

Debbie Lynn Smarr, Ph.D
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Formal Education

Ph.D. in Leadership for Higher Education
Capella University, January 2011

M.Ed. in Educational Technology
Southeastern Oklahoma State University, December 2002

B.B.A in Business Information Management
Southeastern Oklahoma State University, December 2000

Key Areas of Responsibility

Institutional Planning and Effectiveness

- Provides strategic leadership to ensure the college goals and objectives support the mission, vision, and college values.
- Development, implementation, facilitation and management of a systematic institutional effectiveness initiative to achieve continuous improvement and optimal effectiveness of all instructional and operational activities.
- Responsible for the facilitation of the institutional strategic and budget annual planning processes of the institutional strategic plan.
- Administrator of the Strategic Planning Online software package.
- Serve as the Institutional Accountability Liaison with the Texas Higher Education Coordinating Board.
- Facilitated planning sessions for the development of the QEP proposal ensuring linkage to institutional mission.
- Coordinates planning, evaluation and analysis activities related to institutional effectiveness.
- Directs College Effectiveness Council responsible for the development of processes related to the measurement and accomplishment of organizational goals and outcomes for continuous quality improvement.
- Evaluates objectives/outcomes associated with various plans and helps develop measurement instruments to analyze outcomes for the College and its various areas.
- Provided support for university strategic planning through planning and organizing strategic retreats, writing and developing presentations for the President which aligned the university budget process with strategic planning goals.
- Served as co-chair of the Emergency Contingency Planning Committee for the University.

Accreditation

- Southern Association of Colleges and Schools Commission on Colleges Accreditation Liaison.
- Responsible for coordinating the reaffirmation of accreditation.
- Responsible for maintaining compliance with the SACSCOC for Substantive Change at the institution.
- Oversight and direction for the college's Quality Enhancement Plan.
- Responsible for revision and completion Grayson College's QEP proposal for submission to SACSCOC
- Works collaboratively with the college president, vice president for instruction, academic and workforce education deans to assist and provide leadership in program-level accreditation activities.

Institutional Research

- Supervision of the Institutional Research Analyst and Data and Assessment Coordinator.
- Responsible for the supervision of institutional research to improve college efficiency, effectiveness and accountability to include coordination of research and analytical studies in support of a data-driven decision making process.
- Responsible for the supervision and direction of the development of data to support a data-driven decision making process.
- Oversight of the survey development, implementation, and analysis.
- Development of student retention and persistence studies for improved student success.
- Development of enrollment projections and targeted recruitment initiatives.

Technology Integration

- Project management for implementation of technology for improved institutional effectiveness.
- Oversight and implementation of data warehouse for improved data capacity for the college.
- Provides training and support on Estudios, data warehouse educational software.
- Develops training materials for implementation and use in training activities.
- Facilitates training for faculty, staff, and administrators on various technologies available for planning, research, assessment, and accreditation.
- Developed and implemented a comprehensive staff development program.
- Created and established a comprehensive technology training curriculum for staff development.
- Conducted technology training sessions for staff and faculty.
- Provided one-on-one consultation and training in the use of technology and Microsoft Office Suite.
- Maintained and submitted an annual comprehensive training report.

Special Projects

- Developed and implemented an Academic Early Alert process for interventions with students for improved student success and retention.

Management

- Project management and oversight to include budget, design, implementation, and assessment.
- Responsible the management of personnel responsible for planning and assessment activities to ensure compliance with institutional, state and accreditation requirements.
- Provides leadership that is supportive and dynamic based on mutual trust and respect.
- Exhibits fiscal responsibility ensuring funds are used to meet institutional strategic planning priorities within the department.
- Ensures staff development for professional growth of staff.
- Provides oversight of departmental staff to include performance reviews and ongoing mentorship for improved effectiveness of the department.
- Provides oversight and management of personnel to include hiring, performance review, and discipline.

Leadership

- Establishes working relationships with key college personnel including faculty, staff and executive administration.
- Works collaboratively with faculty, staff and administrators for the conceptualization and implementation of our QEP – Goth math?
- Oversight of the internal review board.
- Provides insight and recommendations to the college president on key institutional initiatives.
- Collaborated with representatives from across the institution to ensure that training programs supported critical functions and processes of the institution.
- Provided leadership and oversight in the development and analysis of proposals and reports for the President related to the board of regents and state regents.
- Served as a member of the executive cabinet at a four-year university providing support of university administrators.

Assessment

- Ensures compliance with all accrediting standards for the assessment of administrative and instructional programs.
- Assisted in the coordination of the development of college-wide initiatives to improve student learning and student success based on assessment of instruction, curriculum, technology, and assessment processes.
- Refinement and improvement of instructional assessment processes.
- Development of an instructional services assessment review process.
- Development of a college assessment advisory committee for the review of and recommendations for improvement of college assessment activities.
- Responsible for administrative assessment processes for continuous improvement.
- Supports student learning through a system of program review, assessment, and a culture based on student learning outcomes.
- Works collaboratively with college faculty, staff, and administrators for the implementation of a college-wide assessment process.
- Works with mathematics faculty to refine and identify strategies for improvement of student learning in developmental mathematics.
- Oversight of all QEP assessment activities including data analysis and reporting including tracking the progression of students through the developmental math sequence and interventions for overall effectiveness of the program.

