

*Curriculum Vitae*  
*Sonya D. Pearson, Ph.D., J.D.*

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983 East Stirrup Lane · Queen Creek, Arizona 85143 · (918) 630-3573 · [spearson@ionet.net](mailto:spearson@ionet.net)

**Education**

**Harvard Business School** - Certificate Leadership Persuasion and Leadership Communication  
June 12, 2017, Soldiers Field Boston, MA

**Taft Law** - J.D. Executive Track  
July 14, 2015, Santa Ana, CA

**Walden University** - Ph.D. Organizational Psychology (Development)  
May 31, 2003, Minneapolis, MN (Dissertation: Stress Among Community College Workers)

**Northeastern State University** - M.S. Counseling Psychology  
July 29, 1996, Tahlequah, OK

**Northeastern State University** - B.A. Psychology  
May 2, 1993, Tahlequah, OK

**Oklahoma Department of Health** - Licensed Professional Counselor  
September 9, 1999 - July 1, 2006 Oklahoma City, OK

**Professional Experience**

**Mesa Community College (MCC)** is one of ten colleges, two skill centers, a corporate college and multiple satellite centers of the Maricopa County Community College District serving over 200,000 students annually in Maricopa County, Arizona. MCC is the largest accredited community college in MCCCDC and Arizona. MCC serves over 20,424 students (6404 full-time) in the east valley of Phoenix and Maricopa County. The college offers traditional programs in general education, transfer degrees and professional certification degrees in nursing, veterinary medicine, dental hygiene and a Virtual Incident Command Center. The average class size is 19.1 and non-career technical 8. The average age is 25, with total minority enrollment of 55.4% and 52.2% are first-generation and Hispanic students represents 28% of the total student population. The college enrolls 69.9% part-time students. Mesa Community College also serves the largest populations of veterans (987), native Americans (719) and international students (404) in the Maricopa District. The college enrolls on average 2000 new to college students where nearly 70% are FA recipients.<sup>1</sup> Since May 2015, the Maricopa Community College District has not raised tuition and property taxes, even though the state eliminated funding in 2014 for the district's 10 colleges. Nonetheless, Mesa has continued its record of exemplary record of delivering top scale programs and named among Aspen Institute's top 150 community colleges in the United States. Mesa Community College an annual operating budget is over \$98 million.

**Vice President-Student Affairs**

June 2009 to Present

Serve on the president's executive cabinet and assuming assignments as acting president as needed.  
Serve as the Public Safety Vice President liaison/representative for all 10 colleges. Developed, updated, and maintained HR policies and procedures in compliance with applicable state and federal laws

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<sup>1</sup> MCC 2017-2018 Fast Facts; <https://www.mesacc.edu/sites/default/files/pages/about-mcc/institutional-effectiveness/2017-18-fast-facts.pdf>

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In addition serve as the college Title IX Administrator and Compliance Officer, responsible for budget planning and management and providing leadership and strategic focus for the following service areas: TRIO-Student Support Services, Admissions, Advising and Transfers Services, Records and Registration, Testing, Financial Aid, Career Services, Multicultural Services, American Indian Center, Hoop of Learning American Indian Concurrent Enrollment Program, Disability Resources and Services, Athletics, ESL, Red Mountain Enrollment Services, Early College programs, Student Life and Leadership, Veterans Services, Child Care Center, Recruiting, Student Discipline and representing the division on district councils and community partnerships. Manage a budget of \$12.7 million (second largest allocation of total college budget), 8 direct reports, 24 departments, and nearly 400 employees.

