

Scot A. Lingrell, Ph. D.

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GSDConsultingSolutions.com

EDUCATION

Ohio University, Athens Ohio

Doctor of Philosophy, Higher Education Administration, May 2004

Dissertation Topic: An Institutional Prediction Model for Two-Year College Persistence Rate: A Comprehensive Performance Indicator for Institutional Comparison

Bowling Green State University, Bowling Green Ohio

Master of Arts, College Student Personnel, May 1992

Master of Arts, Guidance and Counseling, May 1992

Bachelor of Arts in Communication, August 1988

CAREER SUMMARY

- A career that spans more than 30 years in higher education post-masters
- More than 20 years of senior leadership in the University System of Georgia at two major institutions and the System Office
- Increased enrollment in all three years as System Chief Enrollment Officer.
- Increased enrollment in 15 of 16 years at both University of West Georgia and Georgia Southern University
- Appointed Chair of the Governor's Career Navigator Initiative (2025) leading multiple state agencies in the creation of a broad state-level career development and direct admission system.
- Selected for and completed both the Executive Leadership Institute (2009) and the Advanced Leadership Academy (2014) for the University System of Georgia
- Appointed by the Chancellor to the College 2025 Committee, charged to support the development of the strategic academic plan for the University System of Georgia
- Chaired the Regent's Administrative Committee on Student Affairs (RACSA) and the Regent's Administrative Committee on Enrollment Management (RACEM)
- Selected as a member of multiple University System of Georgia Regent's ad-hoc committees including Research Committee on Graduation Rates (2007), Guaranteed Tuition Implementation Team (2010), Enhanced Advising Committee (2006), Academic Calendar Task Force (2007), and the Financial Aid Task Force (2013)
- Taught for five years in the Counseling and College Student Affairs graduate program at the University of West Georgia
- Multiple publications, including book chapters, and multiple conference presentations and keynote addresses
- Received multiple grants totaling more than \$1.5 Million through civic partners, non-profit agencies, University System of Georgia, Federal, and State agencies
- Served national and state professional development organizations in numerous leadership roles
- Helped to secure funding, build, and successfully operate various capital projects including residence halls, recreation center, Greek housing, and complete renovation projects
- Completed Certified Diversity Executive training as part of the first Cabinet in the US to be fully credentialed

RELATED EXPERIENCE

Owner/Consultant

GSD Higher Education Consulting

August 2024-Present

GSDConsultingSolutions.com

- Own and operate a niche higher education consulting business that specializes in Strategic Enrollment Management, Institutional Leadership and Management, Organizational Health and Culture, and Fractional Institutional Leadership.
- Provide direct consulting services including departmental reviews, operational and process assessments, organizational structure assessment, personnel reviews, and strategic planning.

Vice Chancellor for Enrollment Management and Student Affairs

The University System of Georgia, Atlanta Georgia

September 2022-January 2026

- Served as the chief enrollment officer for the University System of Georgia with 26 member institutions and more than 380,000 students
- Served as the chief student affairs officer for the University System of Georgia
- Advanced the priorities of the Chancellor and Georgia Board of Regents including policy development and compliance
- Provided strategic counsel on matters of importance involving enrollment management and student affairs
- Support enrollment management and student affairs functions across the system institutions including direct functional area support, complaint and problem resolution, technology and process support, and adherence with policy and guidance
- Lead and managed major system- and state-level projects including:
 - USG Mental Health Initiative
 - USG Career Project/Stepping Blocks
 - Enrollment Systems and CRM projects
 - Georgia Match Direct Admission program
 - Governor's Career Navigator Initiative
- Directly supervised System Financial Aid, Student Affairs, Title IX and Student Conduct, Adult Learners and STEM, Military and Veterans, Enrollment Technology Support, and Admission and Registrar functions.

Vice President for Enrollment Management

Georgia Southern University, Statesboro Georgia

April 2019-September 2022

- Served as the chief enrollment officer and as a member of the President's cabinet for an institution with an enrollment surpassing 27,000.
- Developed and maintained the institutional Strategic Enrollment Plan and all tactical actions to meet enrollment goals.
- Provided leadership and management over a \$11.8 Million budget and 150+ full-time employees.
- Worked collaboratively with other division leaders on projects that increase enrollment and lead to student success.
- Ensured Divisional compliance with the institutional mission by reviewing and approving unit plans, goals, and objectives, and conducting strategic planning at the division level.
- Developed and maintained a properly coordinated delivery of essential student services by organizing units and sub-units in a logical, non-duplicative, and effective manner to meet the work requirements of the division and the needs of the student body.
- Served as the President's chief advisor on enrollment management issues and engaged all University constituencies in focusing on student success.
- Provided leadership and supervision for multiple functional areas including, Admissions and New Student and Family Programs, Registrar, Financial Aid, Enrollment Services Center, Military and Veteran Services, International Programs, and Institutional Research.

