

Valerie Smith Senatore, Ph.D.

RELEVANT EXPERIENCE

November 2021-March 2023

Vice President and Chief Academic Officer

Bryant and Stratton College (Enrollment approx. 8,000)

Reported directly to President and CEO and served as a member of the College's Senior Leadership team, leading the business core of a 17-location, distributed and matrixed operational structure across post-transition from C19. Accountable for oversight of curriculum, academic operations, and instructional design, with particular focus on outcomes improvement in allied health programs and online campus retention interventions consistent with the College's strategic plan. Convened Board of Director's Academic Quality Student Outcomes Committee, system academic directors, Deans Council, and Office of Academic Affairs and co-chaired the College's Product Committee.

Facilitated the development and implementation of a faculty progression program, supported by robust multichannel pathways curated to address data-informed and faculty-expressed improvement needs. Transitioned the existing structure of business meetings to academic conferences, leveraged existing councils into work groups, and created performance metrics and leadership content for managerial competency development of directors and deans. Vigorously supported academic integration and assessment of UDL and DEI principles.

Responsible for oversight of multiple new program submissions and accreditation visits, program re-launch, new modality launch, and direct coordination with College counsel of student complaints and external regulatory inquiries. Oversaw YoY outcomes improvement in OTA/PTA testing for all programs previously below 100%; increase in NCLEX pass rates for over half of programs, with four moving to compliant status; increase in online graduation rate; increase in retention for all academic intervention pilots online.

June 2019-November 2021

Provost/Chief Learning Officer

Community Colleges of Spokane (Enrollment of 25,000+)

Reported directly to Chancellor and served as a member of the Executive Cabinet as Chief Academic Officer of district comprised of two separately-accredited colleges; convened Vice Presidents Council for academics, student affairs, and institutional research to provide vetted recommendations on academic and service operations, accountability metrics, and financial prudence; oversaw district-wide academic operations, including direct management of associate provost and directors and deans of grants, institutional research, eLearning, global education and strategic partnerships, as well as oversight for corporate training and continuing education; served as an external liaison for workforce initiatives in the community by serving on our regional economic development workgroups, as well as national groups related to inclusive workforce development.

Streamlined budget; developed and implemented metrics for lead management, recruitment, and online learning; developed Virtual Campus in response to C19; oversaw strategic alignment of grant applications and management, as well as development of grant compliance manual and guidelines; aligned the research vertical across district and colleges for coherent research strategy; partnered with CCS Foundation for fundraising and collaboration efforts. Served as institutional liaison for partnerships with local universities, medical schools, philanthropic orgs, regional utilities and sustainable construction companies.

December 2014-December 2018

Group Dean of Academic Excellence

Northeast Region, DeVry University (Enrollment of 25,000+)

Other roles served at DVU: Mid-Atlantic Regional Dean, Philadelphia; Interim President, Washington, DC; Dean of Academics, Washington DC

During time of significant transition, responsible for restructuring of academic accountabilities, both locally and nationally, including preparation for separation of DVU from Adtalem Global Education to Cogswell, LLC. As DVU realigned operations from 40+ academic deans to four, led and participated in numerous task forces charged with calibrating faculty assessment and performance; developing and socializing new academic vision and strategy; transitioning to new LMS and use of predictive analytic tools; restructuring academic work flows and teams; developing new performance metrics and dashboard; streamlining curricular offerings while launching new program stacks. Instrumental in facilitating curriculum improvements and alignments with the DeVry Tech value proposition. I also directly oversaw the development and implementation of a national virtual and onsite tutoring platform and process utilizing existing workforce resources, as well as the reorganization of Mid-Atlantic and Northeast academic teams into specialized workflows of deans and chairs managing academic quality, student success, and scheduling/credentialization. Hosted more than seven successful site visits in past 18 months with HLC, ABET and multiple state education agencies and led and served on AQIP team. Led significant improvement in course success outcomes and persistence.

As part of a long-term stretch assignment, oversaw campus operations, including admissions, student services, academics, finance, and career services, as well as performing market segmentation analyses with President and CMO, partnering with our B2B and military channels for recruitment strategies, and presenting fiscal year performance analysis to President and COO.

As part of Adtalem's Catalyst Leadership Program, collaborated on a five-person team with President and VP of operations for Brazil, Caribbean, and UK in developing proposal and action plan for global medical education expansion. As part of program, 360 feedback from executive committee members, peers, and direct reports indicates high level of competence in managerial courage, strategic perspective, taking initiative, and decisiveness.

