

DR. JIANPING WANG

Over twenty two years of progressive executive-level leadership and management experience in community college administration with proven organizational skills, analytical abilities and knowledge in:

Vision articulation and strategic planning
Participatory governance and team building
Faculty and staff development
Program assessment and development
Fundraising and community outreach
Partnership and relation building
Leadership and policy development
Conflict resolution and collective bargaining
Accreditation
Student development and services

EDUCATION

Doctor of Education, 2007, Concentration: **Leadership and Change**

Fielding Graduate University, Santa Barbara, CA

Dissertation: *Crusading: A grounded theory of persistent participation in organizational activities*

Master of Education, 1993

Harvard Graduate School of Education, Cambridge, MA

Master of Arts in English Literature, 1986

Beijing University, Beijing, People's Republic of China

Bachelor of Arts in English, 1982

Hangzhou University, Hangzhou, People's Republic of China

ADMINISTRATIVE EXPERIENCE

Vice President of Academic Affairs

Ocean County College, Toms River, NJ, August, 2012-present

Primary Responsibilities:

- Provide vision, leadership and oversight for the overall operation of more than 50 academic programs and various services to approximately 9,500 students on the Toms

River campus, at the Southern Education Center in Manahawkin, and at local high schools.

- Supervise and evaluate directly and indirectly approximately 1,000 faculty members, staff, and administrators.
- Evaluate, and administer over 50 credit programs.
- Develop new academic programs and services.
- Make recommendations to the President regarding faculty hires, promotions, sabbaticals, and any other recognition.
- Develop and administer academic budget.
- Chief compliance officer.
- Serve as the chief academic officer of the institution and liaison to the school districts, the peers in the community colleges, to the local and state agencies, and to community and civic organizations.
- Serve as a member of the President's Leadership Team and chief advisor to the President regarding academic affairs.

Major Accomplishments:

- Earned the following commendation in the final report from the Middle States Commission on Higher Education after their evaluation visit with Ocean County College in April, 2014: "The Vice President of Academic Affairs, her staff, and faculty are to be commended for the body of work completed over the last two years in support of institutional renewal, continued curricular relevance and validity, and ultimately student goal attainment and improved quality of life."
- Established the Center for Student Success by strengthening and expanding services such as First Year Experience Program, College Readiness Program, Supplementary Instruction, Disability Awareness and Services, Tutorial Services beyond English and Math, Testing Services for high school students.
- Created the Faculty Center for Excellence and Innovation, led by the faculty and for the faculty. Designated space and budget to ensure its function as the home and resource center for the faculty. Through the Center, various faculty development activities are offered.
- Authored the performance-based adjunct faculty promotion criteria and procedures and successfully negotiated the acceptance of the same as part of the new adjunct contract. The new contract focuses on student retention and completion, besides adjunct faculty longevity. The new contract is being implemented now.
- Instituted the Academic Program Chair initiative to strengthen academic advising and retention of students in all disciplines. The Program also strengthened the connection between students and faculty outside of classrooms.
- Developed and implemented the Honors by Contract Program to provide challenging academic opportunities to students in all majors, not just in big academic programs such as liberal arts Humanities, Social Science, or Science. Due to enrollment factor, Honors courses are traditionally offered only in the disciplines where there is a concentration of a large number of students. Students in disciplines with small enrollment typically do not

have the opportunity to take honors courses. The Honors by Contract Program addresses that problem.

