

Dorothy A. Escribano
62 W. Bayberry Rd.
Islip, NY 11751
Office: (914) 525-5133
Fax: (631) 277-0620
e-mail: describano@cnr.edu

Professional Experience:

Administrative:

Higher Education Advising (2019-present) Escribano Weissbourd Consulting, Inc.

Projects have centered on:

- Colleges in transition
- Colleges working toward reaccreditation
- Executive coaching to newly-appointed senior leaders

Sabbatical Year, The College of New Rochelle. 2018-2019

- Worked with the President of The College of New Rochelle and the Board of Trustees on specific projects when needed. I had also served as an executive coach to the president (during the fall 2018 semester) and as a consultant to several Vice Presidents and the Chair of the Board.
- Chaired a reaccreditation visiting team for Middle States Commission of Higher Ed
- Served in an advisory role in higher ed for SeaChange Capital Partners, a nonprofit that makes grants to encourage and support formal, long-term strategic alliances including programmatic alliances, joint-ventures, and mergers.

Interim President, The College of New Rochelle. Fall 2016 to Spring 2018

- Worked on a daily basis with the Board of Trustees to simultaneously develop three possible plans for the College in wake of a financial crisis and presidential resignation.
 - o Plan A: Keep the College solvent as an independent institution
 - o Plan B: Merge or be acquired by an institution with a similar mission
 - o Plan C: Close the College in an orderly fashion, designing a transfer and/or teach out process, working with area colleges and universities, for 3700 students in four schools
- Worked with the presidential team and provosts of several public and private colleges and universities in the tri-state area to develop both academic partnerships and institutional merger possibilities.
- Worked on a regularly-scheduled basis with MYSED, Middle States and the DOE, keeping each informed of College's progress.
- Lead the College community and oversee day to day operations during this period of uncertainty.
- Meet with alumni and other donors to support the College's continuing mission
- Develop a plan, working with a newly hired chief restructuring officer, for streamlining the institution to create a viable budget to bring us into the future.

Provost and Senior Vice President for Academic Affairs, Chief Planning Officer, The College of New Rochelle, July 2007 to 2017. (one year as President and Provost)

Managed a \$25,000,000 annual budget.

- Led the College's Five-Year Strategic Planning Process (2012-present).
- Developed academic partnerships with area 2- and 4-year colleges.

- Program Manager for Title III \$10, 000,000 grant (2014-2019).
- Lead priority resource management for all programs in the four schools and the library.
- Led the College's 10-year Middle States reaccreditation self-study process which culminated in a finding that the College successfully has met all 14 standards (2009-2012); Followed up with five year PRR report and MS visiting team in 2017, which resulted in the College's continuing accreditation (passing all focused standards) during the period of financial difficulty.

Interim Vice President for Academic Affairs, Worcester State College. June 2006 to June 2007.

- Led program assessment and prioritization of resources for undergraduate and graduate studies leading to development of new programs and possible archiving of others (after a two-year probationary period to revamp program).
- Strategic Global Study-Abroad Program Initiatives: Developed new partnerships with universities in China, Ecuador, South Korea.
- Evaluation for renewal of contract, tenure and promotion of all 200+ faculty. Determination of merit increases (on top of contractually-agreed upon raises). Recommendation to President and Board of Trustees
- Worked with Massachusetts Faculty Union, campus senior representatives to ensure the faculty contract was being properly administered by the administration

Associate Vice President for Academic Affairs for Faculty Development and Academic Support Services. Worcester State College. 2002 to 2006.

- Responsible for all academic resource management
- Responsible for all academic support services for undergraduate and graduate students and programs
- Responsible for working with departments to develop all academic programming schedules

Faculty Teaching Experience:

Worcester State College, Worcester, MA (1996-2007)

Awarded Tenure and Promotion to Associate Professor of Spanish in Spring 2001

Clark University, Worcester, MA (1995-1996) Visiting Assistant Professor of Hispanic Studies

University of Rhode Island, Kingston, RI (1992-1995) Full-time Lecturer of Spanish

**ESL Liaison/
Coordinator**

Liaison between the administration at URI and ESL tutors in the Literacy Volunteers of America Program: Responsible for scheduling space on campus for volunteer tutors, participating in ESL training workshops, keeping track of the tutors' progress with their students, and seeking useful resources from among the URI community. Also a tutor in the program. (1994-97).

