

Stephanie Supola Erdmann

EXECUTIVE SUMMARY OF PROFESSIONAL EXPERIENCE

Wisconsin Indianhead Technical College (WITC), Northwestern Wisconsin

August 2018 – Present Vice President, Academic Affairs and Rice Lake Campus Administrator
August 2017 – August 2018 Dean, Academic Programs Rice Lake Campus
July 2017 – August 2017 Divisional Dean, Business, General Studies, & Academic Support
July 2015 – July 2017 Divisional Dean, Business

3E Guided Solutions, Shawano, Wisconsin

2014 – 2017 Owner consultant

Northcentral Technical College, Wausau, Wisconsin

August 2014 – June 2015 Adjunct Instructor, English

Northeast Wisconsin Technical College, Green Bay, Wisconsin

August 2013 – May 2015 Adjunct Instructor, Business Management and Communications
January 2004 – August 2007 Adjunct Instructor, Supervisory Management
January 1999 – August 2002 Adjunct Instructor, Marketing and Supervisory Management

College of Menominee Nation, Menominee Reservation, Wisconsin

January 2012 – May 2013 Dean, Letters and Sciences
August 2007 – December 2011 Faculty Chair, Business and Public Administration
January 2004 – August 2007 Director, Assessment of Student Learning
August 2000 – December 2002 Work Base Learning Coordinator

Shawano Medical Center (now called ThedaCare Hospital), Shawano, Wisconsin

1998-2000 Healthy Communities Partnership Coordinator
1997-1998 Coordinator of the Volunteer Program

Rocky Mountain College, Billings, Montana

August 2002 – October 2003 Articulation Coordinator/Transfer Student Coordinator

Lakestream Fly Shop, Whitefish, Montana

1993-1994 Advertising & Marketing Consultant

Piper Tulips/Moose Lake Company, Whitefish, Montana

1993-1994 Advertising & Marketing Consultant

Whitefish Pilot/Hungry Horse News, Whitefish, Montana

1992-1993 Advertising Manager
1990-1992 Advertising Sales

EDUCATION

2008-2015	Ph.D., Business Administration-Management <i>Dissertation Topic: American Indian Entrepreneurs' Perceptions of their Success in Establishing Businesses on or near Reservations in Wisconsin.</i>	Northcentral University Prescott, Arizona
2000-2002	Master of Science, Administrative Science- Project Management emphasis	University of Wisconsin-Green Bay Green Bay, Wisconsin
1987-1989	Bachelor of Arts, Interpersonal Communication- Management emphasis	University of Montana Missoula, Montana
1985-1987	General Studies	Spokane Falls Community College Spokane, Washington

STRENGTHS AND COMPETENCIES

Twenty years of educational-related experience providing student-centered leadership, innovations in academic excellence, forging partnerships, and expanding programming by applying knowledge of current educational issues and trends, academic programs, and best practices in higher education. Through progressive leadership opportunities, obtained a diverse background in advancing strategic direction and priorities of institutions in areas such as planning, programming, and team building. A proven record of adding value to organizations through exemplary partnering, communication, and leadership abilities, and by bringing a creative and entrepreneurial approach to problem-solving, strategic planning, and leveraging revenues.

Accreditation

- Provide strategic oversight and operational-level planning for receiving approval from HLC on numerous new programs at the technical diploma, associate degree, and baccalaureate degree levels.
- Act as a Peer Reviewer for the Higher Learning Commission since 2018.
- Lead a team involved in the Higher Learning Commission Assessment Academy program.

Assessment of Student Learning

- Move assessment strategies away from an “output” focus and toward an “outcome” focus.
- Lead assessment plans for various student learning initiatives at the course, program, and institutional levels.
- Map curriculum, identify gaps, and develop plans to modify instructional practices.

