

# Deborah D. Ricker

## *Curriculum Vitae*

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### Office:

Provost/Vice President of Academic Affairs  
Professor of Biology  
Hood College  
Frederick, MD 21710

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### **Education:**

Doctor of Philosophy	The Johns Hopkins University (MD)	Reproductive Biology
Master of Science	East Tennessee State University	Biological Science
Bachelor of Science	Mars Hill College (NC)	Biology
Institute for Educational Management (IEM)	Harvard University Graduate School of Education (MA)	

### **Administrative Experience:**

Hood College [www.hood.edu](http://www.hood.edu)  
2016 – present Provost & Vice President of Academic Affairs

Hood College is a private, liberal arts institution founded in 1893 and having historical origins as an all-women's college. In 1973, Hood opened its doors to coeducational enrollment and in 2004 became a fully co-ed, residential institution. Offering 32 undergraduate majors and over 50 minors, Hood College enrolls approximately 1100 students. Hood College also has a flourishing graduate program, which enrolls nearly 1000 students in one of 17 Master's-level degree programs, as well as a cohort-based Doctoral program in Organizational Leadership. As Provost and Vice President of Academic Affairs, I oversee all academic departments (undergraduate and graduate) and faculty (approx. 105 full-time faculty), as well as academic services, including the library, graduate school, institutional research, registrar, career center, and faculty services. In close partnership with faculty directors, I oversee four centers, including the center for community engagement, center for coastal and watershed studies, center for global studies, and center for teaching and learning. I also oversee the college's Honors Program, which enrolls approximately 160 undergraduates. Collectively, I support and mentor 30 direct reports. I serve as one of six members of the president's cabinet and help guide the work of the Academic Affairs Committee of the Board of Trustees.

York College of Pennsylvania

[www.ycp.edu](http://www.ycp.edu)

2010 – 2016	Dean of Academic Services
2008 – 2010	Associate Dean of Academic Affairs
2002 – 2008	Chair, Department of Biological Sciences <i>(Over 300 undergraduates, 15 faculty, 2 full-time staff)</i>
1996 – 2002	Coordinator, Biology/Secondary Education Program

York College is a private-sector, independent institution that traces its origins to 1787. Offering over 50 baccalaureate majors in the liberal arts and sciences and in professional fields, as well as master's programs in business, education, and nursing and a doctoral program in nursing, the College enrolls over 4300 undergraduate students and over 200 graduate students from 30 states and 12 foreign countries. Supporting the college's teaching-centered mission are over 180 full-time faculty members, all of whom serve as academic advisors in their field of study. As dean of academic services, I oversaw the offices of academic advising, career development, professional excellence/leadership, disability services, study abroad and community education. I served as an advocate for over 200 faculty advisors and supervised 20 staff members. In large part, this division was built to serve as a formal bridge, integrating academic affairs and student affairs initiatives, while also supporting both advancement and enrollment management. As dean, I reported to the president and served as one of nine members of their cabinet. I served both a long-standing president, as well as a new president, helping to facilitate her transition to the institution and support her goals. I also reported to the Education Committee of the Board of Trustees. At York College, deans are equivalent to vice presidents in other organizations' structures.

### **Administrative Leadership Experience:**

#### **Strategic Planning**

- In partnership with the new president and senior team, I engaged in a comprehensive and highly inclusive strategic planning process for Hood College, which culminated in the 2017-2022 plan entitled "[Moving Together Beyond Boundaries](#)". The strategic plan is focused on three "pillars"; Academic Excellence, Partnerships, and Strengthening the Hood Community. Now at the end of its second year of implementation, the plan has positively influenced department and divisional planning and assessment efforts, as well as administrative decisions regarding budgeting and staffing, and has prompted the design of new academic programs at the undergraduate and graduate level.
- At the president's request and in close partnership with administrative peers and the Academic Senate, I led the 2016-2021 institutional strategic planning initiative at York College. We successfully reframed our institutional mission and vision and identified five strategic goals for the future, each with specific and measurable objectives and initiatives approved by the Academic Senate and Board of Trustees.

