

## **Margaret Semmer, EdD**

### **Accomplishments include:**

- Developed academic affairs strategic facilities and programmatic restructuring plan that addressed areas in need of expansion as well as reduction. Provided detailed analysis of workflow, process and policy impacted by restructuring plan. Worked closely with HR on circumstances of staff reduction, retirement incentive and reclassification of numerous positions. \$2 million was saved as a result.
- As part of required management of the Carl D. Perkins Federal Grant led a collaborative effort to conduct a comprehensive local needs assessment and implement a strategic planning process for program equipment replacement and management, faculty professional development, faculty stipends and program viability. Project plan incorporated all requirements for Federal contracts including auditing obligations and compliance statutes. The local Perkins grant exceed \$1 million in funding every year.
- Directed local team in effort to secure a Department of Education Grant to support Historically Hispanic Institutions (HSI) in their effort to improve STEM education and provide pathways for Hispanic Students. Worked simultaneously with Calumet College St. Joseph as a partner and Indiana University Northwest as a sub-award. Project was awarded to both universities in late 2021. Total amount awarded to both institutions was \$7.5 million.
- Directed implementation of innovative program delivery focused on persistence, completion and student success including the transition from a predominantly 16-week course delivery schedule to an eight-week course schedule, execution of a co-requisite model for developmental education, employment of supplemental instruction that utilizes peer tutoring for student success, the development of a Minority Male Initiative (MMI) Gary campus, the implementation of an institute model for industrial technology programs, the support of a cohort fast track program for high achieving high school graduates and an honors program in partnership with American Honors, and the implementation of a math pathways project to guide student's math requirement based on major and/or career interest area.
- Developed and implemented innovative partnership program between Ivy Tech and Cal College St. Joseph to deliver Information Technology programming focused on Cyber Security. In the first ever partnership of this nature in the state of Indiana, the two institutions now share a full-time faculty, classroom space and state of the art data center/computer lab.
- Chaired statewide committee to rewrite department and program chair loading policy that required the dismantling of antiquated policy, a budget neutral plan and a student success outcome.
- Co-directed Ivy WiSTEM NSF ADVANCE project as Co-Principal Investigator to understand and improve the advancement of women faculty in STEM. Ivy Tech was selected as the second community college in the country awarded the prestigious ADVANCE grant. In conjunction with Ohio University as the research partner conducted expansive research on the perceptions of women faculty in STEM fields. Work entailed writing surveys, conducting focus group sessions, analyzing data and authoring a comprehensive report on results.
- Fostered environment for innovation by supporting and encouraging faculty and staff to pursue external funding sources and grants. Grant proposals successfully awarded include a \$5.9 million dollar award from the National Security Association to increase the pipeline of

credentialed cybersecurity professionals in addition to multiple National Science Foundation grants to improve information technology education for marginalized populations.

- Managed successful transition of entire campus curriculum to alternative delivery models in wake of the covid-19 pandemic on a campus that delivered curriculum in an almost 100% face to face modality. This required the ability to lead an entire academic team through the process of becoming virtual and on-line in only two weeks-time. It was a collaboration of many moving parts that required tenacious persistence, around the clock availability and the ability to motivate and empower teams.
- Provided leadership for the implementation of comprehensive Early College programs at multiple high schools in Northern Indiana that provide students with an educational pathway leading to associate degrees simultaneously earned with their high school diplomas. Early College programs in machining, process technology, and medical assisting were constructed.
- Started a Toastmasters Club at the Gary Indiana Ivy Tech location.
- Rebuilt academic course schedule for a seven-campus bi-region to better accommodate student needs and foster student success. This included an analysis of face to face and on-line course offerings to compliment student demand and encourage persistence and completion. Increased offering of hybrid and blended delivery formats resulted. The utilization of degree audit data to better predict and plan courses also contributed to the process improvement. A comprehensive course schedule development guide was produced.
- Collaborated to develop a bi-regional Center for Teaching and Learning Excellence that supports faculty and academic affairs staff related to their professional development needs.
- Collaborated with cross divisional team to develop a process for behavior intervention, crisis management and counseling services for students.
- Served on statewide committees to address adjunct faculty development, STEM education and recruitment of STEM faculty, Sam Jones Fellowship and partnership with HBCUs, structured scheduling, HLC accreditation and SAP appeal policy and improvement.

