

CHARLES E. OSIRIS, Ph. D

SUMMARY OF QUALIFICATIONS

- 20 + years of effective leadership experience in public / private institutions of higher education
- Highly skilled and experienced in effective change management and program improvement
- Exceptional skills in building collaborations / partnerships across key departments and divisions
- A dynamic student centered approach to student development, learning and student success
- An exceptional problem solver with a primary focus on promoting student and staff development
- Highly skilled in use of data / analytics to identify key indicators of student success and retention
- A tested and thoughtful team leader, inquisitive and adaptable; embraces strategic change readily
- A strong team focused, mission driven and results oriented leadership and management style
- The commitment to strategically and enthusiastically transform a vision into practical reality
- Excellent interpersonal, negotiation, resource management and conflict resolution skills

EDUCATION

Doctor of Philosophy: Educational Leadership and Organizational Development
University of California, Santa Barbara

Masters of Arts: Education and Cultural Perspectives
University of California, Santa Barbara

Masters of Science: Counseling and College Student Personnel
Western Illinois University, Macomb, Illinois

Bachelor of Science: Industrial Psychology
Western Illinois University, Macomb, Illinois

PROFESSIONAL EXPERIENCE

Associate Vice Chancellor for Student Affairs/Dean of Students:
University of Illinois Springfield (2016-Present)

Responsible for providing progressive leadership for the Division of Student Affairs, while promoting effective advocacy for student success. Provides director supervision for Student Life, Counseling, Student Health, Housing/Residence Life, Women's Resource Center, Career Center, Disability Services, Volunteer/Civic Engagement, Student Leadership and Student Media.

- Charged by the Vice Chancellor to design/execute the division strategic plan and provide leadership for innovative student services that promote holistic student success
- Play a critical role in the university strategic growth strategy toward 2020
- Responsible for all campus student behavior intervention and conduct issues
- Provides leadership for Title IX as it relates for student issues
- Chair of the Campus Behavior Intervention Crisis Management Team (CBIT)
- Provide direction for publications and marketing, campus protocols and outreach
- Provide leadership with regard to issues of diversity, equality and equity

Executive Director: (promotion) ILEAD Institute
Chicago, IL / Atlanta, GA

(2013 - 2016)

Provided dynamic and innovative leadership for ILEAD in higher education strategic planning, assessment, accreditation, student persistence and campus safety. Led the national organizational growth strategy using outcomes based performance measures to guide all decision-making. Organizational productivity was improved by 33% and our client base increased by 47%.

- Responsible for effective university/college collaborations to improve student centered services, staff training, planning and overall institutional effectiveness
- Responsible for leadership of a continuous quality improvement process throughout the organization with a focus on systems and process improvements
- Effectively worked with organizations to design and implement a culture of evaluation and assessment that enhances staff training, student learning, retention and productivity
- Lead and cultivate a high performance organizational culture by further developing and implementing effective recruitment, training, staff, student success and persistence strategies
- Represented ILEAD to constituent, governmental, nonprofit and private organizations

Dean of Student Services, Counseling and Matriculation:
Allan Hancock College, Santa Maria, CA

(2009 - 2013)

Provided innovative, effective and collaborative student centered administrative leadership for a comprehensive Division of student services in order to ensure the student centered operation of all programs, services, student needs assessments and resources that support student success.

- Provided direct leadership for Counseling and Advising, University Transfer, TRIO, Outreach and Retention, Assessment, Student Activities and Student Health Services
- Chaired and provided student centered leadership for Campus Crisis Intervention Team
- Developed innovative student support services programs to improve student success
- College wide Student Conduct / Discipline and Community Standards Officer
- Directed college outreach, student development and student retention services
- Promoted and strengthened collaborative relationships across academic divisions
- Redesigned and directed New Student Orientation Programs and Services
- Provided statewide leadership for California Student Success and Support Program (3SP)

Associate Vice President for Student Services: (promotion) Morehouse College
Atlanta, GA

(2005 - 2008)

Provided visionary leadership in the areas of policy development and implementation and programmatic direction for Morehouse College Division of Student Services. Directly responsible for the supervision of directors of Student Development, Housing and Residence Life, Leadership Development, Recreation, Intramurals and Fitness, Career Services, Counseling Resource Center, Student Activities, Orientation, Student Conduct and Campus Life and Student Health Services.

- Implemented student centered restructuring of Housing and Residence Life Program
- Led student centered service strategy that improved student campus satisfaction by 26%
- Student Services point person for Title IX coordination with campus Title IX officer
- Developed the framework and theoretical foundation for Office of Student Development
- Provided leadership for technology focused to service delivery for greater student success
- Engaged in the implementation Intercollegiate Athletic programs and services policies
- Active member of the President's Cabinet and Institution Crisis Intervention Team

Director of Student Life: The Graduate Research Internship Program (GRIP)
University of California Santa Barbara (2003 - 2005)

Supervised all student life components of a comprehensive graduate research program for international students and students from Historically Black Colleges and Universities.

