***Sarah E. Bond, Ph.D.***

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# EDUCATION

08/2005 **Doctor of Philosophy**

Workforce Education and Development, *Southern Illinois University* Dissertation Topic: Agricultural Education Graduates' Ability to Implement and Assess Student Learning Based on the Illinois Learning Standards for Agricultural Education

# 7/2022 Master of Business Administration

*Oakland City University*

# 8/2022 Master of Science in Strategic Management

*Oakland City University,* Leadership Concentration

2/1995 **Master of Science**

Agricultural Education and Mechanization, *Southern Illinois University* Thesis Topic: High School Agriculture Instructors Perceptions on a New Curriculum on Rabbit Production

05/1995 **Bachelor of Science**

Agribusiness Economics, *Southern Illinois University*

# PROFESSIONAL EXPERIENCE - CURRENTLY

Assistant Professor of Practice, College of Agricultural, Life and Physical Sciences,

Agribusiness Economics, Southern Illinois University, 01/16 present

* Courses taught online using the D2L platform in a 16-week format.
  + ABE 350 Farm Management
  + ABE 361 Agribusiness Marketing Management
  + ABE 362 Marketing and Pricing of Agricultural Products
  + ABE 450 Advanced Farm Management
  + ABE 461 Agriculture Business Management
  + ABE 462 Advanced Agricultural Marketing

Online Lecturer and Online Instructional Designer School of Business, Oakland City University, 09/15 – present

* Instructional Design (ID) for MBA and MSSM online programs
* Courses Taught (CT) online and hybrid using the Moodle platform and ZOOM in 8-week and 5-week format.
  + BUS 175 Business Mathematics (ID)
  + BUS 285 Business Law and Ethics - Corrections (ID)
  + BUS 302 Business Economics in the Global Economy (CT)
  + BUS 215 Business Communications (ID) (CT)
  + BUS 215 Critical Management (CT)
  + MGT 310 Operations Management – Corrections (ID)
  + MGT 310 Operations Management (ID)
  + MGT 425 Entrepreneurship – Corrections (ID)
  + MGT 430 Organizational Behavior – Corrections (ID)
  + MGT 435 Strategic Management and Marketing (ID)
  + MGT 438 Management and Leadership – Corrections (ID)
  + MGT 438 Management and Leadership (CT)
  + MGT 460 Team Building (CT)
  + MGT/HRM 530 Team Building (CT)
  + MGT 462 Servant Leadership (ID) (CT)
  + MGT 505 Research Methods (CT)
  + MBA 515 Organizational Communication (ID) (CT)
  + MBA/MSM 525 Management Information Systems (ID)
  + MBA/MSM 535 Conflict Management Resolution (ID) (CT)
  + MBA 545 Marketing Management (CT)
  + MBA 548 Human Resource Management (CT)
  + MBA 570 Strategic Management & Operational Planning (ID) (CT)
  + MBA/MSM 575 Leadership and Organizational Behavior (CT)
  + MBA 590 Professional Portfolio (CT)
  + MSM 554 Quality Management for Projects (ID)
  + MSM 562 Servant Leadership (ID) (CT)
  + MSM 585 Strategic Change Management (ID)

Online Lecturer, Dewar College of Education and Human Services, Adult and Career Education, Valdosta State University, 06/19 – present

* Courses taught online using the D2L platform in an 8 and 16-week format
  + ACED 3600 History & Philosophy of Career Education
  + ACED 4050 Workforce Development & Management for Technical Leaders
  + ACED 4830 Technology, Work & Performance for Technical Leaders
  + ACED 7120 Electronic Courseware Design & Development
  + ACED 7680 Contemporary Instructional Practices in Workforce Education

Online Lecturer, College of Education, Educational Foundations, Leadership and Technology Department Auburn University, 01/21 – present

* Courses taught online using the Canvas platform in a 10 and 16-week format.
  + ADED 4013 Learning Resources in Adult Education
  + ADED 7016 Learning Resources in Adult Education
  + ADED 7010 Learning Resources in Adult Education
  + ADED 7060 Curriculum and Program Planning in Adult Education
  + ADED 7620 Concepts, Programs, and Resources in Adult Education

Co-Owner, Abundant Harvest LLC, 5/1/15 - present

* Consulting, research, and customized business and industry training
* Professional Speaker

