

## COMPREHENSIVE PROFESSIONAL RÉSUMÉ

### **Dr. Eduardo R. Rivas**

*Fulbright Scholar - Republic of Korea*  
*Fulbright Specialist (2015-2020) - Latin America and East Asia*  
*Phi Delta Kappa – Distinguished Educator Designation*  
LinkedIn Profile: <https://www.linkedin.com/in/eduardoraulrivas/>

**Languages:** English & Spanish  
**Citizenship:** USA, Canada, Spain, Cuba

#### **CAREER FOCUS**

In my extended career, I have focused my attention on the enhancement of Social Innovations. Those social practices that aim to meet social needs in a better way, than the existing solutions, resulting in community development, innovation, research and enhanced programs of higher education. These include innovations which have a social purpose, like activism, volunteering, leading change, and online learning. Transformative social innovation, therefore, not only introduces new approaches to solving problems, but is successful in leading change. Everything included in this CV has provided me with the rich education and experience that make me a valued asset to any institution/organization/company wanting to impact innovations and change the way they internally and externally do business, and provide effective ways to meet their academic program goals via enhanced processes and program delivery. The creation of effective leadership, strategic planning, accreditation, quality improvement, change management, and partnership development being primary focus areas and all within the context of multicultural affairs and social justice, diversity, equity, inclusion and belonging in the workplace.

#### **Research Credentials/Certifications**

- CITI Research Ethics (USA)
- Tri-Council Research Ethics (Canada)
- Diversity and Inclusion Certificate (Canadian Centre for Diversity and Inclusion)
- Diversity and Inclusion Certificate - Cornell University
- Indigenous Awareness Certification - (Indigenous Awareness Canada)
- Myers-Briggs Personality Type Indicator Certification (Psychometrics – Canada)
- Reconciliation Education Certificate – First Nations University of Canada
- LGBT2SQ Friendly Workplace Training – (Rainbow Health/Ontario Health)
- Social Media Law – Purdue University Global – Concord Law School
- Social Media Marketing Certification – HubSpot Academy
- Preparing for DEAC Accreditation Training – Distance Education Accrediting Commission

#### **EXPERIENCE**

- August 2023 - Present      **UNIVERSITY PROFESSOR & DOCTORAL DISSERTATION ADVISOR**  
Global Humanistic University  
Curacao / Anguilla
- Serving in the Doctoral Programs Department as University Professor and PhD Doctoral Dissertation Advisor. Specializing in Leadership and Doctoral Research.
- May 2019 - Present      **CHIEF EXECUTIVE OFFICER** (Founder/Owner)  
Online GLOBAL - *Higher Education Advisors Ltd.*

Toronto, Canada

An advisory/consultancy firm that serves institutions of higher education in effectively engaging the global market, as it relates to curriculum development and implementation, online program quality and to better facilitate how administration and faculty engage this collegial work in higher education, regardless of location.

February 2023 - DEAN of DOCTORAL PROGRAMS & UNIVERSITY PROFESSOR  
June 2023  
Broward International University  
Miami, Florida

Serving as Dean of Doctoral programs, responsible for program development and planning which includes course syllabi management and review, LMS course instructional design, faculty hiring, credentialing, and course assignment.

November 2022 - ASSOCIATE DEAN  
January 2023  
San Ignacio University  
Miami (Doral), Florida

Serving as Associate Dean, responsible for program planning which includes course syllabi management and review, LMS support, faculty hiring, credentialing, course assignment and supervision, course scheduling (including international students), accreditation, student advisement, transfer credit analysis, student registration and international academic agreements and partnerships.

April 2022 - AFFILIATE FACULTY & DISSERTATION CHAIR  
June 2023  
Union Institute & University  
Cincinnati, Ohio

Affiliate faculty teaching courses in the Doctor of Education program, and having course and syllabus responsibility for the Leadership and Change in Schools and Educational Systems; Leadership and Change in Higher Education; Resource Management in Higher Education Settings; and Resource Management in Education courses. Contracted to also serve as Dissertation Committee Chair and member as required, member of the Comprehensive Examination Committee, Dean's Reviewer, and Supervisor of Individualized Study. The university focuses its mission and vision on diversity, equity, inclusion, belonging within a social justice emphasis.

August 2019 - ASSOCIATE FACULTY (DOCTORAL) & DISSERTATION CHAIR  
September 2022  
Nova Southeastern University  
Fort Lauderdale, Florida

Graduate program professor in Online and Latin America programs, teaching educational, higher education and organizational leadership courses. Includes teaching courses in Spanish in the Dominican Republic, Ecuador, Mexico, Puerto Rico and Colombia. Credentialed for courses in Leadership Programs at Doctoral, Educational Specialist and Masters level programs. Served as Chair and Member on Doctoral Dissertation Committees.

