

Frederick D. Loomis, Ph.D.

Summary Earned doctorate in higher education with over ten years of teaching experience. Currently serving as Associate Professor of Higher Education and Coordinator of Online Programs in the Center for the Study of Higher Education at Penn State University. Served in several leadership positions in higher education (dean, special assistant to the provost, statewide program director, institute director, administration/strategic planning director and academic program director) and in government (senior civil rights investigator and state executive director). Served as PI or co-PI for over \$4 million in grant-funded projects while at Penn State University.

Collaborative, values-based leadership philosophy, committed to pursuing scholarship in the areas of online learning, leadership, ethical decision-making, disability transition, diversity, international outreach and adult education.

Education *Doctor of Philosophy, Higher Education*
The Pennsylvania State University (1994)

Dissertation: “*State Policy and Planning Systems: Responses to the Legal Mandate to Desegregate State Systems of Higher Education in Virginia and South Carolina.*” Robert M. Hendrickson, Chair. (Received the American Association of University Administrators Award for Outstanding Dissertation)

Master of Public Administration
The Pennsylvania State University (1986)
(Received the Robert Mowitz Award for Excellence)

Bachelor of Arts, Political Science, Magna Cum Laude
Temple University (1975)

Teaching Experience **Drexel University (2007-2012)**
Graduate Online Courses in MS Higher Education:
EDHE 500: Foundations of Higher Education
EDUC 705: Legal Issues in Higher Education
EDHE 669: Diversity in Higher Education
EDHE 715-716: Higher Education Capstone Research (Co-op I and II)
EDHE 540: Outcomes Assessment
EDHE 714: Introduction to Research
EDHE 601: Strategic Planning and Evaluation
EDHE 600: Human and Organizational Performance
EDHE 606: Career Development in Higher Education
EDHE 646: Strategies for Educational Success
ORGB 631: Leadership in Organizations
EDUC 799: Study Abroad in Italy
EDUC 775: Supervised Independent Study

Neumann University (2007-2010)

Graduate Blended Courses in MS, Strategic Leadership

STLDR 530: Strategic Planning and Systems Thinking

STLDR 600: Capstone Seminar

Penn State University (2000-2005)

WFED 590: Graduate Workforce Education and Development Pro Seminar

IST 111: Technology and Society

IST 431: The Information Environment

BA 322: Negotiation Strategies

Executive Development Program for Egyptian University Administrators
sponsored by the Fulbright Bi-National Committee (2003)

International MBA: *Transforming to e-Business* delivered at Fundacao Armando
Alvares Penteado in Sao Paulo Brazil (2002)

Online Course Drexel University

Development EDHE 601: Strategic Planning and Evaluation
EDHE 600: Human and Organizational Performance
EDHE 668: Transformational Leadership
EDHE 664: Strategies for Educational Success
EDHE 715: HE Co-op I

Consultations Philadelphia District Attorney's Office, Transition Steering Committee for
Seth Williams (2009 to present)
University of Massachusetts, Amherst, Strategic Planning (2007-8)
Kent State University, Workforce Development (2007)
Neumann University, Strategic Planning (2007)
ELCA, Southeastern PA Synod, Grant-writing (2007)
North Montco Career and Technical Center, (2004-6)
Elon College, Strategic Planning (2001)

Experience *Associate Professor of Higher Education and Coordinator, Online Programs
Center for the Study of Higher Education, College of Education
Penn State University, July 2012 – present*

Serving as a member of the Higher Education faculty, teaching and coordinating
the online graduate certificate in Institutional Research

*Assistant Clinical Professor and Director, MS in Higher Education
(Administration and Leadership), School of Education,
Drexel University, April 2010 – June 2012*

Serve as program director of award-winning online graduate program in higher
education, one of the largest of its kind with over 250 students, 35 courses
(including 10 concentrations), 4 full-time and 25 adjunct faculty. Program offered
in fully online and blended format at Drexel's Sacramento Graduate Center.

