

# **Tia Robinson-Cooper, Ed.D.**

## **Professional Experience**

### **Provost and Vice-President for Academic Affairs, Inver Hills Community College, Inver Grove Heights, Minnesota, 2018-Present**

Inver Hills Community College (IHCC): Established in 1970 and accredited by the Higher Learning Commission (HLC), IHCC serves 4,800-6,000 credit and non-credit students, offers more than 70 transfer and career and technical programs and is one of thirty-seven (37) institutions within the Minnesota State Colleges and University system serving over 450,000 students annually. In 2019, Best for Vets ranked IHCC as #20 nationwide for excellent veteran and military service.

Provost and Vice-President of Academic Affairs: Serves as the Chief Academic Officer responsible for leading the academic operations of the college and the Accreditation Liaison for HLC. As the provost and vice-president of academic affairs, I am responsible for an \$48M annual academic budget and 300 full and part-time faculty. I am an active member of the President's Executive Leadership Team, which consists of vice-presidents representing student affairs, business and finance, associate vice-president of equity and inclusion and the director of human resources. Serves as the Chief Executive Officer in the absence of the president.

### **Responsibilities:**

- Supervise a highly collaborative team of 11 direct reports: Dean of STEM and Social Sciences; Dean of Liberal Arts; Dean of Career Programs; Dean of Allied Health and Nursing; Director of Institutional Research and Effectiveness; Director of Academic Affairs Operations and Compliance; Director of Teaching & Learning; Director of Learning Resources Center; Director of K-12 Partnerships; Executive Assistant; and Academic Affairs Analyst/Scheduling Coordinator.
- Supervise employees that represent 4 Bargaining Units: Faculty (MSCF); Professional (MAPE); Support (AFSCME); and Management (MMA).
- Collaborate with industry partners, K-12 districts and other higher education institutions to create pathways and opportunities leading to employment and transfer.
- Grant Management/Oversight: Title III: Adult Learners: Service, Success and Growth (\$3M); Perkins IV (\$850,000); and Ascendium Education Group: Higher Education to Prison (\$150,000).
- Led academic strategic planning with outcomes focused on improving persistence, retention and completion.
- Foster a culture of collaboration between academic affairs and student affairs in order to develop strategic initiatives focused on student success, equity and inclusion and financial sustainability.
- Manage the development of learning outcomes for each program and direct the implementation of assessment plans, resulting in the continuous improvement of student learning, retention, completion, and closure of the achievement gap between traditional and underrepresented students.
- Provide leadership and vision for the development of new programs and teaching innovations to meet the emerging needs of prospective students, businesses, public agencies, and community and non-profit organizations.
- Serve on Minnesota State system-wide teams: Minnesota State Taskforce on Law Enforcement Education Reform; Minnesota State Law Enforcement Planning & Advisory Commission; Equity 2030: Equity by Design; Metro Alliance Chief Academic Officer Council; Joint Council on Credentialing Faculty (JCCF); Twin Cities Baccalaureate (TCB); Developmental Education Strategic Roadmap (DESR); Accreditation and Assessment; and Tackling Transfer Taskforce.
- Regional accreditation compliance: Higher Learning Commission.

- Programmatic accreditation compliance: Accreditation Council for Business Schools and Programs (ACBSP); Commission on Accreditation of Allied Health Education Programs (CAHEEP); Committee on Accreditation for Emergency Medical Services Professions (CoAEMSP); Accrediting Commission for Education in Nursing (ACEN); Professional Educator Licensing & Standards Board (PELSB); and National Alliance of Concurrent Enrollment (NACEP).
- College-wide committees: Law Enforcement Reform Advisory Council; Student Success Committee, Developmental Education Strategic Roadmap (DESR), Assessment and Accreditation, Institutional Research; Academic Affairs Standards Council (AASC); Faculty Shared Governance Council (FSGC); Equity by Design; Budget & Finance Committee; Executive Leadership Council; Campus Operations Group; Dakota County Chamber of Commerce; Diversity Council; and Inver Hills Community College Foundation.

