

Education

Ed.D. Higher Education Administration, University of Massachusetts Boston

Dissertation: *Higher Education Institutions in Educational Partnerships with Corporations: Impact on Organizational Systems*

M.S. Counseling, Superior Academic Achievement Award, Creighton University

B.S. Cum Laude, Psychology, University of Maryland University College

Harvard Institute for Management and Leadership in Education

Instructional Design Graduate Courses, University of Oklahoma

Alternative Health & Healing Graduate Courses, Plymouth State University

Shelter Medicine Graduate Certificate, University of Florida, expected completion Spring 25

Leadership Experience

Provost/Vice President of Academic Affairs, Professor with Tenure, New Mexico Highlands University (NMHU) – Las Vegas, NM

04/17 – Present

NMHU is a comprehensive public Hispanic Serving Institution with just under a 10% Native American student population in a rural setting serving approximately 2,800 students at five locations and online offering degrees at the Associate, Bachelor's, and Master's.

I serve as the chief academic officer providing strategic leadership and support to the President and the overall NMHU community. Responsible for strategic initiatives for the College of Arts & Sciences, School of Social Work, School of Business, Media Arts, and Technology, and School of Education, Office of Online and Extended Learning, the Center for Teaching and Learning, the Graduate Office, Outcomes Assessment, extended centers statewide, Registrar's Office, Library, Office of Sponsored Research and Grants, Unit Strategic Improvement Planning, and other student support offices. Budgetary oversight of the Academic Affairs budget and approval of all other units in Academic Affairs. Personnel oversight of staff including recommendations for faculty promotion, tenure, reappointment, and if needed, termination. Work with Faculty Senate towards shared governance and improved policy and practices to serve student needs. As Provost I am a member of the President's Executive Management Team and Executive Capital Campaign Cabinet, lead the Unit Strategic Improvement Planning Committee and the Provost's Council and Dean's Council. Selected accomplishments during my tenure working with faculty and administration:

- I serve on the executive capital campaign cabinet to establish priorities for NMHU's first capital campaign;
- Worked with the NMHU Foundation to raise \$400,000 for the Music department and Library;
- Worked with the deans of Education, Social Work, and College of Arts and Science to secure \$20,500,000 in endowments from the state of New Mexico legislature for faculty positions;
- Worked with NMHU team to meet Higher Learning Commission requirements resulting in the removal of probation;

- Worked with the dean of the School of Social Work to gain legislative fiscal support for an Institute for Native American Social Work;
- Worked with the School of Social Work and the government relations team to gain legislative fiscal support to name NMHU's School of Social Work as the New Mexico Center for Excellence for higher education;
- Working with the previous deans of the School for Education and the College of Arts and Sciences, secured a grant from Los Alamos National Laboratory to establish a regional partnership school with Pojoaque School District to provide a comprehensive and sustained professional development model for pre-service and in-service teachers;
- Secured additional grants from Los Alamos National Labs to meet Northern New Mexico workforce needs;
- In collaboration with colleagues, worked with the NMHU Government liaison to gain legislative support for programs and special projects such as the development of a DNP program and a reforestation center;
- Established a new office, Office for Online and Extended Learning to develop online and support students in NMHU's extended programming for adult learners;
- Working with faculty and deans, have increased grant awards and submissions by 100% creating an alternate revenue source to support programs;
- During my tenure as VPAA the following new distance degrees in accelerated formats have been approved: MA in Criminology, MA in Cultural Resource Management, BAS in General Business, BA in Organizational Leadership in Public Safety, MSN in Family Nursing Practitioner, and an Alternative Teacher Licensure graduate certificate program;
- During my tenure as VPAA the following new programs for the Las Vegas on-ground format have been approved: the MFA and the BS in Wildlife Biology and Conservation;
- Programs under development or waiting for final approvals include a Master's in Forestry, Doctorate of Nursing Practice, and Doctorate in Education.
- Worked with different offices to revise policy and procedures to better meet the diverse needs of NMHU students to remove barriers and increase retention of students;
- Through the registrar, revised the NMHU catalogs for consistency in policy and procedure;
- Secured a MOA with the Instituto Cervantes Albuquerque to offer non-credit Spanish courses at our center locations for working professionals;
- Established a relationship with a third party OPM provider for online program lead generation, marking, and retention;
- Secured funding for Ad Astra scheduling and data analytics for NMHU;
- Professional accreditations achieved during my tenure as VPAA: Society of American Foresters, Council for the Accreditation of Educator Preparation, Council for the

Accreditation of Counseling and Related Programs, Council on Social Work Education, and Accreditation Council for Business.

Executive Dean, Venango College, Clarion University of Pennsylvania - Clarion, PA
07/15 – 03/17

Clarion University is a comprehensive, rural, public institution and is one of fourteen Pennsylvania State System of Higher Education (PASSHE) institutions. Clarion enrolled 5,200 students working towards associates in applied science degrees to doctorates in nursing practice in multi delivery models.

