

***Patrice A. McClellan, Ed.D.***

**EDUCATION**

- 2006** *Doctor of Education in Educational Administration & Leadership Studies*, Bowling Green State University, Ohio, Bowling Green, Ohio
- 2002** *Master of Organization Development*, Bowling Green State University, Bowling Green, Ohio
- 1998** *Bachelor of Business Administration*, The University of Toledo, Toledo, Ohio

**CAREER ACCOMPLISHMENTS**

- Maintained an **85% retention rate** of graduate students in the Master of Organizational Leadership program since 2009
- **Advises** and creates plans of study for full time undergraduate and graduate students in the College of Business and Leadership
- Secured over **\$6000.00 for undergraduate scholarships** via community partnerships with United Way Joint Council
- Secured a **\$2000 endowed book scholarship for graduate students** in the Master of Organizational Leadership program
- **Oversaw** the College of Business and Leadership Service Learning events for undergraduate and graduate students in 2013/2014 and 2014/2015 AY
- Secured 2 graduate off campus cohorts (Owens Community College and Fiat-Chrysler) for the Master of Organizational Leadership program resulting in over **\$750,000.00 in tuition revenue**
- Successfully completed **Higher Learning Commission (HLC)** documentation to continually support off campus cohorts and regional accreditation
- **Managed IACBE accreditation process**, self-study, and program review documentation for graduate Master of Organizational Leadership program
- **Certified** in Discovery Learning 360 Leadership Profile

**ADMINISTRATIVE LEADERSHIP**

**Lourdes University----Sylvania, Ohio**

LU enrolls 1500 students annually in over 33 academic programs. Grounded in Franciscan values of reverence, learning, service, and community, LU educates undergraduates and graduate students in the liberal arts tradition. The College of Business and Leadership “*where business is taught as a noble profession*” serves students in undergraduate and graduate programs.

**August 2018 -** *Associate Professor, Business and Leadership*

**August 2009 – May 2018** *Director – Master of Organizational Leadership Program, Associate Professor & Faculty Senate President*

- Responsible for hands-on leadership, daily oversight of MOL curricular offerings, policies, procedures, retention, and programming while also managing 3 administrative staff, 3 graduate assistants, 2 full time faculty, and 3 part time faculty
  - Oversee hiring, training, and recruitment of administrative staff, full and part time faculty
- Serves as College of Business and Leadership (COBAL) expert in leadership development, leading organizational change, and equitable leadership practices
  - Oversee student academic and conduct grievances
  - Liaison and mediator for faculty grievances and disputes
  - Maintain compliance with Title IX
- Manage the program budget annually (\$80K) to support retention, recruitment and marketing initiatives
  - Assist College Dean in establishing an alumni and business leadership advisory council
  - Oversee student service learning projects within junior/senior level seminar courses
  - Co-creator of graduate level immersion course for international travel
  - Partner with United Way of Greater Toledo and local organizations to secure service learning projects
- Coordinates and manages MOL program assessment processes, ensuring data are communicated to HLC and IACBE respectively
  - Assess and manage learning outcomes for graduate programs in COBAL
  - Communicate assessment data to constituents within and outside of university
- Vice President of Faculty Senate,
  - Responsible for SWOT analysis of retaining and recruiting faculty
  - Administer and create professional development opportunities for junior and senior level faculty

**Miami University of Ohio----Oxford, Ohio**

MUO is a residential university, providing a liberal education as the foundation for the more specialized studies of the majors. Immersing students in both academic and co-curricular experiences has enabled Miami to achieve a top-tier national ranking among universities that provide the best student outcomes. Miami serves approximately 15,000 undergraduate and 2,200 graduate students in over 120 academic programs with 60 masters and 12 doctoral programs.

