

EDWARD J. LEACH, PhD, CAE

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PROFESSIONAL EXPERIENCE:

National Institute for Staff and Organizational Development, Austin, Texas 9/2013 to Current

NISOD is a membership organization committed to promoting and celebrating excellence in teaching, learning, and leadership at community and technical colleges. For community and technical colleges that want to make the most of their professional development dollars, NISOD provides budget-friendly, high-quality, and faculty-focused programs and resources. For over 40 years, NISOD's customer-focused approach has helped align its wide array of benefits with the needs of its members, which explains why the American Association of Community Colleges named NISOD, "The country's leading provider of professional development for community college faculty, staff, and administrators."

Executive Director

- Assure that NISOD has a long-range strategic plan that achieves its mission and toward which it makes consistent, timely, and measurable progress.
- Ensure rigorous program evaluation of strategic goals to include regularly evaluating program components, to measure success.
- Build partnerships to expand educational markets to reflect the vision of the College of Education by establishing relationships with P-20 funders and leaders.
- Actively deepen and refine the involvement in NISOD activities through the professional affiliations and areas of research of the Department of Educational Administration and the College of Education faculty.

Stevens Institute of Technology / Moraine Valley Community College 8/2012 to 9/2013

Independent Contractor

- Served as a co-principal investigator responsible for managing implementation and program sustainability efforts at each of the community college hubsites for the NSF-funded *Build IT Underwater Robotics Scale Up for STEM Learning and Workforce Development (BISU) Project*.
- Led a team of national experts helping the Center for Systems Security and Information Assurance identify and describe best practices in higher education and other industries for recruiting, retaining, and advancing minorities, women, and persons with disabilities into the cyber security workforce.

League for Innovation in the Community College, Phoenix, Arizona 3/1999 to 6/2012

The League for Innovation is an international 501(c)(3) nonprofit organization committed to improving community colleges. It hosts conferences and institutes, develops web resources, conducts research, produces publications, provides services, and leads projects and initiatives with member colleges, corporate partners, and other agencies in a continuing effort to make a positive difference for students and communities.

Vice President, Services and Programs

- Reported directly to the CEO and was responsible for helping to define the organization's strategic vision, overseeing financial activities that funded the League's programs, and guiding the overall business operation.

- Played key role in maximizing investments, reducing costs, improving programs, and increasing overall organizational efficiency.
- Oversaw \$1M in annual budgetary funds.
- Specific areas of responsibility included:

Annual Conference Planning and Oversight:

- Planned and coordinated all aspects of the annual four-day Conference on Information Technology and STEMtech Conference attended by as many as 2,500 educators from K-12, community and technical colleges, and four-year institutions. Selected locations, negotiated hotel and other contracts, outlined space allocation, and secured commitments from presidents and chancellors for host colleges.
- Established ad hoc steering and planning committee. Supervised up to 250 volunteers annually to ensure conference success.
- Allocated and managed up to \$900K budget funded by registrations, sponsorships, advertising, and hotel commissions.
- Conducted thorough post-conference evaluation for future improvement.
- Enhanced conference content without increasing costs by developing resourceful strategic partnerships; saved \$50K in rental equipment by obtaining corporate sponsorships that led to donated equipment.
- Led the transition to the STEMtech Conference format in 2010; effective marketing and planning grew conference attendance by an average of 10% each year and generated up to \$600K in revenue during a major national downturn in conference attendance.
- Selected conference topics; chose keynote speakers; and solicited, reviewed, and selected conference presentations for all 400+ sessions.
- Conceptualized and led conference and tradeshow marketing strategies and promotions and managed email/direct mail database.

Operational Oversight:

- Directed efforts of three IT professionals and five-person operations staff who support the conferences. Established priorities, ensured services and products were high-quality, and made sure deadlines were met. Created collaborative team environment.
- Analyzed internal processes, identified inefficiencies or deficiencies, and recommended and implemented procedural changes.
- Recognized the need to better manage marketing contact database. Led team that archived and deleted outdated records and automated database management and processes. Significantly reduced bi-annual mailing return rate, saved costs and increased efficiency.
- Innovated conference scheduling system from manual to web-based system; considerably reduced staff data entry time.
- Conceptualized, planned, and supervised the installation and testing of new products and process improvements. Led the testing of new concepts or procedures and made necessary modifications for organization-wide acceptance.

