

## **DR. LINDA M. THOR**

**Rio Salado College**

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### CAREER SUMMARY

#### MARICOPA COLLEGES

##### PRESIDENT, RIO SALADO COLLEGE, 1990-Present

Serves as Chief Executive Officer of a countywide community college, which serves some 48,000 credit and 12,000 non-credit students annually. One of the ten colleges that comprise the Maricopa Community Colleges in greater Phoenix, Rio Salado is a "college without walls" that specializes in serving working adults through distance learning, customized degrees with corporations and government, and accelerated programs such as dual enrollment for able and ambitious high school students. It has attracted national attention for its exemplary and award-winning programs, such as online post-baccalaureate teacher preparation, accelerated dental hygiene and online clinical dental assisting, adult literacy/GED, Sun Sounds Radio Reading Service for the print-impaired, KJZZ-FM and KBAQ-FM public radio, and its prison programs. It has provided leadership in the implementation of successful business practices in community colleges and was the recipient of the Arizona Governor's Award for Quality/1993 Pioneer. During her tenure, full-time equivalent student enrollment has increased 252%.

#### LOS ANGELES COMMUNITY COLLEGES

##### PRESIDENT, WEST LOS ANGELES COLLEGE, 1986-1990

Served as Chief Executive Officer of a 10,000-student culturally diverse community college located on 70 acres in Culver City with satellite centers at the Airport and Marina del Rey. The fully accredited comprehensive college offers 25 transfer and 19 occupational programs. During her tenure, headcount enrollment increased 48%, a facilities master plan was completed and funding obtained, and major new programs were implemented.

##### SENIOR DIRECTOR, OCCUPATIONAL & TECHNICAL EDUCATION, 1983-86

Responsible for developing and administering technical training programs under a \$14 million Employment Training Panel contract, \$3.7 million in Job Training Partnership Act projects, contract education and similar programs. Administered the LACCD's \$3.2 million Vocational Education Act funds.

##### DIRECTOR, HIGH TECHNOLOGY CENTERS AND SERVICES, 1982-83

Responsible for developing and administering high technology programs, including training under a \$3 million grant from the California Worksite Education and Training Act.

##### DIRECTOR OF COMMUNICATIONS SERVICES, 1975-81

Directed the communications activities of the college district and served as official spokesperson. Planned, coordinated and directed programs to keep internal and external publics informed; recruit students; promote programs; assist representatives of the news media; and advise staff on PR matters.

##### PUBLIC INFORMATION OFFICER, 1974-75

Assisted in or developed programs, publications and other activities to improve support of the District by internal and external publics.

LE MOT  
EDUCATIONAL  
SERVICES

WESTERN STATES MANAGER, 1972-74

Acted as liaison between the company and school districts, instructors, affiliated universities and students. Coordinated regularly scheduled classes, weekend seminars and independent study.

PEPPERDINE  
UNIVERSITY

CONSULTANT, 1972-73

Served as a Consultant to the School of Continuing Education, an outgrowth of an earlier position.

DIRECTOR, PUBLIC INFORMATION, SCHOOL OF CONTINUING ED, 1971-72

Responsible for promoting continuing education classes, seminars, workshops and independent study designed largely for educators.

ADJUNCT  
FACULTY

PEPPERDINE UNIVERSITY, Graduate School of Education, 1988

UNIVERSITY OF CALIFORNIA, LOS ANGELES (UCLA), Graduate School of Education, 1990

RIO SALADO COLLEGE, 1993

NORTHERN ARIZONA UNIVERSITY, College of Education, 2000-present

#### EDUCATION

September, 1982  
to April, 1986

PEPPERDINE UNIVERSITY, LOS ANGELES

Degree: Doctor of Education/Community College Administration

September, 1977  
to June 1980

CALIFORNIA STATE UNIVERSITY, LOS ANGELES

Degree: Master of Public Administration

September, 1968  
to August, 1971

PEPPERDINE UNIVERSITY, LOS ANGELES

Degree: Bachelor of Arts/Journalism (Magna Cum Laude)

#### CREDENTIALS

Arizona Community College Teaching Certificate (Life)

California Community College Instructor (Life)

California Community College Supervisor (Life)

California Community College Chief Administrative Officer (Life)

#### HONORS AND RECOGNITION

*Note: Dr. Thor and her college have been profiled in such national media and major publications as the Chronicle of Higher Education, New York Times, University Business, Converge National Crosstalk, National Public Radio, and the Los Angeles Times. Copies of the articles are available for review.*

2008 Ronald McDonald House Charities "Excellence in Education" Award

2007 "Distinguished Alumna Award," California State University, Los Angeles, College of Natural and Social Sciences