# PROFESSIONAL EXPERIENCE - PREVIOUSLY

Lecturer, Workforce Education and Development, Southern Illinois University, 01/12 – 12/14

* Courses taught have included online (D2L), hybrid, face-to-face, and off- campus degree program instruction that links education, work, and training.
  + WED 462 Instructional Methods and Materials
  + WED 466 Foundations of Work Education
  + WED 585c Seminar in Workforce Education

Using Discussion as a Method of Teaching and Training Adults

* + WED 586 Developing Programs for the Adult Learner
  + WED 590 Research Readings

Grant Writer, College of Agricultural Sciences, Southern Illinois University, 4/1/14 – 8/30/15

* Collaboration and writing of three grant proposals: Illinois Soybean Board, Potash Corp, and Chicago Mercantile Exchange.

Lecturer, College Student Personnel, Education Administration and Higher Education, Southern Illinois University, 08/11-05/13

* Courses taught have included online, hybrid, and face-to-face instruction that link principles, policies, and personnel in contemporary colleges and universities.
  + EAHE 515 Student Affairs Administration
  + EAHE 526 The Community College

Executive Dean of Student Affairs, Southeastern Illinois College, 08/08– 07/11

* Administrative Responsibilities
  + Budget and Personnel Administration for the Student Affairs Departments of Admissions, Registration, Records, Financial Aid, Scholarships, Advisement, Athletics, TRiO Student Support Services, Student Recruitment, ADA Services, International Students, Veterans Services and Theater and Cultural Arts Events
  + Director of Student Discipline, New Student Orientation, Online Student Services, Graduation and Honors Night
  + Principal Investigator on Federal Grants and Awards exceeding $3 million annually
  + Supervise 25 Full-Time Staff, 5 Part-Time Staff, 20 Stipend Positions, 35 Student Workers, Extra-Curricular Activities and 60 Athletes
* College-wide Leadership
  + -Administrative Cabinet
  + -Threat Assessment Team, Chair
  + -Academic and Student Affairs Leadership Team – Co-Chair
  + -Strategic Plan – Co-Chair
  + -Enrollment Management Plan – Chair
  + -Recruitment Committee – Chair
  + -Website Committee
  + -Title III Committee
  + -Institutional Assessment Committee
* Statewide Involvement
  + -Illinois Community College Chief Student Service Officers
  + -Illinois Council of Community College Administrators
  + -Illinois Association of College Admission Counseling
* Courses Taught
  + -Volunteer Service – 4 semesters
  + -Strategies for College Success – 1 semester
  + -Selected Topics in Family and Consumer Science – 2 semesters
  + -Emergency Preparedness Training – 1 semester
  + -Selected Topics in Business – 2 semesters

Division Chair, Applied Science & Technology, Rend Lake College, 5/04 – 8/08

* Administrative Responsibilities
  + Budget and Personnel Administration of $1.2 Million Annual Budget for Divisions of Agriculture, Architecture, Automotive Technology, Criminal Justice, Diesel Technology, Graphic Design, Heavy Equipment Technology, Hospitality Management, Horticulture, Industrial Electronics and Maintenance, Mining, and Welding
  + Division Chair for 13 Tenured/Tenure Track Faculty, 36 Part-Time Faculty and ~400 Full-Time Students per Academic Year
  + Principal Investigator on Federal and State Grants, Exceeding $2 million
* Academic Leadership
  + Degrees Conferred in Division - 15 AAS and 31 Occupational Certificates
  + Developed Student Outreach and Recruitment Growth Plan
  + Coordinated Division Advisement, Counseling and Registration System
  + Increased Articulation Agreements with High Schools and Universities
  + Increased Dual Credit Courses Offered to Include 7 School Districts
  + Increased Business and Industry Training to Include Continental Tire, Fabick Caterpillar Partnership, Syngenta Learning Center, and Mine Safety and Health Administration Certification
* Facility Management
  + Supervised Usage of 4 Buildings Totaling 100,000 square feet
  + Oversight of Laboratories for Industrial Electronics and Maintenance, Welding,

Mechanical (Automotive, Heavy Equipment, and Agricultural), and Greenhouse

* Supervised 150 Acre Research Farm Dedicated to Teaching, Research, and Industry Projects
* Facilitated Implementation of New Construction and Operation -