Adjunct Instructor, MS in Higher Education, Drexel University, June 2007 – March 2010

Assistant Professor and Director, MS Strategic Leadership Program, Neumann University, September 2007 – March 2010

Served as faculty member and program director, developing online curricula, recruiting and supervising adjunct faculty and advising 60 students.

Education and Workforce Development Consultancy, Education Strategy and Planning Associates, March 2007 – December 2007

Leading the start-up of an education consultancy with the mission to support strategic planning and contracted services for nonprofit, K-12 and University organizations. Clients included: Kent State University, University of Massachusetts Amherst, University, North Montco Technical Career Center, Penn State University, Diagnostics-Plus, Rothwell Associates, and the Evangelical Lutheran Church of America.

Planning and Development Officer, Sebastian Kolowa University College of Tumaini University, Magamba Tanzania, March 2007 – December 2007

Under contract with the Evangelical Lutheran Church of America to provide strategic planning and fundraising support to a new college in Tanzania, scheduled to open in the fall 2007.

Dean and Founding Director, Center for Continuing and Professional Studies, and Assistant Professor of Education, Arcadia University, May 2006 – February 2007

Served as founding dean of the center for continuing and professional studies, designed to provide innovative learning opportunities to nontraditional and international audiences. Developed comprehensive plan to create new online, accelerated programs and corporate partnerships designed to establish new revenue streams for the University.

Director, Workforce Education and Development Outreach Initiative and Associate Professor, College of Education, Penn State University, University Park, July 2003-April 2006

Provided leadership to a University-wide outreach initiative in workforce development, collaborating with 20 Penn State campus-based continuing education directors, providing special expertise in marketing, needs assessment, curriculum development, project-based accelerated learning theory and credit and non-credit program delivery to adult audiences.

- Principal Investigator and Project Director of a multi-year, \$3 million proposal to conduct a competency study, develop a curriculum and train and credential 1,750 CareerLink (“One-Stop” Workforce Development) staff.
- Co-PI of \$50,000 study of Entrepreneurship and Workforce Training Programs in Rural Communities, Center for Rural Pennsylvania.
- PI of \$33,000 Community Needs Assessment of Warren County for the Warren-Forest Higher Education Council.
- Co-PI of \$350,000 grant from the Economic Development Administration to design a national symposium and publish proceedings.
- Co-PI of \$10,000 evaluation study of the delivery system of North Montco Technical and Career Center.
- Administrative liaison for the Lockheed Martin IT Apprentice Program with Philadelphia School District and Bucks County Community College.
- Served as instructor for Fulbright-sponsored Higher Education Management program for presidents and deans of Egyptian Universities.

Director, Solutions Institute and Associate Professor, School of Information Sciences and Technology (IST), Penn State University, March 2000 – June 2003

Served as first department head of the Solutions Institute, the outreach department of the School of IST, reporting to the dean. Responsible for overseeing professional staff of 15 and budget exceeding \$1 million.

- Served as Special Assistant to the Provost for Web Development (half-time assignment, 2001-02), overseeing budget of \$250,000 and chairing a University-wide web strategy team of 25 directors and Associate Deans.
- Responsible for developing and overseeing the implementation plan for web development at Penn State.
- Developed a \$250,000 proposal to create a Governor’s School for Information Technology.
- Developed formal partnership agreements with 10 corporate and educational organizations. Outreach programs offered produced net income of \$100,000.
- Served as outreach and partnership program coordinator for the School of IST, developing workforce education and collaborative agreements with business, education, and government.
- Developed plan and assisted with HUD proposal to establish a community outreach partnership program in West Philadelphia. Plan included innovative interdisciplinary semester of public scholarship program for undergraduate students.
- Taught upper division service learning course on the application of technology in education and government sectors. Community-based research involved field work in urban and suburban elementary schools.

