

# Jill Allison Kern, PhD

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## Education

Yale University, Graduate School of Arts and Sciences, New Haven, CT  
Ph.D. Organizational Behavior  
M.Phil. and M.A., Organizational Behavior

University of Michigan, College of Literature, Science and the Arts, Ann Arbor, MI  
A.B., *summa cum laude*, high honors in Psychology, French

Université de Provence, Faculté des Lettres, Aix-en-Provence, France  
Fluent in French

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## Higher Education Administration

**Planning and Assessment Associate**, Loyola Marymount University, Los Angeles, CA, 2016-present  
Collaborate with the Vice Provost for Strategic Planning and Educational Effectiveness on the University's program review, strategic planning, and accreditation activities.

**Accreditation and Assessment Specialist**, The Chicago School of Professional Psychology, Clinical Psychology PsyD Program, Los Angeles, CA, 2015-2016  
Worked with department faculty to write a self-study report for submission to the American Psychological Association's (APA) Commission on Accreditation (CoA).

**Director of Evaluation and Assessment**, University of California at Riverside, Office of Undergraduate Education, Riverside, CA, 2014 – 2015

Designed, implemented, and managed the processes and procedures for assessing student learning outcomes, entailing activities that included the following:

- Working with faculty to develop and assess student learning outcomes at the course, program, and institutional levels
- Training faculty and administrators in best assessment practices and methods
- Chairing the Assessment Advisory Committee, a group composed of senior academic administrators and members of the Academic Senate
- Establishing forums and organizational structures that promote a culture of assessment
- Exercising leadership in UCR's Western Association of Schools and Colleges Senior College and University Commission's accreditation activities, including serving as the lead author on the institution's Interim Report

**Director of Assessment**, Christopher Newport University, Newport News, VA, 2013 – 2014

Designed, implemented, and managed a university-wide system of evaluating student learning, educational programming, and institutional effectiveness at a small (5000+ students), selective, public liberal arts college, entailing activities that included the following:

- Working with faculty to develop and assess student learning outcomes at the course, program, and institutional levels
- Training faculty and administrators in best assessment practices and methods
- Establishing forums and organizational structures that promote a culture of assessment
- Exercising leadership in CNU's Southern Association of Colleges and Schools Commission on Colleges' (SACSCOC) accreditation activities
- Administering national surveys and assessment tests, including the NSSE and CLA+, and disseminating results
- Developing and maintaining webpages on the CNU's website that provide online resources that support university assessment efforts

**Accreditation Consultant, Jill Kern & Associates, Santa Barbara, CA, 2010 – 2013**

Served as the consultant for colleges and universities seeking to earn or re-affirm accreditation, entailing activities that included the following:

- Advising senior administrators on matters related to state approval and regional accreditation
- Conducting institutional research, including collecting data on student learning and achievement; operational effectiveness; student, faculty, and employee demographics; stakeholder satisfaction; and resource sufficiency relative to peer institutions
- Establishing and honing academic and organizational assessment processes
- Writing reports for state agencies and regional accrediting bodies
- Liaising with regulatory and accrediting commissions

**Director of Institutional Research and Accreditation Liaison Office, Santa Barbara Graduate Institute, Santa Barbara, CA, 2004 – 09**

Directed Santa Barbara Graduate Institute's (SBGI's) bid for regional accreditation. Accomplishments included:

- Established and executed the school's institutional research function
- Directed the institution's efforts to create thorough, rigorous, and integrated learning assessment processes
- Designed and led SBGI's organizational self-study process
- Wrote two reports that the Western Association of Schools and Colleges selected to use as its exemplars for applicant organizations. Reports played a key role in the successful sale of SBGI to the Chicago School of Professional Psychology

**Director of Research, Santa Barbara Graduate Institute, Santa Barbara, CA, 2004 – 2009**

Managed all facets of PhD programs' research curriculum and administration, including the following:

- Articulating and implementing a vision of the role research played in SBGI students' education and professional lives
- Developing courses with measurable student learning outcomes to reflect this vision
- Recruiting and hiring research faculty
- Setting and enforcing standards for research excellence
- Chairing the Institutional Review Board that evaluated the ethical use of human subjects in student and faculty research
- Developing and instituting organizational systems for tracking students' progress through the dissertation process
- Putting in place policies designed to motivate students to complete their dissertations

- Serving as a consultant to and administrator of all dissertation committees to ensure quality control
- Teaching Master's and doctoral courses in research methods, dissertation development, critical thinking, and scholarly writing

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## Academic Positions

**Adjunct Faculty**, The Chicago School Education System, The Chicago School of Professional Psychology, Los Angeles, CA, 2011  
Taught research and writing courses to PhD students; served on dissertation committees.

