

Kim E. Armstrong, Ph.D.

Summary

Distinguished and accomplished educational professional with extensive experience in Enrollment Management, Diversity, Equity, Inclusion and Fundraising; builds stellar partnerships and drives community engagement. Exceptional strengths in taking programs through change and challenge to successful growth and fulfillment; visionary leader who streamlines business operations, facilitates change, and responds effectively to the needs of faculty, staff, students, and community. Unyielding commitment to continual growth and learning to ensure students achieve their full academic potential.

As a servant leader, I am accessible to all. **I strive to seek first to listen, inquire before advocating, demonstrate humility with internal and external communities to understand their diverse perspectives, experiences and needs before acting. Open, honest, authentic, transparent and collaborative communications is crucial to leading a high performing organization and encouraging the building of a strong foundation with focus on the common goal and vision of inspiring, and empowering students, faculty and staff** to community engagement, educational excellence, inclusion and continually striving towards personal and organizational improvement.

High-energy communicator with career history of leading high-performance institutions and teams to success. Strong abilities to effectively disseminate operational principles across all levels of personnel to drive change and excellence across educational environments. **System's Thinker with expertise in developing Strategic Forecasting strategies crucial for post-COVID risk assessment and Strategic Planning**

Areas of Emphasis

- Philosophy, Vision, Mission Setting
- Faculty Development & Mentoring
- Diversity, Equity & Inclusion
- Fundraising Strategies Management
- Accreditation & Strategic Planning Processes
- Institutional/Co-Curriculum Learning Outcomes
- Consultancy & Advisement
- Board & Stakeholder Relations
- Workforce Development
- Business and Industry Partnership Development
- Student Engagement/Retention
- System's Thinker
- Enrollment Management
- STEM Education & Initiatives
- Community Engagement
- Budget & Financial Management
- Program Review & Analysis
- On-line & Classroom Teaching
- Curriculum Development
- Collective Bargaining, Negotiations

Mission Statement

I am an ethical, principled, mission driven, servant leader whose goals are to serve a socially responsive and responsible organization. To lead an organization where transformational change is a part of the learning process. To lead an organization where students, employees, and the community are "life-long learners", who are all responsible for and beneficiaries of the learning process. **To scrutinize structural barriers to equity and inclusion and to invest in policies, practices, and behaviors that lead to success for all learners.** Moreover, I commit to help all succeed and to become valuable citizens in the global society. In addition, I embrace and recognize the uniqueness of each **individual** and the diversity of his/her needs.

Career Experience

ADMINISTRATIVE:

07/14-Present Arkansas State University Three Rivers/College of the Ouachitas

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1/20- Present Vice Chancellor for Student, Equity and Community Affairs, Arkansas State University Three Rivers, Malvern, AR 72104, Dr. Steve Rook, Chancellor. (501)-332-0232

Executive Summary:

As an executive, at one of the seven institutions in the Arkansas State University System, I provide oversight to student retention, grant programs, institutional equity and community initiatives. As a member of the Chancellor's cabinet, I make institutional level decisions; I serve on all applicable institutional committees including the College's Budget Committee. **I also represent the College at the local, state and federal level and serve on all applicable Arkansas State University System committees. I assure that the college has the reputation of being "The Communities' College". Seek and nurture extended business and community partnerships and provide leadership in equity business practices and culture. Mitigate barriers to access and success so that all students can reach their goals.**

Highlighted Area of Value:

Accreditation:

- **2021 Higher Learning Commission cited the following as "strengths" of the college (Open Pathways):**
 - **Student Success Initiatives (Working Student Success Network and Holistic Student Support Initiatives).**
 - **Equity Initiatives (Internal and especially community equity initiatives).**

Enrollment Management:

- Appointed to be one of six Holistic Student Support Peer Coaches for the state of Arkansas

Community Partnerships:

- **Led COVID efforts to collaborate testing and vaccine administration. Partnered with Baptist Health Regional Hospital, Community Care Pharmacy, the Arkansas State University Three Rivers Nursing faculty and students, IT and community churches and organizations. Goal was to provide educational and medical resources to undeserved communities.**

Diversity, Equity and Inclusion;

- **Invited to serve as the Missouri-Arkansas Kiwanis DEI Chair**
- **Initiated the development of a Minority Alumni Association to serve in an advisory and mentoring capacity for current minority students.**

Legislative:

- **Served on the City of Benton, Focus Benton Focus Group to assist the City with passing the A&P Tax. Also assist with developing the plan for allocating revenue from tax under the Vision Benton 2040 Plan. (Focus on Developing an Active Transportation culture and infrastructure)**

1/20-1/21 Vice Chancellor for Student Affairs, Arkansas State University Three Rivers, Malvern, AR 72104, Dr. Steve Rook, Chancellor. (501)-332-0232

7/14-1/20 Vice President of Student Affairs, College of the Ouachitas, Malvern, AR 72104, Dr. Steve Rook, President. (501)-332-0232.

Executive Summary:

As the Chief Student Affairs Officer of an Aspen Institute 2013 Top Ten Community College, former Achieve the Dream Leader College and 2015 Governor's Quality Award Commitment Awardee, I provide leadership to integrated student support services and institutional

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enrollment management. As a member of the Chancellor's cabinet, I make institutional level decisions; I serve on all applicable institutional committees including the College's Budget Committee. I also represent the College at the local, state and federal level and **serve on all applicable Arkansas State University System committees. January 2020, College of the Ouachitas joined the Arkansas State University System and became Arkansas State University Three Rivers.**

Highlighted Area of Value:

Legislative:

- **Recognition by the National Skills Coalition, by Arkansas Community College (ACC) and Arkansas Department of Higher Education (ADHE) for the Career Pathways Program's success in helping student-parents (130% below poverty) obtain credentials and diplomas in high demand career and technical fields such as nursing. This program was considered as a possible national model (2016, 2017). Only two other community college in Arkansas received this recognition. Highest completion rates in the state (2019, 2020). Second highest employability rate in the state (2019). Highest employability rate in the state (2020). Top 10 highest employability rate in the state with 95% employability rate for 2021.**
- College Counts 7 mins: <https://youtu.be/gKX8EfUo-fQ>
- College Counts 30mins: <http://youtu.be/u-gmfl32NWk>
- Recognition by the National Campaign to Prevent Teen and Unplanned Pregnancy and ADHE for implementation of the Arkansas Act 952 mandate (fall, 2016).
- www.arkansasonline.com/2016/aug/28/collegians-get-birds-bees-abcs-201608

Enrollment Management/ Student Success:

- **Received a grant from the National Student Leadership Symposium to provide leadership training and certification to all students in the First Year Experience Freshman Orientation Courses. (These are students needing two or more developmental courses (2020)).**
- Listed in the National Registry for Student Success Coaches (2020).
- **Appointed by the Arkansas Student Success Director as one of three from the state to receive training as a national student success coach. Only fifty professionals were selected nationwide (2018-2019).**
- **The College of the Ouachitas Holistic Student Support Initiative received funding from Achieving the Dream and Arkansas Community College Ascendium Education Group (formerly Great Lakes). Only five colleges in Arkansas received funding (2019).**
 - **As an extension of the One Stop model, initiated a Navigator Initiative to formalize a First- and Second-Year Experience Program.**
- **The College of the Ouachitas' Career Coach Program received recognition as a leader program and the Arkansas Department of Career Education requested that College of the Ouachitas assist Arkansas Tech University – Ozark Campus with the development of their first Career Coach Program (2018).**
- **Implemented Online Student Support initiative: student orientation, email, electronic transcript, online tutoring, disability services, advising and financial aid services (2016) Simulcast "Live" Online Course Delivery implemented (2019). College awarded a \$ 2.4 M Title III Online Program Development Grant (2015).**
- Created a "One-Stop" Center and delivery model to localize all student support services (2016). Initiated plans for facilities and resources to relocate all institutional student support services.

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Fund Raising and Development:

- The Career Coach Program received additional funding to add an additional school district (Benton High School) to our program. (2018)
- The Career Coach Program grant rated in the top 10% of all programs in the state. This rating resulted in additional, non-requested funding and guaranteed funding for FY 18 and 19.
- The Career Coach Program grant rated as one of the best in the state. This resulted in the College receiving funding to add an additional coach and school district (Sheridan High School, 2016).

Partnerships:

- **Established a partnership with Healthy Connections, Inc. to establish the first College of the Ouachitas Community Health Center. Both Medical and Behavioral Health Service were provided. This medical and mental health facility will be accessible to students, faculty, staff and the community. This is one of only community colleges in Arkansas with an on campus medical facility in the state. Malvern had no urgent care facility in the city (Summer 2019).**
- Established a Transfer Center with Southern Arkansas University, Henderson State University, University of Arkansas at Little Rock (2018), Grand Canyon University and Arkansas State University (2019)
- Established a counseling partnership with the Henderson State University Master's in Counseling Program Department to provide on campus mental health services to students, faculty and staff (2015).
- **Established partnerships, through the Career Coach Program, with the following school districts: Poyen (2015), Glen Rose (2015), Centerpoint (2016), Sheridan (2017) and Benton (2018).**

Equity, Inclusion and Diversity:

- **Spearheaded the Mayor's Coalition on Race (2020)**
- Established a Community/ African American Advisory Group (2018)
- Established the College of the Ouachitas, Presidential Martin Luther King, Jr. Scholarship. This scholarship was developed in partnership with the, community-based, Malvern Martin Luther King Committee (2015).

10/13-7/14 **Interim Dean of Student Support Services**, Black Hawk College, Dr. Bettie Truitt, Vice President of Instruction and Interim Vice President of Students, Black Hawk College, Moline, IL 61265; (309)-796- 5043.

Executive Summary:

As the Chief Student Affairs Officer in charge of the Student Services Division, I provided administrative leadership in the conceptualization, development, implementation and evaluation of student engagement, enhancement, retention, as well as student leadership and student success initiatives for a **multi-campus/ multi-center college (6000 FTE)**.

Highlighted Area of Value:

Accreditation:

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- **Provided leadership to Student Services during the HLC visit. Academic Quality Improvement Program (AQIP) reaccreditation process (2014). HLC complimented the following:**
 - **Metro LINK transit system partnership**
 - **Online orientation and assessment of student learning outcomes**
 - **The First Stop Center**
 - **Student Centered Environment**
 - **The new Vet Center**
 - **Student Trustee process**
 - **Community connections.**
 - **Met standards for the HLC Federal Compliance for Student Complaint process and Title IV requirements.**

2/07-10/13 Assistant Dean of Student Support Services, Black Hawk College, Dr. Dick Vallandingham, Vice President of Student Support Services and Dean of Student Support Services, Black Hawk College, Moline, IL 61265; (309)-796-5047.