- Successfully led the design and execution three strategic plans at the department (Biology), division (Academic Services) levels. I authored the 2007-2012 strategic plan for Biology, which resulted in the complete renovation of life sciences facilities and creation of a new ecological sciences center. I developed the 2012-2017 divisional strategic plan for Academic Services, which forecasted the creation of an academic advisor evaluation system, the implementation of advanced technology for career services, and the continued integration of co-curricular and experiential learning initiatives across campus. This plan also framed the division's direct role in facilitating the reform of our general education curriculum ([Generation Next](#)) at York College, as well as developing a structured, integrated First-Year Experience, both of which successfully launched in fall 2015.

### **High-Impact Learning Experiences**

- Am currently leading Hood College's High Impact Practice Task Force targeting the strategic goal of "ensuring that all students have at least one high-impact experiential learning opportunity" prior to graduation.
- Restructured the Hood College Study Abroad office to include faculty leadership from the department of global languages and cultures. Worked in partnership with institutional advancement to develop an endowed grant for faculty seeking to develop new or expand existing study away opportunities, and to support students seeking to study abroad.
- Refined Hood's First-Year Seminar program as a platform for first-year academic advising and student engagement.
- Served as an active member of the York College Experiential Education Committee, a subcommittee of Academic Programs, that worked collaboratively with academic units to define and quantify experiential education opportunities within each major. As dean, I oversaw all for-credit academic internships, partnering closely with both faculty advisors and on-site supervisors and employers to ensure successful achievement of student learning outcomes and alignment with experiential education standards.
- Founding member of the Center for Professional Excellence (CPE), which was an office within the academic services division. I oversaw the center's executive director and, together, we ensured strategic integration of CPE programs into the academic culture of the college, with specific emphasis on CPE events for first-year students and emerging student leaders. These programs were intentionally collaborative, leveraging partnerships with advancement, student affairs, academic affairs, and enrollment management.
- Oversaw the CPE National Professionalism in the Workplace Poll which assessed the state of professional preparation among new college graduates. Poll results accounted for 80% of the college's national media hits and included the Associated Press, National Public Radio, US News, and Forbes.
- Led the establishment and implementation of Student Scholars Week, an annual event designed to showcase and reward undergraduate student research from all academic disciplines.
- Led the design and implementation of a new emerging student leaders program delivered through the CPE and inclusive of academic, co-curricular, and experiential leadership

development opportunities.

- Established and oversaw the office of Study Abroad and Global Education, which included both full-semester and course-based global study programs. This office works collaboratively with International Admissions (Enrollment Management) and the office of Intercultural Student Life and Global Programming (Student Affairs), as well as Academic Affairs.
- Served as an active member of the Experiential Education Committee, a subcommittee of Academic Programs, working collaboratively with academic units to define and quantify experiential education opportunities within each major. As dean, I oversaw all for-credit academic internships, partnering closely with both faculty advisors and on-site supervisors and employers to ensure successful achievement of student learning outcomes and alignment with experiential education standards.

