

Sara Thompson, Ph.D., M.B.A.

1505 University Avenue
Boulder, CO 80309-0178

Email: sath1043@colorado.edu

Education

DOCTOR OF PHILOSOPHY (Ph.D.) 1993, Educational Psychology/Industrial Psychology
Marquette University, Milwaukee, Wisconsin

MASTER OF BUSINESS ADMINISTRATION (M.B.A.) 1986, Marketing
University of Colorado, Boulder, Colorado

BACHELOR OF ARTS (B.A.) 1979, Psychology
Eastern Illinois University, Charleston, Illinois

Professional Experience

TEACHING PROFESSOR & FACULTY DIRECTOR 2022-Present

Lead the faculty and teach in the fully online Master of Science in Organizational Leadership (MSOL) degree program. Teach the Leadership and Organizations course in the MSOL, which involves developing online learning modules, videos, and course design. Exploring and developing further specialized tracks for the program.

DEAN, DIVISION OF CONTINUING EDUCATION

VICE PROVOST, SUMMER SESSION, OUTREACH AND ENGAGEMENT 2015-2022

University of Colorado Boulder, Boulder, CO

Led the Division of Continuing Education (CE), Summer Session, and the Office of Outreach and Engagement. Provided lifelong learning opportunities through evening, online, and summer programs (in partnership with the Schools and Colleges). Oversaw approximately 100 staff and faculty.

Achievement highlights:

- Generated \$68.8 million in gross revenues and \$8.5 in net revenues in FY 2018-2019; shared 50% of gross revenues with departments, schools, and colleges and shared/forwarded 75% of net revenues to the Office of the Provost.
- Increased annual gross revenues in CE by 28% since 2015.
- Created several new initiatives including Winter Session with online and experiential courses including, “The Development of the American Musical Theatre on Broadway” with a week in New York and “Advanced Horror Fiction Writing” at the Stanley Hotel (where Stephen King was inspired to write the Shining).
- Developed and successfully launched the Master of Science in Organizational Leadership with tracks in partnership with the Graduate School, Leeds School of Business, and the College of Media, Communication, and Information. Enrollments exceeded projections by more than double, and netted approximately \$1 million in only its second year.

DEAN, METROPOLITAN SCHOOL OF PROFESSIONAL STUDIES (Metropolitan College), 2002-2015

ASSOCIATE PROVOST, NEW PROGRAM INITIATIVES, 2008-2015

The Catholic University of America, Washington, DC

Provided academic leadership within The Catholic University of America (CUA) and the Metropolitan School of Professional Studies (MSPS), based on my commitment to academic excellence in professional programs. Created MSPS from CUA’s Metropolitan College, which had been an evening program in the University’s School of Arts and Sciences. Became the School’s inaugural dean, and was promoted to Associate Provost to lead new collaborative, interdisciplinary program development initiatives across the University.

Achievement highlights:

- Grew the Metropolitan College, with one undergraduate degree and 152 students, into the Metropolitan School of Professional Studies, with seven undergraduate/graduate degree programs and over 550 credit and non-credit students.

- Developed new programs in MSPS, including the Master of Arts in Human Resource Management, Master of Science in Management (with tracks in Leadership, Professional Communication, Human Resources, and Federal Acquisitions-Contract Management), and undergraduate degrees and certificates in Interdisciplinary Studies, Health Information Technology, Management, Information Technology, Social Entrepreneurship, and Human Services.
- Built strong partnerships with local and national employers such as the U.S. Department of Veterans Affairs, Comcast, Marriott International, and Providence, Sibley, Children's, and Holy Cross hospitals to offer degree programs and non-credit training to their employees.
- Formed a partnership with the Society for Human Resource Management to become the exclusive DC-based university to offer the exam preparation courses for the nationally-recognized PHR and SPHR credentials in the field of human resources.
- Authored and directed proposals which were awarded over \$12 million in federal training grants and \$2 million in philanthropic scholarship funds.
- Successfully sought and gained approval from the Middle States Commission on Higher Education for the University to offer online degree programs.
- Developed and launched the University's first two fully online degree programs, and worked with other schools within the University to assist them in developing fully online programs in business, nursing, and social work.
- Directed the university-wide CUA Summer, involving the academic programs, residential life, and student activities of non-traditional and traditional-aged students studying at CUA during the summer semester.
- Led collaboration across the university to develop curricula, funding, and marketing campaigns in order to launch 15 new, university-wide professional master's programs over three years in areas such as Sustainable Design, Biotechnology, Business Analysis, Community and Regional Planning, and Materials Sciences Engineering.