- Diversified and expanded academic programs by adding global and career dimensions to our existing programs, which add to the strength of OCC transfer programs and high quality general education. Since August, 2012, six new programs are developed: Web-Based Marketing; Global Studies; Performing Arts; Fine Arts; Hospitality, Recreation, and Tourism; Holistic Health and Wellness. Fifteen additional programs are in different stages of the development process. These programs are: Physical Therapy Assistant; Bachelor of Science in Nursing; Patient Care Technician; Theater Technician; Game Arts; Cyber Security and GIS; Construction and Facility Management; Music Technology; Emergency and Disaster Management; Music Therapy; Art Therapy; Digital Medical Information Management; Health Administration; Marine Technology; Fire Science.
- Strengthened and expanded OCC's partnership with educational and business partners.
 1. Successfully negotiated the Scholars Agreement with Fairleigh Dickson University (FDU), which allows eligible OCC transfer students to receive 40% tuition discount. Recently, entered two agreements with FDU: 1) To offer the Master Degree in Student Service Administration on OCC campus in Toms River, mainly for the purpose of developing our own staff; 2) To allow eligible OCC students to participate in FDU summer study abroad in Wroxton, England with 50% tuition discount.
 2. Entered the Joint Admissions Agreement with New Jersey Institute of Technology (NJIT) for eligible OCC graduates in STEM fields. Further discussions are under way to build a joint STEM building to allow students to complete bachelor's degree in STEM disciplines on OCC campus in Toms River.
 3. Currently planning the details to develop a direct pipeline for high school students in the Performing Arts Academy of the Vocational and Technical Schools of Ocean County to obtain OCC performing arts degree and then pursue the bachelor's degree in performing arts from Kean University on OCC campus.
 4. Completed the College Readiness Program with the Toms River School District over the summer of 2014. The program targeted academically challenged and low-income students and offered services including testing, coaching, and face-to-face and online tutorial services. The similar program is now being offered to five other school districts.
 5. Formed a strong partnership with Ellucian in student success. With Ellucian's financial support, OCC sponsored a statewide conference on Student Success, which attracted 17 out of 19 county colleges to attend. The outcome of that conference has resulted in heightened enthusiasm about student success. Ellucian and OCC will make a presentation at the Annual Conference of American Association of Community Colleges (AACC) in April, 2015 and Ellucian has used the information and data from the conference and published a white paper on best practices in student success. Still in talks with Ellucian to seek ways to keep this momentum going.
 6. Successfully assisted the President in seeking the authorization from NJ Education Secretary Hendricks' Office to offer a joint bachelor degree in nursing. Currently working with a NJ public four-year institution to build a joint Bachelor

of Science in Nursing program on OCC campus. The targeted launch date is Spring 2016.

7. Authored the proposal that led to a \$5,750,000 donation for the OCC Performing Arts Series by the Jay and Linda Grunin Foundation, the largest single gift in the history of the College. The gift enables OCC to bring high quality performances to Ocean County. All performances are open to public. This is especially beneficial to a large number of Ocean senior residents who desire to have cultural experiences that are more accessible to them. In addition, all artists provide free master classes to OCC students.
 8. Secured private funding for the Arts on Campus Program, which allows student artwork to be displayed throughout the campus. The first installation is complete.
 9. Gained full support from the OCC Foundation for the expansion of our study abroad programs and the Honors by Contract program. The Foundation is providing 50% or more of the expenses for OCC students who participate in our study abroad programs. Authored the proposal, which led to the funding for the OCC Honors by Contract Scholarly Conference. The Foundation will provide three scholarships to the winners of the Honors by Contract Scholarly competition and also provide honoraria for faculty mentors to those student winners.
- Established a college-wide internship program for students in all disciplines. So far more than 45 businesses and organizations have agreed to provide internship sites for OCC students. Those internship opportunities intend to better prepare our students for real life and today's workplace.
 - Secured a TACCCT grant of \$824,000 for developing healthcare related career programs to create a pathway for non-traditional, unemployed, and under-employed adult learners to learn skills necessary to enter healthcare careers.
 - Submitted a grant to National Science Foundation (NSF) for developing the Cyber Security program infused with GeoSpatial Information System (GIS). Course development is underway.
 - Submitted a grant to Investors Bank to seek funding for a STEM Academy, which will reach out to secondary schools, low-income families and minorities to diversify and broaden the pool for college STEM students.
 - Developing a Title III Grant to re-design the instruction of Math and Science courses in order to increase the participation and completion of health related and engineering programs. The low completion rates and high attrition rates in Math and Science classes are major barriers to entering and completing health related and engineering programs.
 - Promoted global education across campus by establishing the Global Studies degree, holding annual Global Education Week, expanding the study abroad programs, and infusing global perspectives in all general education courses.
 - Completed the re-design of the Library floors to meet the needs of today's students by creating more open space and providing better technology in a "Knowledge Café" learning environment.
 - Instituted One-on-One Voluntary Mentoring Program. More than 60 employees, including senior administrators, volunteered to become student mentors to provide extra help to students. I am personally mentoring an OCC student this semester.
 - Instituted bi-annual academic leadership retreats for the Academic Leadership Team, focusing on leadership development and team building.