Data Informed Decision Making

- Make curricular and program decisions based on program scorecards and program health index data.
- Use EMSI, Labor, and Census data to develop and fine-tune programming mix.
- Create and review departmental and divisional goals and related metrics annually.
- Use data such as cost per FTE and program subsidy information to make fiscal and programmatic decisions in Academic Affairs, the largest budget.

Diversity, Equity, and Inclusion

- Serve as a critical friend to the Diversity, Equity, and Inclusion committee at WITC.
- Foster relationships with tribal colleges across the nation, particularly in Wisconsin, Montana, and Wyoming.
- Gave presentations on cultural communication.

Enrollment Practices

- Led transition to use Multiple Measures in admissions.
- Use software to monitor enrollment funnel from inquiry to enrolled.
- Exploit customer relationship management software system for internal connectivity.
- Monitor academic web content for accuracy and appeal.

Emerging Educational Trends

- Foster program-related grant submissions through partnering with other colleges and industries in the community.
- Remove barriers for students including elimination of placement testing, deliver co-requisite remediation, enhance math/writing/science assistance, offer free tutoring, and provide personal advising.
- Support the Diversity, Equity, and Inclusion team.
- Design and implement a Health Education Simulation Center.
- Increase articulation, transfer agreements, and partnerships with Universities in the state and across the nation.

Fundraising

- In collaboration with other team members, secure grant dollars through the National Science Foundation, USDA Rural Development, and Wisconsin Technical College System.
- Planned, promoted, and coordinated fundraising events as the Healthier Communities Partnership Coordinator.

Government Relationships

- Serve as Secretary for the Instructional Services Administrators (ISA) team that consists of the 16 academic leaders who work within the Wisconsin Technical College System.
- Participate in lobby efforts during Superior Days in 2018 and 2019.
- Participate in lobby efforts during Heart of the North Days in 2021.
- Member of the Leadership Roundtable, coordinated by University of Wisconsin-Superior that includes school superintendents, College Presidents and Provosts, State Senator, regional State Representatives, and area business leaders in northwestern Wisconsin.

K-12 Partnerships

- Oversee the Career Prep department that operationalizes 235 articulation agreements with area high school for dual credit and 165 articulation agreements for advanced standing.
- Chaired the K12 Partnerships committee for two years.
- Support the development of High School Academies for seniors to earn an embedded technical diploma prior to high school graduation.

Leadership

- Lead teams through projects from conception, to implementation, and finally, assessment.
- Spearhead numerous committees including, University Transfer, Assessment of Student Learning, and Scheduling.
- Participate in multiple county-based leadership programs focused on maximizing individual strengths and engaging in your communities.

Management

- Oversee the largest division at the college, with 250 staff and faculty, and directly supervise a team of twelve people.
- Manage the daily operations of the Rice Lake campus and directly supervise the facilities crew.

Strategic Planning

- Extensive experience with creating and executing program, campus, and collegewide strategic plans.
- Spearheading the strategic planning process for Leadership Washburn County program.
- Led the Menominee Leadership Academy's training program for tribal directors within the Menominee Tribe.

Visionary Strengths

- Instigated new concepts in programming such as "Start Now," which allows students the opportunity to register and take classes after the census date and still receive financial aid.
- Implemented "Your Choice" class and program delivery modes which allows student the option to attend class either fully online, face-to-face, synchronous from a remote location, or at his/her convenience by watching the lecture at a later date.
- Created a \$3M state-of-the-art Healthcare Simulation Center for healthcare programming to use simulation experience in lieu of clinical hours.
- Partnered with University of Wisconsin – Superior to offer an Associate of Arts Liberal Studies and an Associated of Sciences Liberal Studies degree programming conferred through WITC in a reverse transfer agreement.