### **Academic Quality and Curriculum Design**

- As provost, I am leading Hood College's academic assessment initiative, which has included establishment of a Faculty Assessment Fellows program and strategic staffing changes within the Office of Institutional Research. Emphasis on core curriculum assessment has led to significant improvements in faculty engagement and leadership of Hood's general education curriculum.
- Am currently leading and/or supporting the design of four new undergraduate programs (public health, sustainability studies, art therapy, finance), as well as a new graduate program in nutrition. Also oversaw the design of a new graduate program in cybersecurity (both on-site and online), and led the development of a regional academic cyber "pipeline" with local colleges.
- Reframed Hood's academic program review process to include greater emphasis on program goals, student learning outcomes, and fiscal efficiency, as well as purposeful connection to the institution's strategic goals.
- As associate dean of academic affairs, I initiated and led an assessment plan for our general education curriculum (which had not been assessed in nearly 15 years). The outcome of this process sparked the development of a completely new general education program.
- Through my role on the General Education and Assessment Committee, I was engaged in the design and deployment of York College's new general education program called "[Generation Next](#)". The curriculum is focused on closer coordination of courses, vertical integration of core competencies within each major and systematic, ongoing assessment of student learning outcomes endorsed by the campus community. The curriculum includes a cohesive first-year seminar, foundational courses, disciplinary perspectives and constellation components, as well as co-curricular learning opportunities, many of which are administered through the division of academic services.
- Coordinated and taught the freshman biology sequence, updating lecture and lab components, ensuring alignment with student learning outcomes of upper level courses and publishing a comprehensive lab manual for the course.
- Independently designed and taught the upper level developmental biology curriculum.

- Developed a cohesive and distinctive curricular sequence in biology dedicated to the development of scientific research skills and culminating in the capstone senior thesis course for all graduates.
- Successfully aligned our biology curriculum with Pennsylvania Department of Education teacher preparation standards.
- Led numerous initiatives to expand and enhance our biology curriculum, including the creation of new upper-division elective options for majors and diverse general education options for non-majors.
- Collaborated with departments such as nursing and physical sciences to clarify and enhance Biology offerings for students in these programs and ensure compliance with their accrediting agency standards.
- Through a close partnership with Wellspan Health (York Hospital), I led the design and development of premedical studies courses for biology majors. These for-credit courses are taught at York Hospital by physicians and residents and include courses in advanced human anatomy, clinical rotations, family practice and emergency medicine.

### **Student Success and Retention**

- Built the Office of Student Success at Hood College, which now resides within a new administrative unit (Academic Services). Staff include a Dean of Academic Services, Director of Student Success, and Academic Success Coach. Am overseeing all current retention efforts targeting first-year student success, peer mentoring, and diversity.
- Led a data-driven institutional effort to enhance first-year student success and retention at York College, as well as improve the college's four-year graduation rate. In two years, first-year student retention increased nearly 4% with targeted support for undeclared students and at-risk students.
- Built York College's first summer academic enrichment program for at-risk students, Bridge to Results. The Bridge program was designed to support first-year students who have not yet realized their full academic potential. Students participated in an intensive 5-week residential experience focused on academic skills, co-curricular learning, community engagement, and team building.
- Designed, published and distributed the Personal Strategic Plan (PSP), which transitioned to an on-line instrument called My Plan. This resource was used by both students and advisors in support of comprehensive academic, co-curricular, and career planning and is a distinctive part of the student experience at York College.
- Led the development of a centralized academic advising program for Undeclared students called Explore 360° (Undeclared students comprise 20% of first-year students at York College).
- Developed and oversaw two academic support programs for at-risk students. Back on Track served approximately 200 students on academic probation annually and Semester SOS served over 100 first-year students annually who earned below-average mid-term warning grades. Outcomes for both programs confirmed a positive impact on student success and persistence.

- Established a full-time office for Disability Support Services, which included a director, staff and proctors for a Testing Services Center and a peer mentoring program for students on the autism spectrum.
- Created and led the First-Year Experience (FYE) Task Force charged with the development and coordination of curriculum, campus programs, communications and academic advising efforts that supported first-year student success.
- Worked with the dean of academic affairs and department chairs to revise academic policies that promote student retention and success. These included the development of a registration Advisor Hold for all first-year new and new transfer students, clarification of policies regarding academic standing, and new, personalized strategies for student withdrawal.
- As associate dean of academic affairs, oversaw the Center for Teaching and Learning which included a wide array of tutoring and support services for students, as well as faculty development.
- Played a central role in the design and implementation of the Student Referral Service, an on-line early warning system for faculty and staff to refer at-risk students to a central point of contact to ensure that support services were immediately mobilized and coordinated.
- Partnered with student affairs personnel to design, implement and assess specific programs for First-Year Student Orientation.
- As a founding member of the Military and Veterans Advocacy Group, coordinated services for student veterans, supported the development of a student veterans organization, improved on-line resources for student veterans, and aligned with local community colleges to enhance student veteran transfer processes.