January 2017- EXECUTIVE DIRECTOR- STU ONLINE, CHAIR- DEPARTMENT OF LEADERSHIP PROGRAMS, DIRECTOR OF DOCTORAL PROGRAMS, AND ASSOCIATE PROFESSOR  
January 2019 (Administrator with Faculty Rank)  
St. Thomas University  
Miami, Florida

Served as Executive Director of St. Thomas University Online (worldwide student enrollment), Chair of the Department of Leadership Programs (Bachelors, Masters and Doctoral programs), it included a Bachelor of Arts in Organizational Leadership Program for university completers; Director of Doctoral Programs and Associate Professor. Directly supervised the development and implementation of the undergraduate and graduate programs in leadership and innovation, providing direct to support to students and leading all program efforts towards addressing student success issues. Served as the university's representative over online program third-party agreements and partnerships. Also charged with project management of the University-wide implementation of online course development and review of online content for Quality Matters standards. Direct supervision of Doctoral Faculty, Doctoral Dissertation Chairs, Committee Member training, and development and updating of the School of Leadership, Education and Communication Online Dissertation Benchmark process, and CANVAS Dissertation Committee Collaboration sites. Developed and fully implemented an online doctoral dissertation defense process for all Doctoral students, as part of the doctoral program completion requirements. Annual updating of all program related policies, procedures and accreditation reports. Served on University-wide Accreditation Committee. Direct supervision of Program Directors, Director for STU Online Professional Development, the Lead Doctoral Dissertation Chair and Doctoral Dissertation Faculty. Previously served as Lead Doctoral Dissertation Chair, doctoral dissertation faculty (remote/online), responsible for online Doctoral Dissertation Faculty. Supervision of all online doctoral dissertation faculty and teaching doctoral dissertation courses, fulltime and adjunct. Responsible for all leadership program course schedules and faculty assignments, including the selection/hiring of all faculty. Coordination of Doctoral program revisions and credentialing of all faculty at the doctoral level. Major responsibility for the revision and updating of all School of Leadership, Education and Communication policies and procedures as it relates to doctoral programs, and the doctoral dissertation processes. Serving as Chair/Primary Investigator on student doctoral dissertation committees. Had major responsibility for serving as a student advisor and first line for marketing information review, and program launches. These roles had major responsibility for advising and recruitment of students.

August 2012- ASSISTANT PROFESSOR and LEAD FACULTY - ORGANIZATIONAL LEADERSHIP & HIGHER EDUCATION LEADERSHIP  
January 2017 Nova Southeastern University  
Fort Lauderdale, Florida

Assistant Professor at graduate and post graduate levels in the United States, Dominican Republic, Ecuador, Mexico, Puerto Rico, Colombia and online. Lead Faculty in the complete revision of the Doctor of Education in Organizational Leadership and in Higher Education Leadership. Taught courses in Organizational Leadership, Business of Leadership, Ethics and Social Responsibility, Global Leadership, Learning Organizations, Human Resource Development, Return on Investment in Training Programs, Synergy in Human Resource Management, Strategic Planning, Performance Improvement, Leading Change, Leadership Trends and Issues. Completed the CITI program to serve on Doctoral Dissertation Committees as Chair and Member for Doctoral students in NSU's Doctor of Education Programs. Written courses in Global Leadership, Leading Change, Strategic Planning, Business of Leadership, Human Resources and Politics and External Affairs of Higher Education. Responsible for supervising the

writing and updating of doctoral courses syllabi and the curriculum development and design of online courses in Blackboard. Conducted research in effective international partnership development. Wrote and received an NSU Presidential Faculty Research Grant while faculty member at NSU. These roles had major responsibility for advising Latin students.

2013 - 2016 ASSOCIATE FACULTY (international consultant)  
School of Leadership Studies  
Royal Roads University  
Victoria, British Columbia, Canada

Contracted to write courses and serve in a consultative capacity to the new Master of Arts in Global Leadership (MAGL) program. As author of the course, taught GBLD 511 – Strategic Analysis, Decision Making and Evaluation, a course part of the Master of Arts in Global Leadership program during the first semester the program was launched in order to review and make necessary changes to course content. The program had social responsibility and innovation, addressing indigenous awareness as a major focus. Completed the Government of Canada, Tri-Council Research Ethics Requirements. Approved to serve as Capstone Project Supervisor for MAGL program students.

2010 - 2014 PRESIDENT/CEO  
Instituto de Liderazgo y Excelencia/Institute for Leadership and Excellence  
Bogota, Colombia

Leadership and Excellence Institute (personal ownership/business) provided consulting and training services in the areas of organizational leadership, organizational and business excellence and innovation, strategic planning, performance improvement and measures, project management, social responsibility and professional development.

April 2011 - VICE PRESIDENT FOR ACADEMIC AFFAIRS & SCHOOL OF BUSINESS PROFESSOR  
June 2012  
Universidad de San Buenaventura  
Bogota, Colombia

Served for a period as Vice President for Academic Affairs (VPAA) supervising all Academic College/School Deans, Program Directors and Faculties, including University Accreditation, Continuing Education, Virtual College, Counseling and Support Services, Grants Office, Research Office and Student Life, and part of the time as graduate program professor teaching courses in Leadership, Research, Conflict Resolution, Change Management, Mediation and Negotiation, and Social Responsibility as part of the School of Business faculty. Had responsibility for the university-wide accreditation process and served in major capacity in Colombian Ministry of Education Accreditation visit to the institution. While serving as VPAA, the university received approval for its first Doctoral degree program. This position had significant responsibility for oversight of grant writing and management of grant-funded projects. In addition to governmental relations with federal ministry of education and local entities.

