

# David C. Clickner

## EDUCATION

Ph.D., Reading

University at Albany, Albany, New York

**Dissertation:** *Teachers' Perceptions of the Impact of Education Policy on Their Teaching, Professional Development, and Sense of Efficacy for Literacy Instruction*

Master of Science, Reading

University at Albany, Albany, New York

Bachelor of Arts, English, Secondary Education

Siena College, Loudonville, New York

## EXPERIENCE

**SUNY Schenectady County Community College, Schenectady, NY**

**2017 – Present**

**Vice President for Strategic Initiatives & Planning (2021 – Present)**

### Selected Accomplishments:

- Led teams in reengineering advising, ultimately resulting in the College earning the nationwide Advising Success Network, Holistic Advising Award recognizing postsecondary institutions that have undergone holistic advising redesign efforts supporting cross functional teams and centering student experiences to increase completion and success indicators.
- Successfully assumed position of Vice President for Academic Affairs in addition to my responsibilities as Vice President for Strategic Initiatives & Planning following a transition at the college.
- Implemented SUNY Schenectady's Strategic Plan, leading and mentoring cabinet members in annual goal development and project management, quarterly reporting, and integrating the Plan into operational processes including facilities master planning and business sustainability planning.
- Oversaw the development and launch of SUNY Schenectady's Welcome Center with a re-engineered operational model to seamlessly serve students from point of first contact through to completion, shifting away from a transaction-based operation to a sustained engagement-based operation. This reorganization of enrollment services more fully integrate units, promoted enhanced strategic enrollment management processes, and reduced barriers for students. The shifted service model led to a 9% increase in FTE generated by first-time, full- and part-time students.
- Initiated SUNY Schenectady Global, expanding the college's reach beyond the U.S.; developing partnerships and negotiating MoUs with universities and organizations in India, Indonesia, and Zambia, including meeting with the Zambian Ambassador to the U.S. and the Ministers of Commerce and Education, to provide support regarding literacy and economic initiatives.
- Selected from a national pool of candidates to take part in the National Security Seminar (NSS) at the U.S. Army War College as a civilian thought leader.

- Launched a high school leadership academy on campus; students will conclude their studies with a high school diploma and associate degree, at no cost to them.
- Increased campus data democratization, including development of an interactive data dashboard available to every employee, data-focused professional development, and SUNY Schenectady's first Data Summit.
- Led the development and implementation of an incoming student intake survey, *My Survey to Success*. The automated survey drives targeted support to students based on their responses. Through this effort, faculty, academic advisors, and staff are more rapidly able to identify students who are struggling, and provide appropriate and timely interventions and supports.
- Collaborated with the Workforce Development team to drive economic impact (e.g., successful grant for a mobile learning lab; credit free to credit bearing coursework articulations; New York State Department of Labor apprenticeships; WIOA partnership for returning students). This collaboration supported cutting-edge, entrepreneurial continuing education and workforce development programs, articulations, and the Academic Affairs and Workforce Development collaborative Business Start-Up microcredential.
- Led the college team in contract negotiations with full- and part-time faculty and the supervisors' collective bargaining units, supporting the successful negotiation of multiple-year contracts with the three Collective Bargaining Units and garnering support from the Board of Trustees and the Legislature.
- Through advocacy efforts and successfully leading a grant effort, supported the continued development of the SUNY Schenectady's food pantry by securing additional dollars for marketing, purchasing of food pantry stock items, and extending the Food Pantry Director to a full-time position. Additionally, supported the development and continuous improvement of mental health and social work counseling and services for students through a successful grant application, supporting the provision of 24/7 mental health counseling for students.
- Oversaw the completion of the economic impact study for the college Foundation's Capital Campaign.
- Established a positive environment, focusing on collegiality and consensus building with a readiness for change management, to move the college's Strategic Plan development forward to completion of the 2021-2026 College Strategic Plan, *Many Voices, One Call*. This effort has continued, included leading and supporting the implementation and measurement of Strategic Plan outcomes through regular meetings of the senior team and campus team leads assigned responsibility for strategic goals and initiatives.
- Middle States Commission on Higher Education (MSCHE) Accreditation Liaison Officer, responsible for adherence to MSCHE accreditation requirements and reporting as well as Federal, New York State, SUNY System compliance and reporting.
- Expert in administration of externally sponsored programs; facilitated obtaining and administering over \$20 million in grant funded projects including TRIO; Liberty Partnerships Program; Institutional Resilience and Expanded Postsecondary Opportunity; ECHS/Smart Transfer/CHS/P-Tech; SUNY Transformational Initiative Fund (ASAP replication and Food Pantry).
- Led development and implementation of the institutional effectiveness and assessment system to improve programs and services, aligned with best practices and benchmarked with higher education indicators.
- Collaborated with the Finance and Administration offices to develop the college's multi-year financial planning and resource/cost distribution models and budget assumptions, including vetting with cabinet members and ensuring fidelity of implementation across all units.