### **Budget Development and Fiscal Management**

- As provost at Hood College, I oversee a \$15M operating budget. I work closely with all constituents to ensure transparency, broad consultation and engagement in the annual budgeting process.
- Worked in close partnership with the president and Planning, Budget and Assessment Committee to design and complete a campus-wise resource allocation review process that included all academic and administrative units. Outcomes of the review process included recommendations for elimination of undersubscribed majors and minors, as well as recommendations for cost savings and revenue generation.
- Lead an existing Workload Task Force (consisting of faculty, trustees, president and provost) to assess and calibrate faculty workload at Hood College. Hood's current faculty workload requires 21 credits (typically 7 courses) annually.
- Work in close partnership with the Office of Institutional Advancement (IA) and an external firm (McAllister & Quinn) to secure external grants in support of our academic programs and facilities. Guided by IA, I work closely with prospective donors to solicit resources to support the academic mission and strategic plan.
- As dean of academic services at York College, I oversaw the division's budget of approximately \$1.25M, which included staff salaries, departmental and programmatic

budgets, professional travel, equipment and facilities for five distinct offices.

- As associate dean of academic affairs, I oversaw the budgets for the Center for Teaching and Learning and Academic Advising Center totaling approximately \$500K.
- Developed and managed the departmental budget for the Biological Sciences department which included resources for supplies, equipment and stipends. I also oversaw the capital budget for a significant facilities renovation project in Life Sciences which included construction of new lecture, lab and research spaces, procurement of new equipment, and the construction of a new ecological sciences building.
- Served as treasurer for the Pennsylvania Academy of Science and oversaw income, expenses and investments of the organization (annual budget totaling \$250K). Also oversaw the disbursement of a \$42K Pennsylvania state grant to support K-12 science education programs through the Pennsylvania Junior Academy of Science.
- Through strategic partnerships with Advancement and Alumni Relations, engaged and expanded the college's alumni base and helped cultivate the college's donor pipeline. During my tenure, positive outcomes yielded scholarship funding for students with disabilities, an endowed lectureship within the Center for Professional Excellence and a naming gift for a new ecological sciences building.
- Procured internal grants to support faculty research.
- Co-Principal Investigator on student research grants funded through the Pennsylvania of Science.

### **Personnel and Faculty/Staff Development**

- I currently oversee the Center for Teaching and Learning, which supports all faculty development programming at Hood College. Working in partnership with the director and other faculty, I oversee programming for new faculty orientation (both full-time and adjunct). I work with the center's advisory committee to award academic innovation grants to faculty seeking to learn and implement new teaching techniques.
- Forged a partnership with the Johns Hopkins University Teaching Academy to engage in collaborative programming and seek entry in to their Teaching Collaborative for post-doctoral students interested in gaining teaching experience at a liberal arts institution.
- Work in partnership with the president and faculty personnel committee to review all faculty dossiers under consideration for promotion and tenure.
- Served as the administrative lead of the Academic Advisor Assessment Working group charged with developing the first comprehensive student assessment of academic advisors at York College. This assessment provided valuable input to faculty since teaching and advising are the primary factors in tenure and promotion review. Prior to this review process, there was no mechanism available for faculty to assess their work as academic advisors.
- As associate dean and in partnership with the Faculty Development Committee, I led the organization and expansion of faculty development initiatives at York College and sought to elevate the merit of teaching and advising scholarship.
- As chair of biological sciences, I oversaw the hiring of numerous faculty members, both full-time tenure track and adjunct.

