

Anthony L. Bourne

EDUCATION

Ph.D. Engineering – Human Systems, Wright State University (2014)

Master of Public Administration, Walden University (2006)

B.A., Economics, Wright State University (2003)

Leadership in Enrollment Management Certificate, University of Southern California (2015)

Work History

Rhodes State College

(April 2018 to Present)

Assistant Vice President for Student Affairs

- Enrollment Management

Develop comprehensive recruitment and enrollment plan including market analysis, prospect development and managing of strategy

Implement course of action to maintain quality of programming for increase in enrollments

Utilizes data-driven market analysis to determine supply, demand and appropriate allocation of recruitment, marketing and instructional resources for current and future programs.

- Direct the Office of Financial Aid

Oversee allocation of Federal and institutional aid, Title IV funds and department administration. Implement SAP and other student appeals and provide decision and guidance.

- Direct the Office of Advising and Counseling

Manage office of advisors for all incoming students

Direct and support advising staff for quality improvement and student satisfaction

Focus on degree completion through minimal course pathways

Oversee process for non-academic misconduct reviews

- Implement articulation and transfer agreements

Develop beneficial agreements with partner institutions to increase pathways to student success and increased enrollment

- Provide data and operational input regarding the office of student affairs for HLC accreditation process

- Work as local expert for statistical analysis and data dissemination, providing overall support to college staff with regard to operational efficiency and program improvement

- Revamped Title IX process and served as coordinator and investigator

Accomplishments:

Revamped advising practice and coordinated with student success center to refine assessment of success and provide a higher quality of care for students throughout their campus experience.

Overhauled articulation process and marketing to target new student populations, providing broader market exposure of more than 1,100 prospects previously not connected to the college.

Creation of pathway models to articulate program opportunities leading to greater understanding of options and outcomes as measured by student satisfaction.

Revamped the college marketing process to reduce cost and increase yield of prospects. This includes forecasting upcoming enrollment multiple years in advance. Resulting projections include realizable gains of 10% of market share for regional graduates.

-Works with department and college administration to identify enrollment capacity and set enrollment targets for current and future CECS programs at both the undergraduate and graduate levels.

-Manages group responsible for setting enrollment targets, overseeing management of students to provide optimal experience and determine changes necessary to improve student experience on campus

-Provided oversight for implementation of retention and student success structures for engineering students and developed framework for determining the causal relationship between student academic ability and student success

-Performs data analytics and modeling for student enrollment projections, programming and strategy for optimizing marketing and recruitment to the college

-Develops opportunities for growth in untapped sources of student populations across the Midwest.

-Researched necessary programming and methods for increasing student retention at the college through graduation

-Provide informational support for statistical analysis and data collection for college faculty and staff

-Instituted transitional recruitment strategy to expand enrollment generation across the state

-Implemented new systems to generate enrollment growth to a broader range of stakeholders across previously untapped areas to gain new academic talent

-Maintains a comprehensive, historical database of all students enrolled in CECS, including demographic information, high school of origin, academic preparation, standardized test scores, grades in core courses, degree attainment, career placement and other factors relevant to recruitment, retention and success.

-Performs statistical modeling and analysis of the CECS enrollment database to inform recruitment and retention operations, to assess the effectiveness of educational interventions, to aid in college strategic planning, and to inform allocation of financial resources.

Accomplishments:

Produced a more than 30% increase in enrollment in both graduate and undergraduate populations in three years due to revamping marketing, scholarshiping and addressing recruitment driven retention as a primary determinant of revenue generation.

Resulting student enrollment increase of high performing students produced a dramatic increase in graduation rates and doubled the number graduates within a 5 year period.

Generated data informed enrollment management plan as a part of the overall strategic plan. Program goals were met in the first three years of a five year plan which included increases in enrollment and overall student quality with a 2 point ACT increase and a high school GPA increase of 10%.

Developed curriculum and advising platform that increased the retention of underprepared students, doubling retention over standard course offerings. Student progress toward degree put students on a path to completion who would not have made it past the first year under previous curriculum and advising processes.