June 2009 - ADJUNCT PROFESSOR – DOCTORAL  
July 2012  
& 2019 to present Nova Southeastern University  
Fort Lauderdale, Florida

Graduate program professor in Latin America program, teaching educational and organizational leadership courses in various Latin American nations: Dominican Republic, Ecuador, Mexico, Puerto Rico and Colombia. Credentialed for all courses in Leadership Programs at Doctoral,

Educational Specialist and Masters levels. Served as Chair and Member on Doctoral Dissertation Committees.

July 2007-  
Nov 2010

PRINCIPAL  
Greynolds Park Elementary School  
North Miami Beach, Florida

Principal for Early Childhood Education Programs, ages 3-5. Non-mandatory pre-kindergarten, preschool, etc. in addition to mandatory kindergarten through 5th grade. Initially the school enrollment was at about 1300 students. As new schools opened, the redistricting impacted enrollment and the school had 850 students at the end of my tenure as Principal. The school composed of a mixed student population, was primarily Hispanic and Haitian Creole. The school for most of the years of my tenure earned an "A" from the State of Florida. In my capacity as Principal, I supervised over 100 faculty and staff members (both union and non-union). All personnel evaluations and performance reviews were my responsibility. All academic, financial, health/safety, physical plant, etc were under my full responsibility as well. As Principal, I addressed program effectiveness, regulatory compliance, scheduling of faculty and students, data analysis and metrics review, child and youth development (before and after school care; Pre-K and Kindergarten programs; and childhood/elementary education programs. Coordinated the work of the School Advisory Council, collaboration with the Parent, Teacher and Student Association (PTSA), and fostered community resources and community building.

July 2005-  
July 2007

DEAN, WORKFORCE EDUCATION AND DEVELOPMENT  
District Administration (impacting eight campuses)  
Miami Dade College  
Miami, Florida

As Dean, Workforce Education and Development, I was responsible for providing system-wide leadership across all eight campuses. Instrumental in developing internal and external partnerships, serving on the district level accreditation team, coordination of all state and federal workforce grant writing efforts, and the development of new and innovative workforce/entrepreneurial programs across all campuses. The responsibilities included both Academic degree and non-degree program coordination. The position was at the District Senior Administration level and reported to the College's Provost for Academic and Student Services. As Provosts' staff, I supported the overall College accreditation, strategic planning, budgets, grant applications and program development functions. Responsible for the review and verification of federal and state workforce data reporting and federal and state workforce grant submissions. I represented the College on the South Florida Workforce Board of Directors and on the Beacon Council, a South Florida Business Council. This position had significant responsibility for grant writing and management of grant-funded projects. In addition to governmental relations with federal, state and local entities, addressing diversity, equity, inclusion and belonging in all of the responsibility areas.

January 1993  
June 2009

ADJUNCT PROFESSOR/Undergraduate/Graduate/Doctoral Programs  
Union Institute and University, Cincinnati, Ohio

Taught Under-graduate and Graduate, Educational Leadership, Mathematics, Social Science and Elementary Education program courses. During 2000-2009, served as academic core area specialist on Doctoral student dissertation committees on both Ed.D and Ph.D programs.

June 1993 -  
July 2007

ADMINISTRATIVE DIRECTOR / DISTRICT DIRECTOR

Office of Performance Improvement / Office of Educational Planning and Quality Enhancement  
Miami-Dade County Public Schools, Miami, Florida

The Administrative Director of the Office of Performance Improvement, was responsible for providing leadership in the infusion of quality performance improvement strategies and initiatives throughout the district; for providing training, support, and technical assistance to schools and district offices to enable them to institutionalize quality performance improvement strategies and initiatives and best practices, including meeting the standards and criteria of the district's Performance Excellence Paradigm, the Malcolm Baldrige National Quality Award and the Florida Governor's Sterling Award; and for coordinating the district's strategic planning process and the revision/development of the *District Strategic Plan*. The development and monitoring of district, function and unit metrics was a primary responsibility area. Lead school district initiatives for Federal, State and Private grant writing efforts. Being quite successful in having grants awarded to the school district, and many individual schools and classroom teachers. This position had significant responsibility for grant writing and management of grant-funded projects. In addition to governmental relations with federal, state and local entities.

As the Administrative Director of the Office of Educational Planning and Quality Enhancement, I was responsible for supervising the various areas (70+ staff) that, together, affected all students, all teachers, and all other administrators at the district and region levels. These areas were the Division of Student Assessment and Educational Testing, the Division of Data Quality Management, the Division of School Quality Improvement, the Department of Quality Enhancement Services, the Department of Summer and Extended Year Programs, the Miami-Dade Area Center for Educational Enhancement (primarily a teacher/ administrator training component), Applied Technology; and the Department of School-to-Careers, including Tech-Prep (Workforce/Entrepreneurship Education Programs). Lead school district initiatives for Federal, State and Private grant writing efforts. Being quite successful in having grants awarded to the school district, and many individual schools and classroom teachers. This position had significant responsibility for grant writing and management of grant-funded projects. In addition to governmental relations with federal, state and local entities, addressing diversity, equity, inclusion and belonging in all of the responsibility areas.

As District Director, I was responsible for School Improvement, Data Management, Student Testing, Summer Services, School-to-Work Programs and the Area Center for Educational Enhancement (grant funded).