**August 2007 – July 2009** *Heanon Wilkins Faculty Fellow ---College of Education and Allied Health*

- Advised and mentored 30 LeaderShape students enrolled in education and business academic programs.
- Chairperson and coordinator for 8<sup>th</sup> Annual Graduate Student and Faculty Conference *“Culture, Power, and Ethics: Transformative Leadership in the Global Era*
- Served on Miami Engagement and Leadership Steering Committee in the College of Education and Allied Health focusing on leadership development and service learning opportunities for undergraduate students
- Served as primary contact in college on incorporating leadership development and service learning into academic disciplines
- Content expert on diversity and equitable leadership practices

*Consultant to VP of Student Affairs*

- Led the Division of Student Affairs through organizational restructuring which initially proposed loss of 30 jobs, only resulted in 7 displacements
- Coordinated and partnered with local agencies and vendors to aid displaced employees on employment options and continued education
- Maintained graduate faculty status in Department of Educational Leadership and Higher Education teaching students on leadership development and equitable leadership practices

**Bowling Green State University ---Bowling Green, Ohio**

Established in 1910, Bowling Green State University provides experiences that enhance lives. *U.S. News and World Report* names BGSU as one of the top public universities nationwide with a strong commitment to first-year programs that lead to success. BGSU enrolls over 15,000 students in over 200 academic majors/programs for graduate and undergraduate students.

**August 2004 - June 2006**     *Graduate Research Assistant – College of Education and Human Development, School of Educational Foundations, Leadership & Policy*

- Trainer and developmental leader for GradSTEP 2005, a first year graduate students preparation and enhancement program aimed at students who would be serving as teaching and research assistants for department faculty
- Editor for the division newsletter, providing guidance to graduate students on article presentation, graphic design, and editorial layout
- Researched, analyzed, and presented current leadership practices in business professions and educational sectors at national conferences such as University Council of Educational Administration and American Educational Research Association
- Wrote detailed reports compiled from literature reviews in the areas of Emotional Intelligence, Organizational Leadership, and Large Scale Change. These were used in the creation of the departmental wide graduate student orientation seminar.

- Used statistical software (SPSS and Microsoft Access) to generate reports on student retention and matriculation

**December 2002 – May 2004**

*Assistant Director, Master of Organization Development Program, College of Business, Office of Graduate & Executive Programs*

- Supervised and trained MOD staff (2 Secretaries and 2 Graduate Assistants) on budgetary issues, recruitment and retention activities, and admission procedures
- Managed program budget of \$150,000
- Recruited prospective students by creating marketing materials and organizing networking events at local business and with community partners
  - Achieved 30% increase in diversity population of graduate students
- Implemented retention activities using the Organization Development Student Association and monthly brown bag luncheons in an effort to address concerns of full time and executive masters students
- Built rapport with corporate executives and industry personnel by scheduling quarterly meetings to discuss internship, full-time employment, and consulting opportunities

**The University of Toledo ---Toledo, Ohio**

UT was established in 1872 and became a member of the state university system in 1967. The University of Toledo and the Medical University of Ohio merged July 2006 to form the third-largest public university operating budget in the state. UT enrolls and educates over 20,000 students in more than 300 academic programs for undergraduate, graduate and professional programs. UT has one of the largest distance learning programs in the nation.

**August 2000 – December 2002**

*Academic Program Coordinator, College of Engineering, Department of Civil Engineering*

- Advised students on scheduling and course sequencing for degree completion
- Motivated and empowered undergraduate students to take an active role in educational leadership forums and seminars administered by Co-Op Director and Student Services
- Implemented and developed relationship building strategies for cohort retention and recruitment and activities using brown bag luncheon seminars, evening chat sessions, and posted a confidential help box in the department for students to arrange meeting
- Worked closely with Civil Engineering Department Chair and Co-Op Director to identify trends in undergraduate student's academic performance and internship preparation
- Built rapport with corporate recruiters alongside Co-Op Director in order to achieve long-term business relationships
- Managed and organized scheduling of students into SIG study groups

### **National City Bank (now PNC Bank) – Toledo, Ohio**

PNC offers a wide range of services for all customers, from individuals and small businesses, to corporations and government entities. There are 5 divisions within PNC: Retail Banking, Asset Management Group, Corporate/Institutional Banking, Residential Mortgage, and Black Rock. PNC services customers across 19 states and in the District of Columbia.

