

KIMBERLEY J. TURNER-RUSH

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Accomplished academic professional with a career of increased responsibility in both Student and Academic Affairs. Dedicated to providing a student-focused experience that holistically prepares students to be active global citizens. Passionate about anti-racist work including the deconstruction of oppressive barriers that prevent opportunities. Well-versed in development of program-level outcomes and assessment that align with those of the College and the University. Experience includes in-depth knowledge of accreditation in regions of SACS and HLC as well as programmatic accreditation. Current peer reviewer for HLC. Career has been student-centered and focused on a commitment to data-informed process improvement that leads to institution-wide change.

EDUCATION

Doctorate of Education – May 2023

Higher Education Administration
Saint Cloud State University

Bachelor of Science – May 2000

Marketing, Minor in Business Administration
Northern Kentucky University

Master of Business Administration – Jul 2015

Business Administration, General Management
Morehead State University

Diploma – 1988; AAS – 1998

Medical Office Management/Administration
Gateway Community & Technical College

Master of Arts – Aug 2007

Higher Education Administration, Student Development
University of Louisville

QUALIFICATION SUMMARY

- Nineteen years' experience in higher education in both academic and student affairs; two- and four-year institutions
- Responsibility for creative leadership of key student affairs departments and programming
- Served as Dean of Students overseeing office of Student Rights and Responsibility and the Student Code of Conduct
- Versed in development of co-curricular outcomes and assessment that aligns the work of student services to that mission and vision of the institution's strategic plan
- Skilled in design and execution of strategic plans including institution-wide, enrollment, division, and department levels
- Understand the importance of cross divisional collaboration and working with all areas of the institution to ensure student success
- Strong collaborator with experience at the executive level

PROFESSIONAL POSITIONS

Interim Dean of Business, Career, Education, and Workforce Innovation

North Hennepin Community College

Jul 2023 - Present

Chair, Business Programs

Saint Paul College

Aug 2021 – Jul 2023

Business Faculty, Marketing, Entrepreneurship, Management, Social Media Marketing

Saint Paul College

Aug 2019 – Jul 2023

Director of Strategic Planning & Effectiveness Sep 2018 – Aug 2019

Saint Paul College

Assistant Dean Carlson School of Management (Student Affairs) University of Minnesota	Jul 2016 – Sep 2019
Interim Vice President for Student Affairs and Dean of Students Northern Kentucky University	May 2015 – Jun 2016
Assistant Vice President for Student Support & Business Operations Northern Kentucky University	Jun 2012 – May 2015
Director of Administration, Division of Student Affairs Northern Kentucky University	Aug 2007 – Jun 2012
Division Chair (Dean), Business and IT Division Gateway Community & Technical College	Aug 2005 – Aug 2007
Associate Professor Gateway Community & Technical College	Jan 2001 – Aug 2007

PROFESSIONAL EXPERIENCE

North Hennepin Community College, Brooklyn Park, MN Interim Dean of Business, Career, Education, and Workforce Innovation	Jul 2023 – Present
Saint Paul College; Saint Paul, MN Chair, Business Programs Full-Time Faculty; Marketing & Business Transfer Pathway Program	Aug 2021 – Jul 2023 Aug 2019 – Jul 2023
<ul style="list-style-type: none"> • Lead development of semester schedules • Serve as liaison between Dean and business faculty • Advise faculty on development of new courses and programs utilizing culturally responsible curriculum and assessment methods • Teach multiple courses in the Business Department <ul style="list-style-type: none"> ○ Marketing ○ Management ○ Entrepreneurship ○ Advertising and Promotional Strategies ○ Business Career Resources ○ Business Communication ○ Business Ethics ○ Consumer Behavior ○ Critical Thinking for Business Careers ○ E-Marketing ○ Introduction to Business ○ Social Media Marketing • Develop and teach online courses using D2L (hybrid, synchronous and asynchronous) • Achieve Quality Matters Certification in online courses • Department lead in assessment data collection and reporting in Strategic Planning Online (SPOL) software for course and program outcomes • Lead for Program Review of the Business Transfer Pathway program • Maintain curriculum to meet the needs of industry and transfer partners • Develop learning outcomes that support the program and college learning outcomes 	
Director of Strategic Planning & Effectiveness	Sep 2018 – Aug 2019
<ul style="list-style-type: none"> • Provide leadership to the College in the areas of strategic planning, continuous quality improvement, and effectiveness • Work with the Dean of Institutional Research, Planning & Grants to plan, organize, and coordinate college-wide planning and continuous improvement 	

