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## **Professional Experience**

### **6/2020- 8/2023 Brazosport College, Vice President of Academic and Student Affairs; Lake Jackson, Texas**

- Chief Academic Officer, Chief Enrollment Officer, and Chief Student Services Officer of 4-year, mid-sized, Hispanic Serving Institution (HSI)
- Responsible for preparation of board reports, presentations, and support at all Board of Regents meetings
- Responsible for a budget of over \$20 million per year and nearly 200 full-time employees reporting within my division (over 60% of the college funding and personnel)
- Responsible for oversight for the institutional strategic planning process
- Responsible for student services including Counseling and Testing, Registrar's Office, Admissions, ACE it (student mentoring and advising program), Student Needs and Basic Wellness (including Food Pantry and Financial Wellness/ Literacy), Student Life, Fitness Center, Intramural Sports, mental health services, and the Career and Transfer Center.
- Oversight for all areas of instruction including workforce, academic transfer, and Baccalaureate programs.
- Oversight for all program advisory committees and annual program and unit review process.
- Responsible for Library and Learning Services including tutoring and testing.
- Oversight for the Center for Instructional Excellence which provides management and training for the college learning management system, instructional design training and support, and facilitation of innovation in classroom and online course delivery.
- Responsible for the Employee Development Center which provides educational training, in-services, and convocation week activities for all college employees.
- Responsible for the creation and implementation of a process for awarding credit for prior learning.
- Oversight for the Curriculum and Instruction Committee.
- Responsible for overseeing all regional and program specific accreditation. Serve as the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) liaison and led the most recent Fifth Year Interim Report compilation, writing, and submission resulting in full compliance with no reporting requirements.
- Oversight for the Department of Institutional Research which is responsible for all internal and external college surveys and data reporting.
- Responsible for oversight of division of School and College Partnerships including dual credit, recruitment of high school seniors, providing support to ISD partners, and developing a college going culture within our K-8<sup>th</sup> schools.
- Oversight in state reporting and curriculum updates with the Texas Higher Education Coordinating Board.
- Vice President in charge of Title V Grant, Hispanic Serving Institution: Adelante Con BC.
- Founding Chair of Strategic Enrollment Management Task Force
- Member of Executive Council, Leadership Council, Angleton ISD Strategic Planning Task Force, and Leadership Angleton.

### **5/2017 – 5/2020 Lone Star College**

#### **Executive Dean of Baccalaureate Programs and Partnerships- University Center; Woodlands, Texas**

- Oversight of University Center Facility
- Oversight of all articulation agreements between universities and Lone Star College
- Oversight and improvement of Prior Learning Assessment (PLA) for determination of previous work experience, certifications, and industry credentials to be applied to college credit.
- Development of strategy for declining university courses being taught onsite at the University Center and

- revenue generating space utilization.
- Oversight for final curriculum development and accreditation for Bachelor of Science in Cybersecurity (BAS), Bachelor of Technology in Energy, Manufacturing, and Trades Management (BAT EMTM), and Bachelor of Science in Nursing (BSN).
- Recruiting, hiring, and development of faculty and staff for University Center and baccalaureate programs.

#### **Dean of Health and Sciences- Tomball, Texas**

- Financial oversight and fiscal planning for annual budget of over \$5.2 million
- Participation and leadership in curriculum teams and curriculum management
- Administration of facilities on 2 campuses and faculty on 3 campuses and 6 high school campuses
- Oversight for course scheduling, program and course assessment, and curriculum development
- Oversight for faculty and staff evaluation, retention, promotion, and termination
- Maintenance of compliance with regional college and programmatic accreditation and internal and external rules and regulations
- Oversight of simulation labs and equipment and responsibility for maintaining high level of technological application in instructional delivery
- Participation as a mentor in the Student Success Institute (program to support African American and first-generation students)
- Oversight of associate degree Nursing program self- study and site visit preparation through Accreditation Commission for Education in Nursing (ACEN)
- Oversight for grant applications and administration of funding and reporting for Tomball Regional Health Foundation Grants, Perkins Grants, Banfield Grant, Chancellor's Technology Grant, and Texas Workforce Commission Grant
- Participation in the 2019 Houston Hispanic Forum, the College Grants Committee, SAGE 2YC- Change Agents Conference, Community Advisory Councils, chamber of commerce meetings, ISD advisory boards, Workload Review Committee, Program Review Committee, Workforce Council, Curriculum Review Committee, the SACSCOC Reaffirmation Committee, Rotary Club meetings, awards and recognition ceremonies, community events and activities
- Program development for ACPE continuing education programs for pharmacists and pharmacy technicians.
- Facilitated the approval for awarding PLA credit for U.S. military personnel completing appropriate training and credentials in Pharmacy Technology and Surgical Technology
- Partnered with ISDs to create a PLA pathway for students completing high school pharmacy technician programs and attaining certification to complete their associate degree with advanced standing reducing the time toward degree completion.

