.
- Transitioned the print ILL system to an automated system for Interlibrary Loan requests.
- Implemented technical projects such as the implementation of SFX, MarcIt!, and Federated Searching.

- Integral part of the committee that design of the John C. Favalora Archive and Museum
- Implemented a Dual Enrollment supervision process for university faculty at 5 different Catholic High Schools that provided dual enrollment. Duties included teaching support, classroom visits, teaching evaluations, and syllabus review.

BROWARD COUNTY PUBLIC LIBRARY

Librarian and Literacy Coordinator for the Southeast Cluster of Libraries **1/2005-1/2008**

Broward County Libraries: Public Library, 38 branches third largest library system in the country; one million library card holders.

Major Accomplishments

- Taught civics for those seeking to pass the naturalization test.
- Participated in the pilot of the citizenship redesign test in collaboration with Homeland Security.
- Led the Adult (Each One Teach One) Literacy program for Southeaster cluster of Libraries.
- Increased the number of volunteers by 10%.

PROFESSIONAL EXPERIENCE (SECONDARY)

ChoicePoint (now Lexis Nexis)

1998-2004

Senior Product Manager

Global data and analytics company that provides data and technology solutions, analytics, predictive insights, and fraud prevention for a wide range of industries. The company's customers include businesses within the insurance, financial services, healthcare, corporate sectors, and the local, state, and federal government, law enforcement, and public safety.

Major Accomplishments

- Led the business unit that used data aggregation and data analysis to create high-performance, data-parallel processing for applications for the local, state, and federal government, law enforcement, public safety, and financial services.

SELECT PROFESSIONAL ACTIVITIES

- Conference Reviewer for Alliance for Hispanic Serving Institution Educators (2020-Present)
- Leadership Florida, Cornerstone (2019-2020)
- Junior Achievement Board of Directors (2020-Present)
- Broward Public Library Foundation, Board of Directors (2018-Present)
Vice President, Vice-Chair Executive Committee.
- Pace Center for Girls, (2019- Present)

- Member Board of Directors, Broward
- National Community College Hispanic Council (NCCHC)
Member Board of Directors, (2019- Present)
 - National Community College Hispanic Council (NCCHC)
NCCHC Fellow Program Graduate (2017)
 - 211 Non-Profit Award Judge (2018-Present)
 - Florida Virtual College Library Dean’s Council Member (2016)
 - Peer Review Editor, American Evaluation Association (2010)
 - Florida Publishers Association Presidents Book Awards Judge (2001)

AWARDS AND HONORS

- Southeast Florida Library Information Network, Innovation Award (2008)
- Southeast Florida Library Information Network, Vista Award (2008)
- Southeast Florida Library Information Network, Collaboration Award (2008)

PUBLICATIONS

“An Inquiry to Discover Hispanic Serving Institution Experiences on Serving Hispanic Students” (panel) published by Florida Journal of Educational Research. 2020

“Supporting E-Learners: A Library Perspective” published by Distance Learning, a publication of the United States Distance Learning Association. 2012

“A Literary Feast: Successful tool for Library Outreach” published by the Association of College & Research Libraries News, trade publication. 2011

“The implementation of an IRB at a community college: a grassroots effort from a community of practice,” submitted for publication.

SELECT PRESENTATIONS

- “Creating a Diversified Workforce” South Florida Manufacturing Association, Fireside Chat, 2020.
- “PACE Broward Commencement Keynote Address,” 2020
- “Designing Services for Unmet Needs in the Immigrant Community ---South Florida community presentation” (Panel Presentation), Alliance of Hispanic Serving Institution Educators 2020 Best Practices Conference.
- “An Inquiry to Discover Hispanic Serving Institution Experiences on Serving Hispanic Students”, (Panel Presentation), Florida Educational Research Association Symposium, 2019
- “The Future of Work,” Deerfield Beach Chamber of Commerce, 2019
- “Faculty Success: A Catalyst for Student Success,” Keynote Address, NCCHC 2019 Symposium
- “Naturalization and Refugee Awards Ceremony,” Keynote Address, 2019

- “Student Success Summit,” Board of Regents Nevada College System, Las Vegas Nevada, 2019
- “Digital Transformation Strategy,” Gartner CIO Council, Florida 2019
- “Beyond Digital: Empowering Students through Creative Outreach Programming,” Region AFC Spring Conference, Florida, 2019
- “The Implementation of the Florida State-wide MOOC,” Las Vegas Nevada, Pearson Math Conference, 2015
- “Take the Search Out of Research: Valuable Technology Tools in Libraries,” Teaching with Technology Showcase, Florida Atlantic University, 2012
- Panel Presentation “The Library Partnership” Florida Library Association Orlando, FL, 2010

LANGUAGES

- Fluent in English and Spanish