- Collaborate with Marketing and Public Relations to ensure alignment in media and marketing messaging and that it advances the college's priorities for student success, enrollment and retention, and as a regional economic partner.
- Instituted focus groups to gain feedback and insight from students related to inclusivity, perceptions of the campus, and continuous improvement of processes that are responsive to students' needs.
- Partnered with leaders from three area school districts to complete the college's first whole-class instant admit program, admitting all qualifying members of each school district's senior class and culminating in a live community celebration at each high school.
- Expanded the Early College High School program from six students graduating with an associate degree in 2021 to thirty in summer 2023.
- Led cross-campus team in the development of the Strategic Enrollment Management plan and its implementation and integration into the Strategic Plan and daily operations. Chief architect in spearheading new innovative outreach recruitment initiatives that have promoted the campus's visibility locally and regionally using a return on investment model and leveraging the use of SUNY Schenectady's CRM, Slate, to increase prospective and current student engagement.
- Worked to assiduously build and enhance relationships with community leaders and elected officials. Collaborations include working with a company focused on employment services for differently abled individuals, a fitness space adjacent to campus, and a campus Veterans memorial.
- Led and supported the development of a college-wide focus on student success, including retention, degree completion, and college transfer. Facilitated processes to gain campus input related to our Achieving the Dream efforts to support continuous improvement in all areas of student success informed by data and best practices and oversaw the development of the College's successful application resulting in SUNY Schenectady being designated as an Achieving the Dream Leader College in February 2024.
- Led and supported the ramp up and implementation of the campus's SUNY ASAP (Accelerated Study in Associate Programs) replication model, referred to as the Advancing Success in Associates Programs on campus. This high impact student success program has been recognized as one of the top performing programs across participating SUNY community colleges.
- Led and supported the College's successful application to become one of only three Federal Aviation Administration (FAA) Air Traffic Control (ATC) sanctioned Collegiate Training Initiative (CTI) programs in the country, and the only one east of the Mississippi. This effort included working through a capital project that helped to secure \$500,000 in ATC simulator equipment for the program.
- Supported a collaborative process for selecting a new college scheduling platform to help advance SUNY Schenectady's student success retention and completion goals. This new platform, AdAstra, empowers teams and has led to teams more deeply using course and scheduling data.
- Cultivated and worked with key external community partners (including business/industry, community-based organizations, and regional government leaders) to promote new initiatives and identify workforce and economic development partnership opportunities as part of a CEO Roundtable program through SUNY Schenectady's Foundation.
- Collaborated with the Foundation leadership, faculty, and staff for successful campus-based advocacy and fundraising efforts aimed at seeking funding support for the campus's major capital campaign program.
- Provided leadership in conceptualizing, orchestrating and facilitating the strategic planning efforts in the re-organization of the College's advising delivery system. As a result, established the Academic Advising and Career and Transfer Center which centralized advising, career, and transfer operations.