Progressive accomplishments:

- Establishing first Mesa Community College partnership with League for Innovation, “*Day for Visionaries and Innovators: Constructing a Blueprint for Radical Transformation*” event! More than 100 attendees representing local educational and community groups, city government officials and industry leaders identified 50 strategies to meet student needs. Several are already being reviewed for design and implementation
- Revitalized campus Inclusive Excellence and Diversity Community and expanded scope to include staff, faculty and student participation
- Served as Vice President Sponsor for three District 21 Century and Transformation Projects (Document Imagining, Student Success Program and Financial Aid Default Prevention Management)
- Developed Maricopa Community College system and Mesa Community College first permanent on-site High School Recruiter Liaisons project leading to Full-time Advisors on site
- Introduced first Maricopa Community College District system solution and Arizona State University Provisional Admission and Recovery Program, “Closer-Than-You-Think”, for Out-of-State Students (not admitted to ASU). Also, introduced first shuttle bus service partnership with ASU
- Developed the college first integrated seamless student feedback HLC assessment tool via e-signature feedback link adopted by Wake Forest University
- Introduced first Maricopa Community College District and Mesa Community College system solution for Pre-Financial Planning and Success from Day One Model
- Developed the college first complaint and resolution center call center for students, faculty and staff
- Developed Mesa Community College first One Stop Enrollment Center, Veteran Friendly One-Stop Services Center (Gold standard ranking in top 10), and the American Indian Center
- Served as MCCD District vice president liaison for the public safety commanders council

Awards and Recognitions:

- President, National Council on Student Development 2018
- Recognition for sponsoring and co-facilitating the colleges first Women in STEAM Conference as Facilitator and Sponsor 2016
- Outstanding Leadership in Education and Community Partnerships, Arizona Black Law Enforcement 2016
- 2015, Vice President Serving Largest Community College in Maricopa Community College District, Who’s Who Among Arizona Highest Ranking Female Leaders
- 2014 to present, 1 of 2 Community College selected among 60 National Organization and University Representatives Council on Advancement of Standards in Higher Education Board

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- 2014, Recommended by Dr. Michael Cowan, MPS Superintendent to serve on Congressman Salmon's Education Committee Task Force
- 2011, Women of Distinction and Leadership Award, Maricopa Community College District
- Received unanimous recommendation from MCC department of Public Safety to serve as VPSA following a national search
- Develop Athletics compliance plan and eligibility department resulting in resolution of 6 NJCAA program on probation

**Dean of Student Affairs-Support Services**

November 2007 to June 2009

Mesa Community College, Mesa AZ

Served on the vice president's executive cabinet, college leadership team and completed assignments as acting vice president as needed. Served as Title IX coordinator and campus investigator, responsible for budget planning, management and strategic leadership of the following student affairs support services: American Indian Center, Disability Resources and Services, Career Services and Reentry, Childcare Center, Hoop of Learning, Multicultural Services, Student Life and Leadership and Student Discipline. Additional responsibilities included providing leadership for college retention and student success planning, grants research and planning and enhancing partnerships with faculty. Managed a budget of \$2 million, 6 direct reports, and approximately 50 employees.

Progressive accomplishments:

- Developed college Assessment Care Team and co-lead team with Director of Public Safety
- Expanded the Multicultural Services Department (tripled participation)
- Developed Mesa Community College first college-wide Early Alert Referral System (EARS)
- Served as Student Affairs division lead on development of new downtown center campus
- Developed plan to improve tracking and reporting of campus crime incidents for Jeanne Clery reporting

Awards and Recognitions:

- 2012, College Service Excellence Recognition EARS, Student Success Program Champion Mesa Community College
- Served an advisor to MCCC legal general counsel and assistance counsel received recognition and recommendations for law school admission

**Crowder College (CC)** is a residential housing 2-year state community college serving nine counties in southwest Missouri. Crowder has more than 5,580 students enrolled and offers Associate of Arts, Associate of Science, Associate of Applied Science degrees and several certificates. Crowder is the recipient of several federal grants and serves thousands of others annually in industrial training, family literacy programs, TRIO and continuing education. Crowder College former Board of Trustee President, Jim Tatum was one of the co-founders of the junior college system. Mr. Tatum served as Crowder College's Board of Trustee President for 42 years.

