

Lois Phillips, Ph.D.

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Curriculum Vitae

Education

Doctor of Philosophy in Education	University of California, Santa Barbara
Master of Arts in Education	University of Massachusetts, Amherst
Bachelor of Arts in Speech	Queens College, New York
Harvard Summer School	Studies in Poetry and Psychology

Additional Credentials and Studies

- Irvine Foundation: Merger and Restructuring Non Profit Agencies (Training Program, 2000)
- Critical Components of Board Development Training of Trainers (National Center Nonprofit Boards), 1998; 2000
- National Conference for Executive Leadership (Peter Drucker Institute), 1998
- Mediation Training (Santa Monica Center for Conflict Resolution/Ken Cloke, J.D., Ph.D.), 1995-96
- Negotiation Skills (UCSB Extension), 1995
- California Community College Lifetime Supervision Credential, 1989
- Certified LIFO Trainer, December 1989
- Certified Career Development Trainer (Beverly Kaye & Associates), 1988
- Fielding Institute Summer Intensive Seminars - Organizational Consultation Skills, 1987
- Harvard University Summer Session - *Theories of Personality* and *The Impressionistic Novel* (Alan Tate), 1959

Honors and Recognition

- Association for Women in Communication Award for “Chapter Star” as Founder of local chapter and first President AWCSB, 2007
- California Government Booksigning (in the Historical Capital building, Sacramento, CA) hosted by Senator Liz Figueroa and California Women’s Legislative Caucus, April, 2005
- Congressional Booksigning for “Women Seen and Heard: Lessons Learned from Successful Speakers” (2004) hosted by Congresswoman Lois Capps, with Co-author with Anita Perez Ferguson, March, 2005
- Women’s Policy Journal, JFK School of Government at Harvard University, article: “*When the speaker is a woman of color,*” published August, 2001
- Graduate School of Education Alumni Association, Founding Board member and President 1993-1999
- President, Chamber of Commerce Higher Education and Business Committee, 1983-85
- Martin Luther King Award - Santa Barbara Affirmative Action, 1990
- Invited Participant USC Think Tank on Women's Social Policy Issues hosted by Betty Friedan
- Who's Who of American Women, 1984
- Santa Barbara County Board of Supervisors & Women's Commission "Outstanding Woman - 1984”
- Founding Member, UCSB Women's Center, (Tenth and Twenty fifth Anniversary Celebrations, 1986; 2000)

Memberships

- American Educational Research Association (AERA)
- Society for College and University Planning (SCUP)
- UCSB Alumni Association Lifetime Member, Founding Board Member
- MIT Forum of Santa Barbara/Ventura Counties
- Santa Barbara Women's Political Committee, Founding Board Member
- National Association for Women in Communication, 2007-ongoing

Professional Background

Phillips Consulting and Training Services, 1988-Present

Organizational development and strategic planning (including technology planning) and consultation for schools and colleges, corporations, governmental agencies, and non-profit associations. Facilitation of civic task forces and Board retreats. Institutional Advancement/ Public relations consultation. Project management. Technical research on regional economic development and grant writing. Training programs in Organizational Communication, Management teambuilding, as well as special workplace issues such as diversity. Learning Organization strategies, re-structuring, and team structures. Antioch University, adjunct faculty member and consultant as well as market research; strategic planning process for faculty.

Antioch University, Southern California; Associate Dean for Institutional Advancement, 1977-1988

Founder and CEO of Antioch Santa Barbara campus. Role included fundraising, recruiting, marketing, public, community, media and alumni relations, President's national University-wide Policy Council, civic leadership role, accreditation committee, academic and fiscal policy at campus and regional level, including staff development (self-study).

Inamed Academy Women's Leadership Conference, 2006

Producer with Dr. Fran Lotery of conference for women in business regarding career advancement into "C" level positions, providing speakers as role models who are in top executive positions. CEO panel of men spoke about how they identify talent and what they look for ("What are they thinking?")

Program evaluation services for First 5 Children and Families Commission, EvenStart, UCSB Gevirtz School of Education, and other agencies, 2002-2006

Evaluation reports include qualitative and quantitative research to convey programmatic success and achievement of goals indicated in grants that agencies received with recommendations from evaluator (Lois Phillips and associates).