Brown University, Providence, RI (1987-1991)

Course Supervisor as Teaching Fellow

Sage Center for Learning, Foxboro, MA (1990-1992)

Designed and implemented a pilot program in this alternate-learning school which introduced foreign language to a group of fourteen children, ages four through ten. The emphasis was on aural/oral proficiency. Taught (3 classes/year) in this program during its first two years of operation. The program has expanded to include, in addition to Spanish, instruction in French and Latin.

Teacher Certification and Experience:

Taught (as a volunteer community member) a six-week Beginning Spanish to a class of third, fourth and fifth grade students in an after-school enrichment program. Stony Lane Elementary School, North Kingstown.

Taught in Public Schools, Grades 7-12 in Madrid (Spain); North Babylon, NY, Pasadena, Texas and East Greenwich, RI. NY, MA and Texas Teacher Certifications.

Education

Ph.D. Hispanic Studies, Brown University

M.A. Spanish Literature, University of Rhode Island

M.A. Liberal Studies: Concentration in Special Education, SUNY Stony Brook

B.A. Spanish; Secondary Education, Marist College

2018 Certificate in Digital Marketing, Hofstra University

2018 The Writing Institute, Sarah Lawrence University

Dissertation:

Entitled: "**The Convergence of Traditional, Literary, and Vulgar Balladry in the *Romancero de la Guerra Civil Española***"

Administrative Fellowships and Seminars:

2004-2005 American Council on Education Fellow

Mentor: Dr. Robert Carothers, President, University of Rhode Island

2008 Harvard University Executive Leadership Institute

2 week seminar working with the most pertinent issues relating to higher education.

2009 Rome Seminar

A week-long seminar, sponsored by the Association of Catholic Colleges and Universities, dedicated to issues relating to Catholic higher education both in the United States and globally.

July 2010 The American Leadership Institute (AALI)

A week-long seminar sponsored by the Council of Independent Colleges and underwritten by AALI:

Leadership for the 21st Century for Chief Academic Officers: Classic Contemporary Readings on Leadership and responsibility

2010-2011 HERS Year-long Institute for Women in Higher Education Administration at Wellesley College

Selected Honors and Awards:

- **2018: Special recognition by the Board of Trustees at Commencement Ceremony for exceptional leadership of The College of New Rochelle**
- **2007 to Present: The Dr. Dorothy A. Escribano Spanish Award (An endowed gift made by WSC faculty and staff in my name).** This scholarship award funds a Worcester State College student of Spanish who has shown marked improvement in the previous year.
- **2007: Graduate School Service Award, Worcester State College**
- **2005. Certificate of Recognition awarded by AASCU and NASH (National Association of System Heads): *Graduation Rate Outcomes Study***
- **2001 Merit Award, Recognition for teaching, community service and scholarly activity, Worcester State**

College

- **1997 Local Hero, Community Service Award, North Kingstown, RI**
- **1996 Recognition for Excellence in Teaching, University Of Rhode Island**
- **1991 Kenyon Fellowship for Outstanding Students in the Romance Languages**
- **1990, 1989 Brown University Teaching Fellow for Excellence in Teaching**

Selected Academic Community Service:

Chair	Middle States Visiting Team, 10-year accreditation visit 2023
Chair	Middle States Visiting Team, 10-year accreditation visit 2019
Chair	Middle States Visiting Team, 10-year accreditation visit 2016
Chair	Search committees for Assistant Vice President for Enrollment Management; Associate Director of Facilities; Assistant Vice President of Assessment and Planning, Executive Assistant to the Vice President for Academic Affairs; Director of the Latino Education Institute; Director of Career Services. 2002-2016
Member	Board of Directors Maastricht Center for Transatlantic Studies. Consortium of 35 member institutions from United States, Europe and Australia. Faculty exchange and student study abroad, 2005 to 2007.
Chair	Missions and Purposes Committee for the Five-Year Interim Accreditation Report (NEASC). Also a member of the Steering Committee writing the report. Fall 2006-Spring 2007.
Chair	Retention Committee, a cross-division team. 2003 to 2007.
Member	Association of American State Colleges and Universities Graduation Rate Outcomes Study. Nominated by President Janelle Ashley to serve on site team visit for AASCU's study, 2005.
Member	Review team for the creation of the Massachusetts Test for Educator Licensure (MTEL) for teachers of English Language Learners (ELL). 2002-2004.
Chair	Search committees for Assistant Vice President for Enrollment Management; Associate Director of Facilities; Assistant Vice President of Assessment and Planning, Executive Assistant to the Vice President for Academic Affairs; Director of the Latino Education Institute; Associate Director of Career Services. 2002-2016
Chair	Internship Committee. A faculty group which researched best practices and subsequently developed and set a series of standards across the disciplines to ensure academic integrity and the safety of students in all experiential learning courses offered at the college (2004-2005).

Chair	Data Quality Control Team , which includes representatives from Academic Affairs, Student Affairs and the Finance division, whose tasks is to improve procedures and policies that lead to data integrity for decision making. 2002 to 2004.
Chair	Five-Year Strategic Planning Committee for Graduate Education 2002-03.
Chair	Integrity Committee: Research and evaluation for Standard 11 of the Institutional self-study report to support continued accreditation by the New England Association of Schools and Colleges, Inc. (NEASC); Worcester State College. 2001-02.
Mentor	Worcester Career Beginnings. Mentoring of a high-risk high school senior though final year of school. Guide through process of determining future goals; 1998-2005.
Standing Committee	Liaison between the faculty and graduate students in the Hispanic Studies Department at Brown University; 1990-92.
Service to the Greater Community:	
Board Member	Latino U , 2014-2016
Board Member	Six-member board which administers all areas related to the operation and management of the Seven Hills Charter School , Worcester MA. 2002-2007
Finance Board Member	Seven-member board dealing with all matters associated with the planning and administration of facilities, capital projects and financing issues for the Seven Hills Charter School , Worcester MA; 2002 to 2005.
Board Member	Literacy Volunteer of America Rhode Island, South County; 1993-2003
ESL Workshop Trainer	Literacy Volunteers of America (18-hour training session three times per year) 1993-2003

ICU Training Course

A three-day hands-on simulation training on being a member of an **incident command team**. The course trained its participants to effectively continue the operation of the college/ university while a crisis incident is being managed. November 28-30, 2006.

Publications:

Onboarding the “Transitional Presidency: A New Imperative for Interim Presidential Leadership, Lead author Pat Sanaghan with D. Escribano, S. Titus, K. Whitney, M. Hinton., June 2022

The Power of the Journey: Beginnings and Endings Notwithstanding, Journal of Higher Education Management, 35, April 2020, AAUA—American Association of University Administrators

St. Mary’s College of Maryland: the First *Charter College* in the United States and Maryland’s only Public Honors College, ACE Newsletter, Fall 2005.

The Socio-Political Role of the Romances Artísticos in Preliterate Spain. Journal of Spanish Philology, 20, 2000.

The Art of Persuasion/Manipulation: The Poetry of the Spanish Civil War. Included in an anthology of essays War and its Uses. Peter Lang Publishers, January 1999.

La politización de los romances artísticos durante los siglos XIV a XVI. Cuadernos del Lazarillo, N° 9, Julio-Diciembre 1995 (Salamanca, Spain).

The Role of the Literary Ballads in Late Medieval Spain. Anuario Medieval 1994.

Translations:

Survey on Physical and Psychological Abuse for the Worcester State Psychology Department (Project leader: Lori Dawson), 2001.

Letter from ***La Sociedad de Bolsas Españolas*** directed to the European and American Stockbrokers about new financial Indexes. Madrid, December 24, 1997.

Professional Conferences as Presenter:

Communicating with the Triad in High Stakes, Transactional Situations: Observations from the Front Lines, Panel discussion lead by John MacIntoch, President of *The Transformational Partnership Fund*, MSCHE Annual Conference, December 8, 2022.