**June 1994 to August 2000**    *Assistant Branch Sales and Marketing Manager, Retail Banking, Dorr-Secor and Central – McCord Branches*

- Managed and supervised branch personnel (8 CSR's and 2 Sr., CSR's) on sales training and customer service
- Coached employees on building relationships with clients and one another by developing training programs on team building and communication skills
- Brainstormed strategies to combat employee resistance to new sales focus environment
  - Implemented bi-weekly contests to ease transition into new sales environment
  - Decreased employee turnover by 20% by using Change Style Indicator to determine how employees handle change and used that information to better deliver changes in various formats causing employees to feel more at ease with new sales environment
  - Increased employee satisfaction by 35% through small tokens of appreciation (gift cards, lunch coupons, extended lunch periods, early dismissal or late arrival to work) to ease tension and stress
- Developed money saving strategies with clients resulting in retention of long term business relationships

### **SPECIAL PROJECTS & ASSIGNMENTS**

#### **Lourdes University**

**January 2017 – May 2017**

*Co-Chair Lourdes Reorganizational Design Project*

*A restructuring and strategic alignment process at the request of President in an effort to streamline processes and eradicate duplicate measures.*

- Held 21 university focus group sessions
- Researched comparable university structures
- Recommended redesigned organizational chart with roles and responsibilities
- Communicated to president final report with recommendations to Board of Trustees

**January 2014 – September 2014**

*Leadership Development Contract with Toledo Municipal Court*

*A leadership development training module geared towards TMC employees poised for future leadership positions. The module was designed for employees in different departments in an effort to foster teamwork across silos and work collaboratively on projects that would enhance daily operations.*

- Negotiated 2 day leadership development seminar for 25 TMC employees resulting in \$10,000 revenue to College of Business and Leadership
- Designed a training module on leadership development which included a leadership development 360 assessment to aid in development of individual leaders within the TMC system with a final culmination team project
- Provided one on one coaching to each participant that resulted in a leadership action plan and 6 week follow up meeting
- Oversaw the coordination of final project presentation to TMC administrator and 7 municipal judges

**August 2015**      *Center for Non-Profit Resources Executive in Residence*

*A partnership geared towards working adults to continue their education with course credit and/or workplace credit.*

- Through this articulation agreement, those adults who complete the leadership development certification will receive discounted tuition and course credit in the graduate program upon evaluation from program directors
- College of Business and Leadership faculty are also instructors and mentors in the executive leadership development certification programs

**August 2010 - March 2011**      *Transition Task Force from College to University, Office of VP for Academic Affairs*

*A team comprised of various Lourdes College (now Lourdes University) constituents (faculty, staff, student, board of trustee, alumni, business/community leader). The purpose of this team was to aid Lourdes College to Lourdes University within an academic year focusing on communication, technology, and employee buy-in.*

- Used Organization Development planning maps to articulate change schedule to academic deans and various departments on campus
- Organized scheduling and roll out for changes in communication manuals, handbook updates, and changes in computer systems
- Led strategic planning session on acculturating employees to new organizational structure
- Communicated changes to academic deans and department chairs

**Miami University of Ohio**

**October 2008 to May 2009**      *Curriculum Development – Wilkes Leadership Institute*

*Opportunity to make necessary changes to EDL 306-The Nature of Group Leadership course designed for undergraduate students residing in the Living and Learning Change Community Residence Hall.*

- Collaborated with Dr. Kathleen Knight-Abowitz, Interim Director of Wilkes Leadership Institute and Associate Professor in Educational Leadership as well as other constituents of the course (Asst. Director of Student Leadership, Graduate Assistant, & AVP Student Affairs/Leadership)
- Identified context for curriculum revision by reviewing instructor concerns and student evaluations of the course
  - Reviewed assessments from previous 3 years
  - Reviewed syllabi from previous 3 years
  - Interviewed and conversed with current and past instructors about insights, issues of concern, and future direction of the course
  - Decided learning objectives and thematic sequence of the course
    - Searched for readings to match objectives and targeted student population
    - Built assignments that assess learning objectives
- “Social Responsibility” theme articulated more clearly and used as an explicit framework for the course
- Revised “My Story – Leadership Autobiography Assignment” to better link with and assess course learning objectives
- Redesigned course structure from weekly objectives to unit format

