

CURRICULUM VITAE

R. LEE VIAR IV

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EDUCATION

PhD in Post-Secondary Adult Education & Training, October 2007

Capella University

Dissertation Title: *Success of the Nontraditional Student Fostered by an Informal Support Network*

MBA in Management & Marketing, December 2001

Frostburg State University

BS in Business Administration, December 1999

Frostburg State University

Challenges of Leadership in Teams-Professional Education Program, July 2015

Post Doctorate Program

MIT Professional Education

Massachusetts Institute of Technology, Cambridge, MA

Higher Education Management Institute, June 2014

Post Doctorate Program

Vanderbilt University's

Peabody College of Education and Human Development

Vanderbilt University, Nashville, TN

Higher Education Management Development Program, June 2013

Post Doctorate Program

Harvard Graduate School of Education

Institutes for Higher Education

Harvard University, Cambridge, Massachusetts

Certified Postsecondary Instructor, June 2011-Present

National Center for Competency Testing, Baltimore, MD

EMPLOYMENT

2007-2023 Associate Professor

Strayer University Online
College of Business

As a full-time faculty member in the 10X Business program, I oversaw an enrollment of 1500-2000 students and managed a team of six teaching assistants. I conducted undergraduate and graduate business courses, utilizing Blackboard and Canvas as online platforms. In addition to hosting weekly live interactive chats, I also held weekly "Lunch w/Dr. V" sessions and live office hours. I led a team of assistant faculty members in the business curriculum. My focus was on developing and maintaining online instructional support and motivating students to succeed academically. I emphasized the importance of respecting adult learners and valuing their prior learning and life experiences. In addition to facilitating the 10X Business course platform, I also taught courses in business and management as a Verizon Certified Instructor through the Strayer University-Verizon Program. I facilitated courses specifically tailored to the Joe Gibbs Racing Performance Management Program. I continually sought innovative ways to engage students, using a feedforward approach, interactive tools, and designing learning activities that complemented the courses and encouraged critical thinking. My presentations and live chats were highly engaging, resulting in excellent attendance and retention rates. During weekly and monthly meetings, I was invited to lead faculty summits that focused on enhancing student engagement.

2020-2022 Adjunct Professor

Lander University, College of Business, Greenwood, SC

Adjunct professor at the College of Business, I am responsible for teaching online business courses as required. I utilize diverse teaching methods to enhance student engagement and facilitate the connection between theoretical concepts and their practical application.

2015-Present-Adjunct Professor

Southern New Hampshire University, Manchester, NH
College of Business

As an adjunct professor in the College of Business, my role is to teach online graduate business courses. I employ a range of interactive techniques to connect theoretical concepts with real-world applications. Additionally, I leverage the practical experiences of my students to enhance the practicality of the course material.

2004-2019-Adjunct Professor

Colorado Technical University
College of Business and Management

Taught undergraduate and graduate courses in the College of Business and Management. Interacted with students to enhance their critical thinking and the practical application of their knowledge. Conducted several experimental courses like INTD 670, as well as diverse Marketing and Management courses. Utilized creative methods such as videos, targeted outreach, and interactive Live Chats to foster an engaging learning environment.

2012-2019 Lead Faculty

Colorado Technical University

College of Business and Management

As the leader of a team consisting of up to 60 adjunct faculty members in the College of Business, my primary responsibility was to ensure that both faculty and learning expectations were met, while upholding the highest academic standards in accordance with CTU policies and applicable laws. In collaboration with other Lead Faculty and members of the Administration, I was involved in various tasks such as hiring and training adjunct faculty, planning and assigning work, directing and evaluating their performance, as well as addressing any complaints or issues that arose. In addition to supervising, evaluating, and providing guidance to adjunct faculty in the College of Business, I also delegated responsibilities as necessary. Moreover, I was responsible for overseeing the overall direction, coordination, and evaluation of faculty members, including the performance appraisal process. To enhance departmental curricula and foster development initiatives, I conducted regular departmental and one-on-one meetings with faculty members and proposed and implemented improvements through appropriate governance structures. Furthermore, I actively participated in quality assurance processes, ensuring the delivery of high-quality education, and effectively managed academic resources for business, management, and marketing courses. While serving as Lead Faculty, I also taught an average of two courses each session. Additionally, I took on the role of Acting Co-Program Director of the College of Business and Management, overseeing the activities of over 250 faculty members and coordinating 150 course offerings for a period of five months. My leadership abilities were recognized for successfully leading my team and meeting grading deadlines, as well as maintaining the lowest student ticket submission rates among any faculty cohort.