### **Accomplishments:**

- As a call to action, led the development of a Culturally Responsive Law Enforcement Program and a Social Justice Program both designed to provide equity-minded academic programming.
- In response to a 10-year trend of declining enrollment, increased summer enrollment by 12% by developing strategies to mitigate a decline in enrollment due to COVID-19.
- Led the COVID-19 crisis management and emergency planning strategies.
- Led strategic planning that culminated in strategic initiatives focused on the PERC Promise (Persistence, Enrollment, Retention, Completion) which led to a 6% increase in student enrollment.
- Secured the Second-Chance Pell Grant with the U.S. Department of Education to allow need-based Pell grants to those in state and federal prisons.
- Increased Department of Corrections courses by 50% by expanding resources across multiple facilities.
- Coordinated budget reductions that resulted in a 10% decrease in fiscal resources without impacting faculty, staff or academic programming.
- Led the successful reaffirmation of three academic programs: ACBSP, CoAEMSP/CAHEEP, and ABA.
- Increased concurrent enrollment by 40% by developing and implementing a comprehensive plan focused on concurrent enrollment and PSEO enrollment through enhanced high school partnerships.
- Co-authored and secured \$150,000 planning grant from Ascendium Education Group to expand higher education programming to incarcerated individuals in partnership with the Department of Corrections.
- Advanced the Comprehensive Master Facilities Plan which resulted in securing \$15M capital bonding project to renovate the 25,000 sq. ft. Technology and Business building.
- Implemented a two-year student-centered course schedule that resulted in 10% increase in summer enrollment; 2% increase in course fill-rates; and 5% increase in evening enrollment.

### **Vice-President for Academic Affairs, East Central College, Union, Missouri, 2016-2018**

East Central College: Established in 1969, East Central College is a multiple-campus, open-access, public comprehensive community college accredited by the Higher Learning Commission. The college enrolls 2,600-3,500 credit and non-credit students and employs 435 full and part-time faculty and staff.

Vice-President of Academic Affairs: Served as the Chief Academic Officer and Accreditation Liaison and was responsible for academic programming across multiple campus locations. Responsible for a \$19M annual budget and 115 full and part-time faculty. Served as a member of the President's Executive Leadership team and served as the Chief Executive Officer in the absence of the president.

### **Responsibilities:**

- Supervised a highly effective team of 9 direct reports: Dean of Liberal Arts and Sciences; Dean of Mathematics & Engineering; Dean of Nursing; Dean of Career & Technical Education; Director of Developmental Education; Director of K-12 Partnerships; Director of Distance Education; Director of Learning Resources & Academic Support; and Executive Assistant.
- Developed 4 career & technical education pathways designed to allow high school students the opportunity to earn a credential concurrently while completing high school.
- Regional Accreditation Compliance: Higher Learning Commission.
- Program accreditation compliance: National Association of Schools of Art and Design; Association of Technical (NASAD), Management and Applied Engineering (ATMAE); American Culinary Federation (ACF); Committee on Accreditation of Educational Programs for the Emergency Medical Services Professions (CoAEMSP); Commission on Accreditation for Health Informatics and Health Information Management Education (CAHIIM); Association of Technology, Management and Applied Engineering (ATMAE); Commission on Accreditation of Allied Health Education Programs (CAAHEP); Missouri State Board of Nursing (MSBN); National Association of Schools of Music (NASM); National Institution for Metalworking Skills (NIMS); and Joint Review Commission for Education in Radiologic Technology (JRCERT)
- Provided oversight for the curriculum development and approval process, and identified and develop new programs that met the needs of business and industry (e.g. Welding, Precision Machining, HVAC, Industrial Engineering Technology, Culinary, Health Information Management, Nursing, and Medical Assisting).
- Expanded and developed 7 partnerships with K-12 resulting in an 20% increase in Dual Credit/Dual Enrollment partnerships, expanded apprenticeship and workforce development programs across the region.
- Chaired faculty negotiations using Interest-Based Bargaining, which led to the successful ratification of the collective bargaining agreement.
- Launched the “Work Here: Learn Here” initiative which placed career technical programs (e.g. industrial engineering) in the workplace allowing employees to earn a degree during their workday.
- Developed, recommended and revised academic policies and procedures that support student success and completion (e.g. late registration, attendance policy, social media policy, course substitution policy, grade forgiveness policy).

