

DR. KEIANA DESMORE

10501 FGCU Blvd. S., Fort Myers, FL 33965 | (239)590-7759 | kdesmore@fgcu.edu

CURRICULUM VITÆ

Education

Doctor of Education (Ed. D.), Florida Gulf Coast University, Fort Myers, FL- 2018

- Concentration in Educational Leadership (Research focus in Higher Education)
- Dissertation topic: *Culture as an Influence of Academic Achievement for Afro-Caribbean Student Immigrants*
- Dissertation Chairs: Dr. Elia Vazquez-Montilla, Ph.D. and Dr. Jackie Green, Ed. D.

Master of Arts (M.A.), Florida Gulf Coast University, Fort Myers, FL - 2009

- Major in Educational Leadership
- Research Focus: Higher Education Administration and Student Services

Bachelor of Arts (B.A.), University of Miami, Coral Gables, FL- 2004

- Major in Psychology, Minor in African American Studies
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Employment History

Assistant Dean

Director of Academic Advising, Interim

Florida Gulf Coast University, College of Education

August 2018 to Present

- Responsible of leading and supervising proactive service for both undergraduate and graduate students in line with FLDOE and CAEP national accreditation requirements; building and implementing comprehensive student support system for student success; managing partnership agreements with school district partners; managing teacher academy dual enrollment programs and related service in collaboration with COE faculty, school districts and agencies; and supporting the college's collective efforts in outreach, recruitment, and community engagement
- Serves as the Interim Director of Academic Advising in the COE
 - Supervises full-time Academic Advisors and support staff
 - Oversees advising services for the COE
 - Represents the COE on the university-wide Advising Leadership Council
- Manages COE Dual Enrollment Program- 2 Schools
- Supports Graduate Faculty in advising COE Graduate Students

Academic Advisor II

Florida Gulf Coast University, College of Education

January 2009 to July 2018

- Advises undergraduate education majors and “career changers” seeking teacher certification regarding COE admissions criteria, university policies and graduation requirements
- Assists in the development and implementation of academic advising procedures, student recruitment and retention initiatives,
- Interacts and collaborates with teaching faculty, advisors, and administrators in the colleges throughout the university.
- Recruits students at events such as Eagle Expo, Majors Fair, and conferences
- Delivers presentations at the COE Orientations and other advising meetings.
- Participates in several committees such as: Academic Advising Council (AAC), COE Representative for the Degreeworks Implementation Team, and Appeals for Medical Withdrawal Committee

Coordinator of Advising and Recruitment

Florida Gulf Coast University, College of Education

July 2014 to July 2016

- Administrative appointment and promotion to coordinate the academic advising and recruitment activities for the College of Education
- Recruited undergraduate and graduate students at conferences, and delivered presentations
- Devised a recruitment plan, budget, reports and contributed to college’s strategic plan
- Supervised academic advising team, support staff and graduate student intern
- Trained new advisors and interns
- Advised students on COE admissions criteria, university policies and graduation requirements
- Represented the COE on the university-wide Advising Leadership Council

Doctoral Student Internship

Florida Southwestern State College, Department of Research, Technology, and Accountability

January 2014 to April 2014

- Supervised by the directors of Institutional Research and Institutional Effectiveness.
- Completed data analysis and reporting of demographic and academic data required for the
 - Common Data Set report,
 - *US News* profile,
 - *Wintergreen Orchard House* online questionnaire, and
 - Dual Enrollment Student profile.
- Participated in a collaborative effort to develop unit and institutional effectiveness plans using SPSS and Microsoft Excel.

- Completed assignments and attended webinars to gain a deeper understanding of the SACSCOC compliance requirements.
- Collaborated with the coordinator of Institutional Effectiveness on the following projects;
 - Developed short/long term performance metrics,
 - Reviewed academic goals,
 - Administrative program goals and student learning outcomes (SLOs).

Grant Coordinator

Florida Gulf Coast University, Teacher Recruitment Activities Grant

May 2008 to December 2008

- Assisted and collaborated with Florida Department of Education (FL DOE) personnel to plan and host large conferences and events hosting hundreds of participants.
- Negotiated contracts with hotels and vendors for services related to the events hosted by the FL DOE.
- Managed accounts payable, receivable, invoicing and billing of an administrative budget of \$2million.
- Generated and tracked requisitions, processed travel reimbursements, prepared expense reports and credit card/bank reconciliations and coordinated grant writing to reapply for grant funding.