Provided the leadership and strategic initiatives as the chief academic and operations officer for Venango College, which is one of three academic colleges at Clarion University. Venango College's academic programs included undergraduate and graduate programs with a focus on high impact practices in applied technology, nursing, health-related disciplines, and criminal justice delivered on ground, online, blended, interactive TV, and at extended campus locations in Oil City and Alleghany Health hospital in Pittsburgh. Academic oversight of the College included: faculty workload to include hiring, evaluation, promotion, tenure, and sabbatical recommendations, program development, assessment and institutional effectiveness, supervision of 44 fulltime tenure track faculty, approximately 50 adjunct faculty, and 25 support staff. Direct reports included the four department chairs of Speech Communication Disorders; Rehabilitative Sciences; Nursing; and Justice, Law, and Technology. I also led the Venango campus which included: academic oversight, degree offerings at the campus, daily operations, strategic and operational planning, student affairs, five facilities (library, administration building, teaching facility, student center, and maintenance), residential life, marketing, and admissions. Non-credit continuing education and the Northwest AIDS Alliance were also included in my portfolio. Management of the College budget of approximately \$10 million; Clarion utilized a Responsibility Center Management (RCM) model. I was very involved in community engagement serving on local boards and worked with Advancement to raise funds for facility improvement projects and scholarships. As Executive Dean I was a member of the President's Executive Council, Provost's Council, and Dean's Council. Accomplishments:

- Moved the Registered Nurse (RN) license Bachelor of Science in Nursing (BSN) program from a 15 week online degree to an accelerated seven week format for degree completion online with rolling admissions year round resulting in increased enrollments;
- Projects under development upon my leaving included renovations of the Suhr Library at the Venango campus into a learning commons, development of a customized nursing diploma to BSN onsite at Alleghany Health, development of a competency based BSN program, development of a three year BS in Respiratory Care, co-location agreements with a community college to offer programs at the Venango campus, exploration of a Center for Rural Healthcare, and a partnership with a coding bootcamp provider to transfer credit into the AAS and BAS degrees;
- Partnered with the Northwest AIDS Alliance to become part of the Venango College Health Sciences programming;
- Developed a 2 plus 2 articulation for the RN to BSN with the Community College of Beaver County;

- Developed an articulation with General Electric for a Bachelor of Applied Science degree for their apprentice program utilizing prior learning assessment as a core component of the degree;
- Established relationships with the other College deans to streamline course offerings at extended campuses and online resulting in cost savings and better utilization of full time faculty load;
- Developed a fund raising strategy for Venango College priorities;
- Established relationships with community leaders to ensure workforce needs are met for surrounding counties;
- Worked with the Nursing faculty to improve NCLEX pass rates from 79% to 98% within one year;
- Established a formal service learning partnership with the University of San Francisco in Ecuador;
- Instituted a budget model to control budget expenditures through revised scheduling and personnel restructuring.

Special Assistant to the Provost, Clarion University of Pennsylvania – Clarion, PA

03/15 – 06/15

The Provost commissioned two studies to assess the status of Clarion’s online, adult, veteran and military learning efforts. My reports assessed the status of Clarion’s outreach to these populations, identified opportunities for growth and barriers, recommended a marketing and recruiting plan to increase enrollments for the target populations, established a list of priority action items to increase online program offerings and enrollments, and recommended an implementation plan.

- Online and adult initiatives were initiated under co-leadership with the interim Provost and myself;
- The veteran and military plan was on hold pending funding, however programming continued through the Veteran’s Steering Committee.

CEO, ZIA Higher Ed Consulting – Rye, NH

09/14 – 09/15

CEO of ZIA Higher Education Consulting, a start-up firm that specialized in assisting higher education institutions to develop programs to serve post-traditional students to meet the student’s goals and the institutional mission.

- Worked with the Boston College Woods College of Advanced Studies to assess the status of adult and online program options.

President, Granite State College – Concord, NH

04/14 – 07/14

NOTE: As of July 1, 2021, GSC was absorbed by the University of New Hampshire as a college that will house UNH Online.

CEO of a public college with a mission to serve post-traditional students in the State of New Hampshire. Enrollment of 3,200 students. Degrees were offered online, blended, and at extended campuses across the state. Granite State College (GSC) was well known for its alternative delivery of programs through accelerated terms, individualized courses and degrees, prior learning assessment, and competency-based education.

- Established a co-location agreement with River Valley Community College (RVCC) to offer GSC programs at RVCC;
- Established discussions related to a fifth co-location agreement with the NH community college system;
- Initiated the competency based education degree process;
- Established a formal relationship with the NH National Guard;
- Initiated customized degree options for the community colleges;
- Initiated a virtual veteran's resource center.

**Academic Dean, College for Professional Studies (CPS), Regis University – Denver, CO
Professor, Adult Education and Training**

03/11 – 03/14

Regis University is a Jesuit Catholic liberal arts institution in an urban setting. During my tenure, Regis served approximately 14,000 students in three colleges, the College for Professional Studies (CPS) being the largest. CPS provided delivery of academic programs through accelerated programming over five, six, and eight week terms via, face-to-face, online, blended, dual language (Spanish/English), and independent study on a global scale to approximately 9,000 FTE post-traditional students.

Provided academic, intellectual, and administrative leadership for CPS to include online learning and extended learning at six campuses with one campus focusing on dual language (Spanish and English) degree programs. Responsible for strategic initiatives with a multi-million dollar budget and oversight of approximately 250 employees to include 65 ranked faculty and approximately 700 adjunct faculty in the CPS pool on a global scale. CPS was a self-contained college with four schools led by school deans, all of whom reported to the Academic Dean: Education, Humanities and Social Science, Management, and Computer and Information Science. Other units within CPS included academic affairs, assessment, faculty development, enrollment management, admissions, marketing, financial and administrative operations, student advising, student support, online operations, instructional design, extended campus centers, international and corporate online partnerships, military and veteran programming, and fundraising. Appointed faculty annual contracts (CPS did not grant tenure), recommended faculty to the Provost for promotion, sabbaticals, and contract renewals. Worked collaboratively with the two other college deans, faculty, and the CPS community to meet Regis University strategic goals. The Academic Dean was a member of the President's Advisory Council, the President's Strategic Planning Council, University Budget Committee, and the Provost's Executive Council. Accomplishments:

