

**Dr. Cristina M. Gordon**

*Dr. Ted Martinez, Jr. NCCHC Leadership Fellow*

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**Portfolio link: <https://drcgordon2016.wixsite.com/portfolio>**

**QUALIFICATIONS**

- ✓ Innovative leader capable of developing new programs and resources at low or no cost.
- ✓ Experience with institutional and program assessment.
- ✓ Demonstrated success with development and implementation of articulations.
- ✓ Experience leading Career and Technical Education programs.
- ✓ Faculty recruitment and onboarding.
- ✓ Experience leading in a shared governance Environment.
- ✓ Demonstrated ability to increase enrollment and Retention.
- ✓ Experience in HSI and PBI institutions.

**LEADERSHIP SNAPSHOT**

- ✓ Program Development
- ✓ Faculty Development
- ✓ Assessment
- ✓ Accreditation
- ✓ Budget Development
- ✓ Online Expertise
- ✓ Strategic Planning
- ✓ Student Success
- ✓ Highly Value DEI
- ✓ Shared Governance
- ✓ HSI and PBI

**EDUCATION**

***Doctor of Philosophy in Psychology Degree***

Capella University

Minneapolis, MN – January 2010

***Master of Education in Adult Education Management and Administration Degree***

Northwestern Oklahoma State University

Alva, OK – December 2016

***Master of Arts in Psychology Degree***

University of West Georgia

Carrollton, GA – June 1997

***Bachelor of Arts in Psychology Degree***

Faculdades Metropolitanas Unidas

Sao Paulo, Brazil – December 1991

**HIGHER EDUCATION PROFESSIONAL EXPERIENCE**

**Arizona Western College** – HSI - Hispanic Serving Institution (January 2023 – Present)  
Yuma, AZ

**Arizona Western College** - January 2023 to Present  
**Associate Dean of Instructional Development and Student Learning Experience**  
*(Direct report to both CAO and CEO, VP of Workforce Development)*

**Responsibilities:**

- ✓ Provide district-wide leadership and administration of curriculum and assessment, scheduling, instructional development, student success and retention programs as well as library operations.
- ✓ Consult with the Vice President for Learning Services, the CEO and Vice President of Workforce Development and Career & Technical Education to oversee the development of programs.
- ✓ Lead efforts in collaboration with other instructional leaders across the district to increase student success and completion.
- ✓ Promote quality of instruction, program expansion through guided pathways, curriculum alignment, student-centric scheduling, and early intervention programs for retention, which includes working closely with the associate deans, directors, and staff from instruction, career and technical education, and student services.
- ✓ Serve as the liaison between instructional leaders across the district.
- ✓ Provide oversight for divisional budget; works with division leaders to determine funding needs for each area within the division.

**Highlights:**

- ✓ Led the development and implementation of standard syllabus across the district.
- ✓ Led the streamlining and expansion of Professional Development offers for faculty.
- ✓ Leading the development of online teaching certificate for faculty teaching in Canvas to streamline student experience.
- ✓ Participated in the development of the new textbook ordering process to replace the college bookstore.
- ✓ Leading the development and implementation of 3-year assessment plan for instruction.
- ✓ Proposed and executed reorganization of Instructional Quality Office.
- ✓ Proposed and implemented dedicated budget for Entrepreneurial College.

**Arizona Western College** – February 2024 to present  
**Acting Associate Dean of Liberal Arts**

**Responsibilities:**

- ✓ Provide leadership and administration of Liberal Arts Division.
- ✓ Lead efforts in collaboration with division faculty to increase student success and completion.
- ✓ Promote quality of instruction, program expansion through guided pathways, curriculum alignment, student-centric scheduling.
- ✓ Provide oversight for divisional budget; works with division leaders to determine funding needs for each area within the division.
- ✓ Responsible for staffing and supervision of faculty and staff.
- ✓ Address student, staff and faculty issues.

**Highlights:**

- ✓ Led the development of an ESL student orientation..
- ✓ Organized scheduling process for the Division..

**Arizona Western Entrepreneurial College - July to October 2023**  
**Interim Dean of Career and Technical Education**

**Responsibilities:**

- ✓ Provide administrative supervision and oversight for career and technical education (CTE) programs.
- ✓ Conduct needs assessments, market surveys and other research to identify viable and sustainable courses and programs not currently offered.
- ✓ Ensure all programs are aligned with industry standards and are accredited by a certifying agency most relevant to the professional area.
- ✓ Work collaboratively across the Entrepreneurial College executive team to manage, coordinate, develop and execute a variety of projects related to CTE and innovative industry aligned programs.
- ✓ Responsible for all administrative, academic, and fiscal matters of assigned programs.