- Reviewed all Biology faculty tenure and promotion portfolios, as well as post-tenure reviews and made recommendations to the dean of academic affairs and president.
- Oversaw Biology faculty sabbatical leave applications.
- Administered the faculty professional travel budget
- Reviewed all annual evaluations of full-time faculty members and all junior tenure track faculty members yearly.
- Served as a member of Academic Council to clarify faculty evaluation, annual review and tenure/promotion criteria and develop a new non-tenure track Instructor position.
- Served as a new faculty mentor through both AAUP- and department-sponsored programs.
- Designed and delivered numerous faculty development workshops related to first-year student engagement, student success and persistence, academic advising, and professionalism.
- Served as a member of Promotion and Tenure Committee, evaluating faculty portfolios and applications for tenure and promotion from all academic disciplines.

### **Enrollment Management**

- As provost, I work in close partnership with the enrollment management team at Hood College and am fully engaged in all recruitment efforts. I also facilitate communication and coordination with academic leadership to ensure faculty representation at all recruitment and yield events, as well as discipline-specific themed events. And, I serve on the Enrollment Management Advisory Group.
- Served as Acting Dean of Enrollment Management at York College, leading the admissions and financial aid teams through the fall 2016 recruitment season. During this leadership transition, I worked in close partnership with the entire campus community, as well as consultants and vendors including Williams and Company, Ruffalo-Noel Levitz and Demand Engine. This position also required close, consistent interaction with Board of Trustees and Academic Senate. Census data showed a first-time full-time class of 999 students toward a budget goal of 1000.
- Led the enrollment management team at York (admissions, financial aid, data processing) for a one-year interim period as we built the fall 2014 class. Working in partnership with a national consultant and numerous vendors (Ruffalo Noel Levitz, Royall and Co.), the class surpassed the college's budget goal and had a modestly higher academic profile than in previous years.
- Chaired the search committee for a newly designed position, dean of enrollment management.
- As department chair, I partnered with the offices of enrollment management and communications to successfully increase undergraduate enrollment in the biology major by 30% in six years.

### **Institutional Assessment and Accreditation**

- Currently serve as the Hood College Academic Liaison Officer for the Middle States



Commission on Higher Education (MSCHE). In this role, I oversaw the final stages of Hood's self-study process to ensure reaffirmation of accreditation in 2017.

- As dean, I oversaw outcomes assessment and reporting for the academic services division at York College, which aligned divisional outcomes with institutional goals. A key metric within the division was alumni employment rates, for which my team and I developed two survey instruments based upon guidelines from the National Association for Colleges and Employers (NACE).
- Served as a member of the "Red Team" in preparation for the 2016 MSCHE accreditation review at York College.
- Co-chaired the Middle States Periodic Review Report (PRR) Committee and oversaw the development and submission of the institutional report, which was selected as a model report by the Middle States Commission on Higher Education (MSCHE).
- Initiated the process of general education (Area Distribution Requirement) assessment, consistent with Middle States Accreditation standards.
- Oversaw annual review and outcomes reporting within the biology department, which focused on successful achievement of departmental goals and student learning outcomes.
- In collaboration with respective program coordinators, I oversaw program accreditation for Respiratory Care, Nuclear Medicine Technology, and Biology/Secondary Education.
- Successfully led two Pennsylvania Department of Education program accreditation reviews representing Biology/Secondary Education.

### **Community Engagement**

- As provost, my team and I have facilitated a number of significant community partnerships in support of our academic mission and strategic goals. These include partnerships with Frederick Regional Health System to support clinical placements for Hood's nursing program, as well as clinical research opportunities for faculty and students. I have also forged partnerships with regional higher education partners, including Frederick Community College, Mount Saint Mary's University, and Johns Hopkins University, to advance program-to-program articulation agreements, as well as expand teaching and research opportunities for faculty.
- Currently serve as a member of the LYNX Advisory Board for Frederick County Public Schools. LYNX is an innovative new competency-based educational model adopted at Frederick County High School (now in its second year of implementation).
- Served on the Administrative Team and Community Advisory Board of the York College Community Opportunity Scholarship Program (YCCOSP), which is dedicated to providing inner-city minority youth with academic opportunities and enrichment activities on campus.
- Served as a member of the Dallastown Area School District Career and Workforce Education and Development Advisory Board. This partnership enabled York College to leverage its resources in support of college and career preparation in high school, as well as bring talented high school juniors and seniors to our campus for high impact programs targeting leadership and ethical decision making.
- Expanded the biology department's community outreach by participating in local and

regional science fair judging and creating close partnerships with area high school science programs.