Recognized as a talent developer, having transitioned at least five faculty colleagues to leadership roles in less than two years. Facilitated four regional symposia for faculty in both virtual and onsite formats, as well as monthly workshops designed respectively for two audiences: faculty and operational colleagues. Built and maintained a reputation for high-levels of colleague engagement and enablement, with notable turnarounds in compromised locations. Also experienced and proficient in performance management and handling separations and reductions in force with professionalism.

Accountable for academic oversight of DVU locations in NY, NJ, PA, VA, NC, and OH. Partnered with Finance Director and President to develop and optimize academic budget to meet and exceed operational metrics. Oversaw professional development and performance of approximately 45 full-time and over 300 part-time staff members.

Aug. 2012-December 2014

Dean of Mathematics, Behavioral and Social Sciences, and the International Center

Bunker Hill Community College, Boston, MA (Enrollment approx. 14,000)

During a time of transition in a collective bargaining environment, responsible for leadership of the Division, which included both academic and international recruitment departments. Specific duties included employee recruitment and retention, evaluation and development; implementation of policies; conflict resolution

processes; new program and curriculum development; program assessment; grant proposals and accountability; budget development; marketing and recruitment of international students. Led several grant initiatives, including one that resulted in 3,000 bps improvements in outcomes. Worked with partnering team for Carnegie Foundation for the Advancement of Teaching's Statway and Quantway programs. Worked with campus VPs and directors on OCR, DoE, and other case filings. Served on transition team for implementation of new CRM and scheduling algorithm. Authored academic plan for NEASC. Served as academic liaison for CFO and finance team. Frequently represented College at various community and fundraising events.

Aug. 2010-January 2014

*Chair of Social Sciences; Associate Professor of Psychology; adjunct doctoral faculty
Endicott College, Beverly, MA (Enrollment approx. 3,000)*

Aug. 2009-Aug. 2010

*Assistant Professor of Psychology
American International College, Springfield, MA*

Jan 2001-May 2009

*Professor and Chair (2004-2009), Behavioral Sciences Department
Collin College, Plano, TX (Enrollment approx. 19,000 in 2009)*

Courses taught (includes onsite and online):

Undergraduate: Senior Thesis; Racial and Ethnic Diversity; Research Methods; History and Systems of Psychology; Psychological Perspectives (intro to theory); Psychology of Gender; Life Span Development; General Psychology; Adolescent Psychology; Death and Dying; Introduction to Sociology; Human Sexuality; Sociological Theory; Class, Wealth and Power; Social Problems; Statistics lab; Learning Communities pairing PSYC with PHIL and PHED and developed with EDUC and ENG.

Graduate: Quantitative Methods

EDUCATION

Bachelor of Arts in History, Summa Cum Laude, minor in Spanish
University of Texas at Arlington

Master of Arts in Sociology
University of Texas at Arlington
Thesis: An Empirical Assessment of the Effects of Corporate Abuse on Institutional Trust

Doctor of Philosophy in Educational Psychology
Texas A&M University-Commerce
Dissertation: Assessing the Relative Impact of Cognitive and Cultural Factors on Plagiarism

PUBLICATIONS

Cassanelli, C., Piskura, T. & Smith, V. (2012). Rate and frequency of demands on children with autism, *Modern psychological studies*. *as advisor

Martins, M. & Smith, V. (2012). Practitioner responses to DSM categorization of hoarding, *Modern psychological studies*. *as advisor

Smith, V. Reddy, J., Foster, K., Brooks, J & Asbury, T. (2011). Public perceptions, knowledge and stigma