**Chief Student Affairs Officer/Dean/Vice President**

July 2001 to November 2007

Crowder College, Neosho, MO

Served on the president's executive cabinet and completed assignments as acting president as needed. Served as chief student affairs/services officer and compliance coordinator reporting directly to the

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president. Provided leadership for all areas of student services: Budget Planning, Allocation and Management, Enrollment Services, Records & Registration, Disability Services, Advisement, Career Services, Student Life, Recruitment, Articulation Issues, Student Development, Advocacy and Retention Programs, TRIO Programs, Migrant Programs, Family Literacy Programs, Athletics, International Programs/Enrollment, Campus Health Services, Testing & Academic Resource Center, Judicial Policy Development and Enforcement, College and State committee representation, and Data Planning, Benchmarking and Assessment, Strategic Planning and Compliance Officer (federal, state and college policies and procedures). Additional responsibilities included managing provide general guidance to Campus Security in the development of crisis management plan, campus housing emergency response planning, student conduct procedures and investigations and federal reporting requirements (i.e., Jeanne Clery, CSA) and registered sex offenders reporting, administration of Workforce Development Work-keys program, Title III Grant, Department of Workforce Development Partnership and developing partnerships with State, Regional, and community stakeholders. Managed a budget of \$8 million, 12 direct reports, and approximately 100 employees.

Progressive accomplishments:

- Developed staffing plan for campus security
- Developed college emergency response plan
- Developed college, city and state workforce develop project and implemented collaborative DWD career center on campus
- Developed college, city and state workforce develop project and implemented collaborative DWD career center on campus
- Increase community outreach sites to over 15 Family Literacy Programs throughout Southwest Missouri (Head Start, Early Head Start, GED, and Spanish GED)
- Increased enrollment of underrepresented, Hispanic groups by 34% within two years and maintained a 90% retention rate
- Developed and coordinated efforts for the development of women's softball, men's and women soccer
- Developed first Transfer Information Agreement with 4-Year University in Southwest Missouri
- Resulted in Legal Counsel and Board of Trustee supported plan and expansion of strategic planning and enrollment growth for the institution (100% turn-around in enrollment in one year)
- Developed default prevention plan and achieved 4% default rate in financial aid below national average

Awards and Recognitions:

- 2007, elected-President Missouri Coordinating Board of Community Colleges-Chief Student Affairs Officer for 7 colleges
- 2007, Recognition by ACCT (Central Region Equity Award) for fastest and highest enrollment increase enrollment of Hispanic and migrant students

**Rogers State University (RSU)** is a regional public four-year university with campus housing serving northeastern Oklahoma and the Tulsa metropolitan area. RSU has more than 4,000 students enrolled and operates three full-service campuses with a variety of master's, bachelor's and associate degrees. RSU is the recipient of TRIO and continuing education.

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**Director of Student Affairs (Executive Assistant VPSA)**

May 2000 to June 2001

Rogers University, Claremore, Oklahoma

Served on the vice president's executive cabinet, college leadership team and completed assignments as acting vice president as needed. Managed a sizable budget, served as assistant supervisor to Public Safety, and responsibility for program development and management in Career Services, Disability Services, Housing, Judicial Affairs, Ropes Course, Student Activities, and Wellness Center. Developed and implemented policies and procedures for ADA-504-C compliance, housing safety compliance, and provided advisement and counseling for vocational rehabilitation recipients, traditional and nontraditional students. Administered protocol for adjudication and student referral services and implemented support and crisis management plans and programs. Managed a budget of \$8 million, 10 direct reports, and approximately 40 employees.

Progressive accomplishments:

- Facilitated corporate partnership with American Airlines that increased revenue 50% in wellness
- Initiated first Housing Expansion Project that doubled occupancy and revenue and achieved 90% retention in housing within two years
- Created campus housing emergency plan
- Trained public safety staff on federal reporting requirements

**Director of Housing, Career Services and Wellness Center**

August 1997 to May 2000

Rogers State University, Claremore, OK

Served on the vice president's executive cabinet, college leadership team and completed assignments as acting director and executive assistant to the vice president as needed. Managed a staff of seven and four departments, Disability Services, Career Services, Judicial Affairs, and Residential Life and managed a reasonable budget. Developed housing projects and departmental procedures, assessed department and customer needs, and implemented cost effective measures to meet demands. Additional responsibilities entailed working with students with disabilities for ADA-504-C compliance, met building safety compliance, and provided advisement and counseling for vocational rehabilitation recipients, traditional and nontraditional students. Managed 5 direct reports and approximately 20 employees.