Executive Summary:

As the second in charge of the Student Services Division, I assisted with providing administrative leadership in the conceptualization, development, implementation and evaluation of student engagement, enhancement, retention, leadership and success initiatives for a **multi-campus /multi-center college. I provided student success related initiatives in collaboration with internal and external stakeholders, community and service learning initiatives, high school and middle school outreach.**

Highlighted Area of Value:

Equity, Inclusion and Diversity:

- **Awarded Illinois Board of Higher Education Exemplary Program Designation for the Summer Actuarial Science Program for Minority and Female Students: A partnership Between Black Hawk College, Scott Community College and Drake University (2011).**
- **Acknowledged by Illinois Board of Higher Education (IBHE) as an Exemplary Program for the. Process Impact Team Charter: Minority Persistence to Goal Attainment initiative.**

External Partnership Development:

- **Instrumental in bringing a “College Changes Everything” Regional Conference to the Quad Cities. The Illinois Student Assistance Commission, Black Hawk College and the Lumina Foundation sponsored this bi-state Conference.**
- **Spearheaded a partnership with Metro LINK Transit System to provide bus service to all Black Hawk College campuses and outreach centers as part of the Student ID program. Focus was to provide access and to improve retention rates for all credit and noncredit, GED, ESL and all Adult Education students (2010-2012).**
- **Spearheaded a collaborative initiative to include Black Hawk College, Eastern Iowa Community College, Western Illinois University, United Way and the Community Foundation of the River Bend. Developed the Achieve Quad Cities Intermediary Initiative to systematize the efforts to improve workplace opportunities for middle and high school students in the Quad Cities (2012).**

Fund Raising and Development:

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- Awarded a gift from Royal Neighbors of America to support the Actuarial Science Summer Program for Women and Minorities (2011, 2012). This was a collaborative effort with Drake University, Scott Community College and Black Hawk College to encourage minority and female community college students to consider employment in actuarial science fields.
- Awarded a gift from State Farm Insurance Company to support the First Annual Hispanic Youth Summit. Collaboration with the MLK Center, Hola America Multi Media and the Viva QC Committee (2011, 2012).
- Awarded a KnowHow2Go Illinois Network, Lumina Grant to increase college readiness for African American and Hispanic high school students, especially in the science, technology, engineering and math disciplines (STEM). University of Iowa (IA), Augustana University (IL), St. Ambrose University (IA), Scott Community College (IA) and Black Hawk College (IL) were members of the network. One of only seven grants awarded (2010).
- Secured funding and assisted with the development and coordination of the Quad City Minority Partnership Math and Science Program. This was a program designed to assist minority high school students in both Rock Island County (IL) and Scott County (IA) with completing science, technology, engineering, and math programs at the college level (2010).

7/05- 2/07 **Interim Dean of Student Support Services**, Black Hawk College, Dr. Rose Campbell, Vice President of Instructional and Student Support Services, Black Hawk College, Moline, IL 60265; (309)-796-5043.

Executive Summary:

Led and managed a unit of integrated student support services. Provided administrative leadership for the conceptualization, development, implementation, and evaluation of services provided. Developed and maintained quality staff and coordinated programs, including the planning of appropriate financial support and budget management. Provided leadership in the development of student related initiatives in collaboration with internal and external constituents. Provided management and supervision to Advising staff, Counseling staff, Enrollment Services, Disability Services, Financial Aid, the Center for Early Learning (CEL), Career Center, Transfer Center, Minority Transfer Center, Student Government Association, Phi Theta Kappa and Student Clubs. Also provided oversight to the Student Disciplinary Process, Student-Student **AA/EEOC Process**, Special Populations, Nontraditional and Technical Occupational Programs, Gender Equity programs, and all Perkins Grant applications, i.e., Instructional Equipment processes. Continued all responsibilities of the Assistant Dean of Student Support Services and Perkins Grant Manager during the interim period.

Highlighted Area of Value:

Fund Raising and Development Experience:

- Awarded New Look Grant to start the “Digital Divas” program geared at encouraging girls (12-17 years of age) to enter STEM fields of study (2006, 2007).
- Awarded National Association of International Student Educators (NAFSA) Grant (2007).

10/04- 7/05 **Assistant Dean of Student Services and Perkins Grant Manager**, Black Hawk College, Dr. Rose Campbell, Dean of Student Support Services, (309)-796-5043.

Executive Summary:

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Provided leadership in maintain an effective student service program. Provided assistance in resolving student issues and concerns. Responsible for directing the planning, budgeting, administration, and evaluation for the Transfer Center grant and student services related initiatives. **Provide direct supervision to staff funded 100% from Perkins Grant** and coordinated the efforts of partially funded employees for the purpose of meeting internal and external program requirements. **Served as the Affirmative Action/ Equal Employment (AA/EEO) Officer.** Provided budgetary management to support several instructional programs. The instructional equipment purchases for career and technical programs, travel for faculty to attend conferences and workshops to **enhance career and technical programs, continued quality improvement projects to support instruction, performance enhancement initiatives and Program Improvement Grant (PIG) funds for instruction in career and technical areas and technical programs preparation support funds were supported.**

Highlighted Area of Value:

Fund Development:

- Awarded and provided oversight IBHE, HECA Minority Transfer Center Grant. Considered as regional program (2005, 2006).

7/01-10/04

Executive Assistant to the President for Intercultural and Community Affairs

7/98-7/01

Assistant to the President for Intercultural and Community Affairs

10/97-6/98

Special Assistant to the President for Diversity and Community Affairs, Black Hawk College, Moline, Illinois. Supervisor: Dr. Keith Miller, President, 309-796-5001.

Executive Summary:

Responsible for college-wide and community-wide diversity efforts, development of Service Learning, and Developmental Education Programs, administrative oversight of Student Government Association and Phi Theta Kappa International Honors Society. Responsible for personnel issues and directing the planning, budgeting, administration, and evaluation for diversity and student services related initiatives. Served on College's negotiation team for Illinois Federation of Teachers (IFT) and Professional/Technical staff contracts. **Also, served as the College's Affirmative Action/Equal Employment Opportunity Officer (AA/EEO).**

Highlighted Area of Value:

Equity, Inclusion and Diversity:

- **Acknowledged in the 2003 Higher Learning Commission Self Study Report. Black Hawk College's diversity program was highlighted as "strength" of the College (AQIP).**
- **Acknowledged, for six consecutive years, by the Illinois Community College Trustee Association (ICCTA) for Black Hawk College's diversity initiatives and programs.**
 - **Developed, implemented and maintained a 7-year diversity action plan.**
 - **Established the Office of Intercultural and Community Affairs.**
 - **Established a Hispanic and African American President Advisory Committee.**
 - **Received institutional membership on the Illinois Diversity Faculty Initiative (DFI) Board.**

Collective Bargaining:

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- Successfully negotiated Illinois Federation of Teachers and Professional/Technical Staff units' contracts (2004).
- Served on Administrative Negotiation team. Successful contract negotiations with Illinois Federation of Teachers (IFT) and Pro-Tech units (2001).

Student Support:

- Awarded Five- Star status for Eta Kappa Chapter of the Phi Theta Kappa International Honor Society (Top honors for four consecutive years)
- Named November 18 the Official Phi Theta Kappa Day for the city of Moline, IL (2003).

External Partnership Development:

- **Established a Workforce Diversity Program in partnership with John Deere Harvester.**

8/97-2/98

Special Projects Coordinator, Provena Medical Center, Community Health Ministries and Healthier Communities Programs, Urbana, Illinois. Supervisor: Pat Hagen-Davis, Vice President.

Executive Summary:

Coordinated, developed, and secured funding for Parish Nursing and School Nursing programs. (Special populations: African-American and Amish).

Highlighted Area of Value:

External Partnership Development:

- **Instrumental in establishing and developing a successful partnership with the Mennonite and Amish Community of Arcola, IL. The goal was to build a relationship by which the hospital nursing staff could provide prenatal care to this population.**

5/89-6/90

Professional Assistant, Neurobiology Program, **National Science Foundation (NSF)**, Washington, D.C. Supervisor: Dr. Kathie L. Olsen, Program Director, Integrative Biology and Neuroscience, 703-306-1420.

11/85-9/88

Psychology Assistant, Schwab Rehabilitation Center, Chicago, Illinois. Supervisors: Dr. Paul Larson and Dr. David Hopkins, 312-522-2010.

Executive Summary:

Administered and scored neuropsychological, personality, vocational, and achievement tests to inpatient and outpatient brain injured, psychiatric populations and HIV positive patients. Conducted computer assisted cognitive retraining, relaxation therapy, a weekly mixed disability group, a pain management group, and a women's issues group. Population consisted of 95% minority inpatients.

FACULTY:

8/14-Present

Adjunct Faculty, College of the Ouachitas, Tricia Barr, Dean of Arts and Sciences, and Patty Weeks, Adjunct Faculty Coordinator, Malvern, AR. 70214. (501)-332-0246.

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Executive Summary:

Taught General Psychology, Honors General Psychology, Online General Psychology and Honors Abnormal Psychology classes.

Highlighted Area of Value:

Academic:

- Received excellent student and departmental evaluations (2014, 2015, and 2016, no evaluations since 2016.)
- **Honor Students presented the Honors Medallion (2021, 2018)**

9/92-5/98

Research Faculty/ Post-Doctoral Fellow, University of Illinois, Urbana- Champaign; Department of Psychology, and Beckman Institute for the Advancement of Science and Technology, Urbana, Illinois. Supervisor: Dr. William T. Greenough, 217-333-4472.

Executive Summary:

Conducted cell anatomy and learning developmental neuroscience, complex environments and sleep and cognition research, instructed and advised undergraduate, graduate and medical students. Conducted research, which was the biological precursor to the Headstart Program.

Highlighter Area of Value:

Academic:

- **Co-authored three (3) peer reviewed journal articles, three (3) chapters and four (4) abstracts.**

Fund Raising and Development:

- **Awarded five grants; three research grants from National Science Foundation (NSF), National Institutes of Health (NIH), and University of Illinois; two training grants from the Howard Hughes Foundation and the American Psychiatric Association (APA).**

4/92-9/92

Visiting Research Associate/Post-Doctoral Fellow, Department of Physiology, Northwestern University Medical School; Chicago, Illinois. Supervisor: Dr. Joyce Keifer, 605-677-5134.

Executive Summary:

Conducted research in an "in vitro" turtle preparation using electrophysiological techniques and methodology.

Highlighted Area of Value:

Academic:

- **Co-authored two peer review articles.**

Education

1992

Ph.D., Howard University, Physiological/ Neuropsychology and Cognitive Child Development, Washington, D.C.

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1982-85/1988-89 **M.S.**, Howard University, Physiological/ Neuropsychology, Washington, D.C.
1982 **B.S.**, Cum Laude, Howard University. Major: Psychology; Minor: Chemistry

Additional Educational Experience and Certifications

2020 **Strategic Leadership and Management Specialization: Corporate Strategy**, Certificate # T4J3KNKEWZ8W, University of Illinois Urbana- Champaign/Coursera.
2020 **Strategic Leadership and Management Specialization: Business Strategy**, Certificate #RBJZAEVFSTQ4, University of Illinois Urbana-Champaign/Coursera.
2020 **Strategic Leadership and Management Specialization: Designing the Organization**, Certificate #XC47RRELCDGV, University of Illinois Urbana- Champaign/Coursera
2020 **Strategic Leadership and Management Specialization: Applications to Everyday Leadership**, Certificate # WJVBZQH7QGRD, University of Illinois Urbana-Champaign/Coursera
2020 **Strategic Leadership and Management Specialization: Managing the Organization**, Certificate # 32B2HLN5WXXQ, University of Illinois Urbana- Champaign/Coursera
2020 **Strategic Leadership and Management Specialization: Foundations of Everyday Leadership**, Certificate # D6HQE8V2Q3C6, University of Illinois Urbana-Champaign.
2019 Achieving the Dream and Jobs for the Future- Student Success Center Network (SSCN) Guided Pathways Coach Training Program. **Certified National Student Success/Guided Pathways Coach** (October 17, 2019)
1990 American Psychological Association Minority Neuroscience Workshop, Marine Biology Lab, Woodshole, MA

Professional Development

2019 Counselor Intern Site Supervisor Training, Henderson State University, Arkadelphia, AR. (October 25, 2019)
2019 Foundational and Model Implementation Training, Parents as Teachers-Model Certified (March 15, 2019).
2016 Active Killer: Response for Educators, Arkansas Dept. of Ed. Professional Development (April 8, 2016)
2015 Counselor Intern Site Supervisor Training, Henderson State University, Arkadelphia, AR. (September 25, 2015)
2013 (A.L.I.C.E.) Active Shooter Response Options Training; Black Hawk College, Moline, IL (March 14, 2013)
2012 Title IX Compliance Review and Training for College Administrators and Title IX Coordinators; Palos Hills, Illinois (February 3, 2012)
2011-2014 Illinois Association for School Board, Annual Board Member Mandatory Training
2011 Protecting Human Research Participants, NIH, Office of Extramural Research (05/03/2011, certificate # 681009)
2010 **Board Source: Critical Components of Effective Governance**; Moline, IL.
2007-2012 Grow to be a CEO, Integrity Integrated, Inc., Davenport, IA.
2007 Study Circles Training, Palmer College, Davenport, IA.
2006 **Conflict Resolution Training**, Family Resources, Inc, Moline, IL.
2004 **Conflict Resolution & Mediation Training**, Community Mediation Center, Family Resources, Inc., Davenport, IA.
2004 **Board Roles and Responsibility**, Berit Lakey, Ph.D., United Way of the QC Area

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2003	2003 Criteria, Baldrige Briefing, Mark Blazey, Black Hawk College, Moline, IL
2003	President's Leadership Seminar, Black Hawk College, Moline, IL
2002	Institute for Experienced Professionals, National Council on Race, University of Oklahoma
2002	Actualizing Diverse Hiring Policies in Schools and Colleges: Uncovering Educational Biases in the Search and Hiring Process , Certificate
2001-2003	Strategic Leadership Forum, Consortium for Community College Development, University of Michigan
2001	Black Hawk College Joint Negotiation Workshop, Thought Bridge, Inc.