June 1993 -  
1996

ADJUNCT PROFESSOR/Social Studies Education

St. Thomas University, Miami, Florida

January 1990 -  
June 1993

PRINCIPAL

Whispering Pines Elementary School, Miami, Florida

Responsibilities were similar to those when I served as Principal at Greynolds Park Elementary School (2007-2010). Early Childhood Education Programs, ages 3-5. Non-mandatory pre-kindergarten, preschool, etc. in addition to mandatory kindergarten through 6th grade.

September 1984 -  
January 1990

ASSISTANT PRINCIPAL (various schools)

Miami Dade County Public Schools, Miami, Florida

August 1983 -

SOCIAL STUDIES TEACHER

September 1984     Hialeah-Miami Lakes Senior High School, Hialeah, Florida

January 1979 -     RESEARCH ASSISTANT & CLINICAL INSTRUCTOR  
December 1981     Florida International University, School of Education  
Department of Educational Leadership, Miami, Florida

March 1979 -     SOCIAL STUDIES/MATHEMATICS TEACHER  
August 1983     Arvida Junior High School, Miami, Florida

## EDUCATION

### DOCTOR OF EDUCATION\*

University of Miami, Coral Gables, Florida

Major: Leadership

Dissertation/Program Focus: Quality Management

\*received Canadian Ph.D. degree equivalency through degree assessment from World Education Services, Toronto, Canada. 2014.

\*received Colombian National Ministry of Education equivalency for Doctor of Education degree, 2011. Res # 8547.

### EDUCATIONAL SPECIALIST\*\*

Nova Southeastern University, Fort Lauderdale, Florida

Major: Social Studies / Certification: Administration/Supervision

\*\*received Canadian Graduate Level Certificate equivalency through degree assessment from World Education Services, Toronto, Canada. 2014.

### MASTER IN LEADERSHIP AND MANAGEMENT OF HUMAN RESOURCES (titulo propio) -degree valid only in Spain

Real Centro Universitario Escorial – Maria Cristina, Madrid, Spain (affiliated with Universidad Complutense de Madrid)

Major: Human Resource Management

### MASTER IN HUMAN RESOURCE MANAGEMENT (titulo propio) - degree valid only in Spain

EUDE – Escuela Europea de Direccion y Empresa, Madrid, Spain (affiliated with Universidad Complutense de Madrid)

Major: Human Resources

### MASTER OF SCIENCE\*\*\*

Florida International University, Miami, Florida

Major: Social Studies

\*\*\*received Canadian Masters degree equivalency through degree assessment from World Education Services, Toronto, Canada. 2014.

\*\*\*received Colombian National Ministry of Education equivalency for Masters en Educacion: Estudios Sociales. 2011. Res#9413.

*While a student in the Masters program at Florida International University., I served as Graduate Assistant for two grants: International Human Rights Education grant and the Global Education grant.*

### MASTER OF SCIENCE\*\*\*\*

Nova Southeastern University, Fort Lauderdale, Florida

Major: Mathematics and Computer Education

\*\*\*\*received Canadian Masters degree equivalency through degree assessment from World Education Services, Toronto, Canada. 2014.

\*\*\*\*received Colombian National Ministry of Education equivalency for *Master en Investigacion y Desarrollo Educativo*. 2011. Res # 8965.

**BACHELOR OF SCIENCE** \*\*\*\* (double degrees)

Florida International University, Miami, Florida

Majors: Childhood Education & Social Studies

\*\*\*\*received Canadian Bachelors degree equivalency through assessment from World Education Services, Toronto, Canada. 2014.

**ASSOCIATE IN ARTS**

Miami Dade College, Miami, Florida

**ADDITIONAL STUDIES:**

BARRY UNIVERSITY

CANADIAN CENTRE FOR DIVERSITY EQUITY AND INCLUSION

CORNELL UNIVERSITY (Diversity and Inclusion)

ESCUELA DE GASTRONOMIA MARIANO MORENO (Colombia)

FIRST NATIONS UNIVERSITY OF CANADA – (Reconciliation Education)

FLORIDA ATLANTIC UNIVERSITY

KEIMYUNG UNIVERSITY (Korea)

PROGRESSIVE TRAINING CENTER (MASSAGE THERAPY)

PURDUE UNIVERSITY GLOBAL / Concord School of Law – Social Media Law

THOMAS EDISON STATE UNIVERSITY (Business Courses)

YONSEI UNIVERSITY (Korea)

**PUBLICATIONS/RESEARCH/WORKSHOPS/CONFERENCES/SEMINARS/PANELS**

Rivas, E.R. & Rowe, W.E. (2016- ). *Dimensions of Leadership in Partnership Development in Latin American NGOs.*

This research project is in partnership with, Dr. Wendy Rowe at Royal Roads University, Canada. The research expands on foundational work carried out in the Dominican Republic in which the researchers engaged with administrative leaders and staff in two education sector NGOs to explore questions of leadership competencies and strategies related to inter-organizational partnership development. The researchers wish to explore these factors more extensively across multiple Latin American countries, other NGO sectors, and eventually extending this research to comparative situations in western countries such as Canada, the United States and potentially parts of Europe. The purpose of this research is to develop a theoretical framework defining leader competencies and strategies required to build partnership across the NGO or civil society sectors, learning from the Global South so as to enhance the sustainability and efficacy of partnerships in the Global North. Project is housed at Royal Roads University, Victoria, British Columbia, Canada.