***Executive Director, Pa2K Year 2000 Outreach Program
Commonwealth of Pennsylvania, Governor's Office for Information
Technology, September 1998-December 1999***

On loan from Penn State University (50% assignment) to lead the Governor's educational outreach program designed to increase awareness, assessment and planning to address the Year 2000 computer challenge.

- Served as educational chair on the Lt. Governor's Y2K Emergency Management Task Force.
- Developed Pa2K Toolkit of 12 publications, 3 videotapes, 1 audiotape and interactive website www.pa2k.org.
- Authored "Executive Survival Guide for the Year 2000," distributed throughout Pennsylvania, 15 other states and Canada and "Contingency Planning Guide for Year 2000," sponsored by ITAA for United Nations Y2K Task Force.
- Convened state-wide conference for 350 local government officials (January 1999) and state-wide electronic town hall meeting (June 1999), with keynote address by the Lt. Governor. Developed Y2K Day, an outreach program to all schools in the Commonwealth (September 1999).
- Trained over 1,200 business and community leaders on Y2K planning and remediation tools. Over 50 presentations, workshops and media interviews on Y2K remediation, risk management and contingency planning
- Secured grant funding of \$650,000 from the Commonwealth of PA and the AT&T Foundation.

***Director of Administration and Strategic Planning,
Continuing and Distance Education,
Outreach and Cooperative Extension,
The Pennsylvania State University
April 1991 to February 2000***

Reporting to the Vice President, responsible for leading strategy development, policy analysis, organizational development, human resources and information technology for Continuing and Distance Education, a \$36 million enterprise of the University.

- Served as a member of central management team, executive committee and university-wide steering committees for information systems and human resources.
- Developed systems integration plan for a University-wide outreach web-based information system, using data warehousing, object-oriented

technologies, including Oracle database and Smalltalk interface to legacy systems.

- Developed plan to facilitate the creation of community information networks, with pilot programs in Potter and Pike Counties.
- Chaired technology committee for the 1994 opening of a \$42 million Conference Center Hotel, overseeing the expenditure of \$2.1 million on computers, a decision-support center, interactive video and related technologies.
- Developed business plan for Team Decision Center, a decision support capability using group systems collaborative software.
- Developed and managed unit for IT outreach programming, including the use of groupware to support assessment and decision making and 120 hour Webmaster Certificate Program, approved by the Association of Internet Professionals.
- Responsible for administrative budget of \$1.2 million and staff of 15 full-time and 3 part-time staff.

***Special Assistant for Planning,
Commonwealth Educational System
Office of the Senior Vice President and Dean
The Pennsylvania State University
February 1990 -March 1991***

Served as assistant to the Senior Vice President and Dean, providing leadership to all strategic planning and organizational development activities for 17 two year campuses, a graduate center, the division of continuing education and a university-wide media/learning resources unit. Conducted training, provided research and assessment support to strategic study groups and managed the budget hearing process.

***Planning Analyst, Office of Planning and Institutional Effectiveness
The Pennsylvania State University
July 1987-January 1990***

Provided planning and evaluation support to the University's Equal Opportunity Planning Committee; developed guidelines for evaluating pilot programs; chaired program evaluation task force.

***Program Specialist (Senior Civil Rights Investigator), Office for Civil Rights,
U.S. Department of Education, Region III, 1978-1987***

Investigated allegations of discrimination on the basis of race, gender, age and disability at institutions of higher education; performed reviews of compliance with equal opportunity and affirmative action regulations in the areas of admissions, financial aid and employment practices; served as the lead investigator for two court-mandated desegregation plans, participating in negotiations with state officials and university presidents.

Claims Examiner, Social Security Administration, 1976-1978

Authorized benefit payments for recipients of Social Security, age and disability.
Served as disability recruitment coordinator and EEO Counselor.

Taxpayer Service Representative, Internal Revenue Service, 1975-76

Responded to taxpayer inquiries over the phone and in person.

