

SHARON W. ALESTALO, M.S.

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PROFESSIONAL SUMMARY

An experienced administrator with strong human relations experience and proven excellence in developing and managing complex organizations/programs, teams, and multicultural environments. Skilled in:

Leadership
Collaborative planning
Outcome assessment

Management & supervision
Program development
Gender equity expert

Needs Assessment and Evaluation
Program Start-Up
Faculty & student retention

EDUCATION

Masters of Science, Rehabilitation Counseling
State University of New York At Albany, Albany, New York

Bachelor of Arts, Sociology
State University of New York At Albany, Albany, New York

New York State Certification in School Counseling (permanent)

PROFESSIONAL EXPERIENCE

Program Director, Dual Appointment

Syracuse University ~ Syracuse, NY

April 1, 2011 to present

Responsibilities

Appointed to two programs as program director, the Women in Science and Engineering program (WiSE) and the SU ADVANCE Project. Responsible for the overall administration of WiSE including planning and designing programs and special events for women students, faculty and postdoctoral fellows; budget planning, expenditure approval and monitoring. For both programs I conduct assessment and report on progress; write grants; supervise assigned personnel including hourly employees, graduate assistants and workstudy students; engage volunteer faculty, manage public relations and program marketing. Working closely with faculty leaders, the primary goals of this position is to formalize, assess and revise programs, integrate WiSE mission, SU ADVANCE mission and programs into the fabric of campus and lead an aggressive growth plan that will create an inclusive and equitable campus climate for women in STEM. Highlights include:

- Co-authored and received highly rated, five-year National Science Foundation ADVANCE Institutional Transformation Project called SU ADVANCE. Led major background review and campus assessment to determine direction and gain campus/department buy-in. Wrote presentation for WEPAN 2011 conference on engaging male faculty based on focus groups conducted in the campus assessment process. Currently co-leading the practices initiative that will engage male STEM faculty as transformation leaders, provide inclusive leadership development activities, increase consistency in application policy, and improve transparency in reporting key campus indicators. Also co-leading Corridor Initiative which seeks to increase the presence of women STEM faculty in interdisciplinary, cross-sector collaborations. Wrote campus-wide faculty mentoring toolkit.

Program Director, WiSE

Syracuse University ~ Syracuse, NY

October 6, 2008 to March 31, 2011

Responsibilities

Responsible for the overall administration of the Women in Science and Engineering (WiSE) Program including planning and designing programs and special events for women students, faculty and postdoctoral fellows; budget planning, expenditure approval and monitoring; assessment and reporting; grantsmanship; supervising assigned personnel including hourly employees, graduate assistants and workstudy students; engaging volunteer faculty, public relations and program marketing. Working closely with faculty leaders, the primary goals of this position are to formalize, assess and revise programs,

integrate WiSE mission and programs into the fabric of campus and lead an aggressive growth plan.
Highlights include:

- Co-authored highly rated National Science Foundation ADVANCE Institutional Transformation Project. Lead major background review and campus assessment to determine direction and gain campus/department buy-in.
- Launched marketing initiative to improve WiSE's presence on and off campus including redesign of WiSE website, branding and image, and outcome assessment.

Project Manager

Syracuse University ~ Syracuse, NY

April 20, 2004 to September 30, 2008

Responsibilities

Developing action plans, facilitating & coordinating team and student involvement, monitoring timelines, federal and University reporting & compliance, accounting, evaluation and national distribution of results were among the varied duties. Responsible for developing the content of the project website through the distribution phase of the project. Quickly established productive relationships with federal project officers and leadership at U.S. Department of Health and Human Services. Project was highlighted in federal publication as a "best practice" model and the same benchmark was been set for all duties performed. Other highlights include:

- Co-wrote, evaluated and refined a new graduate-level curriculum & supporting materials.
- Organized and marketed six community workshops to community professionals. Presenters included such national experts as Insoo Kim Berg, Robert Scuka and Francis Adler-Baeder

Business Manager

Alestalo & Etzel Architects, PC ~ DeWitt, NY

April 2004 to present

Responsibilities

Responsible for bookkeeping, risk management & marketing for this small, thriving architectural firm. Part-time position.