Rivas, E.R. & Orta, S. (July 10, 2016). *International research trends in organizational leadership: The global leadership context/Tendencias internacionales de investigación en liderazgo organizacional: El contexto del liderazgo global.* This session presented the international research trends within the global leadership context and its importance to the overall field of organizational leadership. The presenters focused on the Theoretical Framework – moving towards enhancing global leadership competencies and share examples of research topics and titles; the connections to Organizational Leadership; and the authors and experts in the field. Summer Institute on Global Leadership and Research. Fort Lauderdale: Nova Southeastern University. (Session was repeated in Spanish).

Rivas, E.R. & Orta, S. (July 11, 2016). *International research trends in higher education leadership: The global leadership context/Tendencias internacionales de investigación en liderazgo en la educación superior: El contexto del liderazgo global.* This session presented the international research trends within the global



leadership context and its importance to the overall field of higher education leadership. The presenters focused on the Theoretical Framework – moving towards enhancing global leadership competencies and share examples of research topics and titles; the connections to Higher Education Leadership; and the authors and experts in the field. Summer Institute on Global Leadership and Research. Fort Lauderdale: Nova Southeastern University. (Session was repeated in Spanish).

- Rivas, E.R., Rowe, W. E. & Mendez, A.C. (co-author) (Oct. 17, 2015). *NGO partnerships and boundary spanning in the Dominican Republic: Leadership strategies and competencies*. Presentation at the International Leadership Association Conference, Barcelona, Spain. Presentation of findings from the collaborative research study: An analysis of global leadership competencies in action in the Dominican Republic. Presidential Faculty Research and Development Granted Research Study. Fort Lauderdale: Nova Southeastern University. A collaboration (Nova Southeastern University, USA and Royal Roads University, Canada) research project focusing on the Effective Implementation of Leadership Competencies by Leaders in NGOs in the establishment of international partnerships in the Dominican Republic.
- Rivas, E.R., Rowe, W. E. & Mendez, A.C. (2014-2016). *An analysis of global leadership competencies in action in the Dominican Republic*. Presidential Faculty Research and Development Granted Research Study. Fort Lauderdale: Nova Southeastern University. A collaboration (Nova Southeastern University, USA and Royal Roads University, Canada) research project focusing on the Effective Implementation of Leadership Competencies by Leaders in NGOs in the establishment of international partnerships in the Dominican Republic.
- Rivas, E.R. & Rae, R. K. (2014). *Global leadership competencies: Business and education perspectives*. Session presented at the Global Education Conference 2014. [www.globaleducationconference.com](http://www.globaleducationconference.com) on November 17, 2014 (Session Description: addressed global leadership competencies and how they are being demonstrated in the process of setting up international education and business collaborations and partnerships).
- Rivas, E. R., Marinelli, C., Johnson, K. & Robinson, T. Educational Leadership Concentration Session. 2013 Conference on Global Leadership, Learning, and Research. July 15, 2013, Orlando: Walt Disney World Contemporary Resort.
- Rivas, E. R. & Marinelli, C. *Global collaboration: Leadership and excellence in higher education*. Bilingual Session presented at the Global Education Conference 2012: [www.globaleducationconference.com](http://www.globaleducationconference.com) on October 15, 2012 (Session Description: addressed perspectives of leadership and excellence in higher education in Latin America, initiating discussion and global collaboration. The collaboration efforts focused on administration, accreditation, global curriculum efforts, staff development and planning).
- Rivas, E. R. & Marinelli, C. *Educational leadership issues in the global arena*. Session presented at the Global Education Conference 2012: [www.globaleducationconference.com](http://www.globaleducationconference.com) on October 15, 2012 (Session Description: discussion of the educational leadership Issues faced by educational leaders in the global arena. Focused on the common issues faced by educational leaders worldwide, particularly issues such as accountability, immigration/migration, the global economy, etc).
- Rivas, E. R. Interview on the televised program “Vision Empresarial”, addressing the topic of “Strategic Planning” TeleNord, Channel 10, San Francisco de Macoris, Dominican Republic. November 26, 2011
- Rivas, E. R. Interview on the televised program “Vision Empresarial”, addressing the topic of “Managerial Leadership” TeleNord, Channel 10, San Francisco de Macoris, Dominican Republic. December 3, 2011
- Rivas, E. R. "Leadership and organizational behavior". Presentation for faculty and students. Universidad de San

Buenaventura, Bogota, Colombia, April 14. 2011.