- toward schizophrenics. *Journal of Public Mental Health*. 10, 1, 43-54.
- Smith, V.T. & Brooks, J.L. (2011). Psi Beta as an avenue of engagement. In Miller, R. L., Amsel, E. Kowallewski, B.M., Beins, B.C., Keith, K.D., & Peden, B.F. (eds.), *Promoting student engagement, vol. 1*, Society for Teaching of Psychology.
- Brooks, J.L. & Smith, V.T. (2011). Civic engagement through service-learning. In Miller, R. L., Amsel, E. Kowallewski, B.M., Beins, B.C., Keith, K.D., & Peden, B.F. (eds.), *Promoting student engagement, vol. 1*, Society for Teaching of Psychology.
- Tanuvasa, K., Brooks, J., Smith, V. and Fortney, J (2011). In your dreams: Exploring lucid dreaming, dream recall and general intelligence. *Journal of psychological inquiry*, 16, 1, 40-44.
- O'Loughlin-Brooks, J. & Smith, V.T. (2008). Research at the community college level. In R. Miller, M. Ware, B. Rycek and B. Beins (eds.). *The undergraduate research experience in psychology*. Society for Teaching of Psychology e-book.
- Brooks, J. & Smith, V. (2007). First psi beta national conference held. *Psychology teacher network*, 17, 1, 11, American Psychological Association Educational Directorate.
- Smith, V. (2006). Psi beta synergy national conference. *Psi Beta National Newsletter*, 26, 2, 2.
- Smith, V. & Brooks, J. (2006). Creating a successful psychology service-learning student philanthropy course. *Journal of civic commitment*, 7.
- Tanuvasa, K. Shreve, J., Lummus, R., Zadorozny, B., Dunshee, L., Smith, V. & O'Loughlin-Brooks, J.L. (2006) Don't Know Much about Sexual Anatomy: A Survey of Undergraduate Knowledge, *Journal of Psychological Inquiry*, 11, 2.
- Smith, V. (2005). Instructor's Manual for *Understanding human sexuality*, 9th ed. New York: MHHE.
- Smith, V.T. (2005). Engaging Community College Psychology Students in Undergraduate Research. *Psychology teacher's network*, 14, 4. Washington, D.C.: American Psychological Assn.

SELECTED PROFESSIONAL PRESENTATIONS

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- Rogers, K., Moore, T, Miller, J., Needham, S. & Senatore, V. (2021). Talent for Innovation: Human Capital for the Innovation Economy. East West Life Sciences Summit. Virtual.
- Senatore, V. (2021). Dealing with Ambiguity: Skills of a Leadership Architect. Continuing Education Council of WA State Community and Technical Colleges winter meeting. Virtual.
- McCarthy, J., Haney, J., Morrison, S., Patterson, D., & Senatore, V. (2020). Creating the Healthcare Workforce to Serve Rural Communities. East West Life Science Summit: Serving Diverse Populations through Innovation in Rural Healthcare. Virtual
- Senatore, V.S. (2018). Tightropes and Juggling: The Artful Circus of Work Life Balance. DVU Faculty Symposium, Atlanta, GA.
- Senatore, V.S. (2016) An Exploratory Analysis of Faculty Incivility and Health Effects at Community Colleges. Inspiring Teaching Excellence Through Strategy Sharing, DVU Faculty Symposium, Arlington, VA.
- Battistoni, R., Tuski, D. & Senatore, V.S. (2014). Panelist for Battistoni's Beyond Service and Service-Learning: The Next BIG Steps for Community Engagement in Higher Education. Campus Compact Regional Event. University of CT-Storrs.
- Smith, V.T. & Brooks, J.L. (2013). They Love to Work with Us: Successful Learning Community Pairings and Strategies in Psychology. American Psychological Assn. meeting, Honolulu, HI
- Smith, V.T. & Brooks, J.L. (2012). *Learning Communities in Psychology: An Exploration of Successful Discipline Pairings*. National Institute on the Teaching of Psychology, St. Petersburg, FL.
- Smith, V.T. (2011). *A Deficit of Ethics or Skills? When Poor Writers Become "Cheaters" and Strategies to Help Struggling Students*. Poster (2nd place) at New England Psychological Assn annual meeting, Fairfield, CT.
- George, D. & Smith, V.T. (2011). *One Road with Two Goals: Intersections of Service-Learning and Internships*. New England Psychological Association annual meeting, Fairfield, CT.
- Smith, V.T. & Green, R. (2011). *Writing ability trumps ethics in predicting plagiarism*. Association for Psychological Science annual convention, Washington, D.C.
- Smith, V. T. & O'Loughlin-Brooks, J. (2011). *Creating a Successful Service Learning Student Philanthropy Course*. National Institute on the Teaching of Psychology, St. Petersburg, FL.
- Smith, V. & Brooks, J. (2009). *Don't Know Much about Anatomy II: Exploring the Efficacy of Abstinence-Only Programs*. Synergy Conference, Tampa, FL.

