

# CHANTAE C. RECASNER, PHD

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## PROFESSIONAL SUMMARY

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Experienced leader and systems thinker who centers community and care of people in the design, assessment, and improvement of all processes and policies. Interdisciplinary academic background with demonstrated skills in budget management, communication, strategic planning, and facilitating culture change. Values democratization of data, knowledge sharing, employee empowerment, and organizational justice. Seeks an opportunity for long-term leadership in a values-informed, outcomes-oriented higher educational organization.

## EDUCATION

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### Degrees

- **Doctor of Philosophy (PhD)**, Education, University of Cincinnati 2009
- **Master of Business (MBOE)**, Operational Excellence, Ohio State University 2017
- **Master of Arts (MA)**, Teaching & Learning, Ohio State University 2003
- **Master of Arts (MA)**, African and African American Studies (MA), Ohio State University 2003
- **Bachelor of Arts (BA)**, English, Loyola University New Orleans 2001

### Certificates & Badges

- **Human Subjects Research: Administrator**, CITI Program (exp August 2025)
- **Human Subjects Research: Research**, CITI Program (exp August 2025)
- **Quality Matters Peer Reviewer**, Quality Matters 2021
- **Applying the Quality Matters Rubric (APPQMR)**, Quality Matters 2020
- **Institute for Emerging Online Leaders (IELOL)**, Online Learning Consortium 2020
- **SUNY Online Teaching Fellow**, State University of New York 2020
- **Diversity, Equity, and Inclusion in the Workplace**, University of South Florida 2018
- **Six Sigma Green Belt**, Ohio State University- Fisher College of Business 2017
- **Total Quality Management**, Management and Strategy Institute 2016

## ADMINISTRATIVE LEADERSHIP & MANAGEMENT

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### INTERIM PRESIDENT/VICE CHANCELLOR OF INSTRUCTION

Seattle Colleges District-Seattle Central College, 2023- Present

*Seattle Central College is one of three independently accredited colleges in the Seattle Colleges District. It offers professional certificates, associate and baccalaureate degrees. All executive leaders are members of the Washington State Board of Community and Technical Colleges (SBCTC)—a participatory governing body for post-secondary education.*

#### Interim President (2024-present)

- Appointed by the Seattle College's District Chancellor & Board of Trustees
- Serves as CEO of college overseeing the institutions budget and all financial resources, including revenue generating rental facilities

- Supervise all capital projects
- Lead and facilitate meetings of the college's Executive Leadership Team, Cabinet, and College Council
- Work with shared governance partners including three local unions—American Federation of Teachers (AFT), AFT- Professional Staff, and Washington Federation of State Employees (WFSE)—to advance policy and strategy
- Serve on Chancellor's Executive Cabinet
- Present monthly updates and institutional strategies to Board of Trustees
- Supervise Acting Vice-President of Instruction, Interim Vice President of Student Services, Vice President of Campus Administration and Operations, Executive Director of Institutional Effectiveness, Executive Director of Guided Pathways, and the Executive Director of the Public Information Office and Marketing
- Collaborate with the Executive Director of Access, Community, and Opportunity to elevate equity and justice in decision making and interpersonal communication for all employees
- Collaborate with Human Resources Director to conduct employee comprehensive salary analysis and develop a master salary list
- Advance e-learning efforts and support digital learning compliance efforts led by Director of eLearning
- Ensure thriving partnership with community agencies including Greater Seattle Business Association, YouthCare, Neighborcare, Urban League, and the Capitol Hill Community Council
- Oversee organization accreditation and compliance with Federal and State policy
- Serve on Washington Association of Community and Technical Colleges Board of Presidents
  - Member of SBCTC Capital Committee
  - Co-chair Center of Excellence Workgroup commissioned to advance effort of COEs in light of budget cuts
- Engage legislators to advance policy and allocations in support of SBCTC institutions
- Mitigate personnel grievances and complaint