Executive Summary Career Highlights

2021	Appointed by the Arkansas Student Success Center and Achieving the Dream as Holistic Student Support Initiative as a Peer Coach for the state of Arkansas
2020	Listed in the National Registry as a Student Success/Guided Pathways Coach
2019	2019 Trademark Distinguished Women, Honor's Edition- Arkansas https://www.malvern-online.com/content/armstrong-selected-trademark-women-distinction-2019-honors
2019	Elected as the Senior Student Affairs Officer Board Member for Arkansas Student Affairs Association.
2019	Appointed by the Arkansas Student Success Center and Achieving the Dream to be a Nationally Certified Student Success/ Guided Pathways Coach.
2019	Awarded Holistic Student Support Grant from Achieving the Dream (only 5 awarded in Arkansas).
2016	Recognized by the National Campaign to Prevent Teen and Unplanned Pregnancy and ADHE for implementation and execution of the Arkansas ACT 943.
2021, 2014, 2007	HLC acknowledged Student Services and Diversity Programs
2013	United Way of the Illinois/Iowa Quad Cities, Workplace Campaign Co-Chair, Raised approximately \$8.5M
2011	Rock Island/Milan School District #41, elected School Board Member, Illinois
2011	National Research Council, AACC, National Research Council, Fulfilling the Promise of the Community College, authored Chapter 11: <u>Increasing Access and Success for First Year Students in Science, Technology, Engineering and Math,</u>
2009	Distinguished Administrator Award; Phi Theta Kappa
1996	Testified, U.S. Congress, APA and NIH; topic: "Mental Health Services in Rural Minority Populations".
1992	National Institute of General Medical Services, Keynote speaker, 20 th Anniversary Commemoration of Minority Programs, Bethesda, MD.

Professional Experiences

Accreditation and Strategic Planning:

2020-Present	United Way-Heart of Arkansas Strategic Planning Committee
2018-2019	Developed Co-Curricular Student Learning Outcomes to align with Institutional Student Learning Outcomes.
2017-Present	Assessment Academy on the Higher Learning Commission Collaboration Network
2017-2019	Revised College Mission, Vision and Core Values, College of the Ouachitas

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2017-2019	Developed Institutional Student Learning Outcomes and Rubric: Professionalism, Critical Thinking, Communication, Information Literacy, College of the Ouachitas
2017	Revised Student Affairs Mission, Vision and Core Values, College of the Ouachitas
2016-Present	Assessment Committee, College of the Ouachitas (HLC: Open Pathways)
2016-Present	Effectiveness Committee, College of the Ouachitas
2014-Present	Strategic Planning Committee, College of the Ouachitas
2013	Strategic Planning Facilitator for the Martin Luther King, Jr Community Center Staff and Board , Rock Island, IL.
2012	Academic Quality Improvement Program (AQIP); Accreditation Review Committee, HLC; Black Hawk College
2010	Critical Components of Effective Governance; Harvard University Board Source Training
2010- 2014	Black Hawk College Strategic Planning Committee
2009- 2014	United Way Community Strategic Planning Committee, Member
2007- 2014	Girls Scouts of Eastern Iowa and Western Illinois, Performance Excellence Committee Member
2006-2009	Bethany for Children and Families, Evaluation and Strategic Planning Committee Chair

Budget Management:

2014-Present	Managed Student Affairs Budgets, College of the Ouachitas/ Arkansas State University Three Rivers
2014-Present	Provided oversight to TRiO Student Support Services Budget, College of the Ouachitas
2014-Present	Provided oversight to the Career Pathways Grant Budget, College of the Ouachitas
2014-2017	Provided oversight to the Working Student Success Network Grant, Lumina, Achieve the Dream, College of the Ouachitas
2014-Present	Provided oversight to the Healthy Families, Arkansas Children's Hospital Grant, and College of the Ouachitas
2014-Present 2014	Provided oversight to the Career Coach, Arkansas Works Grant, College of the Ouachitas Initiated and developed "Zero –Balanced Budget" process at College of the Ouachitas in the Student Affairs Division to strategically aligned Student Affairs initiatives with the institutional strategic goals and objectives. Introduced Budget Manager level shared governance process. Also, separated budgets into functional areas (Prior there was one Student Affairs budget with no delineation of expenditures or revenue).
2007-2014	Managed Student Services Budgets, Black Hawk College
2007-2014	Provided oversight to the TRiO Budget
2007-2010	Managed Student Services and Carl T. Perkins Grant Budgets, Black Hawk College
2007, 2006	Managed Perkins Grant, Black Hawk College
2007, 2006	Awarded New Look Grant, Black Hawk College
2007, 2006	Managed Performance Improvement Grant, Black Hawk College
2007, 2006	Managed Tech Prep Support Grant, Black Hawk College
2007, 2006	Managed Career and Technical Education, Innovation Grant, Black Hawk College
2006	Managed Continuous Quality Improvement Grant, Black Hawk College
2006	Managed Performance Enhancement Grant, Black Hawk College
2006	Implemented "Zero Balance Budgeting" process.
2006, 2005	Managed IBHE, HECA Minority Transfer Center Grant, Black Hawk College
1997-2004	Managed Intercultural and Community Affairs Departmental Budget; Black Hawk College

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Facilities

2021-Present	Facilities Master Plan Committee
2019	Renovation-Community Health Center, College of the Ouachitas
2019	Renovation-Food Bank, College of the Ouachitas
2015	Renovation-One Stop Center, College of the Ouachitas
2012	New Building-Student housing, The Villas at Black Hawk
2012	New Building-"First Stop" Center, Black Hawk College
2008	Remodeled- New Student Center (The Hawks Nest), Black Hawk College
2008	Remodeled Commons areas in Building 2; Awarded Black Hawk Foundation Gant

Fund Raising and Development Experience:

2020	Awarded implementation grant from the National Society for Student Leadership and Success to provide soft skill and leadership training to all mandatory freshmen First Year Experience classes, Honor's and student leader groups.
2020	United Way- Heart of Arkansas, Resource Development Committee
2018	Career Coach Program awarded additional funding from Arkansas Department of Career and Technical Education (CTE) and Benton School District to add at Benton High School to the College's Career Coach Program.
2017	Sheridan High School approached the College and requested to participate in our Career Coach Program. (CTE)
2017	Arkansas Department of CTE asked the College to add Centerpoint High School to our Career Coach Program
2016	Career Coach Program awarded unsolicited increase due to excellence of program (CTE program)
2015	Established and funded an Emergency Loan Program to help retain students facing external barriers to persistence and completion. Awarded additional WSSN/Lumina Foundation grant funds to establish this program (\$10,000)
2012-2014	United Way of the Quad Cities Campaign Chair 2013; (Approximately \$8.4 Million raised)
2013	Black Hawk College Foundation Grant: Minority Persistence to Completion: African American males, African American females and Hispanic students
2010-2011	Martin Luther King Center Capital Campaign Committee (Approximately \$4 Million raised)
2012, 2011	Royal Neighbors of America; Secured Funding from for the second year of the Actuarial Science Summer Program for Women and Minorities (monetary and internship opportunities) (Approximately \$5000/year)
2012, 2011	State Farm; Established and Secured Funding for the Quad Cities First Annual Latino Summit
2010	KnowHow2GOIllinois Networking grant to work with improving success rates between African American and Hispanic Students. Quad Cities Minority Program (QCMP) Math and Science Program and the First Annual Latino Summit were the projects funded (\$10,000).
2008	Black Hawk College Foundation Mini Grant, Blues in Black and White: Blues Symposium
2007	Black Hawk College Foundation Mini Grant, Minority Student Persistence to Goal Attainment
2007	Awarded NAFSA Grant
2003-2004	Churches United, Pledge Campaign Chair (Approximately \$100,000 raised).

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2002-2004	United Way of the Illinois-Iowa Quad Cities; Community Investment Committee,
2002-2003	Aldridge Center Capital Campaign; Co-Campaign Chair (Approximately \$3 Million raised).
2002-2003	Aldridge Center Capital Campaign, Spokesperson
2001	United Way of the Quad Cities; Capital Campaign Spokesperson
2001	Black Hawk College Foundation Grant; first Annual QC Graduation Reception
2000	John Deere Foundation; Milton Bennett Diversity Workshops (\$40,000)
1999-2006	United Way of the Quad Cities; Fund Distribution Committee
1996-1997	Secured funding for Parish Nursing and School Nursing programs; Provena /Covenant Hospital.
1995	Howard Hughes Foundation Minority Training Grant
1995	American Psychiatric Association Grant; Program for Minority Research

Marketing and Branding:

2014	Introduced the “I AM COTO” branding concept; College of the Ouachitas
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Student Success:

2021	Arkansas Student Success Center appointed Peer Holistic Student Support Coach for the state. (Only 8 were selected.)
2020	Implementation of the National Society for Student Leadership and Success model for all mandatory Freshmen First Year Experience orientation classes. This initiative is in alignment with the Institutional Student Learning Outcomes.
2019	Arkansas Food Bank Approved College Site
2019	Arkansas Student Affairs Association Senior Student Affairs Board Member
2019	Arkansas State University System Transfer Committee
2019	Implemented Navigator Initiative- First- and Second-Year Experience Program
2019	Awarded a Holistic Student Support Initiative Grant (Achieving the Dream and ACC Ascendium Education Group)
2019	Established the College’s first Health Center for medical and behavioral health services.
2018	Arkansas Student Success Center appointed Student Success/Guided Pathways Coach
2018	ACC Student Success Center Advisory Board
2018	IPEDS reported an increase in percentage of certificates (2.7%) earned and graduation rates (1.5%). Fall-to-Fall retention rates reported an increase (Full-time 2% increase and Part-time 17% increase)
2018	Implementation of the College’s first Transfer Center, College of the Ouachitas
2018	Implementation of the College’s first student email system, College of the Ouachitas
2018	Implementation of the College’s first online tutoring process, College of the Ouachitas
2018	Implementation of the College’s first online orientation process, College of the Ouachitas
2017	Developed Student Affairs Co-curricular student learning outcomes to align with Institutional Student Learning Outcomes, College of the Ouachitas
2017	Increased enrollments headcount by 2.8% and SSCH by 9.1% (spring, 2017). IPEDS reported a 3-year increase in both graduation rates and transfer rates. Increased enrollment headcount and SSCH by 1% (summer, 2017).
2017	Developed online student support services initiative (Funded by \$2.4M Title III Grant), College of the Ouachitas
2016	Developed student complaint log and process; HLC compliance requirement, College of the Ouachitas

