

STEVEN M. EHRLICH

PROFILE

Experienced leader in continuing higher education, adult learning and development, and human resources with demonstrated skills in strategic planning, project management, interdisciplinary program design, teaching, counseling, supervision, community and corporate outreach, team building, and conflict management.

Lifelong angler and teacher of fly fishing literature and life lessons from the stream.

EDUCATION

Boston College, Boston, MA

Ph.D. Higher Education

Dissertation: Transformative Adult Education, Institutional Paradox, and the New School for Social Research

University of Virginia, Charlottesville, VA

Ed.S. Counselor Education

Brown University, Providence, RI

M.A.T. History and Education

Amherst College, Amherst, MA

B.A. American Studies

ACADEMIC EXPERIENCE

Washington University in St. Louis

Coordinator for Learn@Work, Human Resources, 2019-2020

- Coordinated policies, procedures, budgeting, and operations for content, training, and functionality associated with Learn@Work, the University's primary learning management system for employees.
- Integrated work flow and communication among the system users, including Human Resources, Information Technology, Compliance Units, Vice Chancellor for Research, and campus-wide systems administrators and end users.
- Guided the production, assignment, and delivery of high quality courses and training materials in relation to compliance regulations and requirements, the University's business needs, and employees work responsibilities, time constraints, and professional development.

- Planned and managed training that reflects understanding and application of adult learning, excellence in pedagogy and instructional design, and innovative use of online, eLearning, and technology-based learning tools and strategies.

Senior Education Advisor, Human Resources, 2016-2019

- Designed and managed professional development and training programs, strategies, and resources for employees at major research university.
- Created and coordinated holistic retirement transition programs and resources for faculty and staff, with emphasis on developmental and psychosocial components.
- Collaborated with learning and development team to create programs and resources for applied leadership and organization development.
- Created and implemented university-wide strategy for an integrated learning culture among faculty, students, and staff in Arts & Sciences, Business, Medicine, Engineering and Applied Science, Design and Visual Arts, and Social Work.
- Developed strategy for Human Resources unit, including vision, mission, strategic priorities, and design.

Interim Dean and Associate Dean for Academics, University College in Arts & Sciences, 2003-2016

- Promotions: Assistant Dean (1999) to Associate Dean for Academics (2003) to Interim Dean (2015).
- Led University's largest continuing education and professional studies unit, including summer school, \$17 million budget, 30 FTEs.
- Directed strategic planning and change management during organizational restructuring and leadership transition.
- Developed and managed undergraduate and graduate degree and certificate programs for evening division of Arts & Sciences.
- Recent academic program highlights: Doctor and Master of Liberal Arts, Master of Arts in Statistics, Master of Science in Applied Health Behavior Research, Master of Science in Clinical Research Management, Undergraduate Latin Honors Program, Bachelor of Science and Certificates in Sustainability, Bachelor of Science in Global Leadership and Management, Certificate in Forensic Psychology, Certificate in Strategic Communication.
- Directed online learning strategy and instruction, and related accelerated formats, including fully online Graduate Certificates in International Affairs, Nonprofit Management, Human Resources Management, blended online low residency Master of Science in Biology, 40 fully online and blended online courses each semester, back-to-back/blended online course schedule.
- Collaborated on St. Louis Regional Chamber university-corporate partnership.
- Directed partnership with LaunchCode, nationally recognized startup, teaching coding and communications to underrepresented students, leading to apprenticeships and jobs.
- Recruited, supervised, and evaluated adjunct instructors in all Arts & Sciences disciplines.
- Developed and monitored academic policies, academic integrity officer for division.
- Coordinated evening course schedule with academic departments and interdisciplinary programs in Arts & Sciences.
- Supervised academic advisors and managed student support services.
- Wrote division publications, including academic bulletin and course catalog.

Assistant Dean, College of Arts & Sciences, 1996-1999

- Designed and implemented four-year advising program for undergraduates.
- Coordinated advising for seniors' transition from the University, including graduate study, employment, internships, scholarships, and fellowships.
- Designed undergraduate service-learning program.
- Directed Leadership and Organizational Effectiveness Program (LEO) bridging liberal arts to careers.
- Collaborated with academic departments, employers, and alumni to redesign career planning services for liberal arts students, including employment, internships, and service learning.
- Advised students on academic, career, and personal issues.

Internship Coordinator and Career Counselor, Career Center, 1982-1985

- Developed University's first internship program for business-bound liberal arts students.
- Designed and led workshops on career development, lifelong learning, and career transitions.
- Delivered presentations to business, educational, and civic groups on career planning and continuing education.
- Counseled students on personal, academic, and career issues.

Bentley University, Waltham, MA

Assistant Dean of Undergraduate Programs and Administration, Bentley University, 1992-1996

- Designed and managed experimental academic programs, including interdisciplinary studies, learning communities, service learning, and internships.
- Coordinated academic programs and policies for adult students, including prior learning assessment, accelerated courses, and industry tailored bachelor degree and certificate programs.
- Developed and monitored academic policies and procedures concerning admission, transfer credit, and academic performance.
- Managed design and budget for academic facility expansion, classroom technology, and distance learning.
- Coordinated consortium agreements with area colleges.
- Managed design and budget for academic facility expansion, classroom technology, and distance learning.
- Directed undergraduate commencement ceremony.
- Academic advisor for full- and part-time students in liberal arts, business, and combined BA/MBA degrees.

Coordinator of Academic Services, 1988-1992

- Directed college-wide interdisciplinary studies program.
- Participated in enrollment management, retention efforts, and strategic planning.
- Managed liberal arts internships for full- and part-time students.
- Wrote and managed undergraduate college publications.

The University of Virginia, Charlottesville, VA

Coordinator of Counseling Services, Center for Personal and Career Development, 1980-1982

- Managed operations for community counseling agency serving returning adult students.
- Developed and led workshops for adults on life/work planning and career change.
- Counseled individuals and groups on personal, academic, and career issues.

TEACHING

Life Stories: Adult Development, Transformative Learning, and Life Planning

Critical Thinking and Learning Strategies for Health Care

Critical Thinking, Transformative Learning, and Organizational Change

Plugged in and Tuned Out: Private and Public in America

Gender and Communication

Work that Matters: Career Planning, Lifelong Learning, and Purpose

Literature and Philosophy of Fly Fishing

Stories from the Stream: Fly Fishing, a Meaningful Life, and Your Next Chapter

Water and Words: The Foundations of Fly Fishing in America

In the Depths: The Literature of Fly Fishing

Fly Fishing and Leadership: Lessons from the Stream

Fly Fishing, Leadership, and the Common Good

A River Runs Through It: Questions and Reflections on Living and Working