- Provided leadership in the design and implementation of GRIP national initiatives
- Coordinated division-wide efforts for faculty and staff outreach training
- Addressed all student related concerns and managed all student life crisis issues.
- Supported the academic advancement and retention of undergraduate/graduate scholars
- Communicated the mission and goals of GRIP across university divisions
- Participated in national recruitment initiatives to recruit scholars and promote GRIP

First Year Experience Peer Program Coordinator: Educational Opportunity Program,
University of California, Santa Barbara (1999 - 2003)

Supervised academic peer advising program for first generation low-income students and provided effective academic advising for low income first generation high achieving students.

- Supervised ten professional staff members and a diverse student staff
- Supervised student development programming for residential communities
- Provided leadership for campus wide enrollment management initiatives
- Managed First Year Experience academic and social peer support budget
- Developed strategies to promote the success of underrepresented students
- Provided leadership for the Vice Chancellor's Emerging Managers Team
- Provided leadership for the Chancellor's Outreach / Retention Advisory Board
- Provided leadership training and advising for Campus Student Leadership

Assistant Dean of Student Affairs: Department of Student Affairs,
Northwestern University, Evanston, IL (1997 - 1999)

Provided leadership for retention, student development and community outreach initiatives.

- Supervised a team of five academic support programming staff members.
- Supervised new student orientation and transition to college life programs
- Supervised innovative student life and student advancement initiatives
- Developed and supervised diversity and community outreach initiatives
- Developed and administered African American men mentoring program
- Advised multicultural student leadership organizations and committees
- Advised and promoted academic success of high achieving students
- Provided leadership on the student affairs division enrollment management team
- Provided leadership on the university disability support services taskforce

College Programs Coordinator: (promotion) Charles E. Merrill College,
University of California, Santa Cruz (1995 - 1997)

Coordinated and supervised of all programs and services that enhanced the educational, cultural, social and developmental needs of a diverse student population. Provided leadership for enrollment management, student development and academic support programs and services.

- Supervised and coordinated training for professional staff members
- Trained and supervised twenty events and programming staff members
- Coordinated all college enrollment management strategies and activities
- Supervised special services and programs for non-traditional students
- Instructed comprehensive college core course and academic support classes
- Coordinated all college wide cultural and diversity awareness related activities
- Strengthened partnerships with Upward Bound, GEAR UP and TRIO programs
- Developed and administered Merrill College student leadership program
- Coordinated all college-wide activities and events related to student success
- Provided leadership and direction for career development services center

Coordinator of Residential Education: Charles E. Merrill College,
University of California, Santa Cruz (1995 - 1997)

Responsible for the philosophical development and programmatic direction of two distinct residential communities. Facilitated a challenging and supportive environment conducive to academic, intellectual, cultural, spiritual and social development.

- Trained and coordinated supervision of 20-30 resident assistants
- Designed, developed and evaluated effective academic support initiatives
- Created successful strategies for college enrollment management and retention
- Designed and developed facilities / space utilization improvement strategies
- Designed, developed and promoted drug and alcohol education programming
- Developed and implemented academic support programming for student staff
- Developed partnerships with Upward Bound, GEAR UP and TRIO programs
- Coordinated Student Development training for professional staff and student staff
- Provided direction for African American and Latino Men's community support group
- Represented the interest of the college on all university wide committees

Coordinator of Student Development: Department of Residential Life,
California Polytechnic State University, San Luis Obispo (1993 - 1995)

Responsible for the supervision of activities related to the operations, programs, and student life services in a First Year Experience co-educational living community.

- Supervised fifteen diverse student staff and advised 50 student government leaders.
- Implemented and evaluated Agricultural Living Learning program.
- Coordinated Cal Poly summer program and Upward bound living experiences.
- Serve as Judicial Affairs Officer promoting student responsibility.
- Advised multicultural group interested in improving campus cultural climate.

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Multicultural Education Outreach Coordinator (1993 - 1994)

- Developed cultural identity support programming for multicultural theme house
- Developed diversity-training workshops for campus faculty and staff

Student Academic Support Coordinator (1994 - 1995)

- Responsible for the implementation of targeted academic support strategies.
- Developed and implemented residence hall learning centered communities

Staff Coordinator of the Cuesta Community College Program: (promotion) Residential Life, Cal Poly State University, San Luis Obispo (1994 - 1995)

Responsible for the development, implementation, and on-going evaluation of 120 community college students' residence hall living experience

- Collaborated with Learning Disabilities Center on student persistence issues
- Acted as a liaison between community college professional staff and students

International Programs Assistant Director: International Programs Office, Western Illinois University, Macomb (1992 - 1993)

Responsible for the development of an interactive educational curriculum that enabled students to gain increasing capacity for critical thought and understanding of issues of pluralism, ethnicity, class, gender, nationality, and sexual orientation

Residential Life Coordinator/ Summer Bridge Program: Housing and Dining Services, University of California, Berkeley (1992 - 1992) Responsible for the implementation of a comprehensive residence life summer program.