- Leading SUNY Schenectady's movement to participate in the Richmond Federal Reserve Data Project to more holistically and accurately demonstrate community college student retention and completion metrics in comparison to IPEDS and other measures.
- Led in the creation and implementation of a benchmarking initiative to further advance the College's efforts in becoming a more efficient, data driven and student-centered operation. Collaborating with and leading members of the senior team in expanding the use of Key Performance Indicators (KPIs) and leading and lagging indicators as critical measures and decision-making tools.
- Revised and implemented an integrated Strategic Enrollment Management plan with wide campus input and collaboration across campus units and student facing teams.

**SUNY Schenectady County Community College**  
**Interim Vice President for Academic Affairs (2019 – 2021)**

**2017 – Present**

**Selected Accomplishments:**

- Led the College's response to the COVID-19 pandemic including the transition from face-to-face to a virtual environment; implementation of pool testing; internal and external communication management; student, faculty, and staff engagement activities; and working with labor unit leaders.
- Directed efforts to ensure academic integrity and calibration across online courses, implementing shifts in advising and student support, reconfiguring the college's restaurant operations, and building out remote music student instruction and performance formats in response to the COVID-19 pandemic.
- Developed a college-wide plan to improve inclusivity across the institution including refocusing the pre-semester professional development program, led group discussions on culturally competent instruction; and led a working group to develop and implement the college's first campus-wide, sustainable pd program.
- Established strategy and defined key tracking variables for use in semester course scheduling, resulting in a 47% increase in Late Start course enrollment.
- Co-shepherded successful development and project completion of the Learning Commons capital project, including multiple open forums and working with facilities representatives and architects; additional capital project leadership includes off-site culinary and craft beer labs and on-campus chemistry lab space.
- Led a collaboration with Feed Albany, a local non-profit, to feed individuals with food insecurity, provide meals to patients of Albany Medical Center's Cancer Survivorship Program, the Bethesda House homeless shelter, and the college's Food Pantry.
- Initiated weekly dialogue meetings with faculty and staff to shift the organizational culture toward one of increased transparency for information and the institutional vision.
- Fostered innovation in teaching and learning, leading to increased usage of Open Educational Resources (OER) including support for a faculty member's sabbatical to develop OER materials.
- Initiated the development of the Center for Teaching and Learning within the Learning Commons.
- Increased transparency around the budget development process and initiated an equipment purchase review process including a required justification linking it to student learning outcomes.
- Built pathways and internal articulation agreements between credit and non-credit programs including culinary, criminal justice, and medical coding and billing.
- Oversaw the production of the college catalog and the development of the academic calendar.

- Managed the development of the Academic Affairs Plan and oversaw the unit's course and program assessment practices.
- Successfully re-negotiated the Fixed-Based Operator Aviation Flight School contract and recruited an additional aviation company to support program growth and expansion.
- Implemented a review process for equipment purchases, including a justification related to student learning outcomes, and developed a system for more effectively tracking useful life in accordance with the State University of New York (SUNY) System equipment life schedule.
- Wrote and promoted the college's successful SUNY Guided Pathways, Cohort II, application and led the campaign to cascade information and facilitate professional development to campus teams for the implementation of Guided Pathways (SUNY Guided Pathways, Executive Lead).
- Led the successful implementation of a co-requisite Mathematics course model and the use of multiple measures for Mathematics course placement (Strong Start to Finish, Executive Lead).
- Oversaw the development and revision of multiple degree and certificate programs through shared governance and the SUNY and New York State Education Department approval processes.
- Led successful re-accreditation of Alcoholism and Substance Abuse Counselor (CASAC) credential.
- Co-authored successful \$4 million Title III grant application.
- Served as College liaison to SUNY System and the New York State Education Department.
- Led and recommended to the President all Academic Affairs operations including changes in instructional and staffing patterns, curricular offerings, academic policies, non-traditional programming, assessment practices, and organizational structure.
- Led reorganization of the College's Achieving the Dream initiatives, increasing the focus on Return on Investment and the link between curriculum development, assessment, and retention.
- Led development of the annual course schedule for all academic programs to facilitate student success in collaboration with deans, the Registrar, and faculty to facilitate student success.
- Led development of the Academic Affairs annual budget in support of the College's strategic priorities.
- Reviewed program offerings to ensure academic programs fully support the community and students.
- Chaired the Information Technology Committee (IT Governance); provided leadership to incorporate instructional technologies that improve student learning and support IT quality assurance for classrooms and online instruction.
- Led the creation of the Direct Support Professional and Community Health Worker certificate programs, secured their approval from NYSED and SUNY, and created pathways with the local ARC and the Workforce Development unit.
- Led a restructuring of College divisions and organizations in order to strengthen shared and participatory governance processes and facilitate broader input into college planning and decision-making.
- Led and oversaw activities and processes to enhance the SUNY Schenectady's financial strength, including the development and implementation of a more transparent, decentralized and restructured budget planning process in Academic Affairs to more effectively utilize data in planning and empower budget managers. Led a multi-year ongoing process to reduce expenditures and enhance efficiency across departments where possible while investing in new initiatives designed to grow enrollment and revenue long term.
- Encouraged and supported focused efforts to refine the New Student Orientation and onboarding processes; supported the development and offering of new processes for orienting part-time faculty; and supported the review and improvement of developmental courses and services to a co-requisite model to improve student retention, success, and degree completion.

