

AIMEE W. SAPP, Ph.D.

EDUCATION:

- 2001 Ph.D., Communication
University of Missouri, Columbia, Missouri
- 1994 MA, Speech Communication
University of Northern Colorado, Greeley, Colorado
- 1992 BS, Sociology
William Woods College, Fulton, Missouri

LEADERSHIP ROLES:

William Woods University (WWU), 1998 - present

William Woods University is a learning community of students representing more than 42 U.S. states and 35 countries based on our 225-acre campus in Fulton, Missouri. WWU's academic offerings are organized into six schools with degrees ranging from an Associate's to a Ph.D., including nationally recognized signature programs in Equestrian Science and American Sign Language Interpreting. The university proudly maintains a Military Friendly designation and is experiencing dramatic growth (40% increase in the incoming class for 2023 over the previous year).

Chief Academic Officer (Provost, Vice President for Academic Affairs, and Dean of the College), 2013 - present.

- As the Chief Academic Officer, I have 14 direct reports and 91 indirect reports, including the deans of six schools (Business and Technology, Education, Equestrian Studies, Humanities, Science and Health, Social Sciences), Associate Provosts of Academic Services, Institutional Effectiveness, Undergraduate Studies, and Graduate Studies. Additionally, I have over 200 adjunct instructors who indirectly report to me. I am also responsible for overseeing our retention and success centers, research and scholarship, the library, and online programming. As a member of the executive cabinet, I serve as the academic liaison to the University Board of Trustees, and the other internal university departments.

Associate Dean for Academic Affairs, 2012 – 2013.

- As Associate Dean, I oversaw the curriculum reform for the university, including building new programs, sunseting programs, assessing return on investment for programs, and building a sustainable program prioritization process.

Chair, Division of Arts and Humanities, 2009 - 2012.

- As chair, I led a division comprised of the following academic areas: English, History, Philosophy, Languages, American Sign Language Interpreting, Studio Art, Graphic Design, Art Education, Theatre, Speech and Theatre Education, Communication, Filmmaking, including 22 faculty members, an art gallery, theatre and dance productions, an American Sign Language tutoring lab, and a film festival.

Chair, Division of Visual, Performing, and Communication Arts, 2007 - 2009.

- As chair, I led a division comprised of the following academic areas: Studio Art, Graphic Design, Art Education, Theatre, Speech and Theatre Education, Communication, Filmmaking, including 8 faculty members, an art gallery, theatre and dance productions, and a film festival.

Faculty Rank:

- Full Professor, *William Woods University*, 2008 - present.
- Associate Professor (tenure), *William Woods University*, 2004 – 2008.
- Assistant Professor, *William Woods University*, 1998 – 2004.

NOTABLE ACCOMPLISHMENTS

Academic Affairs Leadership

- Launched several new academic programs. Twelve new bachelor's degrees, including Cybersecurity, Deaf Human Services, and Exercise Science. Nine new minors, including Art Therapy, Juvenile Justice, and Management Information Systems. Eight new master's degrees, including Business Analytics, Healthcare Administration, and Organizational Leadership. Three new Doctoral Degrees, including Leadership and Adult Learning. Two new associate degrees, including Leadership. (2013 - present).
- Restructured Academic Affairs in 2015 from departments and divisions to six schools.

- Implemented a complete restructuring of course offering time blocks and term start and end dates (2024).
- Led annual updates of the faculty handbook (2013 to present).
- Led a committee to reform General Education curriculum twice, including the addition of required coursework in diversity, ethics, meaning, and critical thinking (2003 and 2022).
- Moved all functions of academic affairs to digital processes and changed learning management systems from E-racer to Moodle to Brightspace (2013 – 2021)
- Developed a program providing individualized training and support to faculty to strengthen the classroom experience (2018).
- Developed a program in partnership with the Missouri Department of Mental Health, equipping faculty with the tools to assist students in mental health crisis and connect them with the necessary support (2018)
- Awarded a Federal Communication Commission (FCC) license for the construction and operation of a low-power on-campus FM radio station, KWWU 94.9, The Pulse (2001).

Planning, Accreditation, and Assessment:

- Co-chaired a campus-wide committee to design and implement the WWU strategic plan in 2019, and a post COVID – 19 refresh of the plan in 2023.
- Created a strategic budget reallocation allowing WWU to create a department of institutional effectiveness to guide assessment practices, institutional research, and data governance policy (2022).
- Co-chaired the writing of the evidence file for two successful comprehensive accreditation visits by the Higher Learning Commission, (2017 and 2021).
- Updated the academic affairs budget request process to tie directly to elements of the WWU mission and strategic plan, requiring departments to map all requests to the advancement of the mission and plan (2013).
- Implemented the *Quality Matters* (QM) standards for course design (2015).

Enrollment and Retention

- Redesigned academic scholarship criteria to serve more students and reduce the discount rate. Academic and athletic scholarships were separated, allowing more flexibility and greater funding allocations. (2013 and 2023).

- Chaired retention committee, creating new initiative resulting in an increase of retention from 67% to 75% (2019 – 2022) Set new retention goals at 80% by 2024.
- Implemented *OwlsAware* early alert system on campus to identify students needing support in mental health, academics, social interactions, etc., (2017).
- Designed a program to match students with faculty and staff who are trained as academic and life coaches (2015 - present).
- Created *Freshman Advantage*, a summer bridge program designed for incoming first year students to facilitate their transition to college life. The program was found to be especially beneficial for the retention of students who were projected as being academically at risk. (2004).
- Restructured honors program to attract increased numbers of highly performing students, by creating a value-added program with competitive selection for 32 students annually (2013).
- Created an Academic Support Center to provide a physical space with tutors and academic coaches to assist students who are academically at-risk (2014).
- Created graduate bridge programs allowing hundreds of students to begin master's programs as they complete their undergraduate degree. In most cases, this program facilitated students remaining at WWU for five years and leaving with both a bachelor's and a master's degree (2013).
- Won Missouri Department of Social Services Annual scholarship award for students enrolled in the newly created Deaf Human Services program (2018).