2011-2018 Guest Lecturer

Community College Doctoral Leadership Program

Morgan State University, Baltimore, MD

As a guest lecturer, my role was to facilitate ethics courses and other education courses in the Community College Doctoral Leadership Program curriculum.

2012-Present Volunteer Board of Directors, President

Association for Non-Traditional Students in Higher Education (ANTSHE)

Formerly a 501(c)(3) non-profit educational organization, the Association for Non-Traditional Students in Higher Education provided essential resources, research, and support to both faculty and adult students at colleges and universities nationwide until December 2022, when the organization shifted into more of an educational resource model. In my role as President of ANTSHE, I fulfilled various responsibilities. As the chief staff executive, I recommended and participated in policy formulation, and making decisions within the framework of approved policies set by the Board of Directors. This included planning, organizing, directing, and coordinating staff, programs, and activities to ensure the achievement of objectives, fulfillment of plans, and meeting the needs of members. I also fostered effective internal and external relationships, striving for cost-effective, productive performance, forward-thinking programming, and constructive organizational growth. Furthermore, I fulfilled governance responsibilities by familiarizing myself with the organization's bylaws, conducting board business efficiently, and ensuring accountability for performance, presided over meetings, proposing policies and practices, serving on various committees, monitoring the performance of Directors and Officers, submitting reports to the board, funders, and other stakeholders, proposing committee creation, appointing committee members, and performing other duties as required or outlined in the bylaws. Additionally, I played an active role in the annual conference, leading the conference and participating in open discussions

pertaining to adult students. This also included creating an action plan for the events, managing site locations and securing event venues, securing sponsorship, promoting the conference, assisting in organizing the schedule and events, and securing notable speakers such as the Presidents of the HLC and SACS, the Assistant Secretary of Education, numerous Higher Education professionals, and Industry Leaders. Today, my focus as President of ANTSHE is on creating content for publication, researching, and identifying relevant resources for adult students.

2018-Present

Contributing Invited Volunteer for the Higher Learning Commission

Invited to participate and contribute to the HLC Roundtable in Washington DC and subsequent virtual meetings with industry leaders in higher education, veteran representatives, government representatives discussing issues surrounding retention, credentialing, accreditation, and the evolving state of higher education.

DOCTORAL DISSERTATION COMMITTEES

2012-2016 Doctoral Committee Member

Morgan State University

2012-2015 Doctoral Mentor

Colorado Technical University

PUBLICATIONS

Viar IV, R. L. (2021). "The Impact of COVID-19 on Higher Education."

<https://www.educationandcareernews.com/future-of-higher-education-technology/the-impact-of-covid-19-on-higher-education/>

Viar IV, R. L. (June 14, 2019). "Is a College Degree Still Necessary in Today's Economy?"

<https://www.educationandcareernews.com/college-affordability/is-a-college-degree-still-necessary-in-todayseconomy/#>.

Viar IV, R. L. (March 2019). "3 Myths of Online Education." Education and Career News.

<https://www.educationandcareernews.com/college-affordability/3-myths-about-onlineeducation/>.

Viar IV, R.L. (2007). "Success of the Nontraditional Student Fostered by an Informal Support Network". PhD. Dissertation Capella University. Minnesota, United States. (Publication No. AAT 3288710).