Grant Program and Project Management:

- Served as a co-principal investigator that oversaw grant funds of up to \$1M per year.
- Ensured program success for several key grants including Build IT Underwater Robotics Scale-Up for STEM Learning and Workforce Development, Wal-Mart Brighter Futures Project, Preparing Tomorrow's Teachers to Use Technology, Community College Pathways to Improved Teacher Preparation through Technology, and AlliancePlus: Improving Professional Development through Technology programs.

- Participated in providing information for writing the League's and other grant proposals and pursuing additional grant funds.
- Created grant applications, wrote press releases to announce applications, reviewed submissions, and made award decisions.
- Assisted educational institutions to creatively and resourcefully find ways to sustain programs after grant funding expired.
- Ensured proper reporting, administration of, and compliance with grant requirements. Monitored financial statements and other performance data to measure and analyze goal achievement.

Services Marketing and Communication:

- Selected to launch and manage the League's Services Division that included a team of 75 consultants who offered training and speaking engagements nationwide. This division generated an average of \$50K in revenue annually.
- Defined the division's strategic vision; wrote initial business plan; developed strategic marketing plan; defined topics, workshops, and presentations that would be offered; recruited and selected consultants; and negotiated contracts.
- Conceived and implemented marketing campaigns to generate program interest. Established program pricing.
- Represented the organization with various written communication methods. Wrote articles that were published in industry newsletters and trade publications, prepared press releases, and used social media to establish brand marketing.

St. Petersburg College, St. Petersburg, Florida

2/1997 to 3/1999

St. Petersburg College was Florida's first two-year college (founded in 1927) as well as the State's first community college to offer bachelor's degrees (2002). Today, SPC is one of 14 State Colleges, and serves as a model for incorporating bachelor's degree programs into traditional two-year institutions.

Served as Vice President of Human Resources and Provost of Special Programs and International Education concurrently.

Provost, Special Programs and International Education (2/1997 – 3/1999)

- As Provost focused on the recruitment and retention of at-risk students.
- Served as liaison between the college and outside organizations.
- Represented programs at campus events.
- Managed staff of eight personnel, prepared work schedules, and assigned duties. Appointed individuals to faculty and other positions and evaluated work performance.
- Designed and implemented a program to increase the retention rate for African-American males.
- Created program cohesion among multiple divisions; increased at-risk student retention rate 10 to 15% with comprehensive vision and objectives among all programs.
- Strategically focused program resources and gained federally-funded TRIO grant program due to success.
- As the International Education supervisor, managed assimilation and support programs for the college's foreign students and orchestrated diversity and cultural awareness events for all students.

Vice President, Human Resources (2/1997 – 2/1998)

- Directed all aspects of human resource management for 1,000+ personnel across multiple campuses. Served as a communication link between management and staff.

- Supervised up to 15 human resources support staff that administered compensation and benefits; managed Equal Employment Opportunity and sexual harassment issues; and recruited, interviewed, and hired staff. Established, communicated, and enforced personnel policies, procedures, and programs. Administered special programs such as employee awards, performance evaluations, and promotions.
- Represented the college at personnel-related investigations and hearings. Served as a resource and guide for all management regarding compliance with personnel policy and state and federal HR regulations.

College of Central Florida, Ocala, FL

8/1994 – 2/1997

College of Central Florida offers educational opportunities that are accessible, affordable, and high quality. In a climate that nurtures excellence, College of Central Florida provides undergraduate instruction and awards associate degrees, baccalaureate degrees, and certificates

Director, Human Resources

- Made presentations to campus community regarding policies and programs.
- Advised managers about policy matters such as equal employment and sexual harassment.
- Administered special projects in areas such as employee awards.
- Identified staff vacancies and coordinated the recruiting, interviewing, and selection of applicants.
- Administered compensation and benefits policies to ensure compliance with legal requirements.
- Planned, directed, supervised, and coordinated work activities of human resources staff.
- Conducted exit interviews to identify reasons for employee termination.
- Served as a link between management and employees.
- Administered and evaluated applicant tests.
- Represented the college at personnel-related hearings and investigations.
- Maintained records and reports concerning personnel-related data.
- Prepared and followed budgets for personnel operations.
- Provided employees with information about policies, job duties, working conditions, wages, opportunities for promotion, and employee benefits.
- Taught courses within the physical education department.