### **Accomplishments:**

- Led the reaffirmation of accreditation process with the Higher Learning Commission, AQIP Pathway.
- Advanced \$4.2M in capital improvement projects—Center for Workforce Development—Business and Industry Center— and academic buildings.
- Increased FTE by 14% in Career Technical Education programs by developing 3 new academic programs and 6 apprenticeship programs in skills trade in order to meet workforce and industry partner needs.
- Increased overall student enrollment by 5%, student retention by 6% and increased graduation rates by 2%.
- Increased dual credit/dual enrollment by 36% headcount and by 39% credit hours.
- Coordinated \$1.8M in budget reductions in order to offset a 6% reduction in state funding.
- Implemented strategic cost savings and a reorganization of the Academic Affairs Division that captured a cost savings of \$350,000 without negatively impacting employees.
- Developed a student-centered comprehensive class schedule that resulted in a 22% increase in enrollment.
- Advancing distance education, which resulted in a 39% increase in online enrollment.

- Implemented high-impact practices (e.g. multiple measures, math pathways and co-requisite models) that increased graduation rates by 5%.

### **Dean of Teaching and Learning Services, Rock Valley College, Rockford, Illinois, 2015-2016**

Rock Valley College: Established in 1965, Rock Valley College is a public comprehensive community college accredited by the Higher Learning Commission. The college enrolls approximately 7,500 credit and non-credit students and employs 630 full and part-time faculty and staff.

Dean of Teaching and Learning: Responsible for providing leadership the Early College Program and the expansion of high school and community partnerships. Reported to the vice-president of academic affairs and served as a member of the academic leadership council. Managed a \$2M annual budget and served as a member of the vice-president's leadership council.

#### Responsibilities:

- Supervised 6 direct reports: Director of Access Center for Students with Disabilities; Director of Testing Services; Director of Academic Student Support; Coordinator of Career & Technical Programs; Coordinator of High School Partnerships; Executive Assistant.
- Supervised employees that represented 2 collective bargaining units (Faculty and Adjunct).
- Oversaw the operations and growth of 2 Early College programs: Running Start and Advance Now designed for high school students to earn a credential (Associate degree or certificate) concurrently while completing high school.
- Ensured that dual credit programs met NACEP standards of excellence.
- Collaborated successfully with regional and local consortiums (e.g. Career Education Associates of North Central IL (CEANCI).
- Served on the Regional College and Career Readiness (P-20 Initiatives) Consortium.
- Implemented college readiness initiatives designed to strengthen partnerships with regional high schools by aligning curriculum and support student success.
- Served on college and community committees (e.g. Academic Dean's Council, Enrollment Consortium, Teaching and Learning Committee, Enrollment Management and Recruitment).
- Partnered with Goodwill of Northern Illinois to combat the regional GED crisis by creating pathways from GED to career and technical education in CNC machining, truck driving, and nursing assistant programs.

#### Accomplishments:

- Increased dual credit enrollment by 3% by developing career and transfer pathways in five distinct areas (e.g. business, healthcare, engineering, computer science, cyber security).
- Worked with Aldermen and State Representatives across four counties (e.g. Winnebago, Boone, Stephens, Dekalb, McHenry) to open a new learning center to serve under-represented student populations.

### **Dean of Instruction, Olive-Harvey College, Chicago, Illinois, 2013-2015**

Olive-Harvey College: Established in 1950, Olive-Harvey College is a public comprehensive community college located on the south side of Chicago and is part of the City Colleges of Chicago system serving approximately 85,000 students annually. Olive-Harvey College enrolls approximately 8,600 credit and non-credit students and employs 500 full and part-time faculty and staff.

Dean of Instruction: Provided leadership to all areas of academic affairs, assessment of student learning and accreditation. Reported to the President and served as a member of the executive leadership team. Responsible for a \$12M annual budget and 140 full and part-time faculty and served on the City College of Chicago academic leadership council, consisting of the provost, vice-presidents and deans. Served as the Chief Academic Officer in the absence of the vice-president.