Applied Science Center and Proposed New Mining Facility

* + Planning and Development
    - Guided Strategic Planning for Division and College
    - Planned and Directed Resource Allocation
    - Initiated Faculty Professional Development
  + Stakeholders
    - Chairman of Division Advisory Councils
    - Led Student Recruitment, Including Campus Tours and High School Visits
    - Facilitated College Tuition Waiver Contests
    - Facilitated District V FFA Contests
    - Advisor of Agri-Achievers Student Recruitment Organization
    - Organized Retention Activities - Agriculture Annual Banquet
    - Advisor for Student Registration and Retention
* Curriculum Development, Assessment, and Accreditation
  + Higher Learning Commission Accreditation
    - Steering Committee Member, 07 - 08
    - Career and Technical Education Assessment Chair, 07 – 08- Rend Lake College
    - Assessment Information, Assembly and Dissemination Committee, 07 - 08
    - Assessment Think Tank Committee, 07 - 08
    - Work Ethics Coordinator and Instructor, 07 - 08
    - Student Learning/Assessment Workshops, Director, 2007
    - DACUM, Agricultural Mechanics Program, Director, 2007
    - Vocational Assessment Committee, 04 - 08
  + Curriculum Developed
    - Heavy Equipment Technology AAS Degree
    - Illinois Law Enforcement Training Academy AAS Degree
    - Mine Supervisory, Advanced Mining, Mine Operations, Mine Mechanics and Mine Electricity Occupational Certificates
    - Welding AAS
    - Agriculture Education AAS
  + Courses Developed
    - Customer Service training - 3 courses
    - Graphic Design Special Topics - 2 courses
    - Work-Place Skills, Automotive - 2 courses
    - Agricultural Finance
    - Food and Agricultural Policy
    - Introduction to Agriculture Production, Agriculture Business, and Agricultural Education Courses
      * Introduction to Mechanization
      * Work Ethics
      * Industrial Electronics and Maintenance Internship
* College Service
  + Marketing Committee
  + Campus Safety Committee
  + Academic Council
  + Curriculum Committee
  + President's Council
* Business and Industry Collaboration
  + Land Laboratory - Research and Teaching Farm
    - Syngenta Crop Protection Learning Center
    - Growmark
    - Monsanto
    - University of Illinois
    - SIUC Weed Science Program
    - Solicited Internships and External Funding
    - Coordinated Specialized Technical Training

Enrollment Management Coordinator, College of Agricultural Sciences (COAS), Southern Illinois University Carbondale (SIUC), 1/01 - 5/04

* Student Outreach, Recruitment and Retention
* Advisor, Agbassdors®, Student Recruitment Organization
* Coordinator for High School and Community College Visits
* Organization of College Open Houses and Campus Visits
* Development of Prospective Student Tracking System
* Responsible for Tracking and Communication with the Admissions Process
* Facilitated Retention Programs for At-Risk Students
* Management of Telephone and Direct Mail Campaigns
* Director for College New Student Activities
* Scholarships
* Heritage Scholarship Program Administrator
* Member of the University Scholarship Committee
* Illinois Cooperative Youth Conference Coordinator
  + Coordination and implementation of the two-day conference held in conjunction with the Illinois Cooperative Council. Statewide participation of 80 high school students annually.
* Extern Coordinator
* Coordination of the College's Extern Program in conjunction with the SIUC Alumni Association. The program allows students to observe and experience their chosen career fields by matching students with alumni and friends of SIUC during spring break.
* College Service
* Co-Advisor, Sigma Alpha Agriculture Sorority
* Co-Facilitator of District V FFA Contests
* Assistant to Interim Dean for Course Articulation, Honor's Day, and

Graduation

Administrator, Jackson County Sheriff's Office, 10/98 - 1/01

* The administrator of 85 employees, a 125-bed correctional facility, and an over $3 million operating budget. Negotiation and supervision of contracts with two collective bargaining units. Secured and supervised all grant funds and performed background investigations on new employees. Maintained and accessed files of highly confidential material. Developed and administered a multi-jurisdictional computer network. The Sheriff's representative to the Jackson County Board and its committees, law enforcement, corrections, social services, media agencies, and numerous councils. Chairperson of the Inmate Advocacy group.

