

EBONI J. PRINGLE, Ph.D.

EDUCATION

Degrees

Ph.D., Higher Education Administration

Kent State University

Dissertation: *The unintended and unexpected outcomes of a major selection policy* (Advisor: Stephen Thomas)

M.Ed., Higher Education and Student Personnel

Kent State University

B.S., Hearing and Speech

Ohio University

Certificates

Data Literacy Institute

Association of Institutional Research and Association of Public and Land-Grant Universities, In progress

College Teaching

Kent State University, 2014

Professional Development

Equity Institute

University of Southern California, 2019

Institute for Management and Leadership in Education

Harvard Graduate School of Education, 2015

Institute for Excellence, Leadership Academy

Kent State University, 2011

SELECT ACCOMPLISHMENTS

- Co-led university to achievement of historic retention and graduation rate overall and specifically for racially diverse students.
- Led college to secure \$8 million in grants.
- Established college-based leadership positions focused on supporting racially diverse students
- Led college to receive 15 regional and national student success awards.
- Co-led effort to reduce the number of university courses where at least 30% or more students earn a grade of D, F, or withdraw from a course.
- Implemented a system-wide undergraduate research symposium to provide a high-impact experience for Kent State students.
- Conceived and co-led the Faculty Academy for Student Success, a faculty learning community focused on enhancing student success through pedagogy.

- Coordinated system-wide President's Symposium on Retention featuring Dr. George Kuh to assist members of the Kent State community in understanding their unique contributions to student success.
- Conceived and served on implementation team for the creation of the New Student Checklist to ensure access and a seamless transition to KSU (an online checklist to assist new students in completing the necessary steps to enroll).
- Co-led a complete review and overhaul of the Kent State University placement processes for all eight campuses to ensure appropriate placement and academic success in beginning courses.
- Responsible for the implementation of UCommute, Off-campus and Commuter Services that was housed in the University Library to provide a community and easy access to resources to students who do not live on campus.
- Conceived and led the development of the Life Beyond KSU online course to serve as a replacement for the First-Year Experience course requirement for graduating seniors to remove one barrier to graduation.
- Conceived and co-developed the Literacy and Independence for Family Education (LIFE) Learning Community to support student parents in achieving the goal of earning a bachelor's degree.

RELATED EXPERIENCE

Dean, University College (July 2015-Present)

Interim Dean, Undergraduate Studies (shift from division to college) (October 2012-June 2015)

Kent State University, Kent, OH

- Oversee the operations of 10 departments and 73 professional and 337 graduate and undergraduate student staff members
- Manage a \$5.2 million budget
- Work with advising professionals on the delivery of direct services to undecided students and the development of an exploratory program that includes coursework, programming, and outreach
- Lead a team of student success experts on the design and delivery of curriculum and programs to assist students with transition from high school to college through to college graduation
- Work with the Provost and President's Office in the development of university-wide retention initiatives and programs resulting in seven consecutive years of a retention rate above 80% and a graduation rate of 67.5%
- Provide leadership on the expansion of academic support services provided through the Academic Success Center
- Oversee the university's First-Year Experience programs
- Oversee the university's Career Exploration and Development unit
- Oversee University Advising and Degree Completion program
- Implemented in collaboration with Division of Diversity, Equity and Inclusion, college-based diversity offices
- Oversee the university's experiential education requirement and offerings
- Responsible for the hiring and evaluation of staff

Assistant Dean, Undergraduate Studies (July 2012-October 2012)

Kent State University, Kent, OH

- Supervised full-time professionals who led departments within Undergraduate Studies
- Responsible for the development and implementation of college and university-wide retention initiatives

- Oversaw academic advising functions for Exploratory Advising Center serving approximately 1200 students
- Implemented retention tools such as MAP-Works, Banner Relationship Management, Student Retention Performance, and Course Signals
- Provided leadership for Living-Learning Community staff working with Exploratory Students
- Managed First-Year Experience and Academic Support Programs

Interim Executive Director, Undergraduate Studies (July 2011-April 2012)

Kent State University, Kent, OH

- Oversaw the operations of five departments and 30 professional and 16 graduate student staff members
- Managed a \$2.7 million budget
- Worked with advising professionals on the delivery of direct services to undecided students and the development of an exploratory program that includes coursework, programming, and outreach
- Worked with the Provost and President's Office in the development of university-wide retention initiatives and programs
- Provided leadership on the expansion of academic support services provided through the Academic Success Center
- Served as the college representative for Dean level events and discussions
- Responsible for the hiring and evaluation of college staff
- Led college staff in collaborating with other colleges on the delivery of academic support services and programs
- Oversaw the university's First-Year Experience program