Program Assistant

Florida Gulf Coast University, Personnel Development Partnership Grant

April 2005 to May 2008

- Office Manager: Supervised student assistants, temporary employees, independent contractors, SERVS Educators and volunteers. Provided fundamental support as needed for the project coordinator. Conducted the purchasing of all office hardware, software, and materials needed for the office and large events. Collaborated with Web Developers to design and maintain three company websites using Red Dot. Facilitated with the distribution and publishing of the monthly e-newsletter *News You Can Use (Early Childhood and School Editions)*.
- Accounting: Managed accounts payable, receivable, invoicing and billing processes with an administrative budget of 3 to 4 federal grants totaling about \$500K. Generated and tracked requisitions, prepared expense reports and credit card/bank reconciliations. Processed time sheets and travel reimbursements.
- Advising, Outreach, and Recruitment: Worked as a recruiter and advisor for the COPE program by providing one-on-one support. Recruited ESE personnel by participating at events (FGCU Eagle Expo and Majors Fair), and delivered recruitment presentations in the school districts in the five county area of Southwest Florida.
- Data Entry and Analysis: Prepared and distributed quarterly reports to the Florida Department of Education, Bureau of Exceptional Education and Student Services using data collection skills. Conducted data entry and analysis for research projects, for presentations for project coordinator, program analysis and grant writing. Designed and maintained

sophisticated databases using programs such as: SPSS, Microsoft Excel, and Microsoft Access.

- Conference Planning: Assisted with the organization of large conferences and events that hosted hundreds of participants. Designed surveys for conference registration and evaluation of conference activities using Checkbox survey software.

Data Analyst (Independent Contractor)

University of South Florida, Family-Centered Practices in Elementary School Research Study
March 2006 to July 2006

- Performed data analysis for research study conducted through a grant-funded project focused on perspectives of family-centered practices in the school system.
- Conducted data analysis of scale for internal consistency using SPSS and Microsoft Excel.
- Compiled information into a report format and submitted to researchers.

Publication

Desmore, K., Vázquez-Montilla, E., & Greene, J. (2016). The educational experience of Afro Caribbean student immigrants. *Multicultural Learning and Teaching Journal*, ISSN (Online) 2161-2412, ISSN (Print) 2194-654X, DOI: 10.1515/mlt-2016-0004.

Presentations

Florida Academic Advising Association (FLACADA) 7th Annual Drive-In Conference in Boca Raton, FL, State Conference Presenter

Desmore, K. & Fuller, J. (May, 2019). Hot topics for Education advisors: Recruitment and retention.

National Academic Advising Association (NACADA) 27th Annual, National Conference in Phoenix, AZ, National Conference Presenter

Brittingham, J., **Desmore, K.**, Wilson, K., Artello, E., Knight-Withers, D., Struhs, N. (October, 2018). *Hot Topic: Education Majors*. Education Commission Sponsored presentation.

College of Education Symposium on Scholarly Engagement (1st Annual)

Fort Myers, FL, Symposium Presenter

Desmore, K. (April, 2018). Advising Afro-Caribbean student immigrants for success.

National Association for Multicultural Education (NAME) 26th Annual, National Conference in Cleveland, O.H., National Conference Presenter

Desmore, K. (November, 2016). Advising Afro-Caribbean student immigrants for success.

National Academic Advising Association (NACADA) 25th Annual, National Conference in Atlanta, GA, National Conference Presenter

Lancaster, C., **Desmore, K.**, Thornbladh, M., Wilson, K., Lisiecki, J. (October, 2016). *Jumping over the testing hurdle: Student retention strategies to help teacher candidates succeed*. Education Commission Sponsored presentation.

NACADA Southern Region Conference in Orlando, FL, Regional Conference Presenter
Knibbs, L., **Desmore, K.** & Jordan, C. (March, 2016). *Advising At Risk Students*.

NACADA 20th Annual, National Conference in Denver, CO, National Conference Presenter
Desmore, K., Dabney, D., & Thompson, C. (October, 2011). *Helping Education Students Stay on Their Path to Great Heights*. Education Commission Sponsored presentation.

NACADA 20th Annual, National Conference in Denver, CO, National Conference Presenter
Desmore, K., Lancaster, C., Sauer, R., & Eastman, A. (October, 2011). *Hot topic: Advising education majors and the many hats academic advisors wear*.