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2016	Developed the College's First Year and Second Year Retention Program focusing on career development and exploration. (COTO: C.A.R.E. (Career Assistance and Readiness for Employment) program was funded by the WSSN Grant), College of the Ouachitas
2016	Presided over the GED Commencement Exercise, College of the Ouachitas.
2016, 2015	College of the Ouachitas' default rates were the third lowest rates of all Arkansas Community Colleges.
2015	Established a "One-Stop" Student Services Delivery Model, College of the Ouachitas
2015	Re-opened and staffed the College Career Center, Funded by the WSSN Grant.
2015	Implemented mandatory Title IX and FERPA training for all administration, faculty, staff and students, College of the Ouachitas
2015	Served as keynote for the LPN and RN Pinning Ceremony, College of the Ouachitas
2015	Initiated "Pizza with the Prez", College of the Ouachitas
2014	Developed an Enrollment Management Plan; HLC financial monitoring notification, College of the Ouachitas
2014	Developed Individual Savings Program to help students save, develop financial literacy skills and pay for college; partnership with the CADC, College Foundation and Diamond Lake Federal Credit Union.
2014	Developed Student Affairs Student Learning and Institutional Student Learning Outcomes, College of the Ouachitas
2014	Provided administrative oversight to Commencement; Black Hawk College
2014	Organized Emergency Food and Resource Bank, Black Hawk College
2013	Lead HLC, AQIP site visit for Student Services Area, Black Hawk College
2012	Managed implementation process, The Villas at Black Hawk
2012	Assisted with planning facilities New "First Stop" Center. (New building for Student Affairs), Black Hawk College
2008	Coordinated Yellow Ribbon Conference; National Guard Reintegration Event, Black Hawk College
2008	Created the new Student Center (The Hawks Nest), Black Hawk College
2008	Remodeled Commons areas in Building 2; Awarded Black Hawk Foundation Grant
2006	Piloted Model for Nursing, Engineering Technology, Athletics and Career and Technical Programs' Designated Advising, Black Hawk College
2006	Implemented a Pre-Advising Pilot Program, Black Hawk College
2006	Coordinated an On-line student retention initiative. Collaboration was with the Marketing Department, the Teaching and Learning Center and Student Support Services- Black Hawk College.
2006-2013	Provided oversight of the Graduation Commencement Exercise, Black Hawk College
2005-2007	Served as Administrator on Duty (evening and weekend), Black Hawk College
2002-2010	Coordinated Illinois Student Lobby/ Advocacy Day; Black Hawk College
2001- 2010	Managed Student Trustee and Student Government Association Officer Election Process, Black Hawk College
2001	Initiated "Pizza with the Prez"; Black Hawk College
2001-2010	Served as Student Government Association advisor, Black Hawk College
2002-2014	Served as the Administrative Liaison for Phi Theta Kappa

- Establishing a line item budget (\$12,000)
- Distinguished Administrator Award (2009).
- November 18 the Official Phi Theta Kappa Day, Moline, IL.

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- Five- Star status for Eta Kappa Chapter (Top honors for four consecutive years).
- Regional Honors for the Eta Kappa Chapter
- Eta Kappa Chapter of Phi Theta Kappa (2002- 2005); Advisor
- Honorary Member (2002).

External Partnerships and Collaborations

P-12:

2014-Present

Poyen (2015), Glen Rose (2015), Ouachitas (2014), Sheridan (summer 2017) and Centerpoint Middle and High Schools (2016) to provide career exploration and college readiness programs; Career Coach Program funded from Arkansas Works Grant. Benton High School added summer (2018). Benton Junior High School added summer (2019).

2010

Quad City Minority Partnership Math and Science Program. This is a program designed to assist minority high school students in both Rock Island County and Scott County with completing science, technology, engineering, and math programs at the college level.

2010

Illinois Mathematical and Science Academy (IMSA) to improve the level of preparedness and the number of students prepared for math, computer, technology and science careers.

2009

Preschool for All Grant in collaboration with the Rock Island Regional Office of Education

Higher Education:

2019-Present

Arkansas State University at Jonesboro; Established joint recruiter/ advisor/ transfer coordinator position. The College implemented a hybrid 4-year programs.

2018- Present

Southern Arkansas University, Henderson State University (Spring 2018), University of Arkansas at Little Rock (Fall 2018) and Grand Canyon University (Spring 2018) and Arkansas State University (Spring 2019). Established the College Transfer Center.

2015-Present

Henderson State University, Arkansas. Masters level counseling interns are house on campus to assist with behavioral and social barriers to success for our students.

2014-2017

Working Student Success Network. Four community colleges in Arkansas were in the national network.

2010

Drake University (IA), Scott Community College (IA) and Black Hawk College (IL); Summer Actuarial Science Program for Minority and Female Community College Students.

2009

Western Illinois University (IL) in the development of the Thrive, Achieve, Persist to Excellence (T.A.P.E) HECA Grant.

2006-2008

St. Ambrose University (IA), National Association of International Educators (NAFSA): Collaborative Training Grant. Student Support Services, International Student Office, the International Initiatives and Study Abroad Office. Grant was design to provide cultural sensitivity training to student service staff working with international students.

2005-2007

Western Illinois University (IL), Rock Island School District (IL), Augustana University (IL), and Carl Sandburg College (IL) - IBHE, HECA "Pathways to Success" grant to increase the number of minorities in education majors.

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- 2005-2006 Western Illinois University and Illinois State University; IBHE, HECA, Minority Transfer Center Grant (FY05and FY06). The goal of the grant is to increase the number of minority students who are prepared to transfer.
- 2005 Assisted with the implementation and coordination of a “Grow Your Own: Special Education Teacher Program”, in collaboration with Western Illinois University and Community Caring Conference.

Business and Industry:

- 2018 **Partnered with Healthy Connections to provide an on-campus Community Health Center for medical and behavioral health services to the college and community.**
- 2017-Present **Arkansas Futures Grant: Provide STEM and High demand area students with business and industry mentors and community service opportunities. Collaborated with Malvern Chamber of Commerce, Boys and Girls Club, Arkansas Workforce Office, Diamond Lake Credit Union, Baptist Health Medical Center, University of Arkansas Medical Science, local politicians, Central Arkansas Development Council, Malvern State Trucking, Malvern Police and Correctional Centers.**
- 2014-2018 **Central Arkansas Development Council, College of the Ouachitas Foundation Board, Diamond Lakes Federal Credit Union: Individual Development Account- A matching 3-1 savings program for education at the College of the Ouachitas.**
- 2014-Present Workforce Investment Opportunity Act (WIOA), Career Pathways Program partnership
- 2010-2013 **Metro LINK Transit System; Provided bus service to all Black Hawk College campuses and outreach centers (Quad Cities and East Campus). Focus was to provide access and to improve retention rates for all credit and noncredit, GED, ESL and all Adult Education students.**
- 2000 **John Deere Harvester; Established a Workforce Diversity Program.**

Community:

- 2019-Present Arkansas Food Bank; Established an on-campus food bank as an expansion to the three “Love Boxes (2017)” located across campus.
- 2016-Present **Established a Chancellor’s Community Advisory Committee**
- 2016-Present Covenant Recovery Program; Established partnership to assist ex- offenders with reentry into college and Adult Education programs post incarceration.
- 2015-Present Malvern Martin Luther King Committee; Established the College of the Ouachitas President’s MLK Scholarship in partnership with the Committee.
- 2014-Present Annual Fishing Derby in partnership with Kiwanis, Wilson Middle School and the Arkansas Game and Fish Commission.
- 2012 **Eastern Iowa Community College, Western Illinois University, United Way of the Quad Cities and the Community Foundation of the River Bend; The Achieve Quad Cities Intermediary Initiative was developed to systematize the efforts to improve workplace opportunities for middle and high school students in the Quad Cities.**
- 2010 Community Caring Conference to address external barriers to goal attainment for minority students.
- 2008-2014 Boys and Girls Club of the Mississippi Valley; Mini Career Fair
- 2000 **Minority community leaders; Established a Hispanic and African American President Advisory Committee**
- 1998 Mennonite and Amish Community of Arcola, IL. Covenant Hospital nursing staff provided prenatal care.

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Workforce Development

2017-Present	Arkansas Futures Initiative: Developed partnership with area businesses to mentor aspects of soft skill development to students in STEM and “high demand” majors.
2014-Present	Career Coach Program. Funded by the Arkansas Career and Technical Education to provide career and college exploration for middle, junior and high school students. This program assists student and parents with financial aid information, internship and industry certifications. Focus is on special populations.
2012, 2011	Drake University (IA) - Developed an Actuarial Science Summer Program for Women and Minorities (monetary and internship opportunities).
2005-2007	Workforce Development Board of Rock Island, Henry and Mercer Counties; Resources Committee
2005-2007	Workforce Development Board of Rock Island, Henry and Mercer Counties, Board Member
2006-2014	Illinois Association for Career and Technical Educators, Member
2000 -2010	John Deere Harvester; Workforce Diversity Program

Legislative Experience

2022-Present	Serve on the City of Benton Active Transportation team to access methods for implementing active transportation and recreational infrastructure.
2021-Present	Served on the Focus Benton Focus Group to provide guidance on the spending to the A & P Tax.
2020-Present	Served on the Arkansas Department of Higher Education COVID-19 Contact Tracing Committee
2020-Present	Served on the Hot Spring County COVID 19 Emergency Services Committee
2018-Present	Served on the Arkansas Community College Student Success Center Advisory Board
2018-Present	Served on the Arkansas State Working Student Success Network Committee
2017	Assisted the Arkansas Campaign to Prevent Unplanned Pregnancy with the development of the Act 943 Compliance Evaluation
2015-2016	Served on the Communication and Student Success taskforces to provide information to the ADHE response to the Governor’s Master Plan
2012-2014	Invited to serve on focus groups at the request of US Congresswoman, Cheri Busto (D-Illinois).
2014	Hosted Jessie White, Secretary of State (Illinois), Organ Donor Initiative
2010	Hosted Jessie White, Secretary of State (Illinois), Organ Donor Initiative
2011, 2013	Served on 14 th Judicial Circuit Court Vacancy Screening Committee
2008	Public Agenda Taskforce, IBHE; Member
2006-2009	Rock Island County Taskforce on Poverty, Member
2006	ICCB representative, IBHE Underrepresented Groups Report Task Force.
2003-2005	IBHE, HECA Grants; Grant reviewer
2002-2010	Illinois Student Lobby/ Advocacy Day - Coordinator
1999	Quad Cities Development Group (Legislative trip to Washington D.C.); Member
1996	U.S. Congress, APA and NIH; Provided Briefing on “Mental Health Services in Rural Minority Populations

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Union/Collective Bargaining Experience

2014-Present	Right to Work State (Arkansas)
2014	Negotiated Illinois Federation of Teachers (IFT) and United Auto Workers (UAW) contracts as Board Member for the Rock Island/ Milan School District #41.
2003	Served on Administrative Negotiation Team. Successfully negotiated Illinois Federation of Teachers (IFT) and Professional/Technical Staff units' contracts. Black Hawk College
2004	Served on Administrative Negotiation team. Successful contract negotiations with Illinois Federation of Teachers (IFT) and Pro-Tech units. Black Hawk College
2001	Black Hawk College Joint Negotiation Workshop, Thought Bridge, Inc.