**Highlights:**

- ✓ Led the development of a CDL program in partnership with local industry.
- ✓ Participating as Co-PI in an Electronics grant in partnership with industry.
- ✓ Led discussions and changes in grading submission processes for prison programs.

**Southwest Tennessee Community College – PBI – Primarily Black Institution (Jan. 2021 to Jan. 2023)**  
Memphis, TN

**Head of Social and Behavioral Sciences**

**Responsibilities:**

- ✓ Conduct curriculum review and development of new programs/certificates and approve curriculum proposals as well as changes in curriculum.
- ✓ Develop and coordinate Goals and Objectives in line with the college's Strategic Plan, Academic Master Plan and community needs.
- ✓ Develop, implement, and analyze Institutional Effectiveness (IE) Plan.
- ✓ Responsible for staffing and supervision of faculty and staff.
- ✓ Budget management.
- ✓ Active leadership role in accreditation, academic audit activities, SACS, and Quality Assurance Funding.
- ✓ Address student, staff and faculty issues.

**Highlights:**

- ✓ Actively participated and contributed to the inaugural Academic Master Plan.
- ✓ Actively participated in collaborative discussions on Culturally Responsive Teaching.
- ✓ Led the development and direction of departmental restructuring.
- ✓ Coordinated Academic Program Review self-study development of two programs.
- ✓ Academic program reviewer for the Tennessee Board of Regents.
- ✓ Led the development of new SLOs and assessments.
- ✓ Led the development of new Physical Education and Psychology certificates.
- ✓ Actively participated in the discussion and implementation of High Impact Practices.
- ✓ Collaborated with local high schools in new partnerships.
- ✓ Participated in Achieving the Dream: Building Capacity for Change.

**Central Baptist College (August 2019 to present)**  
Conway, AR

**PACE Adjunct Faculty**

- ✓ Develop, implement, and assess psychology courses online.

**Mount Marty University** (January 2018 to October 2019)

Watertown, SD

**Director of Mount Marty Watertown (Equivalent to Campus Dean)**

**Responsibilities:**

- ✓ *Responsible for supervision and oversight of all campus areas including, academic and student affair, facilities, staff, faculty, finances and bookstore.*
- ✓ *Collaborate with all university departments to increase enrollment and retention as well as student, faculty and staff satisfaction and success.*
- ✓ *Responsible for the comprehensive budget for the campus.*
- ✓ *Oversight and implementation of marketing strategies for the campus.*
- ✓ *Develop and execute the campus Strategic Plan in line with university's Mission.*
- ✓ *Participate in various committees on campus and in the community.*
- ✓ *Meet community members and community businesses to develop partnerships and increase enrollment.*
- ✓ *Address student, staff and faculty issues.*
- ✓ *Develop and implement new academic degree programs for the campus in compliance with the accrediting body.*
- ✓ *Develop and implement campus assessment strategies, academic partnerships and articulation agreements.*
- ✓ *Utilize data to improve enrollment, retention and completion.*

**Highlights:**

- ✓ *Developed and implemented Flex Option accelerated programs at no additional cost.*
- ✓ *Facilitated and completed a Comprehensive Needs Assessment for the campus.*
- ✓ *Campus Strategic Plan development.*
- ✓ *Updated and expanded Bachelor's in Applied Technology Management.*
- ✓ *Developed and implemented new articulations with community colleges.*
- ✓ *Developed and implemented workforce development Talent Training Program.*
- ✓ *Increased returning student numbers for the first time in eight years in the fall of 2018.*

**Northwestern Oklahoma State University** (July 2015 to January 2018)

Alva, OK

**Chair of Psychology Department**

**Responsibilities:**

- ✓ *Responsible for staffing and supervision of faculty and student workers.*
- ✓ *Monitor and evaluate curriculum.*
- ✓ *Develop, implement, organize and coordinate graduate and undergraduate programs.*
- ✓ *Develop and coordinate department Goals and Objectives in line with the university's Strategic Directions and community needs.*
- ✓ *Coordinate faculty schedules; implement marketing strategies for the department; coordinate recruitment and resources.*
- ✓ *Budget management and participation in annual budget meetings.*
- ✓ *Develop and implement online and hybrid courses.*
- ✓ *Department's institutional assessments.*
- ✓ *Use data to improve enrollment, retention and completion.*

