

# Dr. Elsa Sofia Morote

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## SUMMARY

### Higher Education Executive/ Instructional Technology Expert / International Consultant/ Professor

- Have 20+ years' senior-level experience instructing, motivating and researching at the university-level
  - Have 6 years' administrative experience at/above the Department Chair-level; possess academic credentials required for senior professional appointment
  - Have received 20+ Awards & Honors, to incl. Best Case Study at a Conference (IBEC-India, 2010) and Best Research Paper (Emerald Literati Award for Excellence, USA, 2013)
  - To date have created/supported ~80+ Mentorship activities to connect doctoral students with alumni and community leaders
  - Motivational speaker; have delivered 4 keynotes speeches in international and national events
- Inspired to share core beliefs: *I always want more but appreciate everything I have and I live my life by the four agreements: 1) Stand by my word; 2) Don't take things personally; 3) Don't make assumptions; and 4) Always do my best*
- Hold 2 Masters Degrees - a MAP in Public Administration (concentration in Strategic Management) (CIDE, 1991), M.Sc. in Finance (Carnegie Mellon University, 1996)
  - Hold a Doctor of Education Ed.D (concentration in Higher Education Administration) (UoP, 2001); completed Postdoctoral work in the Research in Learning, Assessing and Tutoring Effectively Group at MIT (2001-2003)
  - Employers incl.: Carnegie Mellon University, Graduate School of Business (Adjunct Professor), Massachusetts Institute of Technology (MIT) (Senior Post-Doctoral Fellow), and Monterrey Institute of Technology & Higher Education (ITESM) (Assistant Professor); currently employed by Dowling College (Full Professor)
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## CORE DELIVERABLES

**Management/Leadership:** Coaching & Mentoring • Employee Engagement • Executive Leadership • High-Performance Team Building • Public Speaking  
Curriculum Design • Teaching • Educational Technology • Higher Education • Research • Staff Development • Student Recruiting • Grant Writing • Public Writing • Instructional Design

**Teaching Programs:** Academic Administration • Dissertations Advisement • Doctoral Courses • Leadership Education • Post-Masters Courses • Professional Development Courses • Vision Planning

**Instructional Design:** Content Development • Curriculum Design • Learning Outcomes • Lesson Planning

**Teaching Best Practices:** Applied Pedagogy Techniques • Blended Learning • Data-Driven Instruction • Flipping Lessons • Life-Long Learning • Ownership & Responsibility • Simulations, Role Playing & Case Studies • Webquests

**Community Outreach:** Creation of Board of Advisors • Learning Partnerships • School Community-Building • Volunteer Management

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## ADMINISTRATIVE EXPERIENCE

**Founder Director**, Institute of International Studies and Diversity (IISD), Dowling College, 09/2012-present

- Report directly to the Provost and to Chief Financial Officer as a Director of the IISD
- Serve as a Director of Institute of International Studies and lead a Department of 7 staff
- Develop policies and short-/long-range plans and negotiate international agreements
- Foster consensus among faculty and across departments and administrative levels
- Build partnerships within the College, with local/national constituents and with international organizations (e.g. Organization of American States, USAID)
- Promote research in international comparative studies
- Design cultural sensitive training for K-12 educators, higher education and health industry
- Connected with the global community via webinars
- Received grant for Student Awareness of Different Cultures (09/2012)
- Participated as sponsor at Tri-State Women in Leadership Symposium (03/2013)
- Presented at Long Island Latino Summit I, II to motivate High School Latino students go to higher education (05/2013)

**Chairperson, Dept. of Educational Administration, Leadership & Technology, Dowling College, 2009-2011**

- Provided strategic leadership to the School of Education Technology and to the NCATE Strand 4 in the areas of teaching, research and scholarship
- Oversaw academic program planning and faculty administration, incl. budget management and staffing
- Supported collective strategic planning
- Managed the day-to-day operations of the department, to incl. financial management, administrative tasks, staff management, as well as governance
- Reviewed the operations of the department and the department's relationship to the college
- Reported progress towards achieving goals and participated on 5 committees to reach specific goals: Technology Task Force committee (Chair), Faculty Development Committee, Faculty Assessment Committee, NCATE Standard 4 Diversity committee and the Strategic Planning Committee