#### **8/2015 – 1/2017 Trident Technical College, Dean of Health Sciences; Charleston South Carolina**

- Led the complete transition of course delivery from a traditional 14-week semester to 7-week terms to improve student success, persistence, and graduation rates.
- Analyzed strengths, weaknesses, opportunities, and threats of the division and the 15 individual programs within the division and developed a strategic plan in alignment with the strategic plan for the college and oversaw 14-various community advisory councils for each health care program.
- Allocated funds; managed resources; prepared budgets for 15 programs within division; provided approvals for operational and personnel expenditures, oversaw the purchasing, inventorying and maintenance of equipment.
- Oversaw the facilities for all laboratories, classrooms, and clinical spaces for all Health Science programs on three campuses including the Wellness Center for faculty and students, the Dental Hygiene Clinic open to the community, and the Veterinary Science facilities providing care for animals in partnership with

local animal shelters and related organizations.

- Oversaw the administration, management, assessment and accreditation of 15 Health Science programs and worked closely with program directors and accrediting bodies including: Commission on Dental Accreditation (CODA), The American Council on Occupational Therapy Education (ACOTE), Commission on Accreditation of Allied Health Education Programs (CAAHEP), Committee on Veterinary Technician Education and Activities American Veterinary Medical Association (AVMA-CVTEA), National Accrediting Agency for Clinical Laboratory Sciences (NAACLS), Accreditation Council for Pharmacy Education (ACPE), Commission on Accreditation in Physical Therapy Education (CAPTE), Joint Review Committee on Education in Radiologic Technology, Commission on Accreditation for Respiratory Care (CoARC)
- Monitored programs and enrollment trends to ensure effective use of work force and other allocated resources, conducted periodic reviews of existing programs; and developed and recommended new programs and program closures as appropriate.
- Responsible for the development, consolidation, and distribution of the division's course schedule.
- Screened and recommend permanent faculty and staff, recommend salaries and salaries increases, managed the evaluation system for the division and ensured timely hiring and evaluation of part-time and full-time faculty.
- Developed policies and protocols for the Division of Health Science and ensured compliance with internal and external rules and regulations.
- Responsible for student advising and registration activities within the division.
- Listened to and resolved student complaints and grievances.
- Served in leadership role in supporting community activities and public service within the community.
- Oversaw delivery of traditional and online education using effective pedagogical practices.
- Participated in the college's marketing efforts and provided direction that resulted in new marketing materials for each of the 14 health science programs and the division.

**8/2012–8/2015 Northern Arizona University, Clinical Professor, Chair of the Department of Dental Hygiene**

- Oversaw the recruiting, hiring, development, and evaluation of faculty and staff and the recruitment and selection of dental hygiene students.
- Organized and lead biweekly department meetings.
- Organized orientation and training programs for students and faculty
- Provided updates and reports on progress of the dental hygiene program and the ways the dental hygiene program was meeting the needs of the community to the Community Advisory Council
- Worked with the college business department in establishing and administering budgets related to the dental hygiene program.
- Oversaw the development of marketing materials and website for student recruitment.
- Represented the program through speaking engagements at dental meetings, local schools, television interviews, and with community partners.
- Organized and conducted community oral health prevention programs.
- Supervised the development, implementation, and evaluation of school-based community health programs in the rural Verde Valley region of Northern Arizona
- Created course materials including syllabi, assessment tools, grading rubrics, PowerPoint presentations, and clinical activities.
- Revised policy manuals for students and faculty
- Created and implemented quality assurance plans and mechanisms for clinics, educational program, and patient care.
- Provided both clinical and didactic instruction for students.
- Managed the program reaccreditation by the Commission on Dental Accreditation (CODA)