### **Vice President of Instruction (2023-2024)**

#### College Service

- Lead development, delivery, and assessment of transfer, professional technical, and continuing education instructional programs across modalities at 4 locations: Broadway Edison Campus (Main Campus), Pacific Tower- Health Education Center, Seattle Maritime Academy, and Wood Technology Center.
- Manages and oversees the development of approximately \$40 million instructional budget, which includes revenue generating continuing education programs, the Seattle Center for Intensive English, & reduced cost Adult Basic Education
- Facilitate articulation agreements
- Collaborates with institutional effectiveness office to develop, implement, and monitor measurable standards of effectiveness through institutional research, outcomes assessment, accreditation, institutional planning, strategic initiatives, and grants-seeking.
- Balances the institutional vision with planning for spaces and resources including supervising instructional operations
- Provides leadership for building, maintaining and documenting relevant curriculum and academic policies through the Curriculum Coordinating Council
- Exercises strategic enrollment management with attention to access, retention, persistence, and completion, and through leadership of the college Strategic Enrollment Management team
- Oversees faculty tenure process, and more broadly assures quality of instruction

- Develops and nurtures positive relationships with external groups, including the Foundation, community partners, technical advisory committees, and other educational organizations to assure quality and relevance of academic program offerings
- Contributes to positive labor relations with faculty, classified, and professional bargaining units
- Manage personnel grievances and complaints

#### District Service

- Provides leadership to Seattle Colleges' district-wide Nursing program, including certified nursing assistant (CNA) and associate degree in nursing (ADN) cohorts located at North Seattle College and South Seattle College
- Represents Seattle Colleges District executive leadership at the bargaining table for the AFT collective bargaining agreement
- Collaborate with VPI colleagues to monitor, update, and/or propose District academic policy
- Served on Presidential Search Logistics Committee—successfully facilitated the simultaneous hire of 3 college Presidents
- Collaborate with district workforce development and strategic enrollment management teams to improve recruitment, enrollment, and program pathway mapping

#### State Board of Community and Technical College Service (SBCTC)

- Serve on Workforce Education and High School Pathways/Dual Credit subcommittees
- Review team member for virtual Site Review of 2 Washington Centers of Excellence: Allied Health and Construction

## MANAGER, RESEARCH—ADVANCED ANALYTICS

### Western Governors University, 2022 – 2023

*Western Governors University is a private, non-profit, competency-based national serving online university. It serves 140K+ students and awards bachelor's and master's degrees.*

- Manage equity research projects
- Hire and supervise Equity Research Fellows
- Advance strategy to meet targets of the Bill and Melinda Gates Foundation \$4.9 million grant—*Shaping Western Governor University's Research & Development and Growth for Equity*
- Provide data support for acquisition of *B4 Women in Tech* grant from Reboot Representation (\$917K)
- **Develop equity research standards to support and enhance WGU's current and emerging research strategies**
- Responsible for the hiring, training, and development of data scientists and research scientists focused on equity research
- Provide technical guidance on research methods and analytical tool sets
- Establish processes to manage research projects and to codify and communicate results and insights to internal stakeholders
- Collaborate with all appropriate internal and external stakeholders
- Represent WGU by presenting at relevant conferences

## DEAN FOR ACADEMIC SUCCESS—LEARNING RESOURCES

## Northeast Lakeview College, 2019-2022

*Northeast Lakeview College is one of 5 independently accredited, public community colleges in the Alamo Colleges District. NLC provides certificates and associate degrees to 6K+ students in the greater San Antonio area. The role of Dean in the Alamo Colleges District is an Executive Team Leadership position.*

