

Sandra Kiddoo, PhD

Education

- University of Wisconsin Madison, Madison, Wisconsin May 2017
- *Ph.D., Educational Leadership and Policy Analysis. Dissertation-Exploring Associate Degree Outcomes of Stacked Credentials*
- Capella University, Minneapolis, Minnesota December 2003
- *M.S. Education-Instructional Design*
- University of Wisconsin, Green Bay, Wisconsin June 1992
- *BS Economics and Business Administration*

Experience

Hazard Community and Technical College Hazard, Kentucky Nov 2018-present

Vice President of Academics

- Lead the functions of academic programming, setting an strategic plan for Deans and Faculty to ensure high quality programming and student success.
- Responsible for the planning, development and administration of 50 degree, certificate and diploma programs, and liberal arts education. Ensured the academic integrity of the college through continuous quality improvement. Supported innovations in programs and methods of delivery.
- Provided support for accreditation through the Southern Association of Colleges and Schools Commission on Colleges (SACS).
- Lead the college on data informed decision making including the use of analytics to support strategy.
- Key Achievements
 - Developed a new Associate of Applied Science in Manufacturing Engineering, pending approval from SACS and the KCTCS
 - Lead a retention effort of returning students involving intensive coordinated contact through faculty advisors.
 - Created a comprehensive nudge campaign to support student success
 - Identified and bridged gaps in student academic support/tutoring

Mid-State Technical College, Wisconsin Rapids, Wisconsin July 2015-May 2018

Vice President of Academics

- Led the functions of academic programming, workforce and continued education, institutional research, accreditation and grants functions of the college. Supported a strong partnership with Student Services to ensure educational access, excellence and success for approximately 1700 fulltime equivalent students and a headcount of 8000 students.
- Responsible for the planning, development and administration of 50 degree and diploma programs, general education and adult basic education programming and

education support services. Ensured the academic integrity of the college through continuous quality improvement. Supported innovations in programs and methods of delivery.

- Managed an operational budget of \$38 million and over \$1 million in a capitol budget.
- Key Achievements
 - Developed and implemented strategic plan
 - Developed and implemented an educational master plan
 - Developed and implemented 7 new Associate Degree programs
 - Successful Higher Learning Commission Continuous Quality Review visit
 - Increased grant awards from \$700,000 annually to \$2.2 million annually
 - Increased course completion from 80% to 82%

Wisconsin Technical College System, Madison, Wisconsin

June 2007-July 2015

Associate Vice President of Occupational and Academic Excellence, Education Director,

- Provided leadership and direction on Academics for the entire Wisconsin Technical College System with 16 Technical College Districts in Wisconsin.
- Developed grant guidelines, served on grant review teams and monitored grantee progress.
- Supported data driven decision making for the office, including expertise on labor market data and student outcome data and outcomes based funding metrics.
- Ensured federal and state accountability metrics. Lead the system in continuously improving the quality of education. Provided leadership to the districts on designing and implementing the newest federal Perkins accountability metric, technical skill attainment.
- Served as an integral role in Wisconsin's Regional Industry Skills Education (RISE) efforts of creating adult career pathways.
- Frequent guest speaker/expert at college events including faculty in service, college leadership retreats and program advisory committee meetings. Topics include stackable credentials, WTCS policy, data driven decision making.
- Coordinated large conferences and events, including the C3 conference

Roehl Transport, Marshfield, Wisconsin -

July 2001-June 2007

Workplace Education Manager

- Oversaw all training and development programs for over 3000 employees from new employee job specific training to continued professional development. Administered and managed the company's commercial driver license school (CDL). Designed and implemented programs to train new fleet managers, diesel technicians and truck driver trainers.
- Represented the company on the North Central Workforce Development Board.
- Worked on a multistate program and the US Department of Labor on a job retraining program for truck drivers living in Pennsylvania.
- Designed and gained approval for a federal truck driver training apprenticeship.
- Managed a fleet of truck drivers

Teaching Experience

- Adjunct Faculty, Lakeland College, 2003-2008, Economics, Management, Research Methods
- Adjunct Faculty Mid-State Technical College 2004-2007, Economics, Management
- Adjunct Faculty North Central Technical College, 2003-2006, Economics

Additional Skills

- Grant Writing
- Advanced quantitative research, data science and evaluation skills
- Specialized Software-SPSS, STATA, R, Tableau, Cognos, Peoplesoft

Vision for Miles City Community College

Ensure students have access to college by providing programs that meet students where they are and take them where they need to go. This includes having high quality student support and experiences for students.

Actively engage with the community to be a first choice of higher education in the region. Contribute to an increase in educational attainment of high quality post secondary credentials in Southeastern Montana.

Create strong pathways from K-12 into college programming, offering dual credit and other experiences to put students onto a trajectory that aligns career aspirations and community and workforce need.

Provide opportunities for all of the community to engage in educational programming, from credit based instruction, workforce training and continued education.

Advocate for the value of the community college at a state and national level to ensure funding to sustain the college and provide for future growth. Fundraise through grants and other philanthropic activities to provide investments in the future of the college. Provide taxpayer stewardship through fiscal responsibility.

Build upon the existing agriculture programming and new Advanced Agricultural Center to become a national training and education destination for students pursuing agriculture careers.

Provide barrier free access to students seeking higher education opportunities including building partnerships for students to transfer and obtain degrees beyond associate degrees, partner with four-year partners to provide transfer opportunities in Miles City so residents do not have to leave.

Ensure highly qualified, engaged and trained staff and faculty. Utilizing a collaborative style, engage individuals in the planning for the future of the college.

Ensure the program portfolio is aligned with current and future needs of the region, supporting economic development. Align programs with skills needed for existing business to grow, enable economic development entities to recruit to the talent in the region and create opportunities for students to utilize their skills to become entrepreneurs-creating an economically viable region. Develop new programming and educational opportunities to ensure

Be a solution on a quality medical workforce who understand rural health challenges. Provide access to high quality nursing programming to nursing students by ensuring continued nursing program accreditation and increased NCLEX pass rates. Provide the region a high quality nurses.