**Highlights:** *Involved in presenting a strategic plan for the department, which was posted on the web as well as in the offices (2009-2011). Increased enrollments for the Leadership certificates by 30% (2008-2011) and for the Certificate in Instructional Technology courses by 33% (2009-2011) during time of economic crisis in the U.S. when graduate enrolments in education were declining (e.g. enrolments decreased by 7.5% in NY, 2009 -2011).*

**Major Projects/Initiatives:**

- **International Agreement Negotiations:** Made international agreements with prestigious organizations such as the Organization of American States (OAS). The OAS publicized Dowling's program in 35+ independent states in the Americas and provided scholarships for international students. She motivated Dowling administrators to match those scholarships for national students. As a result, the first *global* cohort for the advanced Certificate in Computers in Education begun and it was a success (2010).
- **Online Leadership Certifications:** Introduced 17 online courses in Leadership certifications, gaining an additional 30% increase on enrollments. (2009-2012)
- **Department Newsletter:** Coordinated/edited the department newsletter that has helped to connect with students/alumni/ prospective students. Published once a year. (2009-2012)
- **Promote Enrolment of diverse students:** Increased enrolment of minority students in the doctoral program from the already high 24% in 2008 to 35% in 2011 (higher than the 20% minority population of the Long Island) (2009-2012)
- **Doctoral Students Workshops:** Promoted workshops for doctoral students supporting their work with their dissertation were implemented: IRB, writing style, uses of APA. Workshops were successful - doctoral graduation rate went from 78% to 87% at the 3rd year (2009-2012)
- **Community Outreach Programs:** Hosted meeting to connect with the community (Suffolk Women Leadership, 2010-2011 once a month)
- **Masters Program Design:** Developed a new Masters program – Masters in Educational Technology Leadership. (2011)

**Professor / Associate Director, Monterrey Institute of Technology & Higher Education (ITESM), Mexico City, Mexico, 1993-1997**

- Initially Taught for 3 years, prior to assuming role of Associate Director of the Finance Center's Graduate School of Business in 1996
- Connected with the start-up business community as well as wealthy business communities, thus bringing prestige and admiration to Monterrey Tech's Graduate Business School
- Created a system of "membership" where financial professionals could take free workshops and receive advice from professors by paying an annual fee
- Helped the university to grow economically

**Division Head, Mexican Dept. of Labor, Mexico City, Mexico, 01/1992-12/1992**

- Analyzed/designed/developed a budget to support unemployment reduction program

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**TEACHING EXPERIENCE**

**Professor, Dept. of Educational Administration, Leadership & Technology, Dowling College, 09/2003-present**

- Instruct 12 doctoral courses, to incl.: Advanced Research Methods, Basic Research using Technology, Dissertation Development Seminar, Experimental Research Methods, Individual Dissertation Advisement (3 classes), Organization Theory I & II, Professional Seminar II – Curriculum Theory & Development, Quantitative Methods I and Survey Research
- Instruct 6 Post-Masters Courses & Professional Development courses (teaching on blended & online formats): Computer Awareness for Teachers, Educational Technology Practicum, Educational Web-based Design I, Integrating Technology into Curriculum, Seminar in Educational Technology and Software Evaluation
- Drive academic excellence and prepare students for success in the global economy/diverse world
- Provide transformative educational experiences to students
- Conduct ongoing research
- Participate in peer review conferences and journals

- Build partnerships within the College, with local/national constituents and with international organizations (e.g. OAS)
  - Support the educational mission, profile and visibility of Dowling College within the community
- Highlights: Contributed to creating a high-quality environment of academic teaching, research and intellectual achievement. Consistently rated as Outstanding in teaching evaluations (2005- on).**  
**Service Related: 35 Dissertation Chairs (quantitative, qualitative & mixed designs). 33 Dissertation Designs. 40 Dissertation Readings. 85 Successful Mentored Publications. 5 Consulting Activities. 5 Grants Received (max. amount \$350k).**  
**International & National Exposure: 33 Invited Talks. 152 Conference Presentations. 4 Newspapers Magazines & Radio Interviews. 4 TV exclusive Interviews. 20+ Honors & Recognitions. 2 Book Chapters, 1 Book.**  
**Publications: 32 Peer Review Journals. 6 Educational Databases. 70 Conference Proceedings (peer reviewed). 1 Patent. 3 Dissertations, Thesis. 5 Working Papers, Reports.**

