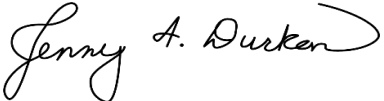




City of Seattle Boards & Commissions Notice of Appointment

Appointee Name: <i>Stephanie Gardner</i>		
Board/Commission Name: <i>Families, Education, Preschool and Promise Levy Oversight Committee</i>		Position Title: <i>Member</i>
<input checked="" type="checkbox"/> Appointment OR <input type="checkbox"/> Reappointment		City Council Confirmation required? <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Appointing Authority: <input type="checkbox"/> City Council <input checked="" type="checkbox"/> Mayor <input type="checkbox"/> Other: <i>Fill in appointing authority</i>		Term of Position: * 1/1/2020 to 12/31/2023 <input type="checkbox"/> <i>Serving remaining term of a vacant position</i>
Residential Neighborhood: <i>Kent East Hill</i>	Zip Code: <i>98030</i>	Contact Phone No.: [REDACTED]
Background: <p>Stephanie Gardner is a Senior Program Manager at Sova Solutions. Sova helps higher education leaders meet their goals through improved collaboration between stakeholder groups, accelerated progress on key initiatives, and clear-eyed attention to business planning.</p> <p>Stephanie is a life-long educator. Her personal story and self-identity have influenced her resolve and passion for ensuring educational access, opportunity, and success for those individuals who have been historically underserved in the United States (U.S.).</p> <p>Stephanie has spent more than 20 years focused on diversity, equity and inclusion initiatives within higher education and workforce development. Stephanie has served on multiple committees that have enhanced institutions and opportunities for diverse college-going populations. Prior to joining Sova, Stephanie worked for a national nonprofit-Year Up, where she served as the Director of Recruitment, Admissions and Enrollment for Puget Sound. Stephanie also worked on Washington State education policy during her time at the Washington Student Achievement Council (WSAC) in Olympia, Washington. Her portfolio and bill analysis included secondary to post-secondary transition, college academic distribution requirements (CADRs), dual credit and smarter balance assessment (SBA). During her tenure, Stephanie was part of a collaborative team who launched a state-wide college in the high school (CiHS) evaluation process.</p>		
Authorizing Signature (original signature):  Date Signed (appointed): 6/16/2020		Appointing Signatory: <i>Jenny A. Durkan</i> <i>Mayor of Seattle</i>

*Term begin and end date is fixed and tied to the position and not the appointment date.



Stephanie R. Gardner

SUMMARY OF QUALIFICATIONS

Life-long educator. A twenty-year established track record of diversity, equity and inclusion work. A proven collaborator who has engaged diverse stakeholders for systems change on a local, state, regional and national level.

EDUCATION

- Ed.D. University of Washington, Seattle, WA, 2019
Concentration: Educational Leadership and Policy
Dissertation: Student growth oriented and academic mindsets, a mixed methods descriptive case study of Washington State Mathematics Engineering Science Achievement (MESA) high school students.
- M.Ed. University of Washington, Seattle, WA, 2006
Concentration: Educational Leadership and Policy
- B.A. University of Washington, Seattle, WA, 2001
Major: Communications
- Certificate: Management Development Program, Harvard University, Graduate School of Education, Cambridge, MA, 2015
- Certificate: University of Washington Strategic Leadership Training, Seattle, WA, 2006
- Certificate: College Board Summer Institute on Admissions and School Relations, Santa Cruz, CA, 2006

PROFESSIONAL EXPERIENCE

Senior Program Manager, Sova Solutions, Seattle, WA 12/19-present

Sova helps higher education leaders meet their goals through improved collaboration between stakeholder groups, accelerated progress on key initiatives, and clear-eyed attention to business planning. Their distinctive approach to change management combined with strategic attention to resource allocation sets Sova apart at a critical time in higher education's evolution. Sova's mission is to accelerate the pace and improve the quality of complex problem solving in higher education and workforce development. Driven by a core commitment to advancing genuine socioeconomic mobility through education, we help higher education leaders seize opportunities and avoid pitfalls as they move from strategy to action, from solution to implementation, and from pilot to scaled intervention. Sova pursues its mission through distinctive approaches to organizational capacity building with an emphasis on change leadership, strategic planning and process improvement.