- Rivas, E. R. & Keiser, D. (October, 2006). A strategic focus on the use of data is driving excellence at Miami Dade College. , Milwaukee, WI: American Society for Quality, *Education Brief*.
- Rivas, E. R. *Off the bus! How teachers can help students and parents transition to middle school* by Mary Ann Smialek. Lanham, MD: Rowman & Littlefield Education. 2006 (Forward by Eduardo R. Rivas)
- Rivas, E. R., Sacks, R., Gleason, J. & Jackson, F. "You're hired! – Educating high schools students for America's new demand-driven economy" National Career Academy Coalition, Fountainbleau Hilton Hotel, November 20, 2005, Miami Beach, Florida.
- Rivas, E. R. & Cash, K. "System-wide performance improvement – K-12 and higher education applications" American Society for Quality – National Quality in Education Conference, Intercontinental Hotel, November 13-15, 2005, Miami, Florida
- Rivas, E. R. et al. "Florida Sterling Conference - Education Forum." Coordinated and hosted the annual Florida Sterling Conference - Education Forum, program included John Winn, Florida Commissioner of Education and representatives from various schools districts and institutions of higher education. May 31- June 1, 2005, JW Marriott, Orlando, Florida.
- Rivas, E. R., et al. "Improving the achievement of student in poverty", Panelist, Association for Supervision and Curriculum Development Conference, Orlando, Florida, March, 2005. One of five distinguished international panelists addressing the issues of improving the achievement of students who live in poverty. (Over 1200 in audience)
- Rivas, E., et al. International Team Excellence Awards - judge, American Society for Quality - International Team Competitions, January 10-11, 2005, Palm Coast, Florida. Participated as judge and site coordinator/trainer in the preliminary round of the 2005 International Team Excellence Award process.
- Rivas, E. R. & Shirley, R. "Urban education and the value of work teams." This presentation provided an overview of the systemic deployment of aligned teaming initiatives across a diversified educational organization. It included discussions regarding the utilization of research techniques, technological resources, and data analysis in support of team building processes. American Society for Quality. 58<sup>th</sup> Annual Quality Congress. Metro Toronto Convention Centre. Toronto, Ontario, Canada. May 24-26, 2004.
- Rivas, E. R., Viera, C. Dittmar, K. & Caballero, K. "Meeting school site challenges through systematic problem solving approaches and innovative solutions." The ticketed session presentation provided an overview of Miami-Dade County Public Schools journey toward excellence and included descriptions of processes used to collect and use data to solve problems. Specific school site as well as district office examples were described to illustrate the application of these processes on a daily basis. Association for Supervision and Curriculum Development 2004 Annual Conference and Exhibit Show. New Orleans, Louisiana. March 20-22, 2004.

Prior to 2004 available upon request.

## **PROFESSIONAL ACTIVITIES AND COMMUNITY INVOLVEMENT**

- Actionable Innovations Global ([www.actionableinnovations.global](http://www.actionableinnovations.global)) – Global Advisory Board Member 2022 – present
- Tamarac Lakes South Homeowners Association (Tamarac, Florida) – Director/Secretary - Board of Directors, 2020-

2022

Fulbright Specialist (Latin America & East Asia) – Council for International Exchange of Scholars 2015-2020

Ontario ASCD – Board of Directors 2014 - 2015

Association of Change Management Professionals (ACMP) – White Papers Committee & Conf. Committee 2015-2017

Learning Revolution Project ([www.learningrevolution.com](http://www.learningrevolution.com)) – International Advisory Board 2014 - 2015

School Leadership Summit ([www.schoolleadershipsummit.com](http://www.schoolleadershipsummit.com)) – International Advisory Board 2013 - 2014

Nova Southeastern University's Presidential Grants – Review Committee member 2013

Global Education Conference ([www.globaleducationconference.org](http://www.globaleducationconference.org)) – International Advisory Board 2012 - 2017

City of North Miami Beach, Re-Development Commission, Commissioner, 2012-2013 & Economic Development Council, Commissioner, 2009-2010

North Miami Beach Chamber of Commerce 2008-2010

Aventura Marketing Council, Aventura, Florida 2008-2010

Kiwanis Club member- North Miami Beach/Sunny Isles Beach Chapter, 2008-2009

Project Management Institute, Toronto Ontario Chapter, South Florida Chapter, Elections Committee, 2006-2007

Florida Sterling Council, Board of Directors (Governor's Quality Award Program administrators)

South Florida Workforce Investment Board, Board of Directors 2006- 2007

Miami-Dade County, Florida Corrections Department, Blue Ribbon Advisory Committee; member 2006-2007

Quality Summit for School Superintendents, St. Petersburg, Florida; Planning Committee - 2004 - June 2005.

National Quality in Education Conference, Miami, Florida; American Society for Quality, Planning Committee - 2004-2005.

American Society for Quality. 58<sup>th</sup> Annual Quality Congress, Metro Toronto Convention Centre. Toronto, Ontario, Canada. May 24-26, 2004. (Presenter)

Association for Supervision and Curriculum Development (ASCD). Invited to participate as a member of the Program Development Advisory Panel (PDAP) to provide monthly input and feedback to ASCD on educational topics, products, and/or services. Current.

International Congress on School Effectiveness and Improvement, Conference Planning Team. Participated as a member. Florida Atlantic University. Boca Raton, Florida. 2004.

Florida International University, College of Education. Speaker at the Graduation Reception for students completing the program of studies for a Master of Science in Urban Education. Florida International University, College

of Education, University Park Campus. Miami, Florida. May 18, 2004.

Association for Supervision and Curriculum Development (ASCD). Nominated to run for position of President-Elect. 2004.