Board Experience and Affiliations

2019- Present	Served as the Senior Student Affairs Officer for the Arkansas State Student Affairs Board
2018-Present	Served on the Arkansas Community College Student Success Center Advisory Board
2014-Present	Appointed Board, ASU Three Rivers/College of the Ouachitas <ul style="list-style-type: none">As Senior Administrator<ul style="list-style-type: none">Prepared and revised College Policy and Procedures (COPPs),Prepared Divisional Board reportsPrepared Board presentationsPrepared Budgets for Board Approval
1997-2014	Elected Board, Black Hawk College <ul style="list-style-type: none">As Middle and Senior administrator<ul style="list-style-type: none">Board presentations (as needed)
Board Training:	
2011-2014	Illinois Association for School Board, Annual Board Member Mandatory Training
2010	Board Source: Critical Components of Effective Governance; Moline, IL

Board Service

2020-2021	Advisory Boards: College Food Network, Richmond, VA Cuemby, Delray Beach, Florida NursePreneurs
2020-Present	Bank of America Advisory Panel
2021-Present	Harvard Business Review Advisory Board
United Way:	
2020-Present	United Way- Heart of Arkansas, Resource Development Committee
2019-Present	United Way- Heart of Arkansas, Board Member
2019-Present	United Way – Heart of Arkansas Strategic Planning Committee
2017-Present	United Way of Hot Spring County, Board Member
2013-2014	Co-Chair Workplace Campaign; United Way of the Quad Cities
2011-2013	United Way of the Quad Cities, Education Committee
2010	United Way of the Quad Cities, "Join the Movement", Media Spokesperson
2009- 2014	United Way of the Quad Cities Community, Strategic Planning Committee
2008	United Way of the Quad Cities Annual Report – Leadership Book, Spokesperson
2003-2004	United Way of the Quad Cities Health and Wellness Committee, Co-Chair

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2002-2004 United Way of the Quad Cities Community Investment Committee
2002-2003 United Way of the Quad Cities Health and Wellness Panel, Vice Chair
2001-2003 United Way of the Quad Cities Health and Wellness Panel, Vice Chair
2001 United Way of the Quad Cities Television Spokesperson for the Capital Campaign
2000-2006 United Way of the Quad Cities Funding Philosophy Committee
2000-2006 United Way of the Quad Cities Executive Board Member
1999-2006 United Way of the Quad Cities Fund Distribution Committee
1999-2004 United Way of the Quad Cities Success by 6; Targeted Neighborhood Committee, Chair
1999-2001 United Way of the Quad Cities Health and Wellness Committee, Co-Chair

Healthy Connections

2019-Present Healthy Connections, Inc. Board Member

Community Concerns:

2016-Present Harvest of Hope, (Food Insecurity), Board Member

2017-Present Malvern Citizens for Positive Change

Kiwanis International:

2022 Missouri-Arkansas DEI Chair

2021 Club Coach Certification Training

2021-Present Malvern Kiwanis, President

2016-2018 Malvern Kiwanis, Board Member

2016-Present Founder and Chair, Scholarship Committee

Boy Scouts of America: Quapaw Area Council:

2018-2020 Volunteer

School Board:

2011-2014 Illinois Association of School Board, Member

2011-2014 Elected to the Rock Island/Milan District #41 School Board

Trinity Regional Medical Center (Unity Point):

2005-2011 Board Member

2005-2011 Cost and Quality of Care Committee Member,

1999-2014 Witness Project, Health Advisor

1998-2004 Witness Project, Executive Advisory Board,

Relay for Life, Illinois:

2003-2004 Honorary Chair

Boys and Girls Club of the Mississippi Valley:

2010-2013 Boys and Girls Club; Board Member

Girl Scouts of Eastern Iowa and Western Illinois:

2007-2014 Board Member

2007- 2014 Performance Excellence Committee Member

Women's Connection:

2007-2014 Board Member

LULAC

2021-Present eMember

NAACP

2022-Present Member

NAACP of Rock Island County:

2010-2014 Board Member

2010-2014 Education Committee; Member

2010-2014 Youth Committee; Member

Bethany Homes for Families and Children:

2003-2009 Board Member

Aldridge Center:

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2002-2004 Capital Campaign Committee, Co-Campaign Chair

Churches United of the Quad Cities:

1999-2004 Family Concerns Committee, Chair

1999-2013 Executive Board Member

1999-2003 Pledge Campaign Chair

Just Kids Learning Center, Milan, Illinois:

1999-2004 Executive Board Member

Family Services of Champaign County:

1997-1998 Executive Board Member

Equity, Inclusion and Diversity Initiatives

Community

2022-Present
2022 **Invited to serve as the Missouri-Arkansas Kiwanis DEI Chair**
Presented Diversity, Equity and Inclusion trainings to the Missouri-Arkansas Kiwanis Mid-Year Education Days.

2020-Present Established the ASUTR Minority Alumni Association and Alumni Mentoring Initiative

2020-Present **Establish and spearhead the Malvern Mayor's Coalition on Race**

2018-Present **Established the President's African American Community Advisory Committee;** College of the Ouachitas

2015 Black History Month Community Celebration, Malvern, AR., Emcee

2013 **Martin Luther King, Jr Community Center Staff and Board, Rock Island, IL. Strategic Plan, Facilitator**

2012, 2011 **First and second Latino Youth Summits; Funded by State Farms of America.**

2010 **Martin Luther King Center Capital Campaign Committee (\$4 Million raised).**

2009 Quad City Minority Partnership Youth Conference

2009 **Diversity for Nonprofit Organizations, Nonprofit Management Academy, Iowa State University Extension; Workshop Presenter.**

2008 Blues in Black and White: Blues Symposium; Awarded Black Hawk College Foundation Mini Grant

2004 Recognition of Excellence in Black America (REBA) Award for Excellence in Education.

1999-Present **First Annual Martin Luther King, Jr. Commitment to Diversity Scholarship, Black Hawk College; Initiator**

1997-1999 Mennonite and Amish Community of Arcola, IL; Prenatal and Community Outreach Coordinator

1997-1998 Black Perspectives; Public Television; Advisory Member and Television Panel Member

1997-1998 Balm of Gilead: HIV/AIDS Prevention Program in the Black Church; Coordinator

Education

2015-Present Arkansas Public Higher Education Minority Recruitment and Retention Report; College of the Ouachitas.

2015-Present **First Annual President's Martin Luther King, Jr., College of the Ouachitas Scholarship**

2014 Established the Institutional Disabilities Office; College of the Ouachitas

2014 Established the First "Family-Style" Restroom; College of the Ouachitas

2014 Implemented Mandatory Title IX College-Wide Training; College of the Ouachitas

2014-Present Title IX Coordinator (Students); College of the Ouachitas

2013 **Fourth Annual Viva Quad Cities Scholarship Banquet, Keynote**

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- 2013 **Minority Persistence to Completion: African American males, African American females and Hispanic students; Coordinator**
- 2013 **Minority Persistence to Completion:** African American Males; African American Females and Hispanic Students; Awarded Black Hawk College Foundation Mini Grant;
- 2013 **Quad City Minority Partnership Math and Science Program: Computer Science and Engineering Component;** Coordinator
- 2010-2012 **Actuarial Science Summer Program for Women and Minorities. Funded by Royal Neighbors of America.**
- 2012 Title IX Compliance Review and Training for College Administrators and Title IX Coordinators; Palos Hills, Illinois
- 2011-2014 Title IX Coordinator
- 2011 **Minority Students in STEM and the Importance of the Community College;** Author
- 2010 **First Annual Viva Quad Cities Commit to Diversity Scholarship;** Initiator
- 2010 **QCMP Math and Science Program and the First Annual Latino Summit; Awarded KnowHow2GO Illinois Networking Grant**
- 2010 Quad City Minority Partnership (QCMP): Math and Science Program; Coordinator
- 2007 Minority Student Persistence to Goal Attainment; Awarded Black Hawk College Foundation Mini Grant
- 2007 Chicago Area Health and Medical Careers Program (CAHMCP) Program, IBHE, Innovation Grant; External Reviewer
- 1996 Trained minority undergraduate students in research technology; Awarded Howard Hughes Foundation Minority Training Grant
- 1993 Trained minority medical students in research technology; American Psychiatric Association Grant from the Program for Minority Research

State Initiatives

- 2020-Present **Arkansas Community Colleges- Diversity, Equity and Inclusion Taskforce**
- 2008 **IBHE “Diversity in Illinois Higher Education” Part II/Diversity and Inclusion- Challenges and Opportunities,** Panel Member
- 1998-2014 ICCB, IBHE Underrepresented Groups Report.

Faculty

- 2005 **Diversifying Faculty Initiative,** John A. Logan Community College; Carbondale, IL Fourth Annual Summer Institute; Speaker
- 2005 The Browning of America; IBHE Faculty Diversity Summit, Moderator
- 2004 **Creating an Inviting, Inclusive Community—Within your Institution and Beyond its Walls;** IBHE Faculty Diversity Summit Moderator.
- 2004 IBHE Faculty Diversity Search Committee; Conference Planning Committee
- 2004 Illinois-Based Effective Practices for Faculty Diversity; IBHE Faculty Diversity Summit Presenter
- 2003 Second Annual IMGIP/ICEOP Summer Institute
- 2003-2005 AA/EEO Officer; Black Hawk College
- 2003 Office of Intercultural and Community Affairs; HLC self- study citation**
- 2002 **Faculty Intern Program;** ICCTA “Best Practice” program.
- 2002 **Black Hawk College system’s approach to diversity; ICCTA Best Practice**
- 2002 University of Oklahoma; National Council on Race, Institute for Experienced Professionals;** Certificate
- 2002 **Actualizing Diverse Hiring Policies in Schools and Colleges: Uncovering Educational Biases in the Search and Hiring Process,** Certificate.

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- 2000 **Implemented use of the Intercultural Developmental Inventory to analyze statistically the College climate. The College demonstrated a two standard deviation improvement in the climate since the collection of base-line data.**
- 2000 Illinois Minority Graduate and Illinois Professional Program/ Illinois Consortium of Educational and Occupational Professionals (IMGIP/ICEOP); Trainer**
- 2000 **John Deere Harvester Workforce Diversity Program; ICCTA Best Practice**
- 2000 **Education is Knowledge....Knowledge is Power...Power is a Diverse Workforce; Quad Cites Business News Quarterly Author**
- 1997 **Minority Postdoctoral Fellows Special Report: Report on Diversity in the Workplace; National Science Foundation; Co- Author**
- 1996 **Mental Health Services in Rural Minority Populations; Briefed American Psychological Association, National Institutes of Health and the U.S. Congress**
- 1993 **20th Anniversary Commemoration of Minority Programs, National Institute of General Medical Services, Bethesda, MD., Keynote**

Service Learning

- 2009-2014 **Quad City Community Engagement Consortium, Member**
- 2001-2002 **Illinois Campus Compact for Community Services, President's Advisory Council, Chair**
- 2001 P-16 Service Learning Conference, Black Hawk College Foundation Grant
- 2001 Service Learning Program Partnerships highlighted "Fostering a Seamless System of P-16+ Service Learning Exemplary P-16+ Service Learning Program, Continuance Spring/Summer 2001, 3.
- 2000-2002 IBHE, Service Learning Task Force Member
- 1997-2002 **Illinois Campus Compact for Community Services, Executive Board Member**
- 1999 Service Learning Grant, Black Hawk College Foundation
- 1998 Service Learning, Black Hawk College Foundation Grant
- 1998 Midwest Campus Compact; University as Citizens Training Grant

Science, Technology, Engineering and Math (S.T.E.M.)