Assistant Residence Hall Director: Student Residential Programs, Western Illinois University, Macomb (1991 - 1992) Responsible for the direct implementation of a developmental residence life program for a 1200 student coeducational upper division residence hall with 20 resident assistants

Enrollment Management Practicum: Office of V. P. for Enrollment Management, Western Illinois University, Macomb (Spring 1992) Assisted in the coordination and implementation of student advancement strategies

Multicultural Services Programming Assistant: Office of Multicultural Student Services, Western Illinois University, Macomb (1991 - 1992) Developed multicultural education and training workshops for students and staff

RELATED PROFESSIONAL EXPERIENCE

International Volunteer Corps Consultant: Florida Association for Volunteer Action in the Caribbean and the Americas (FAVACA) (2000 -2008)
Educational consultant and training facilitator provided seminars, workshops and presentations on small group discussions with professionals, students and government official to develop strategic interventions in the Caribbean for community improvement and at risk youth intervention.

ACADEMIC / TEACHING EXPERIENCE

- Co-Instructor,** (2013-2015)
American University of Cairo
Course: Special Topics: Developing International Student Services and Student Development: Exploring Global and Comparative Perspectives in Higher Education Student Services (Video Conferences)
- Adjunct Faculty,** (2009 - 2014)
Chapman / Brandman University
Courses: Democracy and Education, Education, Diversity and Pluralism
- Instructor,** (2006 - 2008)
Morehouse College
Courses: Leadership, Intro to Counseling Education, Literacy and Culture, International Relations, Democracy in Education, Cultural Pluralism, Teacher Education/Class room Strategies
- Instructor,** (2001 - 2005)
University of California, Santa Barbara Teacher Education Program
Courses: Language, Literacy and Culture, Democratic Education, Curriculum Design, Diversity Issues
- Instructor,** (2001 - 2005)
University of California, Santa Barbara Gevirtz Graduate School of Education
Courses: Cultural Pluralism, Multicultural Education, Introduction to Research Methods
- College Preparation Instructor,** (1999 - 2004)
University Education
Courses: College Preparation, Personal Development, Career Exploration, Social Foundations
- Instructor,** (1998)
Northwestern University, Department of Education
Courses: Student Development Issues, Teacher Education
- Visiting Lecturer,** (1995 - 1997)
University of California, Santa Cruz, Merrill College
Courses: Americans in a Changing Society, Pre-colonial American History, Current Events in World History, Introduction to Black Political Thought, Academic Success Skills
- Lecturer,** (1996 - 1997)
Cabrillo Community College
Courses: Academic Success, Introduction to Student Services, Peer Counseling
- Visiting Lecturer,** (1992 - 1993)
Chicago State University
Department of Education
Courses: Urban Education, Intercultural Communication, Curriculum Design, Academic Skills, The Development of the Black Child, Cultural Pluralism

SELECTED CONFERENCE PRESENTATIONS

- *Student Affairs and Academic Affairs Collaborations for Student Success*, Universidad de Madrid, 2014.
- *Promoting Critical Campus Discourse on Student Retention and Persistence*, ILEAD Institute, 2014.
- *The Impact of Non-Cognitive Variables on Student Retention and Academic Success*, ISU, 2013.
- *The Impact of Student Engagement on College Satisfaction and Student Success*, Indiana State, 2012.
- *Effective Academic and Student Affairs Collaborations that Impact Student Success*, U of C, 2012
- *The Impact of Non-Cognitive Variables on Student Retention and Academic Success*, MSU, 2010.
- *African American Student Development and Retention*, AIMBK Conference, University of Kansas, 2007.
- *Developing Effective Institutional Strategies that Promote Student Academic Achievement*, Samuel Jackman Prescod Polytechnic University, Bridgetown, Barbados, June 11, 2005.
- *Designing Effective Student Retention programs for academically under prepared students of color*, International Student Retention Conference, London, England, March, 12, 2005
- *Who Are We, and What Are We: The Afro-Puerto Rican Quest For Racial Identity*, Crossing Lines: Race and Mix Race across the Geo-Historical Divide, April 13, 2002.
- *Promoting Black Male Success*, Retention Conference, San Diego, CA, April 6, 2002.
- “*¿Y tu agüela, a’onde ejtá?: On the Border of the Black Atlantic in Boriquén*”, (With Will Guzman), The Black Atlantic Symposium, Purdue University, IN., March 21-23, 2002
- “*Uncovering the African Presence in Puerto Rico: The Emergence of the Afro Boriqueno Identity*,” Uncovering connections: Cultural Endurance between Africa, the Americas and the Caribbean, Medgar Evers College, Brooklyn, NY, March 15, 2002.
- *The Essential Ingredients to Effective Evaluation Programming for First year Students*, The First Year Experience, Burlingame, CA, January 9-12, 2002.
- *Linguistic Ethnography: A Report across Conferences and Continents* (Chair), International Conference on Literacy, August 4, 2001.
- *The Cooperative Advantage: Departments working toward a unified vision for Student Development*, First Year Experience, University of California, San Diego, January 2001.
- *Developing a Community of African American Scholars*, Men’s Conference, Charlotte, NC, 2001.
- *Developing a Community of Scholars*, National Black Graduate Student Association, 1999.