- Served as a member of the General Education Advisory Board for York Technical Institute.

**Academic Appointments:**

<b><i>2016-present</i></b>	Professor of Biology (Hood College)
<b><i>2010-2016</i></b>	Professor of Biological Science (York College of Pennsylvania)
<b><i>2000-2010</i></b>	Associate Professor/Tenured (York College of Pennsylvania)
<b><i>1995-2000</i></b>	Assistant Professor (York College of Pennsylvania)

**Professional Affiliations:**

**PLEN Board of Directors**

<b>2019</b>	Invited to join on April 4, 2019, and currently under review. PLEN is a non-profit organization located in Washington, D.C., whose mission is to increase the number of women in top leadership positions influencing all aspects of the public policy process.
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**Frederick County Public Schools (FCPS)**

<b><i>2017-present</i></b>	Member of LYNX Advisory Board (a competency-based educational program piloted at Frederick County High School).
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**Maryland Independent Colleges and Universities Association (MICUA)**

<b><i>2016-present</i></b>	Represent Hood College at all intersegmental CAO meetings.
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**Campus Compact Mid-Atlantic (CCMA)**

<b><i>2016-present</i></b>	Represent Hood College as a member of the Senior Advisory Group for Engagement (SAGE).
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**National Association for Colleges and Employers (NACE)**

<b><i>2015</i></b>	Member and webinar presenter “Professionalism Essentials for Students”
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**National Resource Center for the First-Year Experience**

<b><i>2013</i></b>	Conference Proposal Review Committee
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**York Technical Institute**

<b><i>2011-2016</i></b>	General Education Advisory Board
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**Pennsylvania Academy of Science (PAS)**

<b><i>2010-2012</i></b>	Chair, Finance Committee
<b><i>2010-2012</i></b>	Past-President
<b><i>2007-2010</i></b>	President (two consecutive terms)

**2000-2007** Treasurer/Treasurer Elect

**Pennsylvania Department of Education**

Member of the Pennsylvania Department of Education Review Team for teacher certification program accreditation (Biology) at:

**2006** Widener University, West Chester, PA.

**2005** Drexel University, Philadelphia, PA.

**2002** Lehigh University, Bethlehem, PA.

***Ad hoc* Manuscript/Textbook/Grant Reviewer for:**

*Urology* (published by the American Urological Association)

*Andrology* (published by the American Society of Andrology)

Pennsylvania Academy of Science Undergraduate Research Grants

Progressive Publishing Alternatives (Emigsville, PA)

McGraw Hill Publishing Company

**Honors, Awards, Grants and Training:**

**2013** Nominated as one of the Central Penn Business Journal's "*Women of Influence*"

**2012** In partnership with the Advancement Office, received a financial award from a private donor to support testing services for students with disabilities (\$8000)

**2012** Through the Center for Professional Excellence Advisory Board, helped secure a donation to support an annual named lecture series targeting student leadership and professionalism (\$25,000)

**2011** Professional Service and Leadership Award, York College Alumni Association

**2009** York College President's Guide, featured article on the "Personal Strategic Plan"

**2007** Research Grant, awarded by the Faculty Development Committee, York College of Pennsylvania (\$1000)

**2002** Featured radio personality for the "*What have you learned today?*" campaign promoting York College of Pennsylvania

**2000** Grant to Support Undergraduate Research, awarded by the Pennsylvania Academy of Science (two awards, totaling \$1000)