2007 "Pioneer Award," Community College Baccalaureate Association

2006 ATHENA Award Finalist, Greater Phoenix Chamber of Commerce

2003 "Paul A. Elsner Excellence in Leadership Award," The Chair Academy

- 2000 "Shirley B. Gordon Award of Distinction for CEO's," Phi Theta Kappa International Honor Society
- 1998 "Pacesetter of the Year," District VI, National Council on Marketing and Public Relations
- 1998 "Alumni Professor for the Day," California State University, Los Angeles
- 1993 For "contributions and leadership in community college education," American Association of Women in Community Colleges, Arizona Chapter
- 1992 For "outstanding contributions to the cause of improvement in community college leadership," National Institute for Leadership Development
- 1990 For "outstanding contributions, 1986-90," West Los Angeles College Foundation
- 1990 For "outstanding contributions and service on behalf of California's community colleges," California Association of Community Colleges
- 1989 "Outstanding Achievement Award", the Women's Business Network, Los Angeles
- 1988 "Woman of the Year", Culver City Business & Professional Women
- 1988 For "exceptional leadership and community involvement and as a pioneer and role model for all women in higher education", Santa Monica College Women's Center
- 1987 "Alumni Medal of Honor" for outstanding professional and personal achievements, Pepperdine University
- 1987 Commendation for "distinguished career as a leader in the field of education", Los Angeles County Supervisor Kenneth Hahn
- 1986 "Delores" Award for Outstanding Contribution to Education, Pepperdine University Graduate School of Education and Psychology
- 1977 "Certificate of Achievement," Soroptimist International of Los Angeles
- 1971 Class Valedictorian (highest GPA) and Dean's List (all terms), Pepperdine University

#### CURRENT PROFESSIONAL ACTIVITIES

- American Council on Education, Commission on Lifelong Learning, 2008-2011
- East Valley Partnership Board of Directors, 2009-
- Transparency by Design Executive Council, 2008-
- Arizona Quality Alliance, Board of Directors, 2008-
- Interfaith Community Care, Board of Directors, 2008-
- Western Cooperative for Educational Telecommunications (WCET) Executive Council, 2006-2009
- Maricopa Community Colleges Foundation Board of Directors, 2006-
- Nana's Children Mental Health Foundation Board, 2003-
- Friends of Public Radio Arizona Board of Directors, 2002-
- Community College Baccalaureate Association Board of Directors (Treasurer), 2000-
- Continuous Quality Improvement Network, 1991- (President, 1996-97)
- Arizona Community College Presidents' Council, 1990- (President, 1995-96)

SELECTED PAST PROFESSIONAL ACTIVITIES

Arizona Town Hall, Board of Directors, 2005-2009  
 Council for Adult & Experiential Learning, Board of Trustees (Past Chair), 1990-2005  
 Pew Learning and Technology Program Advisory Board, 1999-2004  
 American Assn. of Community Colleges Commission on Learning & Communication Technologies, 2000-03  
 League for Innovation in the Community College Project SAIL Advisory Board, 2003  
 Valley of the Sun United Way Campaign Cabinet, Colleges Division Chair, 2002  
 Sloan ALN Consortium 2001, 2002 Awards Committees  
 12 NEWS Local Schools Team, 2000  
 Arizona Learning Systems Executive Committee, Secretary-Treasurer, 1998-2002  
 Western Governors University Education Provider Advisory Council, 1998-2001  
 Arizona Department of Economic Security Venture Team Board (by gubernatorial appointment), 1993-2001  
 Arizona Partnership for the New Economy Steering Committee (by gubernatorial appointment), 1999-2001  
 Arizona Task Force on Western Governors University (by gubernatorial appointment), 1996-2000  
 Chair, Governor's Steering Committee for the "No Wrong Door" Service Delivery Improvement Initiative (by gubernatorial appointment), 1998-99  
 Greater Phoenix Economic Council Board of Directors, 1994-99  
 Arizona Higher Education Study Committee (by Legislative appointment), 1997-98  
 Arizona Learning Systems Steering Committee, 1996-98  
 American Council on Education, Commission on Leadership Development, 1995-98  
 International Community College Operations Team chair, 1996-98  
 City of Phoenix International Women's Day Steering Committee, 1997, 1998  
 American Assn. of Community Colleges Commission on Academic & Student Development, 1995-97  
 Arizona Governor's Advisory Council on Quality (by gubernatorial appointment), 1992-96  
 American Association of Community Colleges Commission on Urban Community Colleges, 1992-95  
Community College Times Advisory Committee, 1993-95  
 AAWCC Leaders Foundation Board, 1991-94  
 CASE Commission on Two-Year Institutions, 1991-93  
 Phoenix Community Alliance, Board of Directors, 1990-91  
 Arizona Cactus - Pine Girl Scout Council, Board of Directors, 1991-92  
 National Institute for Leadership Development Advisory Committee, 1990-94  
 Woodbury University, Board of Trustees, 1989-90  
 Industry Education Council of California, Vice President, 1988-90  
 Tri Valley Alliance of Higher Education, Vice President, 1986-90  
 UCLA Extension College Counseling Certificate Program Advisory Board, 1986-90  
 United Way Western Region Board of Directors, 1988-90  
 Culver-Palms YMCA Board of Managers, 1989-90  
 West Los Angeles College Foundation Board, Secretary, 1986-90  
 Community College Presidents Advisory Committee, Pepperdine University, Graduate School of Education & Psychology, 1986-90  
 Marina del Rey-Westchester Symphony Society Advisory Board, 1987-90  
 Technology Exchange Center, Board of Directors, Vice Chair, 1986-99