- Forged a strong partnership with the Facility Department to ensure the Facility Master Plan serves the needs of program development and provides a learning environment that suits today's generation of learners. Deeply involved with the Facility Department in planning and designing the renovation of the existing buildings and new buildings.
- Partnered with the College's Information Technology (IT) Department to outfit all classrooms with modern instructional technology.
- Teaching a leadership course to students and interested staff members. The course focuses on leading from the heart--a servant leadership approach to leadership.

National Contributions:

- Served as Chair of the Board of Directors for the National Association of Pacific Islanders Council, an affiliated council to the American Association of Community Colleges (AACC).
- Served on the Implementation Team for the AACC "Reclaim American Dream" Commission Report, representing more than 1,200 community colleges in the United States.

Division Dean of Arts & Humanities

SUNY Westchester Community College, Valhalla, NY, February 1998-August, 2012.

Primary Responsibilities:

- Provide leadership, vision, and oversight for the overall operation of the Arts and Humanities programs of the College, which consists of the academic departments of Arts, Communications (including the Student Radio Station *WARY*), Journalism (including the student newspaper *Viking*), and Performing Arts (including the Community Theatre and Dance Company), English, Modern Languages and ESL (including summer study abroad programs), and Reading and Study Skills (including the Freshman Seminar Program), Academic Support Center (all tutorials), Library, Media Services, Testing Center, and the extension sites of Center for Arts at White Plains and Center for Digital Arts at Peekskill.
- Plan and coordinate the development and expansion of programs, and evaluate existing programs.
- Collaborate with counterparts of four-year institutions to develop and strengthen articulation agreements.
- Approve the schedule of instruction for the Division.
- Made recommendations to the Vice President of Academic Affairs and the President for hiring, reappointment, tenure, promotion, sabbatical and other personnel actions.
- Develop and supervised divisional budgets.
- Conduct classroom observations.
- Review Student Classroom Evaluations of all teaching faculty members every semester.
- Interview and recommend to the President and the Vice President of Academic Affairs the candidates (faculty and staff) for full-time hires within the Division.
- Intervene and resolve conflicts and complaints involving any individual of the Division.
- Respond and address complaints from students, faculty, staff, and parents.

- Ensure compliance with the union contract and other institutional policies.

Major Accomplishments:

- Fostered a culture of teamwork and collaboration where open, honest, and respectful communication was the norm. There was a genuine feeling among faculty and staff that they enjoyed being part of the team.
- Successfully initiated and implemented a series of academic enhancement programs, for example: Initial Teaching Experience Program, Student Success Team, Summer Study in Costa Rica, established Endowed Chairs in Global Literature and in Developmental Education.
- Successfully implemented a Faculty Leadership Development Program. As a result, many faculty members have taken on leadership roles, such as: co-directors of Center for Faculty, co-directors of Honors Program, co-directors of Davis Global Scholarship Program, Assistant Presiding Officer of the Faculty Senate.
- Initiated and supported academic program development in response to the development of technology and its impact on related job fields. Example: digital filmmaking, photography, journalism, and applied music programs.
- Increased language offerings such as Arabic, Chinese, Japanese, Russian, and German.
- Developed articulation agreements with Lehman College, Pace, SUNY Purchase, Fashion Institute of Technology, NYU, and other four-year institutions. Those efforts are in conjunction with developing new programs.
- Initiated the Faculty Symposium program in 1998, which, since its inception, provides a forum once a year to promote faculty development and professional exchange among the faculty members. Overwhelming majority of the full-time faculty and some adjuncts participate in this annual event.