- Provided strategic leadership and supervision for the following units: **Distance Learning, Dual Credit, Tutoring and Supplemental Instruction, Library Services, and Grants & Scholarships.**
- Served on President's Cabinet/ Executive Leadership Team
- Led NLC application for HSI designation
- Supervise division of 25 employees—including 3 supervisors, support staff, and 1 administrative assistant
- Manage division budget of \$240K annually
- Ensure area and organization compliance with consortia, state, and national agreements
- Lead SACSCOC Compliance writer for the following:
  - Standard 6.5: Faculty Development
  - Standard 8.2c: Student Outcomes: Academic and Student Services
  - Standard 10.6: Distance and Correspondence Education
  - Standard 11: Library and Learning/Information Resources
  - Standards 12.1 & 12.2 Student Support Services & Student Support Services Staff
  - Standards 13.5 & 13.6 Control of Sponsored Research/External Funds & Federal and State Responsibilities
- Baldrige Team member and support writer for NLC Baldrige Excellence Framework Self-Assessment Team
- Responsible for NCSARA compliance reporting
- DigiTEX Network Liaison
- Built dual credit partnerships with Incarnate Word High School and Science and Math Academy
- Developed partnership expansion plan for Comal ISD and New Braunfels ISD
- Increased grant procurement in a year by over 90%
- Grants Program Manager (GPM) for CARES HEERF I, II, & III Funds: \$ 8,219,245. 00
- Served on the following institution and district level committees:
  - Strategic Planning
  - Curriculum Development
  - Guided Pathways
  - College Council
  - Equity and Diversity Thought Leadership Team
  - Black Student Union Advisor
  - Men of NLC Advisory Board Member
  - Women Leaders of NLC Founder and Advisor
  - Quality Matters Learner Support Certification Team

## DEAN OF FACULTY & INSTRUCTIONAL DEVELOPMENT

### Austin Community College District, 2018-2019

*Austin Community College District is a 10-campus, public community college system with a centralized administration. It provides access to certificates, associate degrees, and limited baccalaureate options for 70K students in 100+ programs. The role of Dean is a system administration position and serves all 10 campuses.*

- Provided strategic leadership and supervision for the following units: **Faculty Development, Faculty Center for Teaching & Learning, Instructional Design, Instructional Technology Support, & Faculty Evaluation.**
- Supervised division of 54 employees—including 5 managers, support staff, and 1 administrative assistant
- Managed division budget of \$750K annually
- Ensured area and organization compliance with consortia, state, and national agreements
- Led the management of and curriculum development for ACC Digital Fellows program for faculty
- Served as POC for Apple, Inc. partnership
- Created curriculum for and facilitated Equity in Faculty Hiring Training for more than 250 ACC employees; received 94% satisfied and highly satisfied reviews from training participants
- Served on the following district wide committees/teams:
  - Pathways Team
  - Equity in Faculty Hiring Committee
  - NACEP Accreditation Coordinating Committee
  - Technology Integration Team

## DIRECTOR, CENTER FOR TEACHING & LEARNING

Cincinnati State Technical & Community College, 2016-2018

*Cincinnati State is a public community college offering certificates and associate degrees to 10K+ students.*

- Served as Member of the President's Advisory Council
- Coordinated adjunct faculty development
- Collaborated with external partners and other college units in developing models and strategies for improved academic success of students
- Obtained external funding to develop and support CTL equity programming
- Assisted programs with annual and periodic assessment
- HLC AQIP Subcommittee Faculty Leader
- Ex-Officio Committee Service:
  - Instructional Technology Committee
  - Faculty Development Committee

## COORDINATOR, COLLEGE CREDIT PLUS—ENGLISH (DUAL CREDIT)

Cincinnati State Technical & Community College, 2010-2017

- Coordinated adjunct faculty development
- Recruited and trained high school faculty for dual credit service
- Conducted classroom observations at high school sites
- Increased high school student enrollment in English by over 400%
- Member of High School-Higher Education Alignment Project (2011-2014):
  - established and executed strategic efforts to further *Race to the Top* initiative in Ohio
  - Co-created the *P.U.S.H. to College and Career Readiness* booklet series for the Ohio Department of Education for secondary educators, counselors, and parents for advising about post-secondary education options.

