

EILEEN STREMPPEL, Doctor of Music

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EDUCATION

Doctor of Music: Indiana University, 1998

Dissertation: "The Gendered Salon in Late Nineteenth-Century Paris: The Works of Marie Grandval"

Master of Music: Indiana University, 1991

Bachelor of Music: Eastman School of Music at the University of Rochester, 1988

PROFESSIONAL DEVELOPMENT

Association of Governing Boards Institute for Leadership & Governance in Higher Education Fellow, 2022

Institute for Educational Management: Harvard University Graduate School of Education, 2022

2022 American Council on Education ACE Fellowship, hosted by Colgate University, 2011–2012

PROFESSIONAL LEADERSHIP

University of California Los Angeles (2019–present)

The University of California Los Angeles is an urban, public high-research (R1) university with approximately 46,000 students. Funded by a \$30M naming gift, the creation of The Herb Alpert School of Music within the number one public research institution in the country has resulted in the first (and only) school of music within the California system.

Inaugural Dean of the Herb Alpert School of Music

Professor of Voice, Department of Music (with tenure)

Professor of Education, School of Education and Information Studies (courtesy appointment)

As the Inaugural Dean of a “start-up company,” I am responsible for all academic affairs, faculty affairs, student affairs, development, academic planning and space, strategic communications and marketing, and resource allocation for the first new unit at UCLA in decades. I serve as both chief executive and academic officer for the rapidly growing school and set the standard for intellectual engagement and accomplishment by providing collaborative and forward-thinking leadership of the school’s academic programs and of our newly formed Board of Advisors. Leading the dean’s cabinet, we work to advance scholarship and pedagogical excellence through diversity in educational programs and in faculty and student recruitment and retainment. By promoting initiatives within and outside UCLA, I link the work of the faculty and students to other disciplines, communities, and interests both within and outside the academy. As the school’s public voice, I articulate its contributions to local, state, regional, national, and international communities. I also pursue an energetic development program designed to build the school’s resources (including a ~\$100M endowment) while also managing its \$34M budget, its facilities, with ~160 faculty, ~50 staff, and ~650 students.

Direct reports:

- Associate Dean for Academic Affairs
- Associate Dean for Equity, Diversity, and Inclusion
- Special Assistant to the Dean for Faculty Mentoring
- Assistant Dean for Finance and Operations
- Director for Student Affairs
- Associate Director for Enrollment Management
- Director for Strategic Communications and Marketing
- Department Chairs (Music, Ethnomusicology, Musicology, Global Jazz, Music Industry)
- Executive Director of Development (split report with central development)

Major accomplishments include:

- Board of Advisors and Fundraising
 - Total of over \$40M raised, including over \$7M for student scholarships, named faculty chairs, research Centers and capital improvements/construction
 - Founded the Inaugural Board of Advisors for The UCLA Herb Alpert School of Music, building essential infrastructure of broad and diverse industry support for the new school
 - Raised over \$10M within six months, and over \$18M in the first year (245% of goal), with a 169% increase in first-time donors, a 73.1% increase in the number of gifts under \$10,000, and a 232% increase in student support giving as part of a \$5.49B capital campaign
 - Created a new Alumni Board for The UCLA Herb Alpert School of Music, to foster a sense of community and connection with our newest alumni
 - Managed and grew a \$53M endowment to over \$98.6M in three years, positioning the new school for national and international success
- Strategic Planning
 - Engage the community of musicians, scholars, music educators, and music lovers at UCLA and in Los Angeles to create our initial five-year strategic plan
 - Build consensus around, promote and implement a newly created integrated mission, vision, core values, and strategic direction that strengthens the school's culture, community, and reputation as a transformational leader in the global music capital of Los Angeles
- Equity, Diversity, Inclusion and Belonging Efforts
 - Hired a new associate dean for diversity, equity and inclusion
 - Founded our Anti-Racism Anti-Discrimination Committee (ARAD) comprised of faculty, staff and students; this task force provides a mechanism and support for ongoing critical conversations that strategically operationalize change for the school
 - Established new scholarship funds for BIPOC students
 - Created a new conversation series, *Still Waiting*, with Cornell West as our provocative and inspirational initial speaker
 - Built a sanctuary "safe space," with a student-led spring 2022 dedication ceremony
 - Ongoing successful hiring and retention of diverse faculty and staff, with over 75% of our recent hires from historically underrepresented communities

- Key member of the provost's Future Faculty Initiative, created to support and facilitate the hiring and retention of historically underrepresented faculty across the institution while building our momentum towards achieving HSI (Hispanic-Serving Institution) status
- Student Success Initiatives
 - Created a newly reimagined Student Affairs Division under the direct auspices of the Office of the Dean to ensure an integrated approach around the student experience
 - Executive Sponsor for the Community College Student Task Force, which resulted in the creation and fostering of a transfer-receptive institutional ecosystem, including the creation of articulation agreements with Los Angeles Community Colleges, resulting in a 100% increase in two years in the number of transfer students to the school
 - Created the inaugural student governance structure in the school, forming both an Undergraduate Council for Student Affairs and a Graduate Council for Student Affairs
 - Initiated the formation of student identity groups, to foster a sense of community and support from orientation to graduation, including: LGBTQIA+ Students, First-Generation Students, LatinX Students, Transfer Students; and Black Students
 - International students are especially integral to our school; we have 27 ensembles that serve as vibrant musical, cultural and social centers to UCLA's highly diverse student body. These ensembles include Afro-Cuban, Armenian, Persian, Klezmer, Ghana, Bali, China, India, Java, Thailand, Turkey and the oldest Mariachi collegiate ensemble in America
- Institutional Research, Data-Informed Decision-Making, and Institutional Budgetary Enhancement
 - Created a comprehensive set of institutional dashboards to gauge and measure progress toward goals of improving student, faculty, and institutional success as accountability metrics for our strategic direction
 - Served as the beta test case for UCLA's Palantir engagement, integrating HR, finance and student information data in order to foster student success
 - Led our various school efforts to raise the School of Music profile and our national rankings
 - Created a standardized monthly budgeting and reporting system for the school, matching revenue and expense for instruction, leading to cost-savings and streamlined, rotational course offerings designed to enhance enrollment and minimize teaching expense
 - Built predictive financial models to proactively determine the enrollment management of our future graduate student cohorts while maintaining the resource base to support current graduate students
- Cross-Campus Leadership Roles
 - Elected Chair of the Chancellor's Council for the Arts (currently serving a second term) Leader of the Chancellor's newly reformed Council for the Arts, with the focus of creating an integrated, synergistic, and collaborative artistic hub for UCLA, with membership comprising all the arts deans (Humanities, School of Music, School of Arts and Architecture, and School of Theater, Film, and Television along with the public arts units of the Hammer Museum, the Fowler Museum, and the Center for

