

THERESE S. EYERMANN

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EDUCATIONAL BACKGROUND

Ph.D., in Higher Education and Organizational Change, University of California, Los Angeles.

Master of Arts, in Higher Education, University of California, Los Angeles.

Bachelor of Science, in Psychology, Missouri State University, Springfield, Missouri.

SELECTED PROFESSIONAL EXPERIENCES

Distinguished Faculty Fellow and Chair, Department of Educational Leadership 7-14 to present
California Lutheran University, Thousand Oaks, CA

Interim University Advancement Operations Officer, 4-11 to 1-14

CSU Channel Islands, Camarillo, CA

- In concert with the President, oversee day to day management and operations of 12 University Advancement staff including the University Foundation, Annual Giving, Planned Giving, Major Gifts, Special Events, Alumni and Friends, and Advancement Services.
- Coordinate Advancement activities with other VPs and divisions to ensure efficient and effective fundraising and community development and partnership activities.
- Liaison between University Advancement and the CSU system overseeing and directing customary reporting.
- Oversee the creation of annual operating plans including the strategic plan, performance metrics, program priorities, fund-raising goals and details strategies to ensure the accomplishment of objectives.
- Develop strategies and coordinate activities for the Foundation Board, Executive Committee and Board Development Committee, including all meetings and retreats.
- Oversee the development of state and Foundation budgets and expenditures.
- Oversee the annual fund and end of the year campaigns and anticipate and prepare for the capital campaign implementation.

Chief of Staff to the President, 8-04 to 6-14

CSU Channel Islands, Camarillo, CA

- Manage high-level research, policy, and organizational support to top executive management, facilitating the institutional planning and operation of the university.
- Implement Presidential initiatives, valuing shared governance and a team approach with faculty leadership and committees.
- Leverage campus efforts in support of funding efforts with foundations, potential and current donors, and federal and state relations.
- Oversee the day-to-day operations of the Office of the President staff of six, ensuring a high level of professionalism and competence among staff.
- Selected projects include supporting, developing the campus strategic planning process and key performance/academic institutional accreditation indicators, analysis of long term staffing and space needs for the university, oversight of the civic engagement initiative, shepherd acquisition of CI University Park, support the Ventura County P-16 Regional Council.
- Oversee the Institutional Effectiveness Office of two institutional researchers; provide information and analysis to support decision-making, to assess strategic plan progress, to measure improvement, and to exhibit accountability in the academic enterprise; assist campus constituents in using and interpreting institutional data.

Assistant Professor in Psychology, 9-2012 to present

CSU Channel Islands, Camarillo, CA

- Teach one class per semester
- Participate in direction of Psychology program.

Executive Assistant to the Executive Vice Chancellor, 9-00 to 8-04

UCLA Office of the Chancellor, Los Angeles, CA

- Provided high-level research and policy support to implement Chancellorial initiatives
- Framed issues and craft clear, incisive policy documents and reports to inform leadership, for internal communication and external reporting requirements.
- Created and delivered high quality presentations for a variety of internal and external audiences.
- Helped plan effective top-level leadership retreats for teambuilding and strategic planning.
- Supervised and assisted with institutional and national research projects, including faculty gender equity and the Diverse Democracy Project.
- Teach and guest lecture (see Teaching Vita).
- Selected Specific Projects include:
 - *Create and supervise the implementation of the “UCLA in LA” community partnership/civic engagement initiative:* coordinate the efforts of faculty and administrators; solicit input of key community leaders; develop organizational structures and hired staff to support the initiative.
 - *Staff to Chancellor’s Enrollment Advisory Committee:* ensure understanding of imposed enrollment requirements; ensure proper vetting of enrollment strategies to maximize UCLA resources and quality, while sensitive to public attitudes and expectations.
 - *Staff to Gender Equity Climate Committee:* facilitate “Chilly Climate” faculty gender equity research including survey and focus group development and analysis; report preparation and recommendations.
 - *Staff to Performance Indicator Group:* provide succinct research and background materials on key performance indicators; identify problematic indices and rational disciplinary differences; guide a formative performance indicator process incorporating faculty and department chairs, institutional strategic planning and benchmarking.