# INSTRUCTIONAL DESIGN & DELIVERY –FACULTY SERVICE

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## GUEST LECTURER, ACADEMIC WRITING FOR DOCTORAL STUDENTS

Morgan State University, Community College Leadership Program (CCLP), 2017-2024

- Facilitated half day writing workshop for CCLP incoming students (on site and virtual)
- Demonstrate argument development for research design
- Contextualize rhetoric for applied research methods
- Train students to cite and document in compliance with APA and university standards

## TENURED PROFESSOR, ENGLISH AND LITERATURE

Cincinnati State Technical & Community College, 2006-2018

- Taught a 5:4 course load for 6 years and 5:2 course load for 5 years
- Designed and facilitated instruction for online and face-to-face modalities for the following courses:
  - ENG 101 – **English Composition 1: Intro to College Writing**
  - ENG 102 – **English Composition 2: Writing the Research Paper**
  - ENG 103 – **Writing about Literature**
  - ENG 104 – **Technical Writing**
  - LIT 255 – **African American Literature**
  - CULT 154 – **Issues in Human Diversity**
- Served as English Department- Developmental Education Department Liaison
- Liaison for the American Council on Education (ACE) Women’s Network of Ohio Campus (2013-2016)
- LiveText Electronic Portfolio Integration Team Leader (2010-2011)
- Corporate Partnership--Provided technical writing support for DRS Technologies (Florence, KY)
- Served on the following shared governance committees:
  - Tenure Committee
  - Academic Policies and Curriculum Committee

## ADJUNCT FACULTY EXPERIENCE—ENGLISH COMPOSITION & LITERATURE

- GE 117- **Composition 1** ITT Technical Institute, Fall 2011
- ENG 365- **Issues in Literature** Tiffin University, 2009-2010

## GRADUATE TEACHING/PROGRAM ASSISTANT

University of Cincinnati, Educational Studies and Leadership Program, 2005-2009

- 18-EDST- 989-002-- **Seminar in Educational Research: Academic Writing for Doctoral Students**
  - Co-designed and facilitated independently
- 18-EDST-201 – **Schooling and Teaching: Social Foundations in Education**
- Program Writing Assistant—provided supplemental writing support for program students at comprehensive exam, research proposal, and dissertation phases.

## NATIONAL ACCREDITATION, COMPLIANCE, & POLICY

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### STEERING COMMITTEE AND EXECUTIVE COUNCIL MEMBER

#### WICHE Cooperative for Educational Technologies (WCET)— (2021-2025)

- Visions Group Co-Lead (2024-2025)
- Chair of Steering Committee (2023-2024)
- Vice Chair of Steering Committee (2022-2023)
- The Sally M. Johnstone Award Winner (2021): This award recognizes a professional who has made an outsized contribution for their rank to the digital learning community with the intention of recognizing thought leadership, excellence in practice, and demonstrated leadership capabilities.
- Co-Chair, Equity & Quality Subgroup (2021)
- Member, College Affordability Subgroup (2021)
- Conference Proposal Review Team: 2021, 2022

### PEER EVALUATOR

Northwest Commission on Colleges and Universities (NWCCU)—2022-Present

### ACADEMIC REVIEWER

Southern Association of Colleges and Schools Commission on Colleges (SACSCOC)—2018-2022

### PEER REVIEWER

Higher Learning Commission (HLC)—2010-2018

## GRANTS MANAGEMENT

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(Non-Competitive)

**Department of Education: CARES Act (2020)**

Grant Program Manager (GPM): Higher Education Emergency Relief Funds (HEERF I, II, III)

**\$ 8,219,245. 00**

(Competitive-Internal)

**Alamo Colleges District—Participatory Budgeting for Innovation**

Project: Women Leaders of NLC (*Creation of Student Leadership Development for Women of Color*)

