

Sandra Mohr

Porter Henderson Library
San Angelo, Texas 76909
325-486-6529
smohr@angelo.edu

EDUCATION

Lamar University, Beaumont, TX

Ed.D Global Educational Leadership

Dissertation: Best Practices for Online Faculty Professional Development in Higher Education Teaching and Learning Centers: A Delphi Study

West Virginia University, Morgantown, WV

M.A. Educational Leadership & Administration

California University of Pennsylvania, California, PA

M.S. Community Agency Counseling

B.A. Psychology

CERTIFICATIONS

- Diversity, Equity, and Inclusion in the Workplace | University of Central Florida
- Inclusive Leadership: The Power of Workplace Diversity | University of Colorado
- Leadership for Student Success | Harvard University
- Institute for Educational Management (IEM) | Harvard University
- Institute for Emerging Online Leadership (IELOL) | Penn State and Sloan Consortium
- Online Teaching Certificate | Sloan Consortium
- Advanced Online Teaching Certificate | Sloan Consortium
- Applying the Quality Matters Rubric | Quality Matters
- Engaging the First-year Student Certification | American Public University
- Integration of Multimedia to Enhance Your Online Classroom | American Public University
- Mentoring Models Certification | University of Phoenix
- Area Faculty Chair Certification | University of Phoenix
- Community of Inquiry Community Course | American Public University
- Advanced Facilitator Certification | University of Phoenix
- Online Faculty Certification | University of Phoenix
- Local Faculty Candidate Certification | University of Phoenix

HONORS AND ACTIVITIES

- Most Influential Women in Optical | Vision Monday
- Leadership Scholar | Optical Women's Association
- CPCE Prime Award; Outstanding Faculty and Student Service | Wentworth Institute of Technology
- Higher Education Excellence in Administration Award Finalist | CITE Online Learning Conference
- High Five Faculty Award; Excellence in Teaching | American Public University
- Outstanding Faculty Award | University of Phoenix Boston Campus
- Outstanding Performance Award | University of Phoenix Pittsburgh Campus

TEACHING AND PROFESSIONAL EXPERIENCE

Angelo State University, San Angelo, TX

Inaugural Dean, Digital Learning and Instruction

2023 – Present

Drive the strategic planning, implementation, and oversight of all digital education programs. My responsibilities span policy revisions, quality standards, and effective stakeholder communication. With a focus on faculty training, course design, and program promotion, I ensure that ASU delivers high-quality online education experiences aligned with accreditation requirements and industry best practices.

New England College of Optometry, Boston, MA

Dean of Academic Resources and Administration

2019-2023

Managed \$4M+ budget and directed 16 Academic Resource Departments: Enrollment Management & Admissions, Diversity and Inclusion, Orientation, Student Engagement and Leadership Development, Career Services, Student Success, Student Wellness & Mental Health, Accessibility Services, Registrar, Financial Aid, Library, Educational Effectiveness, International Student Services, Instructional Technology, Alumni & Development, Graduation, Regional and Specialized Professional Accreditation. Served as Chief Accreditation Officer, supporting the College through 7 successful critical evaluations, change requests, and report processes.

Interim Dean of Academic Affairs

2017-2019

Appointed to serve as Interim Dean and Chief Academic Officer, managing a budget of 12+ Million. Evaluated operational needs and implemented strategies to increase efficiency, streamline functions, enhance quality for students and faculty, and improve cost-effectiveness. Supported the academic and strategic direction of the college's education programs: didactic, clinical, and graduate. Led four academic departments with four Department Chairs, Director of Clinical Education, and Director of Graduate Studies and Research.

Associate Dean of Academic Affairs

2016-2017

Supported the academic and strategic direction of didactic, clinical and graduate education programs through exceptional administrative support to the Dean of Academic Affairs. Evaluated operational needs and implemented strategies that increased efficiency, streamlined functions, enhanced quality for students and faculty, and improved cost-effectiveness.

University of Phoenix, Boston, MA

Lead Faculty, General Studies

2003-2018

Developed student-centered curriculum and taught interactive in-person, blended modality, and online classes. Participated in the faculty recruitment and selection process. Piloted a successful series of student success workshops. Mentored new faculty on best practices in online and blended modality teaching. Facilitated faculty training on topics related to online education. Successfully taught courses in the classroom, hybrid/blended, and online formats.