DETAILED DESCRIPTION OF HIGHER EDUCATION POSITIONS (chronological order)

Vice President of Academic Affairs and Campus Administrator

Wisconsin Indianhead Technical College

August 2018-Present

One of 16 technical colleges that make up the Wisconsin Technical College System (WTCS), Wisconsin Indianhead Technical College (WITC) serves the northwest region of the state with four main campuses in Ashland, New Richmond, Rice Lake, and Superior, three outreach centers in Balsam Lake, Hayward, and Ladysmith, and an administrative office in Shell Lake. WITC has 5,000 undergraduate students and serves an additional 15,000 non-credit students annually. With over 60 career paths, a 92% placement rate after graduation, and a 94% retention rate, WITC is recognized as one of the top 150 community colleges according to the Aspen Institute, named by Forbes magazine as one of the top 25 two-year schools in the nation, and designated as Military Friendly for the last three years.

Responsibilities

Supola Erdmann, S. Curriculum Vitae

- Strategic leadership as part of the College Leadership Team.
- Strategic and operational leadership of the Academic Affairs division.
- Oversight of a \$25M program and campus budget.
- Manage undergraduate curriculum and programming, non-credit public safety programming, adult basic education, distance learning, assessment, library services, academic support, dual enrollment, apprenticeship, and distance learning.
- Campus and community leadership and operational supervision of the Rice Lake campus.

Accomplishments

- Created a budget-neutral Innovative Teaching and Learning Center (iTLC) to assist faculty and staff in designing, enhancing, and optimizing lessons, courses, and programs to ensure student success.
- Pivoted all programs from traditional delivery to Essential Education Mode spring 2020 due to Covid 19 with an 84% student success rate.
- Partnered with the University of Wisconsin Superior (UWS) to confer an Associate of Arts and an Associate of Science degree using UWS Humanities, Health, and Foreign Language classes.
- Spearheaded the approval of a new Health Education Center focused on simulation applications, telehealth, and intra-professionalism.
- Implemented course evaluation software and affiliated assessment processes.
- Operationalized matrix-like new divisional structure.
- Revised instructional compensation for fairness and equity.
- Fostered positive relationships between Academic Affairs and other divisions and departments, in particular with Student Affairs, Informational Technology, and Professional Development.
- Implemented Instructor Load agreements signed each semester and loaded into a master report to provide overload, grant work, and curriculum development summaries.

Dean, Academic Programs Rice Lake Campus
 Wisconsin Indianhead Technical College
 August 2017-August 2018

Responsibilities

- Strategic operations of Academic Affairs division on the Rice Lake campus.
- Supervision of four administrators and one office technician.
- Districtwide strategic and operational oversight of Business, General Studies, and Public Safety Clusters, including Fire Services, Criminal Justice, and Law Academy.

Accomplishments

- Co-facilitated a collaborative and cross-functional team to move the College into a new open admissions entrance philosophy.
- Coordinated districtwide communication of the 2018-2021 WITC Strategic Plan and Open Admissions Philosophy to the Advisory Committees.

Divisional Dean, Business, General Studies, and Academic Support
 Wisconsin Indianhead Technical College
 July 2017-August 2018

Responsibilities

- Districtwide strategic operations of Business, General Studies, and Academic Support programs.
- Supervision of three administrators and 11 full-time faculty members across four campuses and two outreach centers.
- Daily operations and oversight of the General Studies and Academic Support areas.

Accomplishments

- Redesigned developmental studies to corequisite models of learning.
- Supported the Associate Dean to pilot the “Your Choice” initiative and assisted with the assessment of the delivery mode.
- Developed four new programs: *Nonprofit Leadership*, *Hospitality Specialist*, *Hospitality Essentials*, and *Entrepreneurship*.
- Provided strategic oversight in creating *Hospitality Foundations*, a program geared toward intellectually and/or developed delayed individuals.
- Delivered strategic direction in writing for a *WTCS Student Success Leadership* grant to support the new writing and math labs on all four WITC campuses.
- Oversaw the progress of five new articulation agreements in the business areas; two with Northland College and three with the University of Minnesota Crookston.

Divisional Dean, Business
Wisconsin Indianhead Technical College
July 2015-August 2017

- Supervision of 22 full-time faculty members across four campuses and two outreach centers.
- Districtwide strategic and operational functions of the Business programs.