**Coordinator of Psychology Graduate Education**

**Responsibilities:**

- ✓ *Responsible for overseeing the MCP and MGP graduate programs in the psychology department.*
- ✓ *Staffing and development of courses.*
- ✓ *Lead Interviewing committee for candidates' acceptance in the programs.*
- ✓ *Lead the development comprehensive examinations.*
- ✓ *Communicate with the Graduate office and participate in university Graduate Committee.*
- ✓ *Work closely with community agencies to fulfill needs and placement of students for practicum.*

### **Assistant Professor of Psychology**

**Responsibilities:**

- ✓ *Develop, implement, and assess psychology courses in the classroom and online at the graduate and undergraduate levels.*
- ✓ *Advise psychology and counseling students and Chair graduate students' advisory committees.*
- ✓ *Participate in Graduate Seminar and student commencement.*

**Highlights:**

- ✓ *Facilitated the development and implementation of 24 online courses where previously there were none.*
- ✓ *Led the development and implementation of a minor and online certificate in Grief and Bereavement.*
- ✓ *Led the development and implementation of a new Master in General Psychology program at no additional cost to the university.*
- ✓ *Participated in the development of the university's Strategic Plan.*
- ✓ *Led the development of a new comprehensive examination for the MCP Program.*
- ✓ *Organized a campus wide three-day workshop on Student Success.*
- ✓ *Increased enrollment including 61% increase in minor programs.*

**Fox Valley Technical College** (August 2005 to August 2015)  
Appleton, WI

#### **Chair of Social Sciences Department - January 2013 to August 2015**

**Responsibilities:**

- ✓ *Responsible for staffing of adjunct faculty and meeting coordination.*
- ✓ *Monitor and evaluate curriculum.*
- ✓ *Organization and coordination of social sciences articulations.*
- ✓ *Development and coordination of department Goals and Objectives in line with college's Strategic Directions.*
- ✓ *Coordination of full-time faculty schedules.*
- ✓ *Planning and resource coordination.*
- ✓ *Development and delivery of Workforce Development training.*

#### **Accelerated Learning Trainer - October 2013 to August 2015**

**Responsibilities:**

- ✓ *Provide training on accelerated learning techniques to faculty throughout the college.*

#### **KI Innovation Center Trainer and Liaison - September 2013 to August 2015**

**Responsibilities:**

- ✓ *Provide training on the effective use of 4 collaborative classrooms for all interested college employees.*
- ✓ *Collect data on the use of 4 collaborative classrooms and share results with KI.*
- ✓ *Conduct internal and external tours highlighting the use of 4 collaborative classrooms.*
- ✓ *Provide information to the media on the purpose and use of 4 collaborative classrooms.*

#### **Lead Instructor International Student Exchange - October 2012 to August 2015**

Rosendaal, Netherlands  
Fox Valley Technical College-Zoomvliet College

**Responsibilities:**

- ✓ *Responsible for recruiting and placing student with counterpart students.*
- ✓ *Budgeting and planning curriculum and assessments.*
- ✓ *Overseeing and advising students in the United States and abroad.*

**Psychology Subcommittee Chair - August 2007 to December 2012**

**Responsibilities:**

- ✓ *Oversee curriculum development of psychology courses.*
- ✓ *Textbook selection; request and order textbooks for all psychology courses.*
- ✓ *Training of psychology adjunct faculty.*
- ✓ *Develop and maintain articulation agreements.*

**Educational Psychology State Certification Instructor - January 2011 to August 2015**

Wisconsin Technical College System

**Responsibilities:**

- ✓ *Provide instruction of state certification course for faculty in the Technical College System.*

**Workforce Development Trainer - January 2010 to August 2015**

**Responsibilities:**

- ✓ *Business and Industry contract training on several topics in public and private organizations.*

**Social Sciences Faculty (Core Faculty) - August 2005 to August 2015**

**Responsibilities:**

- ✓ *Develop, implement, and assess social science courses in the classroom and online.*
- ✓ *Perform Workforce Development training, as well as participate in various committees.*

**Highlights:**

- ✓ *Facilitated over 30 course articulations with high schools.*
- ✓ *Monitored and evaluated curriculum with program deans to ensure proper academic outcomes for students.*
- ✓ *Participated in the development of pathways with high schools.*
- ✓ *Chaired the Student Success committee in General Studies.*
- ✓ *Led all aspects of student exchange program with the Netherlands.*
- ✓ *Developed internationalized curriculum in psychology.*
- ✓ *Participated in the organizing committee of the annual community Money Conference.*
- ✓ *Training of community members and college staff on various topics.*