- the Art of Performance). Our collective efforts are gaining international recognition in anticipation of the 2028 Olympics, when UCLA is serving as The Athlete's Village.
- Elected co-Chair of the Professional School Deans Council: This cross-University Leadership Council is comprised of the deans of Arts and Architecture; Dentistry; Education & Information Studies; Engineering; Law; Anderson School of Management; Medicine; Music; Nursing; Public Affairs; Public Health; Theater, Film and Television. Focused on cross-campus strategic planning and implementation of all university-wide initiatives, ranging from academic affairs to fiscal management, infrastructure, and budget.
 - Member of UCLA's Office of Emergency Management Incident Response Team (IRT) to maintain situational awareness of events and communicate any campus impacts or resource needs as they relate to continuing campus operations. This is the senior leadership committee responsible for institutional responses to protests, violence, threats and any disruptions to campus operations.
 - Co-chair of UCLA's campus-wide Administration of Teaching, Learning, and Services Committee (ATLAS), charged with creating a new "hub and spoke" model that integrates the resources of Center for the Advancement of Teaching Online Teaching and Learning Initiative; the Center for Education, Innovation, and Learning in the Sciences; Center for the Integration of Research, Teaching, and Learning; and Excellence in Pedagogy and Innovative Classrooms
 - COVID Future Planning Task Force Executive Committee Member, charged with ensuring the future success of all of UCLA's complex teaching, research, residential, and social programs in the dynamic face of the global pandemic of COVID-19 and in close consultation with the Los Angeles County Board of Health. Bring cross-functional expertise as a cross-pollinator member of three subcommittees: Education Undergraduate Working Group, Student Life Working Group, and Graduate Education Working Group
 - Chancellor's Campus Honorary Naming Advisory Committee member (created in the wake of the nationwide racial reckoning and its intersectionality with the names of our campus spaces) Helped to guide institutional decisions about who a community honors in its public spaces, with the recognition that naming sends powerful signals about that community's values
 - Chancellor's Technology Development Corporation Oversight Committee member, guiding the review of the UCLA Technology Development Corporation, including its management of intellectual property owned by the Regents and certain university/industry research collaborations
 - Served on UCLA's strategic planning subcommittee focused on enhancing teaching excellence across the institution
 - Led the creation and implementation of our Chancellor's Council on the Arts Deans' Pre-Tenure Faculty Fellow Program for the collective of the arts deans, intentionally mentoring the institutional leadership of the future
- Communications
 - Led the creation of a brand identity ("Creating Musical Community") alongside the design of a new website and social media presence (#ThisIsUCLAMusic)
 - Created a new division of Strategic Communications and Marketing
 - Directed the re-build of a dynamic new website, with enhanced navigation, utility, and search engine optimization

- Academic Space and Planning
 - Created a comprehensive plan for the utilization of our physical space, including \$6M in donor-funded renovations to our theater and rehearsal space physical plant and a \$5M gift for practice room renovations

- Accreditation and Faculty Affairs
 - Completed the external accredited program review and response for the Departments of Music, Musicology and Music Industry.
 - Initiated eight-year reviews for the Department of Ethnomusicology
 - Represent the institution to the National Association for Schools of Music and the International Council of Fine Arts Deans
 - Established and filled a new cabinet-level position, special assistant to the inaugural dean for faculty development and gender equity
 - Established and filled a new position, special assistant to the inaugural dean for curricular renewal, to steward and co-chair a cross-school curricular renewal process
 - Invest annually to support the recruitment and retention of faculty who bring a diverse and exceptional set of experiences and backgrounds to UCLA
 - Implement and oversee adjunct faculty programming to encourage the seamless, inclusive, and proactive onboarding of our part-time faculty
 - Created a sabbatical credit dashboard, to ensure transparency and equity in the sabbatical process

University of Cincinnati (2015–2019)

The University of Cincinnati is an urban, public high-research (R1) university with approximately 45,000 students, including the medical school campus. It houses the oldest co-operative program in the country, founded in 1906. The senior vice provost serves as the provost’s chief advisor on academic affairs, faculty affairs, academic planning and space, and resource allocation. Office of the Provost (which excludes the College of Medicine) is a modified RCM budget of \$840M, with ~4,160 faculty (1,550 FT/2,610 PT) and ~3,200 staff.

Senior Vice Provost for Academic Affairs, Sept. 2015–May 2018

Acting Associate Provost for Faculty Affairs and Strategic Development, Nov. 2016–May 2017

Special Assistant to the Provost, May 2018–Aug. 2018

Professor of Voice in the College-Conservatory of Music, Sept. 2015–2019 (with tenure)

*The variety of titles is reflective of serving under three presidents and three provosts in three years

Direct reports:

- Vice Provost for Undergraduate Affairs
 - Dean and Executive Director for Experiential Learning and Cooperative Education (UC’s Co-op and Career Services)
 - ~70 tenure/tenure-stream faculty, term faculty, and staff
 - Director for the Center for the Enhancement of Teaching and Learning
 - ROTC
- Cincinnati Online (Nov. 2017–Mar. 2018)
- Director of Institutional Research
- Co-Directors of the Institute for Policy Research

- Director of Communications
- Director of UC Women Lead
- Associate Provost for Faculty Affairs and Strategic Initiatives (Nov. 2016–Nov. 2017)

Major accomplishments included:

- Cincinnati Online (Nov. 2017–Mar. 2018)
 - Created a new, \$16M internal venture—Cincinnati Online—in the transition from our third-party providers. Co-led the building of our institutional infrastructure of eLearning, instructional design, distance learning program marketing, recruitment, retention, data analytics, and support for a unit with annual revenue to the university ~\$40M.
 - Managed marketing analysis, data analysis, and brand awareness campaigns for this new entrepreneurial venture to drive enrollment
 - Served as co-chair of Cincinnati Online until the hiring and onboarding of the first Vice Provost for eLearning
- Student Success Initiatives
 - Created the Learning Commons to ensure an integrated, co-created set of tutoring and academic support—inside and outside of the classroom—with a targeted focus on “big gateway” courses that impact high numbers of students and our completion agenda, including the First-Year Experience, Learning Communities, and the academic Learning Assistance Center
 - Contributed to an increase in retention from 84.7% to 88%
 - Contributed to an increase in graduation rates from 58.6% to 67%
 - Integrated the Career Services and our signature co-op program through an inclusive planning process, to ensure single point of entry combined with longitudinal support for both our students and our business/industry partners
 - Served as Executive Sponsor for the Transfer and Transition Student Task Force, which resulted in the creation and fostering of a transfer-receptive institutional ecosystem, including the Transfer Student App and the Student Orientation App for our students (fall 2017: over 120K individual uses) to scale support with an easily accessible, student-friendly technology
 - Directed our 504/508 compliance under the supervision of the Office of Civil Rights for the Office of the Provost, ensuring the fostering of an inclusive learning environment for all faculty, staff, and students while managing our compliance with OCR
 - Conducted the external review of Student Affairs, ultimately leading to new, permanent \$1.6M investment in the division
 - With General Council and Student Affairs, executed a comprehensive overhaul (and ongoing annual updates) of the Student Code of Conduct, with particular focus on updated Title IX policies and procedures
 - Led the successful renewal as Institutional PI for our NSF-funded LSAMP (Louis Stokes Alliance for Minority Participation) grant
- Institutional Research, Data-Informed Decision-Making, and Institutional Budgetary Enhancement
 - Executed the Educational Advisory Board (EAB) Academic Performance Solutions (APS) implementation to integrate student information system, HR and Finance data to better

- inform strategic resource allocation and decision-making, including the development and execution of training for deans, associate deans, and unit heads
 - Created a comprehensive set of institutional dashboards to gauge and measure progress toward goals of improving student, faculty, and institutional success as accountability metrics for our strategic direction
 - Led our USWNR cross-institutional committee assigned to oversee our various rankings submissions, leading efforts to raise our institution's national rankings from 150 to 133, and rising to #63 of top public universities
 - Coordinated institutional market analysis and approval for the creation of new programs
 - Implemented creative direction for the Office of Institutional Research and the Institute for Policy Research to ensure the data and analytic needs of the institution are created, validated, and disseminated appropriately, creating our first data dictionary and data stewardship policy
- Faculty Development and Strategic Initiatives (Nov. 2016–July 2017 as Acting Associate Provost for Faculty Development and Strategic Initiatives)
 - Invested ~\$800K annually to centrally support the hiring of faculty who bring a diverse set of experiences and backgrounds to UC, \$3.1M since 2015 inception, hiring a record 20 new historically underrepresented faculty in one year
 - Managed ~\$400K annually to centrally support the hiring of dual career faculty to recruit, sign, and retain dual career couples, \$1.7M since 2015 inception, leading to the recruitment of nearly one dozen faculty hires
 - Oversaw a \$30M cumulative investment in faculty cluster hires in synergistic areas: precision cancer, water, digital media, data analytics, and the urban futures
 - Supported the creation of our Black Faculty Association affinity group in 2015 as well as our Latino Faculty Association affinity group in 2017, fostering a campus climate that proactively retains our top faculty
 - Created and deployed unit head, associate dean, and faculty rising stars development programming, to develop leadership bench strength for the future
 - Orchestrated faculty awards and allocations, with annual investments of \$1.1M to support faculty development, collaborative interdisciplinary research, and outstanding departmental awards, creating new awards in unit head leadership and community-engaged scholarship
 - Created and delivered our New Faculty Orientation program, including the building of a New Faculty App to provide support throughout the first year
- Faculty Affairs
 - Co-taught the professional development program for mid-career female faculty and staff, UC Women Lead, graduating a class of 15 new leaders every year
 - Co-led the institution's faculty review, promotion, and tenure process with the Vice Provost for Academic Personnel (a lawyer and our AAUP faculty union representative)
 - Supervised Provost Faculty Fellows, mentoring institutional leadership of the future
 - Oversaw the faculty credential project, ensuring the institution has exceeded the Higher Learning Commission expectations for documenting the credentials of our teaching faculty
- Accreditation

- Prepared for our upcoming Sept. 2018 institutional re-accreditation visit by the Higher Education Learning Commission with the Vice Provost for Undergraduate Affairs
- Led externally accredited program and college reviews and site visits, leading to re-accreditation by ABET, NASM, ACCE, ABA, APA, PhysTEC, CACREP, Board of Nursing, and others
- Chaired curricular review and approval for the creation and phasing out of programs and certificates as co-chair of Academic Committee with the Vice Provost for Undergraduate Affairs
- Represented the institution to the Ohio Department of Higher Education
- Academic Space and Planning
 - In close collaboration with the University Architect and Provost, prioritized all academic space and planning for the university across three campuses, three satellite locations, and over 40 leased buildings. The university utilizes over 250 buildings and over 360 acres.
 - Naming Committee
 - Capital Projects Advisory Committee
 - Campus Renovations Committee
- Board of Trustees
 - Co-chaired the Academic Affairs and Student Affairs sub-committee with the Provost

Syracuse University (2000–2015)

Syracuse University is an urban, private high-research (R1) university with approximately 20,000 students. I served at the institution for 15 years, with progressive levels of responsibility and including a paid leave of absence as an ACE fellow.