Institutional Responsibilities: (Appointed by the President to represent the College and directly report to the President):

- Institutional Liaison for State University of New York (SUNY) International Education Initiative.
- Institutional Representative on the Academic Excellence Committee as part of the Power of SUNY Strategic Plan Implementation Team, and Chair of the Sub-committee: SUNY in Schools.
- Institutional Representative on the Advisory Board for the Institute of Community College Development at Cornell University.
- Administration’s Lead Negotiator for faculty union contract negotiations.
- Institutional Liaison Officer to NYU Faculty Resource Network.

Major Accomplishments:

- Led the College’s Mission Review process.
- Chaired the Assessment Task Force, which led to the establishment of the Office of Assessment.

- Led a joint retreat between academic affairs and student affairs to enhance student advisement.
- Initiated the “LINK” program that enhances the communication between the Counseling Department and Academic Departments.
- Initiated the Developmental Education Council.
- Spearheaded the New Final Assessment Initiative that is more student-centered.
- Initiated a single-stop student service that involved both student service personnel and faculty members. The service allows students in one visit to get assistance in admissions, testing, counseling, advising, financial aid application, and registering into classes.
- Initiated the practice of governing trustee board members participating in the search process for executive administrators.
- Chaired the committee that developed the College’s first comprehensive travel policies.
- Successfully negotiated with the Faculty Union President the Post-tenure Review Procedures.
- Chaired the college-wide computer lab policy committee that successfully developed policies and procedures for requesting the use of existing computer labs and for requesting any new computer labs. Those policies and procedures improve the efficiency in technology resources.
- Chaired the Scheduling Committee that examined course scheduling with regard to space utilization and student convenience.
- Played a major role in several faculty union contract negotiations, which resulted in reasonable contracts to help attract and retain quality faculty with diverse backgrounds and experiences.
- Chaired several internal mediation panels to settle disputes between the administration and the faculty.
- Successfully served as the administrative representative on the Planning Committee for the President’s 40th Anniversary Celebration/Scholarship Fundraising campaign, which raised over \$500,000.
- Served as a founding member of the Faculty Senate Diversity Committee, and as initiator and the first speaker of the Cultural Diversity Lecture Series.
- Collaborated with Westchester’s Chinese community and the College’s Continuing Education Division in bringing onto campus a weekend Chinese School with more than 500 students and their families.
- Collaborated with the Continuing Education in expanding our ESL programs, which now serve over 4000 students annually.
- Increased faculty participation in the NYU Faculty Resource Network by more than 250% by actively promoting the program on campus and by actively serving on the NYU Faculty Resource Network Program Planning Committee to ensure that programs reflect the needs of community college faculty and students. That involves major advocacy, because the majority of the members are four-year institutions.

Interim Dean of Mathematics, Computer, Engineering, and Physical Sciences

Provided leadership and oversight for the academic departments of Mathematics, Computer Science (including the Cisco Academy), Engineering Science, and Physical Science. Westchester Community College, Valhalla, NY, Fall 2007-Spring 2008.

Major Accomplishments:

- Restored trust and open communication within the Division through one-on-one listening sessions and open dialogues.
- Resolved major interpersonal conflicts and promoted healthy healing among divisional faculty and staff.
- Addressed major areas of incompliance and built consensus on effective approach to enforcing College policies and procedures.
- Began to empower individuals in the division by sharing information and seeking their input in program development and other initiatives.
- Filed an exit report to the President with regard to improving the operation.
- Successfully chaired the search committee for the new dean.

