

CURRICULUM VITAE

R. LEE VIAR IV

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EDUCATION

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

Capella University

Thesis 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

MIT Professional Education

Massachusetts Institute of Technology, Cambridge, MA

Higher Education Management Institute, June 2014

Vanderbilt University's

Peabody College of Education and Human Development

Vanderbilt University, Nashville, TN

Higher Education Management Development Program, June 2013

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

2005-Present

Adjunct Professor

Colorado Technical University

College of Business and Management

Facilitate undergraduate and graduate courses in the College of Business and Management. Engage with learners in order to increase critical thinking and application of knowledge. Currently, instructing INTD 670 as a pilot course. Employing innovative approaches to learning and engagement via videos and interactive Live Chats.

2012-2018

Lead Faculty

Colorado Technical University

College of Business and Management

Led a team of up to 60 adjunct faculty in the College of Business, ensuring that faculty and learning expectations were being met, whilst upholding the highest level of academic standard. In accordance with CTU policies and applicable laws I worked with other Lead Faculty and members of Administration in hiring and training adjunct faculty, planning, assigning, and directing work; appraising performance; participating in the rewarding and disciplining of employees; addressing complaints and resolving problems. In this role, I also supervised, evaluated, and directed adjunct faculty in the College of Business, and delegated responsibility as appropriate and necessary. In addition, provided overall direction, coordination, and evaluation of faculty, including the faculty performance appraisal process. Conducted regular department and one-on-one meetings with department faculty and proposed and implemented department curricular improvements and development initiatives through appropriate governance structures. Also, actively participated in quality assurance processes, facilitated and delivered quality education, and managed academic resources for courses in business, management, and marketing. While in the role of Lead Faculty, I also taught on average of two courses each session. During my time as a Lead Faculty, I achieved recognition for leading my team with a high level of success and meeting grading deadlines, as well as maintaining a team with the lowest student ticket submission rates for any faculty cohort.

2005-Present

Adjunct Professor

Strayer University Online
College of Business

Facilitate undergraduate and graduate courses using Blackboard, WebCT, eCollege, ClassLive Pro, Elluminate platform and hold weekly live chats, and weekly live office hour. Also, develop and maintain on-line instructional support. Verizon Certified Instructor, teaching courses in business and management, through the Strayer University-Verizon Program. Currently, facilitate courses specific to the Joe Gibbs Racing Performance Management Program. Continually work to create innovative approaches to student engagement, using a feedforward approach, interactive tools, as well as, designing learning activities that complement the course and encourage critical thinking. Recognized for creating engaging presentations and leading live chats with some of the highest attendance rates. Invited to lead talks focusing on student engagement during weekly and monthly faculty meetings.

2011-2018

Guest Lecturer

Community College Doctoral Leadership Program
Morgan State University, Baltimore, MD

Served as a guest lecturer to teach ethics, and education courses as needed in the Community College Doctoral Leadership Program.

2012-Present

Volunteer Board of Directors, President

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

The Association for Non-Traditional Students in Higher Education is a national 501(c) (3) non-profit educational organization providing key resources, research, and support for faculty and adult students at colleges and universities across the country. In this volunteer position as the President of ANTSHE, I serve as chief staff executive, recommending and participating in the formulation of policies and making decisions within existing policies as they have been approved by the Board of Directors. My duties include planning,

organizing, directing, and coordinating the staff, programs and activities of the council to assure that objectives are attained, plans fulfilled, and member needs met. I must also maintain effective internal and external relationships while achieving economical, productive performance, forward-looking programming and constructive growth of the organization. Other duties include, being knowledgeable of and helping to fulfill governance responsibilities; comply with applicable bylaws; conduct board business effectively and efficiently; and being accountable for performance. In this position, I also preside over meetings, propose policies and practices, sit on various committees, monitor the performance of Directors and Officers, submit various reports to the board, to funders, and to other "stakeholders"; propose the creation of committees; appoint members to such committees; and perform other duties as the need arises and/or as defined in the bylaws. In addition, I play an active role in the annual conference by creating an action plan for the events, conducting site locations, reporting and securing the location of events, securing sponsorship, promoting the conference, assist in organizing the schedule, events, and securing speakers.

DOCTORAL DISSERTATION COMMITTEES

2012-2016

Doctoral Committee Member

Morgan State University

2012-2015

Doctoral Mentor

Colorado Technical University

PUBLICATIONS

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-todays-economy/#>.

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

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

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

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-college-guide-for-nontraditional-students>.

Gliddon, D., Rothwell, W. (2018) "Innovation Leadership". Abington, Oxon; Routledge. (ISBN 978-1-138-03687-1). 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-college-enrollment-among-older-adults-increasing-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-as-nontraditional-student>.

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 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 (Principal Investigator, 99%)

PROFESSIONAL MEMBERSHIPS

National Education Association
National Business Education Association
American Marketing Association
American Management Association

REFERENCES

Dr. David Gliddon, Program Chair
Colorado Technical University
(570) 814-4846
dr.gliddon@gmail.com

Dr. Angelina Griffin, Business Faculty
St. Leo Univ. & Colorado Tech Univ.
(904) 651-0567
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Dr. Michael Parsons, Visiting Professor
Community College Doctoral Program

Morgan State University
(301) 797-0587
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