- Supervisory oversight of 200 full-time employees across the Academic Affairs units. Conduct yearly evaluations of all direct reports and oversee faculty promotion and tenure decisions.
- In concert with the President's cabinet, provide leadership in developing and communicating the strategic goals and initiatives of the College to a wide range of campus and external constituents
- Spearheaded a unique multi-campus recruitment and retention program through a partnership with SUNY Oneonta, including on-campus advising services and multiple campus visit opportunities for SUNY Schenectady students and dual enrollment high school students.

## **SUNY Schenectady County Community College**

**2017 – Present**

### **Assistant Vice President for Academic Affairs (2017 – 2019)**

#### **Selected Accomplishments:**

- Leveraged alliances with colleges, universities, and K-12 systems to fuel growth in concurrent enrollment and Early College High School programs; increased concurrent enrollment program FTE.
- Successfully led a complete and transparent revision and implementation of course, degree, and certificate assessment tools and processes in collaboration with faculty and deans.
- Managed the development of the Institutional Effectiveness Plan, providing a data driven snapshot of institutional health and defining key financial metrics to increase the College's focus on offset revenue and retention Return on Investment (ROI).
- Directed the creation of an online instructional best practice professional development (pd) program; instituted online course development procedures and implemented the use of the SUNY Online Course Quality Review Rubric (OSCQR), over 55% of the SUNY Schenectady's online courses were assessed using the OSCQR, and 40% of full-time faculty completed the pd program.
- Led efforts to provide professional development focused on data-driven decision making.
- College Liaison, SUNY Performance Initiative Funding (PIF); leveraged \$305,175 in additional funding.
- Worked with Institutional Research personnel to assist academic units undergoing accreditation and program reviews in collecting and analyzing data.
- Established positive working partnerships with faculty, staff, academic divisions, other colleges, K-12 systems, and business and industry leaders.
- Assisted faculty and academic deans with curriculum development; led tracking of program development culminating in program submissions to SUNY and the New York State Education Department.
- Led program review processes and compiled annual curriculum and assessment reports.
- Chaired the Academic Affairs Assessment Committee and advised deans on course-level and program level assessment activities.
- Coordinated Academic Affairs review of college publications; led the implementation of Academic Code change recommendations; and led and supported new Faculty Orientation and Institute Week activities.
- Advisor to the President and executive leaders on matters related to Academic Affairs, enrollment, and strategic planning.
- Establish relationships with school districts to promote SUNY Schenectady's workforce development and dual enrollment programs.
- Identified and pursued alternative funding opportunities in support of SUNY Schenectady's strategic goals.