**July 2008 – July 2009**      *Special Assistant to Vice President of Student Affairs,*

*Internal consulting position for the Division of Student Affairs focusing on strategic planning and alignment of division goals with presidential strategic vision.*

- Assessed climate of division regarding organizational change via in depth interviews with division Directors and Associate Vice Presidents
- Met with Directors and AVPs to discuss communication strategies to staff regarding change initiatives
- Met with Vice President to discuss interview progress and concept mapping of interview data
- Reported bi-weekly findings to VP, AVP’s and Directors at policy group meetings
- Built concept maps to communicate strategic alignment

**Bowling Green State University**

**May 2005- May 2006**      *Special Research Consultant, Office of the President*

*Graduate internship for the School of Leadership and Policy Studies in collaboration with President Sidney Ribeau:*

- Assessed needs and climate concerning inclusiveness and diversity
- Researched and compiled a list of mentoring programs relevant to diverse populations regional at educational institutions

- Researched business and educational practices that maximize leadership readiness and diversity concerns using focus group interviews
- Compiled detailed report regarding university culture and receptiveness, suggesting large scale change initiatives in an effort to foster inclusive environment from leadership to student population
- Reported recommendations to the President and Advisory Council of the preliminary findings and proposed future course of action (March 2006)

## **PUBLICATIONS**

### **Book**

Alston, J.A. and McClellan, P. A. (2011). *Herstories: Leading with the lessons of the lives of Black women activists*. Peter Lang Publishing

### **Book Chapters**

McClellan, P.A. (2018) Persisting while selflessly leading: The bumpy road to self-awareness, activism, and spiritual peace while holding dual role of junior faculty and program administrator. In J. Alston and C. Tyson (Eds.), *The Undivided Life: Faculty of color bringing our whole selves to the academy*: Information Age Publishing

McClellan, P. A. (2017) Jill Scott: Authenticity and Mindfulness. Lessons for Leaders on Empowerment, Mindfulness and Professional Self- Care. In J. Brooks, F. Beachum & T. Watson (Eds.), *Educational Leadership and Music: Lessons for tomorrow's school leaders*: Information Age Publishing

McClellan, P.A. (2014) Gender and Leadership Identity. In Sonya Horsford, and L.C. Tillman, *Identities and Educational Leadership of Black Women in the USA*. Abingdon; Routledge.

McClellan, P. A and Sader, J. (2012) *"I treat everyone the same": Interrogating power and privilege in leadership education*. In Norris, J, Sawyer, R, and Lund, D (Eds.) *Duoethnography: Culture, identity, and curriculum*. Walnut Creek, CA: Left Coast Press

McClellan, P. A. (2010). *Critical Servant Leadership: From Theory to Practice* in Horsford, S. D. (Ed). *New Perspectives in Educational Leadership: Exploring Social, Political, and Community Contexts and Meaning*. Peter Lang Publishing

### **Refereed Journal Articles**

McClellan, P.A. (in process) *Portraits of Black girls: Reflections on identity, agency, and stewardship of Black women principals*. *Journal of Educational Administration and History*

Watson, T.N and McClellan, P.A. (in process) *The impact of Black women on educational leadership and student achievement*. *Oxford Research Encyclopedia of Education*



McClellan, P. A. (2012) *Race, Gender, and Leadership Identity: An Autoethnography of Reconciliation*. International Journal of Qualitative Studies in Education 25(1), 87-97

McClellan, P. A. and Alston, J.A. (2008) *Leading through Adversity: A Portrait of an Urban Elementary Assistant Principal Aspiring to the Superintendency*. National Journal of Urban Education and Practice 1(3) 150-158

