

Cynthia A Grey

Published Works and Presentations

Dissertation: *Managerial Ethics: A Quantitative, Correlational Study of Values and Leadership Styles of Veterinary Hospital Managers*, February, 2005

Schubert, C & Grey, C. (April, 2005). *How to stabilize employee turnover*. Veterinary Practice News.

Grey, C (May, 2005). *Managers Possess Traits Indicative of Moral Leaders*. Veterinary Hospital Managers Association, *VHMA Practice Pulse*. www.vhma.org

Grey, C (May, 2005). *Internal Marketing and Employee Retention*. Veterinary Hospital Managers Association, *VHMA Practice Pulse*. www.vhma.org

Nelson-Porter, B. L., & Grey, C. (Ed). (2009, December). *Submission of scholarly articles*. Retrieved from the Alumni Association Network web site.

Presented at Florida Veterinary Medical Association (Oct. 2007): Effective Leadership

Presented at Florida Veterinary Medical Association (Oct. 2008). Employee Retention

Presented at the Veterinary Technician Society annual banquet (May, 2010). Leadership

Presenter, 2011 Narrowing the Gulf Conference (March 2011), [Critical Thinking-Collaboration](#)

Video-taped presentation for Critical Thinking Retreat (January 2011)

Presenter, SPC Baccalaureate Faculty Expo (July 2011). [Faculty Portfolios](#)

Presenter, Association of Veterinary Technician Educators Conference (July 2011), Critical Thinking

Presenter, Poynter Institute 2nd Annual Teaching Symposium, Writing with Integrity (May 2013), News to Use: College Reading, Research and Writing.

Presenter, Golden Key International Honorary Society, International Meeting (July 2014), Expanding Student Organizations into the Virtual World

Presenter, All College Day, Stimulating the Online Teaching and Learning Experience (October, 2014).

Presenter, Golden Key International Honorary Society, Engaging members in an online environment (August, 2016).

Grey, C (June, 2015). Inaugural Issue: The Path. *Journal of Veterinary Technology Educators*. Vol. 1, p.

Grey, C (June, 2016). Meeting the Challenge of Graduating Learners with Increased Critical Thinking Skills. *Journal of Veterinary Technology Educators*. Vol. 3, p.

Grey, C (January, 2017). Assessing Collaborative Assignments. *Journal of Veterinary Technology Educators*. Vol. 4.

Education

12/02/2001-02/28/05 University of Phoenix Phoenix, AZ
Doctor of Management in Organizational Leadership

1996-1998 AAHA/Purdue University West Lafayette, IN
Certificate of Veterinary Practice Administration

1982-1984 University of Memphis Memphis, TN
Master of Science in Personnel Services

1975-1977 University of Houston Houston, TX
Bachelor of Arts – Double major in English and Journalism with teaching certification

1969-1971 Kent State University Kent, OH

Professional Experience

2018-Present St. Petersburg College St. Petersburg FL
Associate Dean – College of Veterinary Technology

Responsible for course schedule planning and curriculum development, faculty evaluation and development, faculty/staff hiring and supervision, budget development including fiscal monitoring and other related administrative activities for the veterinary technology programs (AS, BAS, VETTC-CT). Participate in college wide leadership committees to support an open, collaborative and inclusive environment for all college stakeholders based upon SPC's three pillars - Academic Excellence, Economic Mobility, and Community Engagement.

2006-Present St. Petersburg College St. Petersburg FL
Professor – College of Veterinary Technology, Management Track

Facilitate on-line learning to create a collaborative learner centered environment for students enrolled the Bachelor of Applied Veterinary Technologies program. Develop Curriculum. Advise students. Promote SPC and the veterinary technology degree programs. Focus of courses: Introduction to Research, Capstone Research, Osha Compliance and employee safety, Supervision, Legal and Ethical Issues, Management, Marketing, Communications and Professionalism, and Leadership.

2005-2006 St. Petersburg College St. Petersburg, FL
On-line Adjunct Instructor

Facilitate on-line learning for students enrolled in the Bachelors of Applied Veterinary Technologies program. Course work focuses on Business Law, Ethics, and Supervision.

1996-2006 Germantown Parkway Animal Hospital Cordova, TN
Hospital Administrator

Responsible for all business and practice operations in concert with the practice owners. Coordinator all business functions and supervising agent of all hospital services and personnel for a four-doctor practice with a support staff of twenty-four. Responsibilities include but not limited to:

Human Resource Management	Financial Management
Marketing	Professional Liaison

1984-1996 Creative Controls, Inc. Memphis, TN
Project Manager

Develop material lists, negotiate pricing, determine labor cost, and prepare quotations for potential projects. Upon receipt of contract, purchase materials, oversee expenditures, coordinate delivery of materials, and supervise labor force to assure compliance with job specifications and delivery schedule. Act as liaison between project engineer and client. Represent company at business meetings, conferences, etc. This role included training clients on Computer Aided Drafting program.

1981-1982 Northwest Community College. Houston, TX
Instructor

Instruct adult learners in the art of stained glass.

1978-1982 New Caney High School New Caney, TX

Department Head - Journalism

Instruct secondary students, using various teaching methods, in Journalism and Photography. Advise the Yearbook and Newspaper Staffs. Prepare course objectives and outline for course of study following curriculum guidelines. Assign lessons. Administer tests to evaluate pupil progress, issue reports to inform parents of progress. Meet with parents to discuss student progress and concerns. Participate in faculty and professional meetings, education conferences, and teacher training workshops. Perform related duties such as acting as Senior Class Advisor, assist students in selecting course of study, and counseling students.

Awards

John & Suanne Roueche Excellence Awards from the League for Innovation in the Community College for Outstanding Student Engagement – Online (2014)

Leadership

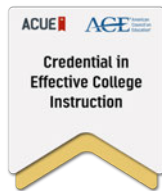
Faculty Chair for the SACS-COC 5th Year Interim Report – Accreditation Granted 12/2013
Golden Key International Honour Society Chapter Advisor
Board of Directors, Children’s Best Interests First
Editor, Journal of Veterinary Technician Educators
Leadership SPC

**Professional
Affiliations**

Alumni Association Network, Director
Children’s Best Interests First (CBIF), Board of Directors/Treasurer
Association of Veterinary Technology Educators, Member
American Animal Hospital Association, Member
Florida Association of Community Colleges, Member
Veterinary Hospital Managers Association, Member
The Academy of Management, Member

Certificates and Credentials

Quality Matters – Applying the QM Rubric
Quality Matters – Peer Reviewer
Florida State Animal Response Coalition, Small Animal Emergency Sheltering
Certified Expert of the Assessment Rubric for Critical Thinking
Emergency Management Institute (FEMA)
 Introduction to the Incident Command System
 National Incident Management System
 ICS for Single Resources and Initial Action Incident
Accessibility Services Training
Preventing Sex-Based Discrimination and Sexual Violence
Americans with Disabilities Act and ADA Amendments Act for Higher Education



04/22/2022

Individuals who earn this certificate have satisfied the expectations of an ACUE course in Effective Teaching Practices or Effective Online Teaching Practices, including successful completion of the required modules aligned to ACUE's Effective Practice Framework. Certificate holders have demonstrated knowledge of and skill in implementing teaching practices that promote student success. Certificate holders typically have invested approximately 50 hours to meet course requirements.