Progressive accomplishments:

- Increased compliance with federal and state regulations (housing, ADA)
- Developed drug and alcohol intervention program via external community partnership

**Director of Housing**

August 1996 to August 1997

Rogers University, Claremore, OK

Managed a staff of four and two departments Career Services and Residential Life. Developed housing projects and departmental procedures. Additional responsibilities entailed maintaining safety and compliance, and judicial processing of on-campus incidents.

Progressive accomplishments:

- Develop housing risk assessment processes/plan
- Developed adjudication program

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**Student Support Counselor, Trio Program**  
Rogers Community College, Claremore, OK

January 1996 to August 1996

Provided academic advisement, personal and group counseling, and maintained written reports of program effectiveness. Performed performance and assessments to meet departmental demands and comply with federal regulations.

Progressive accomplishment:

- Increased student participation in counseling and support services and improved program retention by 10%

**Metropolitan Tulsa Urban League (MTUL)** a non-profit organization serving the metropolitan Tulsa area providing services in Economic Development (job readiness and workforce development, job search and referrals), foreclosure prevention counseling, credit counseling and financial literacy and education and youth empowerment programs.

**Urban League Employment Counselor/Director PITC Youth Program**  
Metropolitan Tulsa Urban League, Tulsa, OK

June 1994 to January 1996

Served on the CEO/Executive Director's leadership team and completed assignments as temporary employment director as needed. Coordinated and provided career counseling, guidance, and job placement and development. Coordinated and developed company contacts to secure job placement. Served as JTPA/PITC - Workforce Development/Job Placement Counselor for youth program and developed support services.

Progressive accomplishments:

- Achieved highest job placement rate among employment counselors
- Increased participation and retention in summer program for at-risk youth
- Improved tracking of job placement

**Other Employment**

Margaret Hudson K-12 Alternative School At-Risk Student/Intake Counselor  
Tulsa Regional Hospital-Boys Home Psychology Technician

August 1994 to May 1996  
August 1994 to June 1995

**Board Leadership**

**National Council on Student Development** is an affiliate of the American Association of Community Colleges and the only organization solely dedicated to serving the needs of student development professionals in the community college. The council promotes the understanding of and respect for all community college students and professionals through advocacy and education.

President

January 2018 to Present

The President serves a two-year term and is responsible for the strategic direction of the organization. In addition, the position serves as one of two community college representatives (among approximately 55 university representatives) to sit on the National Council of Advancement in Higher Education. The President plans and develops the annual conference and Leadership Institute in conjunction with the Executive Director and the Conference Coordinator/Institute Coordinator. The President also coordinate

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and submit a program presentation on student development to be held as part of the American Association of Community Colleges' annual convention.

Other positions held in NCSD:

President-elect July 1, 2017 to December 31, 2017 (appointed to President)

Director-At-Large July 1, 2014 - June 30, 2017

Progressive accomplishments:

- Developed External Resources Acquisition plan that resulted in the elimination of a three-year budget deficit
- Developed organizations first Endowment and Fundraising Campaign resulting in 150% increase in revenue/savings
- Recognized in [Phoenix Business Journal](#) "People on the Move" April 26, 2017 and [Community College Daily](#)
- Developed first national organization consortium agreement with [Innovative Educators](#)
- Created framework for partnership with Maricopa Community College District and Mesa Community College Radical Transformation-Student Leadership Institute (keynote speaker Dr. Monica Sharma former Director of United Nations)
- Developed organization 2016 Strategic Priorities and Plan

**Council for the Advancement of Standards in Higher Education (CAS)** is a consortium of professional associations in higher education. Individuals from 41 CAS member organizations comprise a professional constituency of over 115,000 professionals representing practitioners in student programs and services throughout the country. CAS promotes the use of professional standards by responding to accreditation standards for sound pedagogy and the effective management of 44 functional areas of assessment. No other national body exists or function like CAS. CAS member associations sends up to two [representatives to the Council](#) to create, revise, and approve CAS Standards. The NCSD President and Director at Large serves on the CAS Board as the only organization solely dedicated to serving community colleges.