### REFEREED CONFERENCE PRESENTATIONS

McClellan, P. A. (March 2016) – TEDX Way Public Library – *Finding Humanity in an Age of Desperation and Despair*, Perrysburg, OH <https://www.youtube.com/watch?v=uL-KjowpFcQ>

McClellan, P. A. (April 2013) *Schools as sites of Organizational Change*. Paper presented at AERA Denver, Colorado

McClellan, P.A. (November 2012) *On the Front Line of Change: The role of graduate education faculty in affirming culturally relevant leadership practices*. Paper presented at UCEA, Denver Colorado

McClellan, P.A. (April 2011) *Race and gender: An autoethnography*. Paper presented at AERA, New Orleans, LA

McClellan P. A and Sader, J. (April 2011) *I treat everyone the same: Using duoethnography to interrogate power and privilege in leadership education*. Paper presented at AERA, New Orleans, LA

McClellan P. A. and Sader, J. (October 2010) *I treat everyone the same: Using duoethnography to interrogate power and privilege in leadership education*. Paper presented at ILA, Boston, MA

McClellan, P. A. (November 2009) *Building bridges: Blurring the lines of race and gender in leadership research*. Paper presented at UCEA, Anaheim, CA

McClellan, P. A. (November 2008) *Critical Servant Leaders: Building coalitions to address the needs of children in public schools*. Paper presented at UCEA, Orlando, FL

Ngunjiri, Faith and McClellan, P. A. (April 2008) *Ubuntu and critical Africana spirituality: Inspiring social justice leadership for community transformation*. Paper presented at AERA, New York, NY

Giles, M, Witherspoon, N. and McClellan, P.A (April 2008) *African American spirituality, social justice, and educational leadership*. Paper presented with Mark Giles and Noelle Witherspoon at AERA, New York, NY

McClellan, P. A. (November 2006) *Leading through adversity: A portrait of an urban elementary assistant principal aspiring for the Superintendency*. Paper presented at UCEA, San Antonio, TX

McClellan, P.A. (May 2006) *Using portraiture as a culturally and contextually relevant research methodology*. Paper presented at the Annual International Congress of Qualitative Inquiry, University of Illinois – Urbana Champaign

McClellan, P. A. (November 2005) – *Wearing the mantle: Intersecting critical race theory, servant leadership, and spirituality as men discuss their leadership journey*. Paper presented at UCEA, Nashville, TN

Alston, J. A., Gerardo, L. R, Ngunjiri, F. W., & McClellan, P. A (November 2005) - *The temple of the unfamiliar II: The scholars' network in educational administration*. Presented at UCEA. Nashville, TN

Alston, J. A., McClellan, P. A., & Ngunjiri, F. W. (2005). *A rose by any other name: Participatory Leadership, Distributed Leadership, Shared Leadership, Democratic Leadership, and Multi-Leadership*. National Council of Professors of Educational Administration National Conference. Washington, DC:

### **NON REFEREED PRESENTATIONS & INVITED LECTURES**

McClellan, P. A. (September 2017) *Inclusion as Strategic Initiatives*. City of Toledo executive leadership team

McClellan, P. A. (September 2017) *Building Community: Establishing relationships through effective communication among staff*. Toledo Head Start and Toledo Public School professional staff

McClellan, P. A. (March 2017) *Why inclusion matters!* Promedica Kaleidoscope Series

McClellan, P. A. (February 2014) Owens Community College Professional Development Series – 21<sup>st</sup> Century Learning in Age of Technology

McClellan, P.A. (May 2014) Lourdes University Research Symposium Keynote Speaker. *Impacting the world through research and praxis*

McClellan, P. A. (May 2011) Commencement keynote address presented to the University of Toledo Excel senior students. University of Toledo

### **SCHOLARSHIP GRANTS & FELLOWSHIPS**

#### **Scholarship Grants**

United Way Joint Council – secured \$6000.00 for undergraduate minority student scholarship

MOL Alumni – secured \$2000 endowed scholarship for graduate students matriculating in Master of Organizational Leadership program