- Strengthened, expanded, and maintained partnerships with K-12 sector and other higher education institutions.
- Facilitated the College's completion of a comprehensive Self Study for reaccreditation by the Middle States Commission on Higher Education. SUNY Schenectady achieved full eight-year reaccreditation with multiple commendations and no required follow-up reports in June 2019.

**Hudson Valley Community College, Troy, NY**

**2007 – 2017**

**Interim Assistant to the Vice President for Academic Affairs (2015 - 2017)**

**Selected Accomplishments:**

- Facilitated academic departments' completion of accreditation self-study reports, site visits, and presentations to accrediting bodies resulting in national re-accreditation of two academic programs.
- Successfully secured State University of New York and New York State Education Department approval for 13 degree and certificate programs.
- Re-configured Academic Affairs' assessment procedures to increase efficiency and facilitated growth; areas of focus included building assessment tools, data driven decision making, measures of Student Learning Outcomes, and alignment of College goals and program accreditation requirements.
- Assisted academic departments with curriculum and degree program initiatives including researching viability and marketability, intra-college proposal development, program review and the campus governance approval process.
- Served as liaison and chief point of contact to the State University of New York and the New York State Education Department, inclusive of development/oversight of documentation required for the approval of new degree/certificate programs, revisions to existing programs, provision of regulatory information, and managing the Hudson Valley's academic program records.
- Responsible for reviewing all academic affairs assessment and unit plans.
- Assisted departments in the development of accreditation self-study reports, completion of site visits and presentations to accrediting bodies.
- Managed the Center for Advanced Studies, partnering with four-year institutions to offer degrees on campus, including the development of MOAs and Occupancy Agreements and increasing on-campus four-year degree program offerings by 100%.
- Actively involved in developing partnerships with K-12 school districts.
- Leader in Hudson Valley's Middle States Commission on Higher Education Site Visit, Spring 2017.
- Provided mentorship to new department chairpersons and deans.
- Worked with department chairpersons through the Academic Affairs budget process; participated in budget process with VPAA and VP for Finance.
- Worked with college counsel to develop agreements related to academic affairs and responses to any inquiries related to academic affairs.
- Served as liaison between Academic Affairs and the Center for Counseling and Transfer, working primarily on the academic program and articulation process.
- Collaborated with Department Chairpersons for the successful re-accreditation of two academic programs.
- Co-Chaired Task Force responsible for a complete re-engineering of New Student Orientation.
- Attended Board meetings as an Academic Affairs representative.

**Selected Accomplishments:**

- Developed micro-efforts to fuel proof of concept work for retention, enrollment, and instructional support programming; resulted in development of a mini-grant program to test new retention efforts. This included spearheading the implementation of START (Student-Athlete Retention Team) and PASTA (Prepare to Achieve Strength Through Academics) Night leading to a 15% increase in average GPA across all student-athlete cumulative grade point average.
- Collaborated with faculty to create and implement the Dental Hygiene APEX student collective. This effort resulted in 100% student retention in its first year of operation and program was scaled to other health sciences departments with similar success.
- Launched a data tracking model to link classroom instruction to academic support. This effort resulted in a more than 10% increase in English Composition student performance on research papers.
- Oversaw operations of the Learning Centers (Computer Learning Center, Collegiate Academic Support Program, Learning Assistance Center, Learning Disabilities Services, Writing Center) and led the development of the Center for Academic Engagement.
- Revised budget development, management, and internal control systems which led to increased efficiencies in staffing and increased instructional support for students.
- Developed the Learning Centers' Perkins Grant application and final report, ensuring alignment with the college mission, Strategic Plan, and budget priorities.
- Supervised 50+ full- and part-time faculty and staff members covered under multiple collective bargaining units, completing annual evaluations and professional development planning.
- Member of team that oversaw a \$1 million building renovation project (Learning Commons) which led to increases in building usage and student duration of stay in support service areas.
- Oversaw the completion of the Learning Centers' successful Academic Program Review.
- Responsible for planning and execution of a programming plan resulting in a 20% increase in the use of academic support leading to over 16% of the college's total population uses Learning Centers' services.
- Implemented a data driven continuous improvement model using Banner reporting and data tracking to support program development and reporting to link classroom instruction to academic support leading to increases in student success.
- Helped develop institution's response to the NYS Graduation Achievement and Placement legislation including developing revisions to the college's developmental reading course.
- Review and approve personnel and teaching activities related to full-time faculty, in addition to completing various student success and usage reporting requirements including the annual report of Learning Center accomplishments.