Accomplishments

- Co-facilitated the “Start Now” cross-functional team charged with creating multiple start dates within a semester while maintaining students’ financial aid eligibility.
- Implemented seven new Career Pathways (embedded diplomas within programs of study).
- Worked with faculty and advisory committees to revamp six business Associate degree offerings to meet the Department of Education suggestion of 60 credits for an Associate degree offering.

Owner Consultant
3E Guided Solutions
2015-2017

Consulting practice providing solutions to organizations in developing leaders and using data to make decisions. Started as a sole-proprietorship and, after a year of success, added a partner.

Responsibilities

- Develop the scope of work for the consulting project.
- Oversee the project from start to completion.
- Continually assess the projects and modify them as necessary.

Accomplishments

- Developed and branded the Menominee Leadership Academy available to Menominee tribal employees; over 60 graduates in three years.

- Compiled the data and provided a summary of the FRESH Project's content, a grant-project received from the USDA, and implemented by the University of Wisconsin Extension Office in Shawano.
- Created a communication plan for the Maehnowesekiyah Wellness Center on the Menominee Reservation.

Adjunct English Instructor
Northcentral Technical College
August 2014-May 2015

One of 16 technical colleges that make up the WTCS, Northcentral Wisconsin Technical College (NTC) serves the state's northcentral region. The College has six campus locations in Wausau, Antigo, Medford, Phillips, Spencer, Wittenberg, a Public Safety Center of Excellence, a Wood Technology Center of Excellence, an Alternative High School, and an Agriculture Center of Excellence. NTC has over 190 programs and 7,000 undergraduate students.

Responsibilities

- Teach four sections of high school English per semester at the NTC Alternative High School
- Tie curriculum to the Common Core

Adjunct Business and Communications Instructor
Northeast Wisconsin Technical College
August 2013-May 2015
January 2004-August 2007
January 1999-August 2002

One of 16 technical colleges that make up the WTCS, Northeast Wisconsin Technical College (NWTC) serves the state's northwest region. The main campus is in Green Bay, with two other campuses in Marinette and Sturgeon Bay. There are also five learning centers and four additional specialty centers. NWTC offers 200 programs and serves over 11,000 undergraduate students.

Responsibilities

- Teach in the 196 Supervisory Management area
- Teach in the 801 Communications area
- Advocate for and teach in the NWTC 4x4 Program developed for the Menominee Indian High School.

Dean, Letters and Sciences
College of Menominee Nation
January 2012-May 2013

One of two tribal colleges in Wisconsin and over 30 nationwide, the College of Menominee Nation (CMN) is a designated Tribal College and University (TCU) and a part of the American Indian Higher Education Consortium (AIHEC). A land-grant institution, the main campus is on the Menominee Reservation and an outreach center is in Green Bay near the Oneida Reservation. Research at CMN focuses on sustainability, due to the Menominee's international recognition of their sustainable forestry practices.

Responsibilities

- Supervision of 25 full-time and 15 part-time faculty.
- Strategic and operational oversight of all programs in the Letters and Sciences division.

- Oversee a \$2.2 million budget (salaries excluded).
- Ensure the academic unit addressed the goals and objectives of the college.

Accomplishments

- Created processes and procedures for program review.
- Provided guidance to program directors for STEM Scholars, Teacher Education, and the Engineering programs.
- Served on a select project committee to develop a long-term strategy to increase revenues.
- Supported the creation of a “Conversational Menominee” class.
- Fostered relationships between and among tribal entities, including Tribal Legislation, Menominee Indian School District, and Menominee Tribal Enterprises.

Faculty Chair

College of Menominee Nation
August 2007-December 2011

- Teach a minimum of 30 credits a year in business and general studies areas.
- Perform as the Faculty Advisor for American Indian Business Leaders (AIBL) organization and the American Indian Higher Education Consortium (AIHEC) Business Bowl team.
- Advocate for the business faculty and programs with upper administration.

