

DENISE L. ABERLE - CANNATA, M.S.

Visionary, Results-Centric Leader Dedicated to Pioneering Excellence in Higher Education

Qualifications for President

HIGHER EDUCATION LEADERSHIP | STRATEGIC ANALYSIS / PLANNING | ACADEMIC AFFAIRS
PROGRAM DEVELOPMENT | MARKETING | ENROLLMENT MANAGEMENT | STUDENT RELATIONS
MULTIMILLION-DOLLAR BUDGET CONTROL | FINANCIAL SUSTAINABILITY | PROCESS OPTIMIZATION
BUSINESS / INDUSTRY PARTNERSHIPS | AGENCY / STAKEHOLDER RELATIONS | COMMUNITY RELATIONS
OPERATIONAL DEVELOPMENT | ACADEMIC BEST PRACTICES | ACCREDITATION / REGULATORY COMPLIANCE

Highly Accomplished Interim President who seeks to continue to provide visionary leadership for the College of Western Idaho while driving excellence in students' academic growth via the development of dynamic higher education programs and services to align with our school's mission. **Innovation-Focused Strategist** who concurrently serves as Provost and CWI President's Cabinet member with responsibility for the core vision and direction of all instructional programs and student services. **Engaging Communicator** who builds synergistic relationships with trustees of CWI, the College's faculty and staff, key stakeholder groups, and community partners, as well as students of various ethnic, cultural, and socioeconomic backgrounds. **Influential Thought Leader** who promotes campus diversity / inclusion while using key technology and educational resources to encourage pioneering instructional methods (i.e. distance education, hybrid programs) with an emphasis on proactively assessing and understanding the region's educational needs.

Professional Synopsis

COLLEGE OF WESTERN IDAHO, NAMPA, ID
(2019 – PRESENT)

Interim President (2021 – Present)

Capitalize on the opportunity to serve within an Interim Presidency capacity, including directing all academics, finance, planning, student affairs, enrollment, advancement, facilities and technology, and information technology, as well as driving collaborative strategic planning processes with accountability for plan execution and stakeholder communications.

Promote an engaging leadership style to foster continued shared governance, including attaining input from external stakeholders while assessing the College's mission to align with the region's educational needs. Champion a student-centric vision for educational opportunities to support SW Idaho and statewide communities and population groups.

Advocate for the College by building positive relationships with voters, taxpayers, school districts, community colleges, universities, board members, elected officials, and / or accrediting agencies. Recognized as the "go-to" spokesperson for the College in partnership with the Board of Trustees to communicate the College's mission, program, and services.

- **Calibrated three (3) operational documents to provide transparency and clarity across the institution.**
- **Defined opportunities for CWI using environmental scanning, needs assessment, and SWOT analysis.**
- **Created a COVID-19 education continuity plan enabling CWI to continue to provide seamless face-to-face instruction throughout the pandemic for students graduating at the conclusion of the 2020 school year and 2021 year; facilitated student efforts to complete licensure exams with a pass rate of 100% which demonstrated the efficacy of education that students were provided with prior to and during the pandemic.**

Provost | Vice President for Academic Affairs (2019 – Present)

Oversee Deans of six (6) schools, Center for Teaching & Learning, Assistant Vice President of Enrollment & Student Services, Assistant Vice President of Economic Development, and Dual Credit. Collaborate with all college divisions, high schools, and local businesses to enhance learning-centered emphasis and organizational structures and processes.

Drive the development of a dynamic distance learning strategy, including promoting student outcomes assessment, enhancing a learning-centered focus in organized structures and processes, encouraging systems thinking, and exploring alternative instructional delivery methods to meet diverse needs of today's technologically sophisticated learners.

Consistently ensure that the college's vision, mission, and strategic plans translate across all academic areas, including providing instructional leadership in establishing objectives and plans for the development of new, quality-centric instructional and workforce programs / services in accordance with defined approval guidelines and budgets.