Director of Recruitment and College Enrollment, Year-Up Puget Sound, Seattle, WA, 5/18-12/19

- Developing and refining recruitment efforts to strategically assess and segment the local landscape; approach with a strategy comparable to “customer acquisition” including a market assessment, segmentation, targeting, and acquisition to optimize creating applicant pools based on likelihood of success in programmatic offerings
- Developing and leading a team to execute a strategic marketing and communication plan that enhances understanding of Year Up’s programmatic offerings to prospective applicants, and community and college partners
- Creating and implementing a plan to build a diverse portfolio of strong relationships with key stakeholders such as college career counselors, professors, administrators, high school guidance counselors, and community leaders to diversify and ensure a robust recruitment pipeline that is directly tied to Year Up’s student outcomes goals
- Embodying a “servant leadership” style to empower the strengths of all team members and flex individual style to most effectively lead, coach, mentor and manage team members (8 total) in a collaborative, team-based environment. Overseeing hiring, onboarding, training, management and development of team
- Using real-time data to report on progress towards goals, provide ongoing assessment of recruitment activities and course correct recruitment activities and strategy as necessary. Managing Salesforce platform to track and interpret analytics regarding pipeline development

Associate Director of Academic Affairs and Policy, Washington Student Achievement Council (WSAC), Olympia, WA 8/16-5/18

- Bill analysis and development of policy recommendations to support goals in the Roadmap
- Actively participated in the development of the Roadmap updates, and Strategic Action Plan, included analysis of current trends, research to find examples of effective programs and policies from WA, the U.S.; and development of recommended actions to advance the Council’s goals
- Developed presentations, papers, or other media to communicate policy work to a broad range of audiences
- Participated and contributed as a member of related agency groups and external groups
- Engaged with state or national associations, compacts, projects, and other groups to support work in assigned areas of responsibility
- Acted as an expert resource to internal and external audiences including: fellow staff, institutions, partner agencies, legislature, governor’s office, press, and the public
- Primary areas of policy portfolio: High School Completion, Secondary to Post-Secondary Transition, College Readiness, Equity and Diversity, P20, Smarter Balance, Dual Credit
- Participated in a cross-agency committee responsible for implementing a new statewide evaluation process for College In the High School (CiHS) programs operating in WA State

Director and Alliance Administrator, University of Washington, Office of the Vice President for Minority Affairs and Vice Provost for Diversity, National Science Foundation-Pacific Northwest Louis Stokes Alliance for Minority Participation (NSF PNW LSAMP), Seattle, WA 2/14-8/16

- Oversaw the management of a 3.5 million-dollar NSF budget as well as a variety of state budgets
- Administration of grant including oversight of five four-year universities and eight community colleges, operational costs, staff salaries, fiscal reports, and record documentation
- Managed and set agenda for Steering Committee (28 members) and Faculty Advisory Committee (5 members) while providing follow-up action as required by three-state alliance; engaged and coordinated annual Governing Board that included Provosts, Deans, Directors, Diversity Officers and Industry focals (28 members)
- Liaison with executive leadership at the National Science Foundation
- Supported strategic goals of the grant through campus site visitations as a means to assess progress and challenges, while ensuring campuses complied with and met grant deliverables
- Coordinated, supervised, and evaluated activities of UW student services staff (1 student/2 professional)
- Coordinated PNW LSAMP evaluation in collecting outcome data, reporting via national data collection system (WEBAMP) and interface with PNW LSAMP evaluators to produce alliance reports to NSF and partners
- Managed LSAMP Student Center; Day-to-day operations that included oversight of more than 2000 UW program

participants

- Served as liaison with alliances around the country to document, disseminate, and implement best practices, promoted the program and lead public relations effort relative to STEM partnerships/highlighted alliance activities and developed collateral materials for PNW LSAMP (in partnership with Communications Director)
- Engaged a network of faculty and STEM industries to provide student intern and research opportunities
- Participation in grant writing team that secured 3.5 million in funding from the NSF
- Led efforts to compile 2015 all-alliance *Impact Report* to NSF
- Successfully co-led and managed a high-profile campus visitation and STEM focused lecture for the Reverend Jesse Jackson