Accomplishments

- Developed and received HLC approval to offer a baccalaureate degree in Business Administration.
- Developed and received HLC approval to offer a baccalaureate degree in Public Administration.
- Students coached placed 1st or 2nd in every AIBL and AIHEC competition entered (6 total competitions).
- Secured funding, opened and supervised the student-owned and operated coffee shop, the “Campus Grind.”
- Served terms as President and Vice-President on the New Era Faculty Dialogue Group consortium consisting of the state’s 9 colleges in the northeast region.
- Conducted academic research on indigenous views of global climate change.
- Published two papers and presented the findings internationally with another colleague.

Adjunct Faculty

Silver Lake College (now called Holy Family College)
August 2007-December 2011

Holy Family College is a private Catholic liberal arts college in Manitowoc, Wisconsin. Founded as an academy in 1885 by the Franciscan Sisters of Christian Charity, the college achieved four-year college status in 1935. The liberal arts college has about 830 undergraduate students.

Responsibilities

- Taught 300 and 400 level business classes.
- Coordinated curriculum with faculty on the main campus.
- Implemented field trips and off-campus learning experiences.
- Taught graduate-level courses in the business areas.

Director, Assessment of Student Learning
College of Menominee Nation
January 2004-August 2007

- Strategic and operational oversight of the college's assessment of student learning initiatives.
- Supervision of 2 staff members.
- Responsible for administering academic testing (TABE), maintain student learning records, and teach the "Student Portfolio" capstone course.

Accomplishments

- Developed and implemented general education outcomes and assessment program.
- Facilitated discussions to create program outcomes and assessments for all programs at the college.
- Coordinated the development of a standard syllabus template that included course learning objectives and assessments that meet the program and course outcomes.

Articulation Coordinator/Transfer Student Coordinator
Rocky Mountain College
August 2002-October 2003

Serving about 1000 students a year, Rocky Mountain College (RMC) is a Liberal Arts College in Billings, Montana. RMC has 47 undergraduate major concentrations, an 11:1 student to faculty ratio, and an office dedicated to American Indian outreach efforts. Working collaboratively in admissions and the Registrar's office, I worked mostly with American Indian students and our partner tribal colleges in Montana and the community colleges in Montana and northern Wyoming.

Responsibilities

- Recruit transfer students from the three community colleges and seven tribal colleges in Montana.
- Provide an official evaluation of all transfer student transcripts for the Registrar's office.
- Coordinate the Teacher Training program with Fort Peck Community College.

Accomplishments

- Developed articulation agreements with the seven tribal colleges in Montana.
- Completed online teaching training.
- Assisted in creating the American Indian Affairs office on campus.

Work Base Coordinator
College of Menominee Nation
August 2000-December 2002

Responsibilities

- Operational oversight of the Learn and Earn program-a work-based program for high school students.
- Coordinate cultural and working experiences for the Learn and Earn participants.
- Teach preparatory courses to the high school participants.

Accomplishments

- 100% student completion rate each year.

- Secured workplace opportunities for participants.

PROFESSIONAL SERVICE

2020-Present Secretary, Wisconsin Technical College System Instructional Services Administrators Team
 2019-Present Member, Area Leadership Roundtable (Education and Government representatives)
 2018-Present Higher Learning Commission Peer Review Corp member
 2016-Present Business Occupations Systems Symposium (BOSS) conference planning member
 2015-Present Wisconsin Area Marketing and Business Organization (WAMBO) member
 2007-2009 Northeast Wisconsin Education Resource Alliance Faculty Dialogue Group board member