Executive Director, Student Success Programs (January 2009-June 2011 & April 2012-June 2012)

Kent State University, Kent, OH

- Led team of five professional and five graduate students in the design, implementation, and assessment of first-year student programming
- Management of an \$800,000 department budget
- Increased the persistence of first-year students to the sophomore year through to graduation
- Oversaw the planning of three large-scale orientation programs to assist new students in their transition to Kent State University
- Hired and evaluated professional and paraprofessional staff members
- Taught University Orientation course

Associate Director, Student Success Programs (July 2008-December 2008)

Kent State University, Kent, OH

- Coordinated the First Year Course
- Coordinated fall and spring transition programs for first year students
- Served as the chair for the Summer Reading Advisory Board
- Planned and implemented academic and social programming for first year students
- Facilitated activities for the Freshman Advisory Council and National Society of Collegiate Scholars

Assistant Director, Student Success Programs (February 2008-June 2008)

Kent State University, Kent, OH

- Coordinated Summer Bridge Experiences for incoming first year students

- Recruited and trained summer reading discussion leaders
- Assisted with the development of the new Destination Kent program
- Facilitated activities for the Freshman Advisory Council and National Society of Collegiate Scholars

Assistant Director, Admissions Office (2003-2008)

Kent State University, Kent, OH

- Supervised admissions counselor
- Trained staff members in recruitment techniques
- Assisted with the development of scholarship criteria and distribution of awards
- Provided presentations on the college admissions process
- Traveled extensively to high schools and community organizations to recruit students
- Coordinated 15 small to large programs per year

Financial Aid Counselor, Student Financial Aid (2002-2003)

Kent State University, Kent, OH

- Coordinated processing of Professional Judgment concerns for families
- Supervised two graduate and undergraduate students
- Provided training for staff on Professional Judgment decisions
- Awarded financial aid packages
- Counseled families on the financial aid process

Residence Hall Director, Residence Services (2000-2002)

Kent State University, Kent, OH

- Supervised a student staff of 16 Resident Assistants and one Graduate Assistant
- Counseled and advised a residential population of approximately 790
- Coordinated and administered a discipline plan for residence hall students
- Co-advised two hall councils

Academic Adviser, Student Advising Center, Undergraduate Studies (1998-2000)

Kent State University, Kent, OH

- Advised incoming and returning students
- Implemented a pilot program to encourage students to explore majors and careers
- Developed and presented various career workshops for the University Orientation Course
- Assisted with probation, dismissal, and reinstatement procedures

Assistant Dean of Admissions, Admission Office (1996-1998)

Hiram College, Hiram, OH

- Minority Outreach Program Coordinator
- Transfer Student Recruitment Coordinator
- Recruited high school seniors and transfer students
- Presentations to high school students about Hiram College
- Planned transfer orientation for incoming transfer students
- Counseled families on academic majors, future career options, and financial aid
- Coordinated and facilitated campus visits for high school seniors and juniors
- Introduced a new session that provided information about academic expectations
- Maintained a budget of \$4500
- Supervised a student staff of 21

- Created a brochure to be used for minority recruitment
- Coordinated and supervised a minority phone campaign
- Led a women's support group with 15 members

TEACHING/ACADEMIC SERVICE

Assistant Professor (part-time non-tenure track), College of Education Health and Human Services
Kent State University, Kent, OH (July 2015-Present)

Teaching

- Politics and Power in Educational Organizations, 2016 & 2018 (graduate)
- Student Affairs as a Profession, 2013 (undergraduate)
- First Year Experience, University College, multiple years (undergraduate)

Dissertation Committees

- Aaron Berger, "Lived Experiences of a Chief Enrollment Officer in Ohio." Served as Graduate Faculty Representative. (PhD dissertation successfully defended on March 25, 2022)
- Alyssa Robinson, "Women's Perceptions of their Leadership Abilities Working Under the Leadership of a Woman Supervisor." (Proposal in progress)
- Asley Maher, "A Narrative Exploration of the Experiences of Women Support Staff in Higher Education." (Proposal successfully defended on July 28, 2021)
- Amy Calapa, "Life Designing in a Collegiate Career Course: The Post-Course Narratives of Students who Completed a Life Design Career Course." (PhD dissertation successfully defended on September 10, 2020)
- Michael Levinstein, "A Case Study of an Intrusive Advising Approach for At-Risk, Underprepared, and Traditionally Underrepresented Students." (PhD dissertation successfully defended on June 12, 2018)

