27 YEARS OF HIGHER EDUCATION LEADERSHIP

2025

2022

August, 2022 to Present

Following my return to faculty, I have remained engaged in institutional leadership and innovation. In addition to updating and advancing Computer Science curriculum I teach online and face to face courses using OER materials and course designs developed to create an equitable space for all students. I have also continued my work with select community partners begun in my previous position.

- Developed programs in Data Science and iOS Development.
- Co-Chair of Information Systems and Instructional Technology Committee
- Faculty Mentor, Faculty Diversification Program

Faculty, Computer Science

- Faculty Partner, Kickstarter 2.0: Culturally-Relevant Teaching Grant Program
- Faculty Advisor, Bakersfield College Code Society

Vice President, Innovation & Development January to September, 2022

As the only administrator in the history of the college to hold this title, I led institutional innovation projects, developing visionary ideas into institutional resources and viable programs. Leveraging technology, equity frameworks, and cutting edge developments in course programming, I worked across the organization to push the boundaries of innovation at BC.

- Led expansion of work and programming for Project HireUp & CityServe.
- Created the BC Entrepreneurship Academy.
- Created the Applied Leadership Certificate.
- Supported two baccalaureate degree applications.
- Developed multiple partnerships with the Cesar Chavez Foundation.
- Guided multiple districtwide technology project implementations.
- Grew and organized CDCP and non-credit offerings.

Dean of Academic Technology

January, 2017 to January, 2022

In this role, I created the Academic Technology Department, redefined professional development at BC, and institutionalized online learning, moving this modality from a niche set of courses to a robust, widespread, high-quality option for students. This work built the infrastructure that enabled the college to move to fully online instruction in less than two weeks in March of 2020 with almost no loss of instruction. Advances in teaching and learning, microcredentials, competency-based learning, open educational resources, and our online catalog are all products of my leadership.

- Appointed by the CCCCO to the Board of the Corporation for Education Network Initiatives in CA.

- Grew online offerings from 54 sections in Fall 2016 to 368 by Fall 2019.
- Led the move of **over 1,200 sections** online in response to COVID, and created online teacher training to support BC and K-12 teachers throughout Kern County.
- Grew average number of online courses per graduate from 8.35 in 2016 to 14.07 in 2019.
- Created the Online Student Hub to support equity for online students.
- Partnered with Rural Initiatives and community partners to extend our campus reach and academic support to minoritized and disadvantaged students across Kern County.
- Led the execution of grants through IEPI and CVC-OEI for over \$700,000.
- Created and launched BC's first web-native college catalog, integrating Pathways Program Mapper.
- Developed an analytics-based scheduling process and platform to boost **scheduling efficiency** and **increase class availability** for students.
- Guided the development of a partnership with the **City of Shafter** to extend library services and support to the **Shafter Public Library**.
- Brought the **Equity Rubric for Online Instruction** to Bakersfield College online faculty, and pioneered training for online equity instruction and mobile-device instruction at BC.
- Led the optimization of several campus processes, **increasing efficiency**, **conserving resources and improving student success**.



GRADUATE TEACHING AND LEADERSHIP

Pepperdine University Graduate School of Education & Psychology

Faculty, Learning Technology & Leadership

For 20 years, I served as a lead adjunct faculty member in the Master of Arts in Learning Technologies program and the Doctor of Education in Learning Technologies programs at Pepperdine University.

Courses Taught:

- Educating Today's Learner
- Distributed Learning Environments
- Leadership and Technology
- Doctoral Seminar: Computational Thinking
- Participatory Action Research
- Learning Theory
- Instructional Design Leadership
- Games, Simulations and Virtual Worlds

Achievements:

- I led, planned and executed the week-long immersive technology and learning experience used as the kickoff and orientation to the MALT program, called Cadre Camp.
- My work with students and Daniel Pink's A Whole New Mind in the virtual world of Second Life was featured in the January 7, 2007 issue of the New York Times.
- I regularly participated alongside the full-time faculty of the MALT program in activities such as curriculum revision, accreditation, and program evaluation, as well as program leadership.
- I led the development and maintenance of an extensive network of alumni and current students.

FORMAL EDUCATION

While I believe that formal education is just part of my lifelong learning journey, it does demonstrate my learning trajectory throughout my adult life. I have made deep, continual investments in my own professional development, continuing to challenge myself in learning beyond even my doctoral degree.

Professional Certificate: Data Science

Harvard University / EdX

Ph.D. in Educational Leadership and Higher Education

Dissertation Topic: Student and Faculty Perceptions of Technology's Usefulness in Community College Gen. Ed. Courses.

University of Nebraska-Lincoln

M.A. in Educational Technology

Research Topic: Breaking the Mold - Creating More Effective Online Learning Through Personalization Pepperdine University

B.A. in Psychology, Art / Design Minor

Fresno Pacific University

A.A. in Psychology Bakersfield College

May, 1995

In Progress

July, 2010

July, 2001

May, 1997

May, 2002 to July 2022

SPEAKING AND PUBLICATIONS

My involvement in both the scholarly and practical sharing of knowledge throughout my career, through both writing and speaking, is a testament to the progression of innovative thinking throughout the years, and the breadth of my expertise in education, technology and leadership. It also speaks to my ability to convey innovative thinking and concepts to a broader general audience - an essential function of effective leadership in today's educational institution.