- Responsible for collaborating with administrators, staff, and faculty from other divisions of the College to support achievement of College strategic goals, improve operational effectiveness, and increase use of data in planning and decision-making
- Lead a wide array of activities that require extensive planning, organization, analytical, and project management abilities
- Ensure the planning process is followed in accordance with the HLC and program accreditation standards
- Assist in the on-going accreditation process working closely with leadership regarding HLC and individual program accreditation
- Implement Strategic Planning Online (SPOL) college-wide including establishing and implementing training modules
- Work closely with the budget office to align the budget and planning processes

University of Minnesota; Minneapolis, MN

Assistant Dean Carlson School of Management

Jul 2016 – Sep 2018

- Direct oversight for all Student Services including Enrollment Management, Academic Advising, Student Engagement, Budget/Administration, Strategic Communications, Career Center, and Diversity Initiatives
- Work with the Associate Dean and other leaders in the Carlson School to develop and execute a shared strategy for the undergraduate program
- Develop and deliver all aspects of the undergraduate program to ensure teaching excellence and student satisfaction
- Manage staff development, performance reviews and other employee administration tasks for all direct reports
- Serve as an active member of the Dean's Executive Committee and other committees as required
- Develop and implement a comprehensive strategy that emphasizes equity and diversity in the admission process as well as all aspects of student life
- Adjudicate student appeals associated with Admissions Office decisions
- Identify opportunities for program improvement and regular feedback
- Provide on-going measurement of program growth and national benchmarking of program development and continuous improvement
- Develop and oversee systems and processes for measuring student satisfaction
- Collaborate with the school's leadership in developing and implementing its global strategies
- Oversee staff that works with Institutional Advancement to develop and maintain relationships to support UG scholarships and other program initiatives
- Participate in national business and higher education organizations (e.g. NUBS) on a regular basis, representing the program to the national higher education community
- Collaborate with and represent the Undergraduate Program to the local business community, the broader University of Minnesota community, the state legislature, and the national higher education community as needed
- Facilitate and promote an environment that supports diversity and demonstrates a commitment to the welfare and satisfaction of Undergraduate students
- Teach one-credit hour required career exploration courses

Northern Kentucky University; Highland Heights, KY

Interim Vice President for Student Affairs and Dean of Students

May 2015 – Jun 2016

- Provide executive-level oversight of the Division of Student Affairs; 4 direct reports, 138 indirect reports and programming and services for more than 15,000 students
- Member, with five other Vice Presidents, of the President's Executive Team, where all strategic initiatives are identified and decisions made regarding the operations of the University
- Serve as Dean of Students
- Lead a broad range of transformative co-curricular programming and services including
 - African American Programs and Services
 - Latino Student Programs and Services
 - LGBTQ+ Programs and Services
 - Disability Programs and Services
 - TRIO: Student Support Services, Upward Bound, Educational Talent Search
 - Student Engagement and Business Operations
 - Student Wellness (physical and mental wellness)
 - Early Childhood Center
 - Career Services