PRESENTATIONS/PUBLICATIONS/RESEARCH/GRANTS

Invited and Conferences Presentations

- Pringle, E. & Littell, T. (2022). *Partnerships between faculty and student success professionals*. Ohio Faculty Council.
- Pringle, E., Hughes, P., & Young, C. (2021). The Importance of data in student success. Association of Public and Land Grant Institutions.
- Cartwright, C., Drummer-Ferrell, T., Lawless-Andric, D., Moore, T. & Pringle, E. (2021). *At the table with the Women's Center: Women in leadership. 25-year Celebration of the Women's Center*. Kent State University.
- Pringle, E. (2021). *Student success at Kent State*. Presentation to Senator Jerry C. Cirino.
- Pringle, E. (2021). *Building your best life*. Kupita/Transiciones, New Student Orientation Discovery Zone Workshop for Underserved Students.
- Parker, M. & Pringle, E. (2021) *Enrollment management, academic and co-curricular support, and retention*. Division of Student Affairs Fellows, Kent State University.
- Pringle, E. (2020). *Improving retention and graduation*. Mid-American Conference Academic Leadership Development Program Fellows.
- Jenkins, J. & Pringle, E. (2020). *College student retention and living-learning communities*. Air Force ROTC
- Pringle, E. (2019) *Retention action plan*. Advisor Forum, Kent State University.
- Pringle, E. (2019). *Inauguration speaker for President Todd Diacon*. Kent State University.

Pringle, E. (2018). *Moving the needle on student success*. Association of Public and Land Grant Institutions.

Pringle, E. (2017). *Office of Admissions, Multicultural Day keynote*. Kent State University.

Pringle, E. (2012). Oscar Ritchie Scholars Guild, keynote. Kent State University.

Tontodonato, P. & Pringle, E. (2014). *Mandating student Success: A comparison of advising approaches*. Association for the Study of Higher Education.

Pringle, E. (2013). *Addressing DFW rates through placement assessment*. The National Symposium on Student Retention.

Pringle, E. (2010). *Keynote address*. Residence Services staff training, Kent State University.

Pringle, E. (2010). *Keynote address*. Mothers, Mentors, and Muses, Women's Center, Kent State University.

Pringle, E. (2008). *Organizing your life, one hour at a time*. Leadership Conference, Kent State University at Trumbull.

Pringle, E. (2002). *Preparing for the future*. Project Grad, Akron Public Schools.

Pringle, E. (1999). *Intrusive advising: What's in a name?* National Academic Advising Association Annual Conference.

Pringle, E. (1998). *Making time to get it done*. Upward Bound, Kent State University.

Pringle, E. & Munsell, L. (1996). *Personal choices, professional implications*. Ohio College Personnel Association Conference.

Pringle, E. (1996). *The importance of organizational involvement*. New Student Orientation, Kent State University.

Pringle, E. (1996). *Understanding conflict*. College of Education, Kent State University.

Publications

Piatt, E., Merolla, D., Pringle, E., Serpe, R. (2019). The role of science identity salience in graduate school enrollment for first-Generation, low-income, underrepresented students. *Journal of Negro Education*, 88(3), 269-280.

Pellegrino, J., Snyder, C., Crutchfield, N., Curtis, C.; Pringle, E. (2015). Leveraging institutional knowledge for student success: promoting academic advisors. *Perspectives: Policy and Practice in Higher Education*, 19(4), 135-141. DOI: [10.1080/13603108.2015.1081302](https://doi.org/10.1080/13603108.2015.1081302)

Research

Mandating Student Success: Required Advising Policies, PIs: Eboni Pringle and Pamela Tontodonato

The Impact of COVID-19 on Students, Staff, and Faculty who Identify as Black, Indigenous or Person(s) of Color. PI's: Amoaba Gooden and Kamesha Spates. Co-PI's: Chinnasa Elue; Natasha Evans, Tayjua Hines, Liz Piatt, Eboni Pringle.

Supporting First Generation College Students. PI's: Eboni Pringle and Pamela Tontodonato

The Return on Investment of University College. PI's: Don Williams and Eboni Pringle

Grants and Fundraising

- Student Success, KeyBank Foundation, \$200K, 2021
- First-Generation Program Support, Kent State Foundation and individual donors, \$74K, 2021
- Emergency Grant, Randi McKenzie, \$15K, 2019

- Student Success, KeyBank Foundation, \$1 million, 2017
- Summer Bridge Program, Kent State Foundation Board, \$60,000, 2017
- Student Support Services, Federal TRIO Grant, \$2.22 million, 2015
- Addressing Transition Anxiety, STATE GRANT, Kent State Foundation Board, \$5K, 2009