### **Academic/Administrative Leadership Experience:**

#### **Vice Chancellor for Academic Affairs**

#### **Ivy Tech Community College of Indiana Northwest (2011 to 2013) Bi-regional NW & North Central (2013 to 2017) Lake County Campus (2017-2022)**

The Academic Affairs and Student Success structure includes direct and indirect oversight of all faculty, programs and curriculum. This structure has also included oversight of academic advising, developmental/remedial/co-requisite education, K-12 partnerships/dual credit, instructional technologies/online learning, libraries and career services. The Vice Chancellor of Academic Affairs and Student Success:

- Provides oversight and leadership of academic affairs including faculty recruitment, hiring, supervision, development and evaluation,
- Manages curriculum development and implementation, including the coordination of a course schedule.
- Develops monitors and influences academic affairs budgets through comprehensive strategic planning, data mining, bench marking and enrollment management.
- Promotes external funding by encouraging participation in grant projects especially at the Federal level to include the National Science Foundation, The Department of Education, The National Institute of Health, The National Security Agency and The Department of Workforce Development. Oversees and provides administrative leadership on external funding and sponsored programs.

- Implements new and updates existing programming based on student success and persistence data, labor market demand, student interest and higher education trends in both career education and transfer programming.
- Oversees all program review and requirements for accreditation whether program specific, regionally and statewide.
- Improves community partnerships through relationship building, grant funding and active participation with community, business and industry stakeholders.
- Encourages student success through direct and indirect oversight of success initiatives including Minority Male Initiative, supplemental instruction, tutoring, ASAP, American Honors, and POD 7 (addressing food insecurity, expungement, tax and ACA support).

### **Joliet Junior College**

Dean, Career & Technical Education (2007 to 2011)

- Provided administrative, instructional and fiscal oversight for Career and Technical Education (CTE) with more than fifty programs including agriculture/horticulture, business, computer programming/IT, culinary arts/hospitality management, industrial technology (automotive, construction, HVAC, manufacturing), and select public service and allied health programs including criminal justice, health information technology, orthotics and prosthetics technology, and veterinary medical technology.
- Built and managed departmental program budgets that exceed \$12 million.
- Supervised and actively participated in the non-tenured faculty evaluation process.
- Oversaw the curriculum creation and revision process for all traditional and on-line courses/programs utilizing industry input, labor market data, technological advancement and pedagogy this includes all approval and oversight for online course development.
- Worked closely with local business and industry to develop partnerships to meet workforce needs.
- Administered Federal and state grant funding including NSF ATE, Perkins, Program Improvement, Innovations and Partnership for Career and College Success grants
- Worked closely with department chairs to develop strategic plans for the assessment of student learning, budgeting/funding, curriculum alignment and faculty development within each department.
- Encouraged collaboration with area high schools for dual credit, K-12 partnerships and Programs of Study development.
- Partnered with other colleges and universities to meaningful transfer opportunities.
- Recruited, formed search committees and oversaw hiring of all new full-time faculty.
- Provided academic leadership to master plan construction projects.
- Developed recruitment and retention programs geared at targeted populations including the Girls Exploring Technology summer camp at JJC.

### **Moraine Valley Community College**

Assistant Dean, Science, Business & Computer Technologies (2003 to 2007)

- Provided administrative leadership on grant projects that include the National Science Foundation Advanced Technical Education Center for Systems Security and Information Assurances (CSSIA), CSSIA Supplemental Grant, Tech Prep Support Grant, Tech Prep Consortium grant, Carl Perkins, P-16 and the sub-award for CASPiE.
- Chaired search committees to select and hire math, science, business and IT faculty.
- Guided non-tenured faculty evaluation process.
- Assisted in the oversight and management of grant budgets.
- Advocated and encouraged the development and enhancement of recruitment/retention efforts geared at non-traditional students especially women in IT.

### **The Collaborative for Gender Equity**

Principal Investigator/Consultant/Instructor (2005 to 2010)

Moraine Valley Community College (CSSIA) and the Center for Occupational Research and Development (CORD)

Developed comprehensive program, including course materials, took-kit and workshops that promotes student engagement and success through mentoring and support services. Provided training to several hundred educators at community colleges across the country. Designed web site associated with project. [www.genderequitycollaborative.org](http://www.genderequitycollaborative.org) The project aligned with the objectives of the Gender Equity Collaborative a National Science Foundation (NSF) Advanced Technical Education (ATE) project affiliated with the Center for Systems Security and Information Assurances (CSSIA).