**Special Programs/Initiatives:**

- **Dissertation Advisement:** To date have chaired 35 dissertations, designed 33 dissertations and participated as a reader of 40 dissertations. Currently working on 10 dissertations more. (2003-on)
- **Accreditation Project:** Served as Chair of the Diversity Strand, coordinating the document prepared for the National Council for Accreditation of Teacher Education (NCATE) accreditation that the school received in 2004 and 2008. (2004-2008)
- **Technology Strategic Plan Creation:** Served as the Chair of the Technology Task Force Team. Led the development of the Technology Strategic Plan for the School of Education in 2011, in collaboration with participation of all faculty, administrators and external experts. Founded the Institute of International Studies & Diversity in 2012. Currently working towards training teachers to infuse multicultural aspects in their curricula and international comparative studies in education. Successful in expanding relationship with the community. (2011-2012)
- **Doctoral Mentorship Program:** Initiated and coordinate the doctoral mentorship program, in which Dowling Ed.D. alumni and faculty serve as mentors to doctoral students and collaborate on research papers. The program has proven enormously successful this occurs in the Advanced Research Methods (EDE 9804). To date, have supported 84 mentorship activities, connecting students with alumni and community leaders, producing 84 research papers published or presented in peer review international conferences. (2005-on).
- **Coordinator Annual Practical Research Symposium in Long Island** (2005-on)
- **Masters Mentorship Program:** Invite students to interview top experts in diverse areas. 22 Podcasts are available in the college website and counting. (2012-on)

**Professor, then Professor / Associate Director, Monterrey Institute of Technology & Higher Education (ITESM), Mexico City, Mexico, 1993-1997**

- Initially held the role of Professor, Division of Management, Entrepreneurship Dept., Undergraduate School of Social Sciences and Administration for 3 years
  - Taught 4 undergraduate courses, to incl.: Entrepreneurial Development, Finance Evaluation in Project Development (with a Finance Workshop), Organization (with a module on Case Analysis), Perspectives in Business
  - Subsequently, assumed role of Professor / Associate Director of the Finance Center's Graduate School of Business in 1996
  - Taught 2 graduate courses: Project Evaluation on project development and financial evaluation, Financial Portfolio Evaluation with an emphasis on creating and evaluating a financial portfolio in real time using Financial Analysis Trading System
  - Taught one undergraduate course in Entrepreneurial Development, with emphasis on small business development and spirit of entrepreneurship and on providing an overview of approaches and theories of business administration
  - Involved in preparing teaching materials for 21 century classrooms (e.g. using distance education)
- Highlights: Recipient of the Best Proposal for Teaching Materials & Course Reader for entrepreneurial courses (1994). Recipient of a teaching award (1997). Achieved Special Recognition as an Outstanding Professor given by the entrepreneurial course students. (1997). Helped the university to grow economically.**

**Major Programs/Initiatives:**

- **Entrepreneurship Program:** Involved in providing assistance to SMB's on project analysis (e.g. benefit/cost analysis, financial statements for new business proposals), legal procedures, patents, exporting, marketing and production. Supported students in developing a business plan and a product or service prototype. Connected with the start-up business community as well as wealthy business communities, thus bringing prestige and admiration to Monterrey Tech's Graduate Business School. Organized 3 international and national conferences on entrepreneurship and 6 national student presentations of their start-up businesses. Successful in mentoring ~145 companies to their creation, business plans and followed each for the first year of establishment. (1993-1995)
- **Financial Workshops:** Created a system of "membership" where financial professionals could take free workshops and receive advice from professors by paying an annual fee. Workshops involved evaluating complex financial transactions from risk and return perspectives (1996-1997).