## **Research Fellowships**

Co-Principal Investigator. *After School Tutoring Project: Aligning Core Competencies across the Toledo Area*. Toledo Community Foundation, Requested/secured \$55,000. Project completed May 2017

## **COURSES TAUGHT**

### **Lourdes University**

BUS 399	Enduring Question – What makes a leader?
BUS 423	Senior Leadership Seminar – Service Learning Course
LS 610	Leadership Foundations
LS 613	Diversity and Leadership
LS 615	Research Methodology
LS 618	Organization Development and Change
LS 620	Connective Leadership and Cultural Competence
LS 698	Capstone Research Project
LS 699	Specialized Leadership Topics

### **Miami University of Ohio**

IDS 159	Strength through Cultural Diversity: Functioning Effectively in a Global Society
EDL 100	Career Development and the College Student
EDL 306	The Nature of Group Leadership

### **Union Institute and University**

EDL 720	Diversity, Leadership & Change
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## **STUDENT ADVISING**

### **Doctoral Dissertation**

2008 Member, Dissertation Committee, Union Institute and University, Cincinnati, Ohio  
*The Role of Spirituality in African American male executives* – Charles Montgomery

## **Master's Thesis/Capstone**

Chaired 51 capstone research projects since 2010. Currently have 7 capstones in progress. Capstone options are traditional research or service learning/praxis capstone. Highlighting 14 that were submitted for annual research symposium.

Mendoza, I (2016) Latinos and their experiences as emerging leaders in not for profit organizations. Traditional research

Schumpert, T (2016) Employers reluctance to implementing training programs. Traditional research

Dietz, T (2015) Bullying at an elementary school in Northwest Ohio. Service learning

Collins, A (2014) Leadership strategies for recruiting and retaining volunteers: A motivational perspective. Traditional research

Duraney, T. (2014) Cultivating nurse leaders; An exploratory study on obstacles and challenges in senior living communities. Traditional research

Erb, R (2013) Front line human services workers: Motivating for best performance. Traditional research

Huggins, L (2013). What factors contribute to leadership opportunities for Black women in government? Traditional research

Morris, J (2013) Engagement and retention: The impact of First Year Experience program as freshman. Traditional research

Blazesk, J (2012) Temple Grondin: Leading despite disability. Traditional research

Williams, W. (2012). In what way does leadership style have an impact on leadership development of African American men? Traditional research

Wohlgamuth, S (2012). What leadership traits are most common in administrators and DON's in long term care facilities that have high quality outcomes? Traditional research

Oberski, S. (2011) The glass cliff phenomenon: Women executives' perception of leadership opportunity and advancement. Traditional research

Olejownik, D (2011) Experiences of non-profit leaders implementing strategic change. Traditional research

Meyer, A (2010) Exploring the non-profit leaders role in successful fundraising. Traditional research

## **SERVICE TO PROFESSION**

### **Leadership**

2016 - Planning committee Division A – American Educational Research Association  
 2016- Chair – Section 2 Organization and Community of Division A – American Educational Research Association

### **Review of Conference Proposals**

2013- 2016 International Leadership Association  
 2009- 2015 University Council of Educational Administrators  
 2009 - American Educational Research Association

### **Reviewer of Journal Manuscripts**

2013 - Journal of School Leadership  
 2016 - International Journal of Qualitative Studies in Education  
 2007 -2009 Journal of Research on Leadership Education  
 2009 -2010 International Journal of Leadership in Education (graduate student manuscript competition)  
 2010 - 2014 Journal of Cases in Education

## **SERVICE TO COMMUNITY**

2018 - City of Toledo Human Relations Committee  
 2018 - Paramount Healthcare Board  
 2013 - 2018 Promedica Health System Governance Board  
 2013 - Center for Non-Profit Resources Mentor and Executive Leader in Residence  
 2012 - United Way AALC Joint Council  
 2012 - 2018 United Way Co-Chair Leadership Development Committee – AALC

## **PROFESSIONAL AFFILIATIONS**

American Educational Research Association  
 International Leadership Association  
 University Council of Educational Administrators