Associate Director: University of Washington, Office of the Vice President for Minority Affairs and Vice Provost for Diversity, National Science Foundation-Pacific Northwest Louis Stokes Alliance for Minority Participation (NSF PNW LSAMP), Seattle, WA 7/10-2/14

- Managed various undergraduate recruitment, retention, and student success programs
- Worked with industry to recruit diverse STEM students based on industry specifications, coordinated industry tours, prepared students for interviews and reviewed résumés
- Worked with Advancement team to steward relationships between the LSAMP program and industry/donors
- Assisted with assessment/evaluation, data collection, tracking, and reporting at both a three-state alliance and institutional level
- Served as a liaison and collaborator with alliance institutions, boards, and committees
- Collaborated and strategized with STEM campus partners, STEM industry, and faculty to ensure program participants were connected to viable resources: mentors, research programs, scholarships, academic counselors
- Partnered with academic and counseling units to ensure students were on positive academic trajectories as defined by their STEM majors
- Provided student letters of recommendation for scholarships, internships, and graduate programs, provided university faculty and industry with letters of support for career research grants
- Co-supervised and co-developed four-week STEM Summer Bridge Transition program, included assessment of applicant's ability to enter competitive STEM majors and retention at the UW
- Recruited new and current STEM students to the LSAMP program
- Oversaw: multiple program budgets totaling 2.6 million dollars, student assistants/GSA, promotional materials/website, and LSAMP Learning Center
- Co-wrote and co-lead first OMA&D STEM/Engineering focused study abroad seminar to Brisbane, Australia, 2012-2016
- Successfully relocated and launched a new student center
- Between Fall 2009-Fall 2013, the alliance experienced a 74% increase in underrepresented minority (URM) STEM enrollment (N=1921 to 3334)
- Between 2009/10-2013/14, the alliance experienced an 89% increase in URM STEM degrees granted per year (N=321 to 606)

Assistant Director, University of Washington, Office of the Vice President for Minority Affairs and Vice Provost for Diversity, Community and Public Relations Division (CPR), Seattle, WA 6/07-7/10

- Served as the unit lead in the absence of the Vice President
- Collaborated with Communications Specialist on speaking points and briefing packets, collaborated to brand and publicize events through various media (web-based, radio, television, print) while adhering to UW Marketing standards
- Identified new venue/event opportunities that successfully positioned OMA&D in underrepresented communities
- Assisted with hiring, training, and management of professional staff (2), student assistants and interns (1-2)
- Collaborated with multiple university departments including the UW Alumni Association and Advancement, senior administrators, VIPS, students, alumni and community agencies to plan, execute, and evaluate events

- Monitored unit budgets, expenditures, and revenue, responsible for travel, processing, purchasing, and fiscal paperwork
- Key leader and catalyst for the development of the inaugural CPR created by the OMA&D Vice President/Provost in 2007
- Co-committee chair for the annual department *Friends of Educational Opportunity Program (FEOP) Celebration Fundraiser*
- Leadership, strategic direction, and concept development for OMA&D inaugural programs including week-long all campus celebration of the departmental 40th anniversary, managed or collaborated on 20-40 events impacting multiple stakeholders

Admissions Outreach Counselor and Coordinator, University of Washington, Office of the Vice President for Minority Affairs and Vice Provost for Diversity, Outreach and Recruitment (OR) Division, Seattle, WA 9/05-6/07

- Served on the freshman review board to read and select the incoming freshmen class (included training on UW Admissions policies and College Board Summer Institute Admissions and School Relations certification)
- Assisted with the development, implementation, and evaluation of annual plans for the recruitment of underrepresented (UR) students
- Recruited and advised underrepresented students and their families about the admissions process and OMA&D and UW support services (special emphasis on low SES, UR, transfer and first-generation students)
- Supervised, mentored, trained, and evaluated a team of 10-12 UW OMA&D Student Ambassadors
- Developed, managed, executed, and evaluated annual events for Outreach and Recruitment (OR)
- Managed collaborative partnerships with statewide college access programs and community-based organizations
- Presented and promoted the UW at various conferences, summits, and workshops
- Served on the UW Costco Diversity Scholarship Committee
- Created all-advisor admissions and outreach conference for high school advisors, high school professional staff and community-based organizations, reinstated signature departmental yield and preview day-*Shaping Your Future*
- Key leader and member of a team who contributed to two consecutive years of increased underrepresented freshmen student enrollment at the UW between 2005-2007
- Assisted in the marketing and launch of the *Husky Promise* campaign