Director, Student Enrollment Services

Onondaga Community College ~ Syracuse, NY

Sept. 24, 2002 to July 3, 2003

Responsibilities

Co-chaired the Student Retention Council. Established an integrated retention and assessment strategic plan and model for the student services division grounded in best practice research.

- Led strategic planning efforts that re-conceptualized the advising system. This resulted in phase I, the centralization of the advising and testing office in one location. Subsequent phases have been implemented over the past five years.
- Established work plan and model for the integration of assessment and outcome evaluation.

Executive Director

Girls Incorporated of Central New York ~ Syracuse, NY

July 1987 to June 2002

Responsibilities

Chief executive officer for this girl focused, family service agency. Established dynamic relationships with trustees, translating board policy and government regulations into efficient and effective operations. Successfully created and implemented resource development plans that included marketing, special events, annual drives, direct-mailings, and grant writing. Established and monitored government contracts. Recruitment, retention, and evaluation of a workforce of 50+.

Accomplishments

- Fifteen years of excellence in executive management of all aspects of this not-for-profit. Led successive years of fiscal and program growth.
- Created the agency's wealth through traditional funding streams, fee-for-service programs, and for-profit ventures. Agency-generated funds went from 0% of budget to 50%. Participated in the budget and accounting processes in higher education. Budget grew to just under \$1 million.

PROFESSIONAL HIGHLIGHTS AND OTHER EXPERIENCE

- Written, secured and administered federal, state, foundation and corporate grants and new program proposals totaling over \$5,400,000. In 2009 co-authored a successful National Science Foundation ADVANCE Institutional Transformation project with a five-year budget of \$3.4 million. The prior 5-year, federal grant project through the U.S. Department of Health and Human Services, Administration for Children and Families at SU had a total budget of \$850,000.
- Established outcome measurement systems for large and small programs for both higher education and human services. Authored student services division manual for program assessment for community college. Planned and conducted focus groups. Expertise in focus group development, implementation and analysis.
- Created, supervised and evaluated successful programs in the areas of faculty and doctoral student development, faculty mentoring, male allies in gender equity, marriage/relationship education, project outcome evaluation, retention, assessment, training for professionals, placement testing, advisement, counseling, childcare, youth development, vocational evaluation and employment. Organized start-up of three large-scale programs. Extensive understanding of promising and evidence-based practice in women's persistence in science & engineering, higher education assessment, advising and student retention, and advocacy and program development for girls, youth development and childcare. Skilled at bringing research to daily practice.
- Taught classes and workshops for doctoral and graduate students. Guest lecturer at national, state and regional conferences, local colleges, and other venues on various topics relating to career development, girls and women, leadership, relationship/marriage education and community action.
- Progressed from counselor to program administrator over ten years (1977 – 1987) of professional work with adults with a variety of disabling conditions at Montgomery, Rensselaer, Schenectady & Onondaga ARCs.
- Independent Consulting including:
 - Grant research and writing for SUNY Oswego, University United Methodist Church
 - Needs assessment and program evaluation including focus group design, facilitation and analysis.
 - Mission and direction consultation for Girls Incorporated of Delaware
 - Program design for Prevention Partners for Youth Development
 - Assessment, planning and program development for P.E.A.C.E., Inc.
- Leadership Awards
 - Girls Incorporated of Central New York, Voice for Girls Award, 2002
 - National Organization for Women of Central New York, 1996 Unsung Heroine Award
 - NYS Special Olympics, 1991
- Volunteer leadership includes participation on county-wide advisory committees (i.e., Onondaga County Youth Violence Task Force) and boards (i.e. Human Services Leadership Council, Syracuse Vocal Ensemble and University United Methodist Church).

ADDITIONAL EDUCATION OF NOTE

Human Resource Management/Development

Twelve Credits, Masters of Science
CHAPMAN COLLEGE, Syracuse, New York

Art of Couple Therapy

Three Credits
Syracuse University, Syracuse, New York

Noel- Levitz Recruitment and Retention Seminars
Assessment Workshops
Identifying and Reporting Child Abuse Certification
PREPARE/ENRICH Certified Provider
Computer proficiency in a variety of software
Blackboard

PUBLICATIONS AND PRESENTATIONS

Publications

Garland, M., Alestalo, S., and Bhatia, S. (2012). *Cross-Sector and Interdisciplinary Research Collaborations as Paths for Career Success for Women in Academic Science and Engineering. Proceedings of the 2012 Women Engineering Proactive Network annual conference.* Columbus, OH, June 25 – 27, 2012.