UCSB Gevirtz Graduate School of Education, Gevirtz Research Center, 2001-2002

coordinator of INFORMAL AND SUPPLEMENTAL EDUCATION \$600,000 Grant, developing new curriculum to increase academic achievement in underrepresented groups through outdoor education programs. Partnerships with museums, parks, and natural wilderness reserves contribute to the experiential learning component.

Santa Barbara School Districts, 1994-98

Strategic Planning Consultant to Superintendent and Strategic Planning Task Force. Board Focus Goals Retreat (1995, 1997); Organizational Consultant and Management Coaching; *Beyond Tolerance* Community Conference Facilitation.

South Central Coast Regional Economic Development Consortium of Community Colleges, 1997

Provided research and strategic planning assistance to eight community colleges who needed to increase degree and kind of collaboration with regard to providing relevant workforce education and training on a regional basis as directed by Polanco legislation.

Solano Community College District, 1996-97

Provided research and consultation to single campus district with regard to restructuring the organization and strategic planning. Involved facilitation of strategic planning task force, conducting an organizational audit, providing support to the President and executive management with regard to a change process, and teambuilding. Research involved a focus on qualitative methodology to identify themes and issues, providing recommendations to the Board for new structures, and using electronic technology to create a Webpage in order to improve campus-wide communication with regard to both endeavors.

Santa Barbara City College**• Contract Education and economic development, 1992-94**

Developed training programs for corporations. Wrote grants to fund retraining through ETP.

• Director of Women's Re-entry Program, 1977

Initiated special programs and student services for re-entry women.

Ventura County Community College District Telecommuter Center Coordinator, 1994

Key Technical Consultant, coordinated \$250,000 grant awarded by Caltrans and UC Davis to establish first telecommuter centers in world on a college campus.

Moorpark College Title III Consultant, 1993-96

Designed and implemented business needs assessment survey.

Designed and developed institutional advancement plan to include Corporate Roundtable, Partnerships, and newsletter.

Ventura & Oxnard College, Interim Director, Project Discovery, 1973-74

Trained personnel, established faculty council for re-entry students, public speaking, and development of celebrity speaker series.

University of California, Santa Barbara**Director of UCSB Extension ACCESS Program, 1971-72**

Provided Affirmative Action seminars and training programs to public agencies, schools, and special districts.

University of Massachusetts, Amherst; Founder of Project SELF at The Everywoman Center, 1971-72

Established a national model program for re-entry women students.

Partial List of Clients (Consultation)

- **Antioch University Santa Barbara** Strategic Planning and Board of Trustees Development
- **Congregation B’Nai B’Rith:** Staff Development and training
- **KIDS Network and Department of Child Welfare Services:** Operational Planning and Research
- **Child Care Planning Council (CCPC) Leadership Development Seminar:** Consultant and Workshop Leader, 2007
- **Ventura County Office of Education—(BASICO) Commission for Youth Development:** Strategic Planning and Communication/Media Skills Training
- **Hillel:** Executive Coaching and Strategic Planning
- **Architecture + Design Museum, Los Angeles:** Facilitation of Staff and Board Retreat, Strategic Planning
- **Contemporary Arts Forum:** Facilitation of Staff and Board Retreat, Strategic Planning
- **Mayor’s Symposium for the Arts:** Facilitation of Staff and Board Retreat, Strategic Planning, 2005
- **Janet Wolf Campaign:** Presentation Skills Coaching
- **CMA Foundation:** Board Development and Strategic Planning, 2005
- **Ventura Courts, Family Mediation Division:** Management Development, 2006
- **CASA/Court Appointed Special Advocates:** Board Development and Strategic Planning, 2005; Analysis of a possible merger including facilitation of Board Retreat 2000
- **Solano Community College:** Organizational Restructuring and Strategic Planning, 1997-98
- **Moorpark College** Title III Consultant: Institutional Advancement, President's Corporate Council 1994-96
- **Santa Barbara City College:** Strategic Planning for Vice President Romo, 1995-96
- **Santa Maria Public Airport District:** Preventing Sexual Harassment in the Workplace, Management Development, 1994-95
- **The Rehabilitation Institute at Santa Barbara:** Continuous Quality Improvement, Board Development 1995-99
- **Family Service Agency of Santa Barbara:** Facilitated Merger of Two Agencies, 1994
- **UCSB Student Health Services:** Organizational and Management Development, 1993 - Ongoing
- **County of Santa Barbara:** Needs Assessment Survey, re: Sexual Harassment in the Workplace, 1993
- **Planned Parenthood of Santa Barbara County, Inc.,** (Regional Reorganization), 1990-91
- **Santa Barbara County Government Reorganization,** 1989-90
- **Tomorrow's Teachers** Research & Development for the County Education Office and Santa Barbara City College, (COCCC Funding), 1989-90
- **Girls Club** National Video Production Project, Producer: *Mothers, Daughters, Choices*, 1988-89