**PART-TIME TEACHING**

**Workshop Instructor**, Global Entrepreneurship Association, 08/2012

- Quality Control & Kaizen for Entrepreneurs. Graduate-level 10 hours workshop

**Workshop Instructor**, Bridgehampton School District, Long Island, NY- a graduate-level 30 hours workshop for teachers and school administrators, 09/2007-12/2007

- Weaving the Web into Teaching & Learning

**Visiting Professor**, Universidad Nacional Mayor de San Marcos, Facultad de Ingeniería Industrial, Lima, Peru

- “El Valor de La Tecnología En La Educación Universitaria”, a graduate-level course (08/2006)
- Uses of Technology to Teach Engineering, -a graduate-level course (08/2011)

**Visiting Professor**, Graduate School of Business, ESAN University, Lima, Peru (01/2006)

- Personal Development & Growth

**Adjunct Professor**, Carnegie Mellon University, Graduate School of Industrial Administration, Pittsburgh, PA, 1996

- Taught graduate Financial Data Analysis course via distance education, with a core emphasis placed on the use of Reuters and the volatilities of future interest rate
- Built real-time calculators as swap price calculator and implied a volatility calculator using Black Scholes options pricing formula
- Translated the theoretical and empirical aspects of computational finance into a practical training guide for universities and corporations
- Prepared a course reader

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**RESEARCH EXPERIENCE**

**Researcher**, Dowling College, Long Island, NY, 2003-on

- Published 30+ articles in peer review academic journals, 70+ conference proceedings, 1 books, 2 book chapters
- Participated in more than 100 dissertations as a reader, chair or designer
- Conduct research on education and economy, technology in education, as well as multicultural issues in education, leadership and education
- Please review publications in professor website: <http://www.internationalprofessor.com> (Academic portfolio)

**Senior Post Doctoral Researcher / Senior Post Doctoral Fellow - RLE, Educational Technology Research**, Massachusetts Institute of Technology (MIT), Cambridge, MA, 07/2001-08/2003

- Served as Fellow working under guidance Prof. David Pritchard, one of the world’s leading mentors having coached 4 Nobel prizewinners and the director of the RELATE Group (Researched Laboratory of Electronics) – Research in Learning, Assessing and Tutoring Effectively
- Collaborated with Prof. Pritchard on CyberTutor (now MasterPhysics), a sophisticated interactive Web-based tutor designed to improve learning experience for teachers and students
- Managed research in education and instructional technology based on statistical analysis, as well as ways to improve/measure the impact of the CyberTutor in education effectiveness
- Co-responsible proposal writing, funding, research design, management, execution, statistical analysis and synthesis and report writing (\$350k National Science Foundation Grant)
- Conducted statistical analysis, using Access, SPSS, SQL and UNIX

**Research Assistant / Research Fellow**, University of Pittsburgh, Pittsburgh, PA, 1997-2001

- Conducted graduate-level research on economic development and higher education for the Center for Latin American Studies, International Education (1997-1999) and at the Latin American Social of Public Policy (1999-2001)
- Also served as Graduate Research Assistant to Director of the Center for Latin American Studies, University of Pittsburgh International Business Center (1997-1998) and for the Global Information Networks in Education in the International Studies in Education (1998-1998)
- Served as the Public Policy Cuban and Andean Research Groups’ Coordinator (1998-2001)
- Coordinated the Annual Graduate Student Conference of Latin American Social (1998-2001)

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## EDUCATION

### **Senior Postdoctoral Fellow, 2001–2003**

Massachusetts Institute of Technology, Cambridge, MA

*Research:* Instructional Technology and Quantitative Methods: Worked in researching in education and instructional technology, using advanced statistical analysis. Researched ways to improve and measure the impact of the Educational Software (Cybertutor) in education learning and teaching.