- 2019 Healthy Connections Board member (This is a multi-state community health agency-serving Arkansas and Colorado.)
- 2011 Chapter on students in STEM and the importance of the Community College, Author
- 2010 **Quad Cities Minority Partnership: Math and Science Program for High School students in Illinois and Iowa, Member**
- 2008 Illinois Mathematical and Science Academy; Reviewer
- 2007 CAHMCP Program, Illinois Institute of Technology, IBHE Innovation Grant; External Reviewer
- 2006 **Digital Diva Project; New Look Grant**
- 2006 Designated Advisors for Nursing, Engineering Technology, Athletics and Career and Technical Programs; Coordinator
- 2005-2011 Trinity Regional Medical Center, Board Member
- 2005-2011 Cost and Quality of Care Committee Member, Trinity Regional Medical Center
- 2005-2011 Quality and Cost of Care Committee, Trinity Medical Center
- 2005-2011 Trinity Regional Medical Center, Board Member
- 2003-2004 **Honorary Chair, Relay for Life**
- 2002-2003 Health Wellness Panel, United Way of the Quad Cities; Vice Chair
- 2000-2001 Health and Wellness Committee, United Way of the Quad Cities; Co-Chair,

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1999-2014	Health Advisor, Witness Project, Trinity Regional Medical System
1998-2004	Quad Cities Witness Project, Trinity Regional Medical System; Executive Advisory Board,
1997, 1999, 2000, 2001	U.S. Office of Rural Health Policy; Outreach Services Grant Reviewer,
1997-1998	Community Health and Healthy Communities Programs; Provena Covenant Medical Center:
1997-1998	Balm of Gilead: HIV/AIDS Prevention Program in the Black Church
1997	Briefing on Mental Health Services in Rural Minority Populations, APA, NIH, and US Congress
1995	American Psychiatric Association, Minority Research Training in Psychiatry Grant
1992	National Institute of Health, National Institution of General Medical Sciences;
	Doctoral Recipient Guest Speaker-20 th Anniversary for Minority Program,
1985-1988	Schwab Rehabilitation Center; Psychology Assistant, Chicago, Illinois.

Professional Activities

2020-Present	COVID-19 Point of Contact for Arkansas Department of Health, Arkansas Department of Higher Education and Arkansas State University System
2020-Present	Hot Spring County COVID 19 Emergency Service Committee
2019-Present	Employee Evaluation Committee, College of the Ouachitas
2019- Present	Senior Student Affairs Officer for the Arkansas State Student Affairs Association Board
2019-Present	Arkansas State University Systems Transfer Committee
2018-Present	Arkansas Community College (ACC) Student Success Center Advisory Board
2018-Present	Arkansas Working Student Success Network Committee, Member
2018-Present	Benton Chamber of Commerce, Member
2017	Low Income Advocates Leadership & Community Development Conference: Thrive vs Survive, Emcee and Presenter
2014-Present	Malvern Chamber of Commerce, Member
2014-Present	Arkansas Community Colleges, (ACC); Member
2014-Present	Arkansas Chief Academic Officers/Chief Student Affairs Officers (CAO/CSAO); Member
2014-2015	Achieve the Dream Initiative, College of the Ouachitas; Lead Administrator
2014	Continuous Quality Improvement Network (CQIN) Team; Member
2013	Phi Theta Kappa and Honors Ceremony at Trinity College of Nursing and Allied Health, Rock Island, IL; Keynote
2013	Very Important Staff Idea: Origination and Negotiation (VISION) Project; Black Hawk College Foundation Committee
2008	Illinois Math and Science Academy; Reviewer
2008	IBHE, ICCTA, "Diversity in Illinois Higher Education: Part II/ Diversity and Inclusion-Challenges and Opportunities"; Panel Member
2006	IBHE Underrepresented Groups Report Task Force; ICCB Member
2005	IBHE Faculty Diversity Summit: "The Browning of America", Moderator
2005	IBHE, HECA Grants, Reviewer
2004	IBHE Faculty Diversity Summit, "Creating an Inviting, Inclusive Community—Within your Institution and Beyond its Walls"; Moderator
2004	IBHE Faculty Diversity Search Committee Conference Planning Committee
2003-2004	IBHE, HECA Grants, Reviewer
2002- 2004	U.S. Office of HIV/AIDS Policies: The Leadership Campaign on AIDS, Grant Reviewer
1999	Illinois Affirmative Action Officer Conference; Coordinator
1998-2002	National Council on Black American Affairs, Member

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1997, 1999, 2000, 2001	U. S. Office of Rural Health Policy; Outreach Services Grant Reviewer
1993-2000	American Association of University Women, Member
1993-2000	New York Academy of Science, Member
1992-1999	Society for Neurosciences, Member
1992-1999	American Association for the Advancement of Science, Member

Community Service

2019	Certificate: Largest individual donation; Hot Spring County Leadership Forum/College of the Ouachitas Summer Cereal Drive; Arkansas Food Bank
2018-Present	Bingo Volunteer, Benton Chamber of Commerce
2017-Present	Rib Contest, Brick Fest, Judge
2014-Present	Bingo Volunteer, Malvern Chamber of Commerce
2014-Present	Volunteer, Kiwanis Chili Supper Fundraiser
2014, 2005	Habitat for Humanity Quad Cities Women Build, volunteer
2014	International Athena Awards, spokesperson for past recipients.
2014	http://www.youtube.com/watch?v=LPxsZYGAMK&feature=youtu.be
2013	http://qconline.com/archives/qco/display.php?id=658071
2013	http://wquad.com/2013/10/13/dean-celebrates-fundraising-milestone-on-the-roof/
2013	http://www.whbf.com/Global/category.asap?=190186&clipld=9477274&autostart=true
2013	http://www.youtube.com/watch?v=SXFTYh6XqI&feature=youtu.be
2008, 2009	Modern Woodman, Immanuel Lutheran School Oratorical Contest, Judge
2007, 2008	PACEM IN TERRIS, Reader Bishop Ernest L. Unterkoefler
2007-2010	Habitat for Humanities, Harvest of Homes, Volunteer
2007- 2008	Quad Cities Animal Welfare Shelter, Volunteer
2007	Quad Cities Dog Show, Ring Steward
2006	Quad Cities Dog Obedience Club, Member
2006- 2009	Habitat for Humanity Volunteer, Parade of Homes
2006	American Cancer Society, Relay for Life of Rock Island County, Reader of Names in Luminary Ceremony
2004-2005	WINC, Quad Cities Times Women's Magazine; Advisory Committee
2003-2004	Relay for Life; Honorary Chair,
2003-2009	Habitat for Humanity, Volunteer
2001	PACE IN TERRIS AWARD Reader – Archbishop Desmond Tutu
2001	United Way of the Quad Cities; Capital Campaign; Television Spokesperson
1997	Habitat for Humanity, Volunteer (Champaign County)
1997	United Garden Hills Neighborhood; Neighborhood Research Intern, Champaign, IL.
1996-1998	Carle Hospital, Urbana, IL. Crisis Nursery, Volunteer
1996-1998	Mental Health Department, Champaign, IL, Mental Health (Youth) Advocate
1996-1998	Urban League of Champaign, Job Training Program; Motivational Speaker
1995-1996	Task Force for Child Development Program, University of Illinois, Champaign, IL, Member
1995-1998	Upward Bound College Preparatory Academy, University of Illinois, Champaign, IL; Mentor

Honors and Awards

Professional:

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10/19	2019 Trademark Women of Distinction, Honors Edition
11/12	2013 United Way of the Quad Cities Campaign Co-Chair
4/11	Elected to the Rock Island/Milan School Board District #41
4/11	International Athena Leadership Award
2/11	Presidential: Who's Who Among Business and Professional Achievers
2/11	Cambridge: Who's Who Professional of the Year; Education Administration; Executives, Professionals and Entrepreneurs
1/11	Honored Members of Strathmore's: Who's Who
4/10	Honored Member of The Cambridge Who's Who Registry of Executive, Professionals and Entrepreneurs
3/10	Spotlighted on WQAD-TV as "One of the Quad Cities Most Influential People"
2/10	A Gathering of Women; Acknowledged and Recognized as a "Black Treasure".
4/09	Administrator of Distinction Award, Phi Theta Kappa International Convention, Dallas, Texas
3/09	Athena Business Women's Award, The Women's Connection and the Quad Cities Chamber of Commerce, Moline, IL
3/08	Eta Kappa Chapter, Phi Theta Kappa, Appreciation Recognition
5/05	Highlighted in Winc Magazine
7/04	Spotlighted in Quad Cities Business Journal: Women in Business
10/03	Spotlighted in Quad City Times Business Journal
2/03	Leader Under Forty- Quad City Times
2/03	President's Leadership Seminar, Black Hawk College
7/02	Illinois Minority Graduate Intern Program/Illinois Career Education and Opportunity Program IMGIP/ICEOP Summer Institute, Speaker Award
2/02	Illinois Kids Care Program, ICCB (received 95% of state's contacts)
5/01	Phi Theta Kappa, Honorary Member
2/00	Quad Cities Emerging Leader Argus Dispatch.
4/00	Institutional Role Model, Office of Minority Research, National Institute of Health
12/98	Ethics and Etiquette, Black Hawk College Foundation Grant
9/82	National Science Foundation Outstanding Service Award
6/82	National Science Foundation Sustained Superior and Outstanding Performance Award
Research:	
5/96	Sleep Research Society, Young Investigator Travel Award
8/95	Howard Hughes Foundation Minority Training Grant
8/95	American Psychiatric Association, Minority Research Training in Psychiatry
9/94-9/97	National Science Foundation Minority Postdoctoral Research Fellowship
9/92-9/94	Vice Chancellor's Minority Postdoctoral Fellowship, University of Illinois, Urbana-Champaign
9/91-4/92	Outstanding Doctoral Candidate Terminal Fellowship, Graduate School of Arts and Sciences, Howard University
9/88-9/91	Minority Neuroscience Fellowship, American Psychological Association
8/88-9/91	National Consortium of Educational Access, Inc., Fellowship
6/80-5/82	Minority Access to Research Careers Biomedical Undergraduate Traineeship, National Institute of Health
Community:	
02/17	Highlighted in the Malvern Daily Record, <u>Women at Work</u>
02/14	International Athena Awards, Past Recipient Speaker, Rock Island, IL
04/13	Volunteer Recognition; Arrowhead Ranch, Coal Valley, IL

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04/13	Moderator: NAACP Political Candidates Forum
03/13	Moderator: NAACP School Board Candidates Forum
01/13	Emcee for the Annual Martin Luther King, Jr. Celebration, Augustana College, Rock Island, IL.
10/12	Moderator: NAACP Political Candidates Forum
10/12	College Changes Everything Regional Conference
9/12	Spoke at the Community Foundation Annual Meeting: Achieve QC Career Connection Intermediary.
2/10	Gathering of Women: "Black Treasure", Rock Island, IL.
4/07	Show me the Money: Unlock Your Earning Potential, United Way of the QC, Davenport, IA.
2/07	Quad Cities Quality of Life Vitality Scan: Focus Group Moderator, United Way; Davenport, IA.
2/07	Aging as an Asset II: P-20 Retirees in Education; Illinois General Assembly, Heartland Community College, Normal, IL
1/07	Panel Member, "Community Service and Professional Development", Young Professionals, Banc One, St. Ambrose University, Davenport, IA
4/06	Panel Member, "Show me the Money: Paycheck Negotiation Workshop", Iowa Commission on the Status of Women, United Way, Davenport, IA
3/06	Emcee; The First Annual Athena Awards Ceremony: The Women's Connection; Moline, IL.
5/05	Spotlighted in the WINC, Inc Magazine
7/04	Spotlighted in Quad Cities Business Journal: Women in Business
10/03	Spotlighted in Quad City Times Business Journal
8/03	Honorary Chair, Relay for Life
2/03	Featured in Quad City Times "Finding Joy in Mentoring"
1/00	"30 Young Leaders in the Quad Cities", Quad City Times