#### Responsibilities:

- Supervised 9 direct reports comprised of Deans, Department Chairs and Directors.
- Supervised employees that represented 4 Bargaining Units (Faculty, Adjunct, Professional and Support Staff).
- Grant management/oversight: Predominately Black Institution (\$3.5M); Perkins IV (\$1.5M); and STEM (\$1.2M).
- Chaired the academic and student affairs completion and retention committee.
- Reviewed tenure portfolios and recommended 8 faculty for retention, promotion and/or tenure appointments.
- Led academic program planning, course assessment, course development, budget planning/development, curriculum development in collaboration with Department Chairs, faculty and administration.
- Evaluated part-time faculty to ensure continuity of quality classroom instruction.
- Coordinated and directed the evaluation, review, and implementation of innovative curriculum additions and revisions. Reviewed course outlines, syllabi, offers feedback, and assistance.
- Served as Department Chair for College Success and First-Year Experience.
- Assisted with the development of a comprehensive orientation program for full-time and part-time faculty.

#### Accomplishments:

- Developed academic boot camps, which resulted in a 15% decrease in the number of students placing into developmental education courses.
- Successful implementation of Akademos, an online bookstore designed to reduce the cost of textbooks.
- Oversaw the development of a \$2M math emporium renovation.

#### **Dean of Academic Affairs, Northwestern College, Chicago, Illinois, 2008-2013**

Northwestern College: Established in 1902, Northwestern College is a private multi-campus for-profit college accredited by the Higher Learning Commission. The college serves 2,400 credit students and employs 180 full and part-time faculty and staff.

Dean of Academic Affairs: Serve as a Campus Dean responsible for providing leadership in both academic affairs and student affairs. Responsible for a \$1M annual budget and served as a member of the president's leadership team. Served as the Chief Academic Officer in the absence of the vice-president.

#### Responsibilities:

- Supervised 8 direct reports comprised of academic and student affairs directors and coordinators
- Served as the Campus Director, Chief Academic Officer and Interim Vice-President of Academic Affairs.
- Provided leadership and oversight for regional and programmatic accreditations: Higher Learning Commission (HLC), Accreditation Council for Business Schools and Programs (ACBSP), Commission on Accreditation of Allied health Education Programs (CAHEEP), Commission on Accreditation for Health Informatics and Information Management Education (CAHIIM), and the Illinois State Board of Nursing.
- Led the successful reaffirmation of accreditation with the Higher Learning Commission, PEAQ Pathway.
- Co-chaired the strategic plan which focused on student success, student retention, partnership expansion and community outreach.
- Expanded the delivery of courses to include an alignment with online courses and the development of hybrid courses, learning communities, cohorts, and weekend college.
- Served as Chair/Co-Chair of college-wide committees: Strategic Planning, Assessment (programmatic and course), Technology/Datatel Colleague Implementation, Institutional Effectiveness, Graduation Rates, Student Engagement/Campus Culture, Enrollment and Recruitment Management and Faculty Development.

#### Accomplishments:

- Developed 2 new academic programs in Radiological Technology and Nursing.
- Improved both student retention rates and graduation rates across the institution from 48%-62% (student retention) and 24%-32% (graduation rates).
- Developed early registration initiatives that captured 70% of student registrations prior to the end of the term.
- Developed an Early Alert System to identify at-risk students and identified strategies to increase persistence rates.
- Led \$1.5M capital improvement projects (e.g. medical lab, nursing lab, computer labs) and renovations.

#### **Dean of Instruction, American InterContinental University, College of Business and Management, Hoffman Estates, Illinois, 2004-2006**

American InterContinental University: American InterContinental University is a comprehensive for-profit university accredited by the Southern Association of College and Schools Commission on Colleges (SACSCOC). The institution enrolls 28,000 credit students and employs 600 full and part-time faculty and staff.

Dean of Instruction: Provided leadership and oversight to online associate, bachelor and master degree programs. Served a member of the vice-president academic leadership team and supervised department chairs and faculty.

#### Responsibilities:

- Provided academic leadership to 15 online degree programs in business, management and marketing.
- Supervised 5 department chairs and 90 adjunct faculty members virtually.
- Facilitated online program curriculum review.
- Contributed to the development and implementation of new online programs and courses.
- Facilitated ongoing program assessment and program development for online courses.
- Maintained compliance with Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), Department of Education and other accrediting bodies.
- Identified, recommended and conducted faculty professional development.
- Conducted, monitored, and implemented processes for the annual evaluation of faculty.
- Monitored program compliance with multi-state articulation agreements and accreditation standards.
- Developed a comprehensive online new faculty training and orientation program.
- Developed an online new student orientation.