California Association of Community Colleges

Chairperson, Commission on Public Relations, 1978-79, 1979-80  
 Member, Commission on Public Relations, 1977-78, 1989-90  
 Member, Convention Advisory Committee, 1988

California Community Colleges, Chancellor's Office

Member, Contractual Education Task Force, 1985-86  
 Member, Employment Training Advisory Council, 1984-85, 1988-89  
 Member, Vocational Education Research Review Committee, 1984-85

Women in Communications, Inc.

Member, Professional Qualifications Committee, 1981-82; 1982-83

Professional Advisor, CSULA Campus Chapter, 1981-82  
 Chairperson, Scholarship & Education Fund, L.A. Chapter, 1976-78  
 Executive Vice President, L.A. Chapter, 1975-76  
 Vice President, Education & Career Services, L.A. Chapter, 1974-75  
 Career Conference Chairperson, L.A. Chapter, 1973  
 National Chairperson for New Professionals, 1971-72  
 National Fourth Vice President, 1970-71

#### CURRENT AND PAST SERVICE TO THE MARICOPA COMMUNITY COLLEGES

Chancellor's Executive Council  
 Strategic Planning Advisory Council Tri Chair  
 Strategic Planning Support Team  
 Women's Leadership Group CEC Representative  
 Maricopa Integrated Risk Assessment (MIRA) Committee  
 MAT Classification Study Oversight Committee  
 Student Information System Executive Committee  
 Washington D.C. Representation Selection Committee  
 Civic Participation Advisory Group  
 Student and Educational Development Advisory Council  
 Institutional Advancement Advisory Council  
 Diversity Advisory Council, Communications Chair  
 Quantum Quality Executive Council  
 Budget Development Executive Council  
 Apollo Executive Steering Team  
 PEW/ACE/Kellogg Roundtable  
 Audit and Finance Committee  
 Legislative Caucus  
 1995 and 2002 United Way Campaign Chair  
 Commission on Quantum Quality, Co-Chair  
 Management Team, Collaborative Policy Development with Professional Staff Association  
 Chandler-Gilbert Community College Presidential Selection Committee

#### PUBLICATIONS

Author, "Bringing the Best of Business Strategies to Higher Education," EDUCAUSE Review, September/October 2006

Author, "Ensuring Full-Time Quality with Part-Time Faculty," The Leadership Dialogues: Community College Case Studies to Consider, League for Innovation in the Community College, 2004

Co-Author, "Mainstreaming Distance Learning Into the Community College," Journal of Asynchronous Learning Networks, February 2004

Co-Author, "Concurrent Enrollment In Arizona: Encouraging Success in High School," *Systems for Offering Concurrent Enrollment at High Schools and Community Colleges*, New Directions for Community Colleges, Jossey-Bass, Spring 2001

Author, "The Rio Salado Experience: Partnerships—and Essential Ingredient for E-Learning in the Workforce," TechKnowLogia, May/June 2001

Author, "Understanding the Appeal of For-Profit Colleges," Community College Week, January 24, 2000

Author, "Keeping Up With the Joneses," Point of View article, Community College Week, May 31, 1999

Co-author, "The Maricopa Community College District: A Culture of Deliberate Transformation," The Multi-campus System, Stylus Publishing, 1998

Co-author, "Managing Change: A Case Study in Evolving Strategic Management," *A Ripple or a Sea-Change? Organizational Change in the Community College*, New Directions for Community Colleges, Jossey-Bass, Summer 1998

Author, "Leadership: The Driver of the System," High Performing Colleges, Prescott Publishing, 1996