**PROFESSIONAL SERVICE and DEVELOPMENT ACTIVITIES**

*General*

- National Security Seminar (NSS) at the U.S. Army War College
- Middle States Commission on Higher Education, Accreditation Peer Evaluator

- Completed multiple accreditation site visits to community colleges; responsible for determining institutions' alignment with Middle States Standards
- Led teams charged with assessing colleges' achievement of Standard V (Educational Effectiveness: Assessment), Standard II (Ethics and Integrity), and the Requirements of Affiliation
- Led and supported team training and writing of the team Report
- Middle States Commission on Higher Education Site Visit Vice Chair
- Cornell University International School of Labor Relations
  - Contract Language and Interpretation Program
  - Collective Bargaining Negotiation Program
- Supervision in a Union Environment
- Fundraising Strategy and Planning
- Member, Dissertation in Practice Committee, Northeastern University, Doctor of Education Program
  - Dissertation Title: *Attrition of STEM Leaders at Community Colleges* (T. Cabrera, Spring 2022)

#### *SUNY Schenectady*

- COVID Task Force (responsible for managing the College's response to the pandemic), Lead Tri-Chair
- Academic Senate
  - Executive Committee
  - Bylaws Committee
  - Curriculum Committee, ex officio
  - Assessment Committee, ex officio
- Achieving the Dream (ATD)
  - Core Leadership Team
  - Data Team, Chair
  - Enrollment Process Team
- SUNY System
  - Transcript Review Working Group
  - REACH (adult underrepresented student enrollment), Campus Lead
  - Guided Pathways, Campus Executive Lead
  - PRODiG - Promoting Recruitment, Oppportunity, Diversity, Inclusion and Growth (program to increase representation of historically underrepresented and women faculty in STEM fields), Campus Co-Lead
  - Multi-Campus Transfer Partnership, Campus Co-Lead
  - ASAP Replication, Campus Executive Lead
- Campus Safety Committee
- Artificial Intelligence (AI) Working Group
- Middle States Commission on Higher Education Accreditation Liaison Officer (ALO)
- Campus Middle States Steering Committee
  - Standard V (Educational Effectiveness: Assessment; 2019; 2027 visits), Co-Chair
  - Compliance (Requirements of Affiliation; 2019 visit), Chair
- SUNY Schenectady Strategic Enrollment Management (SEM) Team
- Developmental Mathematics Group, Chair
- New Student Orientation (NSO) Task Force, Co-Chair (responsible for re-engineering NSO)
- Information Technology Council, Chair
- Union of Faculty and Professionals and Service Employees International Union (full- and part-time faculty), Chairpersons, Administrators, and Directors Association contract negotiations, Strategic Lead

### *Hudson Valley Community College*

- Retention Committee
- Grant Review Committee
- Enrollment Committee
- Liaison to SUNY and NYSED
- Distance Learning Task Force
- Diversity Task Force
- Institutional Effectiveness Committee
- Developmental Reading Working Group
- Second Chance Scholarship Committee
- Graduation Achievement and Placement Committee
- Institutional Grant Review Committee
- Campus Middle States Working Group
- New Student Orientation Task Force, Co-Chair

### **COMMUNITY SERVICE**

- Centro Civico, Board of Directors (2012 - 2015)
- Youth Hockey Coach (1998 - 2011)