- Worked towards stabilizing falling enrollments through a multi-faceted plan that included new strategies in marketing, retention, advising, curricular revision, faculty observations, focused articulation agreements with Colorado community colleges, partnerships with regional and national corporations, and a new branding campaign;
- Sound fiscal leadership of a \$60M budget;
- Revised the CPS Strategic Plan to bring it in alignment with current national trends in serving post-traditional students;
- Enhanced the faculty development model to ensure full time faculty and adjunct faculty had ample opportunities for professional development;
- Established a faculty governance model through a Faculty Advisory Council to provide the faculty a means of representation at the administrative level;
- Established a *Faculty Handbook* which included faculty promotion criteria and implemented the first faculty promotion and annual observation model for full time faculty;
- Established a military and veterans strategy to include a position to support veterans and active duty military members resulting in two dedicated Veteran's Resource Centers;
- Moved the online division, Learning Design, from a policy driven model to a faculty support model;
- Instituted a new online course production timeline: completion time went from 36 weeks to 10 weeks;
- Developed an articulation agreement for online graduate degrees with the Army's General Command and Staff College at Fort Leavenworth, KS to be a preferred education provider;
- Established several MOUs with national and local corporations, articulation agreements with community colleges including the only private institution in a reverse transfer agreement with the Colorado community college system;
- Initiated an online faculty observation process to ensure academic quality in online learning courses;
- Instituted a strategic marketing plan with an outside vendor to ensure targeted program marketing strategies;
- Established good working relationships with third-party vendors such as Deltak Innovations, Stamats, Starfish by Hobsons, and Eduventures;
- Focused on *friend* raising with the Colorado business community and alumni across the country in conjunction with University Office of Advancement;
- Through data analysis revised resources for alignment and support of CPS for overall efficiencies;

- Oversight of a Dual Language (Spanish/English) campus location serving 150 students and an online graduate bilingual degree partnership with Instituto Tecnológico y de Estudios Superiores de Occidente (ITESO), a Jesuit university in Mexico;
- Under my leadership CPS school deans attained professional accreditations with ABET (formally the Accreditation Board for Engineering and Technology), Council for Accreditation of Counseling and Related Educational Programs (CACREP), Commission on Accreditation for Marriage and Family Therapy Education (COAMFTE), Teacher Education Accreditation Council (TEAC), and candidacy for the International Assembly for Collegiate Business Education (IACBE);
- Under my leadership CPS programs won national awards for programs serving underrepresented populations online, use of technology, and marketing campaigns;
- CPS was an active participant in the Jesuit Commons project, Higher Education at the Margins providing online diplomas to refugees in Africa;
- Collaborated with the University facilities department to ensure extended campus locations were compliant with local building codes and ADA compliance;
- Created an advisory board of industry leaders to inform CPS on current employer needs;
- Moved CPS to an enterprise model for online learning processes and procedures;
- Worked with faculty to revamp the Adult Education and Training graduate degree to align with current workforce needs.

Dean and Associate Dean, Park Distance Learning (PDL), Park University – Parkville, MO

03/07 – 03/11

Dean: 07/10 – 03/11

Associate Dean: 03/07 – 07/10

Park University is an independent, non-profit liberal arts focused institution just outside of Kansas City, MO. During my tenure Park served approximately 26,000 students. PDL provided delivery of academic programs through accelerated programming over five, eight-week terms via, face-to-face, online, blended, and independent study on a global scale. PDL students are adults with 64% having a military affiliation, 14% Hispanic, with 61% of the students taking their courses online.

Responsible for the leadership of Park Distance Learning. Served as the chief academic/operations officer (direct report to Provost) for PDL, served approximately 22,000 post-traditional students which included the divisions of Online Learning (average enrollment of 50,000 annually) and Extended Learning at 35 campus centers in 21 states. Responsible for strategic initiatives and oversight of the supervision team for day-to-day operations and academic quality online and extended campus centers. PDL had an annual operating budget of approximately \$30 million. As Dean, I had oversight of approximately 165 employees and 1,200 adjunct instructors globally. Responsible for adjunct faculty overload requests, student withdrawal approvals, student grade appeals, other administrative daily approvals, and oversight of the academic quality of programs delivered through PDL. As Dean, I was also responsible for marketing, admissions, student call center, and ensuring the academic integrity of degree programs at military installations. Oversaw extended campus and academic directors to ensure

compliance with policy, procedures, accreditation, and DOD standards. Served as liaison between PDL and Parkville campus administration and academic deans. Monitored DOD and federal initiatives through the Director of Military and Federal Programs. Reviewed and established policy and procedures to ensure a high level of academic quality for all courses and faculty. Accomplishments:

- Revised the organizational structure allowing for cohesive oversight of the daily operations at campus centers;
- Conducted an environmental scan in preparation for strategic planning;
- Established a strategic planning initiative to align with the Park two year plan;
- Established a monthly training program for the campus center administration and academic directors;
- Wrote the self-study for the Higher Learning Commission (HLC) site visits to Whiteman AFB, MO, Austin, TX, and Independence, MO - Site visits resulted in positive reviews;
- Established the Park Warrior Center for veterans and military members;
- Revised policy to bring campus center academic directors to Parkville on an annual basis for training;
- Under my leadership PDL received national awards for the Park Warrior Center, and twice for the Online Instructor Evaluator System;
- Spearheaded the redesign of the online training course for online instructors resulting in course availability on a regular basis;
- Established a budgetary oversight process for travel to control expenditures within PDL;
- Provided extensive input on the new Liberal Education program to ensure reasonable transferability of credit for transfer students;
- Worked collaboratively with the Dean of Student Life in offering student support programs to distance students;
- In collaboration with the Dean of Student Life, we established an online counseling program for distance students;
- Instituted pre-term training via Live Meeting for academic directors;
- Spearheaded the overhaul of the Online Instructor Evaluation System to parallel the face-to-face faculty observations and collective bargaining requirements at campus centers;
- Streamlined the Online Instructor Evaluation System process from eight weeks to two weeks thus allowing all online adjuncts to receive an annual review;
- Instituted usage of the learning management system at all extended campus locations for all on-ground courses to ensure academic quality and to meet HLC standards;
- Led the review for a new adult honor society, Park is now an Alpha Sigma Lambda member;
- Developed partnerships with military units to develop articulation agreements;

- Revised the 50% time academic regional directors position to one full time director's position allowing for a more focused position for academic oversight;
- Established the Park Warrior Center to serve returning wounded service members as they transitioned to higher education;
- Successfully established a new position to focus on the military population: Director of Military and Federal Programs;
- Co-Chaired the Distance Learning Advisory Council for institutional policy development related to distance learning delivery models: online, on ground, and blended;
- Rewrote the Military Installation Voluntary Education Review (MIVER) self-study which resulted in commendations at military MIVER inspections on a reoccurring basis (four to five sites visits annually).

Additional Administrative Positions

Online Instructor Evaluator & Department Chair, Adult Education, Park University – Parkville, MO

02/05 – 03/07

50% Online Instructor Evaluator – took part in training from 02 – 05/05

Assistant Professor, Tenure Track Graduate Faculty, Colorado State University - Ft. Collins, CO

08/03 – 05/05

Dissertation Completion, University of Massachusetts – Boston, MA

01/03 – 07/03

US Air Force Director Education & Training Center, Titan Corporation – Bedford, MA

06/01 – 01/03

Program Coordinator of Prior Learning Assessment, College for Lifelong Learning (CLL) – Concord, NH

NOTE: Name changed to Granite State College

Project Director (Additional Duty – CLL)

09/95 – 09/96, New Hampshire Educational Television Network (NHETN)

Director, NH Affiliate Office of the American Council on Education (10% Additional Duty - CLL)

11/94 – 05/01

Guidance Counselor/Assistant Education Services Officer - USAF, Bitburg Air Base, Germany

11/92 – 05/94

Program Coordinator, Educational Talent Search (ETS), University of New Hampshire (UNH) – Durham, NH

09/90 – 09/92

Outreach Counselor, ETS, Creighton University – Omaha, NE

11/88 – 04/90

Other titles: Community College of the Air Force Guidance Counselor, Outreach Counselor, Test Proctor

Faculty Experience

Professor of Education, with Tenure, New Mexico Highlands University – Las Vegas, NM

04/17 – present

Professional Development Faculty, University Professional Continuing Education Association – Washington DC

04/21 – 12/22

Contributing Faculty, Walden University - Remote

09/14 – 01/18

Adjunct Faculty, Park University - Remote

09/14 – 12/14

Professor, Adult Education & Training, Regis University – Denver, CO

03/11 – 04/14

Department Chair & Tenured Associate Professor - Adult Education, Park University - Remote

05/05 – 03/11

Visiting Assistant Professor, Salem State College – Salem, MA

01/05 – 05/07

Assistant Professor, Adult Education (tenure track), Colorado State University – Ft. Collins, CO

08/03 – 05/05

Adjunct Faculty, Granite State College – Concord, NH

1994 – 2005

Consulting

Chief Executive Officer, ZIA Higher Ed Consulting – Rye, NH

09/14 – 09/15, Rye, NH

CEO of ZIA Higher Education Consulting, a start-up firm that specialized in assisting higher education institutions to develop programs to serve post-traditional students to meet the student's goals and the institutional mission.

- Worked with the Boston College Woods College of Advanced Studies to assess the status of adult and online program options.

President, Gonzales Educational Consulting L.L.C – Rye, NH

03/99 – 2006

Managed a small consulting firm in areas of adult continuing higher education and training.

Contracts included:

- Entelechy – worked with Anthem® Blue Cross/Blue Shield in NH, ME, & CT to redesign the New Hire training for tri-regional use, Fall 05/Spring 06;
- Presented one day training: Pourde Fire Authority in Colorado, *Adult Instructional Skills for Company Officers*, April 16, 2004;
- Developed and wrote the higher education proposal to administer the US Air Force Education and Training services office at Hanscom AFB in Massachusetts for Titan Corporation, located in the greater Boston Metropolitan area. Proposal resulted in the first in the nation award;
- US Air Force Education Services Headquarters Washington DC to train Air Force Education Officers. San Diego CA and San Antonio TX;
- Worked on consolidation of qualitative data with the American Council on Education (ACE) on partnerships between higher education institutions and business. Co-presented at refereed international conference on study results. Assisted with marketing at conference booths for the Center for Adult Learning and Educational Credentials;
- Presented workshop on adult students returning to higher education, Enterasys®, Rochester NH, 12/03/01: *Backpacks & Crayons: Returning to College After A Full Day at Work, Kids, & Community*.