Management Assistant, Equal Employment Opportunity Commission, 1975

Served as administrative intern to the regional director, as part of the Cooperative Education program of Temple University.

***External
Funding***

PA Department of Labor and Industry: \$3.0 million grant to develop competency model, curriculum and credential for 1,750 staff in CareerLink workforce development centers (PI) (2005)

Center for Rural Pennsylvania: \$50,000 grant to study entrepreneurship and workforce training programs in rural communities (co-PI) (2005)

Warren-Forest Higher Education Council: \$33,000 grant to conduct a community educational needs assessment of Warren County.

North Montco Technical Career Center: \$10,000 to perform an Evaluation study of delivery system and program options (co-PI) (2004)

Economic Development Administration: \$350,000 to research, design and deliver a national economic development symposium and publish the proceedings (co-PI) (2004)

Bi-National Fulbright Commission of Egypt: \$45,000 to design and deliver an executive leadership program for Egyptian University presidents (co-PI) (2003)

Verizon Foundation: \$50,000 to conduct teacher training academies for K-U teachers and faculties from PA-based institutions (co-PI) (2000)

PA Department of Education: \$250,000/year to offer a Governor's School for Information Technology (PI) (1999 and continuing)

AT&T Foundation: \$250,000 to design and deliver outreach programs on the Y2K problem (PI) (1999)

PA Office of Information Technology: \$400,000 to design and delivery outreach programs on the Y2K problem (PI) (1998)

***Conference
Presentations***

"Alumni Outcomes Assessment for Online Graduate Programs" Sloan International Conference on Online Learning, October 2012.

“Bold Thinking for a Better Tomorrow: Developing and Conducting Research for the Future of Adult Higher Education” with Tom Yannuzzi, Assistant Professor Penn State, Jim Broomall Associate Provost, University of Delaware and Chris Dougherty, Provost, Rosemont College, Association for Continuing Higher Education Conference, October 2011.

“e-Assessment: Using Electronic Portfolios for Curriculum Improvement” with Michael Scheuermann, Associate Vice President, IRT, Drexel University and Ryan Ciolli, IT Specialist, LeBow College of Business, Campus Technology Conference, July 2011.

“Leading with Heart” invited presentation at the Cardinal Stritch University International Leadership Retreat, Perugia, Italy, July 2011.

“Increasing Online and Blended Student Success through Online Human Touch.” with Kristen Betts and Patti Vanston, ISTE National Conference, June 2011.

“Assessment Strategies for Development Education” with Geraldine Bogan Zielinski and Tom Van Essen, Faculty of the Future Conference, Bucks County Community College, June 2011

“Collaborative Online Course Development” with Allen Grant and Ke’Anna Skipwith, Drexel e-learning conference 2.0, March 2011

“Alumni Outcomes Assessment,” Association for Continuing Higher Education, (October 2010)

“Faculty Development in Online Learning,” MCCC Technology Conference (October 2009)

“Leading at Work” National Dialysis Conference (March 2009)

“Four States: Four Economic Development Initiatives and Challenges,” with Pat Book, Wayne Smutz, Sharon Fross and Ted Settle, University Continuing Education Association (April 2006)

“Economic and Workforce Development Models at Universities,” University Economic Development Association Conference, (November 2005)

“The Changing Nature of the Workforce and Key Economic Development Trends” UCEA Regional Conference, (October 2004)

“Collaborative Approaches for School to Work Transitions for People with Disabilities” State-wide Transitions Conference, July 2004.

“Building Internal Alliances and External Partnerships: Penn State’s Workforce Development Outreach Initiative: UCEA Workforce Forum, January 2004.

Higher Education Management Institute, Sponsored by Bi-National Fulbright Commission of Egypt and, British Petroleum (September 2003)

“Research Opportunities in an e-World,” Keynote Address at the State Conference of the PA Data Center, September 2000.

“The Balanced Scorecard” Quality Conference, Penn State University, April 1998.