- Student Engagement
- Fraternity and Sorority Life
- Campus Housing and Residence Life
- Campus Recreation
- Student Union
- Student Conduct, Rights and Advocacy including Ombuds Services
- Norse Violence Prevention Center
- Responsible for leading campus crisis response, crisis intervention, and risk management for the division
- Lead the division through two structural re-organizations including the reclassification of four key positions as well as alignment of functional responsibilities to better align the Division to the strategic priorities of the University
- Oversee divisional budget over just over \$20MM; develop business plans; forecast revenue and fixed costs; annual end-of-year closing procedures
- Provide divisional representation for the transition from a historically based budget process to a modified RCM budget process over a two-year investigative period, a one-year shadow period, and go-live process
- Serve on the university-wide budget Executive Governance Team
- Direct the annual strategic planning process for the Division of Student Affairs, including the development of strategic initiatives, alignment with the universities strategic priorities, establishment of outcomes and assistance with assessment measures and continuous improvement plans that demonstrate student success through utilization of data-informed strategies
- Direct oversight of the establishment of new or re-organized departments that include the Office of LGBTQ Programs and Services, Fraternity & Sorority Life, Student Engagement, Testing Services, and the Norse Violence Prevention Center
- Oversee the development of all division-wide policies and processes to meet ongoing support of federal, state and institutional requirements/needs such as Title IX, and state testing mandates
- Utilize quarterly assessment reports to ensure the infrastructure maintains pace with the growth in enrollment and demand for programming and services including the expansion of office staff, re-allocation of financial funding and strengthening cross-divisional collaborations to ensure student success
- Develop resolutions for action by the university in conjunction with the Student Government Association
- Utilize program and service assessment data/evaluations to strengthen cross-divisional and transdisciplinary collaborations with leadership across campus
- Develop RFP process to establish a Private-Public Partnership for University Housing
- Develop business and financial plans for four (4) revenue generating departments.
- Serve as a key member of the Campus Emergency Management Team

Assistant Vice President for Student Support & Business Operations

Jun 2012 – May 2015

- Provide oversight and leadership for seven (7) key Student Affairs offices:
 - Upward Bound
 - Educational Talent Search
 - Early Childhood Center
 - Student Wellness
 - Career Center
 - Campus Recreation
 - Testing Services
- Oversee division-wide budget totaling more than \$20MM including multiple revenue generating units, state funding, federal funding, and grant funded programming and services
- Develop and manage all development and fundraising activities for the Division of Student Affairs, which included serving as liaison to Advancement Services as well as leading the on-line, crowd-sourcing fundraising efforts of the division
- Serve as liaison to University Budget Office providing leadership for the division-wide budget process including revenue forecasting and fixed costs and year-end closing/balancing procedures
- Guide directors in the development of strategic initiatives that align with university priorities as well as development of outcomes, assessments and continuous improvement plans
- Ensure all financial resources are effectively deployed toward achievement of strategic initiatives
- Responsible for annual evaluation of more than 140 positions housed within the Division of Student Affairs including processes of revision of JAQs for all new, upgraded and out-of-date positions

- Initiate, develop and generate financial and analytical reports providing the vice president with forecasts, projections, and rationale as well as making recommendations with projected/estimated results
- Participate in the NCAA reclassification process from Division II to Division I, including enhanced expectations of students attending a Division I institution
- Serve on the university-wide Tobacco Free Initiative, aiding in the development of recommendations ultimately resulting in the development of the Tobacco Free Policy
- Appointed Student Employment Taskforce Chair by the president to evaluate all processes to better align the way students are notified of employment opportunities, applications/interview processes, alignment of pay scales and equity across campus employers
- Serve as financial consultant for major campus projects

Director of Administration, Division of Student Affairs

Aug 2007 – Jun 2012

- Provide primary financial, executive and administrative services and support for the Division of Student Affairs with annual budget totaling more than \$20MM
- Responsible for ensuring that all financial resources were effectively deployed toward achievement of the goal of the university
- Initiate, develop and generate financial and analytical reports providing the vice president with forecasts, projections, and rationale for situations as well as making recommendations with projected/estimated results
- Develop presentations and reports for the vice president on budget and administrative areas
- Implement and oversee a multiple-step performance review process
- Develop and maintain longitudinal files on planning/policy/and program outcomes
- Research methodologies and appropriate evaluation tools and software to conduct program assessment of Student Affairs services
- Use statistical and evaluation software to generate usable information for program assessment and report generation
- Construct, deploy, and analyze surveys to address special data needs, supervised data collection and produce and disseminate final reports
- Lead the division in the annual unit strategic planning process including the alignment of departmental goals to division and university strategic priorities