Additional Consulting

November, 2013	MTCI, Department of Defense Third Party Education Assessment, Camp Pendleton, CA
2013	Columbia College Adult Higher Education program review team
2012/13	Boston College, Adult Learning program review team
2009	Rhode Island School of Design, Review of distance potential for design programs
2008	Simpson College Evening, Weekend and Graduate program review
2007	Columbia College Adult Higher Education program review team

Book Chapter

Rell, A., & **Gonzales**, R.M. (2015). Globalization of curricula through partnerships: Building competitive global learner capacity. In Holtz, J.K., Springer, S.B., & McGill, C.J. (Eds), *Building sustainable futures for adult learners*. Charlotte, NC: Information Age Publishing.

Editor

Association for Continuing Higher Education, *ACHE 2012 Conference Proceedings*.

Publications

Gonzales, R.M. (2016, August). *Online Learning- A maturing industry*. Pittsburgh Better Times. <http://www.pittsburghbettertimes.com/online-learning-a-maturing-industry/>

Gonzales, R.M. (2016, August). *Online Learning- A maturing industry*. Western Pennsylvania Healthcare News. <http://www.wphealthcarenews.com/online-learning-maturing-industry/>

Gonzales, R.M., Flores, E. & Ortiz, T. (2012). Dual Language degrees – Innovations for adults Los titulos del programa bilingue: Inovaciones para adultos. *74th Annual Meeting of the Association for Continuing Higher Education: ACHE Conference Proceedings.*

Harbour, C.P., Davies, T.G. & **Gonzales, R.M. (2010).** The community college accountability network: Understanding institutional accountability at Aspen Grove Community College. *Community College Review, 37(4), 348-370.*

Gonzales, R.M., Incalcaterra, F., & Schulte, M. (2006). Taking the lead in faculty mentorship & evaluation to make a difference in academic quality. *68th Annual Meeting of the Association for Continuing Higher Education: ACHE Conference Proceedings.*

Mandernach, B. J., **Gonzales, R.M. & Garrett, A. L. (2006, December 15).** An examination of online instructor presence via threaded discussion participation. *Journal of Online Learning and Teaching, 2(4), 248 -260.*

Gonzales, R.M. & Pearson, W. (2005). Advisory boards as change agents in continuing higher education. *67th Annual Meeting of the Association for Continuing Higher Education: ACHE Conference Proceedings.*

Gonzales, R.M. (2003). Learning begins with “Hello”: Developing an assessment plan to provide exceptional customer service in continuing education. *65th Annual Meeting of the Association for Continuing Higher Education: ACHE Conference Proceedings.*

Gonzales, R.M., (2001). Best practices: Developing higher education and business/industry partnerships. *American Council on Education.*

Gonzales, R. M. & Pelletier, J. (2000). Quality learning and adult transformative development. *Adult Higher Education Alliance/ACE 20th Annual 2000 Conference Proceedings, 63-70.*

Invited Speaker/Panelist

Gonzales, R.M., Lazarewicz, K. (2023, October). *Voice of the online learner: Using students’ evolving preferences to inform online strategy.* WICHE Cooperative for Educational Technologies 35th Annual Meeting, New Orleans.

Gonzales, R.M., Novak, R., Cook, V., & Jones, M. (2022, April). *Practicing what we preach: UPCEA’s venture into Professional Development Certificates.* University Professional Continuing and Education Association Annual Conference, Orlando, FL.

Gonzales, R.M., Burns, J., Elkins, S., Van Ness, C., Braverman, L. (2019, October). ACHE leadership panel. Association for Continuing Higher Education. Denver, CO.

Gonzales, R.M. (2017, June). *Leadership: Assessing self and your road ahead.* Emerging Leaders Institute. Association for Continuing Higher Education. Loyola University, Chicago, IL.

Gonzales, R.M., Ginsberg, M., Grebel, D. Rael, G., Hofer, J., & Wlodkowski, R. (2016, November). *Bridging the Gaps: Practice to theory to practice.* American Association for Adult and Continuing Education, Albuquerque, NM.

- Gonzales, R.M.** (2016, October). *Leadership: Assessing your leadership style and Career*. Association for Continuing Higher Education. New Orleans, LA.
- Gonzales, R.M.** (2016, June). *Leadership: Assessing self and your road ahead*. Emerging Leaders Institute. Association for Continuing Higher Education. Loyola University, Chicago, IL.
- Gonzales, R.M.** (2014, October). *Future shift: Seven predictions for the next decade in adult education*. The Future is Now!: University 29, Association of Jesuit Colleges and Universities Deans of Adult and Continuing Education Conference, Syracuse, NY.
- Gonzales, R.M., Klein-Collins, B. & Klonoski, E.** (2014, October). The Case for Competency based education: A New Age of Teaching and Learning? New England Board of Higher Education, Boston, MA.
- Gonzales, R.M.** (2014, March). Keynote address: *Finding continuity in change: How can you there be stability when you move 44 times?* Hendrick Best Practices for Adult Learning Conference, University of Pennsylvania, State College, PA.
- Gonzales, R.M. & Rell, A.** (2013, April). *International opportunities: Focus on Latin America*. University Professional and Continuing Education Association. Boston, MA.
- Gonzales, R.M.** (2012, July). *Nonprofits: Men and woman in the service of others*. Colorado Three Forum. Denver, CO.
- Gonzales, R.M. & Heitzman, A.** (2011, September). *Building a three year vision*. Future of Online Learning Summit. Chicago, IL.
- Gonzales, R.M.** (2011, September). *Emotional intelligence*. National Society of Hispanic MBA, Denver L.E.A.D.. Denver, CO.
- Gonzales, R.M., Garrett, R., Pepicello, W. & Stephan, K.** (2010, September). *The working learner: Solutions serving the next generation of American students*. Sponsored by *The Chronicle of Higher Education*, The National Press Club. Washington, D.C..
- Gonzales, R.M., Burgess, V.** (2010, May). *Re-Evaluating the veteran's market: Enrollment trends, obstacles, and potential*. Eduventures® Web Roundtable.
- Gonzales, R.M., Huntsman, D., & Player, K.** (2010, June). *Leadership in continuing ed and online – Roles, development, and influence*. Eduventures® 2010 Annual Member Meeting. Boston, MA.
- Gonzales, R.M.** (2008, November). *The role of education in crossing barriers and creating solutions*. The Region III, National Image, Inc., Leadership Training Conference, Hispanic Women Executives: Barriers and Solutions. Arlington, VA.