### **RECOGNITION AND AWARDS**

- Guided Pathways Coach, NYS Student Success Center Coaching Academy Leadership and Instruction Team
- Executive Leadership Institute (The League for Innovation in the Community College)
- Future Presidents Institute (American Association of Community Colleges)
- Chancellor's Award for Excellence in Professional Service (State University of New York)
- State University of New York Leadership Program (State University of New York)
- Willie A. Hammett Award for Student Services (Hudson Valley Community College)

### **PRESENTATIONS**

Clickner, D., & Moono, S. (2022, May 1). *The Pandemic's Disruption is Helping Us "Be" Our Strategic Plan* [Conference session]. American Association of Community Colleges (AACC). Annual Conference, New York, NY.

Clickner, D., Moono, S., & Fleming Brown, A. (2021, October 14). *Diversity, Equity, and Inclusion: "Being" Your Strategic Plan* [Conference session]. Association of Community College Trustees (ACCT) Leadership Congress, San Diego, CA.

Clickner, D. (2015). *Teachers' Perceptions of CCSS, RTI, and Teacher Evaluation*. Literacy Research Association Annual Conference, Fort Myers, FL.

Clickner, D., Nooney, A., & Gilbert, J. (February, 2013). CAE & EWS: New Tools for Your Student Engagement & Retention Toolbox. Faculty Workshop Day. Hudson Valley Community College.

Martinez, L., & Clickner, D. (October, 2012). *Smart Choice: Advantages of Community Colleges in Student Success*. Black & Latino Achievers !Si, Se Puede! Latino Youth Conference. Loudonville, NY.

Clickner, D. (May, 2011). *Evaluating Academic Support Services for Continuous Improvement*. Academic Impressions Expert Programming, San Diego, CA.

Clickner, D. (October, 2010). *Assessment and Planning: Looking Within to Look Ahead*. Annual Conference of the National College Learning Center Association, Charlotte, NC.

Clickner, D. (August, 2009; 2010; 2011; 2012). Student Support Services and Your Success. *New Student Orientation*. Hudson Valley Community College.

Clickner, D., & Frament, D. (April, 2008). *Got Athletes? A Program to Build Student-Athletes' Commitment to Academics*. Annual Conference of the New York State College Learning Skills Association. Corning, NY.

Clickner, D. (February, 2003). *Making the Connection between Home and School: Building Literacy*. East Greenbush Central Schools.

Bjerckmayer, J, &, Clickner, D. (April, 2002). *Literacy Development and Instruction: A Workshop for Daycare Providers*. State-wide telecast for the Office of Children and Family Services, Albany, NY.

Clickner, D. (April, 2001). *The Role of Collaborative Instruction Among Instructors*. Annual Meeting of the International Reading Association. New Orleans, LA.

## **TEACHING EXPERIENCE:**

Graduate (College of St. Rose, Thelma P. Lally School of Education)

- Early Literacy Development
- Adv. Development in Literacy (Birth - Grade 6)
- Adv. Literacy Improvement (Grades 5 - 12)
- Literacy Teaching Practicum (Birth – Grade 6)
- Literacy Improvement in the Secondary School
- Literacy in Content Areas
- Foundational Knowledge of Teaching Literacy
- Theories of Literacy
- Research Seminar: Literacy
- Diagnosis of Literacy Problems

Oversaw the college's literacy lab when teaching practicum courses

Community College (Hudson Valley Community College)

- Reading and Reasoning

K-12

- Grades K – 3 Reading Teacher
  - Curriculum development - School district's Kindergarten literacy assessment
  - Curriculum development - Shared Grade 1/2 Literacy Classroom
- Grade 8 English Teacher
- Middle School Alternative Learning Program Teacher (Grade 8)
  - Curriculum Development for Specialized Alternative Program
- High School English Teacher (Grades 9, 10, 12)
- Assistant Director of Pupil Services

## **CERTIFICATIONS:**

- NYS English 7-12 Permanent Certificate
- NYS School District Administrator Permanent Certificate
- NYS Reading Teacher Permanent Certificate