Florida Gulf Coast University, Celebration of Excellence in Fort Myers, FL, Research Day Presenter
Desmore, K., Jordan, C., & Hung-Simons, O. (April, 2011). *Advisor burnout: Do advisors with higher student loads feel more stress*.

NACADA Southern Region Conference in Birmingham, AL, Regional Conference Presenter
Desmore, K. & Jordan, C. (April, 2011). *Advisor burnout: Do advisors with higher student loads feel more stress*. NACADA & ORSP Travel Grant Recipient

NACADA 19th Annual, National Conference in Orlando, FL, National Conference Presenter
Desmore, K., Jordan, C., & Hung-Simons, O. (October, 2010). *Advisor burnout: Do advisors with higher student loads feel more stress*.

Research

Desmore, K. (2015-2017). *The Educational Experience of Afro-Caribbean Student Immigrants*. Research Study Conducted.

Desmore, K., Jordan, C., & Hung-Simons, O. (2010). *Advisor Burnout: Do Advisors with Higher Student Loads Feel More Stress*. Research Study Conducted.

Teaching

Adjunct Instructor, undergraduate course (Spring, 2018) EDF 2085: *Intro to Diversity for Educators*, FGCU, College of Education

Adjunct Instructor, undergraduate course (Fall, 2017) EDF 2085: *Intro to Diversity for Educators*, FGCU, College of Education

Adjunct Instructor, undergraduate course (Spring, 2017) EDF 2085: *Intro to Diversity for Educators*, FGCU, College of Education

Adjunct Instructor, undergraduate course (Fall, 2016) EDF 2085: *Intro to Diversity for Educators*, FGCU, College of Education

Adjunct Instructor, undergraduate course (Spring, 2016) EDF 2085: *Intro to Diversity for Educators*, FGCU, College of Education

Guest Lecturer, undergraduate course (Fall, 2016) TSL 3080: Foundations of ESOL (English Speakers of Other Languages).

Adjunct Instructor, undergraduate course (Fall, 2015) EDF 2085: *Intro to Diversity for Educators*, FGCU, College of Education

Guest Lecturer, undergraduate course (Spring, 2016) TSL 3080: Foundations of ESOL (English Speakers of Other Languages).

Co-taught Graduate course (Summer, 2015) EDF 6215: *Learning Principles*, FGCU, College of Education

Adjunct Instructor, undergraduate course (Fall, 2012) EDF 2085: *Intro to Diversity for Educators*, FGCU, College of Education

Adjunct Instructor, undergraduate course (Summer, 2012) EDF 2085: *Intro to Diversity for Educators*, FGCU, College of Education

Co-taught undergraduate course (Fall, 2011) EDF 2085: *Intro to Diversity for Educators*, FGCU, College of Education

Professional Training & Skills

- Knowledge of FERPA
 - Data Entry & Analysis for Research using the following programs:
 - SPSS, SAS, & Microsoft Excel
 - Proficient in utilizing the following programs:
 - Microsoft Office (Word, Excel, Power Point, Access, Publisher), SCT BANNER (Finance and Student), Degreeworks (Audit & Planner), Canvas, SPSS, GIS Mapping, Red Dot, and COGNOS.
 - Leadership Diversity Program completer, Florida Gulf Coast University, 2007
 - Powerful Presentations training completer, Nova S.E. University, 2006
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Awards, Honors & Grants

- Graduate Studies Scholarship Recipient, Fall 2015- Spring 2016
 - Educational Leave Grant-in-Aid Recipient, Fall 2014- Spring 2015
 - ORSP Student Travel Grant Recipient, Florida Gulf Coast University, 2011
 - NACADA Travel Grant Recipient, 2011
 - NACADA Education Commission Sponsored Presentation Award, 2011 and 2016
 - Outstanding USPS Employee Award Nominee, Florida Gulf Coast University, 2007
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Service, Community Involvement & Affiliations

- Faculty Council Representative, College of Education (2017-2018)

- Minority Teacher Scholars Program Primary Contact
- Delta Sigma Theta Sorority, Inc., Fort Myers Alumnae Chapter- Member
- National Association of Multicultural Education (NAME)- Member
- Faculty Senate, Graduate Affairs Team - Graduate Student Representative
- Commencement Ceremony- Volunteer
- National Academic Advising Association (NACADA) – Member & Proposal Review
- Sisterhood Program- Mentor
- Graduate Student Organization at FGCU- Founding Officer, Vice President
- Habitat for Humanity- Volunteer