**\$20, 552.10**

(Competitive-External)

**Bringing Theory to Practice Campus Dialogue Grant (2016)**

Project: Empowering Stories to Grow an Inclusive and Safe Community

**\$5000.00**

## DISSERTATION COMMITTEE SERVICE & DIRECT SUPPORT

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STUDENT	UNIVERSITY	RESEARCH TOPIC/TITLE	GRADUATION	ROLE
Dr. Rebecca Alejos	University of Texas San Antonio	<i>ChicanX Butch Lesbian Experiences in Higher Education: Testimonios of Disruption, Violence and Resistance</i>	2024	Committee member
Dr. Patricia Timmons	Morgan State University	<i>The Experiences of Black Community College Students with Internationalization Initiatives and Global Education</i>	2023	Committee member
Dr. Khahlia Sanders	University of Cincinnati	<i>African American Female Faculty and Self-Care Practices</i>	2021	Committee member
Dr. Fouzhia Ebrahim	University of Cincinnati	<i>Compassionate Educators in Kuwait</i>	2015	Committee member
Dr. LaShanta Tinner	University of Cincinnati	<i>The Spiritual Journey: Black Female Adult Learners in Higher Education</i>	2013	Writing consultant
Dr. Thembi Carr	University of Cincinnati	<i>A Port in the Storm: An Investigation of Identity in a Student Race-Based Organization for African American Student Leaders</i>	2008	Writing consultant
Dr. Cynthia Partridge	University of Cincinnati	<i>The Impact of TRIO Upward Bound Participation on Student Outcomes</i>	ABD	Writing consultant

## SCHOLARSHIP, CONTRIBUTIONS, PRESENTATIONS

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Recasner, C. (2024). *Organization injustice: Surveillance and Black success in higher education*. State of Washington Faculty and Staff of Color Conference: Spokane, WA.

Holcombe, A., Recasner, C., Merritt, K., & Haugabrook, A. K. (2023). *Improving outcomes for Black, Latinx, and Indigenous learners at scale*. Jobs for the Future Horizons Conference: New Orleans, LA.

- Spikes, S., Recasner, C., & Thompson, J. (2023) *DEI is not a monolith: Deconstructing "Expert" to drive equity initiatives and advance inclusion in digital learning environments*. WCET Annual Meeting: New Orleans, LA.
- Recasner, C. (2018, Summer). The first step toward equity and inclusion: Using critical dialogue to unfreeze. *Bringing Theory to Practice Newsletter*.
- Recasner, C. (2018, February). Will academic writing ever be inclusive? A thought about where we are. *The National Teaching and Learning Forum*, 27 (2), 1-4.
- Recasner, C. (2010, September 25-October 1). N.O. body knows our trouble: A New Orleans voice on the anniversary of Hurricane Katrina. *Cincinnati/Northern Kentucky Herald*, p. A7.
- Recasner, C., Thrower T., & Ellis, L. (2019). "*All the Women are White*"...still: *Creating inclusive paths to leadership for Black women in community colleges*. American Association of Women in Community Colleges Annual Conference: San Antonio, TX.
- Recasner, C., Wright, B., Thrower, L., & Jenkins, D. (2016). *Building a culturally competent campus: The need for cross-campus collaboration*. American Association of Community Colleges Annual Conference: Chicago, IL.
- Recasner, C., Williams, K., & Carr-Dobbs, T. (2015, June). *From archetype to stereotype: Understanding narratives of Black male identity in post-racial, post-Ferguson America as a strategy for community healing*. Community Development Society International Conference: Lexington, KY.
- Recasner, C. (2012). *The value of higher education*. Commencement Keynote Speaker for Cincinnati Public Allies Youth Service Day. Cincinnati, OH.
- Recasner, C. & Hall, T. (2011, April). *Urban student success and inclusive decision making*. American Association of Community Colleges Annual Conference: New Orleans, LA.
- Recasner, C, Burrell, B., & Rugless, K. (2011, April). *Creating inclusive succession plans*. American Association of Community Colleges Annual Conference: New Orleans, LA.
- Recasner, C., Burrell, B., & Blunt-Williams, K. (2010). *The NCBA's LDI: A Model of Inclusive Succession Planning for Community Colleges*. AAC&U's Network for Academic Renewal Conference –Facing the Divides: Diversity, Learning, and Pathways to Inclusive Excellence: Houston, TX.
- Recasner, C. (2010, March). *Teaching with diversity in mind: Culturally responsive teaching in community college classrooms*. Southwestern Ohio Council on Higher Education (SOCHE): Pathways to Innovations Conference: Dayton, OH.
- Recasner, C. (2009). *Where is the love? Confronting tensions in the black community at predominantly white institutions*. Black Male Summit. Denison University: Granville, OH.
- Recasner, C. (2009). Literacy. In *Encyclopedia of African American Education*. Ed. Thousand Oaks, CA: Sage Publications.
- Recasner, C. (2009). *Multiculturalism and FYC teacher training: An Examination of GTA perspectives on being trained to teach in a multicultural college classroom*. (Unpublished Dissertation)
- Recasner, C. (2008). *When audience is not an abstraction: Race, writing, and social activism from the perspective of Black press writers*. (Unpublished Course Research)
- Recasner, C. (2008, February). *Training FYC instructors to meet the needs of culturally diverse students*. Miami University's 8th Annual Graduate Student and Faculty Conference: Oxford, OH.