Coordinator, Program Evaluation and Research, 5-95 to 8-00

UCLA Office of Residential Life, Los Angeles, CA

- Coordinated research and evaluation function of residence life programs.
- Utilized quantitative and qualitative evaluation methods, created research agendas, conducted literature reviews, collected and analyzed data, interpreted findings, and wrote reports.
- Made presentations and recommendations for policy decision-making based upon findings.
- Worked in a team-based environment to meet departmental goals, and fostered research networks
- Participated in long-term departmental planning efforts, coordinated research initiatives, conducted organizational climate surveys and chaired departmental research committee.

Policy Analyst, Institute of Policy and Management, 5-94 to 5-95

Koltai Group: National Center for the Development of Education, Encino, CA

- Conducted evaluations of high level administrative and student service financial aid operations in higher education institutions and systems throughout the United States.
- Project team member for NSF, NEH, and AID educational training and evaluation grants.
- Coordinator for Registry of Innovation in Higher Education, an abstract publication of cutting edge advances.

Research Assistant, 9-92 to 6-95

UCLA Community College Studies Program, Los Angeles, CA

- Designed and conducted research and evaluation in higher education financing and financial aid, policy issues on

- budgetary matters, and program and administrative evaluation.
- Teaching Assistant for undergraduate and graduate courses (see Teaching Vita).

Director of Financial Aid, 8-87 to 9-94

University of Judaism (American Jewish University), Los Angeles, California

- Complete program responsibility for all state and federal funds from policy formation, application, awarding, disbursal, auditing, and staff supervision.
- Utilized enrollment management concept, plan and market for recruitment and admissions functions. Initiated forecasting to maximize institutional dollars.
- Advisor to student government, instructor for Freshmen Year Experience classes (see Teaching Vita).

Financial Aid and Admissions Coordinator, 1-84 to 8-87

College for Developmental Studies, Los Angeles, CA

- Complete financial aid program responsibility.
- Counseled students and parents concerning financial aid & admissions.
- Initiated recruitment activities from marketing research to enrollment and alumni follow-up.

Director of Student Affairs/Partner, 1-84 to 2-86

Resident Managers Training School & Apartment Managers Placement Agency, Sherman Oaks, CA

- Created a proprietary school geared to the property management field, recruiting, training and placing resident managers for apartments, condos and resorts.
- Consultant for property owners and management companies: policy and procedures, training and supervision, HUD government housing regulations.

Assistant Director, Financial Aid, 9-81 to 5-83

St. Mary's University, San Antonio, Texas.

- Responsible for the management of the state grant program, all office publications, and data gathering for policy decisions. Counseled students and supervised office staff of nine.

Executive Director, 9-80 to 5-81

Rape Crisis Assistance, Springfield, Missouri.

- Created program in education, prevention, and evaluation of five county area.
- Liaison with area police and hospitals. Managed office staff and volunteers.

Residence Hall Director, 9 – 78 to 6 – 80

Iowa State University, Ames, Iowa

- Managed a residence hall and dining facility to support 1,200 students
- Supported student developmental programming for student government

Career Development Counselor, 9 – 79 to 6 – 80

- Advised students on resume development and job strategies
- Implemented systems approach to data base management of job opportunities and student needs.

BOARDS

Ambassador Council: Missouri State University's College of Health and Human Services