Assistant Vice-President for Academic Advancement, July 2010–Aug. 2015

My accomplishments in this role may be grouped in the following areas:

- Advancement
 - Executed extensive advancement work with the Board of Trustees, alumni, friends of the University as part of a successful \$1B capital campaign, with the largest donation secured a \$5M gift to create first-generation student scholarships
- Board of Trustees
 - Led the building of comprehensive, real-time institutional enrollment management dashboard analytics for Admissions, Financial Aid, Bursar, SUAbroad, and Veterans Affairs for the full and executive committee of the Board of Trustees, Senate Budget Committee, and other constituencies
- Colonial Provost Online Consortium
 - Spearheaded a cross-institutional online course-sharing consortium beta project across a subset of the 13-member organization (participant institutions included Brandeis University, George Washington University, Northeastern University, Tulane University, University of Miami), 2013–2014

- Accreditation
 - Co-authored Middle States Periodic Review Report (2013), with a primary focus on enrollment, finance status, and long-range projections, leading to successful re-accreditation
 - Co-authored Middle States Decennial Report, steering committee and curriculum sub-committee co-chair (2008), leading to successful re-accreditation

- National and Global Partnerships & Chief Articulation Officer
 - Created and managed institutional-level agreements for international and domestic articulation agreements, building a comprehensive database of over 300 agreements
 - Led International Memorandums of Understanding, coordinating as appropriate with deans of individual schools and colleges, Risk Management, University Counsel, and Middle States
 - Managed the cross-university reorganization of Outside Agency Agreements (including Remitted Tuition Benefits)

- University-wide information technology projects
 - Acted as project sponsor for the Customer Relationship Management (CRM) system implementation for graduate recruitment across the 10 schools/colleges
 - Planned and implemented migration to an online course catalog
 - Envisioned the initial building of an information technology student retention model that promotes single-source access to information from academic units, the financial aid/bursar office, student support, residential life, institutional assessment, faculty, and staff advisors to remove barriers to timely graduation and to promote the academic success of all students

- Created and implemented an ongoing institutional strategic plan for fostering a “transfer student receptive institutional ecosystem”
 - Designed and implemented Syracuse University’s first transfer-student strategic plan, coordinating across the institution and creating a collaborative one-stop presence for transfer students
 - Established a summer engineering transfer transition academy for community college engineering majors to attend summer school at Syracuse University, and engage in faculty-mentored research projects. Seed funding of \$38K was secured from Xerox, in close collaboration with the Provost and Foundation at Monroe Community College.

Associate Dean of the Graduate School, Syracuse University, June 2008–June 2010

- Managed fiscal oversight for a division with a \$6.4M annual budget, with contractually required assessment and evaluation as head of the Center for Graduate Preparation and Achievement (CGPA), home to programs that ensure excellence through access for students (especially first-generation, low income, and/or underrepresented minority students)
 - National Science Foundation (NSF) funded Louis Stokes Alliance for Minority Participation (LSAMP)
 - Ronald E. McNair Post-Baccalaureate Achievement TRIO Program
 - New York State Education Department’s Collegiate Science and Technology Entry Program (CSTEP)

- Alliances for Graduate Education and the Professoriate (NSF)
- Expanded recruitment, enrollment, retention, and graduation of undergraduate/graduate students
 - Underrepresented STEM student enrollment increased 39% over baseline
 - Underrepresented STEM student graduation rates increased 36% over baseline
- Managed all job evaluations, hiring, firing, and salary decisions in the Center for Graduate Preparation and Achievement. Direct reports of 7 FT staff, with 7 PT staff
- Chaired CGPA faculty advisory board, overseeing the faculty training, research, mentoring, and support of our scholars
- Led cross-silo collaborations with Graduate Student Life, Financial Aid, Honors, Prestigious Scholarship Office, and Career Center
- Supervised \$14M extensive renovation of Bowne Hall as the new home for CGPA
 - Initiated the design and creation of welcoming, collaborative workplaces outfitted with the latest technology

Director of Strategic Planning for College of Arts and Sciences and School of Visual and Performing Arts, Syracuse University, July 2007–June 2008

- Developed new interdisciplinary graduate program across five schools/colleges, leveraging institutional faculty strength and excellence

Associate Professor, Department of Art and Music Histories, 2007–2015

Assistant to the Dean and University Liaison for the Performing Arts for the College of Arts and Sciences and School of Visual and Performing Arts, Syracuse University, 2001–2007

- Led a programmatic re-branding of the “Arts Adventure Program” into the “Pulse Performing Arts Series”
- Synergized via cross-campus and community collaboration budget of \$100K into \$250K, tripled audience size while centrally repositioning the role of the arts on campus

Assistant Professor, Department of Art and Music Histories, 2001–2007

Director of the Opera Program and Assistant Professor, Department of Voice, 2000–2001

State University of New York at Potsdam, Crane School of Music (1999–2000)

- Assistant Professor of Voice (tenure-track)

ADDITIONAL ADMINISTRATIVE EXPERIENCE

Special Assistant to the President (External Consultant), Richard Bland College of the College of William & Mary, July 2012–Aug. 2015

Richard Bland College is the two-year junior college of William & Mary, with ~1,500 students.

- Guided the creation and implementation of the institutional strategic plan, with an emphasis on re-articulating and activating the brand promise
- Guided faculty in the creation and implementation of a signature Honors program
- Supervised the development of a revised Course Catalog/Transfer Guide
- Created a “virtual one stop” for students that presents a comprehensive student resource center regarding registration, academics, transferring, financial aid, advising, campus life and billing
- Identified and created an extensive portfolio of four-year university transfer partners with a comprehensive state-wide umbrella guaranteed admission agreement with 21 of the private institutions constituting the Council of Independent Colleges of Virginia
 - Developed a cohort-model of transfer students with elite partner institutions, including University of Richmond and the College of William & Mary
- Developed a Strategic Enrollment Management Plan that aligns with the institutional mission, vision, and goals and strategic plan, including:
 - Analysis of market demand for existing programs and implications for new program development
 - Identification of specific student target markets
 - Identification of budget requirements to achieve enrollment management goals
 - Created communications/marketing plans to drive enrollment management goals
 - Developed effective recruiting materials in keeping with brand essence and brand promise, including website and other collateral

ACADEMIC LEADERSHIP GRANTS and EXTERNAL SUPPORT (\$10.91M)

Department of Labor: Office of Disability Employment Policy

- Onondaga Pathways to Careers (OPC) project with Onondaga Community College (Strempel, Syracuse University OPC Leadership Team Chair), \$1M per year, \$5.2M total, renewable for five years. 2014–2019

