

CYNTHIA O. PACE, PH.D., CPF

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CORPORATE STRATEGY AND DEVELOPMENT LEADER

Innovative strategy / leadership development leader with experience in planning, designing, detailing, and coordinating projects in cross-functional organizational initiatives. Demonstrated ability to deliver highly critical milestones within tight schedules and budgets, willing and able to function in any role necessary to ensure organizational success and goal delivery. Business partner who thrives in environments requiring high-level strategist and big-picture thinker, streamlining processes, reducing unnecessary expenses, and focusing on profit goals, while investing in people. Twenty years of experience in various professional capacities, having developed legislative agendas for funding initiatives, organized corporate boards, implemented construction of physical expansions, and authored grants for additional funding. Managed budgets exceeding \$6M and created private / public partnerships. Assists organizations in building trust and personal responsibility in the workplace by enhancing / empowering the human potential of each workforce. Specialize in leadership consulting concentrating on individual employees, leaders, managers, and executives implementing self-direction and accepting personal responsibility. Master facilitator in area of DiSC, which is utilized globally to enhance professional and personal lives of individuals.

Career Highlights include:

- Founded and run PACEMAKER as Senior Partner.
 - Served as Chief Executive Officer of State Community College, as well as Vice President and Dean of Waterbury State Technical College.
 - Divisional Dean of Health Related Professions at Community College of Allegheny County.
 - Served on faculty of University of Mississippi, Sinclair Community College, Community College of Baltimore, and University of Central Arkansas, as well as being adjunct faculty at Loyola College, School of Business.
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Areas of Expertise:

Performance Enhancement • Budgetary Analysis • Competitor / Market Research • Relationship Management
Leadership Development • Revenue Growth • Educational Development Programs • Expense Reduction
Return on Investment (ROI) • Seminar Management / Delivery • Management Consulting
Client Cultivation • Business Development • Strategic Oversight • Funding Initiatives

PROFESSIONAL EXPERIENCE

PACEMAKER, Baltimore, Maryland • 1993 to Present

Certified Executive Facilitator / Senior Partner

Provide in-depth consultation to various clients on aspects of professional development, leadership, and management, serving as interim Project Manager and delivering classes / training. Develop, conduct, and facilitate leadership development programs and strategic planning for agencies / organizations, including Ford Foundation, University of Maryland System, Lucent Technologies, One Point Communications, Fairfield University, Johns Hopkins Hospital, Kentucky Women's Leadership Network, American Management Association, National Institutes of Health, Department of Navy, as well as Philadelphia and Baltimore Community Colleges. Serve as executive consultant completing short-term management projects, which enables organization to institutionalize such initiatives. Develop and deliver executive education programs and conduct custom-designed seminars, retreats, and keynote leadership speeches.

Key Accomplishments:

- Designed and implemented Corporate University for One Point Communications.
- Developed successful strategy for PACEMAKER consulting, increasing revenue and driving growth.

AMERICAN COUNCIL ON EDUCATION, Washington, D.C. • 1993 to 1996

Senior Fellow – Center for Leadership Development and Office of Minority Affairs

Assisted Director and Vice President with various leadership development activities for American Council on Education Fellows and member Presidents. Implemented and developed Executive Leadership Forum for senior managers in higher education, driving innovation and collaboration across disciplines.

THE UNIVERSITY OF CENTRAL ARKANSAS, Conway, Arkansas • 1993 to 1995

Visiting Professor

Developed curriculum, taught courses, and delivered administrative assignments in College of Education-Department of Administration and Secondary Education. Effectively re-engineered, redesigned, and taught Education Profession Course, as well as coordinating students placed in public school systems. Served on committee evaluating use of non-tenured part-time faculty and coordinated College of Education Scholarship Program for students entering teacher education.

Key Accomplishments:

- Developed innovative articulation standards for College of Education and Arkansas Community Colleges.

STATE COMMUNITY COLLEGE OF EAST ST. LOUIS, ILLINOIS • 1991 to 1993

President

Led as Chief Executive of state-supported urban institution with enrollment of 1,400 students and faculty / staff of 200. Oversaw strategic development and implementation of business practices, managing \$6.5M budget. Developed infrastructure institutional policies and procedures, leading authorship of 3 and 5 year strategic plan for college growth. Refined mission, role, and school scope statements utilizing feedback from internal / external focus groups. Implemented procedures and programs to spearhead college toward student-centered institution. Met with legislatures to outline funding structure to ensure continual support for college.

Key Accomplishments:

- Attained 5-year accreditation status from North Central Association of Schools and Colleges.
- Increased enrollment by 30% and reduced fiscal / management state audit exceptions from 97 to 16.
- Negotiated plan with Federal Government to eliminate Financial Aid audit exceptions and developed new payment structure.

ADDITIONAL EXPERIENCE

WATERBURY STATE TECHNICAL COLLEGE, Waterbury, Connecticut • 1987 to 1991

Vice President and Dean of Instruction

COMMUNITY COLLEGE OF ALLEGHENY COUNTY, Pittsburgh, Pennsylvania • 1984 to 1987

Dean, Division of Natural Sciences / Assistant Dean of Instruction

Career Note: Early career was filled by working with Community College of Baltimore as Chairperson of Departmental Dental Auxiliaries, Ohio State University as Recruitment Coordinator for College of Dentistry, and with University Medical Center School of Dentistry as Assistant Professor in Department of Oral Health.

EDUCATION

Post-Doctoral Experience

Harvard New Presidents' Seminar
American Council on Education – National Identification Program
League of Innovation Executive Leadership Institute
American Council on Education Fellow

Doctor of Philosophy – Health Education and Higher Education Administration

The Ohio State University, Columbus, Ohio

Master of Arts – Secondary Education / Education Media

Xavier University, Cincinnati, Ohio

Bachelor of Science – Dental Hygiene Education (Minor: Elementary Education)

Temple University, Philadelphia, Pennsylvania

Certificate in Dental Hygiene

Meharry Medical College, Nashville, Tennessee

Certified Professional Facilitator

CYNTHIA O. PACE, PH.D., CPF

Dear Sir/Dear Madam:

I have high level corporate leadership and strategy development experience, serving in roles supporting various top-tier institutions. My diversified management experience and educational background position me well to act as the Corporate Strategy and Development Leader / Consultant for your company. My expansive skill set in management planning, coupled with a diverse understanding of corporate development in various industries, has led me to success on multiple occasions. As a Master Facilitator of DiSC, I display exemplary leadership capability and am focused on helping organizations achieve attainable enrichment goals.

I currently serve as a Certified Professional Facilitator as a Senior Partner in my own consulting firm. A sample of my highlights while serving in the above and additional positions includes:

- Designed and implemented Corporate University for One Point Communications while with PACEMAKER.
- Developed successful market strategy for PACEMAKER consulting practice, increasing revenue and driving business growth.
- Developed innovative articulation standards for College of Education and Arkansas Community Colleges while with The University of Central Arkansas.
- Attained 5-year accreditation status from North Central Association of Schools and Colleges while with State Community College of East St. Louis.
- Increased enrollment by 30% and reduced fiscal / management state audit exceptions from 97 to 16.
- Negotiated plan with Federal Government to eliminate Financial Aid audit exceptions and developed new payment structure.

I am highly skilled at fiscal oversight on both long term and short term scales, having successfully managed and led multi-faceted projects to meet corporate objectives within multiple industries. I am confident that my business management knowledge and leadership consulting expertise will strongly complement the skills of your team. Please review the attached resume and feel free to contact me at your earliest convenience. Thank you for your consideration.

Sincerely,

Cynthia O. Pace, Ph.D., CPF