



## **Joann Horton, Ph.D.** **Chief Operating Officer, Pacific Crest**

Dr. Joann Horton has served as Chief Operating Officer and educational consultant with Pacific Crest since 2007. In addition to providing operational oversight, she facilitates Process Education oriented professional development institutes to enhance institutional strategic performance, instruction and assessment of student learning. She has taught at the two-year and four-year college levels and worked extensively with faculty in the roles of academic vice president and provost.

Dr. Horton has extensive executive leadership experience building organizational capacity in higher education environments, with a primary focus on strengthening learning outcomes. Prior to her appointment as COO, she served as Executive Vice

President and Academic Vice President of Baltimore City Community College. As chief academic officer, she improved faculty collaboration in program development, teaching and learning through process education institutes. She guided development of the college's strategic plan and academic plan with major emphasis on strengthening teaching, assessment and learning outcomes. As Executive Vice President, she partnered with the President, faculty and staff in successfully facilitating organizational transformation, ameliorating significant accreditation issues, including improvement of student learning outcomes, academic program quality and strategic planning.

Recruited by the State of Iowa to transform its two-year college structure that was mandated by new legislation, Dr. Horton established the new community college division and the Iowa community college system, while creating a collaborative culture with the fifteen college presidents. As the first State Director of the Iowa Community College System, she successfully provided leadership, oversight, coordination and policy direction to the system. In addition, she guided creation of the first system strategic plan and built consensus with the presidents for congruent budget appropriation requests, which resulted in increased support for college access and programs.

As its first female President, Dr. Horton led Texas Southern University in addressing critical systemic procedural, personnel and programmatic issues identified prior to her employment. She transformed key procedures and developed a comprehensive five-year strategic plan, while striving for continuous academic and operational performance improvements. She achieved the largest biennial state appropriation in University history during a period of major budget cuts. In addition, she collaborated with education faculty, staff and the Houston community, and established a center for innovation in instructional strategies for African American learners.

She is recognized as an expert facilitator who has achieved exemplary outcomes in multiple complex, growth-oriented and transitional environments with specific focus on major organizational change initiatives. A former teacher and curriculum coordinator, Horton has experience in diverse teaching and learning strategies, such as mastery learning, competency based education, etc., and implementation of process education philosophy in academic settings. A performance driven leader, she has a proven record of success in setting priorities, collaborating, team building, and problem solving. Horton is a dynamic public speaker and diplomatic negotiator with a proven record of success in diverse management, strategic planning and consulting environments.

A Leadership Illinois alumna, Dr. Horton has served on a variety of boards and commissions, such as American Council on Education Commission on Women in Higher Education, Southern Regional Education Board, Chicago Access Network Television Board, the Roosevelt University Chicago College of Performing Arts Board, Third World Conference Foundation Board, and the Appalachian State University Cratis D. Williams Graduate School External Advisory Board. Her honors include a commendation from the 74th Texas Legislature for higher education excellence; Appalachian State University Distinguished Alumni Award; and the 7th Congressional District (Illinois) Outstanding Administrator in Education Award. Dr. Horton earned a Ph.D. in Higher Education Administration from The Ohio State University and B.S. and M.A. degrees in French from Appalachian State University.

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