#### **Service to the Community**

##### **Elected School Board Member, DeKalb Community Unit School District 428, DeKalb, Illinois, 2003-2011**

DeKalb School District: is a K-12 school district serving 6,200 students and employs 420 full and part-time teachers and staff. The district is comprised of 11 Facilities (e.g. 1 high school, 2 middle schools, 8 elementary schools) across three cities; DeKalb, Cortland and Malta with a total population of 56,000 residents.

School Board Member: As an elected school board member, I hired two school superintendents, participated in shared governance, developed system-wide policies, and provided fiscal oversight. I also served on various district committees: Diversity Plan, Minority Recruitment Plan, Finance and Facilities Committee, Economic Development Committee, Strategic Planning Taskforce, Redistricting Taskforce, Policy Development and Review Committee, and Community Partnership Leadership Committee.

#### Responsibilities:

- Developed policies and procedures to ensure alignment with district operations and the strategic plan.
- Solid fiscal management of a \$72M annual budget resulting in a balanced budget for eight consecutive years.
- Provided oversight for the successful completion of \$180M construction project (e.g. built a new high school) and a \$62M capital improvement projects (e.g. extensions on three elementary buildings and one middle school).

- Led two district-wide strategic plans that focused the school districts commitment to closing the achievement gap, fiscal responsibility, capital improvement planning and diversity.
- Worked collaboratively with external stakeholders including Northern Illinois University, Kishwaukee College, Aldermen across eight districts, State Representatives, three Mayors across three cities, Law Enforcement Officials, County Boards, Park District Officials, various governmental entities, builders and local businesses.
- Developed the district minority recruitment plan, technology plan, teacher evaluation instrument, administrative contracts, student handbook, and student discipline procedures.
- Chaired District Committees: Facilities and Finance Committee, Construction and Renovation Team, Student Disciplinary Committee, Strategic Plan, Multicultural/Diversity, Policy Development, Human Resources Committee and Curriculum and Instruction Committee.

Accomplishments:

- Successful Campaign for \$110 Million Building Referendum for a New Comprehensive High School, a New Elementary School and Repurposing of Other Facilities, including Redistricting
- AA District Bond Rating and Continuous Balanced Budget for eight consecutive years
- Negotiated abatements, intergovernmental agreements, pre-annexation agreements in order to capture new revenue and attract new businesses (e.g. Park 88, Target, Builders and Walmart).
- Chaired and Co-chaired six successful union negotiations (e.g. 2 Teachers, 2 Secretaries, 1 Cooks, and 1 Custodians contracts) which led to ratification of the collective bargaining agreements.

**Other Related Experience**

2008-2009	Minority Student Recruiter, College of Education, Northern Illinois University, Dekalb, IL
2007-2008	Academic Success Coach, Center for Counseling and Student Development, Northern Illinois University, Dekalb, IL
2003-2004	Admissions Advisor, American InterContinental University, Hoffman Estates, IL
1999-2004	Director of Training, Education & Community Relations, Salvation Army Correctional Center, Chicago, IL
1997-1999	Employment Resources Center Coordinator, Kishwaukee College, Malta, IL
1996-1997	Educational Specialist, Accessibility Services, Waubensee Community College, Aurora, IL
1994-1996	Counselor Coordinator, Upward Bound Program, Northern Illinois University, Dekalb, IL
1992-1994	Residence Hall Director, Northern Illinois University, Dekalb, IL

**Faculty/Teaching Experience**

2013-2016	Associate Faculty, Ashford University, College of Business, San Diego, CA
2006-2015	Adjunct Faculty, City Colleges of Chicago, Center for Distance Learning, Chicago, IL
2005-2014	Faculty, University of Phoenix, College of Business and Management, Phoenix, AZ
2006-2009	Adjunct Faculty, Kishwaukee College, Business & Management, Malta, IL
2009-2011	Instructor, Literacy Education, Northern Illinois University, College of Education, Dekalb, IL
2005-2010	Adjunct Faculty, Elmhurst College, College of Professional Studies, Elmhurst, IL