Publications and Presentations

Publications:

- Armstrong, Kim E. (2011) Increasing Access and Success for First Year Students in Science, Technology, Engineering and Math, Chapter 11; Fulfilling the Promise of the Community College; AACC, National Research Council, April, 2011.**
- Armstrong, Kim E. (2000). Education is Knowledge...Knowledge is Power...Power is a Diverse Workforce: *Business News Quarterly*.**
- Armstrong, K. E., T.A. Comery, T.A. Jones, K.E. Bates, T. L. Karr, & W.T. Greenough (1999). Enhanced Expression of a Novel Microtubule-Associated Protein in the Denervated Dentate Gyrus Following Entorhinal Cortex Lesions. *Brain Research*.
- Kleim, Jeffrey A., Rodney A. Swain, Kim E. Armstrong, Ruth M.A. Naper, Theresa A. Jones, and William T. Greenough (1997). Selective Synaptic Plasticity within Cerebellar Cortex Following Complex Motor Skill Learning. *Behavioral Neuroscience*.
- Armstrong, K. E., S. Bury, A. Ahmed, P. Sinha, C. Solomon, W.T. Greenough (1997). Increased Experience-Dependent Morphological Difference Following REM Sleep Facilitation. *Abstracts: Society for Neurosciences 27th Annual Meeting #828.18.*
- Armstrong, K.E., P. Sinha, C. Solomon, S. Han, W.T. Greenough (1996). Effects of REM Sleep on Experience-Dependent Morphological Differences in the Visual Cortex; *Brain Research*.

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- Armstrong, K.E., A. Ahmed, S. Bury, W.T. Greenough (1996). Effects of REM Sleep Deprivation on Experience-Dependent Morphological Differences in the Visual Cortex. *Tenth Annual American Professional Sleep Society; Abstract #469*.
- Armstrong, K.E., P. Sinha, C. Solmon, S. Han, W.T. Greenough (1995). Effects of REM Sleep on Experience-Dependent Morphological Differences in the Visual Cortex. *Abstracts, Society for Neuroscience 25th Annual Meeting; #379.9*.
- Keifer, J., K.E. Armstrong and J.C. Houk (1995) In Vitro Classical Conditioning of Abducens Nerve Discharge in Turtles, *J. Neuroscience* 15(7): 5036-5048.
- Armstrong, K.E., T.A. Comery, T.A. Jones, K.E. Bates, T.L. Karr, W.T. Greenough (1994). Enhanced Expression of a Novel Microtubule-Associated Protein in the Denervated Dentate Gyrus Following Entorhinal Cortex Lesions. *Abstracts: Society for Neuroscience 24th Annual Meeting #543.10*.
- Klein, J.A., R.M.A. Napper, R.A. Swain, K.E. Armstrong, T.A. Jones, W.T. Greenough (1994). Selective Synaptic Plasticity in the Cerebellar Cortex of the Rat Following Complex Motor Learning; *Abstract, Society for Neuroscience 24th Annual Meeting; #586.1*.
- Swain, R.A., K.E. Armstrong, T.A. Comery, A.G. Humphreys, T.A. Jones and J.A. Klein (1994), Specifications on the Fidelity of Memories Stored in Synaptic Connection. Chapter from the *Conference on Memory Distortion*, Harvard University Press, 274-298.
- Keifer, J. and K. E. Armstrong (1994). Labeling of Motor Pathways Involved in Eye-Blink Conditioning with Plasticity-Dependent Dye Sulforhodamine. *Neuro Report*.
- Keifer, J., K.E. Armstrong and J.C. Houk (1995) In Vitro Classical Conditioning of Abducens Nerve Discharge in Turtles, *J. Neuroscience* 15(7): 5036-5048.
- Greenough, W.T., K.E. Armstrong, T.A. Comery, N. Hawrylak, A.G. Humphreys, J. Kleim, R.A. Swain, X. Wang (1993). "Plasticity-Related to Changes in Synapse Morphology" In: Proceedings of the Dahlem Konferenzen. *Cellular and Molecular Mechanisms Underlying Higher Neural Functions*, eds. A.I. Selverston and P. Archer, pp. 211-220, New York: John Wiley & Sons.
- Klein, J.A., R.A. Swain, K.E. Armstrong, T.A. Comery, and W.T. Greenough (1993) "Expression of fos During Complex Motor Learning", *Abstract, Society for Neurosciences 23rd Annual Meeting #328.6*.
- Armstrong, K.E., and Hicks, Leslie H. (1992) "The Effects of Hippocampal, Globus Pallidal and Basal Nucleus of Meynert Lesions on Spatial Memory", *Abstracts, Society for Neurosciences 22nd Annual Meeting: Abstract #297.14*.
- Armstrong, Kim E., and Hicks, Leslie H. (1992) "The Effects of Hippocampal, Globus Pallidal and Basal Nucleus of Meynert Lesions on Spatial Memory and Learning", *Research in the Nineties: The 1992 Howard University Research Symposium: Abstract #96*.
- Armstrong, Kim E., and Hicks, Leslie H. (1992) "The Effects of Hippocampal, Globus Pallidal and Basal Nucleus of Meynert Lesions on Spatial Memory and Learning", Unpublished Doctoral Dissertation, Howard University, Washington, D.C.
- Armstrong, Kim E., and Hicks, Leslie H. (1991) "The Effects of Hippocampal, Globus Pallidal Lesions on Spatial Memory", *Towards a New Decade in Research: The 1991 Howard University Research Symposium: Abstract #80*.
- Armstrong, Kim E. (1989). "The Effects of Hippocampal, Globus Pallidal Lesions on Spatial Memory", Unpublished Master's Thesis. Howard University, Washington, DC
- Sobrina, Sonya K. & Armstrong, Kim E. (1982) "Prenatal Stress Effects: Pituitary-Adrenal Mediation", *Abstracts, Society for Neurosciences 12th Annual Meeting, Abstract #127.9*.

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Presentations

Student Success

- “Can You Hear Me Now? Using Communication Audit to Improve Messaging to Students.” ACC/ AtD Holistic Student Support Institute Webinar, December 2, 2021. Laurie Fladd (Achieving the Dream and Kim Armstrong, ASUTR).**
- “Small But Mighty: Redesigning the Rural Student Experience Using One Key Student Metric” The 2021 ACC SSC/AtD Holistic Student Support Institute; Spring Virtual Conference, April 23-24, 2021.**
- “Implementation of a Community Health Center at a Two-Year College” The 6th Annual Partners for Student Success Conference. Hot Spring, AR; September 2019.**
- “Holistic Student Support Initiative” College of the Ouachitas Fall Assembly, August 2019.
- “Holistic Student Support Initiative: Resources and Support for Online and Adjunct Faculty” College of the Ouachitas, Thirteenth Annual Faculty In-Service, August 2019.
- “Equity and Sensitivity Training: Strategic Goal – Access: Mitigation Barriers to Success” College of the Ouachitas Spring Assembly, January 2019.
- “Title III: Strengthening Institutions Programs: Online Student Support Services”, Arkansas Community College State Conference, Little Rock, AR. October 2018.
- “Student Centered Processes: A One-stop Model”, Arkansas Community College State Conference, Little Rock, AR. October 2018.
- “2017 Low Income Advocates Leadership and Community Development Conference”, Little Rock, AR. September 21, 2017.
- “College Education as a Pathway to Employment”, 2017 Low Income Advocates Leadership and Community Development Conference, Little Rock, AR. September 21, 2017.
- “A Higher Degree of You: Southwest College Prep Academy”, Keynote speaker, College of the Ouachitas, Malvern, AR June 24, 2016
- Commit to Excellence Award, Keynote speaker, Black Hawk College (May 1, 2010)
- “Time Management and Goal Setting”, SEAL Program at St. Ambrose University (November 12, 2008)
- Job versus Career – Quad City Scholars Workshop (February 2001).
- “College Night Speaker”, Black Hawk College (October 1998).
- “Career Camp, VIP”, Black Hawk College (July, 1997, 1999)

Community

- “A Blessed Woman”, Arbor Oaks Assisted Living Center, Malvern, AR September 18, 2017.
- “A Higher Degree of You”, Malvern Kiwanis Club. Malvern, AR, March 18, 2015.
- “College of the Ouachitas”, Malvern Chamber of Commerce Leadership Forum. Malvern, AR., November 20, 2014.
- “Achieve Quad Cities/ WQPT Public Television Round Table Discussion”; <http://youtube2sFfpkzv3s8> ; Aired on WQPT: 12/12/2011, 12/18/2011, 1/18/2012 and 1/22/2012.**
- “Why Do I Give...? Why Wouldn't I Give?” Black Hawk College Foundation, Heritage Society (March 1, 2010)
- “Honoring Your Role as Parents: Parent's Labor Union” Parent's Conference, Rock Island High School, Rock Island, IL (March 2006).
- “Mediation Practices” Family Resources Mediation Center, Davenport, IA (February 2005).
- “If I had a Hammer...” Habitat for Humanities Annual Awards Ceremony, Davenport, IA (January, 2005)
- “Preparing Parents for Parent Teacher Conference,” Rock Island County School District (September 2003).
- “Dimensions of Character,” Job Training Partnership Act (July 2003).
- “Fostering a Seamless System of P-16+ Service Learning,” Exemplary P-16+ Service Learning Program (December 2001).
- “We are the World”, Black Hawk College Foundation Grant Award Dinner (February 2001).

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Effective Site Visit – Workshops for United Way, Quad City Panel Presentation (January 2001).
Setting Your Goals, School to Work, QC Chamber of Commerce (November 2000).
“Effective Site Visit”, Workshops for United Way, Quad City, Panel Presentations (December 1999).
Pacem in Terris Peace and Freedom Award”: Presenter. Bishop Desmond Tutu, Davenport, Iowa (October 1999).
“Upon this Solid Rock”, Mt. Zion Missionary Baptist Church Anniversary (June 1999).
“Social and Action Mutual Funds”, Alliance for Peace and Justice (December 1998).

S.T.E.M.

“KnowHow2Go Illinois Partners- Programs in Action: STEM Programs” College Changes Everything Conference, Tinley Park, IL (July 27, 2011).

“The Brain is Like a Garden”, Presentation on brain development. Rainbow-Skip Along Child Learning Center Staff, Rock Island, IL. (February 19 and 23, 2007)

“Brain Research”, Iowa East Central T.R.A.I.N., Community Child Care Resource & Referral (January 2004).

“The Brain, The World and How We Learn” Lecture Series of ABE & GED, Faculty Black Hawk College (October 1999).

“The Brain, the World, and Our Experience”, Faculty, Rock Island Regional Office of Education Conference (March 1999).

“The Effects of Hippocampal, Globus Pallidal and Basal Nucleus of Meynert Lesions on Spatial Memory and Learning”, 20th Anniversary Commemoration of Minority Programs, NIGMS, Bethesda, MD (July 1992).