- Managed implementation of curriculum revision evaluated outcomes of new curriculum adoption.
- Prepared 2013 program self-study and managed 2013 CODA site visit
- Served as Grant Principal Investigator for Hopi American Indian Oral Health Grant (a partnership with the John and Sophie Otten's Foundation and Indian Health Services to increase access to care for Hopi, and other tribal members as well as increase recruitment of Native Americans to the profession of dental hygiene)
- Served as Grant Principal Investigator for Yavapai Apache Grant (John and Sophie Ottens Foundation grant to improve access to care for Native Americans)
- Prepared annual grant reports and coordinated communications with grant administrator.
- Wrote grant proposals for Flagstaff Community Foundation, Delta Dental of Arizona Foundation, and HRSA collaboration grants.
- Managed the renovation of the dental lab, sterilization, and the dental clinic.
- Led the curriculum redesign for the extended campuses Degree Completion Program (AS to BDH)
- Developed a concurrent enrollment track for the Degree Completion program.
- Led Summer 2013 Student Externships to Guatemala
- Served on Northern Arizona University Academic Chairs Council, the College of Health and Human Services Administrative Council, the Dental Hygiene Clinic Committee, the Dental Hygiene Curriculum Committee, the Arizona American Indian Oral Health Coalition, the Arizona Nexus Incubator in Interprofessional Practice and Education, the Healthcare Services Advisory Committee for Headstart of Northern Arizona, the Arizona Allied Health, Health Related Professions Articulation Task Force to inform health policy in the state of Arizona, and led the organization and creation of the Oral Health Coalition for Northern Arizona and served as Founding Chair

**8/2009 –July 2012 Hiwassee College, Director of Dental Hygiene; Madisonville, TN**

- Managed curriculum development and program development following guidelines set forth by the Commission on Dental Accreditation (CODA), managed 2010 CODA site visit and 2012 CODA site visit- successful outcomes for both, with no recommendations.
- Served as Grant Director for Department of Education Congressionally Directed FIPSE Grant (\$383,187 for three-year grant). Prepared annual grant reports, and coordinated communications with Program Officer
- Managed the construction of the dental clinic and procurement of dental equipment, supplies, and library resources for the new clinic.
- Oversaw the recruiting, hiring, development, and evaluation of faculty and staff and the recruitment and selection of dental hygiene students.
- Worked with the college business department in establishing and administering budgets related to the dental hygiene program.
- Started Community Advisory Council for new program.
- Assisted in the development of marketing materials and department website for student recruitment and represented the program through speaking engagements at dental meetings, local schools, wrote press releases about oral health issues and public dental screenings for small local newspapers, and maintained regular correspondence with the local media.
- Designed and implemented fundraising campaign for generating revenue for the construction costs associated with the new dental clinic.
- Created all dental hygiene courses including syllabi, assessment tools, grading rubrics, PowerPoint presentations, and policies.
- Taught didactic and clinical courses in Radiology, Head and Neck/ Dental Anatomy, Embryology and Histology, Dental Hygiene Pre-Clinic, Special Needs Patients, Research, Dental Materials, Dental Public Health, and Dental Law and Ethics
- Created policy manuals for students and faculty.

- Participated in state legislative activities.
- Created and implemented institutional effectiveness plans and mechanisms for clinic, educational program, and patient care.

#### **August 2008 - August 2009, Wallace State, Dental Hygiene Instructor, Hanceville, AL**

- Demonstrated new clinical techniques and remediated previously introduced skills both on group and individual levels.
- Assessed students on clinical technique and knowledge.
- Assessed students critical thinking skills as they pertained to patient care.
- Created and delivered PowerPoint presentations.
- Assisted in the development and revision of assessment and evaluative tools.
- Provided feedback to students concerning their strengths, weaknesses, and documented progress.
- Worked collaboratively with faculty to minimize inconsistencies and differences in evaluating.
- Participated in calibration activities to ensure quality control.

### **Scholarly Activity**

#### **Grants:**

2020- present: Title V Grant, Hispanic Serving Institution: Adelante Con BC (\$2.9 million) provides support for work in three focus areas: creating and supporting pathways for transfer, financial literacy and wellness, and instructional design that influences student success, persistence, and completion.