Wright State University continued

Data Analyst and Co-Op Coordinator (College of Engineering and Computer Science) (2011-2013)

- Communicate research findings through both written and oral presentations
- Collect and analyze data for the purposes of improving rankings, retention, and performance in achieving college goals
- Perform data collection and analysis as it pertains to proposals and reports for other college-wide initiatives.
- Continue development of strategies to increase retention and matriculation of engineering students.
- Developed a college-wide co-op program including course curriculum, student monitoring and business outreach

Enrollment Advisor and Assistant Chair (Department of Electrical Engineering) (2007-2011)

- Organized office activities, scheduling and operations
- Advised students on course selection to ensure timely graduation.
- Partnered with Wright State University Career Services in order to provide more substantial assistance to students seeking career and internship opportunities
- Marketed Wright State engineering programs to regional high school students in classrooms and in recruiting events
- Advised potential students on academic and financial aid opportunities
- Coordinated outreach efforts related to the goals of the College of Engineering and Computer Science
- Established quarterly scheduling for department courses
- Generated documentation and interprets submission requirements for accreditation

Dayton Area Chamber of Commerce

(April 2004 – April 2007)

Manager of Workforce Development

Manage organizations efforts in the supply of educated and trained employees for business membership. Achieved growth in revenue of more than 80% in first two years, providing support for regional employers through the workforce policy board, regional job board and educational offerings.

Kaplan Test Prep and Admissions

(September 2001 – April 2004)

Teacher and Center Manager

- Taught test prep coursework in MCAT, ACT, SAT, LSAT, GRE and GMAT, provided enrollment advising and managed center teachers, operations, marketing and budget.
- Provided enrollment planning and support for students entering both Law and Medical School.

Teaching Experience

Wright State University:

Adjunct Instructor

College of Engineering and Computer Science

Courses Taught:

- Preparatory Math for Engineers
- Introductory Mathematics for Engineering Applications
- Survey of Electrical Engineering

Edison State Community College:

Adjunct Instructor

Department of Business Programs

Develop online and classroom curriculum and teach courses in:

- Introduction to Microeconomics
- Introduction to Business

-Fundamentals of Economics

PUBLICATIONS

Bourne, A.L., Baudendistal, C. (2017). *The predictive quality of high school grade point average on the outcomes of underprepared students in a mathematics intervention course for first year engineering students: how motivation and effort correlate to student success*. Proceedings 124th ASEE Annual Conference and Exposition, Columbus OH, June 2017.

Bourne, A.L., Ciarallo, F.W., Klingbeil, N.W. (2015) *Measuring the impact of a mathematics intervention on student mathematics self-efficacy: Development and application of revised measurement tool*. Proceedings 122nd ASEE Annual Conference and Exposition, Seattle WA, June 2015.

Klingbeil, N.W., Bourne, A.L. (2012) *The Wright State Model for Engineering Mathematics Education: Longitudinal Impact on Initially Underprepared Students*. Proceedings 122nd ASEE Annual Conference and Exposition, Seattle WA, June 2015.

Bourne, A.L., Ciarallo, F.W., Klingbeil, N.W. (2014). *Developing the Academic Performance-Commitment Matrix: How measures of objective academic performance can do more than predict college success*. Proceedings 121st ASEE Annual Conference and Exposition, Indianapolis, IN, June 2014.

Klingbeil, N.W., Bourne, A.L. (2012). *The Wright State Model for Engineering Mathematics Education: A Longitudinal Study of Program Impacts*. Proceedings 2012 FYEE Conference, Pittsburgh, PA, August 2012.

Memberships

NASPA – Program and Paper reviewer
Ohio Association of Community Colleges
American Society of Engineering Education

Service

Higher Learning Commission Writing Team
Graduate, Wright Leaders Institute – Leadership development program
Member Wright State Strategic Enrollment Management Committee
Served on committees for open searches with prospective employees
Volunteer coach for youth community organizations – Track and Football
Served on board for community athletic organizations
Former Co-Chair to the State of Ohio Tech Prep Advisory Board through the Ohio Board of Regents

Honors & Awards

Praxis-ETS Recognition of Excellence Award – Principles of Learning and Teaching
Outstanding Business Partner – Miami Valley Tech Prep Consortium