Gonzales, R.M. (2007, April). *Faculty mentorship & evaluation to make a difference in academic quality*. Association for Continuing Higher Education Region I Spring Conference. Mystic, CT.

Gonzales, R.M. (2006, November). *Moderator: The gathering storm: Recruitment, retention and revenue in an era of competition*. Association for Continuing Higher Education Region I, Professional Development Day. Westboro, MA.

Gonzales, R.M. (2006, July). *Instructional design in distance education and e-Learning environments*. DOD Worldwide Education Symposium. Orlando, FL.

Juried Presentations

Gonzales, R.M. & Williamson, I. (April, 2023). *Highlands university's recovery from COVID in times of fire, flood, and water insecurity*. Western Academic Leadership Forum. Tucson, AZ.

Gonzales, R.M. & Capranos, D. (2022, November). *Voices of the online learner: What current preferences may signal for the future of online graduate programs*. Council of Graduate Schools Annual Conference. San Francisco, CA.

Gonzales, R.M., Earick, M., & Schulte, M. (2021, October). *Leveraging workforce development to build and sustain technology-connected communities*. Association for Continuing Higher Education Annual Conference. Virtual.

Gonzales, R.M., Earick, M., & Schulte, M. (2021, October). *Leveraging workforce development to build and sustain technology-connected communities*. Online Learning Consortium: Accelerate 2010. Washington, D.C.

Gonzales, R.M., Earick, M., & Schulte, M. (2021, April). *Building and sustaining technology-connected communities through workforce development*. University Professional Continuing and Education Association Annual Conference. Virtual.

Gonzales, R.M., & Gieri, J. (2020, November). *Cyber Attack to COVID -19: Navigating Emergency through Leadership and Strategy*. Online Learning Consortium Accelerate. Lake Buena Vista, FL and virtual.

Gonzales, R.M., Gieri, J. & Baca, M. (2020, March). *Digital dependency: Emerging from a cyber-attack*. University Professional and Continuing Education Association. Boston, MA.

NOTE: Converted to webinar due to COVID-19 to Gonzales, R.M. & Gieri, J. (May, 2020). *Digital Dependency: From Cyber-attack to COVID-19*. University Professional and Continuing Education Association.

Gonzales, R.M. (2019, October). *The future is now*. Association for Continuing Higher Education. Denver, CO.

Gonzales, R.M. & V. Padilla-Vigil (2019, October). *When atoms collide to create new matter" Partnerships among unlikely "atoms"*. Association for Continuing Higher Education. Denver, CO.

Gonzales, R.M. & Pelletier, J. (2016, April). *Competency-based education: Small Institution Case Study*. University Professional and Continuing Education Association. San Diego, CA.

Gonzales, R.M. (2016, April). *Herbs or spices: CBE or PLA: What's the difference?* University Professional and Continuing Education Association. San Diego, CA.

Gonzales, R.M. & Pelletier, J. (2015, November). *Competency-based education: Two universities, two models, one goal – student success*. Association for Continuing Higher Education. St. Louis, MO.

Gonzales, R.M. & Pelletier, J. (2015, November). *Listen, think, forecast: Designing your career adventure*. Association for Continuing Higher Education. St. Louis, MO.

Gonzales, R.M. & Rell, A. (2013, November). *Globalization of curricula through partnerships: Building competitive global leaders*. American Association for Adult and Continuing Education. Lexington, KY.

Gonzales, R.M. & Rell, A. (2013, March). *Dual language degrees and innovations for adults: Los títulos del programa bilingüe: Innovaciones para adultos*. American Association of Hispanics in Higher Education Annual Conference. San Antonio, TX.

Gonzales, R.M., Flores, E. & Ortiz, T. (2012, November). *Dual Language degrees – Innovations for adults los títulos del programa bilingüe: Innovaciones para adultos*. Association for Continuing Higher Education. Austin, TX.

Gonzales, R.M. & Collins, R.A. (2012, February). *Accelerated programming: Standards of best practices*. Council for Colleges and Military Educators Conference. Orlando, FL.

Gonzales, R.M. & Morrison, C. (2012, February). *Showcasing quality: College choices for adults*. Council for Colleges and Military Educators Conference. Orlando, FL.

Gonzales, R.M., Terry, S. & Briggs, W. (2010, October). *Success for veterans: Models of best practice*. Association for Continuing Higher Education Conference. Albuquerque, NM.

Gonzales, R.M. (2010, February). *Success for veterans: Honoring those who served*. Council for Colleges and Military Educators Conference. Nashville, TN.

McNair, P.A., Stielow, F. & **Gonzales, R.M.** (2010, February). *Online faculty and PTSD*. Council for Colleges and Military Educators Conference. Nashville, TN.

Gonzales, R.M., Seebo, E., & Pedersen, K. (2009, January). *Recent legislation and the impact on military serving institutions*. Council of College and Military Educators Conference. Honolulu, HI.

Gonzales, R.M. & Cunningham, E. (2008, November). *Access: Serving those who serve*. Association for Continuing Higher Education Conference. Nashville, TN.