- Created a comprehensive new employee onboarding and mentoring program to enhance employee retention and sustain the division.
- Developed a divisional leadership program for succession planning and creating a more knowledgeable leadership pool for the division.
- Participated in an annual Employee Engagement survey to drive divisional action items that improved employee engagement and morale.
- Initiated a comprehensive divisional customer service excellence survey that when completed by campus partners generated actions for continuous improvement and collaboration.
- Managed a divisional balanced scorecard and 90-day action plan to hold divisional leadership accountable and provide transparency about outcomes and key performance indicators.

Vice President of Student Affairs and Enrollment Management

University of West Georgia, Carrollton Georgia

October 2011-March 2019

- Served as the chief student affairs officer, chief enrollment officer, and as a member of the President's Cabinet for an institution with an enrollment surpassing 13,500.
- Provided leadership and vision in administering a comprehensive range of programs and services in Student Affairs and Enrollment Management.
- Served as the President's chief advisor on student affairs and enrollment management issues and engaged all University constituencies in focusing on student success.
- Assisted in creating a campus culture that promotes the academic achievement and personal development of all students.
- Provided leadership in maintaining a student- and learner-centered philosophy for initiatives with a clear focus on successful student outcomes.
- Developed and managed resources including a \$32 million budget (E&G, auxiliary, and student fees) and 200+ full-time employees.
- Collaborated openly and effectively with senior leadership and colleagues in Academic Affairs and other Divisions to design programming that meets the holistic needs of students.
- Leadership and Supervision for multiple functional areas including:
 - Admissions
 - Registrar
 - Financial Aid
 - First Year Experience and Orientation
 - Enrollment Services Center
 - Center for Academic Success
 - Academic Advising
 - Housing and Residence Life
 - International Programs
 - Dean of Students/Student Conduct
 - University Recreation
 - Health Services
 - Counseling and Career Development
 - Career Services
 - Center for Student Involvement
 - Greek Life
 - Disability Services
 - Adult and Veteran Services

Associate Vice President for Enrollment Management

University of West Georgia, Carrollton Georgia

February 2005-February 2012

- Provided direct or indirect management and supervision for more than 80 professional and administrative reports in Admissions, Financial Aid, Registrar, Orientation, Academic Advising, International, Enrollment Services, and First Year Experience.
- Member of the Institutional Strategic Planning Committee.
- Chaired the Strategic Enrollment Council.
- Member of three University System of Georgia committees and numerous campus committees
- Presided over seven years of enrollment growth totaling more than 10 percent.
- Provided overall direction for the \$350,000 Retention, Progression, and Graduation grant from the University System of Georgia.
- Increased Retention by more than five percentage points (69.8% to 75.3%) over three years.
- Awarded the SEM National Award of Excellence by AACRAO as the inaugural Enrollment Manager of the Year in 2009.

Associate Dean of Enrollment Management and Director of Student Recruitment, Admissions, and Advising

James A. Rhodes State College, Lima Ohio

September 2000-February 2005

- Directed the daily operations of an admissions and advising office serving students from the point of initial inquiry through the first year of study.
- Directed all aspects of the Admission function including publications, application processing, telemarketing activities, recruitment travel, and office appointments.
- Provided oversight for all Enrollment Management functional areas including Admissions, Advising, Financial Aid, Registration and Records, Enrollment Systems, Transfer Evaluation, Residency, and Multicultural Programming.

