

Orinthia T. Montague

Professional Summary

EDUCATION

Ph.D. Higher Education Administration, *University of Missouri – St. Louis, MO*
 M.A. Counseling, *Lindenwood University – St. Charles, MO*
 B.A. Interpersonal Communication, *Truman State University – Kirksville, MO*

University of Missouri System – <i>President’s Academic Leadership Program</i>	2004
NASPA – <i>Alice Manicur Symposium</i>	2006
Minnesota State system – <i>Executive Development Program</i>	2014
League of Innovation – <i>Executive Leadership Institute</i>	2015
The Thomas Lakin Institute for Mentored Leadership	2016

Professional Experience:

Normandale Community College, Bloomington, MN: Normandale is the largest community college within the Minnesota State system with selective programs such as Dental Hygiene, Nursing and Dietetics, serves approximately 14,000 credit and non-credit students annually. The diverse student body is comprised of 42% full-time students, 58% part-time students and 34% students of color. The College has total operating budget of \$86 million; 173 full-time faculty, 194 part-time faculty and 268 staff members.

Vice President of Student Affairs & Chief Diversity Officer **2014 – Present**

Responsible to President as Chief Student Affairs Officer; provide leadership, vision and outcomes that fosters student access, persistence and completion. Manage annual budgets in excess of twenty million dollars. Assure consistency, quality and compliance in the delivery of a common student experience. Serve as the chief presidential advisor for the development, revision and accurate implementation of student related policy and procedure. Lead college efforts and partnerships that involve public and private secondary school, community and business collaborations.

Selected Key Accomplishments:

- Increased enrollment by 3% since assuming responsibility for enrollment management
- Established collaborations with Academic Affairs to create academic pathways
- Increased Fall to Spring retention in collaborative Learning Communities by 5%
- Reestablished \$1 million dollars in federal funding of Student Support Services grant
- Partnered with Bloomington Public School District and Hennepin County to provide direct higher educational opportunities to close the gap for underrepresented populations with a focus on homeless students, foster children and teen parents
- Led the development of the first Student Affairs Division Master Plan

- Led successful Office of Civil Review for the College
- Effectively supervise five collective bargaining unions
- Initiated the development of a transition to college program with local school district
- Re-developed a robust intrusive advising and early alert support model
- Provide vision and guidance for college efforts that support closing the achievement gap for diverse students; in particular foreign born, immigrant, Hispanic and African American students

Dean of Students

2010 – 2014

Responsible to Vice President of Student Affairs; provides leadership and vision in strategic planning, facility planning, and continuous improvement of student services; facilitates partnerships with internal and external communities. Manage budgets in excess of 10 million dollars.

Selected Key Accomplishments:

- Developed and implemented college-wide policies, procedures workshops for crisis management, student conduct and mental health awareness
- Reestablished Diversity Center
- Led the development of a comprehensive Tutoring Center
- Implemented new conduct management software
- Initiated the development of a First Year Experience course aimed at closing achievement gap for students placing into developmental education coursework
- Identified and reallocated divisional fiscal resources to create 6 new positions to support programs for advising and retention

University of Missouri – St. Louis, St. Louis, MO

Associate Vice Provost/Dean of Students

2006-2010

Assistant Vice Provost

2004-2006

Provided strategic, creative and responsible leadership and support for the ongoing development and effective management of numerous units within the Division of Student Affairs. Managed budget in excess of 5 million dollars.

Selected Key accomplishments:

- Created and implemented first divisional assessment plan
- Created and implemented the concept of Graduate Assistants within the division to address staff workload, student program support and advanced student theory and practice development
- Developed Judicial Affairs website and programming allowing for broad dissemination to campus community regarding individual rights and responsibilities

Director of Student Life 2002 – 2004
Student Services Coordinator 1999 – 2001

Responsibilities included enhancing the quality of student life through the development and coordination of co-curricular programs that promote student learning and development, fosters student mental health and their overall well-being.

Selected Key accomplishments:

- Coordinated first on campus sorority housing
- Increased participation in student organizations by 300%
- Created first annual “Family & Friends Day”

St. Louis Community College – Forest Park, St. Louis, MO

Student Activities Intern 1/1999 – 5/1999

Served as support to the Director of student life in creating and enhancing programming in support of co-curricular learning.