Jack Kent Cooke Foundation

- “Improving Access for Community College Transfer Students” (Strempel, PI), \$400K. 2011–2015

National Science Foundation

- Robert Noyce Scholars Program for Science and Mathematics Teachers (Strempel, co-PI), \$900K. 2010–2015

Ewing Marion Kauffman Foundation

- eProfessorship (Strempel, PI), \$210K. 2007–2009

Department of Education

- Ronald E. McNair Postbaccalaureate Achievement Program (Strempel, PI), \$1.17M. 2008–2010

New York State Education Department

- Collegiate Science and Technology Entry Program (Strempel, PI), \$1.7M. 2008–2010

National Science Foundation

- Louis Stokes Alliance for Minority Participation (Strempel, Upstate New York State Alliance Management Team Chair of the Consortium, including Cornell [Engineering], Rochester Institute of Technology, Rensselaer Polytechnic Institute, Clarkson, Onondaga Community College, Monroe Community College, and Syracuse University), \$2.5M. 2008–2010

ACADEMIC LEADERSHIP AWARDS

2020: Recognized as one of the “Top Ten Deans in U.S. Colleges and Universities” by College Cliffs

2012: New York State Transfer and Articulation Association (NYSTAA) Successful Transfer Enhancement Programs recognition of the Jack Kent Cooke Programming in the “Promising Practices in External Collaboration” category top awardee for the “Transfer Transition Team: Improving Access for Community College Transfer Students through Predictive Financial Aid” *sui genesis* model

ACADEMIC LEADERSHIP PUBLICATIONS

Books

Lessons from Higher Education Leaders. First-author with Stephen Handel (*In Progress*)

Beyond Free College: Making Higher Education Work for 21st Century Students. First-author with Stephen Handel. Rowman & Littlefield Press, 2021

Edited Books

Transition and Transformation: New Research Fostering Transfer Student Success. Co-editor with Stephen Handel. University Press of North Georgia, 2018

Transition and Transformation: Fostering Transfer Student Success. Co-editor with Stephen Handel. University Press of North Georgia, 2016

Book Chapters and Articles (single-authored by E. Strempel except where noted)

“Post-COVID Higher Education Leadership Has Never Been So Important for Our Nation’s Prosperity, *Trusteeship Magazine*, co-authored with Stephen Handel, Vol. 31, No. 12, March/April 2023

“A Second Swing for the Fences: Higher Education Investment in the Time of COVID-19.” *College and University*, co-author with Stephen Handel, Vol. 96, Issue 1, (Winter 2021): p. 41-46, 48

“Why Free College Isn’t Enough.” *Academic Impressions*, co-authored with Stephen Handel. October 27, 2021

Book Chapter, “Thriving as Women Leaders in Higher Ed,” in *Thriving as a Woman in Leadership in Higher Education: Stories and Strategies from Your Peers*, Academic Impressions Press, Denver, Colorado, 2021

“Building Back Better: Beyond Free College.” *Inside Higher Ed*, co-authored with Stephen Handel, August 31, 2021

“Transfer Matters More than Ever.” *Inside Higher Ed*, co-authored with Stephen Handel, March 19, 2018

“Strategic Collaboration in an Increasingly Interconnected World: A Primer on the Possibilities of Consortium Building.” *The Society for College and University Planning*, Vol. 42, No. 2, Jan.—Mar. 2014

“Fostering a Receptive Transfer Student Institutional Ecosystem.” *The Society for College and University Planning*, Sept. 2013

Book Chapter, “The Arts Adventure Learning Community: A Classroom to Community Cultural Connection,” in *Building Community: Stories and Strategies for Future Learning Community Faculty and Professionals*. Terra Peckskamp and Carrie McLaughlin, editors. Syracuse, NY: The Graduate School Press, 2010

“How Colleges Can Encourage Female Composition.” *The Chronicle of Higher Education*, 2006

Advisor/Consultant

Hong Kong Polytechnic University, Consultant for Transfer Student Success, 2021-22

“A Playbook for Effective Cluster Hiring: 16 Imperatives for Planning and Implementation.” *University Research Forum*, 2017

“Integrating Academic and Career Development: Strategies to Scale Experiential Learning and Reflection Across the Curriculum.” *Academic Affairs Forum*, 2017

Podcasts and Blogs and Opinion Pieces

“Higher Education Trends You Might Have Missed in 2023,” Higher Education Dive, Co-author with Stephen Handel, January, 2023

“Arts and Humanities: Creating Jobs and Changing Societies,” *Academic Impressions*, Co-author with Baishakhi Tayler, August 31, 2023

“US States are Turning Their Backs on Bachelor’s Degrees,” *Times Higher Education*, Co-author with Stephen Handel, April 7, 2023

“Post-COVID-19 Leadership Holds Promise for Renewal in Higher Education,” *Trusteeship Magazine*, Co-author with Stephen Handel, Volume 31, No. 2, March/April 2023

“Lessons the Pandemic Taught Us,” *Inside Higher Education*, Co-author with Stephen Handel, October 28, 2022

“Higher Education, Burning or Bright?” *Inside Higher Education*, Co-author with Stephen Handel, October 18, 2022

“Abortion Decision Takes Aim at College Students,” *Inside Higher Education*, Co-author with Christina Christie, June 29, 2022

“Op-Ed: How the Pandemic is Changing Higher Ed for the Better,” *Los Angeles Times (Sunday)*, Co-author with Stephen Handel, June 12, 2022

“Op-Ed: Give California’s College Students Vaccine Priority,” *Los Angeles Times*, Co-author with Jennifer Mnookin, February 18, 2021

“The Growing Transfer Muddle,” *National Institute for Transfer Students*, Co-author with Stephen Handel, November 9, 2021

“Restoring America’s Democracy Through Education,” *EdSurge*, Co-author with Stephen Handel, October 15, 2021

“Audacious Advocacy,” *National Institute for Transfer Students*, Co-author with Stephen Handel, August 31, 2021

“Five Things That Should Be Done to Improve the US Educational System,” *The Medium*, Co-author with Stephen Handel, July 20, 2021