**1999** Outstanding Academic Advisor Award nominee, York College of Pennsylvania

**1998** Grant to Support Undergraduate Research, awarded by the Pennsylvania Academy of Science (two awards, totaling \$1000)

**1998** Research and Publications Grant, awarded by the Research and Publications Committee, York College of Pennsylvania (\$800)

**1997** Research and Publications Grant, awarded by the Research and Publications Committee, York College of Pennsylvania (\$800)

**1996** Summer Stipend Research Grant, awarded by the Faculty Enhancement Committee, York College of Pennsylvania (\$2800)

**1994** Student Merit Award Recipient, The American Society of Andrology

**1993** Male Reproduction/Urology Research Grand Prize Paper, Co-Author, The American Fertility Society

**1993** Student Merit Award Recipient, The American Society of Andrology

**1989-95** Recipient of NIH Training Grant, The Division of Reproductive Biology, Dept. of Population Dynamics, The Johns Hopkins University School of Hygiene and Public Health

**1989** Second Place Award Winner, Fifth Annual Research Forum, East Tennessee State University, Johnson City, Tennessee

**1989** Finalist in Student Abstract Competition, The International Embryo Transfer Society, San Diego, California

**Hood College Committee Service**

<b>2016 – present</b>	Senior Team	<i>As Provost, I represent academic affairs and inform cabinet-level decisions; I advise the president on institutional issues related to academic programs and policy</i>
<b>2016 – present</b>	Academic Affairs Committee of the Board of Trustees	<i>Follows the committee charter; chaired by an elected trustee</i>
<b>2016 – present</b>	Planning, Budgeting and Assessment Committee	<i>Charged with developing the annual capital and operating budget for the institution and ensuring that budget allocations align with strategic priorities</i>
<b>2016 – present</b>	Enrollment Management Advisory Board	<i>Informs decisions regarding admissions standards, recruitment strategies, and programming</i>
<b>2016-present</b>	Workload Task Force	<i>Reviews all aspects of faculty workload with the goal of developing an fair and equitable process of assessing workload variables and assigning compensation for assigned duties</i>

<b>2016 – present</b>	Retention Committee	<i>Designs, implements and assesses all first-year student success and retention initiatives; Chaired by the Dean of Academic Services</i>
<b>2016 – present</b>	Curriculum Committee	<i>Oversees all major curricular decisions</i>
<b>2016 – present</b>	Graduate Council	<i>Oversees all graduate programs; chaired by the Dean of the Graduate School</i>
<b>2016 – present</b>	Academic Standards and Policy Committee	<i>Oversees all undergraduate academic actions and helps inform academic policy; chaired by the Registrar</i>
<b>2018 – present</b>	High Impact Practice Task Force	<i>Reviews all high-impact learning experiences and works in collaboration with department leadership to achieve the strategic goal of ensuring that all Hood graduates have at least one high-impact experiential learning opportunity.</i>

**York College Committee Service**

<b>2014 – 2016</b>	Enrollment Management Advisory Board	<i>Informed decisions regarding admissions standards and recruitment strategies</i>
<b>2013 – 2016</b>	Retention Committee (Chair)	<i>Designed and implemented summer bridge program, designed a centralized advising program for first-year undeclared students, expanded technological assets to support academic advisors of first-year students</i>
<b>2013 – 2016</b>	Military and Veterans Advocacy Group (Founding member & Co-Chair)	<i>Coordinated services for student veterans, supported the development of a student veterans organization, improved on-line resources for student veterans, aligned with local community colleges to enhance student veteran transfer</i>
<b>2011 – 2016</b>	General Education and Assessment Committee	<i>Designed and implemented a new general education program</i>
<b>2010 – 2016</b>	Education Committee of the Board of Trustees	<i>Invited input on academic services programs and initiatives</i>
<b>2010 – 2016</b>	Experiential Education Advisory Board	<i>Reviewed all experiential education programs campus wide, developed and aligned student learning outcomes across disciplines</i>
<b>2010 – 2016</b>	President’s Cabinet	<i>Represented academic services and informed cabinet-level decisions; advised the president on institutional issues</i>
<b>2010 – 2016</b>	Threat Assessment Team	<i>Consulted on cases involving students and employees in crisis</i>