Gonzales, R.M. & Schulte, M. (2008, November). *Faculty perceptions on the benefits of instructor evaluation for improved facilitation online*. 14th Sloan-C International Conference on Online Learning. Orlando, FL.

Lambert, M. & **Gonzales, R.M.** (2007, October). *Principles of good practice for distance learning: A blueprint for excellence*. Association for Continuing Higher Education Conference. Roanoke, VA.

Gonzales, R.M., Ordway, M., & Traut, T. (2007, April). *Flattening training: Consolidating three regional curricula*. International Society for Performance Improvement Conference. San Francisco, CA.

Dennis, K., **Gonzales, R.M.**, & Incalcaterra, F. (2007, February). *Faculty training: Critical steps toward academic quality*. E-Learning Conference. Albuquerque, NM.

Gonzales, R.M. (2007, January). *Training, mentorship, and evaluation of online adjunct faculty as a means to meeting the ACE principles of good practice*. Council of College and Military Educators Conference. Monterey, CA.

Bunkowski, L., **Gonzales, R.M.**, & Eskey, M. (2006, November). *Ensuring academic quality: Innovations in faculty mentorship and evaluation*. Sloan-C International Conference on Asynchronous Learning Networks. Orlando, FL.

Schulte, M, Incalcaterra, F., & **Gonzales, R.M.** (2006, October). *Take the lead in faculty mentorship and evaluation to make the difference in academic quality*. Association for Continuing Higher Education National Conference. Los Angeles, CA.

Gonzales, R.M. & Znoj, M. (2006, April). *Ensuring quality assessment of prior learning*. Association for Continuing Higher Education Regional Conference. Franklin, MA.

Harbour, T., **Gonzales, R.M.**, & Davies, T. (2006, April). *A case study concerning campus and community perceptions of a community college accountability environment*. American Educational Research Association Annual Conference. San Francisco, CA.

Harbour, T., **Gonzales, R.M.**, & Davies, T. (2006, April). *A case study concerning campus and community perceptions of a community college accountability environment*. Council for the Study of Community Colleges Conference. Long Beach, CA.

Gonzales, R.M. (2006, March). *Adults as a marginalized population: Developing college programs to provide access to Hispanic adults*. 1st Annual Meeting of the American Association for Hispanics in Higher Education. San Antonio, TX.

Gonzales, R.M. & Pearson, W. (2006, February). *The core of effective outreach: The well-organized advisory committee*. Association for Continuing Higher Education Region 8 Conference. Lawrence, KS.

Gonzales, R.M. (2005, November). *Advisory boards as change agents in continuing higher education*. 67th Annual Meeting of the Association for Continuing Higher Education. Madison, WI.

Gonzales, R.M. & Pearson, W. (2005, November). *The core of effective outreach: The well-organized advisory committee*. 67th Annual Meeting of the Association for Continuing Higher Education. Madison, WI.

Gonzales, R.M. & Dee, J.R. (2004, November). *Corporate partnerships in graduate education: Faculty roles, academic policy and institutional strategy*. 29th Annual Conference of the Association for the Study of Higher Education. Kansas City, MO.

Gonzales, R.M. (2003, November). *Learning begins with "Hello": Developing an assessment plan to provide exceptional customer service in continuing education*. 65th Annual Meeting of the International Association for Continuing Higher Education. Charlottesville, VA..

Gonzales, R.M. & Pittman, J. (2003, May). *Corporate - College partnerships: Building blocks for economic futures*. 2003 International Conference & Exposition. American Society for Training & Development. San Diego, CA.

Gonzales, R.M. (2002, March). *Comparative cases studies in organizational systems and change: Impact on higher education institutions in partnerships with corporations*. 64th Annual Meeting of the Association for Continuing Higher Education. Birmingham, AL.

Gonzales, R.M. & Kraus, R. (2002, May). *Partnerships: Building blocks for economic futures*. International Conference & Exposition: American Society for Training & Development. New Orleans, LA.

Gonzales, R.M. & Kraus, R. (2002, January). *Higher education partnerships & the future of workforce development*. University Continuing Education Association: Workforce Development. Clearwater, FL.

Interviews

Earick, M., **Gonzales, R.M.**, Schulte, M. (June 18, 2021). *Adapting digestible program models for the modern learner*. The EvoLLLution.

Selected Web Sites

Wirthman, L. (May 3, 2013). Interview – Web-

based classes changing face of campus life. *Denver Business Journal*. [Web-based classes changing face of campus life - Denver Business Journal \(bizjournals.com\)](http://bizjournals.com)

Ciccantell, M. (February, 21, 2010). Interview - Continuing education programs take on new role: Economic climate shifts attention to adult learning. *The Business Journal – Milwaukee*
[Continuing education programs take on new role - Milwaukee Business Journal \(bizjournals.com\)](http://bizjournals.com)