National School Boards Association's 64<sup>th</sup> Annual Conference and Exposition. Attended the conference and presented (March 28, 2004) a visual/audio display and provided live, on site information regarding Miami-Dade County Schools' direction for the future through its commitment to performance excellence. Orange County Convention Center. Orlando, Florida. March 27-30, 2004.

Association for Supervision and Curriculum Development (ASCD). 2004 Annual Conference and Exhibit Show. Attended Conference and made a ticketed session presentation; chaired ASCD Hispanic Latino-American Critical Issues Network session which featured strategies for encouraging and preparing minority students to participate in Advanced Placement programs; hosted an information table at "Books on the Bayou" to distribute pamphlets and materials about Miami-Dade County Public Schools. New Orleans, Louisiana. March 20-22, 2004.

Florida Sterling Council. Participated in Sterling Examiner training, receiving information on the most recent version of the Sterling Criteria for Organizational Performance Excellence. This is applicable to the implementation of Miami-Dade County Public Schools Performance Excellence Paradigm. Palm Beach County Courthouse. West Palm Beach, Florida. October 6-7, 2003.

Association for Quality and Participation. Invited to participate as a member of the Quality in Education Board of Directors. October 2003.

Association for Supervision and Curriculum Development (ASCD). Participated as a member of the ASCD Nominations/Elections Panel, charged with reviewing the process and making recommendations. September 2003-present.

Association for Supervision and Curriculum Development (ASCD) 2003 Annual Conference and Exhibit Show. Attended conference and made a presentation, "Developing Enhanced Leadership for Data-Driven Schools." San Francisco, California. March 8-10, 2003.

Association for Supervision and Curriculum Development (ASCD). Member of ASCD Community Events/Network Gallery Organizing Team for the 2004 Annual Conference in New Orleans, LA.. March 2003 - March 2004.

Candidate for Village Council of the newly incorporated community of Palmetto Bay, Miami, Florida (unsuccessful run). November 2002.

American Productivity & Quality Center, Participant in "No Excuses: We Can Teach ALL Students." Focus on use of disaggregated data and data warehousing to improve student achievement and proposals for changes in the educational system to achieve success and close the student achievement gap. Radisson Riverfront Hotel. St. Paul, Minnesota. August 1 and 2, 2002.

Association for Supervision and Curriculum Development (ASCD). Nominated for position of President-Elect (unsuccessful run). August 2002.

Parent Involvement Ad Hoc Task Force. Miami-Dade County Public Schools. July 2002-June 2003.

Florida Sterling 10<sup>th</sup> Annual Conference, "Xtremely Sterling! 2002" Marriott World Center, Orlando, Florida. May 28 - 31, 2002.

Association for Supervision and Curriculum Development Affiliate Leadership Conference: Leading in a Time of Change. "Program Excellence." The presentation focused on a new leadership mind set and challenges shared by all members. Westfields Marriott, Chantilly, Virginia. April 25, 2002.

Florida Commission on Community Service - Reappointment, February 15, 2002 - September 14, 2004 (resigned October 2002 to run for public office; reinstated November 20, 2002). Originally appointed by Governor Jeb Bush and confirmed by the Senate of the State of Florida, July 28, 2000 - September 14, 2002. The Commission works to strengthen Florida communities through increased volunteerism and community service; it provides a venue for neighbors to help neighbors.

Greater Miami Chamber of Commerce 2001-2002 Leadership Miami Program. At this series of seven monthly conferences and a group community project, participants, including community, government, and business leaders addressed the issues and challenges that faced the county. University of Miami/James L. Knight Convention Center. Miami, Florida. November 2001-May 2002.

Florida Association of District School Superintendents. Member of Workgroup for Florida Education Code Rewrite. Tallahassee, Florida. July - October, 2001.

Association for Supervision and Curriculum Development (ASCD). Initiated and chair the ASCD Hispanic Latino-American Critical Issues Network. March 2001-present.

Quality Academy – Fifth Annual Baldrige in Education International Conference, "Using the Sterling Criteria as a Vehicle for Continuous Improvement." Pinellas County Schools. Clearwater, Florida. February 12 - 15, 2001.

Florida Association for Supervision and Curriculum Development. President. 2001-2002.

Florida Association of District School Superintendents, Task Force on Accountability. 2001.

Standardized Testing/Assessment of Educational Progress Committee – 2000-2001. Miami-Dade County Public Schools/United Teachers of Dade. October 2000.

Summer Employment Review Committee – 2000-2001. Miami-Dade County Public Schools/United Teachers of Dade. October 2000.

Greater Miami Chamber of Commerce, Education Committee – Public School Standards Subcommittee, Co-chair. September 2000-2002.

Florida Association for Supervision and Curriculum Development (FASCD). Chaired the 41<sup>st</sup> Annual FASCD Conference & Post Conference Professional Development Institute, March 12-14, 2000.

Planning Session: District's Comprehensive Plan for Mathematics and Science and the Urban Systemic Program grant proposal to the National Science Foundation, Miami-Dade County Public Schools. February 24, 2000.

Association for Supervision and Curriculum Development. Board of Directors. 2000 – 2003 and member of the Governance Transition Advisory Committee. 2000 - 2003

Florida Association for Supervision and Curriculum Development. President-elect. 2000-2001.

Florida Sterling Council, Board of Directors and Marketing Committee, 2000-present; Board of Examiners, 2000-2001.