Engineering Design Career Pathway: Advisory Council Member

United Way Ventura County Education Focus Team: Advisory Team Member

Ventura County Regional P-16 Council: Core Council Member

PUBLICATIONS

- Eyermann, T., Carpenter, A. (2013). Self-regulation and academic achievement predictors of community college students enrolled in a cooperative baccalaureate degree program. *Journal for Applied Research in Community Colleges* 20(2) 1-11.
- Rush, R. R. (with Eyermann, T. S.) (2010) Are our faculty ready for community engagement? Are we? *AASCU Public Purpose Magazine*, (March – April), 28.
- Rush, R. R. (with Eyermann, T. S.) (2007). Boys, the New Minority in Higher Education. *AASCU Public Purpose Magazine*, (June-August), 6 – 8.
- Eyermann, T. S. & Kim, D. (2006). Undergraduate borrowing and its effects on plans to attend graduate school: Prior to and after the Higher Educational Amendments of 1992. *Journal of Student Financial Aid*, 35(2).
- Eyermann, T. S. & Sanlo, R. (2000). Documenting Their Existence: Lesbian, Gay, and Bisexual Students in the Residence Halls. In R. Sanlo, S. Rankin, & R. Schoenberg, *Our Place on Campus: The Development and Maintenance of LGBT Centers*. Westport, CT: Greenwood Press.
- Goldschmidt, P & Eyermann, T. S. International Educational Performance of the United States: Is there a problem that money can fix? *Journal of Comparative Education*, 35(1), 27-43.
- Eyermann, T. S. (1997, January). DESTINY CHALLENGED: Cost and Choice Factors Related to Low Income Student Matriculation at a Private Institution. *Research in Education*.

PRESENTATIONS

- Eyermann, T.S. & Owens, M. (2015) *Infusing International Perspectives in Doctoral Leadership Training*. Presented at the Academy for Educational Studies' Critical Questions in Education Conference, San Diego, CA (Feb. 16-18).
- Eyermann, T. S., Duarte, R., & Remotti, M. (2014, October) *Strategies for developing P-20 Partnerships to Advance Student Success*. Presented at College Board Western Regional Forum, Las Vegas, NV.
- Eyermann, T. S., Duarte, R., & Remotti, M. (2014, October) *Supporting Engineering Based Linked Learning: a P-20 Partnership that Works*. Presented at Hispanic Association of Colleges and Universities, Denver, CO.
- Eyermann, T. S. & Rush, R. R. (2013, March). *Change in Action: Creating a New University*. Presented at the American Council on Education, Washington, DC.
- Eyermann, T. S. (2011, November). *The Intentional Core Curriculum and Study Abroad: How Colleges and Universities utilize Education Abroad to complement values and outcomes driven general education requirements*. Presented at the Council on International Educational Exchange, New Orleans, LA.
- Eyermann, T. S. (2009, February). *Partnering Community Colleges, Universities, and Communities: Building the Transfer Student Pipeline through Service Learning and Civic Engagement*. Paper presented at College Board Western Regional Forum, Denver, CO.
- Eyermann, T.S. et al (2007, June) *Regional P-16 Council: Our Pipeline is Leaking...But Where?* Paper presented at California P-16 Collaboration and Student Success Conference sponsored by the Alliance for Regional

Collaboration to Heighten Educational Success (ARCHES).

Eyermann, T. S. & Harper, C. (2003, November). *Keys to Diversity: Experiences that Promote Racial Understanding and Acceptance in College*. Paper presented at Association for the Study of Higher Education, Portland, OR.

Eyermann, T. S. (2000, April). *Undergraduate Borrowing and Its Effects on Baccalaureate Attainment, Graduate School Aspirations and Graduate School Attendance*. Paper presented at American Educational Research Association, New Orleans, LA.

Goldschmidt, P. & Eyermann, T. S. (1998, April). *International Educational Performance of the United States: Is there a problem that money can fix?* Paper presented at American Educational Research Association, San Diego, CA.

Eyermann, T. S. (1998, April). *Effects of Loan Indebtedness on Students' Post-Collegiate Income*. Paper presented at American Educational Research Association, San Diego, CA.

Eyermann, T. S. (1998, February and March). *From Academic Theory to Residential Life Practice: Implications for Staff Training*. Paper presented at NASPA, St. Louis, MO and ACPA, Philadelphia, PA.

Eyermann, T. S. (1995, November and 1996, March). *DESTINY CHALLENGED: Cost and Choice Factors Related to Low Income Student Matriculation at a Private Institution*. Unpublished paper presented at Association for the Study of Higher Education, Orlando, FL and at American Educational Research Association, New York, NY.