2022: Perkins funding for personnel, equipment, instructional aids, and faculty professional development (\$124,338)

2021: Perkins funding for personnel, equipment, instructional aids, and faculty professional development (\$124,338)

2020 Tomball Regional Health Foundation funding for retention specialist to support Nursing students (\$73,282).

2019: Perkins funding for Surgical Technology skills instructor, equipment for Pharmacy Technology, Veterinary Technology, and Surgical Technology (\$154,226). Banfield Grant for Veterinary equipment (\$12,581). Tomball Regional Health Foundation funding for retention specialist, scholarships, textbooks, and simulation equipment, for nursing, sciences, and allied health programs (\$ 324,426.28).

2018: Tomball Regional Health Foundation Funding to provide advanced educational technology and simulation for Nursing, Pharmaceutical Technology, and Surgical Technology programs. (\$329,224.78)

2015-2020: (Un-funded) Principal Investigator for HRSA funded “Open Wider” project designed to increase access to oral health care in rural and underserved populations and to bridge the gap between medical and dental. (\$1,376,722)

2014-2015: Principal Investigator for the Flagstaff Community Foundation; Delta Dental of Arizona Foundation Grant to establish an Oral Health Coalition in Northern Arizona. (\$15,000)

2014-2015: Verde Valley Health Initiative funding to pilot a project to provide oral health services to aging adults over the age of 60 living in the Verde Valley region of Arizona. (\$9570)

2012- 2015: Verde Valley Health Initiative funding to provide school-based oral health services for students attending K-8<sup>th</sup> grade and fall 200% below the poverty level in rural schools in Northern Arizona. (\$53,000 per year for 3 years)

2012- 2015: Principal Investigator for Otten’s Foundation Hopi Grant which provides funding for the student and faculty housing, food, transportation, and salaries for the oversight of the clinical rotation located at the Hopi Health Center Dental Clinic on the Hopi Reservation. It also provides resources for the purpose of recruiting Native American students into the Dental Hygiene profession. (\$110,000 per year)

2012-2015: Principal Investigator for Otten’s Foundation Yavapai Apache Grant which provides funding for faculty salaries to oversee the student rotation on the Yavapai-Apache Reservation. (\$15,000 per year)

2012-2015: Principal Investigator for Otten’s Foundation Dental Assistant Grant which provides funding for the salary of a Native American Dental Assistant pursuing her/his Dental Hygiene degree. (\$8,000 per year)

2008-2011: Grant Director for Department of Education Congressionally Directed FIPSE Grant (\$383,187 for three-year grant) used for the development and implementation of the Dental Hygiene Program at Hiwassee College in rural Appalachia.