**COMMITTEES AND ADVISORY BOARDS**

**Journal Editorial Advisory Boards:**

- ✓ The IAFOR Journal of Psychology and the Behavioral Sciences
- ✓ The Quarter Note Review of Psychology
- ✓ Journal of Global Education and Research

**Arizona Western College:**

**Committees and Advisory Boards:**

- ✓ AGEC Steering Team – **Co-Chair**
- ✓ Strategic Enrollment Planning Committee - **Chair**
- ✓ Leadership Advisory Board
- ✓ Space Optimization Committee – **Co-Chair**
- ✓ Academic Council
- ✓ Professional Administrative Association

**Yuma Community:**

- ✓ Greater Yuma Economic Development Council

**State of Arizona:**

- ✓ Open Textbooks for Rural Arizona Grant – **AWC Project Manager**

**Southwest Tennessee Community College:**

**Committees and Advisory Boards:**

- ✓ Pathways Design and Structure Committee
- ✓ Academic Master Plan
- ✓ Academic Appeals Committee
- ✓ Equity Academy
- ✓ Culturally Responsive Teaching
- ✓ Grant Ambassador Program
- ✓ General Education Committee

**State of Tennessee:**

- ✓ Tennessee Board of Regents Academic Auditor

**Mount Marty University:**

**Committees and Advisory Boards:**

- ✓ President's Council
- ✓ 2018-2023 Strategic Plan Steering Committee
- ✓ Staff Senate
- ✓ General Education Committee
- ✓ MMU Watertown Advisory Board
- ✓ MMU Watertown Strategic Plan development – **Lead**

**Watertown Community:**

- ✓ Healing the Earth Series Planning Committee
- ✓ Watertown Chamber of Commerce
- ✓ Rotary Club
- ✓ Leadership Watertown

**Northwestern Oklahoma State University:**

**Committees and Advisory Boards:**

- ✓ Athletic Advisory Board – NWOSU NCAA Division II
- ✓ Faculty Development Advisory Board
- ✓ PSI CHI – International Honor Society in Psychology – **Chapter Advisor**
- ✓ Behavior Intervention Team (BIT)
- ✓ NWOSU 2016-2020 Strategic Plan Steering Committee
- ✓ Graduate Committee
- ✓ Honors Committee
- ✓ Diversity Committee
- ✓ General Education Committee

**State of Oklahoma:**

- ✓ Course Equivalency Planning Committee

**Fox Valley Technical College:**

**Committees and Advisory Boards:**

- ✓ Culinary Arts Advisory Board
- ✓ Early Childhood Education Advisory Board
- ✓ Academic Leadership Council
- ✓ Student Success Committee - **Chair**

**Fox Valley Community:**

- ✓ Annual Money Conference Planning Committee

## AWARDS

### *The John Barton Award for Distinguished Teaching and Service*

Northwestern Oklahoma State University - 2017

- ✓ Nominated by student, faculty member and Associate Vice President for Academics and Dean of Faculty.

## PUBLICATIONS

Gordon, C. (2019). The Lifelong Learning Experience. *IAFOR Journal of Psychology & the Behavioral Sciences*, 5(1).

Gordon, C. (2018). A New Era of Higher Education. *Watertown Public Opinion*. Vol.13, No. 22. January 26, 2018. [http://www.thepublicopinion.com/opinions/a-new-era-of-higher-education/article\\_573976d2-01e5-11e8-880e-f7a472d58d62.html](http://www.thepublicopinion.com/opinions/a-new-era-of-higher-education/article_573976d2-01e5-11e8-880e-f7a472d58d62.html).

Gordon, C. (2010). The impact of nontraditional classroom assessment on retention of information in an introductory psychology course. *EbscoHost*.

Gordon, C. (2008). Social Stratification Activity. *Classroom Activities for Introductory Sociology Courses* p. 64. Belmont, CA: Thompson Wadsworth.