Gateway Community & Technical College; Edgewood, KY

Division Chair & Dean, Business and Information Technology Division

Aug 2005 – Aug 2007

- Provide supervision and leadership for full-time faculty and adjunct faculty in seven (7) academic departments serving career and technical programs
- Work with area high schools to establish and support a collaborative dual-credit program with transfer credits within each department
- Lead efforts to establish relationships between departments and Area Technology Centers to provide high school juniors and seniors with credit for college courses as they related to the associate degree and certificate programs
- Serve on a regional committee led by K-12 officials to better assist the transition from high school to college
- Develop curriculum for new programs to meet the demands of industry (including Associates of Criminal Justice Program and certificate/diploma programs in Medical Information Technology)
- Work within a state-wide system as curriculum chair responsible for updates to existing curriculum structure as well as writing of new curriculum for start-up programs
- Serve as the distance learning coordinator for division
- Provide leadership for recruitment efforts within the academic departments of responsibility including targeted recruitment efforts, high school student and parent sessions, meetings with school administration, partnering with high school faculty regarding curriculum alignment, career fairs and others
- Collaborate with the Provost to develop a zero-based budget for the division each fiscal year
- Manage budget of approximately \$50,000 per fiscal year
- Lead monthly division meetings
- Approve all graduation applications within the division
- Responsible for scheduling all course offerings within the division and assign or hire SACS-qualified instructors
- Document and maintain materials required for SACS accreditation process
- Establish measures for assessing learning outcomes for programs and division
- Design, execute and analyze both internal (students) and external (industry) program surveys

- Member of the Provost's Academic Leadership Team
- Elected Chair of Faculty Senate which included leading all faculty meetings and representing faculty on the President's Leadership Team

Associate Professor**Jan 2001 – Aug 2007**

- Teach multiple courses in the Division of Business & Information Technology
- Develop online courses in Blackboard, Angel, WebCT and Prometheus
- Serve as lead recruiter for the program of Medical Information Technology
- Lead and facilitate the bi-annual meeting of the Medical Information Technology Advisory Committee comprised of professionals within the medical industry
- Advise 80+ students each semester regarding course and graduation requirements, graduation applications, online course preparation, etc.
- Develop and present information annually to faculty/staff annually regarding HIPAA (Health Insurance Portability and Accountability Act) guidelines and how they apply to allied health professionals

PRESENTATIONS AND PUBLICATIONS

- Turner-Rush (2023). *Self-Perception of Gender Influence on Leadership in Two-Year, Public Institutions of Higher Education*. Doctoral dissertation, St. Cloud State University.
- Turner-Rush, K. (2021). *Effective Business Communication*, Great Rivers Learning
- Turner-Rush, K. (2020). LOWER ED; The Troubling Rise of For-Profit Colleges in the New Economy. *Higher Education Administration Blog*. <https://blog.stcloudstate.edu/hied/2020/04/14/what-is-lower-ed-and-are-we-continuing-to-push-it-on-students/>
- Turner-Rush, K. (2019), "Planning and Budget Alignment, Put the Annual Plan in the Driver's Seat," SCUP and NACUBO Annual Conferences
- Turner, K. (October 2015), "Aligning Your Career," SACSA Conference, Greenville, SC
- Turner, K. (September 2015), "Managing an E-Board" President's Academy, Northern Kentucky University
- James, AP & Turner, K. (June 2015), "Establishing Your Career Path" NASPA Mid Managers Conference, New Orleans, LA
- James, AP & Turner, K. (June 2015), "Establishing Your Career" NASPA New Professionals Conference, New Orleans, LA
- Turner, K. (2014-15 Academic Year), "Women in Leadership," a Professional Development Series, Northern Kentucky University
- Turner, K. (April 2015), "You don't have to be Perfect to be a Good Leader" St Ursula Leadership Academy, Cincinnati, Ohio
- Turner, K. (November 2013), "Top Ten List – Leadership Advice for Women" Norse Leadership Society Retreat, Pigeon Forge, TN
- Turner, K. (February 2005), "Effective Online Teaching" Online Learning Conference, San Francisco, CA Turner, K. (January 2005). "Online Learning Outcomes" Teaching and Learning Conference, San Diego, CA

