

BOARD PROFILE

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University President | Qualified Financial Expert | Board Member | Governance | Compensation | Global Growth | P&L | M&A | Workforce Development | Business School Dean | Technology | Conversational Arabic

Value-Added Experience for Boards

- University President, with vast network of businesses and organizations; is performance based with a reputation of exceptional innovative leadership; increased total enrollment year over year, and by over 25% since 2019.
- Business strategy success across the organization including increased annual revenue by at least 5% in an extremely competitive market and more than tripling the university endowment since 2016.
- Expanded university operations into new markets including Europe, India, the Middle East and Latin America.
- Established several strategic partnerships resulting in student success, growth and expansion, and diversification of revenue and learning models and pathways.
- Raised over \$40 Million since launching a multi-phased comprehensive campaign.
- Former School of Business faculty member and Dean.
- Multi-lingual experience living, traveling and working in over 25 countries in Europe, Asia and Middle East.
- Transformed current organization to become known as model example of strategic private higher education innovation through Artificial Intelligence (AI) and technology; expansive alliances, including M&A, including transnational, consortiums and organizational partnerships.

Current and Prior Board Experience

- **Private Directors Association (PDA), Aug. 2024-Present:** Member
- **Tiffin University Board of Trustees, Jan. 2016–Present:** President | Board Member | Committee Member
- **Webster Industries Board of Directors, Jan. 2015-Mar. 2024:** Lead Director | Compensation Committee | Sold to Private Equity
- **National Association of Independent Colleges and Universities (NAICU) Board of Directors, Jul. 2019-Jul. 2022:** Board Member | Chair, Audit Committee
- **Higher Education Research and Development (HERDI-IC) Nov. 2022-Jan. 2024,** Advisory Member
- **Ohio Diversity Council Advisory, Apr. 2022-Apr. 2023:** Member
- **Ohio Foundation for Independent Colleges (OFIC) Board of Directors, Jul. 2018–Present:** Board Member | Investment Committee | Finance Committee | Strategic Planning Advisor
- **Association of Independent Colleges and Universities of Ohio (AICUO) Board of Directors, Sept. 2020–Present:** Board Member | Chair | Vice-Chair | CEO Compensation Evaluation and Succession Planning President's Strategic Planning Task Force, 2017-2019
- **Tiffin Seneca Economic Partnership (TSEP) Board of Directors, Mar. 2016-Present:** Board Member | Past Chair | Chair | Vice-Chair | Hired CEO, Lead Compensation and Evaluation | Strategic Planning Advisor
- **NCAA Great Midwest Athletic Conference (GMAC) Presidents' Council, Jul. 2018-Present:** Member | Chair | Vice-Chair | Lead Commissioner Compensation and Evaluation
- **Tiffin Charitable Foundation: Board of Trustees, Feb. 2013-Feb. 2018:** Member
- **European Council for Business Education (ECBE) Board of Directors, May 2012-Nov. 2016:** Member
- **Industrial Manufacturing Council, Jan. 2012-Present:** Member | Past President

Education

Bowling Green State University, Doctorate: Leadership Studies, *School of Leadership and Policy Studies in the College of Education and Human Development*, May 2005.

Master's: Organization Development, *College of Business Administration*, Dec. 2004.

Master of Arts: Higher Education/ College Student Personnel, *College of Education and Human Development* May 1995.

Allegheny College, Bachelor of Science: Economics, Jun. 1988, *Senior Thesis: Corporate Merger Activity*.

Professional Career Chronology

President and CEO, Tiffin University (TU) OH, January 2016 - Present

Oversee all aspects of the university, ensuring organizational priorities align with its mission and goals. Key strategist and primary university advocate both internally and externally, maintaining an active campus presence and strong rapport with faculty, staff, students, alumni and all other stakeholders. Lead the University's efforts to recruit and retain a highly motivated and diverse student body. Principal development officer. Formulation of all reports including financial, capital, technological, human resources, enterprise risk management, as required by the Board and by local, state and/or regional and national and international accreditation and authorizing agencies.

Private Equity Investor, Miffinland LLC, August 2019-Present

Investment company with equity in medical company transforming surgical procedures with augmented reality and 3D x-ray vision.

Partner, Tiffin Capital Investments (TCI) LLC, OH, March 2017-Present

Investment company that purchases and renovates buildings into loft style apartments and commercial spaces. Provide leadership/coordination of all construction projects for five facilities. Oversee a budget of over \$1,000,000 for all areas. Collaborate with local institutions providing opportunities for future growth.

C.E.O., R.E.A.L. Consulting, January 1999-Present

Qualified as a leadership, strategy and organizational change expert. Spreadhead sales and business development in strategic management and leadership development services. Facilitator, and executive coach certified in Cultural Intelligence (CQ), Emotional Intelligence (ESCI), DISC; extensive experience with national and international companies.

Vice President for Academic Affairs (VPAA) and Professor of Management Tiffin University, January 2014-January 2016 (Served in transition role as Assistant Vice President for Campus Based Academic Affairs as VPAA moved into retirement, January-May 2014). **Dean of the School of Business**, July 2010-May 2014.

Founding Director, PhD in Global Leadership program, Indiana Tech in Fort Wayne, IN June 2009-July 2010

Various Faculty and Staff positions (1993-2009): Keith Busse School of Business and Entrepreneurial Leadership, University of Saint Francis, and IPFW, Fort Wayne, IN, Owens Community College, OH, and Heidelberg University. OH.

Marketing Analyst/Territory Manager, Federal-Mogul Corporation, Detroit MI, June 1988-December 1992.

Notable Involvement and Recognition

- **50/50 WOB Honoree**
- **Smart 50 Business Columbus Award Honoree**
- **Author**, along with five others, of the **Intercultural Aptitude Assessment (IAA)** (2022)
- **Author**, several business and leadership journals, (2005-2020)
- **Women's Career Excellence Award Recipient**, Seneca Regional Chamber of Commerce, 2016
- Accreditation Council for Business Schools and Programs (ACBSP), Global Business Education Committee, October 2010-2015, **Chair** (2013-2015); **ACBSP Evaluator** (2011-2015); **Mentor** (2013-2017)
- International Leadership Association (ILA) (2008-Present) **Leadership Interest Group Member**