Associate Director of Admissions for High School Relations

The University of Toledo, Toledo Ohio

March 1996-January 2000

Assistant Director of Admissions for Marketing

Wayne State University, Detroit Michigan

April 1994-March 1996

Academic Advisor

Wayne State University, Detroit Michigan

August 1992-April 1994

Consultant

- Atlanta Metropolitan College—Enrollment Assessment 2025
- Gordon State College-Enrollment Management Review 2025
- Columbus State University—Enrollment Management Review 2022
- Albany State University—Board of Regent’s Transition Team 2017-2018
- Albany State University—Board of Regent’s Review Team for Admissions 2012
- Savannah State University—Enrollment Management Consultation 2010, 2011
- Texas Commission on Higher Education—Retention Plan Reviewer 2010
- Clayton State University—Enrollment Management Consultation 2010
- Muskingum Area Technical College—Assessment Consultation 2003
- The University of Toledo—Admissions office Leadership and Management Review 2001
- Youngstown State University—Admissions Review Team 2000

ACCOMPLISHMENTS

PUBLICATIONS

Lingrell, S. A and Varga, M. (2018). The amenity arms race. In *Colleges at the Crossroads*. Chapter in an Edited Text: Eds. J. L. DeVitis and P. A. Sasso. Peter Lange, New York.

Lingrell, S. A (2012). Getting it right: Data and good decisions. *Strategic Enrollment Management: Transforming Higher Education*. Chapter in an Edited Text: Eds. B. Bontrager, R. Ingersoll and D. Ingersoll, American Association of Collegiate Registrars and Admission Officers, Washington DC.

Lingrell, S. A. (2004). An institutional prediction model for two-year college persistence rate: A comprehensive performance indicator for institutional comparison. *Dissertation Abstracts International* 65(09), p. 3301. (UMI NO. ATT 3149021)

Lingrell, S. A. (1993). Student outcomes assessment: The senior survey. Detroit, MI: Wayne State University. (ERIC Document Reproduction Service No. ED 315 897)

Lingrell, S. A. (1993). [Review of *Computers in Guidance, Counseling, and Psychotherapy*]. *NACADA Journal*, 13 (1), 79-80.

Lingrell, S. A. (1994). [Review of College Match: A Blueprint for choosing the Best School for You!]. NACADA Journal, 14 (1), 53.

Lingrell, S. A. (1994). [Review of Campus Daze: Easing the Transition from High School to College]. NACADA Journal, 14 (1), 51-52.

CONFERENCE PRESENTATIONS

- American Association of College Registrars and Admission Officers (AACRAO) Conference, Philadelphia, Pennsylvania, Enrollment Management 101, Full-Day Pre-Conference Workshop, 2012
- American Association of College Registrars and Admission Officers (AACRAO) Conference, Philadelphia, Pennsylvania, *Hiring the Right People for Enrollment Management Success*, 2012
- American Association of College Registrars and Admission Officers (AACRAO) Conference, Seattle, Washington, *Managing up: Leading your Executive Council or Board in Enrollment Management Success*, 2012 (Invited repeat session from 2011)
- American Association of College Registrars and Admission Officers (AACRAO) Conference, Seattle, Washington, *No Pedestals Please*, 2011
- American Association of College Registrars and Admission Officers (AACRAO) Conference, Seattle, Washington, *Managing up: Leading your Executive Council or Board in Enrollment Management Success*, 2011
- AACRAO Strategic Enrollment Management Conference , *Enrollment Management*, San Diego, California, Half-day Pre-Conference Workshop, 2011
- Georgia Association of College Registrars and Admission Officers (GACRAO) Conference, Brasstown Bald, Georgia, *Is this the right bus? Hiring the right people—a Strengths-based approach*, 2011
- Georgia Institute for Strategic Enrollment Management (GISEM) at GACRAO, Brasstown Bald, Georgia, *Enrollment Leadership*, Keynote Presentation, 2011
- Georgia Institute for Strategic Enrollment Management (GISEM) at GACRAO, Savannah, Georgia, *Ten Steps to Enrollment Management Success*, 2010
- American Association of College Registrars and Admission Officers (AACRAO) Conference, New Orleans, Louisiana, *Enrollment Management*, Full-Day Pre-Conference Workshop, 2010
- AACRAO Strategic Enrollment Management Conference, Nashville, Tennessee, *Recruitment, Retention, and Student Success*, 2010
- AACRAO Strategic Enrollment Management Conference, Dallas, Texas, *SEM Showcase Presentation for SEM Award of Excellence Honorees*, 2009
- Georgia Association of College Registrars and Admission Officers (GACRAO) Conference, Jekyll Island, Georgia, *Good Data = Good Decisions*, October 2005
- SCT Summit 2001, Toronto, Ontario, *Enrollment Management Information that Works for You!*, June 2001.