- Jiang, M., Young, A., Green, R. & Smith, V. (2008). *The Perceptions and Impacts of Emoticons on Computer-mediated Communication*, SW Psychological Assn annual meeting, Kansas City, MO.
- Smith, V.T. (2007). *Service-Learning as Research and Service-Learning Assessment*. Texas Campus Compact Faculty Fellow invited workshop for UTA/TCC/FWISD consortium, Fort Worth, TX
- Smith, V.T. (2007). *Incorporating Service-Learning in Psychology*, Texas Campus Compact Faculty Fellow workshop, Psychology Synergy Conference, Plano, TX
- Smith, V. & Brooks, J. (2007). *Toward a Philanthropic Model of Psychology Service Learning*, Campus Compact National Conference, Austin, TX
- Smith, V. & Brooks, J. (2007). *Service-Learning in Psychology*, SW Psyc Assn. annual meeting, Ft. Worth, TX
- Smith, V. & Brooks, J. (2007). *Psi Beta to Psi Chi: Making the Transition*, SW Psyc Assn. annual meeting, Ft. Worth, TX
- O'Loughlin-Brooks, J.L. & Smith, V.T. (2006). *Scholarship at the Community College Level*. SWPA annual meeting, Austin, TX
- O'Loughlin-Brooks, J. & Smith, V.T. (2005). *Raiders of the Lost Cause? Engaging Community College Students in the Process of Research*. Fifty-First Anniversary of the Southwestern Psychological Association Conference, Memphis, TN.
- White, L., Allen, S. O'Loughlin Brooks, J. & Smith, V.T. (2005). *Investigating Gender Differences in Civic Participation on College Campuses as Measured Through Discussion Boards*. Paper presented at the Twenty Fifth Annual Great Plains Students' Psychology Conference, Omaha, NE; Third Annual Llano Estacado Psychology Conference, Lubbock, TX; Cultivating Scholars Psyc Conference, Frisco, TX.
- Smith, V. & Brooks, J.(2004). *Don't Know Much about Anatomy: Exploring the Efficacy of Abstinence-Only Programs*. Annual Meeting of the Society for the Scientific Study of Sexuality.
- O'Loughlin-Brooks, J.L., Smith, V., Cowle, K., Shreve, J., Bridgman, M., Lummus, R., Zadorozny, B., Tanuvasa, K., Fortney, J., Golgoun, T., Coder, M., Heaviside, M. & Dunshee, L. (2004) *Engaging Community College Psychology Students in Undergraduate Research*, Panel presentation at the Fiftieth Anniversary of the Southwestern Psychological Association Convention, San Antonio, TX.
- Hughes, R. & Smith, V.T. (2003). *Reflection in Service Learning*. UT-Arlington Annual Service Learning Faculty Luncheon. Arlington, TX

PRESENTATIONS AS FACULTY SPONSOR

32 student theses at Endicott's 2011/2012 Thesis Day Conferences

- Davis, D. (2007). *Manic Depression's a Frustrating Mess: Examining the Relationship between Creativity and Bipolar Disorder*, Paper presented at the Psychology Synergy Conference, Plano, TX. First Place Literature review.
- Oh, E., Oh, S., Schick, J. Snider, G. (2007). *Factors that Influence Sports Enjoyment in Middle School Students*, Paper presented at the Psychology Synergy Conference, Plano, TX.
- Tanuvasa, K., O' Loughlin Brooks, J. & Smith, V.T. (2005). *Frontal Lobe Injury and Criminal Behavior: Implications for Law and Medicine*. Paper presented at the Twenty Fifth Annual Great Plains Students' Psychology Conference, Omaha, NE.
- Shreve, J., Higgs, C., Zadorozny, B., Smith, V.T. & O'Loughlin Brooks, J. (2005). *Exploring Religious Conviction and Spirituality in Relation to Sexual Attitudes and Behavior: A Survey of Two Year College Students*. Papers presented at the Twenty Fifth Annual Great Plains Students' Psychology Conference, Omaha, NE; Third Annual Llano Estacado Psychology Conference, Lubbock, TX; Cultivating Scholars Psyc Conference, Frisco, TX.
- Fortney, J., O'Loughlin-Brooks, J. & Smith, V.T. (2005). *Evaluating the Efficacy of Electroconvulsive Therapy in Treating Mood Disorders*. ,Papers presented at the Twenty Fifth Annual Great Plains Students' Psychology Conference, Omaha, NE.
- Khan, T., Lands, E., Smith, V.T. & O'Loughlin-Brooks, J. (2005). *Practical People: An Investigation of Personality Trait Indicators of International Students*. Papers presented at the Twenty Fifth Annual Great Plains Students' Psychology Conference, Omaha, NE; Third Annual Llano Estacado Psychology Conference, Lubbock, TX; Cultivating Scholars Psyc Conference, Frisco, TX.
- Tanuvasa, K., Fortney, J., O'Loughlin Brooks, J. & Smith, V.T. (2005). *In Your Dreams: Lucid Dreamers score*