Program Coordinator, University of Washington, Office of the Vice President for Minority Affairs and Vice Provost for Diversity, Department of Education (DOE) Seattle Early Scholars Outreach (SESO) Gaining Early Awareness and Readiness for Undergraduate Programs (GEAR UP) Seattle, WA 1/02-9/05

- Promoted the program through various community events
- Served as a liaison to multiple partners including 11 Seattle Public Schools, Youth and Family Services, administrators, parents, students, and the UW community
- Lead and assisted with various types of events including: campus visits, overnight stays at the university, summer programs, end of year dinner, and specialized programming
- Presented program highlights to students, parents, and outside agencies
- Developed program curriculum
- Worked with the College of Arts and Science GEAR UP program on a week-long residential program for middle school students
- Obtained program match as stipulated by the federal grant
- Served over 1000 pre-college students in a single year through campus tours and visitations
- Created and launched a new week-long program focused on career exploration for pre-college populations

RECOGNITION

- Dr. Zenobia Hikes Scholarship recipient (sole recipient)
- Featured on OMA&D Homepage, *Doctoral Student and LSAMP Director Helps Diversity STEM Workforce*, December 2015
- Featured Alumnae University of Washington, College of Education, December 2015
<https://education.uw.edu/news/student-leads-initiative-diversify-stem-workforce>
- Selected and featured in the 2009 Alpha Kappa Alpha Inc. calendar, featuring Seattle's *Up and Coming Young African American Professionals*
- Nominated and selected as UW Pangaea International staff study abroad program award recipient, Paris, France, 2008
- Certificate of recognition for OMA&D *Outstanding Contribution Award*, 2007

PROFESSIONAL PRESENTATIONS AND PAPERS

- Gardner, S., Hammer, J. & Reykdal, K. (2017, November). *Dual Credit Trends and Future System Improvement*. Presented at the Washington State School Directors' Association Conference, Bellevue, WA.
- Gardner, S., Dittrich, B. & Garver, J. (2017, October). *Why Equity, Quality, Guidance and Communication Matter. Dual Credit Pathways and Considerations for Statewide Educational Attainment*. Presented at the GEAR UP Western Regional Conference, Portland, OR.
- Flores, R. Gardner, S., Garver, J. & Reykdal, K. (2017, October). *The State of Dual Credit in Washington*. Presented at the annual Washington Student Achievement Council (WSAC) Pave the Way Conference, Ellensburg, WA.
- Gardner, S., Humble, G., Kaul, G., Kerouac, P. & Pusateri, J. (2017, October). *Advanced Placement and the Non-Score Sending Challenge*. Presented at the Advanced Placement Symposium, Louisville, KY.
- Gardner, S., Lowe, A. & McCarter, M. (2017, April). *Exploring the Range of Funding Models for Concurrent and Dual Enrollment*. Presented at the National Concurrent Enrollment Partnerships (NACEP) Western Regional Conference, Missoula, MT.
- Cummings, K., Gardner, S., Parr, A. & Teed, P. (2016, November). *Measuring Up: Are Washington Students Performing on the Statewide Indicators of the Educational System*. Presented at the annual Washington Student Achievement Council (WSAC) Pave the Way Conference, Tacoma, WA.
- Dunbabin, M., Gardner, S., Jordan, C. & Lum, C. (2016, June). *Expanding Diversity in STEM: Developing International Education and Research Partnerships in a Global Society*. Presented at the annual American Society for Engineering Education (ASEE), New Orleans, LA.
- Gardner, S., Sperry, T. & Ward, T. (2015, November). *Crossing Boundaries-Transforming STEM Education*. Presented at the annual Association of American Colleges and Universities (AAC&U), Seattle, WA.
- Ceniceros, K., Gardner, S. & Jordan, C. (2015, March). *Moving Beyond Barriers: Transforming International Education through Inclusive Excellence*. Presented at annual Diversity Abroad Conference, New Orleans, LA.