Ad Hoc Narrowing the Achievement Gap Task Force. Miami-Dade County Public Schools, Miami, Florida. Feb 1999.

Urban Education Council, Florida International University. Participated on the Urban Education Council to provide leadership to the Urban Master's Program. 1999 - 2005.

Florida Department of Education, School Recognition Program Visitation Team Leader. 1998-1999.

Dade Association of School Administrators, Board Member. 1996 - 1997.

Florida Association for Supervision and Curriculum Development. Board Member. 1995-1996 and 1999- present; member 1991-present.

FIU - M-DCPS - UTD Urban Masters Advisory Committee. 1995 – 1998.

### **PROFESSIONAL HONORS/AWARDS/RECOGNITION**

Fulbright Scholar - Republic of Korea

Fulbright Specialist (2015-2020) - Latin America and East Asia

Phi Delta Kappa (PDK) – Distinguished Educator 2019

NSU President's Faculty Research and Development Grant recipient, 2014-2015.

Assistant Lead Principal, North Miami Beach Feeder Pattern

Principal of the Year, North Miami Beach Feeder Pattern - Miami-Dade County Public Schools 2008-09 & 2009-2010

Broad Prize for Excellence in Education site visit, Greynolds Park Elementary School (representing elementary schools in Miami-Dade County, Florida) 2008

Judge, Preliminary Round of the American Society for Quality, International Team Excellence Awards process, January 10-11, 2005, Palm Coast, Florida.

Nominated as a candidate for President-Elect to run in the 2004 international Association for Supervision and Curriculum Development election.

Florida International University, service award for leadership related to Urban Master's Program. September 2002.

Greatest Financial Impact award received by the Online to Streamline Team for its presentation of "Restructuring the Logistical and Preparatory Processes to Increase Timelines and Accuracy." 12<sup>th</sup> Annual Performance Excellence Showcase, Sponsored by South Florida Manufacturers' Association, Radisson Resort Coral Springs, Coral Springs, Florida. January 16, 2002.

Elected by the Florida Commission on Community Service to Chair the Governor's Points of Light Committee. October 11, 2001.

President, Florida Association for Supervision and Curriculum Development. 2001-2002.

(In December 2001, ASCD announced the Florida ASCD had been awarded the ASCD 2002 "Affiliate Excellence Award; the previous year it had received awards for "Outstanding New Publication," the "Outstanding Article," and the Outstanding Special Publications" awards.)

Named Florida International University's 25 Education Alumni of Excellence. Miami, Florida.

Distinguished Educator Award, Florida International University.

Miami-Dade County Public Schools, Region VI Recognition Award.

Global/Multicultural "Principal of the Year".

Who's Who in American Education

Who's Who in the South and Southwest

Outstanding Young Men of America.

Who's Who Among Students in American Universities and Colleges

National Register of Outstanding College Graduates.

Who's Who Among Students in American Junior Colleges

**PROFESSIONAL AFFILIATIONS THROUGHOUT CAREER DEPENDING ON POSITION HELD (not all are current)**

American Association for Adult and Continuing Education (AAACE)  
Adult and Community Educators of Florida (ACE)  
American Educational Research Association (AERA)  
American Productivity and Quality Center (APQC)  
American Society for Quality (ASQ)  
American Society for Training and Development (ASTD)  
American Society of Notaries - Life Member  
Association for Career and Technical Education (ACTE)  
Association for Quality and Participation (AQP)  
Association for Strategic Planning (ASP)  
Association for Supervision and Curriculum Development (ASCD)  
Association of Change Management Professionals (ACMP)  
Beacon Council (Board of Directors); Vice-Chair, Education  
Council for Adult & Experiential Learning (CAEL)  
Center for Creative Leadership - Life Member  
Dade Association of School Administrators (DASA) – Board of Directors  
Doral Business Council, City of Doral, Florida  
Florida Association for Career and Technical Education (FACTE)  
Florida Association for Supervision and Curriculum Development (FASCD)  
Florida Association of Community Colleges (FACC)  
Florida Distance Learning Association (FDLA)  
Florida Notary Association (FNA)  
Florida Sterling Council (Board of Directors)  
Greater Miami Chamber of Commerce – Education Committee  
Human Resources Association of New Brunswick (Canada)  
Indigenous Awareness Certification (Indigenous Awareness Canada)  
International Coach Federation  
International Congress for School Effectiveness and Improvement (ICSEI)  
International Leadership Association (ILA)  
International Society for Performance Improvement (ISPI)  
Kappa Delta Pi, Florida International University Chapter (KDP)  
Leadership Miami (Alumni)  
National Association of Elementary School Principals (NAESP)  
National Association of Diversity Officers in Higher Education (NADOHE)  
National Council for Workforce Education (NCWE)  
National Notary Association  
Online Learning Consortium (OLC) – Professional Membership  
Ontario Association for Supervision and Curriculum Development (OASCD - Canada)  
Phi Delta Kappa (PDK) - Life Member  
Project Management Institute (PMI)  
Psychometrics – Canada: Myers-Briggs Personality Type Indicator Certification  
Quality Matters – Professional Membership  
Society for Human Resource Management (SHRM)

**REFERENCES AVAILABLE UPON REQUEST**