higher on General Intelligence (g) and Dream Recall. Paper presented at the Twenty Fifth Annual Great Plains Students' Psychology Conference, Omaha, NE; Third Annual Llano Estacado Psychology Conference, Lubbock, TX (Honorable Mention); Cultivating Scholars Psyc Conference, Frisco, TX. Lummus, R., Shreve, J., Zadorozny, B., Dunshee, L., Smith, V. & O'Loughlin-Brooks, J.L. (2004) *Don't Know Much about Sexual Anatomy: A Survey of Undergraduate Knowledge and Implications for Communication and Health*, Paper presented at the Twenty Fourth Annual Great Plains Students' Psychology Conference, Kansas City, MO. And the second Annual Llano Estacado Undergraduate Psychology Conference, Lubbock, TX (First place paper).

RECOGNITIONS AND OFFICES

Catalyst Leadership Program, Adtalem Global Education, 2016-2018
Community College Leadership Academy Fellow, 2013-2014
Council of Academic Division Administrators, BHCC representative, 2012-2014
National Council Psi Beta Honor Society-SW Region Vice President 2008-09
Advisory Board member and Faculty Fellow-Texas Campus Compact, 2007-09
Valerie Smith Engaged Faculty Scholarship- 2004, 2005, 2006 and 2007
Collaborator Award-Center for Scholarly and Civic Engagement, Collin College, 2006
Academy for Collegiate Excellence Fellow and graduate, 2005-06
Ambassador Award-Center for Scholarly and Civic Engagement, Collin College, 2005
Associate Faculty of the Year for Collin College, 2004-05
Associate Faculty of the Year-Social Sciences, 2004

COLLEGE SERVICE, PROFESSIONAL ACTIVITIES AND AFFILIATIONS

Chancellor's proxy to CCID national board; Spokane University District UDA/PDA; Greater Spokane Inc; Washington STEM;
Member, GSI Life Sciences; Greater Minds; GSI/CAEL Inclusivity Development Network; WA Instruction Commission;
Project Gandalf (academic standards and restructure), DeVry University
Chair multiple search committees and program reviews
Co-chair, BHCC Academic Master Plan for NEASC
Institutional Review Board member, Endicott College, American International College, Collin College steering
Advanced Graduate Council member, Assessment Committee, Diversity Committee, Student Accountability Board, Thesis Day Conference Chair, Psi Chi and Psyc Club advisor, Endicott College
Co-Chair-National Psychology Synergy Conference, Collin College, 2006 and 2007
Psi-Beta National Psychology Honor Society advisor 2004-2009, Collin College; Psi Chi 2009-2011, Endicott
Psychology Service-Learning Student Philanthropy Courses development and implementation, Collin College
Faculty Council Secretary (08-09) and representative (07-09); Teaching and Learning Subcommittee, Collin
College Service-Learning Liaison, Collin College
Text and journal reviewer and online content developer
Member: American Association of University Women; Sigma Xi National Research Honor Society, Psi Chi National
Honor Society; CCID, AIRC

SERVANT LEADERSHIP

- Board Member and Allocations Committee Co-chair, Women Helping Women Fund, 2020-2022
- Academic Advisory Board, Abraham Lincoln Law School, 2018-present
- Education Advisory Board, Research Advisory Board member, 2021

- Board of Bar Overseers, Boston, MA. Ethics Hearing Committee member, 2011-2017
- Member-Board of Directors, Consumer Credit Counseling Services of North Texas 2008-09
- Boys Scouts of America volunteer-Unit commissioner, Assistant Scoutmaster, Cubmaster, Committee/Training Chairperson, merit badge counselor, Camp Program Director
- Camp Summit camp counselor
- Frisco Community Network, community-based research lead, Social Services Needs Assessment