FUNDRAISING

Work closely with Institutional Advancement and Corporate Relations at Saint Paul College, the Carlson School of Management as well as Northern Kentucky University to assist in the attainment of scholarships, programming and facilities funding. This includes speaking with potential, as well as current donors in a stewardship role. Fundraising is a valuable component to much of our success in higher education and I am a willing and capable partner

COMMUNITY ENGAGEMENT & CAMPUS SERVICE***Girls are Powerful, Saint Paul, MN***

Parent and Caregiver Liaison

Present to Parent and Caregivers

Assist with the development of programming

Domestic Abuse Legal Advocacy Center, Saint Paul, MN

Fundraiser

Host of fundraising events

Women's Advocates, Saint Paul, MN

On-site Volunteer (fundraising) Speaker at Annual Luncheon
Data Analysis

Saint Paul College

Delivered 2023 Faculty Address at Graduation
Program Optimization Committee
Equity by Design Committee
Academic Affairs Standard Committee – Curriculum Oversight
Course Placement Workgroup
EAB First Alert Committee
Division Chair Committee
Faculty Learning Community, Culturally Responsive Pedagogy
Program Review Committee
HLC Accreditation Team Compliance Committee
Strategic Enrollment Management Committee
Strategic Planning Online (SPOL) Trainer
Comprehensive Facility Planning Team (2018)
Scholarship Application Review Committee (2018)
Institutional Effectiveness Committee Member

Carlson School of Management, University of Minnesota

Student Sexual Misconduct Subcommittee (Hearing Committee)
Carlson School of Management, Undergraduate Faculty Advisory Board
Second Year Experience Advisory Group
Council for Undergraduate Education
Carlson School of Management Growth Facilities Planning Committee
Carlson School Executive Committee (Dean's Leadership Council)
Board of Overseers Committee
Strategic Enrollment Team NASPA – Member
NASPA – Region IV-E, Member

Northern Kentucky University

Alumni Council, Board of Directors, 2014-2015
Presenter – St Ursula Leadership Academy, 2015
Women's Athletic Walk (Scholarship Fundraiser) Team Lead, 2013 Women's Athletic Walk (Scholarship Fundraiser) Team
Co-Lead, 2015
NASPA – Member
NASPA –Region III, Sponsorship Chair, 2015 ACPS – Member 2009
ACPS – Standing Committee for Women
Chair, Student Employment Task Force, 2013-present Budget Process Implementation Team, 2014-present
Marketing & Communication Committee Member 2014-present Staff Development Committee (Human Resources) 2015
SACS-COC Steering Committee 2008-present President's Cabinet, 2009-present
Student Affairs, Senior Leadership Team, 2009-present University Budget Committee 2009-present
Tuition Committee, 2009-present
Staff, Administrators and Faculty for Equality, 2011-present University Budget Process & Financial Allocation Task Force,
2014 University Planning and Assessment Committee, 2010-12
Chair, Student Learning Outcomes Committee for Student Affairs, 2009 Diversity Plan Task Force, 2011
Foundations of Excellence – Improvement Dimension Committee, 2010-11 Strategic Enrollment Management Action Team,
2009-12
Student Affairs' Staff Development Committee, 2010-11 University Survey Committee, 2008-2011
Lender Review Committee, 2008

Kentucky Community & Technical College System

Faculty Senate, Elected Member through August 2007

Chairperson, Medical Information Technology Statewide Curriculum Committee, 2005-2007 President's Leadership Seminar
Attendee – 2000

Gateway Community & Technical College United Way Campaign Committee Member Provost Search Committee
SACS Accreditation Team
Academic Outcomes and Assessment Committee President's Gala Committee (Fundraising)
Chair, campus-wide career fair Internship Lead
Curriculum Chair Faculty Senate Chair
President's Leadership Team Member