Special Assistant to the President,

Roxbury Community College, Boston, MA, November 1993—November 1998

Primary responsibilities:

- Facilitate communication between the President's Office and the college community as well as external communities.
- Advise the President on institutional policy development.
- Serve as ombudsman to the President.
- Serve as the chief administrative negotiator with the faculty union.
- Plan and organize administration and board retreats.
- Chair the self-study and accreditation process.
- Serve as the leader of the College's participatory governance body.
- Serve as the founding director of institutional research.
- Serve as the chief administrator for the college's public communications.
- Serve as the founding editor of the college newsletter *Crossing*.

Major accomplishments:

- Attended monthly Faculty Senate, Student Government, and Staff Council meetings and brought their concerns to the College's President and her Cabinet as a means to improve shared governance on campus.
- Initiated and organized annual legislative breakfast on behalf of the President as an attempt to improve College's public relations.
- Represented the President externally.
- Conducted major negotiations with the faculty union, and was able to settle several contracts and disputes.
- Successfully led the Self-Study and the accreditation process, which enabled the college to receive the first full ten-year accreditation in its history.
- Revitalized *Acuerdo*, the college-wide participatory governance council, which makes institutional policy recommendations to the President.
- Began the culture of data-driven decision making by establishing and directing the College's first Office of Institutional Research.

- Effectively used data to defend the College on charges from the State Department of Education regarding ESL students.
- Planned and organized monthly Governing Board meetings and two Board retreats. Those meetings and retreats promoted better communication between the Board and the President as well as the college community.
- Broadly distributed Board minutes and retreat reports.

Director of Institutional Research and Effectiveness

Roxbury Community College, Boston, November 1995—January 1998

Primary responsibilities and major accomplishments:

- Conduct studies to assist institutional planning and evaluation, academic and financial policy development. For example, developed Senior Citizen Study, which led to the College’s Senior Citizen Waiver policy; Conducted Five Year ESL Cohort Retention Study, which assisted the ESL curriculum development; Conducted Student Fee Increase Feasibility Study, which led to the decision of the student fee increase.
- Oversee college publications.

Research Assistant (part-time)

Harvard University Development Office, October 1990---October 1993.

Primary responsibilities and major accomplishments:

- Conducted research on major donors.
- Gathered information from academic departments regarding major capital projects.
- Provided research support for major gift officers in various campaigns and assisted in securing several major gifts.

Associate Dean

School of Foreign Languages, Beijing University of Technology, Beijing, People’s Republic of China, June 1986—January 1989.

Primary responsibilities:

- Oversee the overall budget and operation of the School during the absence of the dean due to illness.
- Responsible for curriculum evaluation and development, faculty evaluation and development.
- Manage human, financial and other resources of the School.
- Serve as President’s Cabinet member.
- Responsible for hiring foreign instructors.

Major accomplishments:

- Developed and directed the University's first dual degree program.
- Organized and participated in the first Faculty Senate of the University.
- Founded and supported the School's first Faculty Resource Room.
- Developed and implemented new classroom evaluation systems.
- Established the University's first senior-junior faculty mentoring system.

TEACHING EXPERIENCE

Adjunct Lecturer, Fall 2014-present

Ocean County College

Teaching the course: Leadership & the Humanities

Senior Adjunct Instructor, September 1998-2012

Westchester Community College

Courses taught: Basic Writing, Composition & Literature, and Leadership & the Humanities

Teaching Assistant, October 1991-July 1993

Harvard Graduate School of Education, Cambridge, MA,

Professor of English, June 1986---January 1989

Beijing Institute of Technology, Beijing, People's Republic of China

Senior Lecturer of English, June 1982---June 1986

Beijing University, Beijing, People's Republic of China

AWARDS

Make a Difference, Certificate of Recognition by EOF, Ocean County College, May, 2014

Professional of the Year, New Jersey State Chapter PHI BETA LAMBDA, February, 2014

Jack & Ralynn Stadler Endowed Chair in Arts and Culture in Society

Westchester Community College, 2011.