<b>2008 – 2016</b>	Student Welfare Committee	<i>Enhanced faculty development and student awareness regarding issues of academic integrity</i>
<b>2008 – 2016</b>	Judicial Affairs Board	<i>Adjudicated cases involving student code of conduct violations</i>
<b>2006 – 2016</b>	Long Range Planning Committee	<i>Developed two institutional strategic plans, as well as departmental and divisional plans</i>
<b>1995 – 2016</b>	Committee for the Health Professions (committee chair 1999-2002)	<i>Coordinated advising and support services for pre-medical students</i>

**Past Committee Service at York College**

- 2012 – 2014** Academic Advisor Assessment Working Group
- 2010 – 2012** First Year Experience Task Force (Leadership Team)
- 2009 – 2010** Area Distribution Requirement Assessment Committee (chair)
- 2008 – 2013** Retention Committee
- 2008 – 2011** Periodic Review Report (PRR) Committee (co-chair)
- 2008 – 2010** Environmental Responsibility (Sustainability) Committee
- 2008 – 2011** Faculty Development Committee
- 2002 – 2011** Academic Council
- 2008 – 2009** Experiential Education Committee (charge completed in Nov. 2009)
- 2003 – 2004** Middle States Accreditation Committee
- 2001 – 2003** Professional Standards Committee (name changed to Tenure & Promotion)
- 1997 – 2000** Academic Senate Executive Committee
- 1998 – 2002** Student Scholarship Day Committee
- 1995 – 2000** Committee for the Enhancement of Academic Advising (committee chair 1997 – 2000)

**Volunteer Work & Community Service:**

- 2012 – 2016** Women’s Business Center Organization, member and co-chair of the WBCO Mentor Program
- 2012 – 2016** Dallastown Area School District Career and Workforce Education and Development Advisory Board, member
- 2012 – 2016** Habitat for Humanity (York College chapter), volunteer
- 2011 – 2016** Strand Capital Performing Arts Center, member
- 2011 – 2016** General Education Advisory Board, York Technical Institute
- 2002 – 2016** Mid-Atlantic English Springer Spaniel Rescue (MAESSR)
- 1995 – 2016** Judge, Dallastown Area Science Fair, Dallastown, PA
- 1995 – 2016** Judge, York County Science & Engineering Fair, York, PA
- 2011 – 2015** Dallastown Area High School Volleyball Booster Club
- 2003 – 2008** Centers of Excellence in Science; York Country Day School

**Select Publications & Presentations:**

**Ricker DD**, Gurzick D, Jaksen J, Regis P. Cost Containment for Mission-Driven Innovation. 2017 Council of Independent Colleges Conference presentation. San Antonio, TX. Nov. 4-7, 2017.

**Ricker DD**. The advisor advisee relationship: Exploring the need for an academic advising syllabus. *College Planning and Management*. July 2012:12.

Kempinas WD, Suarez JD, Roberts NL, Strader LF, Ferrell J, Goldman JM, Perreault SD, Evenson DP, **Ricker DD**, Klinefelter GR. Fertility of rat epididymal sperm after chemically and surgically induced sympathectomy. *Biol Reprod*. 1998 Oct;59(4):897-904.

**Ricker DD**. The autonomic innervation of the epididymis: its effects on epididymal function and fertility. *J Androl*. 1998 Jan-Feb;19(1):1-4. Review.

**Ricker DD**, Crone JK, Chamness SL, Klinefelter GR, Chang TSK. Partial sympathetic denervation of the rat epididymis permits fertilization but inhibits embryo development. *J Androl*. 1997 Mar-Apr;18(2):131-8.

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