“The Effects of Hippocampal, Globus Pallidal and Basal Nucleus of Meynert Lesions on Spatial Memory and Learning”, Department of Gynecology and Obstetrics, Wayne State University Medical School, Detroit, MI (February 1992).

“Theories and Memory Models: Learning”, Psychology Department, Howard University (October 1991).

“The Effects of Hippocampal and Globus Pallidal Lesions on Spatial Memory”: (Poster Presentation). The 1991 Howard University Graduate Research Symposium, Howard University, Washington, D.C. (April 1991).

“The Effects of Hippocampal, Globus Pallidal and Basal Nucleus of Meynert Lesions on Spatial Memory and Learning: An Animal Model for Alzheimer’s disease” MARC: Honor Seminar, Biology Department, Howard University, Washington, D.C. (September 1990).

“Computer Cognitive Retraining: Application and Programs as Applied to Patients at Schwab Rehabilitation Center”, Resident Colloquia, Schwab Rehabilitation Center, Chicago, IL (January 1988).

“Computer Cognitive Retraining: Application and Programs as Applied to Patients at Schwab Rehabilitation Center”, Psychology Department, Schwab Rehabilitation Center, Chicago, IL (November 1987).

Equity, Inclusion and Diversity

Diversity, Equity, and Inclusion: What does this mean in 2022 and how can I take a positive position to promote it for all people; Missouri – Arkansas Kiwanis International Mid-Year Education Day, Malvern, AR. (February 26, 2022)

Diversity, Equity and Inclusion; What does this mean in 2022 and how can I take a positive position to promote it for all people; Missouri- Arkansas Kiwanis International Mid-Year Education Day, Springdale, AR (February 18, 2022)

Panelist: “Building and Maintaining Trusting Relationships with People Who We Do Not Identify”, Jackson College, Michigan (October 9, 2020).

Keynote for the Annual Black History Month Celebration, Malvern, AR (February 21, 2020).

Emcee for the 26th Annual Martin Luther King Banquet, Malvern, AR (January 18, 2020)

Presenter at the 25th Annual Martin Luther King Banquet, Malvern, AR (January 12, 2019)

Emcee for the Malvern Community Black History Month Celebration, Malvern, AR (February 25, 2018)

Presenter at the 24nd Annual Martin Luther King Banquet, Malvern, AR (January 13, 2018)

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- Emcee for the Malvern Community Black History Month Celebration, Malvern AR (February 22, 2015)
- Keynote Speaker of the Henderson State University McNair Program Induction Ceremony, Arkadelphia, Ar. November 1, 2016.
- "I Need You, You Need Me: You are My Lifesaver". Martin Luther King Celebration Keynote Speaker, Arrowhead Ranch, Coal Valley, IL (January 20, 2014)
- "I Need You, You Need Me: You are My Lifesaver". Martin Luther King Celebration Keynote Speaker, Arrowhead Ranch, Coal Valley, IL (January 21, 2013)
- "Each Step is a Step towards Success"; 4th Annual Viva QC Annual Scholarship Banquet, Bettendorf, IA (September 4, 2013)
- "Can You Hear Me Now: Hear No Evil, See No Evil, Speak No Evil", University of Wisconsin Oshkosh, Oshkosh, WI (August 12, 2013)
- "Can You Hear Me Now: Hear No Evil, See No Evil, Speak No Evil" University of Iowa College of Medicine, Iowa City, IA (February 21, 2012)
- "King Center Big Brother Big Sister Mentoring Program"; Rock Island, IL (February 15, 2012)
- "Keystone Leadership Group" – Boys and Girls Club of the Mississippi Valley; Moline, IL (January 31, 2012)
- "Women in Leadership Symposium"- Augustana College; Rock Island, IL (January 22, 2012).
- "I am Somebody- Somebody Special"- Arrowhead Ranch, Martin Luther King Day Keynote, Coal Valley, IL. (January 16, 2012).
- "Quad City Minority Partnership (QCMP) Math and Science Project Pilot: Empowering Youth to Action and Achievement", Conference on Diversity in Science, Technology, Engineering and Math: Creating Linkages to Serve All Students in STEM Career Pathways, Presented with Valerie Garr, University of Iowa; Des Moines, IA (April 22, 2011).
- "Diversity Training and International Communication: For Childcare Providers", Aldridge Childcare Center, Moline, IL (April 16, 2011).
- "Protect Human Dignity: I am Somebody", Project Now, Staff In Service (March 31, 2011)
- "How to Lead": Women in Defense, Army Arsenal, and Rock Island, IL (March 10, 2011)
- "I am My Brother's Keeper and He is Mine: Strategies to Increase Opportunities for Diverse Population Giving", Association of Fundraising Professionals (February 9, 2011)
- "I Need You, You Need Me: You are My Lifesaver". Martin Luther King Celebration Keynote Speaker, Arrowhead Ranch, Coal Valley, IL (January 17, 2011)
- "I am My Brother's Keeper: Communicating to a Diverse Population", Association of Fundraising Professionals (August 11, 2010).
- Opening Remarks, 2010 Athena Business Women's Award, and (March 11, 2010).
- "Diversity for Nonprofit Organizations", Iowa State University, University Extension: Nonprofit Management Academy (February 25, 2009)
- "Diversity in Illinois Higher Education", Part II/ Diversity and Inclusion- Challenges and Opportunities (March 2008).
- "God's Laundry Mat", Women's Day Speaker, Bethel A& E Methodist Church, Davenport, IA, (June 2007)
- "God Bless the Child That's Got Her Own", 103 National Conference of Colored Women, Davenport, IA (June 2005).
- "Black History", Handicapped Development Center, Davenport, IA (February, 2005)
- "My Path to Leadership at Black Hawk College and what I Learned", Women's Connection, Davenport, IA. (February 2005)
- "Dimensions of Diversity" Junior Achievement: Business Horizon, Davenport, IA. (July 2004)
- "Illinois-Based Effective Practices for Faculty Diversity" Illinois Board of Higher Education: Faculty Diversity Summit, Springfield, IL. (July 2004.)
- "Cultural Diversity" Iowa East Central T.R.A.I.N: Community Child Care Resource & Referral, Moline, IL. (February 2004)
- "50th Anniversary of Brown vs. Board of Education, Keynote, Rock Island Army Arsenal, (February, 2004)
- "Celebrate Black History", Guest Speaker, Pentecostal Apostolic Faith Church, Davenport, IA, (February 2004).

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- "Content of Character", Keynote Address, 21st Annual Memorial Services In Honor of Dr. Martin Luther King, Jr., Rock Island, IL (January, 2004).
- "I Don't Feel No Ways Tired", Keynote Address. Dr. Martin Luther King Jr. 16th Annual Celebration, Clinton, IA (January 2004).
- "Social Justice Forum," Western Illinois University Quad Cities (October 2003).
- "Very Important Person" Boys and Girls Club (October 2003).
- "Diversity Initiatives in Illinois Community Colleges," Illinois Board of Higher Education (May 2003).
- "History of African Americans in America," Trinity Medical Center (April 2003).
- "Diversity Training for Community Agencies," United Way (February 2003).
- "Diversity Training for Health Professionals", Genesis Medical Center: Employee Assistance Program. (January 2003).
- Martin Luther King, Jr., Birthday, Mistress of Ceremony, Keynote Address, Martin Luther King Center (January 2003).
- Illinois Board of Higher Education Focus Group on Higher Diverse Faculty (December 2002.).
- "No One Left Behind, Reaching Out and Back, How Colleges Can Help" 2002 Annual American College Testing Conference (November 2002).
- "Diversity and Discrimination," Quad City Chamber of Commerce, Student Leadership Academy (November 2002).
- "Building Your Knowledge through Diversity," The Iowa State Human Resources Managers State Conference (October 2002).
- "Diversity in the Workplace," Scott County Human Resource Managers Workshop (October 2002).
- "Study on Faculty Diversity in Illinois Higher Education: Response to the State of Illinois Board of Higher Education, Springfield, IL (September, 2002).
- "Women in Math, Science and Engineering", Army Arsenal Corp of Engineer (August 2002).
- "Recruiting and Hiring Minority Master and Doctoral Level Faculty", IMGIP/ICEOPS Summer Institute (July 2002).
- "Dimensions of Diversity, Business Horizon", (July 2002).
- "Women on the Offense", Women in Defense Conference: Women Leaders in a Changing World Army Arsenal Corp of Engineers, Davenport, IA (March 2002).
- "Best Practice in Diversity", Illinois Community College Trustee Association (March 2002).
- "Walk in the Light", Woman's Day Speaker, Second Baptist Church, Rock Island, IL (March 2002).
- "Men are from Mars...Recruiting a Minority Workforce", Alcoa Mills Products (November 2001).
- "Diversity for Early Child Educators", Child Development Conference, Davenport, IA (November 2001).
- "Diversity Biracial and Multiculturalism: Staff Training", Bridge Way Community Agency (November 2001).
- "Diversity and Intercultural Communication", Rock Island County School Board (August 2001).
- Second Baptist Scholarship Keynote Address (June 2001).
- "Education Panel for African-American", 100 Black Men (March 2001).
- "Women in Science": American Business Women's Association (March 2001).
- "What Have We Learned from Diversity?" Moline School District (February 2001).
- John Deere Workforce Diversity Program, Illinois Community College Trustee Association (September 2000).
- Dimensions of Diversity Workshop: St. Ambrose University Residents Assistant Training (July 2000).
- Dimensions of Diversity, Business Horizon (July 2000).
- Diversity in Service Learning, Learning to Lead: Western Illinois University (June 2000).
- History of Health in African-American; Witness Project (January 29, 2000).
- Testified on the "Status of Minorities in Education", Illinois Board of Higher Education (January 18, 2000).
- "Christian Women Stepping into the New Millennium": Woman's Day, Mt. Zion Missionary Baptist Church, East Moline, IL (November 1999).
- "Say it Loud, I'm a Black Woman and I'm Proud", Self-Esteem – Black Women, Iowa State Conference, Zeta Phi Beta (October 1999).
- "Hiring Practices – Stereotypes", Staff Development, Bethany Home for Family and Children (September 1999).
- Psychological Illusion and Stereotypes" "Career Camp Boys and Girls Club (July, 1999).

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- "VIP, Metropolitan Youth Group Awards Banquet" (July 1999).
- "Minority and Education Panel, Bethany" Diversity (June 1999).
- "Dimensions of Diversity Business Horizon", Davenport, Iowa (June 1999).
- "Minorities in Education, LULAC Club, 40th Anniversary, Davenport, Iowa (May, 1999).
- "I Don't Feel No Way's Tired", The Greater Antioch Baptist Church, Black History Month (February 1999).
- "Women putting their Stamp on History" Rock Island Arsenal; Woman's History month (March 1999).
- "Tribute to Black Mothers", Zeta Phi Beta Inc., Davenport, IA (March 1999).
- "Visual Illusions and Stereotypes", Student Diversity Workshop Edison Jr. High (January 1999).
- "Welcome Address African-American", Junior, Senior and GED Student Banquet (November 1998).
- "Judge by its Content", Faculty and Staff Diversity Workshop, Edison Jr. High (November 1998).
- "Positive Discipline: Behavior Modification Techniques for Redirecting Negative Behaviors": Green Meadows Girls Scout Conference. Camp Kiwanis, Mahomet, Illinois (April 1997).
- "Diversity in Service Learning Campus Faculty Workshop", Illinois Compact for Community Service. North Central College (March 1997).
- "Diversity – Education Workshop, Illinois Community College Trustee Association", Elgin, Illinois (February 1997).
- "You Are a Very Important Person", Job Training Seminar, Urban League, Champaign, IL (July 1996).