Co-author, "Implementing TQM in a Community College: Lessons Learned," Total Quality Management: Implications for Higher Education, Prescott Publishing Company, 1995

Author, "Introducing the Human Side of Total Quality Management into Educational Institutions," Community College Journal of Research and Practice, July-August, 1994

Author, "TQM and Marketing--The Same Approach?" Strategic Marketing for Presidents, American Association of Community Colleges, 1994

Author, "Value-added Education: A President's Perspective," Total Quality Management on Campus: Is It Worth Doing? Jossey-Bass, 1994

Author, "The Reality of Taking TQM to the Academy: Part I--To Dream the Impossible Dream," Adult Assessment Forum, Spring 1993; "Part II--Taking the Next Logical Step," Adult Assessment Forum, Summer 1993

Author, "The Student as Customer," Vision, Maricopa Community Colleges, Spring 1992

Author, "Performance Contracting: Successfully Managing the Risk," *Marketing Strategies for Changing Times*, New Directions for Community Colleges, Jossey-Bass, Winter 1987

Co-author, "Future Promise: Community Colleges Lead Effort to Retrain California's Displaced Workers," California Higher Education, April, 1983

Author, "Effective Media Relations, or How Not to Make the Front Page," New Directions for Institutional Advancement: Advancing the Two-Year College, Jossey-Bass, March, 1982

Editor, Curriculum Design and Development for Effective Learning, a 148-page text/workbook published by Le Mot Educational Services, 1973

#### SELECTED MAJOR SPEECHES, KEYNOTES AND PRESENTATIONS

*Note: A list of more than 100 speeches and presentations is available for review. Following is a sampling.*

"Demystifying Leadership: What the Textbooks Do/Don't Teach You," Keynote Speaker, MAT Annual Conference, Mesa, AZ-5/21/09

"Harnessing Technology for Personal Productivity, Communication, and Data Mining," American Association of Community Colleges National Conference, Phoenix, AZ-4/3/09

"A Red-Letter Season for Blue Ocean Thinking," CAEL International Conference, Philadelphia, PA-11/12/08

"The Web Evolution: So Much Potential, So Many Questions," Keynote Speaker, Sloan-C International Symposium, Carefree, AZ -5/8/08

“All Aboard the Digital Express!” Closing Keynote Speaker, League for Innovation in the Community College Conference on Information Technology, Nashville, TN-11/14/07

“All Aboard the Digital Express!” Keynote Speaker, EDUCAUSE Western Region Conference, San Francisco, CA – 5/7/07

“Women and the Emerging New Economy; Are We Ready?” Keynote Speaker, Women & Work: The Future, Arizona Women’s Education and Employment Symposium, Phoenix, AZ—3/31/06

“Trends in Technology: Astonishing Students in an eLearning Environment,” Speaker, Executive Leadership Institute, League for Innovation in the Community College, Tempe, AZ—12/8/04, 12/8/05 and 12/6/06

“Collaborating with Business and Industry...Near and Far,” Speaker, The Future Is Here Seminar, Washington DC—11/18/04

“Setting the Culture for Service and Innovation,” Norman Clark National Issues Lecture, National Network of Health Career Programs in Two Year Colleges, Tempe, AZ—10/24/02

“Changing the Definition of Higher Education: Implications for Accreditation,” Keynote Speaker, Council of Regional Accrediting Commissions, Del Mar, CA—8/25/02

“The Systems Approach to Distance Learning: Astonishing Students and Faculty,” Speaker, Indiana Partnership for Statewide Education conference, Indianapolis, IN—4/3/01

“Leading Innovation and Change at Institutions in Transition,” Keynote Speaker, The College Board institute, San Diego, CA—2/22/01

“The Politics of the Community College Baccalaureate,” Speaker, Community College Baccalaureate Association conference, Orlando, FL—2/8/01

“From PR to the Presidency,” Speaker, Public Relations Association of Southern California Colleges, Loma Linda, CA—1/26/01

“The Community College Baccalaureate: Dealing with Politics,” Speaker, Community College League of California, Los Angeles, CA—11/18/00

“A Day in the Life...,” Speaker, Internet & Society 2000 Conference, Harvard University—6/2/00

“How to Become Change Adept: A Case Study,” Keynote Speaker, 4C/SD spring conference, Arrowhead, CA—4/20/00

“Catalysts for Change: Competition, Consumerism, Customization,” Facilitator, Florida Community College at Jacksonville Leadership Retreat, Jacksonville, FL—3/1/00

“Astonishing Students in Distance Learning,” Speaker, New Learning Strategies Seminar, Charlotte, N.C.—2/29/00