Coordinate and manage all instructional, enrollment, and student services operating budgets and deliver key recommendations for fiscal allocations. Critically evaluate and use data analytics to update stakeholders on progress toward enrollment, retention, and student success goals. Conduct internal audits to improve processes and systems.

Direct college-wide processes for curriculum development and new program development, including driving critical feasibility studies to accurately assess program need and market demand, as well as the assessment of student learning outcomes, faculty development, and supplemental instruction.

Professional Synopsis (continued)

COLLEGE OF WESTERN IDAHO, NAMPA, ID (CONTINUED)

Provost | Vice President for Academic Affairs (continued)

Ensure continued professional development of employees, along with reviewing hiring requests and recommending new and / or replacement positions to the Cabinet. Engage in regular evaluation of faculty and staff and ensure ongoing communications by working collaboratively with Faculty and Staff Senates to promote quality and shared governance.

- **Created budget manager training for Instructional Managers.**
- **Established rank and promotion process in unison with Faculty Senate.**
- **Consistently advocated for college with fundraising and alumni relations.**
- **Developed and launched educational initiatives to align with CWI's mission.**
- **Developed plans and objectives for new instructional and workforce programs / services.**
- **Organized and managed a local needs assessment study focused on a 10-county service region.**
- **Developed and managed college educational master planning and enrollment management processes.**

NATIONAL AMERICAN UNIVERSITY, CENTENNIAL, CO (2016 – 2018)

Campus Director

Successfully led forward-thinking business initiatives for this established 34-campus university with a 75-year history. Developed short- and long-term strategic visions for the campus while handling all academic and fiscal operations and determining fiscal-year budgetary goals. Coordinated the assimilation of international students into the NAU system.

- **Grew student population 25% within a six (6)-month period.**
- **Brought campus from deficit to surplus within first year of hire.**
- **Achieved retention rates to rank within the “Top 3” for the institution.**
- **Continually achieved “Top Campus” rank on cash collection and payments.**
- **Recognized by corporate office for “Top Retention Rates” within the institution.**
- **Increased usable space by 300%+ without expansion via a facility reconfiguration project.**
- **Managed the acquisition of International Institution and transfer of 500 students successfully.**
- **Served on Corporate Compensation Task Force, shaping the future of National American University.**

WESTON EDUCATION, DENVER, CO (2015 – 2016)

Vice President – Academic Affairs

Directed multifaceted program strategies, plans, budgets, and compliance for this leading provider of allied health careers in Medical and Dental Assistance with 25 campuses nationwide. Led targeted efforts to revise and maintain curriculum per industry needs with recognition by accreditor for implementation.

- **Renegotiated key operating contracts to achieve substantial savings.**
- **Developed faculty compensation guidelines to actively save \$800,000 per year.**
- **Maximized student seat counts and sequencing of courses to ensure key efficiency.**
- **Deployed a Learning Management System across all campuses for blended course delivery.**
- **Standardized practices and procedures for consistency with purchasing, hiring, and data management.**

LINCOLN TECHNICAL INSTITUTE, WEST ORANGE, NJ (2009 – 2015)

Vice President of Product Development | Distance Education (2010 – 2015)

Strategically steered the institute's distance education and on-site curriculum to provide leadership for one of the nation's leading providers of career education and training. Managed a remote team of program directors, adjunct faculty, registrar staffers, library services, and instructional design / multimedia employees.

Seamlessly automated curriculum development, distribution, discontinuation, and revision processes. Updated and expertly managed all student files, faculty files, and financial aid documents. Developed faculty credentialing documents to ensure the recruitment of top staff members. Consistently met all budgetary objectives.

- **Scored 5 out of 5 on a most recent performance review.**
- **Received “perfect” results on key audits within a two (2)-year period.**
- **Turned around the campus from “worst performing” to “best campus.”**
- **Saved substantial costs by decreasing percentage of wages from 26% to 16%.**
- **Developed hybrid / ground program offerings and a blended learning model.**

- Standardized grade scale for all campuses and developed a Universal Grade Key.