"Maintain Momentum in a Quality Organization," Quality Expo, Penn State University, April 1997.

"Civil Rights at the Crossroads: Emerging Issues in Title VI," with Robert M. Hendrickson and M. Christopher Brown, National Organization on Legal Problems of Education, November 1995.

"Benchmarking Core Academic Processes: Theory and Practice," with Michael Dooris, Society for College and University Planning Regional Conference, April 1995.

"Organizational Development and Transformation," NUCEA Regional Conference, October 1994.

"Leading Successful Partnerships," with Deborah Meder, Patricia Book and Suzanne Wrye, NUCEA National Conference, April 1994.

"Implementing the Principles of a Learning Organization" Workshop for the Colorado Commission of Higher Education, February, 1993.

"Mastering the Change Process: Colleagues Share Lessons Learned About Surviving and Thriving" with Edward Simpson, Linda Leffel and J.C. Gordon, NUCEA National Conference, April 1993.

"Organizational Change: Impact on the Bottom Line" with Deborah Meder, NUCEA National Conference, April 1993.

“Quality in Continuing Education,” keynote address, NUCEA Region I conference, September 1992.

“Equity and Desegregation,” Symposium Panel, Association for the Study of Higher Education National Conference, October 1992.

“Quality Through Organizational Development: Creating the Learning Organization,” paper presentation, NUCEA National Conference, April 1992.

“Using Strategic Management to Enhance Diversity and Organizational Change” with Minora V. Sharpe, paper presentation at the Annual Conference of the Society for College and University Planning, August 1990.

“Environmental Scanning: A Demonstration of National Information Sharing Networks,” with Louis Fabian, Annual Conference of the Association for Institutional Research, May 1990.

“Equity and the Law: The Impact of the Civil Rights Restoration Act of 1988,” panel presentation, Association for the Study of Higher Education National Conference, November 1989.

“Environmental Scanning: A Collaborative Approach to Strategic Planning,” with Louis Fabian, paper presentation at the Annual Conference of the Northeast Chapter of the Association for Institutional Research, October, 1989.

Publications “Forecasting the Work and Competencies of the Future” book chapter in *Talent Management: A Step-by-Step Action-Oriented Guide Based on Best Practice* (2012) William J. Rothwell, ed.

“The Unfulfilled Promise of Special Education: The Transition from Education to Work for Young Adults with Disabilities” in *Exceptional Parent*, (September 2005).

“Strategic Business Planning for Workforce Development” in Linking Workforce Development Training to Performance, Rothwell et al eds. Washington, D.C.: Community College Press, 2004).

“Electronic Government Perspectives” in Pushing the Digital Frontier, Pal and Ray, eds, American Management Association, 2001.

Executive Survival Guide for Year 2000, with Richard Zelonka, published with support from the Commonwealth of Pennsylvania, Government of Canada and AT&T, 1998. 2.5 million copies distributed in U.S. and Canada.

Contingency Planning Guide for the Year 2000, published with support from the Information Technology Association of America and AT&T, 1999.

“*The Quest for Equal Opportunity in Higher Education*,” Book Review, Black Issues in Higher Education, November 1999.

“The Impact of the Civil Rights Restoration Act on Higher Education” with Robert Hendrickson, Barbara Lee and Stephen Olswang, West Education Law Reporter, August 1990.

Final Report of Efforts Undertaken Pursuant to the Virginia Plan for Equal Opportunity in State Supported Institutions of Higher Education, 1986.