“From Vision to Reality: Closing the Gap,” CEO Technology Institute – Cupertino, CA –12/10/99

“Future Directions for Universities, Four-year Colleges and Community Colleges,” College Board’s College Students 2000 Conference – Washington, D.C. – 12/6/99

“The Changing Role of Community Colleges – What It Means for Your Campus,” State Relations Conference – Phoenix, AZ – 12/2/99

“Emerging Markets and Higher Education Models,” Arizona Governor’s Task Force on Higher Education – Phoenix, AZ – 11/17/99

“The Best Ideas from other States to Expand and Improve Higher Education,” California Citizen’s Commission on Higher Education – Sacramento, CA – 9/22/99

“Oh Yes, You Can!” Keynote Speaker, Consortium for Community College Development -San Antonio – 6/23/99

“Technology With the Personal Touch,” Plenary Session Speaker, Tech Ed99 - Ontario, CA – 4/22/99

“Over the Precipice: The Future of Digitized Education,” Featured Speaker, The Sedona Conference on the Convergence of Education, Technology & Entertainment -Sedona, AZ – 4/9/99

“Technology Supported Learning: Insights from Corporate and Academic Leaders,” Moderator and presenter, CAEL International Conference – Phoenix, AZ – 11/6/98

“Catalysts for Change: Competition, Consumerism and Cost-Effectiveness,” Keynote Speaker, Western Cooperative for Educational Telecommunications – Reno, NV – 10/15/98

“Change Is In YOUR Future: Competition, Consumerism, Customization,” Keynote Speaker, The Association of Washington Community & Technical College Administrators Summer Conference - Yakima, WA - 7/29/98

“Responding to the Growth Challenge: What Works?” Plenary Session Panelist, WICHE Policy Forum - Huntington Beach, CA - 10/27/97

“Community College Trustees as Legislative Advocates,” Panelist, Legislative Academy, Association of Community College Trustees - Dallas TX - 10/16/97

“Community Colleges - Empowered or Imperiled?” Panelist, Pepperdine University Community College Forum - Culver City, CA 10/9/97

“Tips for Upward Mobility: Creating Career Credibility,” Speaker, National Council on Marketing and Public Relations National Conference - Albuquerque, NM - 3/18/97

“The Quality Quest: Transforming the Future,” Keynote Speaker, The California Quality Consortium - Los Angeles, CA - 10/8/95

“Teaching and Learning in Nontraditional Settings,” Videoconference Panelist, College Board/PBS Videoconference - 3/2/95

“Commuter Students: Who’s In the Driver’s Seat?” Moderator, American College Personnel Association Videoconference - 11/7/94

“Quality Principles and Empowered Learning: Current Practices and Future Directions,” Plenary Session Speaker, American Association for Higher Education - Washington D.C. - 6/12 - 15/94

“Quality is Contagious: CQI and Academic Affairs,” Featured Speaker, Benchmarking for Quality in Higher Education - Orlando, FL - 3/17/94

“Is It Just Another Fad or Is It Here To Stay: TQM and Academic Leadership,” Keynote Speaker, Third International Conference for Community College Chairs, Deans and Other Instructional Leaders - Phoenix, AZ - 2/26/94

“The Human Side of Quality: Vision, Values and Empowerment,” Keynote Speaker, American Association of Women in Community Colleges – Portland, OR -12/9/93

“TQM for Community Colleges,” Keynote Speaker, National Council of Community College Business Officials (NCCCBO) - Chicago, IL - 11/9/93

“TQM: Recognizing Women’s Leadership Style,” Keynote Speaker, Way Up Conference - Phoenix, AZ - 10/29/93

“How to Inspire Quality Driven Creativity and Innovation in the Workplace,” Plenary Workshop, Council of North Central and Two Year Colleges Conference Workshop - Phoenix, AZ - 10/4/93

“Why Colleges Need TQM, An Overview,” Keynote Speaker, The Association of Washington Community and Technical College Administrators Summer Conference - Spokane, WA - 8/2/93

“Using TQM in Higher Education,” Plenary Session Speaker, Western Association of College & University Business Officers – Anaheim, CA – 5/10/93

“The Human Side of Quality: Employee Empowerment,” Keynote Speaker, League for Innovation Conference on Quality, Irvine, CA - 2/1/93

“A Future Where Possibilities May Become Realities,” Featured Speaker, Maricopa Community Colleges Management Breakfast - Phoenix, AZ - 4/25/91

“The Three P’s of Student Recruitment: Perception, Packaging and Participation,” Keynote Speaker, National Council on Resource Development Conference - Snowbird, UT - 4/30/87

7/09