Effective Transitional Senior Leadership, *The Yes We Must Coalition* (YWMC) Webinar, October 3, 2022.

Transitional Partnerships to Advance Student Success, *Business as Usual: The Future of Collaboration*, The Annual Conference of the Association for Collaborative Leadership, October 26, 2021.

The Role of Collaborative Leadership in the Evolving Landscape of Higher Education, Oxford Education Research Symposium, Manchester College, Oxford UK, July 15, 2019

A Student-Centered, Assessment-Supported Approach to Writing Competency, *YES WE MUST* Annual Conference, Chicago, April 26-27, 2014.

Keynote, *Challenges and Opportunities for Women in Leadership*, ACE/National Network of Women Leaders, The College of New Rochelle, October 19, 2007.

A Shared Enterprise: Assessment as a Cross-Campus Strategy for Improving Student Learning and Retention. 2007 International Retention & Assessment Conference, St. Louis, June 7-10, 2007.

ACE All of One Nation Conference. Led a faculty and Student Affairs Team to conference and organized group presentation. *Theme: Diversity across divisions and curriculum.* Phoenix, AZ, October 2005.

Presenter, *The Art of War: Tu fusil también se cargue de tinta.* 2004 Hawaii International Conference on Arts and Humanities. January 8-11, 2004.

Presenter, *The Hispano-Arabic Origins of the Castilian Epic: Libro de las batallas and Poema de mio Cid.* The 37th International Conference on Medieval Studies. University of Western Michigan (Kalamazoo), May 5, 2002.

Presenter, *The Use of Blackboard for Spanish Composition.* *Distance Learning and Online Course Tools.* The NERALLD Annual Conference. The College of the Holy Cross, Worcester, November 2, 2001.

Presenter: *Reading Strategies for the ESL Learner: Comprehending Written Language.* Annual Conference of the

Literacy Volunteers of America, RI. April 8, 2000.

Presenter: *The Voice of Revolution: The Mexican Corrido and the Spanish Romance*. One Thousand Years of Iberian Literature Conference sponsored by the University of New Mexico (Albuquerque), February 17-18, 2000.

Co-organizer and Presenter with Dr. Don Vescio: Workshop entitled *Using Technology for Teaching Composition in Foreign Language Classes*. Wheaton College, MA, May 1999.

Introductory Remarks: *Introduction to the life and work of the Chicano poet*, Tino Villanueva, at the Poetry and Human Rights Conference at Worcester State College, April 6, 1999.

Presenter: *The Poetry of Twentieth-Century Social Revolutions: The Mexican Corrido and the Spanish Romance*. Northeastern Modern Language Association (NEMLA) annual conference in Pittsburgh, April 1999.

Presenter: *The Art of Persuasion/Manipulation: The Poetry of the Spanish Civil War*, Symposium on *War and its Uses: Conflict and Creativity* at SUNY Plattsburgh, October 2-4, 1997.

Presenter: *The Convergence of Literary and traditional Spheres in the Romances de la Guerra Civil Española*. The Twentieth-Century Literature Conference at the University of Kentucky at Louisville, KY, February 1997.

Moderator: *Becoming an American Citizen*, Sponsored by the Literacy Volunteers of America, October 29, 1996.

Presenter: *The Oral Tradition and Its Manifestations in the Spanish Traditional "Romancero."* Faculty Forum, Worcester State College, December 1997.

Presenter: *El corrido mexicano: Testimonio popular de la Revolución Mexicana*, Seminar on Twentieth Century Latin American Literature at Wheaton College, Norton Mass, February 1995.

Moderator. Symposium: *Sustaining a Hispanic Identity in an Anglo World: A Panorama of Experiences*. Conference exploring "The Hispanic Presence in the United States," University of Rhode Island, November 4, 1994.

Prior to 1994: Presentations on post-war Spanish novel; the politics of twentieth-century Spanish art, Adult Numeracy and Literacy

Languages:

English: native command

Spanish: native command

French: excellent reading knowledge, moderate speaking ability

Latin: excellent reading knowledge