

GAYLA B. THOMAS, PH.D.

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Career Highlights

- ✓ Led strategic planning, outcomes assessment, program evaluation, and performance management;
- ✓ Led strategic enrollment management that nearly doubled student headcount;
- ✓ Led implementation of management information systems;
- ✓ Experienced grants writer - managed budgets and programs for over \$200 million in federal grants;
- ✓ Led restoration of Financial Aid Program;
- ✓ Managed divisions with up to 250 staff;
- ✓ Experienced more than 10 state audits with no material findings;
- ✓ Comprehensive knowledge of K-16 issues, practices, and accreditation standards;
- ✓ Extensive experience in accreditation services;
- ✓ SACS Peer Reviewer for Institutional Effectiveness;
- ✓ Taught public policy courses, statistics, program evaluation, higher education finance;
- ✓ Educational consultant;

Education

Vanderbilt University - *Ph. D. Policy and Program Evaluation*

Tennessee State / University of Tennessee - *Master of Public Administration*

Tennessee State University - *Bachelor of Business Administration & Accounting*

Employment

Texas Southern University

Visiting Professor Spring 2018, Fall 2018, Spring 2019

- PA 400 Program Evaluation
- PA 401 Introduction to Public Policy
- PA 271 Introduction to Public Affairs

Educational Management Services 10/2012 – Present

- Consultant Services - supplemental instructions and teacher support, data analyses, assessment, program evaluation, and grant writing.

BENEDICT COLLEGE – Columbia, South Carolina 10/2010- 9/2012

Vice President for Institutional Effectiveness

- Responsible for Institutional Research, Management Information Systems, and Financial Aid;
- Lead College in SACS reaffirmation ;
- Developed project plan to lead implementation of new information system;

- Provided leadership in leveraging financial aid delivery system;

TEXAS SOUTHERN UNIVERSITY - Houston, Texas 1994 -2008

Senior Vice President for Enrollment Management and Planning & Assistant Professor Public Affairs

- Served in dual capacity as chief enrollment and chief planning officer for the University;
- Provided leadership and budget management for eleven (11) departments ;
- Served on SACS leadership team -Chaired QEP committee;
- Coordinated Office of Civil Rights Plan activities with \$44 million in special state funding;
- Guided strategic planning and institutional effectiveness activities and initiatives;
- Developed and administered multi-million dollar grant programs;
- Administered multi-million dollar Title III programs including 16 program activities under the Strengthening and Graduate/Professional grants about \$10 million annual;
- Provided Interim oversight of all Information Systems and Technology;

February 1999 - June 2001

Associate Provost

- Enrollment Management - Provided leadership and supervision for Recruitment, Admissions, Financial Aid, Registrar's, International Students, Testing, the General University Academic Center and Developmental Studies;
- Institutional Effectiveness – Institutional research, strategic planning and outcomes assessment, and coordinated accreditation activities.
- Title III Coordinator – Administrative oversight for multi-million dollar grants from the Department of Education;

September 1996 to February 1999

Director of Institutional Effectiveness

- Coordinated the collection, compilation, analysis and dissemination of institutional data;
- Coordinated the institution's Title III Grant Program
- Coordinated operations and budgets of 12 Title III activities
- Served as liaison between the University and the funding Agency;
- Ensured programmatic and budgetary compliance of Title III and University Regulations;
- Monitored progress toward attainment of program objectives;
- Facilitated development of new program proposals;
- Provided coordination of continuous assessment for institutional effectiveness;
- Responsible for coordination of strategic planning and monitoring system;
- Conducted enrollment studies;
- Monitored and reported performance on legislative measures;
- Provided effectiveness and evaluation assistance for SACS Self-Study;
- Provided documentation of organizational structure;
- Published bi-annual fact book;
- Supported research and management functions through data analyses;

TEXAS SOUTHERN UNIVERSITY - Houston, Texas

September 1994 to August 1996

Vice President of Student Services

- Responsible for management of Division, 120 staff and \$6 million dollar budget;
- Provided management oversight of multi-million dollar dormitory renovation project;
- Developed student handbook on policies and procedures;
- Guided planning and implementation of new student information system;
- Restructured organization of division to promote efficiency of service to the students;

TENNESSEE STATE UNIVERSITY - Nashville, Tennessee

1974 to 1994

Director of Title III Programs & Director of Planning, Management, Evaluation, and Institutional Research

- Coordinated operations of 12 Title III activities;
- Served as liaison between the University and the funding Agency;
- Ensured programmatic and budgetary compliance of Title III and University Regulations;
- Monitored progress toward attainment of program objectives;
- Facilitated development of new program proposals;
- Maintained appropriate communications and submitted reports to funding agency;
- Co-Authored Academic Intervention Program Proposal to Department of Education for \$250,000;

REFERENCES:

Ms. Gita Bolt, General Counsel
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