### **Doctor of Education Ed.D, 1998-2001**

University of Pittsburgh, Pittsburgh, PA

Majored in Administration and Policy Studies; Concentration in Higher Education Administration

*Dissertation:* "Relationship among Higher Education, Economic Growth & Employment in Latin American Leading Emerging Markets"

*(Honors) Annual Awards for Academic Excellence, 1998-2001*

### **M.Sc. in Computational Finance, 1995-1996**

Carnegie Mellon University - Tepper School of Business, Pittsburgh, PA

Graduate School of Industrial Administration

Interdisciplinary Program in Finance, Mathematics, Statistics and Computer Science

### **MPA (Public Administration - Strategic Management), 1990-1992**

Teaching Center of Research and Economics (CIDE), Mexico D.F., Mexico

Honors: *Top Student in Master Program, 1992*

### **B.Sc. Engr (Industrial Engineering), 1982-1988**

University of Lima, Lima, Peru

*Thesis:* "Project Evaluation for a Clothing Factory"

Honors: Awarded the Best Engineering Thesis in the Country by CONACYT (NSF) (1989)

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## ADVANCED CERTIFICATES

Advanced Certificate in Computers in Education, Dowling College, 2013

Advanced Study in Latin American Social & Public Policy, University of Pittsburgh, Pittsburgh, PA, 2001

International Trade, Monterrey Institute of Technology and Higher Education (ITESM), Mexico, 1995

Project Evaluation & Development, Iberoamerican University, Mexico, 1991

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## PRESENTATIONS – Last 5 years

### **Immigration & Latin America Trade:**

- Invited Speaker, Immigration Policies and Its Impact on the US Economy, Briarcliffe College, New York (11/2013)
- Invited Speaker, Latin American Trade Forum, Briarcliffe College, New York (11/2012)

### **Honorable Speaker**

- Honorable Speaker, Introduction of former Peruvian President Alejandro Toledo in his political party presentation of his candidacy to the presidency in New York; also named Ceremony Masters in the event as recognition of professional quality (2010)
- Honorable Speaker, Introduction of former Peruvian President Alejandro Toledo in his speech —"El Peru en El Mundo, Juntos Si Podemos"; event was organized for the Juntos x Peru non-profit organization (Long Island, New York, 2010)

### **Technology in Education:**

- Key Speaker, *Uses of Social Media in Education and TICs* (Universidad Nacional Mayor de San Marcos, Lima, Peru, 2011)
- Key Speaker, Status of the Technology and Infrastructure of Latin America and the Analysis of its Skilled ADECAEM (Center for Higher Military Studies, 2009)

### **Motivational Speaker**

- Longwood High School, College, Si se Puede (10/2013)
- Latino Summit I & II, College, Si Se Puede (05/2013; 11/2013)

**FELLOWSHIPS & AWARDS**

**Fellowships:**

- Latin American Social & Public Policy Mine Safety Appliances Co. Charitable Foundation Fellow Center for Latin American Studies (2000-2001)
- Alcoa Latin American and Social Public Policy Fellowship (1999-2000)
- School of Education Paul Masoner International Fellowship (1999)
- Alumni Award Scholarship, School of Education, University of Pittsburgh (1997-1998)

**Awards:**

- Best Research Paper (Emerald Literati Award for Excellence, USA, 2013)
  - Contribution to Technology Education in Latino America (ADECAEM) (Lima, Peru, 2009)
  - Best Case Study, IBEC, International Business and Economic Conference, (India, 2009)
  - Contribution to Education, Dowling College's Center for Minority Teacher Development & Training – "Yes We Can" promoting minorities in Education (Dowling College, Long Island, NY, 2008)
  - Annual Awards for Academic Excellence (University of Pittsburgh, 1998-2001)
  - Best Proposal for Teaching Materials" Award (ITESM, Mexico, 1997)
  - Special Recognition as an Outstanding Professor given by students in entrepreneurial courses (Mexico, 1997)
  - "Teaching Award" based on performance (ITESM, Mexico 1997)
  - Top Student in the Masters Program" Award (CIDE, Mexico 1992)
  - "Student of the Year" Award (Contigo Peru Association, Mexico, 1991)
  - Best Engineering Thesis in the Country" Award (National Council of Sciences and Technology, Peru, 1990)
-