

## **Stephen L. Zabor**

Office Phone: (330) 569-5141

Email: zaborssl@hiram.edu

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### **ACADEMIC TRAINING**

Ph.D. in Economics, Northwestern University, 1977

B.A. in Economics, Carleton College, 1967

### **TEACHING EXPERIENCE**

Professor of Economics and Environmental Studies, Hiram College, 2004-

Professor of Economics and Management, Hiram College, 1993-2004

Associate Professor of Economics and Management, Hiram College, 1986-93

Assistant Professor of Economics and Management, Hiram College, 1980-86

Assistant Professor of Economics, Western Michigan University, 1978-80

Assistant Professor of Economics, Carleton College, 1977-78

### **ADMINISTRATIVE EXPERIENCE**

#### **Director, Integrated Entrepreneurship at Hiram, 2007-July 2009**

- Led the grant writing process that generated a \$1,000,000 grant from the Burton D. Morgan and the Ewing Marion Kauffman Foundations
- Administer a \$1,000,000 Grant from the Burton D. Morgan and the Ewing Marion Kauffman Foundations
- Coordinate faculty and staff development
- Oversee the Entrepreneurship Minor
- Develop on-campus programming related to Entrepreneurship

#### **Coordinator, Center for the Study of Nature and Society, Hiram College, 2004-2007**

- Administered \$500,000 Grant from the U.S. Department of Education
- Supervised programming related to the grant
  - Creative Field Studies
  - Biomonitoring
  - K-12 Science Education Outreach
  - Environmental Citizenship
- Developed Hiram College's Environmental Citizenship Program

#### **Vice President for Enrollment Management, Hiram College, July, 2001 – August, 2003**

- Created Enrollment Management Team
- Supervised Dean of Students, Registrar, Director of Admission, Director of Student Financial Aid, Director of the Center for International Studies, Director of Ethnic Diversity Affairs
- Revised Financial Aid Planning and Analysis through a Fiat Lux Grant
- Created a Strategic Plan for Enrollment Management including recruitment and retention

- Developed Key Performance Indicators to track performance

**Associate Dean, Hiram College, July, 1997 – June, 2001**

- Supervise Center for International Studies
  - Provide leadership for development of vision, oversee development of recruiting strategy, responsible for Study Abroad Programming and coordinate English as a Second Language courses
- Supervise Registrar's Office and Foote Professor of Ethics
- Coordinate and conduct institutional research
  - Analyze institutional data such as Retention, Student Characteristics, Faculty Compensation, Admission for policy-making purposes
  - Complete national surveys (HEDS, IPEDS) and oversee institutional surveys (CIRP and CSS)
  - Prepare reports when requested by college offices and departments
- Organize and oversee First Year Program – Colloquium and First Year Seminar
  - Work with others such as Career Center, Admissions, Dean of Students, Director of Residence Life to develop programs to assist student transition to college
- Promote improved student advising by revising Adviser Handbook and conducting Advising Workshops
- Implement Mid-Term Grade Report for new and probationary students
- Help organize Transfer Student Orientation – Fall and Spring
  - Assign advisers and helped develop and implement transfer student orientation course to promote successful transition
- Work with students with enrollment problems (academic, financial, or personal)
  - Facilitate interaction with Business Office, Registrar's Office, and Financial Aid
- Chair the New Course Committee
- Something about course schedule and registration process....

**Faculty Chair, Hiram College, 1996-1997 and 1990-1992**

- Co-chaired College Executive Steering Committee
- Facilitated the first Faculty-Trustee Committee

**Chair, Economics and Management Department, Hiram College 1988-1991 and 1983-1985**

**INTERNATIONAL EXPERIENCE**

European Cities Tour with Dr. Kenneth Kolson, Spring 1983

Sweden Summer Program with Dr. Paul Gustufson, Summer 1985

European Community, Dr. Gail Ambuske, Fall 1988, Interterm 1991/92, Winter 1995

Zimbabwe Study Abroad Trip, Fall 1994

Tanzania Study Abroad Program, Fall 2006 and Fall 2008

Bhutan – Fall 2009

Traveled through Japan and China with “ASIANetwork College in Asia” Summer Institute funded by the Freeman Foundation, June 1998