Courses Taught: Introduction to Psychology, Personality Psychology, Psychology of Motivation, Human Growth and Development, Abnormal Psychology, Interdisciplinary Capstone, Critical Thinking, Chemical Dependency in the Workplace, Team Dynamics for Managers, Introduction to Sociology, Introduction to Popular Culture, Conflict Resolution and Collaboration, Cultural Diversity, Health, and Human Services in the US, Legal and Ethical Issues in Health and Human Services

Wentworth Institute of Technology, Boston, MA

Director of Faculty Services

2015-2016

Implemented comprehensive faculty services and development program with formalized policies and procedures aligned with programmatic and regional accreditation. Developed faculty orientation and onboarding plan to acclimate new faculty to their roles and support students successfully navigating through their courses.

Faculty and Course Designer

2015-2018

Designed and facilitated online, hybrid, and in-person courses.

Courses Taught: Organizational Psychology, Introduction to Psychology, Professional Communication, English Literature, and Composition

Online Learning Consortium, Newburyport, MA

Institute of Learning

2012-2015

Developed and sustained a strategic vision as a non-profit membership organization based on sound pedagogical research and the needs of partners. Conducted market evaluation to determine the yearly catalog of offerings that supported innovation in academic programs, delivery modalities,

and pedagogies to strengthen the overall educational experience for learners. Designed a catalog of professional development offerings that helped to support the continued learning and development of digital learning for professionals across the globe at various stages across their careers.

Institute Manager

2008-2012

Aligned the Institute of Learning programs to other strategic initiatives across the organization and aligned programming with conference programming to grow membership across the organization.

Bay State College, Boston, MA

Course Designer & Adjunct Faculty

2011-2015

Designed and facilitated online courses.

Courses Taught: Organizational Psychology, Introduction to Psychology, Student Success and Orientation

Urban College of Boston, Boston, MA

Director of Financial Aid and Grants Management

2007-2010

Selected to administer financial aid at the institutional, state, and federal levels. Directed the administration Title III, IV, and V financial aid programs as well as state and institutional funding. Authored FISAP reports, annual state reports, and grant proposals. Orchestrated the development, planning, administration, and oversight of grant and foundation funding. Coordinated Federal and State audit program review activities. Supervised financial aid counselor and grants manager.

Adjunct Professor

2008-2012

Designed and facilitated courses in the Human Services Department through traditional in-person and hybrid formats.

Courses Taught: Personal Financial Management, Psychology of Human Growth and Development, Introduction to Psychology, Drugs in Modern Society

ACADEMIC PUBLICATIONS

Bricker, A. E., Love, J., Harris, L., Huber, L., Kragt, N., McClure, J., Mohr, S., Pomerenk, J., Robertson, T., Schilke, J., Seaworth, S., & Yanchak, F. (2023). *AACRAO Mentorship Workgroup Report on Mentorship Programs in Higher Education*. Retrieved from: <https://www.aacrao.org/resources/newsletters-blogs/aacrao-connect/article/aacrao-releases-mentorship-work-group-report>

Mohr, S. (2022). Remote Learning Adaptations in Optometric Clinical Education. *College and University* 97(1), 53-56.

Mohr, S. (2021). "How to Cultivate and Leverage a Strong Negotiation Reputation", Hubbell, E. R. and Fusch, D. (Ed.). *Thriving as a Women in Leadership in Higher Education*. Academic Impressions, pp. 407-420.

Edmonds, H., Mohr, S. & Denial, A. (2021). "Integrating Digital Literacy in Optometric Clinical Reasoning", Hays, L & Kammer, J. *Integrating Digital Literacy in the Disciplines*. Stylus Publishing, Sterling, Virginia, pp 199-207.

Mohr, S. and Purcell, H. (2020), "Sustainable Development of Leadership Strategies in Higher Education", Sengupta, E., Blessinger, P. and Yamin, T.S. (Ed.) *Introduction to Sustainable Development Leadership and Strategies in Higher Education (Innovations in Higher Education Teaching and Learning, Vol. 22)*, Emerald Publishing Limited, Bingley, pp. 55-66.
<https://doi.org/10.1108/S2055-364120200000022007>

Mohr, S. & Shelton, K. (2017). OLC Online Faculty Professional Development Framework. Retrieved from: <https://onlinelearningconsortium.org>

Mohr, S. & Shelton, K. (2017). Best Practices Framework for Online Faculty Professional Development: A Delphi Study. *Online Learning*.