“Lessons the Pandemic Taught Us,” *National Institute for Transfer Students*, Co-author with Stephen Handel, June 15, 2021

“The Growing Transfer Muddle,” *National Institute for Transfer Students*, Co-author with Stephen Handel, November 9, 2021

“Free College Doesn’t Solve the Biggest Problem,” KYWNewsradio, Philadelphia, May 22, 2021

“Being a Campus Advocate for Transfer Students: A Survival Guide for Higher Education Senior Leaders,” *National Institute for Transfer Students*, Co-author with Stephen Handel, May 12, 2021

Op-Ed, “Give California’s Colleges Vaccine Priority. Without It, Fall Campus Life is In Danger.” *Los Angeles Times*, with co-author Jennifer Mnookin, Feb. 18, 2021

“Song Cycle” for the *Cincinnati Song Initiative Podcast* Episode Three, March 2020

ACADEMIC LEADERSHIP PRESENTATIONS (selected national)

ACE Women’s Network National Conference, panelist, “Reimagining Woman’s Leadership: What Does it Mean to Lead as a Woman for/on behalf of Women?” Washington, DC, (upcoming), March 2024

National Institute for the Study of Transfer Students, panelist, “Necessary but Not Sufficient: The Need for Redoubled Transfer Student Advocacy in the Face of Persistent Disparity,” St. Louis, MO, (upcoming), February 2024

National Institute for the Study of Transfer Students, session organizer and moderator, “Elevating Equity: Enhancing Parenting Student Success,” St. Louis, MO, (upcoming), February 2024

Student Success US, convened by The Times Higher Education and Inside Higher Ed, invited panelist, “Defining and Measuring Student Success,” Los Angeles, CA, November 2023

American Council on Education, session organizer and moderator, “Leading in a Time of Political Polarization,” Washington DC, March 2023

Association of Community College Trustees Leadership Congress, session presenter, “Equitable Student Success in the Time of COVID,” New York, New York, November 2022

The College Music Society’s Inaugural 2022 SW Regional Conference, invited opening plenary, “The Music School in the 21st Century: Pipelines, Politics, & Pathways,” Azusa, CA, February 2022

Society for College and University Planning 2021 Annual Meeting, “Pathway to the Future: Tools for Leading through Global Public Health and Social and Racial Injustice Crises” held remotely, Philadelphia, PA, July 2021

Hong Kong Polytechnic University, “Communication Mechanisms Between [Transfer] Institutions,” invited speaker, held remotely, Hong Kong, May 2021

Western Association for College Admission Counseling (WACAC) Voices for Access 2021 Annual Conference, invited speaker, held remotely, La Crescenta, FL, May 2021

International Council of Fine Arts Deans, panelist, “Inaugural and Founding Deans: Building Cohesiveness and Culture,” held remotely, West Palm Beach, FL, May 2021

Hong Kong Polytechnic University, “Transfer Communication Between Institutions,” invited speaker, held remotely, Hong Kong, May 2021

Georgia Independent College Association, “Beyond Free College,” invited keynote, held remotely, Atlanta, GA, March 2021

Congressional Briefing, Higher Education, “Beyond Free College,” invited speaker, held remotely, Washington DC, February 2021

Music Association of California Community Colleges, “Transfer Pathways,” invited speaker, held remotely, Nov. 2020

Boston University Advising Network, “Advising Transfer Students,” invited Keynote, Boston, MA, February 2020

National Institute for the Study of Transfer Students, “Beyond Free College: Transfer in the 21st Century,” invited Keynote, Atlanta, GA, February 2020

UCLA Alumni Leadership Conference, "Purpose-Centered Leadership," invited Keynote, Los Angeles, CA, Dec. 2019

American Council for Education Council of Fellows, "Presidential Compensation: Keys for Successful Negotiations," moderator, Philadelphia, PA, Mar. 2019

National Institute for the Study of Transfer Students, "Purposeful Pathways and Partnerships in Support of Transfer Student Success," Atlanta, GA, Feb. 2019

National Institute for the Study of Transfer Students, "Transfer Admission to Four-Year Institutions: An Overlooked but Pivotal Element of a Transfer-Affirming Culture," Atlanta, GA, Feb. 2019

National Academic Advising Association, "Transitions and Transformations: Trends and Research on Transfer Student Success," national webinar with Stephen Handel, Dec. 2018

Ohio Transfer Counsel 2018 Regional Conference, "The Promise of Transfer," invited Keynote, Cincinnati, OH, Mar. 2018

National Institute for the Study of Transfer Students, "Advising and Supporting Transfer Students," session moderator, Atlanta, GA, Feb. 2018

ACE Women's Network of Ohio, 19th Annual Conference, "Learning to Lean In: Developing Women Leaders in Higher Ed," co-presenter, Cincinnati, OH, Nov. 2017

University Leadership Summit, "Forging a Strategic Direction with Creativity that Encourages Implementation," presenter, Palm Beach, FL, Oct. 2017

College Board National Meeting, "Building Transfer-Affirming Cultures at Two- and Four-Year Institutions," co-presenter, New York, NY, Oct. 2017

The Society for College and University Planning 2017 Annual Conference, "A Story Leads the Way: Strategy and Creativity that Encourages Implementation," co-presenter, Washington DC, July 2017

Ohio Transfer Counsel 2017 Annual Conference, "Becoming a Transfer Champion," Keynote, Columbus, OH, June 2017

23rd National Conference on Students in Transition, "Transfer Students and Four-Year Institutions: A Party (Still) Waiting to Happen," co-presenter, New Orleans, LA, Oct. 2016

8th Annual University of Cincinnati Diversity and Inclusion Conference, "Transition Student Success at the University of Cincinnati," co-presenter, Cincinnati, OH, Apr. 2016

College Board National Meeting, "Helping Community College Students Transfer and Attain a Bachelor's Degree," co-presenter, Washington DC, Oct. 2015

New England Transfer Association, "Building a Transfer Learning Community," invited speaker, Falmouth, MA, Apr. 2015

Georgia Technical College Conference Plenary Speaker, "Becoming a Transfer Champion," Atlanta, GA, Jan. 2015