Awards

2013 Association for Continuing Higher Education Leadership Award

Grants

Regis University: 2012 - 2014, UPCEA and ACE grant to evaluate MOOCs

Park University: 2009 – 2011, \$100,000 ACE/WALMART Success for Veterans award

New Mexico Highlands University Committees

2022 – present Executive Capital Campaign Cabinet

2017 – present President's Executive Leadership Team

2017 – present Provost Council

2017 – present Strategic Planning Committee

2017 – present Faculty Senate, ex officio

2017 – present Academic Affairs Committee, ex officio

2017 – present Graduate Council, ex officio

2018 – 2019 HU Futures Task Force

Clarion University Committees - Selected

2016 – 2017 Transfer and Credit For Prior Learning Task Force

2015 – 2017 Seven Week Pilot Task Force

2015 – 2017 Veteran Steering Committee

2015 – 2017 President's Executive Council

2015 – 2017 Provost's Council

2015 – 2017 Dean's Council

Regis University Committees - Selected

2013 – 2014 Strategic Planning Team

2011 – 2014 Executive Board, *Jesuit Higher Education: A Journal*

2011 – 2014 Provost's Executive Council

2011 – 2014 President's Advisory Council

2011 – 2014 CPS Academic Council

2012 – 2014 University Budget Committee

2011 – 2014 Executive Technology Committee

2011 – 2014 Academic Planning and Policy Committee

Park University Committees - Selected

08/09 – 06/20 Peer Review Board, *InSight, Journal of Scholarly Teaching*

03/08 – 08/10 Distance Learning Advisory Council – Co-chair

05/09 – 05/10 Higher Learning Commission Working Group #1

02/09 – 05/09 Veteran's Student Services Task Force Lead

08/07 – 03/09 Park Warrior Center Proposal

10/06 – 11/07 Commission on Shared Governance
08/06 – 05/07 Faculty Senator

Service to Community & Profession - Selected

2023 – present New Mexico Reforestation Board Member
2018 – present New Mexico Higher Education Advisory Committee
2017 – present Animal Welfare Coalition of Northeastern NM, Board of Directors

- Fund Raising Committee, Chair

01/18 – present Online Learning Consortium (National)

- Conference Session Reviewer

09/19 – present New Mexico Alliance for Minority Participation

- Advisory Board

09/12 – present University Professional Continuing Education Association (National)

- Board of Directors Member, 2013 – 2014, 2021 - 2023
 - Diversity Committee, 2021
 - Finance Committee, 2022
- Diversity & Inclusion Committee

2022 – 2022 New Mexico Cooperative Educational Services

- RFP Reviewer

04/20 – 2022 American Association for Adult Continuing Education (National)

- Conference Session Reviewer

06/17 – 08/20 Las Alamos National Labs Higher Education Workgroup (NM)
06/17 – 01/20 Las Vegas Arts Council, Board of Directors (NM)

- Secretary

11/14 – 01/20 Boston College, Woods College of Advanced Studies (MA)

- Board of Advisors

02/18 – 08/18 New Mexico Veteran’s Summit on Best Practices

- Planning Committee Member

04/98 – 11/19 Association for Continuing Higher Education, (National)

- National Planning Committee, 2019
- Emerging Leadership Institute Committee, 2016
- *Proceedings* Editor, 2012
- ACHE representative for the Sloan –C interagency project for online metrics 2011 - 2012
- President, 2009 -2010
- Board of Directors, 2004 - 2007
- Committee on Inclusiveness, Chair 2005, 2006, 2007

01/18 – 05/18 New Mexico First Town Hall

- Research Advisory Committee

08/16 – 03/17 Northwest Hospital Foundation, Corporation member (PA)
06/16 – 03/17 Venango Catholic High School, Board of Directors (PA)

- Co-chair, Academic Committee

01/16 – 03/17 Franklin Civic Operetta Association, Board of Directors (PA)

- Chair, Education Committee

12/15 – 03/17	Venango Area Chamber of Commerce, Board of Directors (PA) <ul style="list-style-type: none"> • Chair, Venango Business of the Year Awards
04/16 – 06/16	United Way Community Impact Education Panel (PA) <ul style="list-style-type: none"> • Grant reviewer
01/12 – 2014	Colorado Advisory Council on Military Education <ul style="list-style-type: none"> • Treasurer
01/13 – 03/14	Twilight Brigade Hospice, Denver, CO
08/13 – 03/14	Denver Better Business Bureau Foundation, Board Member
11/12 – 03/14	Colorado My Degree Matters, Advisory Board
01/12 – 03/14	Denver Hispanic Chamber Education Foundation, Board Member <ul style="list-style-type: none"> • Program Committee
04/11 – 03/14	Jesuit Deans of Adult and Continuing Education (National) <ul style="list-style-type: none"> • President
03/13 – 11/13	Denver Boettcher Teacher Residency, Advisory Board
06/11 – 04/13 (National)	Gates Foundation Metrics Project, Regis University Representative
09/11 – 09/12	ACHE National Summit on Adult Higher Education, Chair, Washington DC
05/11 – 09/12	ACHE/UPCEA Inter-organizational Task Force for Online Learning, ACHE representative (national)
04/11 – 09/12	Future of Online Learning Summit, Committee member, Chicago, IL. (National)
09/10 – 03/11	Philharmonia of Greater Kansas City, Board Member
04/10 – 03/11	Hispanic Economic Development Corporation, Board Member (MO)
12/07 – 03/11	National Association of Institutions for Military Education Services Board (National) <ul style="list-style-type: none"> • Scholarship Committee, 2008, 09, 10 • White Paper Committee – Chair
2009 – 2010	Member, MANA de Kansas City
06/08 – 09/10	Wentworth Military Academy and Junior College Board of Trustees (MO) <ul style="list-style-type: none"> • Chair – Academic Programs Committee
2006 – 2007	NH Governor’s Advisory Commission on Latino Affairs, Appointed Member <ul style="list-style-type: none"> • Executive Committee, Secretary • Education subcommittee • Recognition Planning Committee

Current Professional Affiliations

- American Association for Adult Continuing Education
 - Commission of Professors of Adult Education
- American Association for Hispanics in Higher Education
- Association for Continuing Higher Education
- Online Learning Consortium
- University Professional Continuing Education Association