**Education**

Doctor of Education, Counseling and Adult Higher Education, Northern Illinois University  
 Master of Business Administration, National Louis University  
 Master of Science, Managerial Leadership, National Louis University  
 Bachelor of Science, Speech-Language Pathology, Northern Illinois University  
 Associate of Science, Business Administration, Kishwaukee College

**Awards**

- McKinley “Deacon” Davis CHANCE Program 50 Outstanding Alumni, 2018
- J. H. Clarke Honor Society, Northern Illinois University, 2015
- Community Service Award, Dekalb School Board Association, 2011

- Outstanding Graduate Student, Northern Illinois University, 2010
- Diversifying Higher Education Faculty Initiative (DFI) Fellowship, Illinois Board of Higher Education, 2008

### **Leadership Development**

- The Thomas Lakin Institute, The President's Roundtable, 2019
- Blazing the Trail to the Presidency, American Association of Community College (AACCC), 2019
- Higher Learning Commission's Peer Corps Program, 2016, 2017, 2018, 2019
- Minnesota State Colleges and Universities, New Chief Academic Officers (CAO) Training, 2018
- Chancellor's Leadership Academy, Ozarks Community College, 2017

### **Selected Professional Activities & Associations**

- American Association of Community Colleges, Member, 2018, 2019
- National Council on Black American Affairs (NCBAA), Member, 2019
- Association of Black Women in Higher Education, Member, 2016, 2017, 2018, 2019
- Higher Learning Commission, Peer Corp Reviewer, 2016, 2017, 2018, 2019
- Illinois School Board Association (ISBA), Member, 2003-2011
- National School Board Association (NSBA), Member, 2003-2011
- American Higher Education Alliance, Member, 2013
- Association for Continuing Higher Education, Member, 2013, 2014, 2015
- American Association for Adult and Continuing Education, Member, 2014, 2015
- Missouri Community College Association (MCCA), 2016, 2017, 2018
- Missouri National Association of Developmental Education (MoNADE), 2016, 2017, 2018
- National Alliance of Concurrent Enrollment Programs (NACEP), 2015, 2016
- Missouri National Education Association-Partnerships in Collaboration, Board Member, 2016, 2017, 2018
- Missouri Alliance of Concurrent Enrollment Partnership, 2016, 2017, 2018

### **Presentations**

- October 2020     *Leading in White Spaces, The Circle: Black Women in Leadership*, YouTube, Panelist
- June 2020        *Leading through COVID-19, Missouri Department of Higher Education & Workforce Development*, Jefferson City, Missouri, Panelist
- November 2019 *Minnesota State Annual Assessment and Accreditation Conference*, Minnesota State Colleges and Universities, St. Paul, Minnesota, Panelist
- October 2019    *Student Success through the Eyes of the Provost*, Student Success Day, Inver Hills Community College, Inver Grove Heights, Minnesota, Presenter
- August 2019     *Shaping the Student Experience*, Inver Hills Community College, Inver Grove Heights, Minnesota, Presenter
- April 2019        *Reaffirming Our Commitment to Student Success and Student Retention*, Inver Hills Community College, Inver Grove Heights, Minnesota, Presenter
- January 2019     *Student Retention and Student Enrollment: Campus Update*, Inver Hills Community College, Inver Grove Heights, Minnesota, Presenter
- November 2018 *Dual Credit in Review: Enrollment Analysis*, Board of Trustees, East Central College, Union, Missouri, Presenter
- September 2017 *Accreditation Update: Comprehensive Quality Review (CQR) Preparation*, Board of Trustees, East Central College, Union, Missouri, Presenter
- November 2016 *Assessment: Creating a Culture of Continuous Improvement*, Board of Trustees, East Central College, Union, Missouri, Presenter
- August 2016     *Removing Barriers to Student Success*, East Central College, Union, Missouri, Presenter
- April 2015        *A study of superintendent and school board relationships in Illinois*, IASB/IASA/IASBO 83<sup>rd</sup> Joint Conference, Chicago, Illinois, Presenter
- April 2015        *John H. Clarke Honor Society*, Northern Illinois University, Keynote
- March 2015       *Robinson, T. L. (2015). The role of the school board in promoting social justice: A critical race theory perspective. (Doctoral Dissertation)*
- January 2014     *The Role of Faculty in Student Success*, City Colleges of Chicago, Chicago, Illinois, Presenter