Mohr, S. (2016). Best practices for online faculty professional development in higher education teaching and learning centers: A delphi study (Order No. 10250343). Available from ProQuest Dissertations & Theses Global. (1902236737). Retrieved from: <https://search-proquest-com.contentproxy.phoenix.edu/docview/1902236737?accountid=35812>

ACADEMIC PRESENTATIONS

Mohr, S., Anderson, G. & Van Ittersum, C. (2024, June). Integrating Artificial Intelligence and Maximizing Instructional Technology into Dual Credit Courses. Dual Credit Symposium; San Angelo, TX.

Mohr, S. (2024, March). Faculty Utilization of AI Tools for Teaching and Learning. ASU Faculty Learning Commons Teaching Symposium; San Angelo, TX.

Mohr, S. (2024, January) Implementing the OSCQR Course Design Rubric. Spring Faculty Forum. Angelo State University, San Angelo, TX.

Mohr, S. (2023, November). Love of Learning Keynote Presentation. National Honor Society Induction Ceremony. Angelo State University; San Angelo, TX.

Mohr, S. & Phinney, J. (2023, October). Designing A Compressed Course. Center for Digital Learning and Instruction. San Angelo, TX.

Saxena, M., Pepin, C., Murray-Chandler, L., Mohr, S. (2022, December). Student Voice in the Assessment Cycle. New England Commission of Higher Education Annual Meeting; Boston, MA.

Mohr, S. (2022, November). Crafting a Winning Resume/Curriculum Vitae. Douglas J. Hoffman Fall Education Program, Residence Conference; New England College of Optometry, Boston, MA.

Keller, C. & Mohr, S. (2021, November). Academic Resources Establishment of Equity Oriented Practices. NEean Fall Conference.

Mohr, S. & LaMarche A. (2021, June). Futureproofing You, Tips for Professional Success. Women Accelerators; Boston, MA.

Bennett, C., Arango, D., Srihan, A., & Mohr, S. (2021, March). The Gendered Impact of COVID-19: A Canada-Wide Discussion. UN Women at the University of Toronto.

Mohr, S. (2021, January). Successfully Navigating Networking. Women Accelerators; Boston, MA.

Abraham, A, Bouchard, E. & Mohr, S. (2020, November). Enhancing Inclusive Learning Experiences. NEean Fall Conference.

Mohr, S. & Denial A. (2020, October). Social Media To Develop Academic Careers. Leadership in Higher Education Conference, Magna Publications.

Mohr, S. & Denial A. (2020, April). Enhancing Your Professional Reputation Using Technology. NECO Residency Conference. Boston, MA.

Mohr, S. & Denial A. (2020, January). Building and Enhancing Your Academic Reputation Through LinkedIn. Center for Educational Effectiveness. Boston, MA.

Mohr, S., Edmonds, H., & Bouchard, E. (2019, December). Retention In Sight. New England Commission of Higher Education Annual Meeting, Boston. MA.

Mohr, S. (2019, November). Life as an I-Gen Optometric Student. Employer/Industry Relations Meeting, Boston, MA.

Mohr, S. (2019, November). Outcomes Measurement and Educational Quality Assurance in Higher Education. Teacher Training Program for International Students from Wenzhou Medical University. Boston, MA.

Mohr, S. & Kirby K. (2019, November). Innovative and Active Teaching Strategies. Teacher Training Program for International Students from Wenzhou Medical University. Boston, MA.

Mohr, S. & Denial A. (2019, November). Building and Enhancing Your Academic Reputation Through Technology. Center for Educational Effectiveness. Boston, MA.

Mohr, S. (2019, November). Outcomes Measurement and Educational Quality Assurance in Higher Education. Teacher Training Program for International Students from Wenzhou Medical University. Boston, MA.

Mohr, S. & Denial A. (2019, September). You and Your Academic Brand. Center for Educational Effectiveness. Boston, MA.

Mohr, S. (2019, August). Developing an Impactful Communication and Leadership Approach for Career Success. Global Health Leadership Development Program, Boston, MA.

Mohr, S. (2019, May). Your Leadership Enhancing Innovation Adaptation. Optical Women's Association, Dallas, TX.

Mohr, S. (2018, September). Effective Communication and Feedback Strategies for Clinic Directors, Clinic Directors Providers Meeting, Boston, MA.