DEAN, SCHOOL OF PROFESSIONAL STUDIES, and ASSOCIATE PROFESSOR 2000 – 2002
Trinity Washington University, Washington, DC

As inaugural dean, built the School, led the curriculum and program development for undergraduate and graduate programs in Liberal Arts, Business and Management, Information Technology, Non-profit Management, and Health. *Achievements include:* increasing student enrollment 24% during my tenure; launching several new academic programs including an MBA and certificate and degree programs in Information Technology, Business Communication, International Affairs, and Computer Security; successfully authoring a proposal that was awarded a \$1.5 million training grant by the U.S. Department of Labor.

DIRECTOR, BUSINESS AND MANAGEMENT PROGRAM, and ASSISTANT PROFESSOR 1997 – 2000
Johns Hopkins University, School of Professional Studies in Business and Education, Baltimore, MD

Directed the undergraduate Business and Management degree program which involved: designing the curriculum; hiring, evaluating, and providing professional development to faculty; advising students and student organizations; establishing academic standards; identifying and initiating new programs and partnerships including successfully launching corporate universities with the Humane Society of the United States and the U.S. Patent and Trademark Office. Taught Management and Organizational Behavior courses.

DIRECTOR, DEPARTMENT OF BUSINESS AND MANAGEMENT, and ASSISTANT PROFESSOR
DIRECTOR, SMALL BUSINESS DEVELOPMENT CENTER 1993-1997
University of Wisconsin, Division of Continuing Education Extension, Milwaukee, WI

Managed the Department of Business and Management which consisted of 20 employees and an annual budget of \$3 million. Developed the overall vision and new initiatives for credit and non-credit programs for outreach to the business community in Southeastern Wisconsin. Taught and conducted research in the areas of personnel and marketing in the small business and healthcare fields. Promoted to Department Director after successfully serving as the Director of the Small Business Development Center which involved directing the Center's programming and consulting services.

DIRECTOR OF EXECUTIVE ASSESSMENT AND TRAINING 1991-1993
GranCare, Inc., Culver City, CA and Milwaukee, WI

Assessed and developed the business and management skills of executive personnel within GranCare's 100 healthcare facilities nationwide. Designed and led training seminars to meet the needs of the organization's 11,000 employees. Conducted internal applied research in several areas, including the validation of the Assessment Center as predictor of managerial success, contributing factors in the retention of employees, and an assessment of the company's training needs.

BUSINESS AND MANAGEMENT INSTRUCTOR 1990-1993
Alverno College, Milwaukee, WI (Part-time position during doctoral studies)

Taught Healthcare Marketing, Introduction to Management, and Organizational Behavior in a weekend, undergraduate business program designed for the working, part-time student which has been highlighted in several academic and popular publications, including the *Wall Street Journal*, for its unique design in meeting the needs of the community.

RESEARCH AND EDUCATION COORDINATOR 1989-1992
Medical College of Wisconsin, Milwaukee, WI (Part-time position during doctoral studies)

Designed and implemented evaluation and research studies on faculty, students, and curricula; and designed evaluation instruments, performed statistical analyses on instrument reliability and data, and interpreted results. Coordinated curricula design and implementation of medical courses and training seminars.

Refereed Publications

Thompson, S., "Three Ways Small-Business Advisors Can Counter the Myths of Manufacturing," Small Business Forum, Volume 15, Winter 1996/1997, pp 72-80.

Thompson, S., "I Don't Have Enough Good Employees. But Where Can I Find Them? A Case Study," Small Business Forum, Volume 14, Fall 1996, pp 8-25.

Thompson, S., Brandt, M., and Van Susteren, T., "Predictors of Management Success in Growing Business." The paper was selected through a peer-review process for a presentation and inclusion in the publication Proceedings: 25th European Small Business Seminar on Excellence in Small Business Management, Limassol, Cyprus, September 1995.

Tesch B., Osborne, J., Spiro, J., **Thompson, S.**, and Simpson, D., "The Impact of Biological and Cultural Roles on Women Physicians' Careers," Academic Medicine, August 1993.