Miraglia, S., Alestalo, S. and Bhatia, S.K. (2012). Women Becoming WiSE: Gender, Professional Development and Programming for Success. *Proceedings of the 2012 American Society for Engineering Education annual conference.* San Antonio, TX, June 11 – 13, 2012.

Clemence, S.P., Alestalo, S.W., Bhatia, S.K., Lui, E.M, and Salem, O. (2012). Stepping Outside the Box: Education of Global Engineers. *Proceedings of the 2012 American Society for Engineering Education annual conference.* San Antonio, TX, June 11 – 13, 2012.

Alestalo, S., Alford, K., Cutler, D., Bhatia, S. and Ruhlandt-Senge, K. (2011). *Engaging Male Faculty in Creating Equity for Female STEM Faculty in Academia. Proceedings from the WEPAN 2011 Conference, Advancing Women: Transforming Engineering Education.* Denver: Women Engineering Proactive Network.

Mittal, M., Alford, A. and Alestalo, S. (2008). *"In their own word, Child welfare workers talk about the need for relationship education."* Article in progress.

The following works represent significant contribution in the form of idea origination, and the executive oversight of the development, research, resources acquisition, and editorial process for:

"Conflict Resolution and Crisis Management in Youth Centers", a publication by Girls Incorporated of CNY.

"Expanding Girls Options" – Designed to reach the parents of 3 to 6 year old girls through their child care providers. A joint project with the Child Care Council of Onondaga County and Girls Incorporated of CNY.

Quoted as a Resource in

"What's Equal in a Co-ed Setting?" a publication by (national) Girls Incorporated.

Lectured and Presented on

"In Their Own Words, Child Welfare Workers Talk About the Need for Relationship Education." *Building the Foundation for Healthy Marriage and Family Formation Conference:* The School of Professional Psychology at Forest Institute. Springfield, MO 9/2008.

"For the Sake of Children: Assessing & Building Healthy Couple Relationships." *Building the Foundation for Healthy Marriage and Family Formation Conference:* The School of Professional Psychology at Forest Institute. Springfield, MO 9/2008.

Other topics include:

- Gender and Science, Technology, Engineering and Math (STEM)
- Marriage Enrichment Programs
- Program Assessment and Outcome Measurement
- Resiliency
- Leadership Development
- Youth topics including: Peer Leadership, Pregnancy Prevention, Substance Abuse Prevention (both management perspective and direct line), Violence, Juvenile Justice System, the Internet, and Economic Literacy programs for girls.
- Equal but Different Needs and The Imbalance of Funding Resources for Girls and Boys
- Self-Esteem
- Gender Equity in Child Care Settings and Parenting
- Discipline and Crisis Intervention
- Developing Effective Outreach Services
- Managing Organizational Name Change
- Vocational Evaluation
- PREPARE/ENRICH

VOLUNTEER AND PROFESSIONAL AFFILIATIONS

- ◆ **Human Services Leadership Council** (Pres/Ex)- held Vice President and Secretary positions for over 8 years, Executive Committee Membership. An organization of presidents and executive directors of not-for-profits in Onondaga County.
- ◆ **Prevention Partners for Youth Development** – Steering Committee Co-Chair and Member, Best Practices in Youth Development Committee Chair. An organization dedicated to improving the quality of services to youth in Onondaga. Served as a consultant to smaller organizations.
- ◆ **United Way of Central NY** -1997 Campaign Cabinet – Chair of Agency Support and Giving, A record campaign in total and for the Agency Support and Giving Division. Sat on numerous committees.
- ◆ **Girls Incorporated** – member of Regional Nominating and National Conference Planning Committees.
- ◆ **Onondaga County Youth Violence Task Force** – Steering Committee, Chair – Juvenile Justice Committee.
- ◆ **Onondaga County Child Abuse Citizens Advisory Council**
- ◆ **Central New York Council on Adolescent Pregnancy**
- ◆ **NYS Special Olympics** – Area 9 Chair. (Montgomery/Fulton Counties)
- **University United Methodist Church** – Council Chair (2 years). Chaired Education and Pageant Committee and Team Member of the Conference Urban Academy.

Professional References Available Upon Request