### **Teaching Experience:**

#### **Ivy Tech Community College of Indiana, Lake County Campus**

Department of Communications, Adjunct Instructor, Mass Communications online 2018-2020

Department of Student Success, Adjunct Instructor College Success Course, 2017 to 2018

*Possess full certification required by Ivy Tech to teach online.*

#### **Joliet Junior College, Joliet, Illinois 2009-2010**

Department of Fine Arts, Adjunct Instructor, Public Speaking

#### **Moraine Valley Community College 1994-2007**

Department of Communications/Foreign Language/Literature, Adjunct Instructor, Public Speaking

#### **Robert Morris College 1992-1994**

Lead instructor for Career Development and Student Success for Medical Assisting Program

#### **Wilbur Wright College, City Colleges of Chicago 1993-1994**

Department of Communications, Adjunct Instructor, Public Speaking

#### **University of Illinois at Chicago, Chicago, Illinois 1991-1992**

Graduate Teaching Assistant, Department of Communication Studies, Instructor Public Speaking and Interpersonal Communications.

### **Education:**

Doctor of Education, Adult, Continuing and Higher Education Administration

Northern Illinois University, DeKalb, IL

Master of Arts, Department of Communication, College of Liberal Arts & Sciences

University of Illinois at Chicago, Chicago, IL

Bachelor of Science, Department of Communication, College of Liberal Arts & Sciences

Northern Illinois University, DeKalb, IL

### **Awards, Presentations, Publications & Scholarly Achievements:**

*Women's Participation in Emerging Technology Programs: Stories of Confidence and Determination.* (Doctoral Dissertation). 2007. Author. "[Women's participation in advanced and emerging technology programs: s](http://www.niu.edu/~msemmer/women's%20participation%20in%20advanced%20and%20emerging%20technology%20programs%20s)" by Margaret M. Semmer (niu.edu)

*Mentoring Program Coordinator Training Toolkit*. The Gender Equity Collaborative, 2007. Author/Editor. [Building Your Mentoring Program \(genderequitycollaborative.org\)](http://genderequitycollaborative.org)

*Undergraduate Science, Math, and Engineering Education: What's Working?* Hearing before the Subcommittee on Research Committee on Science House of Representatives. One Hundred Ninth Congress, Second Session, March 15, 2006. Chosen by Moraine Valley Community College administration to provide expert testimony on the community college role in improving the number of students who pursue STEM programs in higher education. Published proceedings [Undergraduate Science, Math, and Engineering Education: What's Working? \(house.gov\)](http://house.gov)

*Understanding White Privilege in the Context of Community College Teaching and Leadership*. The Good Teacher Symposium, Ivy Tech Community College. Invited Keynote Speaker for Diversity Series, June 2020.

*Emotional Intelligence for the Emerging Leader*, Ivy Tech Student Leadership Conference, November 2018 and 2019. Presenter.

*More than College Credit: Advisement to Your Degree with Concurrent Enrollment*. College and Career Acceleration Summer Institute, August 2013, Hobart High School. Keynote address.

*Girls Exploring Technology: Planning a Summer Camp for Girls*. Connections Conference Presentation, The Connections Project at Illinois State University, April 2010. Presenter.

*Prospecting for Gold: Strategies for Recruiting and Retaining Students in Emerging Technologies*. Same-TEC Pre-Conference, Maricopa Advanced Technology Training Center, Annual Conference. Austin, TX July 2008, Phoenix, AZ July 2009. Presenter.

*Cultivating Gender Equity in Emerging Technologies: Mentoring and Mythbusting*. The American Association for Community Colleges (AACC) Annual Convention, Philadelphia, PA April 2008. Presenter.

*The Center for Systems Security and Information Security (CSSIA)*. League for Innovations in the Community College Annual Conference, March 2005, New York, NY. Presenter.

*Math and Science Alignment the Tech Prep Way*. National Tech Prep Network Annual Conference, Presenter National Science Foundation Pre-conference 2004 Minneapolis, 2005 Orlando, FL. Presenter.

*Working Together for Workplace Skills Success*. Wisconsin Careers Conference, spring 2003. Presenter.

Innovator of the Year for the Center for Systems Security and Information Assurances (CSSIA), at Moraine Valley Community College. Awarded by the League for Innovation in Community Colleges, 2005.

*Outstanding Major*, Department of Communications, Northern Illinois University, DeKalb, IL

Northwest Indiana Influential Women Awards 2021. Runner Up, Education Division.