National Institute for the Study of Transfer Students, "Cross-Silo Collaborations that Assure Transfer Student Success," session chair, Atlanta, GA, 2014

New York State Transfer and Articulation Association, "Building a Transfer Student Learning Community: Lessons Learned and Best Practices," session chair, Saratoga Springs, NY, 2014

College Board National Meeting, "Creating Transfer-Student Success Through Student and Academic Affairs Collaborations," co-presenter, New York, NY, 2013

National Institute for the Study of Transfer Students, "The Innovating Edge: Current Jack Kent Cooke Awardees Share Lessons Learned," session chair, Frisco, TX, 2013

New York State Transfer and Articulation Association, "Serving Transfer Students Through Cross-silo Collaboration," Rochester, NY, 2013

Coalition of Metropolitan and Urban Universities, "Successful Foundation Seeding of Campus/Community Partnerships," co-chair, Chattanooga, TN, 2012

Expo 2011: The 18th Annual Louis Stokes Alliance for Minority Participation in Science, Technology, Engineering, and Mathematics Conference, "The Next Step," presenter, Jacksonville, FL, 2011

Council for Opportunity in Education 28th Annual Conference: "Making the Transition: Funding and Support in Graduate School," co-chair, San Antonio, TX, 2009
National Living-Learning and Residential Colleges Conference, "American Dreamsongs: Building an Interdisciplinary Partnership to Promote Academic and Civic Learning," co-presenter with Steve Thorley, Syracuse, NY, 2006
Network for Academic Renewal's Educating Intentional Learners Conference, hosted by the American Association of Colleges and Universities, "Syracuse University's Learning Communities," co-presenter, Philadelphia, PA, 2004

SCHOLARLY PUBLICATIONS

Journal Editorship

Journal of Singing, Music Reviewer, 2015

Book Chapters and Articles (peer reviewed, and single-authored by E. Strempel except where noted)

"Consortium Commissioning: Jocelyn Hagen's Song Cycle *Kiss*." *Journal of Singing*, Vol. 73, No. 3, Jan. 2017
"Longing for the Voice: Song Settings of e.e. cummings." *Journal of Singing*, Vol. 67, No. 1, Jan. 2013
"Crafting Love Songs from Sonnets: Judith Cloud's Settings of Pablo Neruda." *Journal of Singing*, Vol. 68, No. 2, Nov./Dec. 2011
Book Review, "American Composer Zenobia Powell Perry: Race and Gender in the 20th Century" by Jeannie Gayle Pool. In *Associate for Recorded Sound Collections Journal*, Vol. 41, Issue 2, 2010, pp. 305–7
"A 21st Century Overview of African-American Women Composers." Co-authored with Sonya Baker. *Journal of Singing*, Vol. 67, No. 3, Jan. 2010
Book Chapter, "The Arts Adventure Learning Community: A Classroom to Community Cultural Connection." In *Building Community: Stories and Strategies for Future Learning Community Faculty and Professionals*. Terra Peckskamp and Carrie McLaughlin, editors. Syracuse, NY: The Graduate School Press, 2010
"The Women Composer Question in the 21st Century." *Journal of Singing*, Vol. 65, No. 2, Nov./Dec. 2008
"Genre, Gender, and the Reception of the Music of Marie de Grandval." *Journal of the International Alliance for Women in Music*, Vol. 13, No. 2, 2007
"Try Me, Good King: Last Words of the Wives of Henry VIII." Libby Larsen's Royal Portraits of Song. *Journal of Singing*, Vol. 64, No. 1, 2007
"Giving Voice to Women Composers of Mozart's Time." *The Classical Singer*, Vol. 19, No. 12, 2006
"The Shifting Aesthetics of Vibrato Through the Eras." *Journal of Singing*, Vol. 62, No. 4., 2006
"The Dramatization of Desire: The Voice of Libby Larsen in *The Sonnets from the Portuguese*." *Journal of Singing*, Vol. 59, No. 3, 2002
"Teaching the Teacher: The NATS Internship Program." *Journal of Singing*, Vol. 56, No. 5, 2000
"English Song." *Reader's Guide to Music: History, Criticism, Theory*. Fitzroy Dearborn Publishers, 1999
"A Custom Fit with a Commissioned Song." *Teaching Music*, Vol. 7, Issue 2, 1999, pp. 44–47

Edited Volumes

"Marie Grandval: Sept Mélodies." *Classical Vocal Reprints*, CVR Catalog No. 4093, 2007
"Marie Grandval: Six Poésies de Sully-Prudhomme." *Classical Vocal Reprints*, 2007

SCHOLARLY LECTURES and PRESENTATIONS (selected)

Eastman School of Music: Women and Music Festival annual guest artist, 2004–2014
Joint Music Educator's National Conference with the National Association of Teachers of Singing:
 "Longing for the Voice: Song Settings of e. e. cummings," Milwaukee, WI, Mar. 2011
Feminist Theory and Music 10: "Improvising and Galvanizing" at the University of North Carolina,
 Greensboro. "Love, Lust, and Longing: Judith Cloud's Pablo Neruda Cycle," 2009
National Association of Teachers of Singing Summer Workshop Institute Invited Faculty, Newport, RI,
 2007
Modern Language Association National Conference, under the auspices of the Margaret Atwood Society,
 in Philadelphia, PA: "In(habitation): Settings of Margaret Atwood Poetry by American Women
 Composers," 2006
National Association of Teachers of Singing 49th Biannual National Conference, under the auspices of the
 Lyrica Society: "Turning Poetry into Song: A Musical Setting of Margaret Atwood Poetry," 2006
International Association for Women in Music International Congress in Miami, FL: "Elisenda Fábregas'
 Musical Setting of Margaret Atwood Poetry, *Moments of Change*," 2006
New York State Music Teachers Association Annual Convention at SUNY New Paltz: "The Wicked Girl by
 Richard Person Thomas," 2003
Music Teachers National Association National Conference: "The Forbidden Clarke," 2002
Toronto 2000 Musical Intersections Conference, under the auspices of the *American Musicological
 Society*: "From the Salon to the Stage: Songs by Marie de Grandval, Pauline Viardot-Garcia and Lili
 Boulanger," 2000