Conference Presentations

Keynote Conference Speaker, 1972 - Present

Professional and educational association conferences including Continuous Quality Improvement and Community College management conferences, on-site college staff development events, Flex Days, and business women's groups, Women's History Month and Women's Day Conferences. Recent venues include:

- Babson College Center for Women in Leadership Alumni/staff/faculty, 2006
- Mid Career Women at the JFK School of Government, Harvard, 2006
- Coastal Woman Magazine's Quartely Business Breakfast, 2006
- Grand Rounds, Cottage Hospital, Gender Differences in Public Speaking, 2005
- Cottage Hospital Annual Conference: *Creativity at Work*, 1990
- Linkage Corporation Women's Summit, 2008, 2009, 2010

Training Seminars

California Community Colleges Staff Development Training Programs (partial list)

- Mendocino Community College, 1991
- Foothill Community College, 1991
- Kings River Community College, 1991
- American River Community College, 1989-90
- Los Medanos Community College, 1989-91
- Santa Barbara City College Adult Education, 1989-90
- California Association of Community Colleges Personnel, 1989
- California Association of Community Colleges: Nursing Program Administrators, 1989
- Mount San Antonio, 1989
- Victor Valley Community College, 1989
- Ventura Community College District, 1988-89
- Allan Hancock Distinguished Speakers Series, 1976

University of California Training Seminars

- UCSB Human Resources Department: *Presentation Skills Workshops*, 2006
- UCSB Graduate School of Education Retreat with Directors of Educational programs at Museums, Parks, Gardens (And GGSE faculty, Dean, Donor, and Dean's Leadership Council Board members) 2002
- UCSB Human Resource Department Executive Director and Management Team: Strategic Planning, 2000
- UCSB Professional Women's Staff Development Conference: *Women and Technology*, 1997
- UCSB Extension: *Technical Presentation Skills*, 1991; *Ventura County Strategic Planning Workshop*, 1996
- UCSB Extension: *The Lively Group - Managing Effective Meetings*, 1991
- UCSB Extension: *Expert Witness*, 1990
- UC Extension ESL Certificate: *Cross-Cultural Communication for Educators*, 1990
- University of California at Santa Barbara: *Staff Development*, 1986-87; 1999-present
- University of California at Los Angeles: *Creativity Seminar*, 1980
- University of California at Santa Cruz: *Women's Professional Development Issues and Opportunities*, 1980; Training Women in public speaking for the "51% Pipeline Project" 2006.
- University of California at Davis Medical School: *Fragmentia: The Disease of Women Trying To Do It All*, 1979

- UCSB Learn at Lunch: *The Risks We Take When We Speak Up, and When We Don't; Delivering Confident Presentations to Your Team or Staff*, 1999