Board member

July 2014 to Present

Progressive accomplishments:

- Nominated to serve on CAS Executive Board as Member at Large, Engagement 2018
- Served on Strategic Planning Standards Committee
- Served on Diversity and Multicultural Affairs Standards Committee

Additional Board Positions

- Relay for Life (Campus Executive Sponsor)
- United Food Bank, Mesa (Board Member and Compliance Committee Lead)
- Keys to Success Foster Youth Core Team (Vice President Sponsor)
- Workforce Investment Board-SW Missouri, Finance Committee (Chair), and Executive Board (Member), Served as first community college Education Specialist
- Missouri Coordinating Board of Higher Education, Funding for Results Taskforce (Member)

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### **Human Resources Leadership**

An executive officer with over 20 years of experience in higher education leadership, doctorate in organizational development, former Licensed Professional Counselor and human resources experience. Received letter of recognition and recommendations from MCCCD former general and assistant legal counsel. Disseminated and provided guidance on company policies and procedures Coordinated special projects such as employee satisfaction survey, compensation studies, and assigned departmental research. Additional experience and administrative leadership in:

#### Administration

- Oversee student information and records security for 20k students annually and assure security and privacy of personnel data and medical records.
- Direct the administration of ADA accommodation request for employees and students, developed disability services office for students and risk management plans.
- Serve as college lead for responding to allegations of discrimination and harassment (involving students and employees) and drafting investigation reports and remedies.
- Developed general onboarding and training template for student affairs district employees.

#### Negotiations and Conflict Resolution

- Served in Advisory role to Legal Counsel
- Employee Mediation and Group Facilitation
- Faculty and Staff Administrative Reviews and Investigations
- Salary, stipend and special contract negotiations

#### Compliance

- Serve as College Compliance and Title IX Coordinator
- Risk Management and Aversion Planning
- Resolution of Federal Complaints and Compliance
- Policy Development and Process Analysis
- Monitoring and Enforcing federal and state employment laws and regulations (including EEO, FMLA, Title IX, ADA, FLSA, etc.)

#### Workforce Solutions

- Served as Director of Career Services and Job Placement (Community College and JTPA Program)
- Contract Negotiations (faculty and adjunct special projects)
- Performance Management
- Succession Planning (SHRM Standards)
- New Employee Orientation, Customized Onboarding and Employee Professional Development
- Training Programs for Faculty and Staff

#### Strategic Planning

- Serve as Executive Sponsor for Equity, Diversity and Inclusion Committee
- Reorganizations and Change Management
- Workforce and Leadership Development Programs



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- Management Coaching and Mentoring
- Job Development, Employment Screening and Hiring
- Creation of 360-degree evaluation process

### **Academic Leadership**

Served as Chief Administrator for 10 satellite instructional sites, 31 non-credit classes and 20 teachers, 10 sections college success courses and 6 adjuncts.