SLO Talks - Panel

May 17, 2024 The Competency Edge: Learning Built for Real-World Success

Aspire 2022 - Kansas City

October 10-12, 2022 A Transformation to a Student-Centered Schedule with Denice McCauley

CISOA 2022 Technology Summit - Ontario, CA

March 20-23, 2022 Mobile Design: Scaling Access through Professional Development with Alex Rockey, Ph.D.

Online Teaching Conference 2021 - Virtual

June 22, 2021 Empowering Faculty in Equitable and Inclusive Online Course Design

Exemplars of Assessment in Higher Education: Diverse Approaches to Addressing Accreditation Standards

Souza, J.M. & Rose, T., eds. May 30, 2021, ISBN: 1642672491 Chapter: The Evolving Measure of Learning with Dr. Sonya Christian

eLumenation - Virtual

July 21, 2020 Badging and the Curriculum Ecosystem

SLO Chat - Virtual May 29, 2020 Badging and Assessment Systems

Educational Systems and Intersegmental Pathways Task Force - Sacramento, CA

February 24, 2020 Student-Owned Learning and the Future of Transcripts

SLO Symposium - Monterey, CA February 7, 2020 Keynote Panel Discussion

Educational Systems and Intersegmental Pathways Task Force - Sacramento, CA

September 26, 2019 Badges, Program Mapping and Careers

Learning Tech Fest - Glendale, CA

August 24, 2016 Failure to Fail: Why High Stakes Everything is Ruining Learning

Emerging Technologies for Online Learning - Dallas, TX April 22-24, 2015 It's the Process - Assessing Learning Where It Happens

IntegrateED - Portland, OR

Feb. 26-28, 2014 Principles of a Powerful Learning Experience

TechEd - Pasadena, CA

April 12, 2010 Choosing an LMS

TechEd - Pasadena, CA

March 24, 2009 Authentic Learning in Second Life

TechEd - Pasadena, CA

April 14, 2008 Improving Online Education Across the College

SLOAN-C Conference on Online Learning

Sept. 19, 2007 Second Life: Real Learning in a Virtual World

Second Life Best Practices in Education - Online

May 26, 2007 Keynote: Malibu Island - Pepperdine in Second Life

WISCnet Annual Conference - Madison, WI

May 8, 2007 Keynote: Second Life in Education

Software and Info. Industry Association - San Francisco, CA April 17, 2007 *Keynote Panel: Will Education Have a Second Life?*

Bakersfield College Online Instructor Seminar - Bakersfield, CA March 22, 2006 What Video Games Can Teach Us About Online Learning

Syllabus 2001 Conference on Tech. in Education - San Jose, CA July 20-24, 2001 Web Redesigns from A to Z

VOLUNTEER AND COMMUNITY WORK:

Nonprofits in Haiti

My family and I have been involved in volunteer work supporting various nonprofit entities in Haiti for the last 19 years. Our work has focused on organizations that aid women and children, through early childhood education, adult vocational education, and economic empowerment for women. Our specific work with these organizations has included education, technology support and improvements process development, communication, and fundraising.

Some of the recent nonprofits we have partnered with include:

- Heartline Ministries www.heartlineministries.org
- Maranatha Children's Ministries www.mcmhaiti.org

Foster Care

For nine years, from 2002 to 2011, my wife and I were licensed foster parents. In addition to our biological children and the children we had adopted during this time, our family fostered infants and children placed with us through Kern County. This work included not only primary caregiving, but also work with social workers as well as birth parent visitations, court appointments, and regular home visits to ensure that our home was providing a healthy and safe environment. I have also volunteered through Bakersfield College's foster youth programs to offer basic computer training and resume development to foster youth who are aging out of the system.

Foster Parent Education

After becoming experienced foster and adoptive parents, my wife and I volunteered our time assisting with foster parent training by teaching workshops, being a part of panel discussions, and in one-on-one mentoring relationships with other parents. Foster care and adoption can be a complicated and difficult journey for families, and we felt that our experiences could be helpful to families who were just starting out their journey, as well as to families who needed ongoing support. One of the primary organizations we partnered with was Koinonea Family Services (www.kfh.org), a nonprofit with an office in Bakersfield, CA.

K-12 Education

I served on the Greater Los Angeles Regional Board for Power My Learning (www.powermylearning.org) from 2015 to 2016. This organization works to improve K-12 learning outcomes by putting computers in homes of low income and minoritized students, and supporting learning with online tools and teacher training.

Swimming

Early on in the growth of our family, we discovered competitive swimming as a sport. We didn't know it at the time, but this sport would grow to become an important part of our family life. Among my children, there are WAC Conference Champions, SEC Conference Champions, NCAA Division 1 Finalists, Academic All Americans, All Americans, Olympic Trials Qualifiers, and Junior World Record holders. All seven of my kids are swimmers. Along the way, I have supported their journey through my own volunteer time. I've been a swim meet director, served on the board of directors for two club teams, and have gone through the USA Swimming Coach certification process two times. Unofficially, I've also been a travel coordinator, chef, nutritionist, athletic trainer, driver, cheerleader, sports psychologist and equipment manager. I can't count the hours we've invested in this sport over the last 18 years, but it's been worth every one of them. Our whole family is better because of swimming – including me.