Fiscal Management

- Served as a member of the executive budget committee. This subcommittee of cabinet reviews budget line requests and makes determinations to allocate resources (2013 – present).
- Administered the \$12 million-dollar annual budget for academic affairs (2013 - present).
- Created a systematic process for annual academic program prioritization and return on investment. This annual process guides resource allocation, program expansion, and sunseting, and documents our responsible stewardship of university funds (2012 - present).

- Completed annual review of Academic Affairs organization and budget allocation, resulting in a student-centered culture embracing change and community ownership over responsible use of university resources (2013 – present).

Advancement

- Developed the university's relationship with an individual donor, resulting in a \$2.2 million dollar gift. (2013).
- Launched Woods Around the World, a \$1.6 million dollar donor-funded short-term study abroad program. Students perform service hours in the local community to earn a travel stipend. The program has traveled to all seven continents and has made international travel possible for over 500 students. (2008 – to present).
- Co-chaired the *Imagine* Campaign, raising \$12 million to support construction of four residence halls, an amphitheater, establishment of the Center for Ethics and Global Studies, and campus beautification (2010), resulting in WWU earning the first Tree Campus designation in the state of Missouri (2011).
- Initiated the *Toward a Just and Peaceful Society: Civitas Forum*, a Higher Education Leadership Ministry \$15,000 grant to advance civil conversations and difficult dialogue (2008).
- Co-chaired *Living and Learning (L2)* Campaign to raise funds for a residence hall, and ethics programming, including a \$1.4 million challenge grant from the Mabee Foundation (2004).

Diversity, Equity, Inclusion (DEI)

- Launched the *Belong Initiative*, including diversity training from The Association of College and University Educators (ACUE). The initiative included webinars, lunch and learn group discussions, and professional development opportunities for faculty and staff to improve inclusion inside and outside of the classroom (2024).
- Launched and supported an annual program for students, faculty, and staff to travel to Pine Ridge Reservation in South Dakota for a week of service-learning among the Oglala Lakota Sioux (2011 – 2015).
- Secured \$15,000 in funding from the Higher Education Leadership Ministry (HELM) to fund the American civil rights trail experience. Fifteen students traveled for 6 days to Atlanta, Montgomery, Selma, Birmingham, and Memphis (2009).

- Successfully campaigned for WWU to become the Heartland Region headquarters for *PeaceJam*. Through this program WWU hosted three Nobel Peace Prize winners (2006 – 2007).

Student Engagement

- Created *Dean's Council*, a group of students chosen from all academic schools to represent their units to the administration. As the Chief Academic Officer, I host monthly student lunches and work with them to host campus programming (2013 - present).
- Applied to create a campus chapter of Alpha Alpha Alpha (tri-Alpha) first generation honor society, to celebrate our high achieving first-generation students (2024).
- Co-founded *Table Talk*, a series of conversations that encouraged students to discuss civility on campus. Student participants relinquished all technology for an evening of hospitality, conversation, and connection (2016 – 2017).
- Taught a minimum of one course each year to maintain connections with students and faculty (2013 - present).
- Co-created the *Leading, Educating, Achieving, Developing, (LEAD)* program for students. This program provides tuition discounts to students who participate in a variety of campus events (2000).
- Co-founded *World Supper Club for students* to increase their global awareness. (2017 – 2018).

Military Programming

- Served with academic liaisons to the university's military partners.
- Currently working with the U.S Air and Space Force Center for Education to offer a direct path from Air University associate degrees to WWU online bachelor's degrees (2022 – present).
- Joined with the Missouri National Guard to develop their *Show Me GOLD* officer training program at WWU (2016).
- Created the Triumph Program with the Mexico Military Academy offering dual credit courses and an associate degree track for advanced students (2018).

Community Involvement

- Developed the *Talon Group*, a consulting group directed by the office of Academic Affairs, to grow university revenue by leveraging faculty expertise into corporate training and partnerships in the local community (2023).
- Served as active member of Callaway County Chamber of Commerce (2010 - present).
- Represented the university at the Governor’s Prayer Breakfast and Governor’s Ball (2013 – 2019).
- Initiated “Kids Hoo Care” Camp, collecting school supplies, clothes, backpacks for distribution at the *Red Cloud Indian School*, Pine Ridge South Dakota (2012).

Professional Development

Council For Independent Colleges (CIC)

- Facilitated annual workshops for department and division chairs (2021 - present).
- Mentored new chief academic officers through their first year of service (2017 - present).
- Served on the Chief Academic Officers Task Force (2018 – 2021).
- Presented frequently at the Chief Academic Officers Annual Institute (2017 - present).

Independent Colleges and Universities of Missouri (ICUM)

- Served as the university’s representative to ICUM, a statewide association representing not-for-profits to the Missouri General Assembly (2017 - 2022).

Society of College and University Planning (SCUP)

- Completed SCUP’s Strategic Planning Institute curriculum, advancing my skills in higher education planning (2023).

Federal Emergency Management

- Earned FEMA certification for Campus Crisis Management (2015).

TEACHING AWARDS:

- 2003 – 2004 recipient of the William Woods University *Lewis D. Beaumont Dad's Association Distinguished Professor Award*. Presented to a faculty member annually for exceptional teaching. Selected by a student panel.
- 1995 - 1996 recipient of the University of Missouri - Columbia *Donald K. Anderson Graduate Student Teaching Award*. Presented to graduate students each year for outstanding teaching. A campus-wide competition based on student evaluations and supervisor observations.