Thompson, S., Crowley J., Simpson, D., Johnston, M., Moss, G., Edwards, J., Glanz, K., Gottschall, J., "Transfusion Medicine Content of the National Board of Medical Examiners' Test: 1984-85 vs. 1989-90," Academic Medicine, October 1992.

Selected Highlights of Awards, Recognitions, and Presentations

Principal Investigator:	Training grant to offer certificates and bachelor's and master's degrees in the emerging field of Health Information Technology (HIT).
Funding Source:	U.S. Department of Labor
Dates:	2011 - 2015
Grant Awarded:	\$4.17 million
	U.S. Department of Labor Secretary Hilda Solis held a press conference at CUA in October 2011 to announce this grant round and grant award.
Administrative Leadership:	American Recovery and Reinvestment Act of 2009 training grant to provide educational opportunities for undergraduate and graduate degrees and professional certification in the field of HIT.
Funding Source:	U.S. Department of Labor
Dates:	2010 - 2013

Grant Awarded: \$1.5 million (Metropolitan School's portion as a partner on a \$4.9 million grant)

Administrative Leadership: Training grant to offer certificates in Business Management in high growth, high demand fields of hospitality and healthcare.

Funding Source: DC Department of Employment Services

Dates: 2007 - 2008

Grant Awarded: \$225,000

Co-author: Training Grant to offer undergraduate certificates and degrees to DC Public Schools Paraeducators.

Funding Source: U.S. Department of Education

Dates: 2006 - 2010

Grant Awarded: \$1.5 million

Co-Author/Co-Principal Investigator: H-1B Technical Skills Training Grant to offer certificates, bachelor's and master's degrees in Information Technology.

Funding Source: U.S. Department of Labor

Dates: 2003 – 2006

Grant Awarded: \$2.9 million

Author/Principal Investigator: H-1B Technical Skills Training Grant to provide educational opportunities to minority females in DC in the field of Information Technology.

Funding Source: U.S. Department of Labor

Dates: 2000-2003

Grant Awarded: \$1.5 million

Testified at the U.S. Senate hearing, "Building and Maintaining an Effective Human Resource Workforce in the Federal Government." Spoke before the Senate Subcommittee on Oversight of Government Management, the Federal Workforce, and the District of Columbia about CUA's academic programs for federal human resources professionals and how those programs meet the need for federal human resources development, May 2012.

Presented, "Going for the Gold with Winning Marketing Strategies," at the University Professional and Continuing Education Association (UPCEA) National Marketing Conference in Clearwater, Florida, February 2006.

Awarded national 1st place "Gold Award for Strategic Marketing Campaign" by UPCEA the for the School's campaign involving Metrorail, print and electronic media, and public relations, April 2005.

Coordinated and presented at 25th Anniversary Celebration, a fundraiser which garnered over \$500,000 in scholarship donations, for the then-named Metropolitan College with guest speaker, then-Secretary of Education Rod Paige, and an honorary doctoral degree awarded to the College's key benefactor, October 2004.

Publication, "Three Ways Small-Business Advisors Can Counter the Myths of Manufacturing," selected as one of the Editor's "Top Twenty Articles" in the history of the Small Business Forum.

Selected by *The Business Journal*, Milwaukee, as one of "40 Under 40" business leaders, 1995.

Doctoral dissertation, "The Personality and Motivation Characteristics of Managers in For-profit Versus Non-profit Organizations," was awarded First Place in the 1993 National 16PF Graduate Research Competition.

Selected Highlights of Professional Activities and Affiliations

Founding Member:

Continuing and Online Education Forum, The Advisory Board Company, 2012-Present
Boulder Chamber of Commerce “Boulder Together” focusing on workforce development, affordable housing, and professional mobility.

Board Member:

Providence Hospital Foundation, 2011-Present
Co-Chair, Providence Hospital Gala, 2013

Member:

Deans Council, CU Boulder 2015-Present
CU System Regents’ Challenge 2015-2017
Resource Development Committee, Providence Hospital Foundation Board, 2011-Present
University Professional and Continuing Education Association, 1993-Present
Administrative Council, CUA, 2002-Present
Academic Leadership Council, CUA, 2002-Present
Academic Senate, CUA, 2002-Present
Deans Council, CUA, 2002-Present
Chair, Academic Senate Committee on Information Technology, CUA, 2003-2007

Other:

Professional lead vocalist in jazz/big bands, 1977-1997
Highlight performances include Royal Caribbean Cruise Line and Summerfest, the nation’s largest music festival.