

ALYSHA A. TARANTINO



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MISSION STATEMENT

My mission is to make things better than I found them, by bringing clarity to complexity, connecting people and ideas, and helping turn possibilities into meaningful action. I want to lead in a way that empowers others, creates momentum, and leaves a lasting positive impact. I lead with a systems thinking approach, a strong sense of ownership, accountability, and commitment to learners and the people who do the work.

CLIFTON STRENGTHS

Relator	Responsibility	Analytical	Consistency	Learner
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KEY SKILLS

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| <ul style="list-style-type: none">• Building and maintaining effective and efficient teams• Progressive 19+ years of higher education experience• Lead a \$60+M organization with over 10.5K learners, 136+ programs and 93K SCH | <ul style="list-style-type: none">• HLC and accreditation experience, reporting and site visits• Lead through ambiguity and change• Lead sustainable enterprise unit• Collaborative, relationship-oriented leader• Experience scaling online programs; from undergrad through doctoral |
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RELEVANT PROFESSIONAL EXPERIENCE

Director of Colorado State University Online (CSUO)

(2023-Current)

- Executive and strategic leader of a university unit with full accountability for setting direction, shaping policy, and stewarding a culture that advances CSU's land-grant mission and commitment to accessible, high-quality education.
- Independent authority to set priorities, allocate resources, and shape policy or service strategy for a major organizational area.
- Regular and direct collaboration with vice presidents, deans, external and international stakeholders to advance CSU's strategic agenda.
- Oversight of unit culture, staff performance, budget, and systems that support innovation, access, and excellence.
- Unit hiring authority, lead multiple teams and leaders of teams within the organization.
- Leads the development and execution of multi-year strategies that advance CSU's mission, Strategic Roadmap, and commitment to equitable learner access.
- Aligns unit initiatives with college, divisional, and institutional priorities, contributing to university direction through collaboration, foresight, and strategic insight.
- Directs complex, cross-functional operations and teams to ensure efficiency, scalability, and equity in program delivery and support systems.

- Oversees staffing, budgeting, and resource allocation aligned with strategic objectives; fosters a culture of performance, innovation, and continuous improvement.
- Guides the development of forward-thinking learning models, program offerings, and partnerships that enhance CSU's reach, impact, and responsiveness to learner and workforce needs.
- Ensuring a market-responsive and sustainable portfolio of offerings.
- Builds and sustains inclusive, high-performing teams through strategic hiring, coaching, and leadership development.
- Establishes clear expectations and accountability structures while fostering a culture rooted in collaboration, equity, and growth.
- Cultivates and maintains high-impact relationships with external partners across sectors, regions, and communities to extend CSU's influence and innovation.
- Strengthens internal partnerships across colleges and the CSU system to enhance student support, alignment, and institutional impact.

Director of College Relations & Advising, CSU Online, Colorado State University (CSU) (2021-2023)

- Management, implementation and oversight of programmatic strategy within all degree-granting programs within CSU Online, as well as supporting the College Relations & Program Strategy team, Course Scheduling & Enrollment and Academic Advising teams. Relationship management with all college/department contacts within CSU through College Relations & Program Strategy team.

Associate Director of College Relations & Program Strategy, CSU Online, CSU (2020-2021)

- Lead and supervise team of Program Directors.
- Key strategist for online and distance, for-credit program offerings and portfolio.
- Maintained portfolio of two colleges.
- Establish and maintain mutually beneficial relationships and partnerships with external organizations and community colleges to build programs that create student pathways to the University for new and transfer students.
- CSU Advisory Committee on Undergraduate Affairs (ACUA) representative.

Program Director, Colorado State University Online, CSU (2016-2020)

- Lead development and growth of all undergraduate programs as well as all offerings within the College of Veterinary Medicine and Biomedical Science, the College of Liberal Arts, and the College of Agricultural Sciences, assessing effectiveness and health of programs and spearheading interventions as needed.
- Created Concept-to-Launch new program vetting process to allow organizational and market input to be at the forefront of decision-making, quicken launch timelines and increase productivity.
- Create and implement communication plan for all college relationships.
- Lead faculty and departments in the exploration of innovative technologies and course offerings to support their learners and the market trend.
- Supervisor to both state classified and administrative professional positions, growing individuals, creating teams, increasing efficiency, performance and job satisfaction.
- Provide administration and development of courses and programs including planning and budgeting; recruiting and promotion; monitoring quality; supporting faculty, staff, and students; and recruiting.