- Recasner, C. (2008). *Culturally responsive teaching in urban schools*. Language Arts in the Middle Grades Course  
Guest Lecturer: Northern Kentucky University, Department of Teacher Education and School Leadership.
- Recasner, C. (2007, February). *No B(l)ack talk: Academic writing and urban African American voices*. National  
Association of African American Studies & Affiliates 15th Annual Conference: Baton Rouge, LA.
- Recasner, C. (2006, April) *Writing or righting? The hegemonic agenda of academic writing*. Spring Research  
Conference: Louisville, KY. Hosted by the University of Louisville.
- Recasner, C. (2003). *Creating a space for Black women's studies: Confronting the intersection of race, gender, and class  
through literature in the secondary classroom*. (Unpublished Master's Thesis)
- Recasner, C. (2001). *Approaching African-American studies: An instructional unit on the life of Sarah Margru Kinson*.  
New Orleans, LA: Amistad Research Center. (Purchased by the Amistad Research Center at Tulane University  
as instructional material for the study of the slave ship *Amistad*).

## PROFESSIONAL SERVICE

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ORGANIZATION	ROLE	TERMS OF SERVICE
• National Association of Diversity Officers in Higher Education (NADOHE)	Member	2022-2023
• Association of Fundraising Professionals (AFP)	San Antonio Chapter Member	2020 -2022
• Professional and Organizational Development Network of Higher Education (POD Network)	Conference Proposal Reviewer	2017, 2019
• Greater Cincinnati Collegiate Connection (GC <sup>3</sup> )	Training Facilitator ( <i>Online Teaching 101 &amp; 102</i> )	2017 (May, June)
• National Council on Black American Affairs (AACC Affiliate Council)	National Assistant Treasurer North Central Region Treasurer North Central Region President	2016- 2022 2017-2018 2013-2017
• American Council on Education (ACE) Women's Network of Ohio	Cincinnati State Technical & Community College Campus Liaison	2013-2016
• National Alliance of Concurrent Enrollment Partnerships (NACEP)	Research Committee Member	2012-2014
• Community Development Society (CDS)	Leader, Urban Leadership Group Conference Planning Committee Member	2014 2010
• Midwest Educational Research Association	Reviewer, <i>Midwest Educational Researcher</i>	2006-2007