TEACHING EXPERIENCES

California State University Channel Islands

Organizational/Industrial Psychology (PSY 480) Spring 2014. Instructor for upper-division elective course that addresses workplace issues including hiring, assessment, leadership development, teams, diversity, and work-life balance.

Social Psychology (PSY 312): Fall 2013, Spring 2012, Fall 2012, Spring 2013, Fall 2013: Instructor for upper-division required core Psychology course that covers theory and research in social psychology and its relation to applied disciplines.

Independent Research in Psychology (PSY 492): On-going: Mentor upper division Psychology students in one on one format to support research efforts.

Critical Thinking (CSUCI UNIV 110): Fall 2006 Instructor for GE course that explores the language and logic of academic disciplines and teaches critical thinking skills.

Research Methods in Psychology (PSY 300 & PSY 301): 2005 to 2007, Fall 2011. Instructor for upper-division linked courses required for Psychology majors addressing statistical analysis, research design, and critical thinking skills.

California Lutheran University

Leading Organizational Change (EDLD 624) Fall, 2012, Fall 2011, Fall 2010, Spring 2010. Instructor for doctoral level seminar in factors influencing organizational effectiveness including a study of organizational culture, leadership styles, conflict management, group dynamics, and change theories and processes.

Policy Development and Political Influences in Education (EDLD 614) Fall 2012, Spring 2011, Spring 2009. Instructor for doctoral level seminar addressing policy making in education, problem identification, policy development, policy analysis, political decision making, policy implementation, and policy evaluation.

Programs & Functions in College Student Personnel (EDCG 531) Fall 2011. Instructor for master's level seminar in overview and analysis of college student services, including historical and philosophical foundations, program components and standards, and evaluation.

Student Development and Learning in Higher Education (EDLD 606) Spring 2008. Instructor for doctoral level seminar for student learning in both the curricular and co-curricular dimensions of higher education, evaluating contemporary student development and learning theories, implications for higher education leadership, and policies and practices that enhance student development and learning.

University of California, Los Angeles

Higher Education Policy (ED 263): Winter 2004. Doctoral level seminar on policy analysis through examination of key higher education issues, e.g. access, equity, tuition pricing, financial aid, Reauthorization, and the California budget.

Undergraduate Academic Success (ED 197J): Winter 2001, Winter 2002. Instructor for undergraduate course designed to promote understanding of factors involved in making adjustments to college experience, both academic and social.

Social Psychology of Higher Education (ED 180): Fall 1995 through Fall 1997. Undergraduate course on the sociological and psychological precursors for college attendance, academic success, peer influences and educational outcomes. Developed residential life section to help student staff translate theory to practice.

Developmental Characteristics of College Students (ED 259): Summer 1996. Graduate level seminar on student developmental theories and their impact based upon demographic data of potential college attendees and current college population.

Foundations of Higher Education (ED 191): Winter 1996. Graduate level seminar on mission and goals, structure and governance, and tripartite function.

Evaluation of National Post-secondary Commissions (ED 249): Spring 1995. Graduate level seminar on evaluation techniques and the extent to which they correspond to strategies employed by national commissions. Commission findings and recommendations were discussed in relation to political realities and actual outcomes.

GRANTS

Bank of American Foundation supporting the P-16 Council Summer Engineering Design Career Pathway Summer Program at CSU Channel Islands. \$15K Summer 2011; \$13K Summer 2013; \$10K Summer 2014.

Title V Part A: Developing Hispanic-Serving Institutions. Conceptualization and writing team member for Project ISLAS (Institutionalizing Student Learning, Access and Success) \$3.25M. October, 2010.

ARCHES (Alliance for Regional Collaboration to Heighten Educational Success) Implementation Grant. Conceptualization and writing team member in soliciting \$125,000 implementation grant for the Hueneme High School

Engineering Design Career Pathway. July, 2009.

ARCHES (Alliance for Regional Collaboration to Heighten Educational Success) Planning Grant. Conceptualization and writing team member in soliciting \$75,000 planning grant for the Hueneme High School Engineering Design Career Pathway. May, 2008.

REFERENCES AVAILABLE UPON REQUEST