Budgeting

- Participated in executive budget hearings and decision-making for annual budgeting allocations.
- Managed an executive level budget account to include state and unrestricted funds.
- Prepared departmental level budgets and proposals.
- Reconciliation of annual departmental budgets.
- Developed annual State of the University presentations, reports and budget documents.

Consulting

- Provided higher education consulting advice as necessary to the company CEO's.
- Provides consultation services on information resource management and accreditation.
- Directed and developed an online information resource website for the reaffirmation of accreditation through the Southern Association of Colleges and Schools allowing off-site review of accreditation resources.
- Provided expertise in business information management and educational technology to coordinate and develop a records management process for reaccreditation.

Employment History

- Fourteen years of progressive higher education experience.
- Eleven years of administrative higher education experience.
- Six years of institutional effectiveness and planning experience.
- Six years of personnel management.
- Three years of higher education consulting experience.
- Three years of college/university teaching experience.

Grayson College

Director of Planning, Research, Assessment and Accreditation/SACSCOC Liaison
April 1, 2011 to Present

Grayson College

QEP Director
August 2011 to Present

ZogoTech, Inc.

Business Analyst

June 2011 to January 2013

Grayson College

Institutional Assessment Analyst

September 1, 2010 to April 1, 2011

Debbie Smarr Consulting

Higher Education Consultant/Contract Labor

January 18, 2010 to September 1, 2010

Southeastern Oklahoma State University

Director of Technology Training

June 1, 2008 to June 30, 2009

Southeastern Oklahoma State University

Assistant to the President

July 7, 2002 to June 1, 2008

Career and Placement Services

April 1998 to July 2002

Teaching Experience**Grayson College**

EDUC 1300: Learning Frameworks, Spring 2011, Fall 2011, Spring 2012, Fall 2012, Spring 2013, Fall 2013 & Fall 2014

Grayson College

EDUC 1301: Foundations of Education, Spring 2011

Southeastern Oklahoma State University

EDUC 3143: Technology Integration for the Classroom, Spring 2011 & Fall 2011

Academic Honors and Awards

Presidential Scholarship Recipient for the Association of Institutional Researchers Data and Decisions Academy

Presentations and Publications

Smarr, D. (2011). Breaking the Glass Ceiling in Oklahoma Higher Education: A Case Study of Kate Galt Zaneis, the First Woman President of a Public Four-year College or University in the United States.

"Improving Student Retention and Success One Course at a Time." Southern Association of Institutional Researchers Annual Conference, October 2016.

Co-Presented *"Building a Culture of Evidence with a User-Friendly Data Warehouse"* with Mr. Michael Taft, President and Co-Founder of ZogoTech. Texas Association of Institutional Researchers Annual Meeting, February 2011.

Co-Presented *"Building a Culture of Evidence with a User-Friendly Data Warehouse"* with Mr. Michael Taft, President and Co-Founder of ZogoTech. Webinar, March 8, 2011.

"Building a Culture of Evidence with a User-Friendly Data Warehouse." South Central Poise Users Group Annual Conference, March 2011.

Committee, Council, and Task Force Service

- Fall 2013, Lead QEP Evaluator for Southern Association of Colleges and Schools Commission on Colleges
- 2012-2013 Chair of the North Texas Community College Consortium Institutional Research Committee
- Member of the North Texas Community College Consortium Institutional Research Committee since 2010
- Chair of the Grayson College Assessment Advisory Committee
- Co- Chair of the Grayson College Instructional Services Assessment Committee
- Co-Chair of the Grayson College's College Effectiveness Council
- Co-Chair of the Grayson College SACS Leadership Team
- Co-Chair of the Grayson College Instructional Assessment Committee
- Member of the Grayson College Emergency Planning Committee
- Member of the Southeastern Oklahoma State University Centennial Committee
- Member of the Regional University System of Oklahoma's 2007 "Best of the Best" Planning Committee
- Co-Chair of the Southeastern Oklahoma State University Emergency Planning Committee, 2005-2008
- Member of the Southeastern Oklahoma State University's NCAA Institutional Mascot Self Evaluation Survey Committee, 2005
- Campus Coordinator for Governor's 2003 Statewide EDGE Summit, November 2003
- Member of the Southeastern Oklahoma State University Planning and Resource Council, 2002-2008
- Member of the Southeastern Oklahoma State University Administrative Council, 2000-2008
- Member of the Southeastern Oklahoma State University Homecoming Committee, 2000-2006
- Staff Advisor for the Southeastern Oklahoma State University Cardinal Key National Honor Society Chapter, 2001-2005
- Chair of the Southeastern Staff Association Budget Committee, 2002
- Secretary of the Southeastern Staff Association, 2000
- Member of the Organizing Committee for the Southeastern Staff Association, 1999

Community Service

- Member of the Bryan County Pregnancy Center's First Annual Benefit Fundraiser, 2001
- Organizing President and member of the Fraternal Order of Police Family Auxiliary for the Durant Police Department, 2007
- Member of the Durant Coordinated Community Response Task Force - Against Domestic Violence, 2009-present
- Chair of the Durant Coordinated Community Response Task Force - Against Domestic Violence Website and Billboard Committee, 2009-2010

Professional Affiliations

Texas Association of Women in Higher Education
Texas Association of Institutional Researchers
Southern Association of Institutional Researchers

Avocations, Leisure Activities

I enjoy participating in women's leadership initiatives, mentoring, and volunteering with community action groups.