- Served on Academic Master Planning Steering Team
- Negotiated university articulation agreements
- Served on Academic Master Planning Team
- Served as lead investigator in administrative reviews
- Served on three Accreditation teams (RSU, CC, MCC)
- Serve as Inclusive Excellence and Diversity Action Team Sponsor
- Developed a first-year student experience program
- Designed faculty liaison program for early alert services, recruiting and advising
- Developed model to align credit and non-credit courses to academic pathways
- Invited to be a reviewer Missouri Quality Assurance-AQIP team
- Conducted assessments, evaluations, and improvement plans for academic programs and
- Over 10 years adjunct teaching experience

### **Teaching and Lectures**

Foster Youth College Development and Success Course, Summer 2016\*\*  
Workforce Development Career Planning Course Fall 2013 and Spring 2015\*\*  
Career Directions-Non-credit, Fall 2012\*\*  
Introduction to Psychology-Online, Fall 2002 – Fall 2007  
Cultural Diversity-Honors & Non-Honors, Fall 2006 – Fall 2007\*\*  
College Orientation-Online and Traditional, Fall 2005 – Fall 2007\*\*  
College Success, Fall 2007\*  
Former certified GED Instructor 2006\*  
Sociology College Connections Course Fall 2005\*\*

\*Academic Department Managed

\*\*Developed and proposed course through curriculum committee

### **Lectures and National Presentations (2001-2018)**

- National Council on Student Development, Transformation Student Leadership Institute  
Walter Bumphus Leadership Institute, *Case Study: Strategic Planning and Case Study...* “Doing More with Less” ...Budgeting during a time of limited resources
- Walter Bumphus Leadership Institute, Succession Planning
- Noel Levitz, Women in Leadership in Higher Education
- Athletics Advisory Council, Program Compliance and Sustainable Funding Model
- Arizona Veteran Services Summit, Veterans Compliance and Risk Mitigation and Aversion  
Shawnee Community College Faculty and Staff Team, Globalizing the Curriculum and Developing International Programs
- University of Missouri St. Louis, Compliance in Student Affair

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- Missouri Community College Association, Assessment and Planning: Developmental Education
- Crowder College, Rogers University, Mesa Community College, Complying with FERPA and ADA Residential and Adjunct/Faculty Orientations
- Northern Arizona University (NAU) Masters Leadership Program Course, Community College Leadership in the 21<sup>st</sup> Century
- Arizona State University (ASU), Community College Administration and State of Affairs in Community Colleges
- Information Technology Center (ITC) e-Learning Conference, Leveraging Technology: An Integrated Model of SEM
- Missouri Colleges Personnel Association, F.I.T. Student Success Initiatives into Strategic and Quality Improvement Planning

Current Scholarly Work and Research

Theoretical Framework for the Six-Cycles of Equity Gaps (2018 Workforce Development Project) \*

Student Affairs Leadership in the 21<sup>st</sup> Century (2017)

Strategic Enrollment Management Accelerated Strategies (2015)

Student Success, Retention Management and Strategic Planning (2014, 2015)

Alternative Tuition Management Options for Maricopa Community College District (2014)

Responsibility Management Funding for Community College Athletics-Model of Self-Sufficiency (2016)

Veteran Services Staffing Solutions (copyright protected)

\* **Seeking copyright**

**Academic and K12 Projects**

- Developed Strategic Plan for STEAM Center Alternative School for Against All Odds Youth and Family Services
- Co-Developed Women in STEAM Conference and Competition for Mesa Community College Served as Maricopa Community College Representative on Mesa Public School, Superintendent Funding and Taskforce
- Dual and Concurrent Enrollment Expansion (24% increase in one year)
- Shared Faculty Supported Advising Model, (Achieved 1:277 student-advisor ratio)
- Academic Master Planning (Introduced concept as integrated SEM plan)
- Co-authored Pan Development Plan for the American Indian Institute
- Developed Enrollment Growth Plan for CTE Real Estate Certification Courses
- Co-authored Plan Developed English Language Institute
- Developed Academic Resource Center
- Co-authored Plan Developed Early Alert Referral System
- Created GED Options Pathway Program for K12 Student Credit Recovery, High School Diploma and College Credits
- Coined Concept for Faculty Liaison (Early Alert Program, Recruiting and Outreach and Advising)
- Developed credit recovery/attainment program

**Student Affairs Projects Developed**

- Student Affairs Workforce and Professional Development Program
- Division-wide Assessment Tool
- Contact and Complaint Resolution Center
- Lead Project for Creation of One-Stop Center Master Plan