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Professional Synopsis (continued)

LINCOLN TECHNICAL INSTITUTE, WEST ORANGE, NJ

(CONTINUED)

Vice President of Product Development | Distance Education (continued)

- Led the 2012 clock-to-credit hour standardization project for all ACCSC campuses.
- Delivered dynamic presentations to Board of Trustees with ongoing C-suite collaborations.
- Reduced library operating costs by \$150,000 via competitive contract reviews and renegotiations.
- Converted complex Learning Management System to provide distance education across company's regional brand and 6 national brands and attained project goals on time and within budgetary guidelines.

Dean of Academics (2009 – 2012)

Spearheaded the development of high-quality online programs for both Lincoln College Online and Lincoln College of New England, including creating valuable blended learning and fully online formats. Recruited, trained, mentored, and managed high-performance employees, including assessing output via course evaluations and staff reviews.

- Created financial plans to align with budgeting goals.
- Selected to serve in dual role as Dean and Assistant Vice President.
- Improved term start efficiency to lead to a 5% increase in overall retention.
- Received exemplary satisfaction levels from campus staff, faculty and students.
- Recognized with stellar commendations from accrediting body for records accuracy.
- Increased student grades by 2% by introducing online tutoring and anti-plagiarism services.
- Managed a student population of 1,000+ while providing educational guidance and leadership.
- Built mutually beneficial relationships with executives to effectively implement strategic plans.
- Developed training courses to instruct faculty members on multi-modality educational strategies.

ALTA COLLEGES ONLINE, DENVER, CO

(2002 – 2009)

Dean of Academics

Launched the company's online program promoting "real world" education, training, and experience, including building the program from the ground-up by creating a standardized curriculum and creating academic calendars and catalogs. Drove faculty recruitment, credentialing, and management for 300, as well as 38 administrative staff.

Managed \$10 million in departmental and capital expenditure budgets. Taught business classes to retain hands-on experience among students and faculty. Participated within a program advisory committee while collaborating with multi-campus Department of Academic Affairs. Mitigated potential challenges via management of compliance audits.

- Achieved competitive Higher Learning Commission accreditation.
- Secured "Top 10" ranking from Online Education Database in 2007 and 2008.
- Increased the number of online students from zero to 6,000 within a short timeframe.
- Honored with prestigious "eCollege Administrator of the Year Award" by eCollege and peers.

BISMARCK STATE COLLEGE, BISMARCK, ND

(1987 – 2002)

Director – Energy Products (2001 – 2002)

Director Distance Education (1997 – 2001) | Account Manager / Purchasing Agent (1987 – 1997)

Drove distance education initiatives' success for this innovative community college – the 4th largest college in the ND university system. Built energy industry relationships to create a pioneering distance education program enrolling 4,300+ students in three (3) years. Managed distance education and energy-related staff. Oversaw a \$2-million budget.

Launched first courses one (1) year ahead of schedule as sole provider of online energy courses. Wrote and attained a National Science Foundation grant and \$280,000 eCollege distance education grant. Expanded program offerings, including Power Plant Technology and Process Plant Technology degrees and Information Processing Specialist certification.

- Named Bismarck State College's "Employee of the Year" in 2002.
- Recognized by Alfred P. Sloan Foundation for work in distance education.
- Successfully established a \$9-million National Energy Center of Excellence.
- Earned the prestigious support of energy companies and the U.S. Department of Energy.
- Received commendation from Chancellor of ND University System for innovation and performance.

Education

Master of Science in Education & Leadership (Education Emphasis)
Bachelor of Arts in Vocational Education Studies (Management Emphasis)

UNIVERSITY OF NORTH DAKOTA
VALLEY CITY STATE UNIVERSITY