*Academic
Service*

Online Learning Council, Drexel University, 2010-present
Online Accessibility Subcommittee, 2012
Mentoring and Interdisciplinary Research Initiative, School of Education, 2011
Ed.D Comprehensive Examination Committee, 2011-2012
MSHE Program Advisory Committee, Chair, 2010 - present
Program Director's Council, 2011-present
Quality Matters Rubric Subcommittee, 2010-11
Disability Access Training Subcommittee, 2011
Dean's Task Force on Innovation and Creativity, 2010
MSHE Five-Year Program Review, Chair, 2010-2012
Sacramento Academic Affairs Committee, Drexel University, 2010-present
Online Learning Council, 2010-present
Online Learning Quality Subcommittee, 2010-2012
Advisory Committees, Pastoral Care and Counseling and Neumann Institute for Franciscan Studies, Neumann University, 2007-09
E-Learning Committee, Neumann University, 2007-09
Service Learning Task Force, Neumann University, 2007-08
Planning Committee, Sebastian Kolowa University College (Tanzania) 2006-7
Advisory Council, PA Academy of Science, Secretary, 2003-2007
Advisory Board, PA Digital Government Summit, 2003
Advisory Board, Intergovernmental Technology Conference, 2001-2003
Executive Board, e-PA Alliance
Chair, Web Strategies Implementation Team, January 2001-July 2002.
Consultant for IST study, Elon College, March 2001
Kellogg Leadership Project, 1998-2001
University CE Budget Modeling Working Group, 1997, co-chair
University Continuing Education Association 1998 Conference Planning Committee, Chair Technology Subcommittee
Curriculum Design Team, Management and Leadership at Penn State, 1997-present
University Outreach Information System Steering Committee, chair
Curriculum Design Team, Outreach Professional Series, 1997-present
Chair, Information Technology Infrastructure for Outreach Study Group, 1996-97
Chair, World Campus Operations Team, 1996-97
Future Computing Environment Committee, 1994 to present
Human Resources Advisory Committee, 1995 to 1999
Revenue Sharing Task Force, 1996
Technology Planning Committee, Conference Center/Hotel, 1993-94
University Committee on Staff Review and Development, 1993-94
Customer Communications and Expectations Team, 1993-94
Diversity Task Force, C&DE, 1993-94
Distance Education Task Force, 1993
Non-Credit Records Project Steering Committee, 1992-94
Faculty Senate Committee on Admissions, Records, Registration and Financial Aid, 1991-93
Quality Team, Administrative Systems, Leader, 1992-93
Task Force on Distance Education, 1992

Task Force on Revenue Sharing, Program Development and Faculty Compensation, 1992
 Task Force on Market Analysis, 1991
 Task Force on Marketing Communications, 1991
 CES Planning and Budget Advisory Committee, 1990
 Equal Opportunity Planning Committee (staff), 1988-89
 President's Child Care Task Force (staff), 1989

Community Service President, College of Education Higher Education Program Alumni Council, Penn State University, 2011
 President, Congregational Council, Upper Dublin Lutheran Church, 2009
 Advisory Board, (chair public policy), Ken-Crest Organization, 2005- present
 Advisory Committee, Philadelphia Coalition for Children with Disabilities, 2004
 Advisory Committee, Children's Hospital of Philadelphia, 2005
 Non-profit Conference and Volunteer Fair, Upper Dublin, 2003
 Infant Evaluation Program, board leadership consultation, 1999
 Centre Home Care, strategic planning consultation, 1995
 Citizens Advisory Committee on Demographics and Building Utilization, State College Area School District, 1989
 State College Little League, Officer and Coach, 1988-present
 Founder, Challenger League for Disabled children, 1990
 Coordinator of Special Programs, Higher Education Student Association, 1989-90

Professional Affiliations Association for the Study of Higher Education
 Association of Continuing Higher Education University
 Professional and Continuing Education Association
 NASPA: Student Affairs Administrators in Higher Education

Honors & Awards Margaret and Leo Goodman-Malamuth Award for Outstanding Dissertation in Higher Education Administration, American Association of University Administrators, June 1996

Robert J. Mowitz award for outstanding academic achievement in Public Administration, Penn State University, 1986

Mentor Award, Penn State University Outreach, 2006
 UCEA award for program excellence, 1998.
 Five sustained superior performance awards, 1981-1986, U.S. Department of Education.