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- Student Recover Program for University Partnership (Closer-Than-You-Think)
- Flat Rate Tuition Plan
- Strategic Enrollment Management Plan
- Restructured to Co-Create an American Indian Institute
- One-Stop Veterans Services Center Plan
- Pre-financial Planning Model
- Scholarship Program & FA Recovery Support Model
- High School Liaisons Project---Recruiting and Outreach University Center Concept Model
- Dual Enrollment Expansion Project
- Student Success/Early Alert Referral System
- HLC Informed Improvement Assessment and Feedback Toll and Process
- Launch Advisortrac Advising Survey

#### **Information Technology Projects**

- Virtual-Advising system,
- automated tuition billing system,
- one-card system,
- document imaging plan,
- e-learning customized employee training program,
- automated application screening plan,
- STEM charter school plan,
- Blackboard call campaign project, and
- electronic student feedback assessment tool.

#### **Fund-raising, Philanthropic and Capital Projects**

- Developed Mesa Community College first master plan to create One-Stop centers for Enrollment Services, Support and Retention and Latino Portal-Community Outreach and Enrollment Development Center (11 million-dollar project completed 2 years prior to projected)
- Developed first Veterans Services Development Project proposal for Maricopa District and statewide plan/proposal to create a regional workforce development training and certification center. Resulted in Foundation campaign for \$15 million funding campaign.
- Developed first Freeman Health Services and Community College Partnership in Southwest Missouri. Resulted in Board of Trustee and Hospital Investor supported plan and savings of administrative, construction and personnel cost (\$1 million). Partnership grew to major foundation gift for the development of new Athletic facility.
- Developed **first** Department of Workforce Development (DWD) Partnership for Community College in Missouri. Model included DWD on-campus services for Students, Displaced and Dislocated Workers. Resulted in State and Board of Trustee supported plan and **savings of \$300,000** in administrative and marketing cost.

#### **Grants**

- Bill and Melinda Gates Foundation, Communities Learning in Partnership (CLIP Grant partnership with City of Mesa Workforce Division and Mesa Public Schools)
- JTPA/WIA-Mayors Private Industry Training Council (PITC) Job Placement Grant
- American Indian Institute 12% Grant
- Title III-Institutional Improvement Grant
- Title IV-TRIO (Educational Opportunity Center Student Support Services, Upward Bound, Upward Bound Math & Science, and Talent Search)

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- Title IV-College Assistance Migrant Program (CAMP)
- Title I-Early Head Start and Even Start
- Title II-Adult Education and Family Literacy, GED

**Strategic External Partnerships**

- Developed RFP for beverage pouring rights, vending services, food services, housing, and on campus health services, athletic apparel, technology software and services and maintenance and operations, automated tuition billing system and one-card scan system

**Compliance Experience and Certifications**

- Received and evaluate Public Safety reports involving student conduct violations, no trespass orders and Registered Sex Offenders
- Facilitate campus crisis management and emergency response debriefings
- Co-developed procedures for free speech on campus
- Lead RSO evaluations for campus registration
- Veterans Services Compliance and Audit Plan
- Title IX Coordinator/Administrator Certification
- NJCAA Chief Compliance Officer
- Student Code of Conduct Adjudicator
- Title IX Discrimination and EEO Investigator
- Campus Safety and Crisis Management
- ADA Compliance Officer
- Veterans Services Trained Certifying Official-VA Once System
- Registrar (Admissions and Records)
- Primary Designated School Official (International Education)
- HAZWOPER 40 Hour Certification
- Industrial Safety and Risk Management

**Consulting Services**

- Community College Veterans Compliance Auditing and Risk Aversion Planning, NJCAA Compliance, Developing College Compliance Departments
  - Non-Profit Organization Strategic Planning, Development Planning, and Compliance Planning
  - For-Profit Organization Charter School Program Development
  - Policy Review and Development
  - Strategic Staffing Solutions
-