### **RECENT PUBLICATIONS/PRESENTATIONS**

- “Tying the Past and Present Together,” SEM Anthology, edited by Michelle Rogers and Heather Zimar, AACRAO, 2004
- “Tying the Past and Present Together,” SEM Monthly, February 2003
- Co-presented with Dr. Edith Waldstein at the SEM XII International Conference in San Diego, October, 2002, “Lessons Learned by Two First-Year Enrollment Management Officers”

### **COMMITTEE SERVICE**

College Executive Steering Committee, 2008-2010

College Life Steering Committee Chair, 2008-2010

Field Station Governance Board Chair, 2005-2007

Program Prioritization Committee, member 2004-2005

Strategic Planning Committee, Chair, 1996 – 1997; Implementation Task Force 1998-1999

Ethnic Minority Recruitment Board, co-chair, 1992-98

Helped lead effort to write Recruitment Procedure Handbook

Committee on Programs in Values and Ethics, Chair, 1997-2000

Search Committees: Chair, Vice President and Dean of the College, 1991; Chair, Director of the Library, 1992; Chair, Foote Professor Search Committee, 1999 and 2000; Member, Dean of Students Search Committee (date), Dean of Admissions Search Committee(date)

Appointments, Tenure and Promotion Committee, 1992-97

College Planning and Policy Committee, (chief budget committee at the time) 1986-1989  
Chair during financial crisis – 1988-1989

Institutional Planning and Policy Committee, Chair, 1983 –1984; Member 1982-1984

Enrollment Operations Committee, co-chair 1997-99

Helped develop billing schedule to reduce bad debt while helping students and families better understand financial responsibilities

Member, Retention Committee, (dates)

Connect retention issues to the First Year Program

Provide institutional research support for the committee's work

Study Abroad Board - 1997 to present

Other committees include: Technology Advisory Committee; Library and Science Building Site Selection; Teachout-Price Renovation, Chair; Commencement Review Committee, Chair; Faculty Definition Committee, Chair; Northwoods Review Committee, Chair; Hiram College Planning Committee; Faculty Life Committee

### **COMMUNITY LEADERSHIP**

#### **Hiram Village Council**

Elected to a four year term beginning 1/1/2006

**Crestwood Board of Education, Chosen as President 10 of 12 years, 1990 – 2001**

- Supervised the Superintendent and Treasurer
- Coordinated five-member board and managed conflict among Board Members
- Served as primary liaison between Board and Treasurer regarding budget
- Developed plan to respond to significant budget deficit resulting in school cutbacks
- Organized and conducted Crestwood's only community-wide Strategic Planning Process
- Led efforts to improve student success in High School

**Hiram Village Planning and Zoning Committee, Chair, 1986-1990.**

- Coordinated process to write first codified zoning regulations for the Village
- Chair, 1989, Portage County Regional Planning Committee, 1987-1989

**Hiram Christian Church**

- Pastor Search Committee Chair, 2004-2005
- Trustee, 2004 – 2007
- Investment Committee Chair, 2004 –2007
- Elder, 2001 - 2004
- Chair of Congregation, 1999 - 2001
- Chair, Stewardship and Finance Committee, 1990-1998
  - Organized and led stewardship campaign
  - Supervised process of controlling budget and returning to balanced budget
- Co-led process to write mission statement and served on pastoral search committee

**Rotary Club of Mantua**

- Member since 12/1987
- Twice Past President
- Treasurer, 7/1/2000 – 6/30/2009

**Audubon Society for Greater Cleveland**

- Board Member – 7/1/2006 to present
- Treasure and Executive Board Member, 7/1/2008 to present

**Portage Park District**

- Citizens for Portage Parks Treasurer, 7/1/2008 to present
- Portage Park Foundation, member, 3/1/2010 to present

**Rotary District 6630**

- District Governor Nominee, 7/1/2009-6/30/2010
- District Governor Elect, 7/1/2010-6/30/2011
- District Governor, 7/1/2011-6/30/2012
- Member Finance Committee, 7/1/2009-present
- Member Executive Committee, 7/1/1009-present
- Assistant Governor for Portage County, 1/1/2006-6/30/2010