SELECTED INTERNATIONAL KEYNOTE SPEECHES

- *Critical Skills for Student Engagement in the Information Age*, UTSC, Toronto, CA, 2014.
- *The Value of International Experience on Student Development*, University of Oslo, 2014.
- *Developing Effective Academic and Student Affairs Collaborations for Student Success*, UK, 2013.
- *Utilizing Innovative Pre & Post Assessment Strategies to Increase Student Achievement*, UT, 2013.
- *Distinctions and Communalities Between African American and Caribbean Male Academic Achievement, Career Exploration and Identity Development*, University of the West Indies, 2013.
- *Developing Effective Institutional Strategies that Promote Student Academic Achievement*, Samuel Jackman Prescod Polytechnic University, Bridgetown, Barbados, June 11, 2005.
- *Lifting as We Climb: Educational Partnerships throughout the Americas and African Diaspora*, Independence Square, Trinidad and Tobago, West Indies, June 14, 2005.

PUBLICATIONS

- Osiris, C. E. (2012). Cultivating Leadership Skills in at Risk Students, *Leadership Report*.
- Osiris, C. E. (2003). Reflections and Insights for African American Graduate Students. In V. L. Farmer (Ed.) *The Black Students Guide to Graduate and Professional School Success*. (pp.365-367) Westport, Conn: Greenwood Press.
- Osiris, C. E. (2003). Promoting Resiliency in African American Males. *International Newsletter for Caribbean Leadership*, 18(3), 12-14.

UNIVERSITY LEADERSHIP AND COMMUNITY SERVICE

- Group Trainer / Facilitator, Education Beyond Borders (2010-2015)
- American College Personal Association (ACPA) Program Reviewer (2009-2014)
- College Council, Allan Hancock College (2009-2013)
- California Student Success Act of 2012 Matriculation Work Group (2012-2013)
- Student Health Services Advisory Board, Allan Hancock College (2009-2013)
- Professional Development Committee, Allan Hancock College (2010-2013)
- Advisory / Volunteer, Education Trust (2005-2013)
- President's Cabinet, Morehouse College (2005-2008)
- Member, Vice Chancellors Emerging Managers Team, UCSB (2001-2004)
- Board Member, Community Counseling Center, Santa Barbara, CA. (2001-2007)
- Youth Basketball/Academic Skills Coach (2000-2013)
- Volunteer, City of Santa Maria Youth Empowerment (2000-2005)
- Volunteer, Big Brother Big Sister Program (2000-2010)
- Volunteer, America's Promise: The Alliance for Youth (1999-2011)

PROFESSIONAL ASSOCIATIONS

- Educational Policy Institute (EPI)
- American Association of Blacks in Higher Education (AABHE)
- American Association for Higher Education (AAHE)
- American College Personnel Association (ACPA)
- The Association for the Study of Higher Education (ASHE)
- National Association of Student Personnel Administrators (NASPA)
- National Council for Community and Education Partnerships (NCCEP)

SELECTED HONORS/AWARDS

- Institute of International Education Recognition Grant Award (2014)
- California Student Senate Assembly Student Service Award (2013)
- Dr. William Mosely Institute Student Mentor of the Year Award (2012)
- Director's Roundtable Award for Excellence in Education/Community Service (2010)
- Maurice Atkins Award for Excellence in Student Affairs Leadership (2009)
- The Compact for Faculty Diversity Institute on Teaching & Mentoring Fellowship (2008)
- University of California Outstanding Faculty Award (2004)
- Northwestern University Advisor of the Year (1998)
- Illinois Consortium Education Program Scholar (1993)
- Illinois Young Man of the Year (1993)