PROFESSIONAL/COMMUNITY SERVICE

Kent State University, University-wide Service

- Anti-Racism and Equity Institute Advisory Council, 2021-Present
- Co-Chair, Anti-Racism Task Force, 2020-Present
- Member, Revision of Kent State's General Education, 2021-Present
- Leadership Team, Academic Affairs Strategic Plan, 2021-Present
- Co-Chair, Ensuring Student Success Committee, Academic Affairs Strategic Plan, 2021-Present
- COVID Reopening Committee, 2020-2021
- Co-Chair, Enrollment, Access, and Completion, Strategic Enrollment Management Plan, 2020
- Co-Chair, Sense of Belonging, Great Places Initiative, 2017-Present
- Women's Center Board, 2015-2019
- University-wide Strategic Visioning Advisory Committee, 2015
- Educational Policies Ad Hoc Committee on Academic Policies, 2014- 2019
- Ohio Means Internship & Co-Ops Committee, 2014- 2017
- Student Success Technology Leadership Team, 2014-2016
- University Requirements Curriculum Committee, 2014-Present
- Academic Affairs Strategic Planning Committee, 2013
- Implementation Team, Banner Relationship Management, 2012
- Presidential Task Force for Women in STEM Careers, 2012
- University-wide Retention Task Force, Co-chair, 2011-Present
- Math Emporium Implementation Committee, 2011
- Senior Vice President for Academic Affairs and Provost Search Committee, 2011
- 21st Century First Year Experience Strategic Plan, 2008
- MLK Celebration Taskforce, 2003-2008
- LIFE Co-Creator (living-learning community for single parent student), 2006
- Secretary, Pan-African Faculty and Staff Association, 2006

Community and Professional Service

- The Boys and Girls Club Regional Board, 2020-Present
- Association of Deans and Directors of University Colleges and Undergraduate Studies, Marketing Committee, 2020-Present
- Association of Public and Land Grant Universities, Powered by the Publics, Northern Cluster
- The Pearl League of Stark County, Interest group of Alpha Kappa Alpha Sorority, Inc, 2019-2021, Secretary
- The Ebony Bobcat Network, Akron-Canton Chapter Member, 2019-Present
- LeBron James Family Foundation Bureau Member, 2018-Present
- Special Populations Program Review, IUPUI Review Committee, 2016
- Akron Urban League Board, Member, 2015
- Northeast Ohio Council on Higher Education (NOCHE), Member, 2003-2008

- Mount Calvary Baptist Church College Fair, Coordinator, 2002-2006
- National Association of Admission Counselors and Advisers, 1997 -1998 & 2003-2008
- National Academic Advising Association, 1998-2000
- College Caravan, Inner-City Cleveland Recruitment Program, Member, 1996-1998
- Alpha Kappa Alpha Sorority, Incorporated - Akron Kids Achieving Co-Chair, 1998
- Ohio College Personnel Association - Program Committee Member, 1995-1997

HONORS/AWARDS

College Awards and Recognitions

- NASPA Excellence Award, Gold, 2022
- NACADA, Region 5, Innovation in Advising, 2022
- National Wildlife Federation and Recyclemania, Inc., Campus Race to Zero Waste, 2021
- NASPA Region IV-East, Innovative Program, 2021
- Ohio Transfer Council, Tom Vandermeulen Award, 2021
- NACADA, Outstanding Advising Program, 2021
- NASPA, First Gen Forward Designation, 2021
- NASPA Excellence Award, Bronze, 2021
- NACADA, Region 5, Innovation in Advising, 2021
- Association of Public and Land Grant Universities, Degree Completion Finalist, 2020 (university-level recognition based on increased degree completion)
- National Resource Center for the First-Year Experience and Students in Transition, Institutional Excellence for Students in Transition, 2018
- NACADA Outstanding Advising Program, 2017
- Frank L. Christ Outstanding Learning Center, 2016
- National Resource Center for the First-Year Experience and Students in Transition, Institutional Excellence for Students in Transition, 2015
- University Business Magazine, Model of Excellence, 2015

Individual Awards and Recognitions

- Diversity Trailblazer, Kent State University, 2021
- Higher Education Administration Alumni Award, Kent State University, 2020
- President's Excellence Award, Kent State University, 2009
- 30 For the Future, Greater Akron Chamber of Commerce, 2009
- Community Service Team Award, Admissions Office, 2006
- Nominee, Total Quality Service Award, Student Financial Aid, 2003
- Quality Service Team Award, Distinguished Staff Recognition Program, 1999
- Outstanding Team Teaching Award, University Orientation Program, 1998
- Nominee, Total Quality Service Award, 1997

