

Dr. Valerie Senatore

Dear hiring committee members,

I reviewed with great interest your call for Associate Vice President of Academic Affairs applications. Across my diverse career, I have led numerous teams overseeing myriad complex elements of strategic and tactical initiative development and execution with demonstrably successful outcomes. The roles I have held have most frequently been associated with higher education leadership in academics and student support, including direct experience in overseeing online programming. I would welcome the opportunity to discuss with your team how I can work with Monroe Community College faculty, staff, and students to maximize results aligned to your strategic plans for online student success and satisfaction.

As an academic officer, I have had extensive experience with federal, state, and independent regulatory bodies, with a resultant record of meeting (and generally exceeding) guidelines for operation. I am adept at translating the sometimes unnecessarily obtuse phraseology inherent in regulatory language and the organizational responses to same into digestible content for various audiences, such as government officials, administrators, front-line staff and consumers. Avoiding misunderstandings in these matters can be underestimated until your organization has the misfortune of experiencing such a situation, and I do not undervalue the ability to cut short those potential consequences of miscommunication. In addition, my credential background has focused heavily on psychometrics, which has led to me being directly responsible for assessment from design to analysis in several of my roles.

As both a dean and a Provost, I have had direct responsibility for the management of online programming. I have experience in instructional design and assessment, budgeting, student and parent relations, compliance, federal grants, interagency articulations, and student events. I have also built tracking systems to determine the efficacy of both academic and support services and return on investment.

While typically falling into the realm of peripheral duties, an often overlooked area of critical expertise rests in the ability to de-escalate conflicts with both internal and external constituencies. Throughout my career, I have partnered with legal counsel to mediate a significant number of contentious matters. To date, I have not led the mediation of a legal, collective bargaining, or customer service concern/filing/case in which the organization I represented was held liable for harm or inappropriate action.

One of the domains central to the success of all organizations in this post-Covid era of employee and civil unrest is the management of employee engagement, an area in which I have a track record of measured improvements. I have joined multiple organizations that have struggled in the areas of engagement and enablement of their work forces and led them in ameliorating poor results. This requires a delicate balance between sincere interest in the wellbeing of staff and the reality of available support resources, and I derive great satisfaction in leading authentic positive change.

With these various experiences and competencies in mind, the transition to a direct role supporting online programming is ideal. Bringing strategic and operational acumen, I can be an effective and positive support for both expressive and instrumental needs and goals of the University. I hope this brief overview has been helpful and would be happy to share a more comprehensive document of my background should you be interested in additional review. I look forward to hearing from you and learning more about how I can be a productive member of your community.

Best regards,

Dr. Val Senatore