Investigation Division Office Manager, Jackson County Sheriff's Office, 12/95 - 10/98

* Responsible for the overall office operations of the Investigation Division. Maintained and accessed files of highly confidential material. Assisted Investigators with victims' families and suspects through interviews, correspondence, and counseling. Provided tours and lectures to elementary and secondary education students.

Collegiate FFA Advisor, COAS, SIUC, 8/95 - 12/95

* Student Advisor for the FFA student organization. Duties included monitoring student progress, hosting district contests, and coordinating annual trips to National FFA Convention.

Agbassadors, COAS, SIUC, 1993 – 95

* Team member of the student recruitment organization selected each year competitively from the College of Agriculture. Assisted with student recruitment, retention, and advisement initiatives of the College. Presented classroom and group presentations at high schools, community colleges, and career fairs.

Field Services Division Intern, Illinois Farm Bureau, 1993

* Coordinated, budgeted, and conducted three tours involving 80 high school students, organized three state conferences and workshops, and represented the Illinois Farm Bureau at numerous events.

Illinois FFA State Secretary-Treasurer, 1991 – 92

* Member of a four-person team representing the Illinois FFA Association and agriculture education. Successfully planned and presented hundreds of workshops and keynote addresses on a variety of student-oriented topics. Assisted with coordinating the State FFA Convention in Champaign, Illinois, for more than 2,500 students, parents, and business leaders.

# PRESENTATIONS AND CONSULTING: 2012-present

Burgin, P., **Bond, S**. 2022. *Supporting Adult Learners’ Online Engagement Through Next Generation Digital Learning Environments.* Valdosta State University Research Symposium, Geogia USA. April 5, 2022.

* *Abstract, Poster and Presentation*

Textbook Reviewer, Cambridge University Press, 7/2021

**Bond, S**., L. Cordie. 2021. *Peer Review Writing Assignments in Online Learning Environments.* Global Conference on Education *and Research*. Online - University of South Florida, Florida USA. June 8-10, 2021.

* + *Abstract and Presentation*

Wabash Valley College and Southeastern Illinois Farm Bureaus Acquaintance Day - Wabash Valley College, 4/22/21

* + - Keynote Closing Speaker – *Pivot and Pause*

Conversations from the Front Porch – Lifelong Learning Lessons Podcast Series, 5/5/20

* + - Podcast Interview – *Teaching Online and Maintaining Work/Life Balance*

Wabash Valley College and Southeastern Illinois Farm Bureaus Acquaintance Day - Wabash Valley College, 1/30/20

* + - Keynote Closing Speaker - *18 Things We Wish We Knew When We Were 18*

Illinois Farm Bureau – Agriculture Leaders of Tomorrow – Champaign, IL, 1/28-1/29/20

* + - 2-day workshop – *Leadership: Enhance your Communication Skills and Influence*

Illinois Farm Families Coalition – Strategic Planning, Springfield, IL, 11/1/19

* + - Facilitated Final Edit Meeting
    - Generated Customized Strategic Plan

Illinois Farm Families Coalition – Strategic Planning, Bloomington, IL, 9/18/19

* + - Created and Facilitated a One-Day Strategic Planning Session with Coalition

National Training Institute, Electrical Training Alliance, University of Michigan, Ann Arbor, MI, 7/26-8/2/19

* + - Professional Educator - *Performance Evaluation*

Illinois Farm Families Coalition – Strategic Planning, 5/30/19

* + - Facilitated Discovery Meeting for Strategic Plan – Springfield, IL
    - Created, Generated and Activated Customized IFF Strategic Planning Session Online Survey

Wayne County Farm Bureau Banquet, Fairfield, IL, 3/7/19

* + - Keynote Speaker - *Who Me? You Want Me to Do What?*

Oakland City University – School of Business, Oakland City, IN, 2/25-26/19

* + - * One Day Workshop: *Conflict Management and Dealing with Difficult Conversations*
      * Guest Lecturer: Accounting and Business Classes - "*My Professional Journey*"

Illinois Farm Bureau – Agriculture Leaders of Tomorrow – Oglesby, IL, 2/5-2/6/19

* + - * 2-day workshop – *Leadership: Enhance your Communication Skills and Influence*

