

**CYNTHIA O. PACE, PH.D., CPF**  
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## **CERTIFIED PROFESSIONAL FACILITATOR- SPEAKER – LEADERSHIP DEVELOPMENT EXPERT**

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.
  - United States Director for the International Association of Facilitators
  - 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

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## **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.

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### **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  
Meharry Medical College, Nashville, Tennessee

**Certificate in Dental Hygiene**

Meharry Medical College, Nashville, Tennessee

**Certified Professional Facilitator**