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- Built and managed cross-campus relationships while supporting program operations, student success, and issue resolution across online offerings.
- Drove program quality and growth through market research, data-informed insights, content development, and the creation of processes and SOPs.

- Assisted with program planning, organization, implementation and evaluation; communicated regularly with departments, instructors and students; managed facility requirements including building security; coordinated catering and managed classroom technology.

EDUCATION & PROFESSIONAL DEVELOPMENT

Colorado State University, Pueblo	2025-current
Doctor of Education in Higher Education Leadership	
Institute for Emerging Leaders in Online Learning (IELOL)	2019
Colorado State University	2018
Master of Education, Education and Human Resource Studies – Organizational Learning, Performance, and Change Specialization.	
Colorado State University	2015
Graduate Certificate, Organizational Learning and Performance	
Colorado State University	2013
Graduate Certificate, Student Affairs in Higher Education	
Metropolitan State University of Denver	2011
Bachelor of Arts, Biology with Elementary Education Licensure	



PAPERS, PRESENTATIONS & AWARDS

- OLC conference presentations forthcoming (November 2026)
- *Do Machine Learning Algorithms, with their Potential to Significantly Improve the Accuracy of Predicting Student Success, Offer a Promising Future for Education?* (2025)
- UPCEA Conference presentation: *Retention Factors: Online Learner Analysis* (2025)
- *Online Learner Retention: Literature Review and Creation of Prediction Tool Through Statistical Analysis and Machine Learning Techniques* (2024)
- Distance Learning Administration (DLA) Conference Presentation (2024)
 - Best Paper Award (2024)
- *Understanding the Prediction of Student Retention Behavior during covid-19 Using Effective Data Mining Techniques* (2023)
- University Professional and Continuing Education Association (UPCEA) presentation: *Assessing student perceptions for Online learning: Evidence from survey* (2021)
- Distance Learning Administration Conference (2020)
 - Presentation: *Communications with Departments- Relationship Management*
 - Presentation: *Concept-to-Launch, New Program Development*
- University Professional and Continuing Education Association National Conference (UPCEA) (2020) presentation: *Relationship Management Communication Campaign*
- University Professional and Continuing Education Association (UPCEA) Regional Conference (2019) presentation: *Concept-to-Launch Online Program Development*
- Colorado Learning and Teaching with Technology Conference (2015) presentation: *Using MOOCs to Attract/Reach New Audiences*
- MOOC News & Reviews (2013) interview: *Using “Traditional” Online Education to Launch MOOCs: A Q&A with Colorado State’s Distance Ed Team.*

POSITION REQUIREMENTS

Requirement	Experience
Master’s degree	Earned Master of Education, Education and Human Resource Studies – Organizational Learning, Performance, and Change Specialization.
Progressive leadership experience	19+ years of progressive university experience with more than five years of director experience, all within online and distance learning
Online program management experience	Created and lead current processes used to evaluate, scale and intentionally invest in online programs, leading to year over year success within Colorado State University Online



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Shared governance experience	Proven track record of successful leadership within and respect for shared governance
Budget and operational management	Successful budgeting for multi-million-dollar accounts and operational management of online, multi-team unit
External relations capability	Successful leadership of external relationships leading to custom curriculum programs and multi-year industry partnerships as well as successful multi-year, international partnerships
Data-informed decision making	Data-driven decision making is how I currently run CSU Online; instinct might be the hypothesis, but data backs or disproves the hypothesis to pave way for intentionality.

PREFERRED QUALIFICATIONS

Preferred Qualification	Experience
Earned doctorate degree	Currently in an online doctoral program, not currently complete
Experience with Statewide or system-level collaboration	Currently and previously served several system-wide committees, in addition to being liaison with sister institutions within system
Strategic enrollment management	Experience scaling online and distance credit programs while maintaining, incentivizing and enhancing academic, programmatic and course quality
Industry partnership development	Proven ability to create and scale industry partnerships
Change leadership in digital transformation	Proven ability to lead organization through change, technology adaption and change, and innovation at scale
Land-Grant Experience	Proudly served a land-grant for 19+ years



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