(Endowed chairs are usually awarded to faculty members. It is rare an administrator gets an endowed chair. This chair was previously held by the President, and he transferred the chair to me in recognition of my work in promoting cultural diversity on campus.)

Community Leadership and Service Award

Westchester Community College Italian Club, 2011

Dynamic Achiever in Education Award

Organization of Chinese Americans, 2007

American Association of Community Colleges Kellogg Research Fellow

Kellogg Foundation, 2004

Regional Outstanding Leadership Award
National Chairs Academy, 2001

Teacher of the Year
Beijing Institute of Technology, 1987

PROFESSIONAL ASSOCIATIONS

At national level:

AACC Commission Implementation Team member for “Reclaim the American Dream”
2011-present
One hundred members were selected to represent more than 1,200 community colleges in the United States.

President of Board of Directors

National Asian Pacific Islander Council (NAPIC), 2011, Board member 2007-present.
(NAPIC is affiliated with the Association of American Community Colleges (AACC). It advocates access to quality higher education for Asian Pacific Islanders, and promotes leadership development for a diverse group of future community college leaders. It works closely with the African-American and Hispanic Councils to advance the same causes. It also works closely with the AACC.)

Member of the Association of American Community Colleges
Commission on Global Education, 2011

At the State Level:

Member of the Power of SUNY Strategic Plan Implementation Team
Member of the Academic Excellence Team
Chair of the sub-committee: SUNY in Schools

Member of the Advisory Board
Institute for Community College Development at Cornell University, 2003-2012.

In the community:

President and Co-Founder of Huaxia Institute of Cultural Exchange
(A non-profit organization dedicated to serving American families with adopted children from China through education programs both for the adopted children and their American parents.)
Chappaqua, NY, 2005-2008.

Advisor to Huaxia Chinese Sunday School 2000-present
Member of Board of Directors, YWCA 1994-1997 and 1998-2005

Supporter of the Alliance for Children Foundation, Boston, MA, 1991-present
(Provided assistance to over 680 American families in adopting Chinese baby girls since 1990 and continue to help through educational activities such as cultural lectures.)

Consultant to Shanghai Fishery University, China, 2007
Consultant to Xian International University, China, 2004
Consultant to Sanjiang College, Nanjing, China, 2003

LEADERSHIP DEVELOPMENT

*American Association of Community Colleges (AACC)
Future Leaders Institute Fellow, 2010*

AACC Future Leaders Institute is an intensive five-day leadership seminar designed for community college administrators who are ready to move into a higher level of leadership. The seminar covers all major aspects of administration, e.g. budget, strategic planning, fund raising and community outreach, academic and student affairs, personnel issues and collective bargaining. Participants were nominated and mentored by the campus president. Prior to participating in the program, all participants were evaluated by their supervisors, peers, and the people who directly report to them through an instrument called “360 degree Assessment.”

*American Council on Education (ACE)
National Leadership Forum Fellow, 2009*

National Leadership Forum of ACE Office of Women in Higher Education is an intensive five-day program where women presidents work with women administrators who are ready to move into higher level administrative positions. Participants received training in all major aspects of administration, such as program and faculty development, budget management, strategic planning, fund raising and community outreach, personnel, and collective bargaining. Participants were nominated by the campus president.

SUNY Summer Leadership Program Fellow, 2007

State University of New York sponsored this five-day leadership program to prepare current administrators for higher level positions within the SUNY system or outside. This program addressed topics similar to the above-mentioned two programs. Each campus president nominates 1-2 administrators to participate.

Cornell University Administrative Leadership Program Fellow, 2001

Institute for Community Development sponsored this program for administrators in SUNY and CUNY who aspire to advance their leadership careers. This program resembles the above-mentioned programs. The major difference is that all attendees were from SUNY community colleges.