- Edwards Lange, S., Espania, A., Gallardo, G. & Gardner, S. (2014, March). *Global Learning: Increasing Study Abroad Opportunities for Students from Diverse Backgrounds at the University of Washington*. Poster contributor at annual Association of American Colleges and Universities Network for Academic Renewal Conference, Chicago, IL.
- Gardner, S. & Jordan, C. (2013, October). *A Call to Action LSAMP Model for Broadening Participation in STEM*. Presented at LSAMP National Conference, Indianapolis, IN.
- Gardner, S., Smith, K. & Miller, S. (2005, October). *The University and Community Leadership Recruitment*. Presented at the American Council on Education, Phoenix, AZ.

PROFESSIONAL SERVICE, LEADERSHIP & AFFILIATIONS

- Selected cohort Washington STEM's Racial Equity Roundtable (competitive 24 selected from across WA), November 2017-present
- Program Advisory Committee, Northcentral University, College of Education, March 2017-July 2018
- Board Member National Alliance of Concurrent Enrollment Partnerships (NACEP) Leadership and Policy Committee, May 2017-May 2018
- Co-facilitator for The Washington Council Commission on Dual Credit, Roundtable Discussion-Equity and Access, March 2017
- Ready Washington Advisory Committee, August 2016-May 2018
- The Washington Council for High School-College Relations, August 2016-May 2018
- Scholarship Reviewer, Seattle Central Foundation, April 2016
- Keynote Speaker Sammamish High School STEM Career Fair, 2016
- Guest Speaker and Panel Moderator, Technology Access Foundation Academy Young Women's Symposium, April 2016
- Selected participant Alice Manicur Symposium for Women Aspiring to Become Vice Presidents in Student Affairs (competitive admission 80 selected from across the U.S.), San Antonio, TX, Jan. 21-24, 2016
- Leadership Tomorrow 2016 cohort (competitive admission only 71 participants selected in WA, year-long intensive civic leadership program)
- UW Brotherhood Initiative Committee, May 2015-2017
- Appointed to National Association of Student Personnel Administrators (Student Affairs Administrators in Higher Education) (NASPA) African American Knowledge Community Board, Conference Social Engagement Chair, term May 2015-April 2016
- Office of the Provost, Undergraduate Internships Advisory Council, 2015-2016

- Member of Brotherhood Initiative Research Team, 2015-2016

*An initiative to address yield and retention of males of color on the UW campus

- UW OMA&D Educational Opportunity Program Scholarship Committee, 2015, 2016
- UW OMA&D Upward Bound Program, Director Search Committee, 2015
- Member National Association of Student Personnel Administrators (Student Affairs Administrators in Higher Education) (NASPA) 2014-2016
- UW College of the Environment, Doris Duke Committee, 2014, 2015
- Co-Emcee for UW OMA&D, *Welcome Daze* Event for newly admitted freshmen and transfer students and their families (300-350 attendees), 2014, 2015
- Appointed to National Association of Student Personnel Administrators (Student Affairs Administrators in Higher Education) (NASPA) African American Knowledge Community Board, Best Practices Spotlight Chair, term May 2014-April 2015
- UW OMA&D Costco Scholarship Committee
- UW GO and Fritz Scholarship Committee, 2014
- Reviewer National Association of Student Personnel Administrators (Student Affairs Administrators in Higher Education) (NASPA) Region V Awards, 2014
- Program Reviewer 2014 National Association of Student Personnel Administrators (Student Affairs Administrators in Higher Education) (NASPA) Western Regional Conference, 2014
- UW OMA&D Welcome Daze Co-Chair, 2014
- Selected participant Alene Moris National Education for Women's Leadership Institute, Seattle, WA, June 16-20, 2014
- UW OMA&D Educational Opportunity Program, Director Search Committee, 2014
- UW Mary Gates Leadership Reader, 2013-2015
- University of Washington, OMA&D Purple and Gold Parent Panelist 2013, 2014 (pre-college focus)
- University of Washington, OMA&D Young Gifted and Black Panelist 2013, 2014 (pre-college focus)
- Co-wrote and co-lead the first OMA&D/Engineering STEM focused study abroad seminar to Brisbane, Australia-*Interdisciplinary STEM Autonomous Underwater Vehicles and Ecosystems*, 2012-2016