Health Care Management Training Seminars

- CMA Foundation Board Development and Fund Development Planning, 2005
- Neighborhood Clinics of Santa Barbara Executive Development and Staff Retreat, 2005,
- Sansum Diabetes Research Institute, Board Development 2001
- University of California Santa Barbara Student Health Services: *Management Team Development*, 1993, 1996
- Loma Linda Medical Center: *Preventing Sexual Harassment*, 1993
- The Rehabilitation Institute at Santa Barbara: *Continuous Quality Improvement and Meeting Facilitation Skills*, 1994-95
- Cottage Hospital Annual Conference: *Creativity at Work*, 1990
- Cedars Sinai: *Professional Development for Nurses*, 1989
- California Association of Health & Hospital Services Conference, 1989
- Sansum Clinic: *Presentation Skills*, 1988

Training and Retreats (Note: Partial overlap with consulting projects that included retreats)

- CompassPoint Training: Presentation Skills, 2006
- Santa Barbara Trust for Historic Preservation, Staff and Board Retreat, 2006
- Tres Condados Girl Scouts, Staff and Board Retreat, 2006
- CASA Merger discussion, 2001
- Rehabilitation Institute of Santa Barbara, Board Development 1996-9
- Santa Barbara City College: College Planning Council, Strategic Planning, 1996
- Moorpark College: Strategic Planning, 1996
- Menda Scientific Products, Inc.: Strategic Planning, 1995, 1997
- Santa Barbara School Board: Strategic Planning, 1994, 1996, 1997
- Santa Barbara County Energy Division Retreat, 1992
- Fresno County Department of Health, 1991
- Peace Resource Center Board Retreat, 1990
- Head Start Program Personnel, 1988-89
- Unitarian Church Board Retreat, 1988

Professional Development Seminars

- Santa Barbara Women Lawyers: Professional Development Conference, Keynote Speaker, 2006
- Santa Barbara College of Law—Negotiation Sills Seminar, 2006
- City of Santa Barbara: Presentation Skills Workshops, 2006
- Center for Judicial Research and Education: Diversity “Cross-Cultural Communication Skills” Conference Speaker, 2005
- Santa Barbara City College - Management Development Seminar: *Dealing with Difficult Personnel Issues: Sexual Harassment*, 1991
- Santa Barbara Legal Secretaries Assn.: *Friendly-but-Firm Communication Skills*, 1991
- Santa Barbara City College - Women's Day Conference: *Power-up Presentation Skills for Women*, 1991, 1993, 1996
- UCLA Conference Presenter: Human Resource Management 1000: *Hiring the New Manager*, 1991
- Santa Barbara College of Law: *Trial Communication Skills*, 1990
- Women's Lawyers Association: *Presentation Skills for Women Lawyers*, 1989
- Bar Association of Santa Barbara: *Gender Differences in Trial Communication*, 1989
- Mediation Training Institute: *Communication Skills for Paraprofessionals*, 1989
- Ventura College District Annual Staff Development Conference: *Sexual Harassment Training*, 1988
- Multi-Cultural Teachers Training Institute: *Presentation Skills*, 1986-88
- South Coast Business Network: *Creativity, Love, and Work; and Dynamic Presentation Skills in Business*, 1986, 1987
- Santa Barbara Personnel Association: *Gender Differences in Presentation Styles*, 1987

Public Administration Training Seminars, City & County Governments

- City of Los Angeles Department of Telecommunications: *Preventing Sexual Harassment*, 1994
- Public Information Officers - Southern California: *Fragmentia in the Organization*, 1990
- County of Santa Barbara: *Presentation Skills for Resource Management and Planning Staff*, 1990; *Communication Skills Training for the Planning Commission*, 1990
- City of Santa Barbara: *Dealing with Difficult People*, 1989; Planning Department, 1990
- Federal Women's Program, Port Hueneme, Keynote Speaker: *Breaking the Glass Ceiling*, 1989
- Port of Los Angeles, Women's History Week Keynote Speaker: *Fragmentia - The Disease of Working Women*, 1987
- Federal Women's Program, Sacramento: *Breaking the Glass Ceiling, Preventing Sexual Harassment*