**Genesee Community College, Batavia, NY
Athletic Trainer and Instructor**

8/1991 – 7/1993

**Florida A&M University, Tallahassee, FL
Coordinator, Sports Medicine Services and Head Athletic Trainer**

8/1990 – 7/1991

**Queens College, Flushing, NY
Head Athletic Trainer**

2/1989 – 7/1990

EDUCATION:

- Ph.D., Educational Administration, The University of Texas at Austin, Austin, Texas
 - Community College Leadership Program
- M.Ed., Health Education, Miami University, Oxford, Ohio
- B.S., Secondary Education, Eastern Kentucky University, Richmond, Kentucky
- A.S., General Education, Genesee Community College, Batavia, New York

CERTIFICATION:

Certified Association Executive (CAE)
American Society of Association Executives

June 2013 to Current

AFFILIATIONS AND COMMITTEES:

- Member, Board of Directors, EDUCAUSE, 2015 to present
- Member, National Advisory Committee, WomenTech Educators Online Training Version 2.0, 2016 to present
- Member, National Coalition, Toward an Alliance to Prepare a National Faculty for Broadening Success of Underrepresented 2-Year and 4-Year STEM Students, 2016 to present
- Member, National Advisory Committee, B2 Scholars Program: Increasing 2-Year Biology Students' Success Through 2-Year Faculty Communities of Transformation, 2016 to present
- Reviewer, 2013-2014 Albert Einstein Distinguished Educator Fellowship Program, U.S. Department of Energy
- Member, American Association of University Women (AAUW) Advisory Committee, 2010 to present
- Member, National Advisory Committee, CalWomenTech Scale Up Project, 2010 to present
- Member, WomenTech Project National Advisory Committee, 2008 to present
- Member, Committee of Visitors, National Science Foundation, 2012
- Chair/Member, National Workforce Center for Emerging Technologies National Advisory Board, 1999 to 2010
- Member, IT Career Cluster Initiative Advisory Consortium, 1999 to 2010
- Digest Reviewer, ERIC Clearinghouse for Community Colleges, UCLA, 2009 to 2010
- Reviewer, Campus Computing Project Survey, 1999 to 2011
- Reviewer, MetLife Foundation Community College Connection Program, 2008
- Member, Microsoft Community and Technical College Advisory Council, 1999 to 2002

PUBLICATIONS:

- *Challenges and Opportunities for Increasing the STEM Pipeline. Leadership Abstracts*, 9/2010, League for Innovation in the Community College, Volume 23, Number 9
- *Technology: Connecting Students to Their Community Colleges*, *Diverse Issues in Higher Education*, 2008
- *Use of Real-World Data and Information in the Classroom: Evolution of a K-14 Teacher Preparation Model*, McKay, M., Lowes, S., McGrath, B., Lin, P. & Leach, E., League for Innovation in the Community College, 2007
- *Community & Technical Colleges, Information Technology & Revolutionary Times*, Community College Week, 2005
- *Brother-to-Brother: Enhancing the Intellectual and Personal Growth of African American Males*, 6/2010, League for Innovation in the Community College, Leadership Abstracts, Volume 14, Number 3
- *Preparing K-12 Teachers in the Use of Technology: Community Colleges Address the Digital Divide*. A chapter for the book *Access in the Information Age: Community Colleges Bridging the Digital Divide*, 2001, Gerardo E. de los Santos, Alfredo G. de los Santos Jr. and Mark David Milliron, Editors
- *A Collection of Practices From the League's Conference on Information Technology*, 2000, Edward J. Leach, Editor, League for Innovation in the Community College

PRESENTATIONS:

- *Finding the Right Fit: Getting What You Want When Selecting Outside Presenters*, Innovations 2007, League for Innovation in the Community College, 2007
- *Office of Special Programs: A Model for Recruiting, Transitioning, and Graduating Underserved Students*, Innovations 2000 and 2001, League for Innovation in the Community College, 2000 / 2001
- *Adding Up the Distance: Critical Success Factors for Internet-Based Learning in Developmental Mathematics*, Innovations 2000, League for Innovation in the Community College, 2000 and 22nd Annual International Conference on Teaching and Leadership Excellence, NISOD, The University of Texas at Austin, 2000
- *Identifying New Customers, Relationships, and Partners for Community Colleges: A Strategy for Training the Teachers of the Future*, Innovations 2000, League for Innovation in the Community College, 2000
- *A Vision of What's to Come: Innovation, Collaboration, and Learning at Our Fingertips*, Keynote with Mark D. Milliron and Stella Perez, Fifth Annual Online Learning Conference, University of Hawaii System, 2000
- *Brother-to-Brother: Enhancing the Intellectual and Personal Growth of African-American Males*, 12th Annual International Conference on The First-Year Experience, National Resource Center for The First-Year Experience and Students in Transition, University of South Carolina, 1999 and Innovations 1999, League for Innovation in the Community College