OTHER SCHOLARLY CONTRIBUTIONS

R. Beyer, ..., **R. Viar**, et. al., (2022). "EVOLVING: Accreditation and the Credential Landscape"

Higher Learning Commission

<https://download.hlcommission.org/initiatives/2022StakeholdersRoundtablePapers.pdf>

Kiplinger (September 2, 2020) "Back in School Decades Later" by Alina Tugend

<https://www.kiplinger.com/retirement/601337/back-in-school-decades-later>

Higher Ed Dive (December 17, 2019) "Adult learner enrollment keeps sliding, new data shows" by Jeremy Bauer-Wolf <https://www.highereddive.com/news/adult-learner-enrollment-continues-to-contract/569285/>

Higher Ed Connects (November 1, 2019) “Not Your Traditional Student: Changing Demographics on Campus” by Shelley Seale <https://higheredconnects.com/non-traditional-students/>

Inside Higher Ed. (September 2, 2019) “Orientation for the Adult Learner” by Jeremy Bauer-Wolf <https://www.insidehighered.com/news/2019/09/03/college-orientations-rise-adult-learners>

US News & World Report – “A College Guide for Nontraditional Students” by Josh Moody, May 20, 2019, <https://www.usnews.com/education/best-colleges/articles/2019-05-30/a-collegeguide-for-nontraditionalstudents>.

Gliddon, D., Rothwell, W. (2018) “Innovation Leadership”. Abington, Oxon; Routledge. (ISBN 978-1-13803687-1). I contributed Chapter 9, “Who’s leading and who’s learning” of this book.

The Hechinger Report – “Is college enrollment among older adults increasing? Depends who you ask” by Delece Smith-Barrow, August 24, 2018, <https://hechingerreport.org/is-collegeenrollment-among-older-adultsincreasing-depends-who-you-ask/>.

US News & World Report – “Determine College Fit as Nontraditional Student” by Delece Smith-Barrow, October 17, 2017, <https://www.usnews.com/education/bestcolleges/articles/2017-10-17/determine-college-fit->

Schools.com – “How Do I Go Back to College? A Step-by-Step Guide” by Chris Couch, August 27, 2015, <https://www.schools.com/articles/steps-to-go-back-to-college>.

PRESENTATIONS AND PAPERS (Presentations)

Viar IV, R. Lee (2018, October) Technological Advances in Online Higher Education Learning- Are Adult Learners Being Prepared for This Opportunity? Presentation at the AAACE 2018 Annual Conference, Myrtle Beach, SC.

Viar IV, R. Lee and Lesser, Jack (2018, February) How to Develop Wisdom in Corporate Marketing Research American Marketing Association Winter Academic Conference, New Orleans, LA.

Viar IV, R. Lee (2016, March) The Changing Face of Higher Education at the International Conference on Interdisciplinary Research Studies Conference at George Washington University, Washington, D.C.

Viar IV, R. Lee and Parsons, Michael (2015, January). A Renaissance in Higher Education Teaching? The People in the Process. Presentation at the 25th Annual Advancement of Community College Teaching (AFACCT) Conference, Westminster, MD.

HONORS/AWARDS/GRANTS

- CTU Educator of the Year Nominee, (2013)
- Honorary Board Member of the Business Editorial Board, MERLOT (2011-2014)
- Provost’s Circle Designation for exceptional and long-standing commitment to excellence in instruction from Strayer University (October 2009-December 2010)
- Grants: “Externship...Successful Managers of Today for Successful Managers of Tomorrow” Maryland State Department of Education (Non-Peer Reviewed) October 15, 2006 – April 17, 2007

PROFESSIONAL MEMBERSHIPS

National Business Association
American Marketing Association
American Management Association.

REFERENCES

Dr. David Gliddon, Program Chair
Colorado Technical University
(570) 814-4846
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Dr. Angela Griffin, Business Faculty
St. Leo University
Southern New Hampshire University
(904) 651-0567
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Dr. Dimetri Horner, Provost & Vice
President of Academic Affairs
Harris-Stowe State University
(757) 285-1660
HornerD@hssu.edu
dr.a1231@gmail.com

Dr. Ben Luce, Assistant Vice Provost
Strayer University
(207)749-9737
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