Ritenour School District, St. Louis, MO

High School Social Worker 1995 – 1998

Provided a broad range of support and activities to enhance the academic success of students while strengthening families.

Division of Youth Services, Chesterfield, MO

Youth Group Leader 1992 – 1995

Responsible for providing care and treatment to delinquent youth committed to state custody by one of Missouri’s 45 juvenile courts.

TEACHING EXPERIENCE

Instructor, Normandale Community College, Interdisciplinary 1000: Path to Success Seminar, (2012)

Instructor, University of Missouri St. Louis, Interdisciplinary 1002: Freshman Success Seminar, (2007 - 2009)

Adjunct Instructor, University of Missouri St. Louis, Pre-Collegiate Program, Interpersonal Communications (2007)

PROFESSIONAL SERVICE

Minnesota State (selected)

- Academic & Student Affairs Advisory Council (co-chair) 2013-present
- Charting the Future Diversity Implementation Team
- Capital Project Review Committee Member 2011, 2013, 2014

- Minnesota State Chief Diversity Officer Search Committee member
- Vice Chancellor for Academic and Student Affairs Search Committee member

Normandale Community College (selected)

- Success Day Committee Chair 2010-present
- Institutional Effectiveness Committee
- Institutional Review Board
- Phi Theta Kappa Co-Advisor
- Student Senate Co-Advisor
- Higher Learning Commission AQIP Team Member
- President's Council on Diversity Chair
- North Side Achievement Zone (NAZ) Committee Campus Representative
- Tobacco Free Campus Committee Co-Chair
- Facilities Committee
- Finance Committee

Greater Minneapolis

- Bloomington, MN Chamber of Commerce – Vice Chair 2016 – 2017
- Bloomington, MN Chamber of Commerce – Board Member 2014 – 2016
- Minneapolis – St. Paul Economic Development Diversity Taskforce 2015

University of Missouri – St. Louis (selected)

- Institutional Safety Chief of Police – Search committee member
- Minority Retention Committee Co-Chair
- Senate Student Affairs Committee member
- Task Force on Gender Issues Committee member
- Black History Month Committee member
- Student Affairs Retention Sub-Committee member
- Women's History Month committee member

PROFESSIONAL DEVELOPMENT

National Association of Student Personnel Administrators

- Member 1999 - present
- 2000 - 2003 Career Services Committee Member
- 1999 Career Services Intern
- 2008 - 2010 Region IV West Board Member
- 2013 -2014 Conference Proposal Reviewer
- 2013 Conference Proposal Reviewer
- 2011 Conference Proposal Reviewer

St. Louis Region of the Missouri American Council on Education (ACE)

- 2010 Women's Leadership Workshop Career Coach

SELECTED PRESENTATIONS

- Montague, O. and McCalley, J. (2013). Creating a Behavioral Intervention Team Model. Presented at MnSCU Joint Meeting of the Chief Academic and Student Affairs Officers and University/College Deans.
- Montague, O., Davis, M. and Napoli-Rangel, S. (2012). MnSCU System Office Campus Diversity Panel Presentation.
- Montague, O. and Small, N., (November, 2009). Successful Efforts to Bridge High School to College. Investing in Success: Improving Postsecondary Access and Completion Rates for ALL Citizens. Presented at the Midwest Higher Education Compact 5th Annual Policy Meeting.
- Montague, O., Burris, D., Walker, J. & Zarucchi, J. (2007). Campus Policies: Creating a Positive Work and Learning Environment. Presented at University of Missouri New Faculty Orientation.
- Montague, O. (2006). Making Your Best Move. Keynote presented at Missouri Division of Youth Services Graduation Ceremony, St. Louis, MO.

SELECTED COMMUNITY ENGAGEMENT

- College Summit – St. Louis Region Board Member
- Federation of Block Unit – Block Captain
- NAACP - Member
- United Way
 - Multicultural Leadership Giving Initiative Cabinet Member
 - Charmaine Chapman Society Member
 - Women’s Leadership Initiative Member
- YWCA Racial Justice Facilitator