## RECENT SCHOLARSHIP PROJECTS AND PRESENTATIONS

### **Ruffalo Noel Levitz Strategic Enrollment Planning Executive Forum**

Savannah, GA – December 2023

### **Open Textbooks for Rural Arizona Grant – AWC Project Manager**

Arizona – 2023-2024

### **National Community College Hispanic Council Leadership Fellows Program**

Nationwide – 2023-2024

### **Electronics Technician Grant (1M) - CoPI**

Arizona - 2023

### **Exploring Academic Unit Change at Two-Year Colleges**

Nationwide – 2023-2024

### **Achieving the Dream: Building Capacity for Change**

Silver Spring, MD – Spring 2022

### **OSHER Lifelong Institute Presenter: *Teaching for Lifelong Learning***

University of Southern Maine – October 2021 (By invitation)

### **Summer Institute Presenter: *Teaching for Lifelong Learning***

Memphis, TN – July 2021

### **Summer Institute Presenter: *Classroom Techniques***

Memphis, TN – June 2021

### **Leadership in the Classroom Presenter**

Central Baptist College – March 2020



**Transformative Learning Conference Proposal Reviewer**

Oklahoma City, OK – 2019 conference proposals

**Healing the Earth Watertown Planning Committee**

Northeast South Dakota – Fall 2018 to Fall 2019

**Conflict Resolution in the Workplace Trainer**

Watertown Chamber of Commerce – November 2018

**Stress Management in the Workplace Trainer**

Watertown Chamber of Commerce – October 2018

**The Leadership in Higher Education Conference Presenter: *Creative and Innovative Ways to Develop***

*Adjunct Faculty* – Minneapolis, MN – October 2018

**Presentation College Women's Soccer: *Myers Briggs Personality Workshop***

Aberdeen, SD – September 2018

**Comprehensive Needs Assessment for Watertown Campus**

Mount Marty University - Spring 2018

**Transformative Learning Conference Presenter: *Teaching for Lifelong Learning***

Oklahoma City, OK – March 2018

**Transformative Learning Conference Presenter: *Transformative Classroom Techniques***

Oklahoma City, OK – March 2017

**Professional Practices in Grief and Bereavement Trainer**

Bill Johnson Correctional Facility, OK – February 2017

**PSI CHI – International Honor Society in Psychology**

Chapter Advisor Northwestern Oklahoma State University 2016 and 2017

**Flexible Learning Conference Presenter: *Flipping your Way to an A***

Lakeland College, WI – October 2016

**Student Success Workshop Organizer – Campus Wide**

Northwestern Oklahoma State University, OK – July 2016

**FORMAL PROPOSALS**

***Arizona Western College – Yuma, AZ***

- ✓ Instructional Master Plan framework for development (Fall 2023) – **In Review**
- ✓ Online Teaching Certificate – **In Progress**
- ✓ Textbook and Course Materials Proposal – Assisted (Spring 2023) – **Implemented Fall 2023**

***Southwest Tennessee Community College – Memphis, TN***

- ✓ Competency Based Grant (Spring 2022) – **Not funded**
- ✓ Succession Planning as part of the Academic Master Plan (Spring 2021) – **Spring 2022**
- ✓ Department restructuring (Fall 2021) – **Implemented Spring 2022**

***Mount Marty University – Watertown, SD***

- ✓ Workforce Development Talent Development (Spring 2018) – **Implemented Summer 2018**
- ✓ Revised Bachelor's in Applied Technology Management (Spring 2018) - **Implemented Fall 2018**
- ✓ Comprehensive Needs Assessment (Spring 2018) – **Completed Summer 2018**

- ✓ Flex Option Delivery (Spring 2018) – **Implemented Fall 2018**
- ✓ Additional Distance Education Room (Spring 2018) – **Implemented Fall 2018**

*Northwestern Oklahoma State University – Alva, OK*

- ✓ Psychology Department Organizational Chart (Fall 2016) – **Implemented Spring 2017**
- ✓ Master of Science in General Psychology (Fall 2016) – **Implemented Fall 2017**
- ✓ Master of Science in Sport Psychology (Fall 2016) – **Not Implemented**
- ✓ Dual Degree Plan NWOSU-NOC (Spring 2016) – **Implemented Fall 2017**
- ✓ NCAA Division II Men’s Soccer Program (Spring 2016) – **Not implemented**
- ✓ Minor in Grief and Bereavement (Spring 2015) – **Implemented Fall 2016**
- ✓ Certificate in Grief and Bereavement online (Spring 2015) – **Implemented Fall 2016**

*Fox Valley Technical College – Appleton, WI*

- ✓ Curriculum Internationalization mini-grant (Fall 2014) – **Funded Fall 2014**
- ✓ Center for Instructional Excellence – Assisted (Spring 2014) – **Implemented Spring 2015**
- ✓ Adjunct Instructor Coordinator (Spring 2011) – **Not Implemented**

**LANGUAGES**

- ✓ Fluent in **Portuguese** and **English**
- ✓ Basic communication in **Spanish**

**PROFESSIONAL REFERENCES**

***Reetika Dhawan***

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CEO and Vice President of Workforce Development and Technical Education  
***Supervisor***  
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