Adjunct Faculty

- University of California Extension: *Business & Professional Communication Skills*, 1988 - Present
- Southwestern College of Law: *Communication Skills for Lawyers*, 1988-90
- Redlands University: Management Theory: Human Resource Management, 1989
- University of Southern California: Executive Management Certificate Program, Creative Problem Solving, 1988-90
- Azusa Pacific Master's Degree in Human Resources Management: "Career Development in Organizations," 1988
- Loyola of Concordia at Montreal, Quebec: American Educator in Residence, February 1976
- Antioch University Santa Barbara: *Organizational Communication*, (current); *Public Speaking*; *Creative Problem Solving*. *Sex Roles*; *Career and Academic Planning*, (prior)

Civic and Community Leadership

- Board of Directors, Santa Barbara Graduate Institute, 2006-2007
- Mental Health Services Act Stakeholder Summit, Program Design and Consensus Building; Facilitator, 2005
- Conference Producer for many events including: "Designing the 80's" sponsored by Antioch University and other civic/community agencies; "The Changing Nature of the Family"; "Sex Roles and Health Care" in cooperation with California Marriage, Family, Child Counselors; and "The Santa Barbara New Games Tournament".
- Center for the Study of Democratic Institutions: Panelist for many nationally-publicized programs including: "The Gypsy Scholar Scandal", "Divorce in America", and "The Success of Mental Health Programs".
- Produced and moderated two successful cable television series dealing with the changing nature of sex roles, work, and family life: *Taking Issue*, and *Women's Spectrum*.
- Founding member, Community Mediation Council involving public and private practitioners of mediation as an alternative to litigation and judicial intervention.
- Chairperson, Chamber of Commerce Business and Higher Education Council, 1985-1987.
- Founding Board member, UCSB Graduate School of Education Alumni Association, Board President, 1994-96.
- Founding Board member and President (1991-92), Santa Barbara Women's Political Committee (non-partisan).
- Member, Santa Barbara Regional Economic Development Project, Telecommunications Committee.

Client References: Others available on request

Business and Government References

- ABC-CLIO
Ron Boehm, President (805) 968-1911
- Bank of Montecito
George Scarvelis, (former Executive Director,
Santa Barbara Chamber of Commerce) (805) 564-0255
- City of Santa Barbara
Paul Casey Acting Director of Community Development (805) 564-5508
Don Olson, Special assistant to City Manager
- County of Santa Barbara
Naomi Schwartz, Supervisor Second District (805) 568-2186
- Menda Scientific Products, Inc.
Andrea Rifkin, President (805) 568-1171
- Santa Barbara Municipal Court
Judge Deborah Talmadge (805) 568-2780
- TRW
Kathy Aragon-Rice, Engineering and Testing Division (213) 535-5574
- Rehabilitation Institute at Santa Barbara
Melinda Stavely, COO (805) 683-3788
- Santa Barbara County Government Employee University
Ronnie Thompson, Dean (805) 568 3409

Colleges and Universities (alpha)

- Antioch University
Alan Guskin, Ph.D., Chancellor Emeritus (513) 767-6494
- Antioch University, Southern California
Mark Schulman, Ph.D., Former President (310) 578-1080
- Gevirtz Research Center
Vishna Herrity, Ph. D, Director (805) 893 5350
- Moorpark Community College
James Walker, President or Victoria Bortolussi, Dean (805) 378-1407
- Santa Barbara City College
John Romo, Vice President, Academic Affairs (805) 687-0812
- Solano Community College District
Stan Artberberry, Superintendent-President (707) 864-7112
- Southwestern Law School
Richard Solomon, J.D., SCALE Program Director (1986-90) (213) 738-6700
- University of California Santa Barbara
Cynthia Cronk, Ph.D., Executive Director of Human
Resources Department (805) 893 8000
- University of California, Los Angeles
Sam Culbert, Ph.D., Prof. of Management and author (213) 457-0036
- University of California, Santa Barbara
Jules Zimmer, Ph.D., Dean, Graduate School of Education (805) 893-3917
- University of California Education Abroad Program
Professor John Marcum, Director or Bob Rothbard,
Associate Director (805) 893 2755
- University of California Santa Barbara, Student Health Services
Cindy Bowers, M.D., Director (805) 893-3172
- University of Southern California
Harvey Wheeler, author of Fail Safe and The Organization Trap
(Martha Boaz Scholar, USC) (805) 684-4143