PRESENTATIONS

WITC Community Impact

Rice Lake Rotary Club
 January 2021

WITC Academic Plans

Rice Lake Men's Club
 December 2020

Responding to Covid 19

Rice Lake Men's Club
 September 2020

Academic Affairs at WITC

Superior Optimist's Club
 September 2019

Data-Driven Decision Making for Optimizing Program Success

WTCS BOSS Conference
 November 2018

Using Data to Make Decisions

Webinar, Wisconsin Technical College System
 October 2018

Influencing the Performance of Others

Menominee Indian Tribe Director's Retreat
 April 2018

Creating a Positive Environment

Wisconsin Indianhead Technical College
 May 2017

Professional Image and Public Speaking

Menominee Leadership Academy
 Supola Erdmann, S. Curriculum Vitae

April 2017

Reservation Based Businesses: American Indian Entrepreneurs' Perceptions of their Success

American Indian Higher Education Association National Conference

April 2016

Using Real Colors to Create Dynamic Teams

Menominee Indian Tribe Director's Retreat

December 2016

CMN Campus Grind Coffee Shop: A Case Study in Indigenous Entrepreneurship and Sustainability

Fostering Indigenous Business and Entrepreneurship in the Americas Conference Manaus, Brazil

April 2010

Tribal Colleges and Universities: What are they?

New Era Faculty Dialogue Group Conference

May 2008

Communicating across Cultures

Leadership Shawano County

May 2008, 2009 & 2010

Sustainable Concepts in a Diverse Company

Wal-Mart Store Managers NE Wisconsin Region

March 2008

PUBLICATIONS

- 2016 Erdmann, S.J. (2016). American Indian entrepreneurs' perceptions of their success in establishing businesses on or near reservations in Wisconsin, *Journal of Developmental Entrepreneurship*, 21(3). doi:10/1142/S1084946716500175
- 2011 Erdmann, S.J. & Van Lopik, W.M. America Goes Green: Eco-Friendly Culture in the United States. ABC-CLIO Greenwood. *Indigenous Entrepreneurship and Sustainability: A Case Study*, pp 236-242. <http://www.abc-clio.com/ABC-CLIOCorporate/product.aspx?pc=A3227C>
- 2010 Erdmann, S.J. & Van Lopik, W.M. CMN Campus Grind Coffee Shop: A Case Study in Indigenous Entrepreneurship and Sustainability, Paper, *Fostering Indigenous Business and Entrepreneurship in the Americas Conference*, Manaus, Brazil

AWARDS/HONORS

- | | | |
|------|----------------------|--|
| 2011 | Selected Participant | Global & Cross-Cultural Master Class, Aarhus University, Denmark |
| 2010 | Faculty of the Year | American Indian College Fund |
| 2007 | Award | City of Shawano Nature's Friend Award |

TRAININGS (recent)

February 2021	Why Diversity Matters and Understanding Unconscious Bias
October 2020	Ensuring Equity in the Classroom
September 2020	Change Intelligence
February 2020	Equity in the Classroom Conference
October 2019	HLC Assessment Academy
October 2019	Change Management
September 2019	Basic Clery
September 2019	Advanced Clery
April 2019	Higher Learning Commission Conference & Peer Review
October 2018	BOSS Conference
July 2018	Business Process Improvement
April 2018	Higher Learning Commission Conference & Peer Review
March 2018	Crucial Conversations
October 2017	BOSS Conference
April 2017	Real Colors

COMMUNITY ENGAGEMENT

2020-Present	Duluth Art Institute	Member
2020-Present	Education Leadership Roundtable	Member
2020-Present	Heart of the North Days	Lobby Member
2018-2020	Superior Days	Lobby Member
2018-Present	Washburn County Leadership	President
2018-Present	Spooner Chamber of Commerce	Board Member
2016-2017	Barron County Leadership	Class of 2017
2014-2015	Shawano Farmer's Market	Board Member
2004, '06 & '11	Junior Achievement	Volunteer Instructor
2006-2013	Shawano Ski Sharks	2007-Vice-President; 2008 President; 2009-2011 Program Coordinator; 2013 Secretary
2006-2007	Leadership Shawano County	Class of 2007
2000	NWTC Referendum Committee	Board Member
1999-2002	Shawano Chamber of Commerce	Ambassador