COMMUNITY SERVICE

- Stanley Ann Dunham Scholarship Fund Board of Directors, 2018-present
 - Co-Chair for the Selection and Scholarship Committee 2018-2019
 - Chair 2019-2020

- Technology Access Foundation (TAF) Board of Directors, 2014-2017
- Past Mentor Chair for the Miss Seafair Scholarship Program
- Past Member of the Seattle Urban League Young Professionals (SULYP), 2008-2009,
 - Chair for the Education and Youth Empowerment Committee, 2008-2009
- Past Mentor with the Garfield Urban Scholars Program
- Past Mentor at Seattle Girls' School
- Past volunteer with Ron McNair Camp-In

Families, Education, Preschool, and Promise Levy Oversight Committee

17 Members: Pursuant to *Ordinance 125604*, 12 members subject to City Council confirmation, *staggered*-year terms:

- 6 City Council-appointed 3-year terms, subject to City Council confirmation
- 6 Mayor-appointed 3-year terms, subject to City Council confirmation
- 5 Other Appointing Authority-appointed (specify): *Ordinance 125604*

Roster:

*D	**G	RD	Position No.	Position Title	Name	Term Begin Date	Term End Date	Term #	Appointed By
1	F	2	1.	Member	Erin Okuno	1/1/19	12/31/19	1	Council
2	F	2	2.	Member	Rachael Steward	1/1/19	12/31/19	1	Council
9	M	2	3.	Member	Greg Wong	1/1/19	12/31/20	1	Council
		1	4.	Member	Phyllis Campano	1/1/19	12/31/21	1	Council
2	M	2	5.	Member	Donald Felder	1/1/19	12/31/21	1	Council
2	F	N/A	6.	Member	Kimberly Walker	1/1/19	12/31/20	1	Council
2	F	N/A	7.	Member	Trish Dziko	1/1/19	12/31/21	1	Mayor
		7	8.	Member	Constance Rice	1/1/19	12/31/21	1	Mayor
3	F	N/A	9.	Member	Susan Lee	1/1/19	12/31/22	1	Mayor
2	M	3	10.	Member	Stephan Blanford	1/1/19	12/31/20	1	Mayor
6	F	4	11.	Member	Stephanie Gardner	1/1/20	12/31/23	1	Mayor
		2	12.	Member	Nicole Grant	1/1/19	12/31/20	1	Mayor
6	F	N/A	13.	Mayor	Jenny Durkan	N/A	N/A	1	Ordinance 125604
3	F	N/A	14.	Gender Equity, Safe Communities, New Americans, and Education Committee	Lorena Gonzalez	N/A	N/A	1	Ordinance 125604
4	F	N/A	15.	School District Superintendent	Denise Juneau	N/A	N/A	1	Ordinance 125604
			16.	School District Board Member	Chandra Hampson	N/A	N/A	1	Ordinance 125604
1	M	5	17.	Chancellor of Seattle Colleges	Shouan Pan	N/A	N/A	1	Ordinance 125604

SELF-IDENTIFIED DIVERSITY CHART

	Male		Female		Transgender		NB/ O/ U		(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
	Male	Female	Transgender	NB/ O/ U	Asian	Black/ African American	Hispanic/ Latino	American Indian/ Alaska Native	Other	Caucasian/ Non-Hispanic	Pacific Islander	Middle Eastern	Multiracial				
Mayor	1	2				2	1			1							
Council	2	3			1	3							1				
Other	2	3			1		1	1		2							
Total	5	8			2	5	1	1		3			1				

Key:

*D List the corresponding *Diversity Chart* number (1 through 9)

**G List *gender*, M= Male, F= Female, T= Transgender, NB= Non-Binary O= Other U= Unknown

RD Residential Council District number 1 through 7 or N/A

Diversity information is self-identified and is voluntary.