Mohr, S. (2018, March). Creating Your Inclusive and Dynamic Classroom. New England College of Optometry, Boston, MA.

Mohr, S. (2017, November). Online Faculty Professional Development Framework. Online Learning Consortium, Orlando, FL.

Mohr, S. (2017, August). Research Best Practices for Online Faculty Professional Development. New Media Consortium Conference, Boston, MA.

Mohr, S. (2016, February). Cultivating Adjunct Faculty Development and Engagement. CITE 2016 Online Learning Conference, Amelia Island, FL.

Mohr, S. & Small, J (2016, February) Using Digital Storytelling Tools. Wintercon Instructional Design Unconference, Boston, MA.

Mohr, S. & Small, J (2016, January) Faculty Creating Digital Stories for Student Learning. Faculty Opening Day Workshop, Wentworth Institute of Technology, MA.

Mohr, S. & Small, J. (2015, December) Storytelling Tools For Learning, Wentworth Institute of Technology, MA.

Mohr, S. & Small, J. (2015, November) Learning Through Social Storytelling Tools. New England Faculty Development Consortium, New England Institute of Technology, East Greenwich, RI.

Mohr, S. (2015, July) Propel Your Online Teaching to the Next Level with the OLC Teaching Certificate Programs, 12th Annual Blended Learning Conference and Workshop, Denver, CO.

Mohr, S. (2015, July) OLC Mastery Series Overview, 12th Annual Blended Learning Conference and Workshop, Denver, CO.

Mohr, S. (2015, July) Is the Mastery Certificate in Blended Learning the Next Best Step for Your Teaching Career?, 12th Annual Blended Learning Conference and Workshop, Denver, CO.

Mohr, S., Arreguin, C. & Eder, Z. (2015, July) App Smashing Combining Multiple Apps for Teaching and Learning, 12th Annual Blended Learning Conference and Workshop, Denver, CO.

Mohr, S., Arreguin, C. & Eder, Z. (2015, April) Infographics for Non-Designers, International Symposium for Emerging Technologies for Online Learning, Dallas, TX.

Mohr, S., Arreguin, C. & Eder, Z. (2015, April) App Smashing Combining Multiple Apps for Teaching and Learning, International Symposium for Emerging Technologies for Online Learning, Dallas, TX.

Mohr, S. (2015, April) OLC Advanced Teaching Certificate Program, International Symposium for Emerging Technologies for Online Learning, Dallas, TX.

Mohr, S. & Arreguin, C. (2015, April) OLC Mastery Series Meet & Greet, International Symposium for Emerging Technologies for Online Learning, Dallas, TX.

Mohr, S. & Arreguin, C. (2015, April) OLC Certificate Alumni Meet & Greet, International Symposium for Emerging Technologies for Online Learning, Dallas, TX.

Mohr, S. (2015, February) Emotional Intelligence, Developing EQ for Individuals and Teams – San Diego State University Guest Presenter, Online Presentation.

Coswatte, S. (2014, November) Mentoring for Impactful Learning: Creating Effective Relationships, WCET Annual Conference, Portland, OR.

Coswatte, S. (2014, November) Online Student Engagement and Feedback, Chester County Intermediate Unit, PA.

Coswatte, S. & Uderman B. (2014, October) New to Online: The Essentials, OLC 20th Annual Conference, Orlando FL.

Coswatte, S. & Hillstock L. (2014, October) Online Learning Consortium Advanced Online Teaching Certificate Workshop OLC 20th Annual Conference, Orlando FL.

Coswatte, S. & Eder Z. (2014, October) Grow Your OQ (Online Teaching Intelligence) With OLC OLC 20th Annual Conference, Orlando FL.

Coswatte, S. & Holt, K. (2014, October) Is OLC on Your Resume/Vita? Should it be? OLC 20th Annual Conference, Orlando FL.

Coswatte S. (2014, July) Emotional Intelligence, Developing EQ for Individuals and Teams – San Diego State University Guest Presenter, Online Presentation.

Coswatte, S. (2013, December) Student Satisfaction: Flipped Learning Online, Brown University, Providence, RI.

Coswatte, S. (2013, October) Facilitating Student Writing, University of Phoenix, Braintree, MA.

Coswatte, S. (2013, October) Effective Feedback Strategies, University of Phoenix, Braintree, MA.

Coswatte, S. (2013, October) Managing Online Faculty Development, The Teaching Professor Technology Conference, Atlanta, GA