### **Presentations:**

- Ulrich, C., Diviney, S., & Sanchez, P. (2023 April). *The Enrollment Cliff*. American Association of Community Colleges Conference 2023, Denver, Colorado.
- Hampton, R., Diviney, S., & Kirschner, K (2023, January). *Registered Apprenticeship Programs and Teacher Residencies*. Texas Association of School Administrators Midwinter Conference 2023, Austin, Texas.
- Diviney, S., Kirschner, K., & Hampton, R. (2022, November). *EnrichED Pathways: Building Pathways through Partnership*. Texas Pathways Institute. Texas Success Center, Dallas, Texas.
- Hampton, R., Diviney, S., & Kirschner, K (2022, October). *Registered Apprenticeship Programs: Building Shared Understanding Between Workforce Development and Education*. Consortium of State Organizations for Texas Teacher Education Fall 2022 Teacher Education Conference. San Marcos Embassy Suites, San Marcos, Texas.
- Hampton, R., Diviney, S., & Kirschner, K (2022, September). *Brazosport Teacher Talent Case Study*. Educate Texas at Communities Foundations of Texas Apprenticeship Exploration Meeting. Communities Foundation of Texas, Dallas, Texas.
- Hampton, R., Diviney, S., & Kirschner, K (2022, September). *Texas House of Representatives Committee on Public Education. Panel IV Grow Your Own Program*. Testimony given to Texas House of Representatives Public Education and Higher Education Committees, Austin Texas.
- Diviney, S. & Lopez, A. (2019, April). *Cloudy with a Chance of Meatballs. The Power of Forecasting Grants*. 2019 RDA Grant Summit. Lone Star College, System Office.
- Diviney, S. (2019, May). *What to Expect from your College Experience?* Information Session for Tomball Star Academy Students and Parents. Lone Star College. Tomball, Texas.
- Diviney, S. (2017, December). *Health Professions Programs at Lone Star College Tomball – Past, Present, and Future*. Workforce 101 Systemwide Training for Advisors and Administrators. Lone Star College. Tomball, Texas.
- Diviney, S. (2016, December). *What I Wish I Knew About Health Professions When I was in High School*. Tri-county High School Guidance Counselor's Meeting. Trident Technical College. Charleston, South Carolina.
- Diviney, S. (2014, October). *Look Beyond the Lips*. Oral Health Literacy Conference. Little America Conference Center, Flagstaff, Arizona.
- Diviney, S. (2014, September). *Why Oral Health is important in East Africa: An Interprofessional and Prevention Based Approach to addressing the Disease Burden*. Oral Health Summit for East Africa. University of Rwanda, College of Medicine and Health Services, Kigali, Rwanda.
- Diviney, S. & Moore, T. (2014, June). *Beyond the Lips: Interprofessional Education on Oral Conditions for Nurse Practitioners*. Nurse Practitioner's Boot Camp. Northern Arizona University, Flagstaff, Arizona.
- Diviney, S. (2014, May). *Oral Health Concerns for Rural, Ethnically Diverse Communities and How to Reduce Oral Health Disparities*. Verde Valley Community Health Improvement Partners Meeting, Verde Valley Medical Center, Cottonwood, Arizona.
- Diviney, S. (2014, April). *Successes of School-Based Oral Health Preventive Care Model*. Verde Valley Medical Center Board Meeting. Cottonwood, Arizona.
- Diviney, S. (2013, March). *School-Based Oral Health Programs: An Interdisciplinary Approach to Increasing Access to Care to Under-Served Populations*. Yavapai County Superintendents' Meeting. Camp Verde, Arizona.
- Diviney, S. (2013, February) *Results of Verde Valley Needs Assessment and Alternative Delivery Models for Oral Disease Prevention Models*. Verde Valley Medical Center. Cottonwood, Arizona.

### **Professional Affiliations**

- Texas Upskilling and Reskilling through Education (TRUE) advisory workgroup.
- Texas Association of Community Colleges Real Texas Pathways Committee



- Angleton Chamber of Commerce Leadership 2021/2022
- Angleton Independent School District Strategic Planning Committee
- Angleton Ambassador
- Member of Greater Houston Partnership
- Member of 2019/2020 Next Generation Leadership Academy
- Texas Interprofessional Education Consortium
- Tomball Chamber Health Alliance
- Klein Independent School District Career and Technical Education Advisory Council
- Tomball Star Academy Early College High School Advisory Council
- Arizona American Indian Oral Health Coalition
- Oral Health Work Group Member for the Arizona State Health Improvement Plan
- Arizona Nexus Incubator in Interprofessional Practice and Education
- Northern Arizona Oral Health Coalition
- Healthcare Services Advisory Committee for Head Start of Northern Arizona
- Arizona Allied Health, Health Related Professions Articulation Task Force
- American Dental Hygiene Association (ADHA)
- American Dental Educators Association (ADEA)
- International Federation of Dental Hygienists
- Arizona Dental Hygiene Educators' Association

### Awards

- 2021-2022 Team Innovation Award- One Stop Registration Team
- 2019 Next Generation Leadership Academy Participant
- 2019 Rising Star Award Nominee Lone Star College
- 2017/2018 Rookie of the Year Award Lone Star College Tomball
- 2014 Northern Arizona University Provost Award for Departmental Excellence in Global Learning
- 2013 Exemplary Performer for the College of Health and Human Services
- 2012 Hiwassee College Recognition Award for Outstanding Service and Timeless Commitment
- 2011/2012 Tennessee Dental Hygiene Educator of the Year Award

### Education

- **Doctor of Health Science (DHSc)** Nova Southeastern University; September 2011
- **Master of Health Science (MHS)** Nova Southeastern University; September 2010
- **Bachelors in Health Science (BHS)** Nova Southeastern University; June 2009
- **Associates of Science in Dental Hygiene (AS)** Pensacola Junior College; May 1995