ACADEMIC LEADERSHIP PANELS

American Council on Education: Fellows Program Application Reviewer, 2015
Council of Independent Colleges: Invited Community College Transfer Project Panelist, 2014
Jack Kent Cooke Foundation: Undergraduate Transfer Scholarship Program Review Panelist, 2011, 2013,
 2014, 2015
National Foundation for the Advancement of the Arts: Arts Recognition and Talent Search judge, 2013
American Association of University Women: Career Development Grant in Arts & Humanities Panelist,
 2012–2013
International Alliance for Women and Music: Pauline Alderman Awards Committee judge, 2007

HONORS, AWARDS, SCHOLARSHIPS, and GRANTS

New York State Music Fund Recording Grant, 2010
The Hanson Institute for American Music at the Eastman School of Music, 2006
Faculty Development Grant from the College of Arts and Sciences of Syracuse University, 2006
The Commission Project: Artist Commission Grant, 2006
Outstanding Service Award from the Learning Communities at Syracuse University, 2006
The Hanson Institute for American Music at the Eastman School of Music, 2003
Faculty Development Grant, the College of Visual and Performing Arts of Syracuse University, 2002
National Association of Teachers of Singing: Central New York District First Place Winner, 2002

National Association of Teachers of Singing: Great Lake Regional Second Place Winner, 2002
Young Artist Award, the Bel Canto Society of New York, 2001
Crane School of Music at SUNY Potsdam Campus Professional Development Grant, 2000
Crane School of Music at SUNY Potsdam Research and Creative Endeavors Grant, 2000
National Association of Teachers of Singing (NATS): Summer Intern, 1999
Queens College Cultural Heritage: Excellence in Teaching Award, 1999
Sigma Alpha Iota Graduate Performance Award, 1997
Loren L. Zachary Society National Vocal Competition First Place Winner, 1993
William Matheus Sullivan Award; Sullivan Foundation Role Preparation Grant, 1992
Licia Albanese-Puccini Foundation Career Grant, 1992
Enrico Caruso International Vocal Competition Winner, 1992
Metropolitan Opera Western New York District Award Winner, 1992
Liederkrantz Foundation Vocal Competition Winner, 1992
Jerome Hines/Opera Music Theater International: Career Development Grant for Exceptional Artists,
1991–1995
Presidential Scholar in the Arts: Honorarium from President Reagan, Kennedy Center for the Performing
Arts debut, 1984

RECORDINGS

Settings of e.e. cummings: unto the i burn. Centaur Records, 2015
Songs of Judith Cloud. Summit Records, 2011
(In)habitation: Settings of Margaret Atwood Poetry by American Women Composers. Centaur Records,
2010
Natural Questions. Albany Records, 2006
Voices of Innocence: Syracuse Children's Chorus Sings the Music of Gregg Smith. Centaur Records, 2004
New Historical Anthology of Music by Women. Indiana University Press, 2004
love lies bleeding: Songs of Libby Larsen. Centaur Records, 2004
With All My Soul. Orchard Records, 2000

COURSES TAUGHT

American Art Song; Camerata (a cappella three-part women's voices), Director and Conductor; Doctoral Vocal Pedagogy, English Diction; Entrepreneurship for Musicians (grad); Entrepreneurship for Singers (grad); Fiat Lux: Our Town and Our Time: The Los Angeles Music Industry during the Time of COVID; Fiat Lux: Diversity, Equity and Inclusion in the Music Industry; First-Year Forum; French Diction; German Art Song; German Diction; Madrigal Choir (mixed voices), Conductor; Music of Our Town and Our Time; Music Theory (various levels); Opera Workshop; Performance Live; Voice (studio, class); Leadership and Communication

SELECTED PROFESSIONAL SINGING EXPERIENCE

Oratorio Highlights

Avery Fisher Hall: Bach's *B minor Mass*; Syracuse Symphony Orchestra; Skaneateles Festival; Berkeley Early Music Festival; New York Philharmonic Chamber Music Series

Solo Recital Highlights

Bolshoi Theater, Moscow; Lincoln Center, New York City; Skirball Performing Arts Center, Los Angeles; St. Bartholomew's Great Music Concert Series, New York City; Dame Myra Hess Concert Series, Chicago; Crane New Music Festival, Potsdam, NY; Women in Music Festival at the Eastman School of Music, Rochester, NY; Society for New Music, Syracuse New York; Chautauqua Institution, Chautauqua, NY; Wolf Trap Opera, Virginia

Opera Highlights

Companies: Bolshoi Opera; Indianapolis Opera; Opera Theatre St. Louis; Syracuse Opera; Liederkranz Foundation; Jerome Hines's Opera Music Theater International; Amato Opera Roles: Violetta in *La Traviata*; Gilda in *Rigoletto*; Despina in *Così fan tutte*; Zerlina in *Don Giovanni*; title role in *Lucia di Lammermoor*

AFFILIATIONS

Board Memberships

ACE Women's Network Executive Council (Board of Directors, 2023-present)
International Council of Fine Arts Deans (Board of Directors, 2021-present, Executive Board and Secretary, 2023-present)
 Diversity, Equity and Inclusion Committee board liaison (2021-2023)
 Mentor (2021 and 2022): Leadership Development Workshop
National Institute for the Study of Transfer Students (Board of Directors, 2017-present)
Cincinnati Opera (Board of Directors, 2017-2020)
Cincinnati Song Initiative (Board of Directors, 2016-2019)
American Council for Education Council of Fellows (2015-present)
 American Council for Education Council of Fellows Annual Meeting co-chair (2019-2020)
 Professional Development Committee (2015-present)
Planned Parenthood of Central New York (Board of Directors, 2013-2015)

Academic Leadership Affiliations (former and current)

Association of Governing Boards, American Council for Education; College Board; Coalition of Metropolitan and Urban Universities; Council for Opportunity in Education; Council of Graduate Schools; International Council of Fine Arts Deans; National Association for the Study of Transfer Students; New York State Transfer and Articulation Association; Society for College and University Planning

Scholarly Affiliations

National Association of Teachers of Singing; Sigma Alpha Iota, the National Music Fraternity for Women