**Program (Core) Faculty**, The Chicago School Education System, Santa Barbara Graduate Institute, Santa Barbara, CA, 2009 – 2010  
Served as the de facto Director of Research and Director of Institutional Research during transition from SBGI to TCS ownership and management. Taught research and writing courses to PhD students; served on dissertation committees.

**Assistant Professor**, Iowa State University, College of Business, Department of Management, Ames, IA, 1994-1998  
Garnered tenure-track position specially designated by the University for a workplace diversity scholar; designed, developed, and delivered all courses on managing the multicultural organization ranging from five-person seminars to 200+ student lectures.

**Instructor**, Yale University, Summer and Special Programs, Business Seminar, New Haven, CT, 1988-1993  
Designed, developed, and delivered a summer course on organizational theory and management for international students enrolling in MBA programs at American universities in the fall.

**Teaching Fellow**, Yale University, School of Organization and Management, New Haven, CT, 1987-1990  
Assisted Yale faculty in teaching MBA and PhD courses, including Managing Organizational Behavior; Individual and Group Behavior in Organizations; Group Dynamics; Organization Theory; and Research Methods.

**Research Associate**, Institute for Social Research, Center for the Utilization of Scientific Knowledge, University of Michigan, Ann Arbor, MI, 1985-1986  
Worked on various research projects, including helping to edit *Children of the Boat People: A Study of Educational Success* (Univ. of Mich. Press, 1992).

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## Other Professional Experience

**Independent Organizational Consultant:** Partial client list includes McKinsey & Co., People's Bank of Connecticut, Triad Consulting Group (now called WorkLab)

**Freelance Writer/Editor:** Served as a ghostwriter, editor, and researcher for academic publications, non-profit organizations, and businesses, including The World Bank, American Postal Workers' Union, Conflict Management Institute

**Mediator:** Served as volunteer mediator for Santa Barbara County Small Claims Court, Santa Barbara County Civil Harassment Court, and Santa Barbara Community Mediation Center



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## **Invited Assessment Presentations (Presenter)**

From Roots to Results: Transforming a Liberal Arts College's GE Assessment Structure, Drexel University, June 2016

How to Make Assessment Meaningful, University of the Pacific, Stockton, CA, May 2016

Assessment Software Rollout: A Communication and Training Plan Proposal, University of North Carolina at Charlotte, January 2016

Best Practices in Writing and Assessing Student Learning Outcomes, Brooklyn College, City University of New York, Brooklyn, NY, May 2015

Curricular and Co-Curricular Assessment, Pitzer College, Claremont, CA, May 2015

Assessment 101, Christopher Newport University, Newport News, VA, January 2014

Models of Assessing a Liberal Learning Curriculum, Christopher Newport University, Newport News, VA, April 2013

An Introduction to WASC Accreditation, United Arab Emirates University, Al Ain, Abu Dhabi, United Arab Emirates, November 2012

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## **Assessment Workshops (Participant)**

WASC Retreat on Core Competencies: Written and Oral Communication, two-day conference, Pomona, CA, October 2014

SACSCOC 2013 Annual Conference, full-day pre-conference workshop on assessment, Atlanta, GA, December 2013

Making Assessment Valuable, Virginia Assessment Group 2013 Annual Conference, full-day pre-conference workshop, Roanoke, VA, November 2013

Assessment Clear and Simple: Practical Steps for Institutions, Departments, and General Education, Barbara E. Walvoord's full-day pre-conference workshop, 2013 Assessment Institute, IUPUI, Indianapolis, IN, October 2013

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## **Academic Honors**

Phi Beta Kappa, University of Michigan (elected 1985)

Psi Chi (National Psychology Honorary Association) (elected 1984)

Yale University Fellowship (1986 – 1990)

Yale University Dissertation Fellowship (1991 – 1992)

Recipient of The Yale Club of Montclair, NJ's Graduate Student Scholarship (1992 – 1993)

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## **Other**

List of academic publications and presentations provided upon request.