Cook County Farm Bureau - Strategic Planning, Chicago, IL

* + - * Created, Generated and Activated Customized CCFB Strategic Planning Session Online Survey
      * Created and Facilitated a One-Day Strategic Planning Session with CCFB Board of Directors, 1/31/19
      * Generated Customized CCFB Strategic Management Plan for 2019-2021, including Volunteer Management

Illinois Farm Bureau Training, Bloomington, IL, 11/13/18

* + - * Full-Day Workshop: *Dealing with Confrontation and Difficult Conversations*

Illinois Farm Bureau Regional Meeting, Benton, IL, 10/16/18

* + - * Full-Day Workshop: *Dealing with Confrontation and Difficult Conversations*

Illinois Farm Bureau Regional Meeting, Springfield, IL, 9/26/18

* + - * Full-Day Workshop: *Dealing with Confrontation and Difficult Conversations*

National Training Institute, Electrical Training Alliance, University of Michigan, Ann Arbor, MI, 7/28-8/3/18

* + - * Visiting Scholar

Illinois Farm Bureau Managers Conference, Bloomington, IL, 5/2/18

* + - * Opening Keynote Speaker: *Fired Up*
      * Breakout Session: *Work-Life Balance Oh Really!?!*

Illinois Farm Bureau – Agriculture Leaders of Tomorrow – Mt. Vernon, IL, 1/30-31/18

* + - * 2-day workshop – *Everyone Communicates Few Connect, Enhancing Your Leadership*

Pulaski Christian Church Women's Tea – Pulaski, IL, 5/20/17

* + - * Keynote - *Lord Fill My Cup*

Illinois Farm Bureau – Agriculture Leaders of Tomorrow – Canton, IL, 1/31-2/1/17

* + - * 2-day workshop – *Leadership: Enhance Your Leadership Communication*, *Speaking with Confidence*

Illinois Baptist State Association Leadership Summit – Springfield, IL, 1/27/17

* + - * Workshop – *Who Me? You Want Me to do What?*

Family, Career and Community Leaders of America Regional Rally, Carbondale, IL, 11/2/16

* + - * Workshop – *Presentation Polish…How to Really Connect*

Priority Women's Conference – Decatur, IL, 4/29/16

* + - * Workshop – *Unexpected Places for Unknown Reasons*

Cook County Farm Bureau - Strategic Planning, Chicago, IL

* + - * Created, Generated and Activated Customized CCFB Strategic Planning Session Online Survey
      * Created and Facilitated a Two-Day Strategic Planning Retreat with CCFB Board of Directors, 3/2-3/16
      * Generated Customized CCFB Strategic Management Plan 2016-2018

Illinois Farm Bureau – Agriculture Leaders of Tomorrow – Sandwich, IL, 2/2-3/16

* + - * 2-day workshop – *Everyone Communicates Few Connect, Speaking A LOT with Confidence*

Cook County Farm Bureau – Social Media Integration, Chicago, IL

* + - * Performed a comprehensive written review of pre-existing plans and procedures.
      * Recommendations provided as a road map for integration with a consistent voice across all social media platforms.
      * Analytics offered to assess the effectiveness of the integration.
      * Provided onsite customized training. 10/21/15

Illinois Farm Bureau Managers Conference, – Bloomington, IL, 5/7/15

* Breakout Sessions: *Social Media – What's All the Buzz*

Illinois Farm Bureau – Agriculture Leaders of Tomorrow – Centralia, IL, 2/24/15

* Workshop: *Unlocking the Mystery – Generational Communication Styles*

Illinois Farm Bureau – Agriculture Leaders of Tomorrow – O'Fallon, IL, 1/28/15

* Workshop: *Speaking with Confidence*

Integrated Health – Employee Retreat – Harrisburg, IL, 6/14/14

* + 1-day workshop – *Eat Right. Think Right. Move Right.*

Illinois Farm Bureau – Agriculture Leaders of Tomorrow – Centralia, IL, 2/21/12

* Workshop: *Unlocking the Mystery – Generational Communication Styles*

Illinois Farm Bureau – Agriculture Leaders of Tomorrow – Ina, IL, 1/17/12

* Workshop: *Be the Best You Can Be – Etiquette*