PRESENTATIONS AND PUBLICATIONS

“Partnering with Businesses for Student Success” co-presentation at the American Association of Community Colleges, San Antonio, TX, 2015

“Finding Ways to Address Enrollment Declines” co-presentation at the American Association of Community Colleges, San Antonio, TX, 2015

“Globalizing across Curricula: a Necessity, not a Luxury” Co-presentation at the American Association of Community Colleges Annual Convention, 2012

“Help Wanted: Community College Leaders!” Co-presentation at the American Association of Community Colleges Annual Convention, 2012

“How Affiliated Councils Support AACC’s Strategic Priorities” Co-presentation at American Association of Community Colleges Annual Convention, 2012

“Chinese Music and Dance: an Audio and Visual History of its People and Culture” Lecture series at Westchester Community College Collegium, 2012

“Can China Sustain its Economic Growth?” Presentation at Chappaqua Library, Chappaqua, NY, 2011

“Contemporary China” Presentation at Kendal Retirement Community, Sleepy Hollow, NY 2011

“*Diversify Faculty*” Co-author of the article published in *Peer Review*, a publication of the Association of American Colleges and Universities, Vol. 12, No.3, Summer 2010

“Getting over the Fence: Identify your Leadership Potentials and Develop your Leadership Skills” Presentations at League for Innovations and at the American Association of Community Colleges Annual Convention, 2010

“China since the Cultural Revolution” Presentation series Westchester Community College Collegium, NY, 2010

“China Today” Presentation at Beach Point Club, Mamaroneck, NY, 2010

“Chinese Foreign Policies” Presentation at Old Guards, White Plains, NY and at the Westchester Community College Collegium, NY, 2010

Producer of “American Dreams Series”

(This is a production of in-depth interviews with WCC graduates from different cultural backgrounds to capture their successful journeys of achieving their American dreams.) Westchester Community College, 2010

“Working with your Faculty Union” Presentation at the American Association of Community Colleges Annual Convention, 2009

“Human Rights and Chinese Cultural Values” Presentations at American Association of University Women Professors at Greenburgh Library, at Iona College Retirement Institute, at Westchester Community College Collegium, and at the Davis Global Scholarship Program at WCC, 2009

“Sensitivity and Conflict Resolution” Presentation at League for Innovations, and at Fashion Institute of Technology, NY, 2008

“Preventing Sensitive Issues from Becoming Legal Headaches” Workshop at Leadership Tools for Women in Higher Education, Valhalla, NY, 2007

“Faculty Hiring, Development and Evaluation” Presentation at Fishery University, Shanghai, China, 2007

“A Journey across Continents, Cultures, and Historic Moments” Presentation at the Pleasantville Historical Society, Pleasantville, NY, 2007

“Grounded Theory: A Transformative Learning Experience” Presentation at the National Session of School of Educational Leadership and Change, Fielding Graduate University, 2006

“Challenges Facing the Single-Child Generation of College Students in China” Presentation at the International Conference on Student Counseling, Shanghai, China, 2006

“Leadership Training and Cultural Sensitivity” Presentation at the 12th Sedona Conference, Sedona, AZ, 2005

“Kellogg Community College Leadership Legacy: Bridging Yesterday to Tomorrow” Group Presentation at the American Association of Community Colleges Conference, Boston, MA, 2005

“Access to Learning: Lessons from China” Group presentation at the American Association of Community Colleges Annual Convention, 2005

“American Community Colleges’ Administration: Theories and Practice” Lecture Series, Xian International University, Xian, China, 2004

“Challenges Facing Chinese Community Colleges” Presentation at the International Education Conference, Shanghai, China, 2002

“Origin, Structure, Governance and Finance of American Community Colleges, and What is Relevant to the Challenges Facing the Chinese Community College Education Movement” Lecture series, Sanjiang College, Nanjing, China, 2002

“Higher Education Reform in China and What is next” Presentation at Kennesaw State University Bagwell College of Education, Kennesaw, GA, 2001